

# DLL Benefit Highlights 2025

1. Flexible working from home policy
2. Opportunity to develop your career (inter)nationally
3. Health Benefits 4,500 NOK
4. Two paid community service days annually
5. Collective Agreement (Finansforbundet/Finans Norge)



## Financial

- Annual bonus opportunity according to internal policies
- Vacation pay according to Norwegian law
- Refer a friend bonus of €1000
- Pension – (Storebrand, AFP)
- Parental pay
- Parental salary supplement (*Foreldrepermisjonstillegg*) after leave according to Collective Agreement



## Other perks

- Working from home policy (minimum 3 days at the office per week) and your onboarding period fulltime in the office
- Lunch benefit
- Flextime arrangement according to local agreement and depending on your role
- DLL in Norway is connected to both a local and central Collective Agreement (Finansforbundet/Finans Norge)



## Wellbeing



### Health

- Health Benefits 4,500 Nok annually
- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle
- Private healthcare insurance (Sparebank1)



### Time off

- Annual leave 25 days. Employees older than 60 get an additional week
- Two paid community service days annually
- Partially paid parental leave



### Insurance

- Business Travel insurance (Gouda)
- Life insurance (Gruppelivsforsikring via Storebrand)
- Accident insurance during business hours and private (Storebrand)
- Private healthcare insurance (Sparebank1)
- Disability insurance (Storebrand)