

MyBenefits INDIA



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
- 32 leave days in addition to 8 fixed holidays (+ 3 flexible holidays)

HEALTH CARE

- Medical Insurance (employee plus 5 dependents-spouse, 2 kids, parents / In-Laws)
- Maternity coverage
- Top-Up – Flexibility for employees to increase Sum Insured at discounted premium rates
- Critical Illness Coverage
- Business Travel Insurance

WELLNESS

- Sport facilities
- Employee Assistance Plan (24/7/365 confidential telephone helpline)
- Annual Health Check-up

FAMILY SUPPORT

- Maternity, paternity, adoption leaves
- Crèche Benefit (as per maternity act)



#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

- Global & local initiatives to reach Dassault Systèmes sustainability goals (Science-Based Targets Initiatives)

RETIREMENT

- Employee Provident Fund (EPF)
- National Pension Scheme (NPS) – Optional

LIFE INSURANCE

- Term Life Insurance (GTL)
- Personal accident (accidental death & disability benefits coverage)

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
- Rich training curriculum
- Access to external online e-learning content
- Various development leadership programs
- International and Internal Mobility options
- Higher Education Policy



#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
- Life Events Gifts
- Service Milestones

RECOGNITION & REWARDS

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