©2026 Index Exchange

indexexchange.com

Supporting Our Indexers

Inclusive benefits

At Index Exchange, we prioritize employee well-being through a comprehensive range of inclusive benefits. We're committed to creating a supportive work environment where everyone feels they belong.

Whether through physical health benefits, mental health resources, or employee community support through Employee Resource Groups (ERGs), we want every Indexer to feel valued and empowered to succeed.

Core benefits we offer

- Comprehensive health, dental, and vision plans for you and your dependents*
- Flexible work schedules and a hybrid work model with three in-office days a week (Tuesday, Wednesday, and Thursday), plus the opportunity to work from another location four weeks out of the year
- Competitive retirement matching plans*
- Equity packages
- Generous parental leave available to birthing, non-birthing, and adoptive parents
- Annual well-being allowance of $50 per month (local currency) plus fitness discounts and group wellness activities
- Paid time off and disability leave
- Paid time off ranging from 20 to 30 days**
- 12 Health days**
- Three personal obligation days**
- One volunteer day
- Paid holidays**
- Bereavement leave ranging from one to five days
- Monthly town halls and community-led team events
- Multiple resources and programming to support continuous learning, such as Index University, and live facilitated learning and development programs
- Employee and family assistance program that includes mental health support, work life services, financial and legal support, and well-being resources
- Commuter benefits and discounts*
- Slack channels to highlight employee wins, support ERGs, and build community around a variety of employee interests

*Available in some locations **Differs by region

Additionally, we offer the following benefits to ensure we're inclusive of the unique needs of our Indexers.

Notable benefits for physical and mental well-being

- A Diversability ERG that provides education, awareness, and support to all employees, whether they personally live with a physical or intellectual disability, are close to somebody living with a physical or intellectual disability, are a proponent of health and wellness, or an ally
- A mental health first aid program that provides an in-the-moment point of contact and reassurance, along with guidance on available resources
- Coding for accessibility, the visually impaired, and neurodiversity in our workplaces
- Accessible icons in our workplaces

Notable benefits for the LGBTQ+ community

- An Index Pride ERG that provides education, awareness, and support to all employees within the LGBTQ+ community as well as allies
- Domestic partner healthcare coverage*
- Coverage for gender-affirming care*

Notable benefits for parents

- Generous parental leave available to birthing, non-birthing, and adoptive parents for recovery and bonding
  - 100% of wages paid for birthing parents for up to 26 weeks, with the option to take up to six additional months of unpaid leave
    - Option for a gradual return to work for four weeks at reduced pay
    - Dedicated mother's rooms in offices
  - 100% of wages paid for non-birthing and adoptive parents for up to 12 weeks
- Fertility support*
- Nursing insurance contribution relief for parents*

Notable benefits for women

- An Index Women ERG that provides education, awareness, and support to those who identify as female and their allies
- Membership to multiple women's groups globally, including She Runs It and Women in Programmatic
- Fertility support*

*Available in some locations

©2026 Index Exchange