

## Employee Summary of Benefits | Belgium

Enjoy these exclusive benefits - designed to support your success and well-being.



**20 Days Vacation  
+ 10 Public Holidays**



**Monthly Home Office Flat Rate**



**Regular Company & Team Events**



**Agile Corporate Culture**



### Work-Life Balance

We offer you a flextime model, the opportunity to work from home as well as full overtime compensation.



### Meal Vouchers

Each working day, employees contribute €1.09, while the employer adds €6.91, giving a total of €8 for meal vouchers. This split ensures enjoyable meals while preserving work-life balance.



### Eco Vouchers

With €250 per year, you can choose eco-friendly products, support sustainable mobility, and promote recycling and waste prevention.



### Company Car Program

We offer you the option of a company car at an early stage, with no restrictions on brand or equipment. In addition, there is a tax advantage due to the reduction in gross salary and private use.



### Medical Plan

Enjoy the peace of mind with our Medical Plan. It covers up to 85% of hospitalization costs and offers up to €2,500 per year for medical expenses, ensuring your health and finances are well taken care of.



### Career Planning & Development

#### Professional Development

- Up to 10 days a year dedicated to your tailored development
- Access to internal and external training programs
  - Talent Management

#### Building Your Foundation

- Technology Training
- Project-Related Training

#### Personal Development

- Lunch & Learn
- Soft Skill Training
- Knowledge Sharing



### iC Consult University

Our onboarding program accompanies you from day one based on your individual induction path with training modules, mentoring programs and events.



### Bootcamp

As part of the iC Consult University, our 3-day Bootcamp offers intensive training on Identity and Access Management and various cutting-edge technologies – the perfect foundation for a successful new start.



### Best in Class Technology

Take the digitization to a new level using the latest and most innovative technologies.



### Referral Program

For every referral from you that results in a successful hire, you receive a €3,000 referral bonus and will have the chance to win additional vouchers.



### Technical Equipment

We support both Apple and Windows platforms, providing you with the flexibility to choose the one that best suits your work needs.