

Live Well: Benefits for a Better You

OUR EMPLOYEES SHAPE OUR FUTURE THROUGH OUR CORE VALUES:

- ★ Integrity
- 💡 Innovation
- ✓ Quality
- ↑ Continuous Improvement
- ⚙️ Use Resources Wisely

That's why we want METTLER TOLEDO to be a great place to work for the right employees to **thrive and truly make a difference**. We are proud of our long history, stability, unique culture and tremendous organizational spirit. You make the difference — precisely.

In return for your contributions to our success, we invest in you beyond your regular paycheck. Our benefits are designed to help you live well and be a better you — **physically, financially and personally**.



FOR YOUR PHYSICAL WELLBEING

COMPREHENSIVE, COMPETITIVE AND ESSENTIAL HEALTH CARE

- **Medical and Prescription Drug:** Choose between the High Deductible Health Plan and PPO Plan. Employees in California also have a Kaiser HMO option.
- **Dental:** Aetna Dental PPO
- **Vision:** VSP Vision Plan
- **Telehealth:** Your medical plan includes telehealth so you can meet with a doctor virtually for a non-emergency physical or mental health issue.

WELLBEING PROGRAM

Life is better when you feel good. Our wellbeing program through Virgin Pulse provides a digital platform that helps you focus on your wellbeing every day. It's a fun and easy way to build healthy habits, create a support network with coworkers and friends, reach your goals, and improve your wellbeing.

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FOR YOUR FINANCIAL WELLBEING

A GENEROUS COMPANY MATCH through our **401(k) plan**. For every \$1 you contribute (up to 3% of your pay), METTLER TOLEDO matches it 100%. For the next 3% you contribute, we match it at 50%. Annually, the company may also make a discretionary contribution to your 401(k) of up to 2%. Vanguard administers the plan and also offers financial workshops and coaching so you can make the most of your savings and the company's matching dollars.

SAVE ON HEALTH CARE with a tax-free **Health Savings Account** or **Health Care Flexible Spending Account**, depending on your medical plan. If you enroll in the Aetna PPO medical plan, you can save money on eligible specialty medications with the **PrudentRx Copay Assistance Program**.

SAVE ON DEPENDENT CARE with a tax-free **Dependent Care Flexible Spending Account**.

TO PROTECT YOUR INCOME: Short-term and Long-term Disability benefits at no cost to you, with the option to purchase additional LTD coverage if you want more.

TO PROTECT YOUR LOVED ONES: Basic Life and AD&D insurance at no cost to you. Also, **Optional Life and AD&D insurance options** for you and your dependents.



FOR YOUR PERSONAL WELLBEING

TO RELAX AND RECHARGE: Paid Time Off, including time off for vacation, holidays and illness.

TO CARE FOR NEW FAMILY ADDITIONS (NEWBORNS OR ADOPTION): Parental Leave for both parents!

TO CARE FOR A FAMILY MEMBER WHO IS SERIOUSLY ILL: Caregiver Leave

TO HELP WITH LIFE'S CHALLENGES: The **SupportLinc Employee Assistance Program**, a 24/7, free and confidential service for help with topics like stress, debt, addiction, child/elder care, or difficult relationships at home or work.



WE'VE GOT YOU COVERED!

You are eligible for METTLER TOLEDO health care benefits and the 401(k) plan on your first day of work!

The benefits in this summary are subject to the terms of the plan under which they are provided. In the event of any conflict between this summary and the terms of the plan, the plan terms will govern.

Working at **METTLER TOLEDO** means **impacting the world** in important ways. Through our precision instruments and services, we feed the world, keep people healthy, save precious resources and improve quality of life. It's about **living well**, and it's **precisely where you belong**.