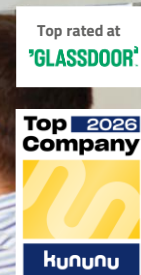




## Employee Summary of Benefits | France

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



**Monthly Home Office Flat Rate**



**Regular Company & Team Events in a Relaxed Atmosphere**



**Agile Corporate Culture**



### Remote Work

Enjoy the freedom of 100% teleworking at iC Consult! Work from home or from your preferred location, save yourself the commute and benefit from a flexible and productive work environment.



### iC Consult University

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



### Work-Life Balance

We offer you a flextime model that allows you to work according to your personal preferences. You can also expect travel time to be billed as working time.



### 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.



### Restaurant Ticket

Enjoy delectable meals and save money with our exclusive Restaurant Ticket. It's our way of saying thank you for your hard work. Bon appétit!



### 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.



### Quality of Health Insurance

Prioritize your health with our quality health insurance. Our comprehensive coverage ensures you and your family receive excellent medical care and peace of mind.



### Technical Equipment

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



### 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