

# 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:

- **Work from Home** or from one of our offices
- **Flexible Schedules**
- **Business casual work environment**
- **Free parking** in the parking house close to the office

## Health & Well Being

Your health and well-being are our top priorities at Descartes. We focus on preventive care and access to essential health services to support you during your time with us. For your well-being, we also provide:

- Company **shared breakfast**
- **Fresh fruits** in the office
- **Tea, coffee, snacks** in the office
- **Ergonomic equipment** in the office

## Meal Allowance

In Slovenia, employees receive a meal allowance for each working day, with the employer's contribution amounting to €7.96 per day.

## Travel Allowance

Employees in Slovenia are entitled to a travel allowance for trips to the office, which is set at €0.21 per kilometer.

## Annual Leave and Public Holiday

Employees are always encouraged to use their annual paid time off to avoid burnout and allow them time to do what matters most to them.

Employees are entitled to a minimum of 25 days of vacation per calendar year, the 15 additional days of official public holidays and other days according to the law (disabilities, children, age over 55, special occasion)

## Seniority

Employees received one extra vacation day every 5 years working for Descartes.

## Holiday Allowance

An annual holiday bonus will be paid by the 1st of July each year.

## Maternity, Paternity and Parental Leave

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

## Financial Benefits

- Annual bonus
- Work anniversary bonus

## Company Events

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

## 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.

## **We offer:**

- Job training & Tuition Reimbursement
- Project-Based Trainings to build relevant skills directly through active assignments
- Participation in Conferences to stay up to date with trends, gain inspiration, and network with industry professionals

## Right to Disconnect

The amended Employment Relationships Act grants employees the legal right to disconnect. Employees are not expected to respond to any work-related activities during rest periods, holidays or other justified absences.

## 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.

