

2025 Benefits at a Glance - United Kingdom GB

EXTENDED HEALTHCARE COVERAGE Provider/Carrier: Bupa Select			
Eligibility	Premium	Services Included	Deductible
Employee + spouse/domestic partner, child(ren)	Fully covered by Recursion	Digital GP service Direct access for musculoskeletal, mental health and cancer services Outpatient consultations, some therapies, diagnostic tests and scans Hospital treatment at a recognised facility Cancer treatment at a recognised facility Mental health treatment Overseas emergency treatment	£100 excess (can be claimed back via Westfield Health for many treatments)

DENTAL Provider/Carrier: Bupa Dental Plan Level 4		
Eligibility	Reimbursement Amounts Per Year	Premium
Employee + spouse/domestic partner, child(ren)	Routine exam: £160 New patient exam: £100 Dental X-rays and scans: £90 Restorative treatment: £375 Major restorative treatment: £2,000 Orthodontic treatment: £600 Scale and polish: £200 Plus additional treatments covered (see policy guide during onboarding)	Fully covered by Recursion

VISION Provider/Carrier: Westfield Health		
Eligibility	Reimbursement Amounts Per Year	Premium
Employee + spouse/domestic partner, child(ren)	Eyesight tests, prescription glasses, prescription sunglasses or contact lenses: £200	Fully covered by Recursion

BONUS

Recursion employees receive a discretionary annual bonus up to 25% of annual eligible salary, based on the percentage of company goals achieved.

PENSION

Our pension scheme is provided by Royal London and Recursion will match up to 5% of eligible salary under a salary exchange arrangement with immediate vesting. Choose from a variety of investment options, which can be personalised based on your estimated retirement date. You can also access a free 1-1 pensions review per year with an independent pensions advisor.

EMPLOYEE STOCK PURCHASE PLAN (ESPP)

You have the opportunity to purchase company stock at a discounted price.

LIFE COVER

We offer 4x base salary coverage for employees, which is provided by MetLife.

WELLNESS BENEFIT

Take advantage of various health and wellbeing services such as physiotherapy, acupuncture, or sports massage. With varying levels of cost towards each service, you can reimburse expenses via Westfield Health.

MENTAL WELLNESS BENEFIT

You'll have access to a full spectrum of resources, ranging from digital courses and meditations to a network of certified coaches and licensed therapists via Bupa, Westfield Health and SilverCloud - so that you can get the type of care you need, when you need it.

TIME OFF

Recursion shuts down operations for a week twice per year to allow staff to disconnect and recharge. We offer flexible paid vacation, as well as paid holidays, sick leave, bereavement and sabbatical leave.

PARENTAL LEAVE

Recursion provides 26 weeks of fully paid leave for primary carers; the last 6 weeks of this can be taken flexibly, either before you return to work or at a late date. Secondary carers are eligible for 6 weeks of fully paid leave, which can be taken immediately or anytime up until the child is aged 5.

ELECTRIC CAR AND CYCLING EQUIPMENT

Claim discounts on a brand new electric car and up to £3,500 worth of cycling equipment. Our schemes are comprehensive and straightforward to get you on the road.

OTHER PERKS

Our bright and spacious office is located in Kings Cross, London. Lunch is provided onsite five times a week, as well as snacks and drinks to keep employees fueled for the important work we do.