

MyBenefits

FRANCE

FEBRUARY 2026



At Dassault Systèmes, we are driven by our purpose and we value our people in our mission to provide sustainable innovations capable of harmonizing product, nature, and life. With 25,000 talented individuals from different countries and cultures around the world, we embrace our values every day through an impressive diversity of perspectives and experiences.

To unleash the full potential of each individual, we offer optimal conditions and opportunities for personal development throughout our employees' journey.

EXPERIENCE A GREAT PLACE TO WORK!

Our people are at the heart of Dassault Systèmes. That is why "WE" - as a symbol of bringing our community "Together" - is so deeply embedded in our values and purpose.

Being a great place to work is what drives us to create a unique environment where our employees can thrive and feel empowered to be their unique selves.

JOIN THE COMMUNITY #WEARE3DS!



JOIN OUR TALENT
COMMUNITY



#WE SHAPE A BETTER LIFE FOR ALL

We value the wellbeing of our employees, both in their personal and professional lives, by providing a powerful ecosystem in which they can thrive with confidence and serenity.

WORK-LIFE HARMONY

- Flexible Working policy
- Annual working days (Forfait jour) = 10/12 days of Working time reduction(RTT) + 6 bridge days
- Hourly based (Forfait horaire) = 7 days of Working time reduction (RTT)
- Seniority leave
- Time Savings Account (CET)

HEALTH CARE

- Quality medical coverage
- Online medical consultation (available 24/7)
- Second medical opinion
- 24/7 medical emergency assistance
- Dassault Systèmes' social medical fund
- Business Travel Insurance

WELLNESS

- Sports Facilities (3DS Paris Campus)
- Employee Assistance Program: 24/7, 365 days confidential telephone helpline
- Canteen (3DS Paris Campus)
- Conciergerie (3DS Paris Campus)

FAMILY SUPPORT

- Maternity, paternity, parental and adoption leaves, Child Sick days
- Child care support (3DS Paris Campus)
- Specific family event (Marriage, Birth, etc.)
- Bereavement support to individuals and families
- Cancer@work - We Care For Your Health Initiative



#WE ACT FOR A SUSTAINABLE FUTURE

We invest in the future through sustainable initiatives and providing financial plans to care for our employees throughout their lives.

SUSTAINABILITY

- Commuting travel via public transportation
- Demonstrating our commitment during dedicated global events

RETIREMENT & SAVINGS

- Enhanced mandatory pension plan (ARRCO)
- Collective Pension Savings Plan (PERCOL)
- Company Saving Plan (PEE)
- Company Incentive (Intéressement), Profit Sharing (Participation) (2 payments - deposit and balance - during the year)

LIFE INSURANCE

- Death and accidental death insurance
- Short term and long term disability insurance

BECOME A DASSAULT SYSTÈMES SHAREHOLDER!

- Employee Stock Purchase Plan (ESPP) | Available exclusively during the campaign period and subject to eligibility criteria



#WE NEVER STOP GROWING

We are committed to lifelong learning and promoting our employees' skills development and career ambitions at Dassault Systèmes.

CAREER PROGRESSION & DEVELOPMENT

- Mentoring program
- Continuous learning for everyone and more than 8,500 training contents available on our 3DEXPERIENCE University (with a possibility to become a Champion on some topics)
- Access to external online e-learning content
- Various Leadership Development programs to empower our people to grow professionally
- International and Internal Mobility options
- Education examination leave



#WE ARE A PROUD COMMUNITY

We believe that diversity is one of our greatest assets and the key to a better future.

INCLUSIVE CULTURE

- Promoting Diversity & Inclusion all year long with worldwide momentum, local actions and Champions
- 3DS WIN (Dassault Systèmes Women's INitiatives) global program
- Employee & communities networks
- Voluntary days (LA FONDATION)
- Kids day every 2 years (3DS Paris Campus)

RECOGNITION & REWARDS

- Internal recognition contest for team projects (3DS INNOVATION Forwards)
- Referral reward

SOCIAL COMMITTEE

- The aim is to finance all social and cultural activities (holidays, outings, sports and artistic sections, catering...)