The Radford Global Life Sciences Survey provides total compensation and practices data for nearly 650 multinational life sciences companies and 355,000 incumbents. Reliable global market data is available for 49 countries and positions at the executive, management, professional and support levels, as well as overall practices. Target industries include biotechnology, pharmaceutical, medical device, diagnostic and clinical research organisations (CROs). Participants have the option of participating in one country or in multiple countries.

Participation in the Global Life Sciences Survey includes:

- Online access to results
- Multi-country Data Generator
- Practices and Country Practices Reports
- Radford Trends Report
- Unlimited Radford Network® users
- Year-round updates for Data Generator
- Hot topic webcasts
- Industry-specific white papers
- In person, online and desktop survey training programme
- Designated Survey Consultant

Key Features

Comprehensive Compensation Database
Includes nearly 650 participating companies; results delivered online via the Radford Network

Extensive Job Coding and Leveling Structure
Uses a harmonised global job structure to facilitate input and consistency in data submission, job matching and market comparisons for global operations

Global Data Reporting
Covers base salary, regular allowances, fixed compensation, bonus/incentives, total cash compensation, stock options and restricted stock; data collection for 48 countries

Global Life Sciences Data Generators
Create queries for one or more countries in a multi-country Generator; includes a currency converter and the ability to share results among team members; Express Reports feature on Generator delivers presentation-ready, country-specific data for all standard elements

Extensive Country Practices Reports
Includes pay increase budgets/actuals, incentives eligibility/practices, stock eligibility/practices, car plans and more
Key Features continued

Industry Trends Report
Stay current on salary increase trends, turnover, hiring practices and HR hot topics

Targeted Custom Reports
Provide insight into stock granting practices, equity programmes and Board of Directors pay through a variety of special reports; combined life sciences and technology Custom Report capabilities will allow clients to leverage both databases for analysis (additional fee)

Radford Training Programmes
Complimentary programme includes on-site, local meetings with consulting experts, as well as online survey training courses and “hot topic” webcasts

Data Sample
For illustrative purposes only, the sample data below displays a subset of results* for Management All Functions - Roll-Up - Career for the United Kingdom via an Express Report. These workbooks include a Data Display Tool allowing you to instantly customise overall or peer group results, and provide a presentation-ready report for any job in a country for which you have access, utilising Standard Data Elements.

INDIVIDUAL JOB DETAILS

Management - All Functions - Roll-Up - Career
United Kingdom - Pound

Annual Incentive Target or Actual
Select New-Hire or Ongoing Long-Term Incentives
Guideline or Actual Long-Term Incentive

<table>
<thead>
<tr>
<th>Base Salary</th>
<th>Total Allowances</th>
<th>Fixed Compensation</th>
<th>Target Incentive Amount</th>
<th>Target Incentive % of Base</th>
<th>Base + Target Incentives</th>
<th>Fixed Comp + Target Incentives</th>
<th>Actual OG SO + RS Cash LTI</th>
<th>Target Total Direct Compensation**</th>
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</thead>
<tbody>
<tr>
<td>Avg.</td>
<td>75th</td>
<td>50th</td>
<td>25th</td>
<td># Emps</td>
<td># Cos</td>
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<td>72,000</td>
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<td>14.2%</td>
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<td>15.0%</td>
<td>10.0%</td>
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</table>

Note: All data in local currency and employee-weighted

*Actual results provide data for six percentiles; you can also select actual incentives, new-hire stock, and equity guidelines for data presentation.

**Target Total Direct Compensation = Base + Total Allowance + Target Incentives + Actual Ongoing Equity

Contact Information
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Surveyed Countries
Argentina
Australia
Austria
Belgium
Brazil
Bulgaria
Canada
China
Croatia
Czech Republic
Denmark
Estonia
France
Finland
Germany
Greece
Hong Kong
Hungary
India
Ireland
Israel
Italy
Japan
Latvia
Lithuania
Malaysia
Mexico
Netherlands
Norway
Poland
Portugal
Puerto Rico
Romania
Russia
Serbia
Singapore
South Korea
Slovakia
Slovenia
Spain
Sweden
Switzerland
Taiwan
Thailand
Turkey
Ukraine
United Kingdom
United States