

DLL Benefit Highlights 2025

1. Flexible working from home policy
2. Opportunity to develop your career (inter)nationally
3. Health Benefits 300 Euro
4. Two paid community service days annually
5. Pension contribution – VARMA



Financial

- Annual bonus opportunity according to internal policies
- Vacation pay according to locally valid laws and agreements
- Refer a friend bonus of €1000
- Pension - VARMA



Other perks

- Working from home policy (minimum 3 days at the office per week)) and during your onboarding period fulltime in the office
- Lunch benefits



Wellbeing



Health

- Health Benefits 300 Euro annually
- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle



Time off

- 30 days per holiday year (or 36 including Saturdays)
- Two paid community service days annually
- Parental leave according to Finnish law with some extensions



Insurance

- Group Health Insurance - Mandatum
- Private Health Insurance
- Tavel insurance for business travel