



A Guide to CSC Benefits
Finland



Summary of Benefits, Finland

At CSC, we believe that our greatest asset is our people—the dedicated individuals who contribute their skills, passion, and creativity to our shared success. As an organisation, we're committed to fostering a supportive and inclusive work environment where every colleague feels valued, respected, and cared for.

Our comprehensive benefits package reflects this commitment. We understand that life is multifaceted, and our offerings aim to address various aspects of your well-being. We're here to support you every step of the way. Our comprehensive benefit offerings are outlined below.



Eligibility

All colleagues in Finland are eligible. Some benefits will vary based on length of service.



Well-being benefits

Your physical and mental well-being are a priority, and we recognise that a healthy mind and body are essential for overall happiness and productivity. Here's how we demonstrate our commitment:

Medical

Colleagues can access preventive health care with Mehiläinen across Finland, including both in-person and remote consultations. Starting at age 30, colleagues are invited for regular health checkups. Coverage is available from the first day of employment.

Exercise and cultural voucher

Colleagues can benefit from an annual exercise and cultural voucher via Smartum, providing access to a wide range of activities across Finland. This makes it convenient to engage in your preferred activities. The voucher is paid in two equal installments in January and July, with benefit amounts potentially varying based on length of service. This benefit is tax-free for colleagues.

Health and well-being resources

CSC provides colleagues with many health and well-being strategies to help you care for yourself and your family. Our 24x7x365 confidential employee assistance program (EAP) connects you to licensed counselors and aims to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical well-being.

There are more than 80 health and well-being champions located in our offices around the world, committed to bringing our health and well-being agenda to life locally and helping you tap into the wealth of available resources.

CSC highlights and encourages self-directed learning focused on mental and physical well-being.

✔ Financial benefits

We're dedicated to offering our colleagues a range of financial benefits aimed at supporting your financial well-being and helping you plan for a secure future. Here's how CSC is committed to helping you achieve your financial goals:

Pension

Our pension plan is managed by Varma. Colleagues are eligible for this pension plan starting on day one of their employment, with contributions that are age-dependent and may vary annually.

Life assurance

CSC provides group life assurance at no cost to colleagues. In the event of a colleague's death, a death benefit is paid to designated beneficiaries. For more information, please visit [TVK](#).

Working capacity insurance

From the beginning of employment, colleagues will be covered by working capacity insurance through [LähiTapiola](#).

Unemployment insurance

From the beginning of employment, colleagues will be covered by unemployment insurance through Työllisyysrahasto. For more information, please visit [Työllisyysrahasto](#).

Additional benefits

- **Lunch benefit:** The benefit is ordered monthly, with its value determined each January.
- **Commuting benefit:** An annual benefit of €300 is provided and paid in two installments. The value of this benefit may vary based on the length of service.
- **Private telephone use:** Colleagues with a company phone can request to use this for private use. If so, the taxable value of €20 will be added to the colleague's gross taxable income each month.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to the local and global communities. CSC provides volunteer T-shirts for colleagues and matches colleague donations to charities between \$50-\$1,000 or equivalent per year, per organisation.

✔ Work-life balance

At CSC, we value work-life balance and our colleagues' diverse needs. We foster a supportive environment where taking time off is encouraged, whether for personal health, family, mental well-being, or recharging. Here's how we demonstrate that commitment:

Annual leave

The annual leave year runs from 1 April to 31 March. Annual leave is granted upfront in accordance with the Finnish Holiday Act and is prorated based on the colleague's start date.

Public holidays

Colleagues are entitled to 13 paid public holidays. When a public holiday falls between Tuesday and Friday, colleagues have a six-hour working day on the day before the public holiday.

Sick leave

Colleagues that need to take time off for an illness are eligible for up to 10 days of paid sick leave.

Other applicable leaves

CSC provides colleagues with leave to celebrate key life events such as:

- **Parental leave:** CSC offers both parents three months of fully paid parental leave. After this period, parental allowance can be applied for, ensuring support during this important time.
- **Moving leave:** Colleagues are entitled to one day of leave per year to move from or to their own home. This benefit helps ease the stress of relocation.
- **Wedding-partnership leave:** Colleagues can take one day of leave on the day of their wedding or entry into a partnership, allowing them to celebrate this significant milestone.

For a complete list of all available leave types and for further details, please visit CSC Central.

Recognition and rewards

Outstanding performance is celebrated through peer recognition aligned with Our Values, milestone tenure awards, and incentives for referring top talent. We believe that acknowledging these efforts boosts morale and fosters a supportive and thriving workplace culture. Join us in celebrating the exceptional contributions that drive our success:

LOV Badges

Our Values are at the core of who we are and the standards we aspire to live by each day. Colleagues regularly “show some LOV” by taking the time to recognise each other for Living Our Values (LOV).

Service awards

We deeply value the dedication and commitment of our colleagues. Our service award program recognises and celebrates the milestones achieved by our team members for each five-year milestone reached.

Colleague referral awards

Good people know good people. As a result, a financial award is provided to colleagues who refer external candidates who are subsequently hired and remain with CSC for at least six months.

✔ Career growth

Career growth is a top priority at CSC. We believe investing in your professional development benefits both you and the organisation. We take pride in the talent we hire and want to promote and allow our colleagues to grow. Your next career opportunity is right here! Here's how we foster career growth:

Internal learning

Colleagues are provided with many resources to become more knowledgeable in their current role or take on new roles with the company. Self-directed resources are available, such as career self-assessments, thousands of courses through Open Sesame, other internally curated content, podcasts, mentoring programs, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with pre-approval from your leader. Colleagues with at least six months of service can seek financial assistance up to \$5,250 (or equivalent) per calendar year for relevant learning.

For full policy details on our continuing education program, please visit our CSC Central site.

✔ We pay for performance

We believe that both what we do and how we do it are equally important. Therefore, our performance evaluations are balanced, with 50% based on achieving goals and 50% on how well we align with our core values.

Merit increases

Leaders work together with their team members to set goals at the beginning of employment and each calendar year, in alignment with our line of sight. Throughout the year, leaders have continuous conversations with their team members to discuss progress toward achieving goals and career growth. Most colleagues are eligible for a discretionary merit increase based on consistent and sustained performance in the first quarter of each calendar year.

Success Sharing bonus

This is a taxable bonus that may be paid to eligible colleagues at the company's discretion in the first quarter of each year. The distribution amount, if any, is generally determined by the company's profit and growth in the preceding fiscal period. Colleagues hired in the last quarter of the calendar year (1 October through 31 December) will not be eligible for success sharing paid for that year.

Note: Success Sharing does not apply to those covered under other incentive compensation programs.

✔ Your voice is important

Colleague feedback is invaluable to us. Fostering an open dialogue and actively seeking input from our colleagues leads to better decision-making and a more inclusive work environment. Here's how we demonstrate our commitment:

- Colleagues are formally asked for feedback through an onboarding survey, and later a new hire survey in their first year of employment. Companywide surveys are also conducted once or twice per year.
- CSC has an open-door policy, encouraging colleagues to have regular conversations with their leaders and to work together with others to innovate, continuously improve, increase colleague satisfaction, and maintain a culture of trust.