

INTEGRABLE

INTUITIVE

FLEXIBLE

USER FRIENDLY

AGILE

DIGITAL INCENTIVE DISTRIBUTION



THE SOLUTION



- Digital Incentive Distribution - **DIO** - is a robust, highly configurable and intuitive solution for the management of incentive plans distributions.
- **DIO** will help you streamline your allocation arbitration process, thereby enabling you to manage resources' incentive distributions with:
 - ✓ Efficiency
 - ✓ Transparency
 - ✓ Accuracy
 - ✓ Simplicity

DIO was developed in cooperation with the Compensation & Benefits team of Bureau Veritas, supportive to be amongst the first users of the solution.

KEY BENEFITS

- ✓ Optimize your incentive distribution process
- ✓ Eliminate paperwork and excel spreadsheets
- ✓ Save time allowing you to concentrate on your core activities
- ✓ Enjoy a stress-free distribution process and fluid exchanges
- ✓ Follow up of inputs of different stakeholders
- ✓ Achieve deadlines through notifications and reminders
- ✓ Make informed decisions, monitor their execution and their impact on the global incentive plan allocations

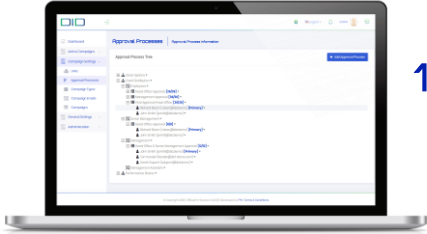


ADVANTAGES



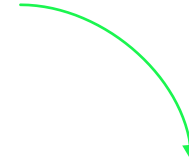
- One common platform across your group
- Flexible set-up and easy configuration
- Customizable process distribution rules
- Intuitive navigation: the menu guides the users through the process
- Handling of all incentive types (cash bonus, shares, stock options, performance or phantom shares, ...)
- Special features such as reserve incentive and lock decision, ...
- Access to historical and live data
- Agile creation of roles and management of access rights
- API first : can be integrated with any core data provider
- Multilanguage
- Multicurrency
- Adaptable user interface design
- Available as SaaS (Microsoft Azure) or deployable on premises

HOW DID WORKS ?



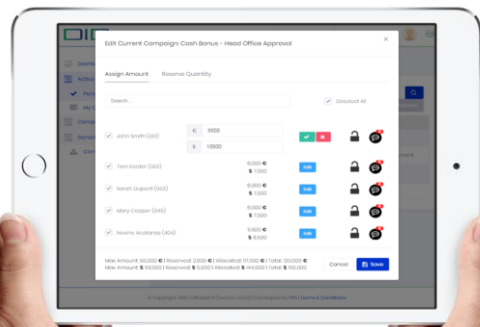
1- Create incentive distribution workflow

- Setup approval process steps
- Assign roles to different stakeholders



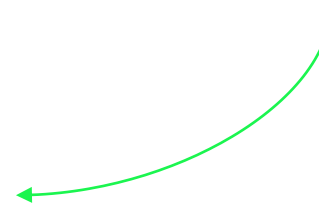
2- Create new campaign

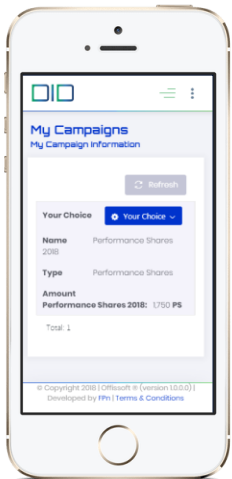
- Specify the amount and design for each incentive type (cash bonus, shares, stock options, performance or phantom shares,...)
- Assign/upload employees
- Upload plan rules and related documents
- Create and send emails



3- Start campaign

- Designated stakeholders are notified and invited to participate to the process





5- Finalize campaign

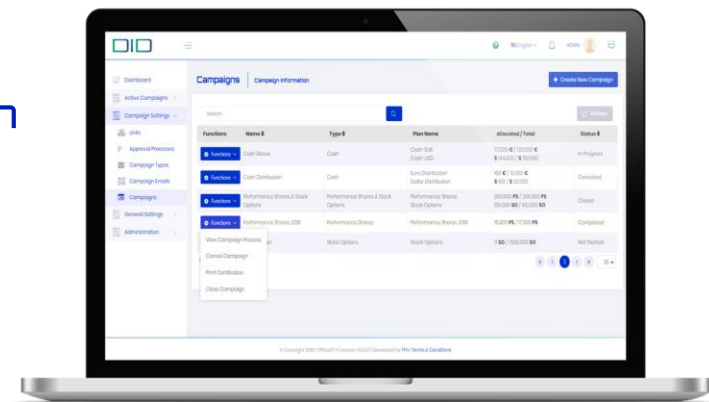
- Send announcement emails
- Monitor employees' choices
- Print grant letters, bonus statements, ...

4- Monitor campaign

- Check the progress status and follow up according to deadlines



6- Close campaign



DIO COMMITMENTS TO THE GDPR



GENERAL DATA PROTECTION REGULATION



Help you demonstrate your compliance with the GDPR



Fulfill the basics and requirements of “Privacy by Design”



Allow you to update or delete personal data



Hosted on Microsoft Azure, a GDPR compliant cloud provider



DIGITAL INCENTIVE DISTRIBUTION



For more information, contact us:
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A solution brought to you by  to automate your incentive distributions