A Guide to CSC Benefits

Singapore

Summary of Benefits, Singapore

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 CSC colleagues are eligible for benefits.

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 provides its colleagues with comprehensive insurance coverage that includes both medical and nonmedical benefits. The medical insurance covers a wide range of services, from major treatments like surgery, cancer therapy, and kidney dialysis to consultations with general practitioners and specialists. Dental coverage is also available, offering up to $500 annually for eligible procedures. The nonmedical insurance includes lump-sum benefits in the event of death or total and permanent disability, as well as upon diagnosis of any of the 37 critical illnesses specified by the Life Insurance Association Singapore.

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:

Central Provident Fund (CPF)

CPF, Singapore's national social security savings scheme, is designed to ensure financial security for citizens and permanent residents during retirement. It's a compulsory savings plan where both colleagues and CSC contribute a portion of the colleague's monthly earnings to the fund.

If you obtain Singapore permanent resident (PR) status, please raise a MyCSC Help Desk ticket and attach your PR approval letter or supporting documentation. Your request will be reviewed, and you may be contacted by the People and Culture Team to confirm your CPF contribution preference. Once confirmed, the necessary updates will be made to your CPF contributions in accordance with regulations, including the applicable progressive contribution rates or any approved voluntary higher contribution election. Any related employment and mobility records will also be updated as required.

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

Colleagues are entitled to 21 days of annual leave per year. During milestone anniversaries such as three or six years of service, annual leave will increase by two days per year until it reaches a maximum of 25 days. Colleagues can carry forward up to five days of unused annual leave to the next year. Any remaining unused leave (beyond the days allowed to be carried forward) will be forfeited on 31 December of each calendar year.

Public holidays

Colleagues are entitled to 11 paid public holidays.

Sick and hospitalisation leave

Eligible colleagues (with at least three months of service) are entitled to up to 14 days of paid nonhospitalisation medical leave and up to 60 days of paid hospitalization leave per year.

Other applicable leaves

Colleagues are entitled to up to 16 weeks of paid maternity leave, provided they have been with CSC for at least three continuous months immediately before the birth of their child.

Colleagues who have been with CSC for at least three continuous months before the birth of their child are eligible for four weeks of paid paternity leave.

Colleagues may also be entitled to other types of leave, such as shared parental leave, child care and extended child care leave, unpaid infant care leave, military leave, or leave on the eve of public holidays, depending on local jurisdictional legislation.

For more information on the types of leave available, please refer to 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 programmes, webinars, and more.

Continuing education program (CEP)

CSC offers reimbursement for certain educational courses, with preapproval 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.