

## Flexibility

**Hybrid working.** A balanced approach across home and office.

**Long weekends.** Six paid days a year to extend your weekend, from 2022.

## Remuneration

**Equity grants.** Rewards our top 25% of performers with an equity grant that is 20% of their base salary.

**Profit share.** An annual incentive when Iress meets its annual profit targets.

**Share investment.** Invest in Iress shares from your pre-tax salary.

**Referral program.** A cash bonus for anyone you refer who joins us.



## Health, wellbeing & community

**Insurance.** Private health insurance premiums cover up to 75%. Salary continuance insurance and life insurance fully funded by Iress.

**Confidential counselling.** Access to our employee assistance program for you and members of your family.



## Everyday benefits

**Professional and personal development.** Access hundreds of courses through online training platform Udemy.

**Tax free lunch vouchers.** Iress provides daily lunch vouchers for all employees worth 9.25 euros. Employees must contribute 3.70 euros per day deducted via salary sacrifice.

**Workplace.** Contemporary offices.

