

2024

): 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.

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 Finland and the surrounding countries. Employees who are eligible for a company car have the choice between company car or car allowance.

Lunch vouchers: Employees are entitled to lunch vouchers per working day. The employee is free to choose value of daily lunch vouchers. Level of personal contribution depends upon value of lunch vouchers.

Sport vouchers

Telework: Employees whose position allows it, have on a voluntary basis the possibility to telework. Teleworking can be scheduled in consultation with the manager.