

Rewards

We offer a global, diverse and enriching environment. We provide countless possibilities to learn and grow. Plus, we have a comprehensive benefits package. All these factors – our total rewards – contribute to our appeal as a *great place to work*.

Our Total Rewards Policy is designed to give both the business and our people a clear understanding of total rewards and the principles behind them.

These guiding principles:

- Provide a consistent framework to create competitive programs that comply with local legislation
- Focus on attracting and retaining talented employees, building a high-performance culture and ensuring a highly engaged workforce that achieves sustainable business results

Elements of our total rewards include:

- Fixed pay (i.e. your salary)
- Variable pay (i.e. a potential bonus)
- Health & Wellness Benefits
- Personal growth and development
- Work-life environment