



A Guide to CSC Benefits

Norway



Summary of Benefits, Norway

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 full-time colleagues in Norway are eligible.



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

CSC partners with ERGO to provide health insurance to colleagues. Through this insurance, colleagues are guaranteed faster access to treatment and surgery for certain conditions. With ERGO, colleagues have access to comprehensive cover and access to a broad network of specialists across Norway.

Vision cover

CSC will cover the cost of an eye exam and basic computer glasses (prescription lenses and frames), where required. Upgrades beyond functional needs (e.g. designer frames) will be at the colleague's expense.

Wellness allowance

Colleagues will be granted a wellness allowance of NOK 5,000 per year to be used for activities concerning well-being and improved health. Colleagues joining midyear will receive a prorated allowance.

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

Planning for retirement is a crucial aspect of your financial well-being. Colleagues are enrolled in the pension scheme through Storebrand from the beginning of employment. The company will contribute 5% of the pensionable salary between 1G and 12G with an additional 10% between 7.1G and 12G.

Group life insurance

CSC partners with Storebrand to provide group life insurance. In the case of death within the coverage period, a lump sum of 30G will be paid out. Inheritance of the pension asset (defined contribution scheme) is part of the coverage.

Free use of phone

Colleagues who have use of a company phone can request to use this for private use. Such arrangements are taxable at NOK 370 per month currently.

In-house canteen

Colleagues can avail of free lunch in the office. This benefit is currently taxable at NOK 500 per 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

Colleagues receive five weeks of annual leave per year.

Public holidays

Colleagues are entitled to 12 paid public holidays.

Other applicable leaves

In Norway, various leave types are available to support colleagues during key life events such as:

- **Parental leave:** Colleagues with one child and who qualify for statutory parental benefits can choose between two benefit options: 100% salary for 49 weeks, or 80% salary for 61 weeks plus one day. The total leave period (49 or 61 weeks) is shared between both parents. Colleagues with twins can extend the time off.
- **Sick leave:** Colleagues are entitled to paid time off for sick leave. The first 16 days are paid by the employer. After that colleagues can receive an allowance from NAV up to a certain limit.
- **Time off for sick children:** Colleagues are entitled to paid time off to care for sick children up to the age of 12.
- **Other leaves:**
 - Moving house
 - Marriage or entering partnership

Guidelines on the 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)

Continuing education can be company- or colleague-initiated, and usually involves memberships and certifications, professional development, or working towards higher education.

Company-initiated learning is at CSC's expense. Colleagues with at least six months of service can seek financial assistance up to \$5,250 or equivalent per year for relevant learning, which requires leader preapproval.

Time off may be granted for company-initiated exams up to a maximum of 10 days per year. This is always subject to leader approval.

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.