

Agilent Benefits In Brief

For Danish employees



Benefits are an important part of your total compensation and we're proud to offer a comprehensive, balanced, competitive benefits package. Agilent's programs address the immediate needs that you and your family may have, such as health coverage, as well as your long-term needs, such as saving for retirement. In addition, Agilent offers programs that acknowledge the need, and importance, of having time away from work.

We have prepared this brochure to help you and your family understand some of the policies and benefits that affect your employment at Agilent.

This brochure applies to employees of Agilent Technologies Denmark ApS, and those of any subsidiary or associated company of Agilent Technologies Denmark ApS or Agilent Technologies, Inc registered in Denmark, including Dako Denmark A/S and Dako A/S (referred to in this brochure as "Agilent" or the "Company"). This brochure completely cancels and replaces the Employee Handbook and employee policies previously published by Dako Denmark A/S, Dako A/S, and Agilent Technologies Denmark ApS.

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Agilent Technologies

Work Environment & Tools

Agilent has a number of programs and policies designed to help employees in its diverse work force manage their work and personal lives while meeting company objectives for business success.

Office

In Denmark, Agilent has employees working from offices in Glostrup and in Aalborg and employees who are home based. The decision as to whether an employee can work from home full-time should be made jointly between the individual employee and his/her manager, with the approval of Agilent Executive and of the local HR manager. There is a Work Place Services (WPS) process to ensure that the home provides a suitable working environment.

Home Office allowance

The regular Danish employees conducting company business from home full time are entitled to receive a monthly home office allowance. A telephone is also offered to regular employees who conduct company business from home full time – refer to Addendum for the monthly amount of home allowance.

Employees with occasional work-at-home requirements or occasional work-at-home for personal convenience are not entitled to the home office allowance but can be provided by Agilent with secure connection (VPN) depending on the business needs. Physical connection and Internet connection, ADSL must be provided by the employee.

Cafeteria/ Meal Vouchers

A company sponsored cafeteria is available for all employees in both Glostrup and Aalborg. A healthy lunch buffet is offered during business days at a discounted price to be paid by the employee in a deduction through payroll once a month. Refer to the Addendum for the monthly employee contribution to cafeteria.

Credit Card/Concur

Frequent travelers and employees with regular business expenses are entitled to receive a company credit card. It is the manager responsibility to approve requests for this card. Employees are required to adhere to Agilent policies and their

organizations' budget/spending plan. All business expenses must be submitted through Concur in a timely matter with receipts.

Hardware/Software Equipment

Managers of Agilent Technologies' employees and ETWs will determine if a Personal Computer is required to fulfill an individual's job requirements.

The type of computer will be determined by the business requirement and by corporate guidelines. Personal PCs, printers are not supported. Personal software and/or hardware cannot be installed on Agilent-owned equipment.

Phone/Smartphone

Eligibility to receive a company mobile phone and/or charges reimbursable is based on core business need and individual job responsibilities according to the Corporate Expense Policy. Managers are required to approve requests for these devices. Typical eligible employees are the Field customer facing: sales, service and support and the Executives.

Company Car

The Company car policy for Denmark is under construction. For any information, please refer to the HR and WPS organizations.

Compensation Programs

Variable Pay - AVP/ ARB / IPB

Agilent variable pay provides an opportunity for eligible employees to share in company and business success. Variable pay (AVP) includes the Agilent Results Bonus (ARB) and Individual Performance Bonus (IPB) programs. The variable pay component of Agilent's Total Rewards portfolio is designed to reward strong business performance, measured by Return On Invested Capital (ROIC), and strong individual performance.

- Agilent's performance results will be used to create a funding pool for variable pay.

- At target, the total variable pay funding level is 10% of eligible pay for the half.
- 70% of variable pay funding for the Agilent Results Bonus (ARB) is determined by the ROIC of Agilent overall.
- 30% of variable pay funding is determined by the ROIC of Agilent overall to fund the Individual Performance Bonus (IPB) program. IPB is distributed to employees based on individual performance, at managers' discretion.



Payouts are based on results for each fiscal half ending April 30 and October 31. Payouts are announced each May and November, with actual payouts occurring in June and December. Agilent Results Bonus payouts will differ based on:

- The employee's pay
- The amount of time an employee is eligible for the program during the six months associated with the payout.

Free Choice Account

For employees covered by the Salaried Industrial Employees Agreement (IFO) or by the Danish Industrial Agreement (IO) the Company currently pays 1.0% of the employee's salary used to calculate the pay into a free-choice account which is put at the employee's disposal. Refer to Addendum for details.

Equity Programs

ESPP

Agilent's Employee Stock Purchase Plan (ESPP) is a voluntary benefit that offers regular employees the opportunity to purchase Agilent common stock at a 15% discount through payroll deductions.

There are two 6-month Purchase Periods offered annually: May 1st to October 31st, and November 1st to April 30th.

Employees may elect to contribute 1% to 10% of eligible pay (base salary + actual commissions) to a maximum of \$25,000 USD per calendar year. Contributions are accumulated for each 6-month Purchase Period and then applied toward the purchase of Agilent common stock at the end of the Purchase Period. On the last trading day of the Purchase Period, referred to as the Purchase Date, a 15% discount is applied to the closing price of Agilent common stock to determine the discounted Purchase Price.

Upon the purchase, ESPP shares will be deposited into a broker account (Fidelity) where employees may keep or sell their shares at any time.

AVP History:

**Prior to FY09, IPB funding was separate from ARB.*

	Agilent Results Bonus (ARB)			Individual Performance Bonus (IPB)
	EMG	LSG / CAG / DGG	GIO	
2H12		3.8%		1.7%
1H12		6.8%		2.9%
2H11	14%	5.2%	9.5%	4.1%
1H11	14%	4.1%	7.8%	3.4%
2H10	10.1%	5.1%	7.1%	3.1%
1H10	5%	11.1%	7.5%	3.5%
2H09	3.6%	3.6%	3.6%	1.6%
1H09	1.5%	1.5%	1.5%	0.7%
2H08	15.8%	15.1%	15.5%	
1H08	12.3%	12.5%	12.3%	



Benefits Programs

Healthcare Insurance

Coverage under Agilent's medical/dental/vision plan is designed to help employees pay for services to maintain a healthy lifestyle. Agilent provides an option for employees to sign up for the health insurance, Lifeline Plus, provided by Skandia.

The health insurance gives fast access to professional treatment at private facilities within a long range of illnesses and injuries. Also within areas, where there often is a significant waiting period in the public health treatment system.

Lifeline Plus covers the following (*):

- Psychologist and psychiatrist consultations
- Treatment provided by a physiotherapist, zone therapist, acupuncturist and chiropractor
- Consultations with a clinical dietician
- Examination, operation and treatment in Denmark (excluding Greenland and the Faroe Islands), Sweden, Norway, Finland and Germany
- Post-treatment, rehabilitation and stay at a health resort
- Aids, medicines and transport costs
- Travel companion and medical escort in connection with hospitalization and operation outside Denmark
- Home help
- Second opinion in connection with particularly serious and life-threatening illnesses, e.g. cancer
- Withdrawal treatment for addiction to alcohol, medicines or drugs
- Co-insurance of spouse/partner and children

(*): only a brief description – Please refer to the section [insurance conditions](#) for details about coverage.

Contributions: The monthly employee contribution is processed directly through payroll. Refer to the Addendum for the monthly amount.

Certain Critical Illness

Employees will be covered in case of certain critical illness, through the pension plans, subject to medical approval. The pension plans contain standard one-time payment subject to

RSUs

A restricted stock unit (RSU) is an award agreement between the Company and an employee to issue shares of company stock at the time the award vests. No shares are delivered until the employee satisfies the vesting schedule. The standard corporate vesting schedule is 25% per year over 4 years. In Denmark, it is over 3 years. Employees at ICB Advanced level and above may be eligible to receive RSUs even though the grant is fully under the discretion of the manager. The shares are issued at the time of vesting and are deposited on the Fidelity account of the employee unless the employee has explicitly declined them, with associated taxes processed through payroll.



yearly adjustment that the covered employee will receive if diagnosed for a defined critical illness. On an optional basis, this amount can be increased at the employees own expense.

For current amounts please refer to the pension plan document.

Collective Full-Time Accident Insurance

Employees are covered by a 24-hour collective accident insurance. The insurance covers the employees in case of various personal damages caused by an accident.



Business Travel Insurance

The business travel accident insurance provides employees with coverage if they die or become permanently disabled due to an accident while on Agilent company business. Benefit paid to beneficiary(ies) is up to 4 times employee's annual salary with a maximum of \$2,000,000 for death benefit.

The business travel health insurance provides employees with coverage when traveling on Agilent business or at the expense of Agilent outside their country of residence or permanent assignment. The plan covers emergency and urgent required medical care while on Agilent business. Employee does not need to submit bills to home or other insurance carrier first. Maximum benefit is \$350,000 per calendar year.



Life Insurance

Employees will, through the pension plans, however subject to medical approval, be covered by a life insurance.

Information on size of minimum coverage, as well as on the employees' possibility to optionally increase coverage, is available in your pension plan.

Statutory Occupational Injury Insurance

The insurance covers injuries (disability, permanent damage, loss of ability to work) and deaths that occur as a result of accidents during working hours or work-related injuries. Please contact HSE no later than 3 days after the accident.

Disability Pension

Employees will, through the pension plans, however subject to medical approval, be covered by a disability pension that will secure the employee a sum each month, if the employee loses his/her ability to work due to illness or an accident.

The pension plans contain standard coverage, but employees are able to optionally increase such coverage. For current amounts please refer to your pension plan.

Pension/ Retirement

Agilent has set up 2 company pension plans for its Danish employees: a Defined Benefit (DB) plan and a Defined Contribution (DC) plan.

The Agilent Defined Benefit (DB) Plan:

Employees in Agilent Technologies Denmark ApS who commenced employment with Agilent Technologies Denmark ApS (or its predecessor(s)) before 1 January 1994, are members of the Defined Benefit (DB) plan.

The Agilent Defined Contribution (DC) Plan:

Any other employees, i.e. employees who commenced employment with Agilent Technologies Denmark ApS from 1 January 1994, any employees in Dako A/S and any employees in Dako Denmark A/S, are members of the Defined Contribution (DC) plan.

Employee Contribution: from 5% of salary ^(*)^(**)^(***)

Company Contribution: from 10% of salary ^(*)^(**)^(***)

() Annual salary is defined as the yearly rate of salary, excluding overtime, shift allowance, bonuses; AVP, IPB and any other fluctuating payments. For employees on customer facing incentives, it is defined as the target salary.*

*(**) Salary for employees covered by CBA's includes overtime, shift allowance, bonuses, AVP, IPB and other fluctuating payments.*

*(***) Employees covered by Industries Overenskomst might have different bonus percentage*

Benefit: The benefit at retirement is linked to the value of contributions made by the employee and the Company and the investment return earned by these contributions.

Different contributions and pensionable salary may apply to employees covered by collective agreements that may be with a different pension company than the other employees.

The pension plans include mandatory insurance coverage, provided health/medical approval, to ensure that Agilent employees are covered for loss of ability to work resulting from an illness or accident, grave illness or death. Premiums to

insurance coverage will be funded by the above mentioned contributions.

For further information on pension plans and insurance coverage please refer to [Pension & Insurance](#).



Work Time

Working hours: 37 hour per week unless other is stated in the contract.

Office hours are 8:00 – 17:00 Monday through Thursday, and 8:00 -16.00 Friday.

Employees covered by collective agreements and non-exempt or Support employees have flexible working hours with a fix time between 9:00 -15:00.

Vacation/Holidays: All full time permanent employees are entitled to 25 vacation days each year to be taken according to the rules of the Danish “Feriellov”

In addition a maximum of 5 Floating holidays “Feriefridage” are granted based on the employee hire date and according to the following scheme:

From 1 May to 30 Jul: 5 days

From 1 Aug to 31 Oct: 3 days

From 1 Nov to 31 Jan: 2 days

From 1 Feb to 30 Apr: 1 day

A maximum of 5 Floating Holidays can be carried to the next year, or paid out according to the Danish Holiday Act. Refer to the Addendum on Floating Holidays.

Public Holidays: 10 days

New Year, Easter, Ascension Thursday, Store Bededag Friday, Constitution Day (June 5), Whitsun Monday, Christmas (December 25/26).

December 24 and 31 are closed company paid days off.

Prenatal Leave: Mother is entitled to 4 weeks paid prenatal leave before DOB (Date of birth)

Maternity Leave: Company pays 100% target salary during the first 14 weeks. The same arrangements apply to adoption.

Paternity Leave: Company pays 100% target salary for 2 weeks paternity leave during the first 14 weeks. The same arrangements apply to adoption.

Parental Leave: Company pays 100% target salary for 10 weeks. The same arrangements apply to adoption.

Employees in Agilent Technologies Denmark ApS who commenced employment with Agilent Technologies Denmark ApS (or its predecessor(s)) before November 1, 2013 are entitled 24 weeks parental leave.

Compassionate care leave in the event of a family member grave and/or long term sickness: The Company pays for difference between full pay and reimbursement.

Care for gravely ill child: The employee is entitled to up to 5 days paid leave if he/she needs to stay in hospital with the child. In addition employees are entitled to a leave if the child is in need of care that last at least 25 days. The employee will receive full pay.

Other Leave: Subject to management approval,
Employee wedding: 1 day off
Education examination: 1 day off
Death/Funeral in the immediate family: 2 days off.
Child illness: 1 day off
Move of home: 1 day off

Leave:

Information on maternity, paternity, parental and adoption leave, care leave, on leave for national service or other military

service and on other kinds of leave is available in Leave of Absence policy and guideline in Meidas.

Sickness or Illness: The Company pays full salary during sickness to all employees.

Further information is available in the Absence guideline in Meidas.



Other Benefits

Gym:

The Company has a gym facility in Glostrup. All employees are eligible to the facility free of charge.

Physiotherapy scheme:

The Company's employees have the opportunity to receive physiotherapy treatment in the office in Glostrup. Treatments are to take place outside of working hours. This means that employees may consult their line manager to organize the use of flextime for an appointment.

Practical information about the physiotherapy scheme, e.g. about booking appointments, can be found on Meidas.

Dental Care:

We have onsite dental care in Glostrup. Employees can book appointments directly with the provider. Employees pay directly to the provider.

Treatments are to take place outside of working hours. This means that employees may consult their line manager to organize the use of flextime for an appointment.

Art Association:

The Company's Art Association ("Kunstforeningen Dako") exhibits a varying range of artworks (both wall art and sculptures) in Glostrup. Exhibitions last for two months, and

pieces from each exhibition are purchased by the Art Association.

Employees can join the Art Association by contacting a member of the board as presented on the Company's intranet. The annual membership will be automatically deducted from the employee's salary (refer to Addendum).

Company Group Purchase – LogBuy:

The Company's employees have the opportunity to sign up for the discount agreement with LogBuy. The discount agreement is free and you can read more about it on www.logbuy.dk.



Addendums

Contacts:

CIGNA :

In the event of a medical emergency when travelling on Agilent business, please contact: International SOS:

Agilent member # 11BCPA000051

Policy #02944A

Tel: toll free in the US 1-800-523-6586

Tel: Collect call: 215-942-8226

Tel (London): +44 20 876 280 08

Fax: 302-797-3150 or within US and Canada
800-243-6998

Mail: CIGNA International Expatriate Ben P.O Box 15050
Wilmington, DE 19850-5050 or for courier delivery: CIGNA
International, 590 Naamans Road, Claymont, DE 19703

AIG EUROPE:

For any information related to the Collective Full-Time Accident Insurance coverage, please contact Marsh:

Contact Name: Charlotte Andersen

Email: charlotte.andersen@marsh.com

Tel: +45 45 95 95 83

FIDELITY:

For any information related to your FIDELITY account (RSUs, Stock options, ESPP) please contact:

Web: www.netbenefits.com

Tel : +1 800 544 0275 or 0800 99 00 11, calling number 1 800 544 0275.

Or the Agilent administration at:

Telnet : 345-8559

Tel : +1 408 345 8559

Email : stock_options@agilent.com

NORDEA:

For any information related to your pension plan, please contact:

Contact Name: Mads Bjørklund

Email: mads.bjorklund@nordea.dk

Tel: +45 61 22 75 17

INDUSTRIENS PENSION:

For any information related to your pension plan, please contact:

Contact Name: Jørgen Ørbech

Email: joe@industrienspension.dk

Tel: +45 33 66 80 22

SKANDIA:

For any information related to your medical coverage, please contact:

Hotline ved skade "Lifelinelinjen": 70 10 01 17

Sundheds- og Trivsellinjen: 38 48 91 51

Fysioterapeutisk Hotline: 38 48 91 52

Email: skandia@skandia.dk

IT Services HELPDESK :

Telnet : 50-2020

Toll free number : 80-250942

Alternate number: +44 2034639350

Support Information: 1-827-800

Global Security Response Center (SRC)

The Agilent Security Response Center (SRC) operates 24/7 under the direction of Agilent Global Security. The SRC provides a single point of contact for reporting and escalating Security, EHS, IT and Travel. Tel: + 1 408-244-8188

Fax: 408-553-2360

Telnet: 345-8200 in English Only

Email: src@agilent.com

This overview provides highlights of the Danish Agilent Technologies' programs. The official plan documents are always used to determine when and what benefits will be provided. Agilent's policies and benefits may change from time to time. Accordingly, this brochure does not represent a contract and it should not be interpreted as contractual in nature. For more information, contact the HR department.

Actual numbers (2014):

HOME OFFICE ALLOWANCE:

Company Contribution: DKK 670 /month

CAFETERIA CONTRIBUTION in GLOSTRUP:

Employee: DKK 455/month

MEDICAL PLAN CONTRIBUTION (optional):

Employee: DKK 180 / month

ART CLUB CONTRIBUTION (optional):

Employee: DKK 400 / year

PHYSIOTHERAPY CONTRIBUTION (optional):

Employee: DKK 100 / treatment

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