

DLL Benefit Highlights 2024

1. Very good health insurance
2. Employee savings plan
3. Pension plan
4. Individual bonus
5. Home office policy



Financial

- Individual bonus based on grade
- Pension plan
- Employee savings plan (40% company contribution)
- Referral bonus (between €1000 and €1500)
- Car allowance for applicable roles
- Quarterly recognition awards
- Long service anniversary (for 10, 15, 20, and 25 years of employment)
- Travel allowance for public transport



Other perks

- Working from home policy and equipment support (extra screen)
- Smartphone and printer depending on your role
- Annually two paid community service days
- Car parking
- Possibility for day off during life events (e.g., wedding, moving day)



Wellbeing



Health

- Free health check
- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle
- Self-service canteen
- Meal vouchers (€180 per month)
- Bimonthly wellbeing and teambuilding activities for all members



Time off

- 25 days off (June – May) + 12 days per calendar year in compensation for extra working time
- During national celebration days office is closed (12 days in total)
- Unpaid leave
- Time savings account (transfer days off into extra money for saving plans)



Insurance

- Health insurance
- Due to legislation in France an employer needs to cover 50% of insurance, DLL covers 70%
- DLL allows employees to have better medical reimbursement “sur-complémentaire”