

Teamwork. Opportunity. Excitement.

At Descartes, we value the contributions that each of our employees make towards achieving our corporate goals. We strive to ensure that each member of our team is given the tools and support they need to make valuable contributions. Descartes is committed to providing a stimulating and rewarding work environment, including competitive salaries and benefits.

Company Culture

Do you want to work for a successful and growing organization that puts customers first? Then Descartes is the right place for you. We make decisions quickly, and don't get bogged down in layers of internal processes. We are focused on the future, on growing our organization and making the world a better place through logistics.

At Descartes we promote a work hard, play hard attitude. At the heart of our culture is an "open door" policy, where we encourage our people to express and exchange their ideas with all employees at all levels of the organization - including the senior management team. Through a fostered trust in one another's skills and abilities, our employees work together to reach company goals and objectives.

Business and Company Values

Descartes employees unite around its common purposes and its strategies to ensure that our company continues to grow. Our business executes as a **TEAM**, as **ONE TEAM**, to guarantee our success and therefore our shareholders and customers prosperity.

Descartes employees' work as **ONE** around the world, between departments and different levels in the organization. Whether it is developing solutions, providing services, hiring new employees, selling or creating strategies, we are interconnected, interdependent and drive each others success.

One Networked Enterprise

Descartes Employees' Actions are Driven By these Core Values:

- **Transparency:** open, honest and constructive in the work we do and the way we work with others

- **Entrepreneurial Spirit:** go beyond the extra mile and do whatever it takes to makes things happen and succeed
- **Accountability:** believe in and stand behind your actions and results; take responsibility for your actions
- **Metrics focused on results:** set measurable objectives and set out a plan to achieve these objectives

We LEARN

We work with each other, our customers and our partners to be a learning organization:

- Listen
- Educate
- Articulate
- Research
- Network

ONE LEARning TEAM

At Descartes, you can work with people from a wide range of cultural, educational and geographic backgrounds, people who are able to challenge conventional thought, offer unique perspectives and generate innovative ideas. Descartes is a dynamic, team-driven place to work, where solving business problems for customers is our top priority.

Compensation & Benefits

At Descartes we offer a competitive compensation package, a business casual environment and exceptional employee benefits. Our benefit program is designed to provide employees and their dependents with support in maintaining health and financial protection.

Our program includes, but is not limited to:

- Industry competitive base salaries
- Eligibility for annual performance based bonus
- Eligibility for merit increases following performance reviews based on enhancements in level of skill, effort, productivity and quality of work
- Eligibility to participate in a retirement savings plan and to receive corporate matching for their contributions



- Comprehensive coverage for: medical, dental, vision and paramedical expenses
- Employee healthcare spending account
- Employee referral bonus program
- Employee Assistance Program
- Above and Beyond Employee Recognition program
- And more...

Work-life Balance

We strongly believe people who are happy, are productive; employee satisfaction is an important Descartes priority. The health and happiness of our employees is supported through several programs including:

- Company sporting events
- Company social events
- Vacation and personal days
- Community service

Training & Development

Descartes ensures continuous personal development of employees through a number of programs including internal and external training courses and on the job training. Where applicable, our program includes full tuition re-imbusement.

Employees have internal training that provides a sound background in the functional and technical aspects of Descartes' solutions. In addition, employees have the opportunity to participate in external training courses that will help them to grow and excel in their careers. We encourage employees to develop their skills and strive for movement both within their departments and within the company.

Mentorship

As a new hire you will be paired with an experienced Descartes professional who will act as a mentor to help you integrate smoothly into the workplace. Mentors are available to provide advice and guidance to help you start off on the right foot.

Company Fun

The Descartes team has an active social calendar of events designed and planned by employees from departments across the company. These fun, company-wide activities are organized on a regular basis and are a great way for employees to socialize outside of regular office hours. Some social events have included:

- Bowling Night
- Pool Tournament
- Birthday Celebrations
- Service Anniversary Celebration
- Company Picnics
- Golf Tournament
- Holiday Parties & Gift Exchange

Reducing our Environmental Footprint

Descartes has a deep sense of environmental responsibility. We believe that we are helping to make the world a better place through logistics. Our solutions help to reduce paper use, save on miles driven - reducing carbon emissions, and maximize cargo utilization - resulting in fewer trips needed for delivery. In addition to this all of our offices have recycling programs and we are always striving to reduce waste and save energy.

Community Involvement

Descartes is dedicated to being a good corporate citizen in all of the communities we work and live in. We strive, and encourage our employees to do the same, to contribute positively to our communities – locally and globally- through various forms of giving and volunteerism.

We're always looking for outstanding candidates to join our team. For information on available positions or to be considered for a career opportunity at Descartes, please send your resume to the attention of Recruiting at hrca@descartes.com. We look forward to hearing from you.

THE DESCARTES DIFFERENCE

The Descartes Systems Group Inc. (TSX: DSG) (NASDAQ: DSGX), a leading provider of software-as-a-service logistics solutions, is delivering results across the globe today for organizations that operate logistics intensive businesses. Descartes' logistics management solutions provide messaging services between logistics trading partners, "book-to-bill" services of contract carriers and private fleet management services for organizations of all sizes. These solutions and services help Descartes' customers reduce administrative costs, billing cycles, fleet size, contract carrier costs, and mileage driven and improve pick up and delivery reliability. For more information, visit www.descartes.com.

Copyright Descartes. All rights reserved. Descartes, the Descartes triangle logo and all product names used are Descartes trademarks unless specifically identified as the trademarks of a third party.

