

MyBenefits

ITALY



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
- Seniority Leave and abolished holiday
- Minimum of 21,67 vacation days in addition to 13 days public bank holidays

HEALTH CARE

- Private health insurance (for employees and dependents)
- Business Travel Insurance

WELLNESS

- Beverage and free fruits
- Wellness program
- Employee Assistance Program: 24/7, 365 days confidential telephone helpline

FAMILY SUPPORT

- Maternity, paternity, parental and adoption leave
- Leave for medical appointments
- Other special leaves (Elections and Mourning, etc.)
- Marriage leave
- Meal vouchers
- Various vouchers through the flexible benefits platform (shopping vouchers /discount/vacation/ child care...)



#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

- Demonstrating our commitment during dedicated global events
- Global & local initiatives to reach Dassault Systèmes sustainability goals (Science-Based Targets Initiatives)

RETIREMENT

- Statutory pension plan
- Subsidized Fondo Fonte plan

LIFE INSURANCE

- Life insurance
- Accidental death
- Long term disability

BECOME A DASSAULT SYSTÈMES SHAREHOLDER!

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

OTHER FINANCIAL SUPPORT

- Tax Assistance



#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



#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) Local and global programs
- Employee & Community network

RECOGNITION & REWARDS

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

SUPPORT TO LOCAL COMMUNITY

- 1 Voluntary day / year