

2024 DENMARK BENEFITS SUMMARY

Employees are eligible for most benefits programs on the first day of employment.

Public holidays: The employees are entitled to the legal public holidays.

Vacation: The employees are entitled to 25 days in accordance with the rules of the Danish Holiday Act and 5 extra holidays (feriefridage) with pay per year. Due to changes in the Danish Holiday Act, transitional measures may apply.

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.

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.

Company car:

The employees with a salary grade 15 and above are eligible to a company car or 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 and VP sales.

The lease budget is available in the EMEA car policy. Employees with a company car are entitled to a fuel card. The fuel card can only be used in Denmark and the surrounding countries (Germany and Sweden). Employees who are eligible for a company car have the choice between company car or car allowance.