



## 2023 UK BENEFITS SUMMARY



**Global Incentive Programs** (corporate policies):

**Science & Technology publications program**

**Patent recognition program**

**Corporate Incentive Plan:** Non-Sales employees are eligible to the corporate bonus program. The target payout is a percentage of the base salary and linked to the pay grade.

**Sales Incentive Plan:** Employees in sales with commercial targets are eligible to commission. The target payout is a % of the total target compensation.

**Restricted Stock Units (RSU's):** A stock grant is a promise to award actual stock at some point in the future, subject to certain requirements (time restrictions). There is no purchase involved. Only exempt salaried employees are eligible (salary grade 12 and above).

**EMEA policies:**

**Employee Referral Program Bonus:** The program pays a bonus to employees who make a referral to a suitable candidate that leads to a successful hire.

- **Car allowance:** Non-sales employees with a salary grade 15 and higher are eligible to a car allowance. Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors, VP sales.

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