



# 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:

## Work life balance

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

- Unlimited work from Home or from one of our offices (Zilina, Namestovo)
- Flexible Schedules
- 37.5 hours working week
- Business casual work environment
- Free parking in the parking house close to the office

## Meal Allowance

Employees in Slovakia are entitled to a meal allowance for each working day. We offer the meal vouchers as well for the annual vacation days. Employees can choose between Meal card (UP card) or the financial allowance paid in the salary. Employer contribution in both cases is the same and is 4.95EUR.

## Company Mobile Phone

Employees are provided with a company mobile phone. This benefit ensures flexibility and comfort in both professional and personal communication.

Every 2 years, when the mobile plan is renewed, employees can choose a new phone within a set budget. This coincides with the contract anniversary date with the mobile service provider. The company covers the cost up to the pre-approved budget (most recently set at 350 EUR).

## Health & Well Being

Your health and well-being are our top priority at Descartes. We focus on preventative care and access to essential health services to support you throughout your time with us.

- Regular vision check-ups for the employees (once per 3 years).
- Regular massage in the office
- Company health breakfast
- Fresh fruits in the office

- Company Health Days
- Appointments with neurologists, orthopedists, psychologists, and eye care professionals.
- Office yoga sessions to support physical and mental well-being.
- Massages to relieve tension and improve comfort during the workday (once a month throughout a year).
- A physiotherapy lecture on maintaining a healthy back and simple exercises for a sedentary lifestyle.
- Sport activities and events – RUN tour Slovakia, company hiking, volejbal

### **Financial benefits**

- Annual bonus
- Regeneration bonus – to support employee well-being and recovery. Bonus can be used for individual sports and cultural events or wellness activity
- Special occasion bonuses – Marriage, Birth of child
- Personal and work anniversary bonus

### **Annual Leave and Public Holiday**

Employees are entitled to a minimum of 4 weeks or 5 weeks of vacation per calendar year. The exact number of vacation weeks varies from 4 to 5 days based on the employee's age and additional considerations like parental status or engagement in hazardous work. Also, employees are entitled to 14 additional days of official public holidays. Employees are always encouraged to use their annual paid time off to avoid burnout and allow you time to do what matters most to you.

### **Seniority**

Employees received one extra vacation day if they have been with Descartes for more than 5 years.

### **Maternity, Paternity and Parental Leave**

Maternity, Paternity and Parental leave are according to the Slovak law. We support a smooth return to work by offering the flexible working arrangements or part-time schedules. their partners.

### **Other Special Paid Leaves**

- Marriage: 1 day
- Birth of a Child - 2 days
- Sick days – 2 days

### **Company events**

- Christmas party
- Summer Family barbeque
- Smaller team buildings
- St. Nicholas kids' event
- Bowling

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

It takes all kinds of people with different skill levels to run a company as diverse as ours. In order 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.

We offer:

- Job training & Tuition Reimbursement
- Online English Classes with a professional tutor
- Project-Based Trainings to build relevant skills directly through active assignments
- Access to the SEDUO online learning platform
- Microsoft Certifications
- Participation in Conferences to stay up to date with trends, gain inspiration, and network with industry professionals

### **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.

### **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.

