

Compensation Benchmarking Exercise



Table 2: Benefits findings per company for the position XXXX

Company	Bonus Policy	Other Variable Payments	Stock Option	Stock Granting	Cash Allowance	Company Car Policy
Company 1	40% of annual base salary, 100% linked to company results (30% for strategy director)	No	3 years vesting period and 7 years exercise period for stock options	Annual Grant. Expected Value target equal to 50% of annual base salary	n/a	3000cc, €1500 monthly lease
Company 2	35% of base salary at 100%, 90% at target: 80% of the 35%. No additional bonus for overachievement	No	Fantom Shares on annual basis. 60% of annual cash. Grand value: FMV, 2 years vesting period and 3	No	No	2000cc, €1000ml
Company 3	28% of base salary at 100% of target. At 90%: 80% of 28%, at 80%: 60% of 28%, at 110%: 120% of 28% at 120%:	No	No	No	Representation allowance €6000	1800cc and €509 monthly lease
Company 4	Through profit sharing scheme. 4 monthly salaries at 100%, 6ms for overachievement.	No	Less than 3 years vesting period, less than 6 months exercise period	No	No	2000cc, €800ml
Company X	40% of annual base salary, 100% linked to company results (30% for strategy director)	No	3 years vesting period and 7 years exercise period for stock options	Annual Grant. Expected Value target equal to 50% of annual base salary	n/a	3000cc, €1500 monthly lease