

Rain, 03 February 2026

## **Employee Benefits**

Employee benefits are additional perks provided by an employer alongside the base salary. They aim to motivate employees, increase job satisfaction, and foster long-term loyalty to the company. Below are specific examples of benefits offered by Jenny Science:

### **Flexible Working Hours**

Flexible working hours provide employees with greater flexibility and contribute to a better work-life balance. Core hours: 08:30 – 11:30 / 14:00 – 16:30. Additionally, daily 20-minute breaks are paid and counted as working time. Weekly working hours: 42.5h (effective 40.84h/week, as 1h 40min of paid breaks are deducted).

### **Changing Rooms / Garage Parking**

Shower-equipped changing rooms for sports activities allow employees to easily integrate exercise into their daily routines. Employees can also commute to work by bike. All employees are provided with a free underground parking space.

### **Workplace**

Bright and modern workspaces with up-to-date IT infrastructure ensure an efficient and pleasant working environment.

### **Support for Professional Development**

The company invests in employees' professional growth through training courses, workshops, or tuition reimbursement. Two-thirds of the costs are covered.

### **Social Benefits**

Occupational pension plan: Insured salary for occupational pension purposes is calculated without coordination deduction. The extra-mandatory salary is also insured.

Insurance coverage in case of accident or illness: 100% continued salary payment for the first 30 days, then 80% thereafter.

### **Financial Incentives**

Annual salaries are paid 13 times a year, with the 13th salary disbursed in November.

### **Service Anniversary**

Employees are recognized for their service starting from a 5-year anniversary.

### **Vacation Days by Age / Paid Company Holidays**

Vacation days:

After completing the 20th year of age: 20 days

After completing the 30th year of age: 22 days

After completing the 40th year of age: 24 days

After completing the 50th year of age: 26 days

After completing the 60th year of age: 28 days

Additionally, all employees receive company holidays between Christmas and New Year.

### **Paid Public Holidays**

All statutory public holidays in the Canton of Lucerne are observed, plus a half-day for carnival. On the day before a holiday, standard working hours for full-time employees are 7:30h instead of 8:30h.

### **Company Events**

Organized employee events per year include:

- Department excursion
- One-day summer event
- Christmas dinner

### **Company Restaurant**

High-quality company restaurant meals are available at a subsidized price of CHF 10.

### **Kita Paradiso**

Jenny Science operates its own childcare facility. Employees can enroll their children at a reduced daily rate.

Note: This document summarizes voluntary benefits that go beyond statutory requirements. Legal conditions—such as salary continuation, vacation entitlement, or working hours—are regulated in the official employee handbook. In case of doubt, the handbook is legally binding.