



2018 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 holiday year.

Private medical insurance: The employer provides a private medical insurance to the employees (premium paid for 100% by the employer).

Retirement: The employer sets up a pension plan with an employer contribution of 15% of the pensionable salary. The pensionable earnings are calculated on the monthly base salary of January X 12,24. The retirement plan provides the employee with the opportunity for additional payment to the pension plan.

Covers part of the retirement plan:

- **Long term disability:** Cover in the event of loss of working capability including waiver of premium
 - A base cover of 50 % of the employee's annual pensionable salary
 - Optional supplementary cover up to 30 % (= employee choice)
 - This benefit is subject to income tax
- **Critical illness:** A base cover of DKK 150.000 (lump sum)
 - Benefit is tax-free and premium is not deductible
- **Life insurance:** A base cover of 100% of the employee's annual pensionable salary
 - Optional supplementary cover up to 700% (choice employee)
 - Benefit is normally tax-free

A percentage from the total pension contribution will be deducted to fund the above covers (depending on choice of the employee)

Worldwide accident insurance: applicable in case an accident occurs during a business trip:

- Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability). The insurance is paid for 100% by the employer.

Salary: The salary is paid in 12,24 installments

Special holiday allowance: The special holiday allowance according to the Holidays Act will be paid out at a rate of 2% (= 0,24 installment).

Bonus: Employees (non-sales) as of grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.

Company car: The employees with a salary grade 15 and above are eligible to a company car. 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.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Denmark and the surrounding countries.