



## OUR REWARDS AND BENEFITS

At Descartes we have strong values and a clear vision for your future. We offer comprehensive benefits and competitive salaries.

Our benefits program is designed to provide employees and their dependents with support in maintaining health and financial protection. Our program includes but is not limited to:

### Group Insurance (currently Vivium)

Vivium's personal contribution can be up to 2% of the annual gross salary, while the employer's contribution, which can reach up to 10%, varies depending on salary and seniority. Group insurance may partially cover pension benefits, death in service, and sickness.

### Health Insurance (currently DKV) & Well Being

At Descartes, employees' health and well-being are top priorities. We provide excellent healthcare coverage for our employees and ensure these programs remain affordable. Our extensive network of providers includes:

- Free coverage is provided for employees and their family members living at the same address in accordance with the contract's terms and conditions.

### Employee Assistance Program

The Employee Assistance Program is managed by our Health and Safety provider.

### Occupational Accident Insurance (Excedent)

Statutory insurance is covered in case of an accident at work or during work-related activities.

On top of the basic coverage for work-related injuries, Excedent Coverage covers additional expenses, higher compensation amounts and specific risks that may be excluded under the primary policy, all according to the terms and conditions of the contract

### Meal Vouchers

Employees are entitled to one meal voucher for each working day. The value of this meal voucher is €8, with the employee contributing €1.18 and the employer covering €6.82.

### Annual Leave and Public Holidays

Full-time employees are entitled to 20 days of paid annual leave, 6 days of ADV (Arbeidsduurvermindering), and 10 additional days of official public holidays.



### **Holiday Pay**

In addition to paid leave, employees receive holiday pay, which is calculated as 92% of the gross salary earned during the holiday period. This payment is distributed in June.

### **13th month**

An extra payment is made in December, equal to one month's salary for full-time employees. Eligibility is based on the terms and conditions of PC200.

### **Seniority**

Employees receive one extra vacation day for every five years of service, with a maximum of five additional days during their career.

### **Maternity and Paternity Leave**

- Maternity leave: according to Belgian law
- Paternity leave: according to Belgian law

### **Other Special Paid Leaves**

- According to PC200

### **Career development with opportunities for advancement:**

It takes all kinds of people with different skill levels to run a company as diverse as ours. For us to remain competitive,

continuous improvement is needed by learning new skills or improving the skills you already have. You have your own career path, and we provide a variety of opportunities to help develop your skills as you advance.

### **Work life balance**

We offer a healthy, safe and flexible workplace that supports a balanced lifestyle by offering:

- Flexible Schedules
- Work From Home or from one of our offices
- Business casual work environment

### **Diversity & Inclusion**

Our employees come from many different backgrounds, and we pride ourselves on that. No matter your gender, ethnicity, age or life experiences we believe that everyone has the right to be treated fairly and equally.

### **Referral bonus**

An employee referral bonus is available to employees who have referred a candidate who has been hired and successfully completed 90 days of employment