



A Guide to CSC Benefits

Ireland



Summary of Benefits, Ireland

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 can avail of benefits in Ireland as of day one of their employment.



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 insurance

CSC offers comprehensive medical coverage through VHI, one of the leading health care providers in Ireland. Our medical plan covers a wide range of medical needs, including access to general practitioners (GPs) virtually and in-person, mental health support, physiotherapy, and comprehensive cancer treatments. The coverage extends to both inpatient (hospitalisation) and outpatient treatments.

If a colleague chooses to enroll in the plan, CSC will cover 100% of the cost of the plan for the colleague and 50% of the cost for dependents. Colleagues are responsible for the remaining 50% of dependent costs. A dependent is categorised as a spouse, partner, or child up to age 20.

All policy costs covered by CSC are considered a taxable benefit.

Dental insurance

CSC offers comprehensive dental coverage through VHI that helps to cover the costs of preventive and restorative treatment and comprehensive oral cancer cover.

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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

Saving for your retirement is important. CSC provides a pension scheme to help you reach your retirement goals.

Colleagues will be enrolled in the plan from the beginning of employment. CSC will match the colleague's normal contribution rate between 3% up to a maximum of 7.5% of pensionable salary immediately upon joining the scheme.

Income protection

In the event a colleague suffers from an extended period of illness that prevents them from working, the colleague can receive 66% of their basic salary after a deferral period of 26 weeks.

Death in service

Colleagues are insured for a death in service benefit in which nominated beneficiaries will receive a lump-sum payment equal to four times the colleague's insurable earnings.

Travel Tax saver scheme

CSC offers colleagues the option to take part in the Tax saver Commuter Scheme that incentivises the use of public transportation and provides great prices on several transportation options. Further details on how to sign up for the scheme can be found on CSC Central.

Bike-to-work scheme

Under the bike-to-work scheme, CSC will purchase a bike for commuting purposes on behalf of colleagues. The cost of the bike will be recouped through a salary sacrifice arrangement over a maximum period of 12 months, deducted from the monthly salary. Further details on how to sign up for the scheme can be found on CSC Central.

CSC Gives Back

Through our CSC Gives Back program, individuals and teams give back to 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

Full-time colleagues are entitled to 25 days of annual leave for the first three years of service. Annual leave increases by one day per year for every year thereafter until 29 days of annual leave is reached. Up to five days of annual leave can be carried over year to year and must be used by the end of March the following year. Part-time colleagues receive a prorated amount of annual leave based on work hours.

Sick leave

Eligible colleagues are entitled to up to 20 paid sick days per year.

Public holidays

Colleagues are entitled to 10 paid public holidays.

Other applicable leaves

In Ireland, various leave types are available to support colleagues during key life events such as maternity, paternity, and parental leave.

- **Maternity leave:** Colleagues with more than 12 months of continuous service at the time maternity leave begins will receive a top-up payment for the full 26 weeks, equaling 100% of salary.
- **Paternity leave:** Is also topped up by CSC for a full two weeks, equaling 100% of salary.

Guidelines on other statutory leave types can be found on 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 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 open dialogue and actively seeking input from our employees lead 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.