

DEI REPORT

2022 Year in Review



BenchSci

Table of Contents

○ INTRODUCTION	03
○ REPRESENTATION	04
○ EVOLVING OUR CULTURE WITH EQUITY IN MIND	11
○ CONNECTION AND INCLUSION	13
○ LEARNINGS AND OPPORTUNITIES	18
○ GLOSSARY	20

Introduction

As a biomedical AI company, BenchSci is on a mission exponentially increase the speed and impact of life saving R&D. We do this by bringing people from a wide range of perspectives and lived experiences together to build a novel multi-disciplinary platform. But it's not just about what we do, it's how we do it.

Through our mission, our FASTT values, our SHOWUP leadership principles, and our commitment to equity and inclusion we create value for our team members.

We further extend that impact outside of BenchSci through our products and external engagement, and are committed to growth. That is why I am proud to present our second Impact Report (formally called Year in Review), which details the company's representation and initiatives, the programs we embarked on, and the work we have ahead.

The data from 2022 demonstrates the great progress we've made so far while navigating hypergrowth and informs where we need to focus efforts next as we stabilize our size from that growth.

This year's report has expanded in two ways: we've added 1) more demographic categories, and 2) new initiatives for embedding DEI into our business practices thus enabling and influencing our business outcomes.

2022 was a year to remember. We grew by more than 250 humans, doubling our size and then some. We continued to grow as a remote-first company, we prioritized learning about identities and dimensions of diversity, established our first Employee Resource Group (ERG), BenchShe+, and improved our diversity reporting.

We have areas where we have seen advancement, and have also uncovered opportunities for continued growth and improvement, including improving intersectionality between our community groups and strengthening executive endorsement of our ERGs.

We explore all of these areas in further detail in the following pages. I hope that you find this report enlightening about both BenchSci's progress and opportunities for the industry to continue to improve.

Some of the top findings of 2022 include:

- 01 We have gender parity across our entire company as a whole (**47%**) but have opportunities in our engineering (**25%**) and executive leadership teams (**20%**).
- 02 With our team more than doubling, we have maintained our gender representation, and **more than 50%** of our team members come from racialized (non-white) communities.
- 03 We have **expanded our benefits** to be more inclusive to parents and trans communities.
- 04 We increased **awareness of identities** at BenchSci through our commemorative month speaker series, and our Understanding Identities and Inclusive Behaviours workshop
- 05 We grew our first Employee Resource Group (ERG), BenchShe+, to **over 100 members** and saw the development of several identity-based communities



CHRISTOPHER GUEST,
DIVERSITY EQUITY AND INCLUSION DIRECTOR

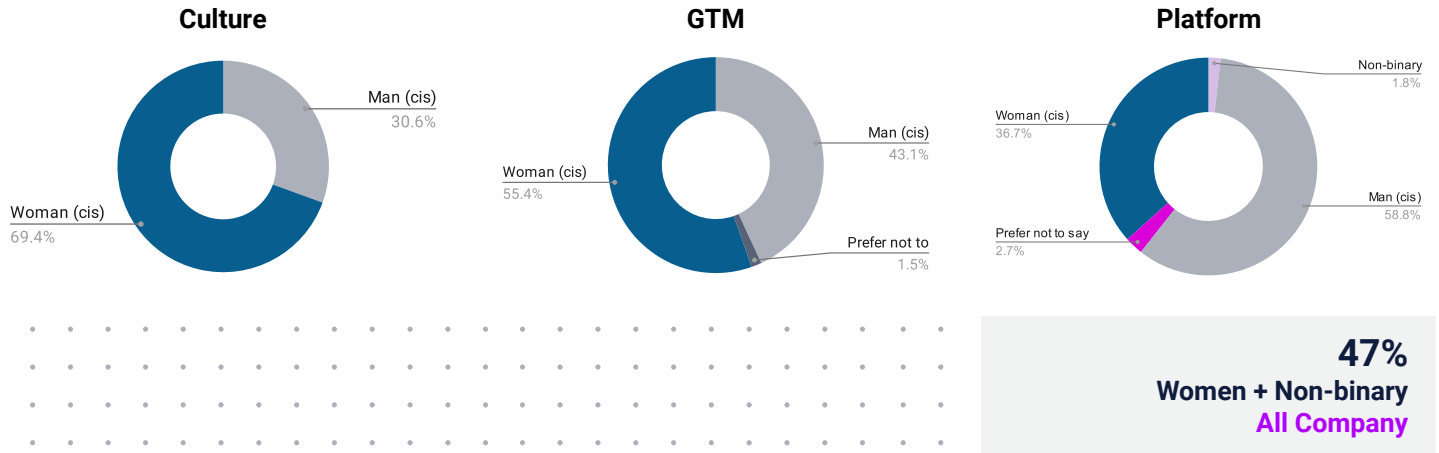
Representation

In 2022, we set out with the goal of maintaining representation of our team member base at or above 40%, across both gender and racialized (non-white) team members.

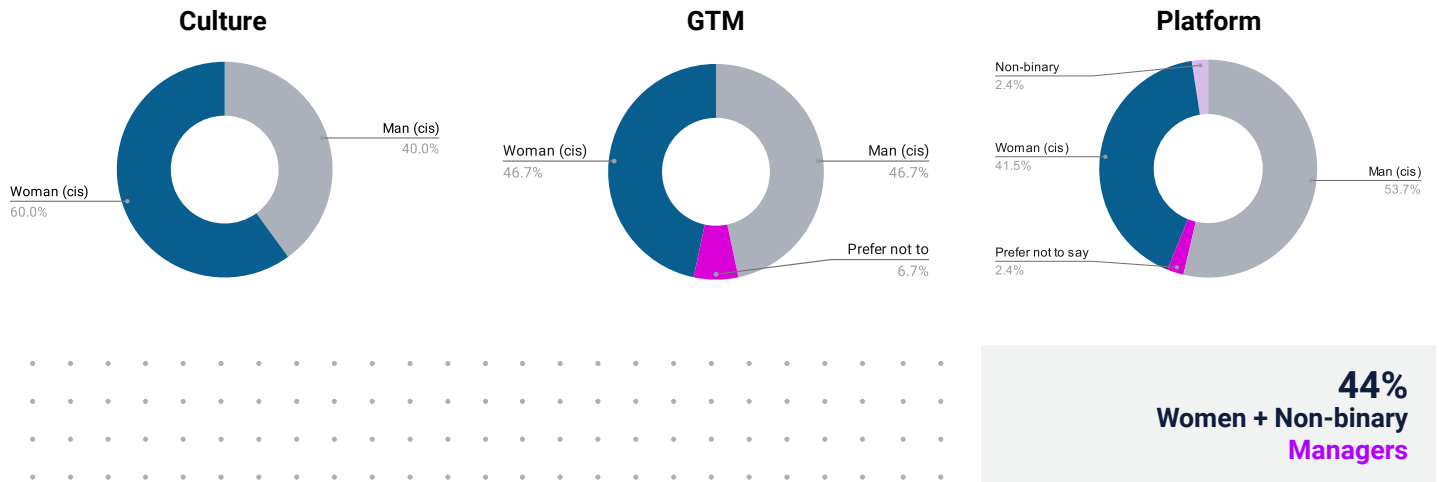
We were able to do that, and more. But we also came to the realization that 40% representation, when set as a goal, doesn't mean much until we disaggregate the data. Overall, we remain a company that is gender diverse and more than 50% representative of people from racialized communities.



All Company



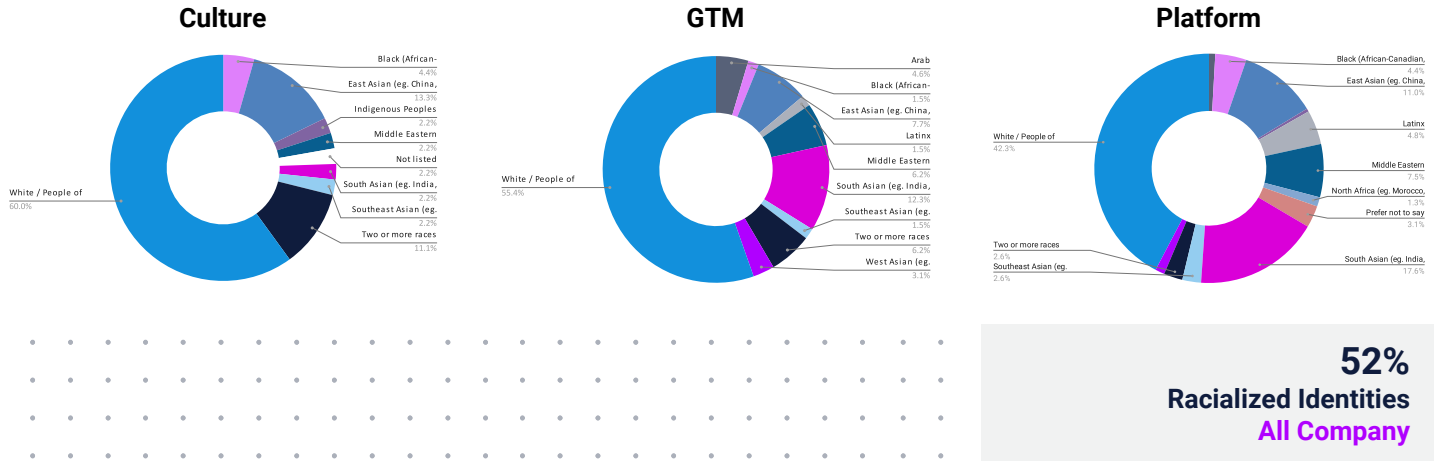
Managers



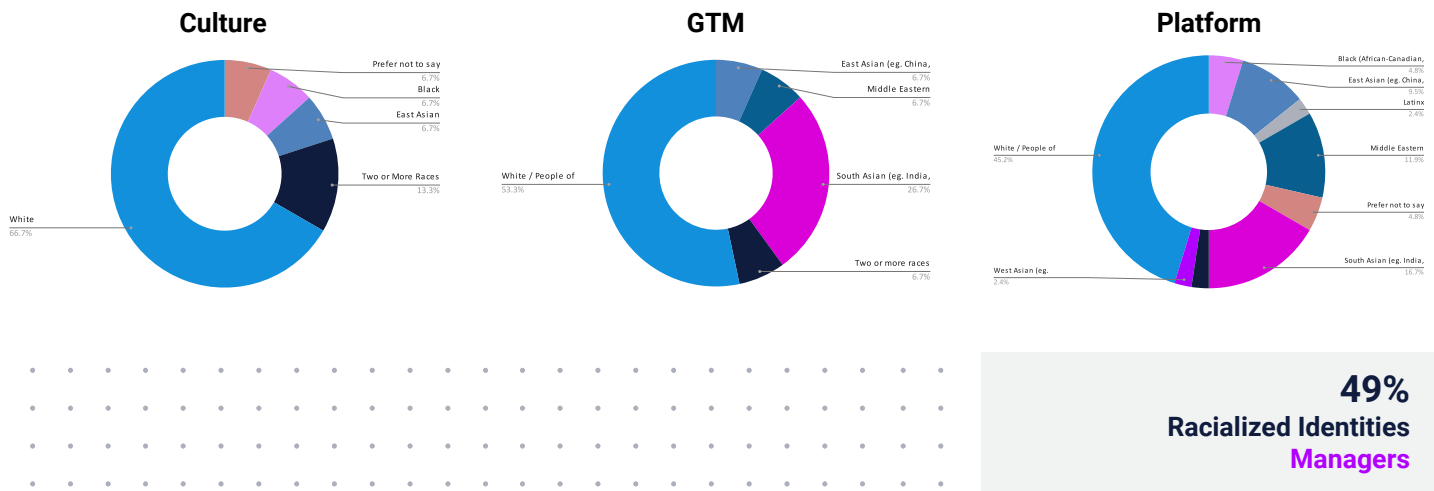
● Woman (cis) ● Man (cis) ● Non-Binary ● Prefer not to say

Race/Ethnicity

All Company



Managers



- Arab
- Black (African-Canadian, African-American, people of African descent, Caribbean, etc.)
- East Asian (eg. China, Japan, Korea)
- Indigenous Peoples (First Nations, Inuit, Métis)
- Latinx
- Middle Eastern
- North Africa (eg. Morocco, Tunisia, Algeria)
- South Asian (eg. India, Pakistan, Sri Lanka)
- Southeast Asian (eg. Vietnam, Cambodia, Laos, Thailand, Philippines)
- West Asian (eg. Afghanistan, Iran)
- White / People of European descent
- Two or more races
- Prefer not to say

Self-Reported Categories (All Company)

Reporting on visible diversity is important, but also imperfect. There is more to the human experience than one's gender or race/ethnic background.

Dimensions of diversity are intersectional and we are constantly expanding our categories to understand the various identities that BenchSci team members have. In 2022, **72% of BenchSci population** chose to self-identify. Of those who chose:



9%

are members of the
2SLGBTQIA+ community

27%

are parents or
caregivers

8%


are people with
a disability




Accurate data and self-identification

At the start of 2022, we had just over 200 employees, less than 70% of whom regularly reported their identity dimensions. These self-reported categories enable team members to identify their gender, race/ethnicity, sexual orientation, caregiver status, and disability status if they so choose.

It was important for us to get a more comprehensive look at our data in order to drive better decisions with complete and correct reporting. Our intentions were to use self-reported data to strengthen our understanding of who makes up our company without making generalizations or assumptions, allowing us to have better informed programs. This data would also help us disaggregate our 40% number and get a feel for the identity intersections prevalent among team members.



COUNT ME IN.
COMPLETE OR UPDATE YOUR DIVERSITY DATA IN HIBOB TODAY.



We launched an ongoing Self-ID campaign at the beginning of the year to encourage team members to anonymously share their diversity data. This way, the DEI team, along with our People team and Employee Resource Groups (ERG), could gain a robust understanding of our employee base, implement programs and strategies that support all team members, and measure our progress towards our representation goal accordingly.

During our campaign, we highlighted various aspects of diversity and shared the importance of why being counted matters. We know that, in some cases, people may not feel comfortable or even safe to identify themselves. And that's okay. Our ongoing intention is to build a workplace where all team members are celebrated for their unique traits and where everyone feels valued. Throughout the year, more than 90% of BenchSci's actively reported their self-ID categories, a number we continue to sustain.



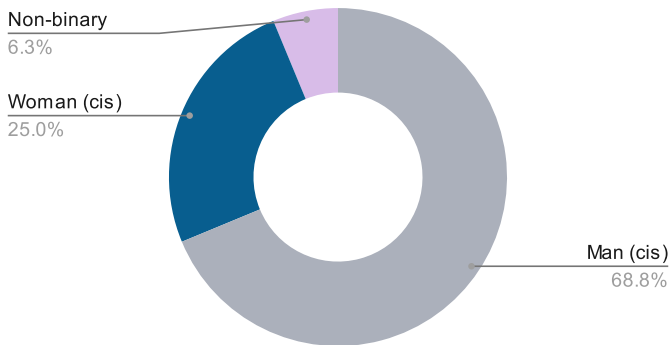
Representation by Department

Though we still have a long way to go to attract and retain people from all walks of life, we are proud that we have maintained our representation of both gender and racialized communities as we've grown.

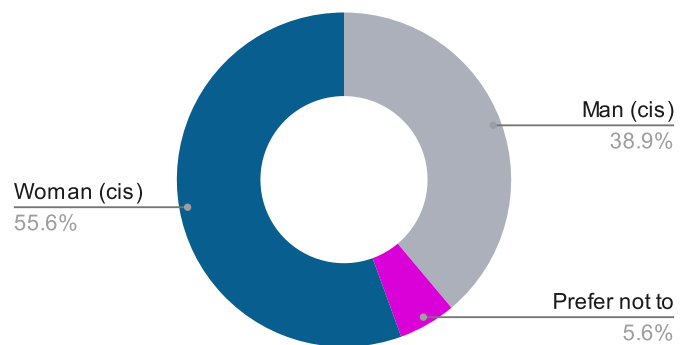
We met our 40% company representation goal, though we acknowledge we are not at 40% across every department.



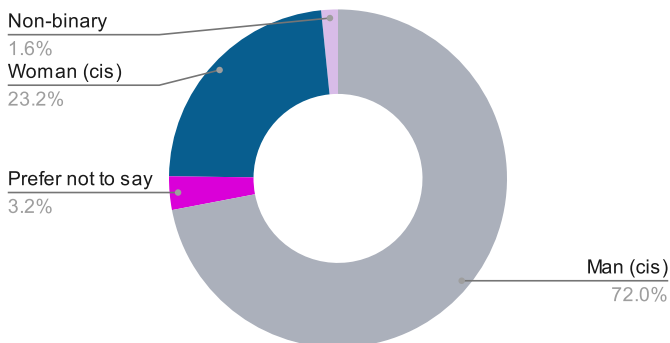
Engineering | Managers



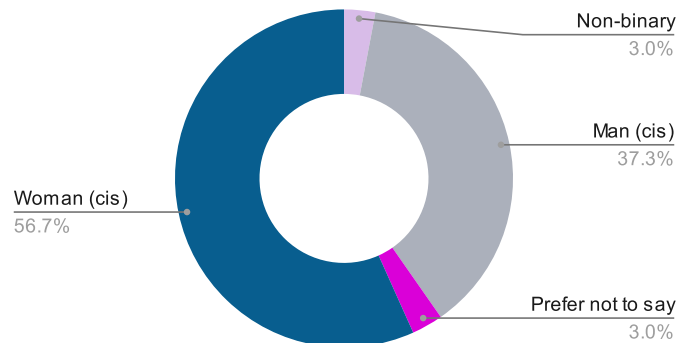
Product & Science | Managers



Engineering



Product & Science



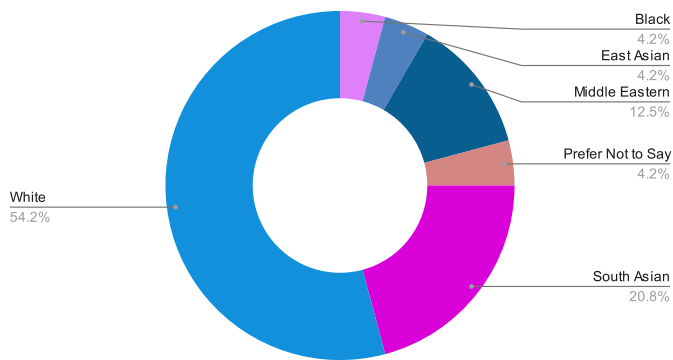
● Woman (cis) ● Man (cis) ● Non-Binary ● Prefer not to say

Note: Engineering and Science & Product are the only departments big enough to report on this granularly.

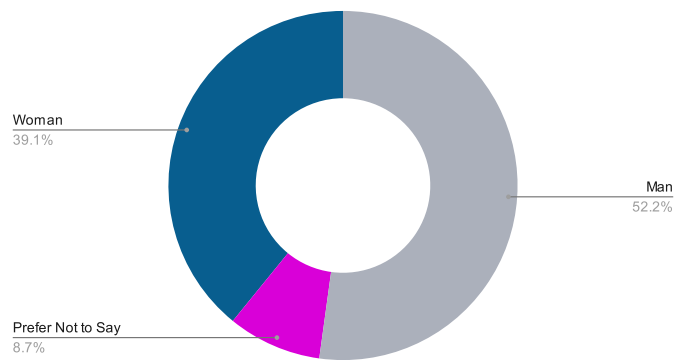
Representation in leadership

As our team has rapidly grown, we've also expanded our senior leadership. We've drastically increased the number of women in senior leadership positions in every area of our business and we promoted many individual contributors into manager positions.

Senior Leadership | Race



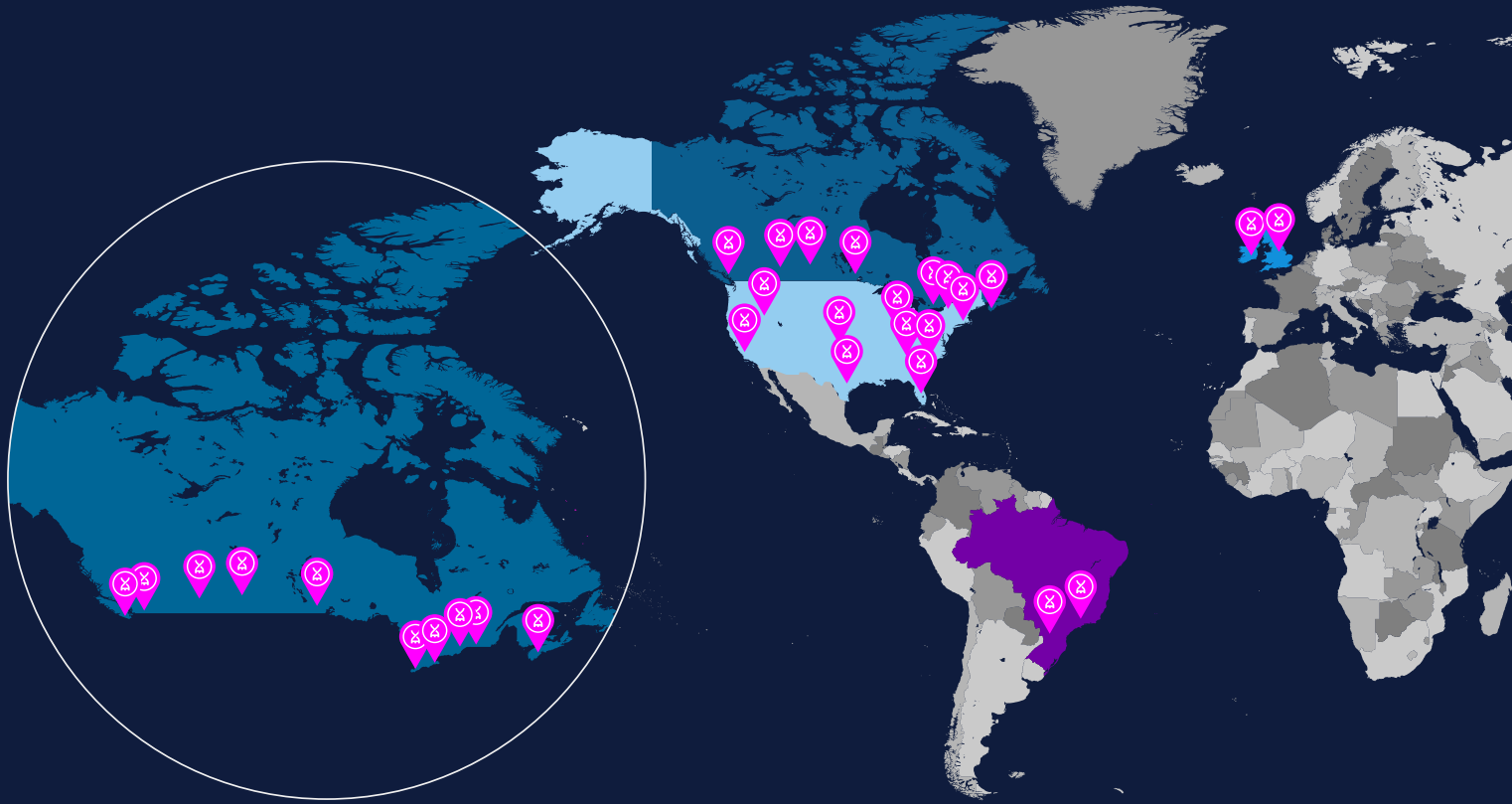
Senior Leadership | Gender Identity



- Woman (cis) ● Man (cis) ● Non-Binary ● Prefer not to say
- Middle Eastern ● Black ● East Asian ● Prefer not to say ● South Asian ● White

Representation by geography

We expanded our presence globally, and have team members in the UK and Brazil, in addition to the US and Canada.



- Canada (347)
- USA (30)
- UK (23)
- Brazil (3)

Evolving our culture with equity in mind

Equity is the achievement of structural success, well-being, and enablement of stakeholder populations, including employees, customers, institutional investors, leaders, and local communities.

As we scale our company, we've maintained a focus on creating a fair and equitable experience for all team members.

Our employee base has expanded into multiple geographies and time zones over the past year, highlighting some gaps that we've been working to close. This year we've revisited several policies and employee offerings to ensure fairness across the board.



Total Rewards

We hired a dedicated total rewards team to ensure our offerings are transparent, competitive, and, most importantly, fair. This included several projects:

- We conducted a compensation market review to ensure our team members are being paid fairly. We leveraged external market data and completed an internal parity check.
- We introduced a Lifestyle Spending Account (LSA)—giving BenchSci's the flexibility to spend on perks that are most important to them. The top three LSA spending categories were: Fitness, Bills & Entertainment, and Tickets & Events.
- We expanded our Canadian benefit offerings to include gender affirmation healthcare. As part of this, we released an educational guide for managers and individual contributors on supporting transgender and gender-diverse team members in the workplace.
- We reviewed our Parental Leave Policy to identify gaps in our support for team members in different geographies. Our findings will inform our policy in 2023.



Flexibility and time-off

2022 was an intense year of scaling while in hypergrowth for BenchSci. As a company with an audacious goal to revolutionize drug discovery for the benefit of human health, it follows that prioritizing the health and well-being of our team members is a top priority. There is no one-size-fits-all program when it comes to supporting employee well-being, which is why we lean into flexibility that meets the needs of everyone.

We rolled out some **new initiatives** and expanded on some of our team's favorites that encourage flexibility and allow people time to rest, including:

- **Flex-Time (new):** A new type of time off that replaces all non-vacation days and accommodates additional vacation spillover where needed.
- **Summer Break (new):** The company closes every other Friday in July and August.
- **Holiday Break:** The company closes for two weeks over the winter holidays.
- **Work from almost anywhere (new):** Eligible team members have the freedom to work from any country outside their own (with a few exceptions) for up to 90 days per calendar year. While this isn't time off, team members are able to travel and enjoy exciting new experiences while they continue their impactful work as well as visit family living in other countries on top of vacation time.
- **Sabbatical:** Team members who have completed five years of continuous service with BenchSci are eligible for a four-week sabbatical.



Connection and inclusion: increasing awareness of identities as we scale

In 2022, we had a focus on driving awareness for identities from the angle of understanding ourselves while also getting curious about others. We believe that both are essential in building a workplace environment where folks can show up as themselves and feel supported to grow their careers.

DEI Learning in onboarding

We launched BenchCamp, our Onboarding Program in early May which takes both a synchronous and asynchronous approach to being a new hire in our complex organization. This consists of company onboarding, and department-specific onboarding as well, including an onboarding buddy to help acclimate into our culture.



“

The first day I joined I realized 'This is where I want to be!

”

“

I am excited about helping to achieve the next big thing and knowing I am part of this.

”

“

A wow moment for me in week 1 was being given the space to focus on onboarding and learning.

”

BenchCamp

As a part of BenchCamp, we introduced a workshop on understanding identities and inclusive behaviors which we ran with teams across the company. This 90-minute session helps all new team members define identity, recognize the many layers of diversity, reflect on subtle acts of exclusion and their impact on creating psychological safety, and collectively commit to inclusive behaviors as they join our team. We hosted over 18 workshops for 150+ team members, which serves as a strong indicator of how diversity, equity, and inclusion influence BenchSci's culture.



“ The facilitator was really welcoming and communicated clearly and sensitively with challenging topics I liked how interactive this was. ”

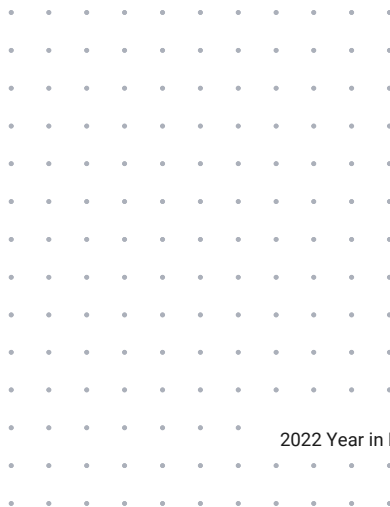
“ Facilitators created a really open and safe environment for the session. I really liked the breakout room discussions with my onboarding cohort. ”

“ Love the work around exploring my own personal identities, and how I am a part of creating an inclusive environment. ”

“ I really appreciate the company taking the time to onboard people on such topics. ”



We also launched a micro-learning tool **Blue Ocean Brain** for inclusive leadership, which we rolled out to 100 of our people managers and People team members. This tool supports leaders in increasing cultural competence and leaning into brave conversations amongst their teams.



Learning about others' lived experiences

Storytelling can be a powerful tool for gaining empathy and expanding cultural competence. This year, we hosted 8+ speakers to learn about others' lived experiences through sharing stories.



Not Your Model Minority
Asian and Pacific Islander Heritage Month

Jon Osaki | Filmmaker



Different Paths to Leadership
BenchShe+ Sponsored Event

Hildy Kuryk | Partner at Artemis Strategies



Privilege and Systems
Virtual Homecoming

Camille Leak | Owner and Lead Facilitator at Real Talk & Brave Spaces



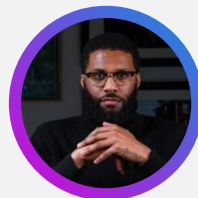
Allyship and Leadership
BenchShe+ Sponsored Event

Andrea de Souza | Global Head, Data Sciences and Engineering, Eli Lilly



From Work to Werg
Pride Month

Alfredo del Cid | Head of L&D at Collective



Critical Race Theory
Black History Month

Jonathan Harris | Artist



Indigenous Diversity Awareness
National Day of Truth and Reconciliation

Kendal Netmaker | Author and Entrepreneur



Critical Race Theory
Black History Month

Ernest Crim III | Educator and Historian



Really awesome discussion—so glad to work somewhere where conversations like those are held on our “main” stage.



I am so proud to be part of a company that really cares about promoting voices that have traditionally been silenced. Thank you for giving us the opportunity to become better humans by exposing us to other peoples' and cultures' points of view.



That was incredible. So grateful to have had the opportunity to hear this and reflect on it. It means a lot knowing that BenchSci cares about empowerment and making everyone here better as people. Love it. Please keep doing it.



Employee Resource Groups and identity-based communities

We launched our first Employee Resource Group (ERG), BenchShe+, which aims to create a safe and empowering environment for all women at BenchSci to connect, advocate for, and advance gender equity and to contribute to developing a safe and positive work environment. The group's focus in their first year was setting the foundation for more ERGs and investing in the community of women at BenchSci.

“ I think the benefit of being a member of BenchShe+ is definitely the community. Everyone belongs at BenchSci, but having another little group where you belong makes a huge difference. We try to do programming that's exciting and woman-focused. It's just a good place to make friends. ”

RHONDA GALLANT
BENCHSHE+ CHAIR

Outside of ERGs, our team members have started to gather informally around several shared identities. We are looking forward to developing some of these groups into formal ERGs in 2023.

Coaching Circles

Caregivers support group - An hour-long group meeting twice per month for people who are contemplating becoming caregivers or are caregivers at BenchSci.

Slack Channels

#black@benchSci

A public channel for our Black team members and allies to connect and share

#chatter-rainbow

A public channel for members of the 2SLGBTQIA+ community and allies to connect and share

#chatter-hispanics

A private channel for Spanish-speaking team members to connect and chat in Spanish

#help-parents

A public channel for parents to connect and share

#chatter-mentalhealth

A public channel for discussion and support for mental health



BenchSci Forward

BenchSci Forward extends our impact beyond our products with a focus on diversity in science, technology, engineering, and math (STEM) as well as social justice. As a company that operates at the intersection of artificial intelligence and biology, we have a responsibility to extend our involvement in advancing representation in STEM beyond hiring to supporting education for historically marginalized groups.



One way we live our commitment to advancing STEM education is through our partnership with **The Knowledge Society (TKS)**. For our second-annual TKS Challenge, high school students worked in groups alongside BenchSci mentors and come up with ideas to help advance technology that solves novel, real-world problems. As part of the partnership, BenchSci provided scholarship funding to support talented and ambitious students of all backgrounds who can't afford the TKS tuition.

Throughout the challenge, TKS students worked hard to understand existing technology and data frameworks and propose plans for further advancement. By investigating existing biological knowledge, drug mechanisms, and tech innovation, students identified new ways to leverage existing systems for scientific advancement. To kick things off, teams were selected and paired with mentors from BenchSci.

Working in small groups, TKS students collaborated on research, investigation, and ideation before presenting their findings in the form of a four-minute pitch and dedicated website. The winning team, DockD—made up of Madison Page, Cameron Kroll, Sophia Tang, and Prisha Bhavsar—demonstrated a fantastic understanding of the challenge and proposed an effective solution for developing existing technologies to advance scientific discovery.

For their efforts, DockD was awarded a prize of \$5,000, along with personalized BenchSci sweatshirts.

We continued our relationship with the **Black Professionals in Tech Network (BPTN)**. We hosted a Masterclass entitled HealthTech: How AI and Machine Learning Scale Scientific Discovery in Healthcare through their platform **Obsidi**, focusing on the intersections of artificial intelligence and machine learning in healthcare. Luigi Gentile, Chief Revenue Officer, and Victoria Hipolito, Scientific Solutions Lead were featured speakers. There were more than 200 attendees to this session from all across North America.

We also hosted a lean-in session, with some of our management teams moderated by a BPTN trainer and dedicated to building empathy and fostering awareness of the lived experiences of Black professionals in the industry. We are thrilled to continue our partnership with BPTN and are proud to be a supporting partner of the BFUTR 2023 Summit in Toronto.

We included our investors and board members in our DEI journey as well. In June, our Director of DEI was invited to lead a discussion with HR leaders in **Inovia's portfolio** companies on the 2SLGBTQ+ community and performative allyship. We also formed a think tank with our advisor Jessica Neal from **TCV** to gain a deeper understanding of how to address social issues as a company, which helped us refine our social issue response strategy as our BenchSci Forward brand evolves to focus further on social justice.



Learnings and opportunities

2022 was a year of incredible growth for BenchSci. Growth always comes with opportunities, and we are excited to build and extend our outcomes beyond both our DEI team and the larger BenchSci team, as inclusion is everyone's responsibility.

As we move forward into 2023 and beyond we will focus on:

- Doubling down on support for existing and new ERGs through meaningful executive sponsorship
- Further embedding equity measures into our people and culture initiatives across the employee lifecycle to encourage high performance among individuals and teams
- Building additional methods of listening such as surveys, and focus groups listening to understand signals happening across our company.
- Deepening our current relationships with external partnerships that advance diversity in STEM and social justice



Employee Resource Groups

Our first ERG, BenchShe+ has seen incredible interest and participation from our employee stakeholder groups. We want to add further levels of support to ensure the momentum continues by establishing both a designated executive (C-level) sponsor (which is already in place) and an advisor (VP level) from within the business.

Awareness and Heritage Moments

In 2022, we hosted five events in recognition of awareness months and heritage days, which had great traction and positive feedback from our team members. However, we recognize that only select identity groups were elevated and celebrated, and not always in equal measure. We recognize that we have an opportunity to better engage with the Indigenous community, as well as to increase our employee stakeholder groups' awareness of accessibility and mental health support. We aim to accomplish this in two ways: enabling ERGs and identity groups to support how we celebrate and communicate commemorative months, and by adjusting our company-level events to be connected to our business outcomes.

Responding to Social Issues

We are proud of the ways we were able to give in service to communities. As we hear and respond to issues such as women's rights and the War in Ukraine internally, we have an opportunity to continue engaging with our team members to understand topics and issues that are important to them as stakeholders. We donated to several organizations advancing women's rights in the US, and had a donation drive for SickKids at the end of the year. In 2023 we will introduce listening methods and groups to further inform how we respond to social issues as a company, in alignment with our company values.

We are proud of the work we were able to accomplish together in 2022, and we acknowledge that we are never finished. We look forward to sharing our progress, successes and opportunities in updates on our website and social media. If you have any questions about this report, please feel free to reach out to dei@benchsci.com

Follow us to see publications and news from BenchSci



Instagram



LinkedIn



Glassdoor



Glossary



Senior Leadership: This group consists of various directors, VP's, and executives who meet on a regular basis to strategize essential operations, lead core initiatives, and establish company-wide policies and procedures.

Streams: Functional teams at BenchSci are divided into three streams: **Culture, Platform and Go To Market (GTM)**

Culture: Inclusive of Talent Business Partners, Talent Management, Talent Acquisition, Total Rewards, Learning and Development and DEI

Platform: Inclusive of Engineering, Science and Product

Go To Market (GTM): Inclusive of Sales, Marketing, and Business Operations

Identity/Identities: The qualities, beliefs, personality traits, appearance, and/or expressions that characterize a person or group. A person may have various dimensions of diversity that they belong to.

Racialized Identities: For the purpose of this report, a Racialized Identities is inclusive of everything outside of white/European descent.

Self-ID (Self-Identification): The collection of beliefs or facts we have about ourselves. At BenchSci, we give team members the option to self-select their identity group membership such as: Race/Ethnicity, Gender, Sexual Orientation, Physical/Mental Disability, and Caregiver status.

Employee Resource Groups: Employee-led groups that form based on a shared identity like race and ethnicity, caregiver status, gender, abilities, or sexual orientation, and help elevate the voices and experiences of their respective communities.

DEI REPORT

2022 Year in Review



BenchSci