



Advancing Cancer Diagnostics
Improving Lives

June 20th, 2018

Dear LBS Associates,

During the past few weeks, I've had the pleasure of visiting many of our sites around the world. As I immersed myself in our culture, I saw first-hand the strong foundation laid by Matthias Weber and the LBS leadership team, as well as the talent of our associates. Your contributions have led to excellent results year-to-date and allows us to build on that momentum. As we look forward to the remainder of 2018, I firmly believe that our renewed energy and excitement will continue to drive our success.

At this time, I'd like to share with you some new details of our incentive compensation program (ICP). ICP is one of the most critical aspects of our total rewards program. It allows us to recognize our success as a company and rewards our associates for their individual performance and their contributions to LBS. On that note, for 2018 we are driving further harmonization and standardization on the ICPs as we will have 3 plans across LBS:

1. LBS Pathology – Core Histology, Advanced Staining, Pathology Imaging, business units and their respective selling units and support functions. All bonus eligible associates will be paid against a global LBS Pathology CFF (which does not include TAS performance).
2. LBS TAS – includes relevant associates in TAS support functions. All bonus eligible TAS associates (incl. e.g. Finance, RAQA, HR) will be paid against a LBS TAS CFF (which will be independent of LBS Pathology performance).
3. Global LBS Functions - Bonus eligible associates supporting “LBS Pathology” AND “LBS TAS” will be paid against a “Global LBS” CFF (which will include both LBS Pathology and LBS TAS performance)

Your respective L1 Leader and HR Director will share with you further details of the ICP provisions as soon as they are made available by Danaher.

Lastly, I want to again thank everyone for your dedication to LBS. Our commitment to our customers and each other will allow us to continue Advancing Cancer Diagnostics to patients around the world.

Best regards

A handwritten signature in black ink, appearing to read "Melissa Aquino".

Melissa Aquino
President, Leica