

IBM Employee Benefits Package: Perks That Work for You

At IBM, we know our people are the key to our success. That's why we offer a wide range of meaningful benefits to support your life both on and off the job. These perks are here to help you stay healthy, motivated, and well-supported in every part of your journey.

1. Mental Health and PTO

At IBM, mental health isn't just a buzzword—it's a core part of how we support our people. We understand that life can be complex, and balancing personal challenges with professional obligations is never easy. That's why IBM offers **unlimited Paid Time Off (PTO)**, empowering employees to take the time they need—whether for travel, personal errands, family responsibilities, or mental health recharge days—without the pressure of counting hours. We encourage open conversations around mental well-being and promote a stigma-free environment. Managers receive training to recognize signs of burnout and are encouraged to support employees in taking restorative breaks. Time off isn't questioned, it's supported. We also acknowledge that mental health looks different for everyone. Some may need a quiet weekend to unwind; others may require extended time to cope with loss, anxiety, or life transitions. Whatever the reason, our unlimited PTO is structured to allow flexibility without guilt or judgment. By normalizing the need for downtime, IBM reinforces a culture that values health just as much as productivity. This approach has led to greater engagement, fewer instances of burnout, and a workplace culture where employees feel truly seen and respected.

2. Flexible Work Location

IBM believes work is what you do—not where you do it. That's why we've adopted a **“work from anywhere”** policy, allowing employees to set up their workspace wherever they feel most productive and comfortable. Whether it's your home office, a neighborhood café, a quiet coworking space, or even during extended travel, we support remote-first flexibility. Our tools and infrastructure are designed to make remote collaboration seamless—secure VPNs, cloud-based platforms, asynchronous workflows, and video conferencing tools empower teams to stay connected and productive, no matter where they are in the world. Employees are encouraged to craft their own schedules and environments that suit their lifestyle and work style. For some, that means working near family; for others, it may mean traveling while continuing their careers. This flexibility has been particularly impactful for parents, caregivers, digital nomads, and those with mobility constraints. With fewer hours lost to commuting and more autonomy in managing their day, IBMers consistently report greater job satisfaction, improved work-life balance, and higher retention rates. It's not just about where you work—it's about how well you live while doing it.

3. Wellness Stipend

Recognizing that wellness is multifaceted, IBM offers employees a **monthly wellness stipend** to support their physical, emotional, and mental health. This flexible benefit can be used on a wide range of services and products—from gym memberships and yoga classes to therapy sessions,

meditation apps, ergonomic home office equipment, and even nutrition counseling. Employees can tailor the stipend to their unique lifestyle and health goals. Whether you prefer boxing lessons, acupuncture, or virtual therapy, the choice is yours. Wellness isn't one-size-fits-all, so our stipend is deliberately adaptable to diverse needs. The program also supports preventive care, encouraging IBMers to prioritize health before problems arise. Through internal wellness platforms, employees can track goals, connect with health coaches, and access tips on sleep, stress management, and nutrition. Over time, the program has fostered a culture of proactive health and personal responsibility. And the results speak for themselves—participants report reduced stress levels, increased energy, and better overall mood. At IBM, wellness isn't a perk; it's a pillar of how we build a sustainable, healthy workforce.

4. 4-Day Workweek

IBM is proud to offer a **4-day workweek option**—a modern, innovative approach to productivity and balance. This benefit allows eligible employees to compress their work into four days without a reduction in salary or benefits. The result? Three-day weekends that provide more time for rest, hobbies, and personal priorities. Studies show that when employees have more time to recharge, they return to work more focused, creative, and motivated—and our internal feedback confirms this. IBM teams working under this model have reported improved morale, higher engagement, and even enhanced output. The shortened week does not mean working longer hours per day; instead, we focus on smart prioritization, collaborative workflows, and eliminating unnecessary meetings. This format fosters deep work and a greater respect for everyone's time. Employees use their extended weekends for everything from family trips and learning new skills to volunteering or simply catching up on rest. The 4-day workweek exemplifies our commitment to innovation not only in technology but also in how we care for our people. It's a win for well-being and for business.

5. Student Loan Repayment

IBM understands that **student loan debt** can be one of the most significant financial burdens our employees face—especially for those early in their careers. That's why we've implemented a **monthly student loan repayment program** to help lighten that load. Each month, IBM contributes a fixed amount directly toward employees' outstanding student loan balances. This support is not just financial—it's symbolic of our long-term investment in your growth. Whether you're repaying federal or private loans, this benefit can help reduce the total interest paid over time and shorten the overall repayment period. The program is available to all full-time employees and is designed to work alongside your personal contributions, accelerating your path to financial freedom. We know that financial stress can be a major distraction, affecting both work performance and personal well-being. With this benefit, we aim to relieve some of that pressure so our employees can focus more fully on their goals—professional and personal. Over time, this initiative has helped IBM attract and retain top talent, particularly recent graduates and emerging professionals who want to join a company that actively supports their financial health from day one.

6. Professional Development

Growth doesn't stop after you land the job—it accelerates. At IBM, we foster a culture of **continuous learning** by offering an **annual professional development stipend** that employees can use toward their career advancement. Whether you're interested in earning a new certification, attending a virtual bootcamp, learning a new language, or enrolling in university-level courses, this benefit gives you the freedom to upskill on your own terms. IBM encourages all employees to set learning goals and work with their managers to identify programs that align with their aspirations and business needs. Beyond formal learning, the stipend also covers access to industry events, conferences, technical labs, and leadership development programs. We also provide internal learning platforms with thousands of modules covering everything from AI and cloud computing to soft skills like communication, negotiation, and time management. IBMers are empowered to drive their own careers, pivot into new roles, or expand their current skill sets with confidence. This benefit isn't just about building better professionals—it's about building better futures. We believe that when you invest in people, they return the investment tenfold in innovation, performance, and loyalty.

7. Volunteer Time Off

We believe that giving back is part of what makes work meaningful. That's why IBM offers **paid Volunteer Time Off (VTO)** so employees can dedicate time to causes and communities they care about—without having to use vacation days. Each employee receives dedicated days off annually specifically for volunteering, whether individually or as part of a team. From supporting local food banks and tutoring underserved students to participating in global disaster relief efforts or environmental cleanups, the choice of cause is up to you. IBM also partners with various nonprofits and community organizations, offering structured opportunities for employees who want to get involved but aren't sure where to start. Our internal volunteer portal makes it easy to find events, track hours, and even invite teammates. In addition to personal volunteer days, we regularly organize company-wide service initiatives that bring departments together to make an impact. These experiences not only enrich the communities we serve but also build stronger interpersonal bonds within teams. Volunteering is a reflection of IBM's commitment to corporate social responsibility and a reminder that work can—and should—have a broader purpose.

8. Pet-Friendly Office

At IBM, we recognize that **pets are family**—and sometimes, having them nearby makes the workday a whole lot better. That's why many of our office locations are **pet-friendly**, allowing employees to bring their furry companions to work. We've created pet-inclusive policies and designated areas that ensure both comfort and safety for everyone. Dogs lounging beside desks, scheduled “puppy breaks,” and shared play areas are all part of the culture in these locations. This initiative supports a relaxed, home-like atmosphere that promotes emotional well-being and reduces stress. It also makes transitions back to in-office work more appealing for those who adopted pets during remote work periods. We've seen firsthand how a pet-friendly environment boosts morale, increases social interaction among colleagues, and provides small moments of joy throughout the day. Pet-friendly days also help pet owners manage their schedules more easily, removing the stress of rushing home or paying for pet care during long office hours. We've

created guidelines to ensure a respectful and hygienic shared space so that even non-pet owners feel comfortable. It's just another way IBM fosters a flexible, human-centered workplace.

9. Mental Health Resources

Beyond offering time off, IBM provides **comprehensive mental health resources** to ensure every employee has access to the support they need—whenever they need it. This includes **free and confidential access to licensed therapists, counselors, and certified life coaches**, available both in-person and virtually. Employees can schedule sessions easily through our internal wellness portal, and services are available in multiple languages and time zones. These resources cover a range of mental health concerns, from stress and anxiety to grief, relationship challenges, and burnout. In addition to one-on-one support, IBM also hosts webinars, workshops, and group support sessions on topics like emotional resilience, mindfulness, trauma recovery, and coping with major life changes. Our mental health support isn't reactive—it's proactive. We encourage regular mental health check-ins, provide resources for building daily habits of well-being, and actively normalize conversations around emotional health at all levels of leadership. We also train managers to recognize when someone might be struggling and to respond compassionately. Mental wellness isn't a fringe benefit—it's foundational to how we operate. When our people are emotionally strong, our teams are unstoppable.

10. Team Bonding Events

At IBM, **team connection** is more than just collaboration on projects—it's about building trust, camaraderie, and genuine relationships. To support this, we host **quarterly team adventure days**, designed to get employees out of the office (or off Zoom) and into engaging, real-world experiences together. These events vary by location and team but might include escape rooms, kayaking trips, culinary workshops, art classes, charity events, or cultural excursions. The goal? Strengthen bonds, improve communication, and create shared memories. Remote teams also participate through virtual game nights, trivia challenges, or coordinated global events, ensuring that no one is left out, regardless of geography. These bonding experiences have been instrumental in creating a more inclusive and collaborative culture. They help break down silos, build empathy, and foster a sense of belonging that translates directly into better teamwork and innovation. New hires often cite these events as one of the highlights of their onboarding experience, helping them feel welcomed and integrated from day one. At IBM, we understand that great work happens when people feel connected—not just to their tasks, but to each other.

We want you to feel supported, appreciated, and empowered—both at work and in life. These benefits are just one way we make that happen.

Let us know how we can make work even better for you!