



## Employee Summary of Benefits | Germany

Enjoy these exclusive benefits - designed to support your success and well-being.



Top rated at  
**'GLASSDOOR'**

Top 2026  
**Company**



**30 Days  
Vacation  
+ Public  
Holidays**



**Employee  
Discounts**



**Regular  
Company &  
Team Events**



**Agile Corporate  
Culture**



### Work-Life Balance

We offer you a flextime model, the opportunity to work from home as well as full overtime compensation. You can also expect travel time over 1 hour to be billed as working time.



### Life Coaching

Get coached in stress management, nutrition and fitness. Choose from a variety of (virtual) workouts and coaching sessions.



### Corporate Sports

Choose from more than 6,000 sports partners in our corporate sports community, including gyms, bouldering studios and swimming pools, or select from 1,000 online classes via app and work out from anywhere.



### Company Car Program

We offer you the option of a company car at an early stage, with no restrictions on brand or equipment. In addition, there is a tax advantage due to the reduction in gross salary and private use.



### Deutschland Ticket

Through our partnership with Deutsche Bahn, we cover all costs and ensure that our employees can travel seamlessly and free of charge with the Deutschland-Ticket.



### Career Planning & Development

#### Professional Development

- Up to 10 days a year dedicated to your tailored development
- Access to internal and external training programs
  - Talent Management

#### Building Your Foundation

- Technology Training
- Project-Related Training

#### Personal Development

- Lunch & Learn
- Soft Skill Training
- Knowledge Sharing



### iC Consult University

Our onboarding program accompanies you from day one based on your individual induction path with training modules, mentoring programs and events.



### Bootcamp

As part of the iC Consult University, our 3-day Bootcamp offers intensive training on Identity and Access Management and various cutting-edge technologies – the perfect foundation for a successful new start.



### Best in Class Technology

Take the digitization to a new level using the latest and most innovative technologies.



### Referral Program

For every referral from you that results in a successful hire, you receive a €3,000 referral bonus and will have the chance to win additional vouchers.



### Technical Equipment

We support both Apple and Windows platforms, providing you with the flexibility to choose the one that best suits your work needs.