



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:

CBA

Descartes Systems Sweden has the Collective Bargaining Agreement "IT/Tech-företag" in place.

Social Security System

Descartes contributes to the Swedish social security system, which provides benefits such as general pensions, parental leave, sick leave, and healthcare.

Sick Leave

Employees at Descartes are covered by the health care system according to the Swedish Tax government rules and regulations and according to Collective Bargain Agreement "IT – Företag".

Parental Leave

Parental leave is paid according to Collective Bargain Agreement "IT – Företagen". You must be employed for at least one year prior to the start of your parental leave.

Health Care Benefits are as follows:

Health Care: Health care offers benefits for sports and massage, with a maximum reimbursement of 4500 SEK each calendar year, according to Swedish Tax government rules and regulations.

Doctor Visits : Annual reimbursement for doctor visits is provided according to the Swedish government's high-cost protection regulations for healthcare.

Medical Prescriptions: Reimbursement for medical prescriptions according to Swedish government regulations allows for annual reimbursement up to the governmental high-cost protection for healthcare.

Computer Glasses: Descartes employees are covered for high-cost medications and are reimbursed annually according to government regulations for high-cost medical prescriptions. We also reimburse the cost of computer glasses in accordance with our policy.

Annual Leave and Holiday Pay

Employees at Descartes are entitled to up to 30 days of paid vacation leave each year, in addition to 13 paid public holidays, which are as follows:

- New Year's Day
- Epiphany
- Good Friday
- Easter Sunday
- Easter Monday
- May Day
- Ascension Day
- Whit Sunday
- National Day
- Midsummer Day
- All Saints' Day
- Christmas Day
- St. Stephen's Day

(Christmas Eve and New Years Eve are also days off in SWE)

Pension

Descartes contributes to employees' pensions according to Swedish law and Collective Bargain Agreement "IT – Företagen".

Employees are entitled to retirement pensions from the ITP1 occupational pension scheme.

Tjanstegruppplivförsäkringen (TGL)

We provide additional insurance for death in service occurring before the age of 65, as outlined in the collective bargaining agreement with IT-Foretagen.

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.

Referral Bonus

An employee referral bonus is offered to employees who successfully refer a candidate that is hired and completes 90 days of employment.

Work life balance

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

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

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.

