



2018 UK 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 26 days of vacation (for a full time employment).

Retirement: The employer sets up a defined contribution pension plan (salary sacrifice) with an employer contribution of 7.2% and an employee contribution of min 5%. The contributions are calculated on the base salary.

Life insurance: A lump sum of 3x annual salary will be paid out to the beneficiaries in the event of death.

Worldwide accident insurance (ACE) 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.

Sickness & Disability:

- **Company sick pay from day 1 until week 13:**
 - paid full salary less Statutory sick pay (SSP)
 - the employers contribution in the group pension plan is continued (7,2%). Same for the Group Life Insurance
- **Company sick pay from week 14 until week 26:**
 - paid 66% of salary less Statutory sick pay (SSP).
 - the employers contribution in the group pension plan is continued (7,2%). Same for the Group Life Insurance
- **from week 27:**
 - paid 66% of salary less Statutory sick pay (SSP)
 - the employers contribution in the group pension plan is continued for 6%.
 - paid through the income protection insurance

Healthcare insurance: The employer provides a healthcare insurance to the employees (paid for 100% by the employer). The employee can include his/her spouse/partner/children at own expense (deducted through payroll).

Health assessment: The employer provides the employee, on a voluntary basis, the possibility to attend an annual 360 health assessment (paid for 100% by the employer).

Salary: The salary is paid in 12 installments

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.

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).

Car allowance: The 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.

Fuel: Reimbursement for actual business mileage through expense reporting (excl home/work distance)

- <10000 business miles (in the tax year): 45p/mile
- >10000 business miles (in the tax year): 25p/mile