

**2025 DENMARK**

**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:**