



Benchling Benefits & Perks

Private Medical Insurance

Benchling provides private medical insurance through PFA. This covers employees and their dependents. Medical history is disregarded.

Pension Plan

Benchling provides a Pension Plan also through PFA.. The contributions are split as follows: ER 10% and 5% EE.

Dental Insurance

Benchling provides Dental insurance through Dansk Tandforsikring. This covers employees and their dependents. The yearly coverage is up to 20,000 DKK with an excess of 995 DKK.

Global Income Protection

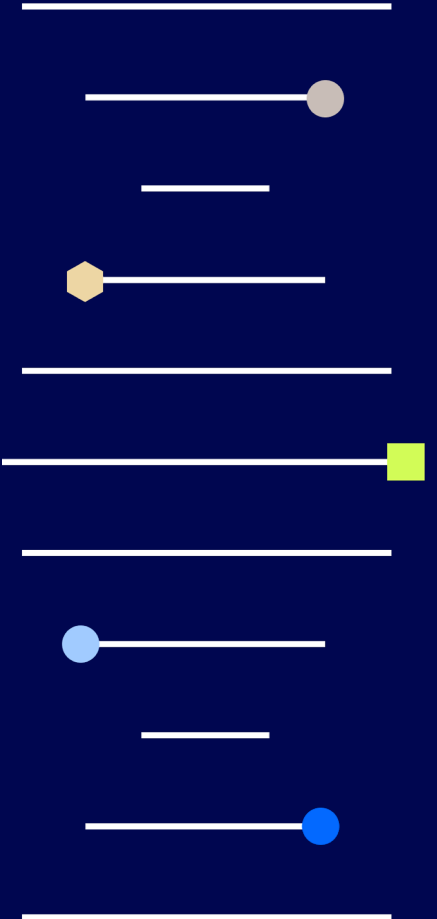
Benchling provides Global Income Protection through PFA. The payout is according to the salary scale model.

Wellness Stipend

We want Benchlings to prioritize their wellbeing. Each month, employees will receive an automatic monthly wellness stipend of 1120 DKK for health and wellness expenses. Some popular uses of this benefit include fitness classes, wellness workshops, and home gym equipment.

Life & Critical Illness

Benchling provides Group Life Insurance through PFA, covering 1x annual salary. Benchling provides Group Critical Illness benefit of 200K DKK and 100K DKK for Children up to the age of 24 also through PFA.





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Paid Time Off

Benchling provides 25 days of leave per year in addition to the public holidays observed. Additionally, employees enjoy a Winter company-wide shutdown in December.

Mental Health Benefit

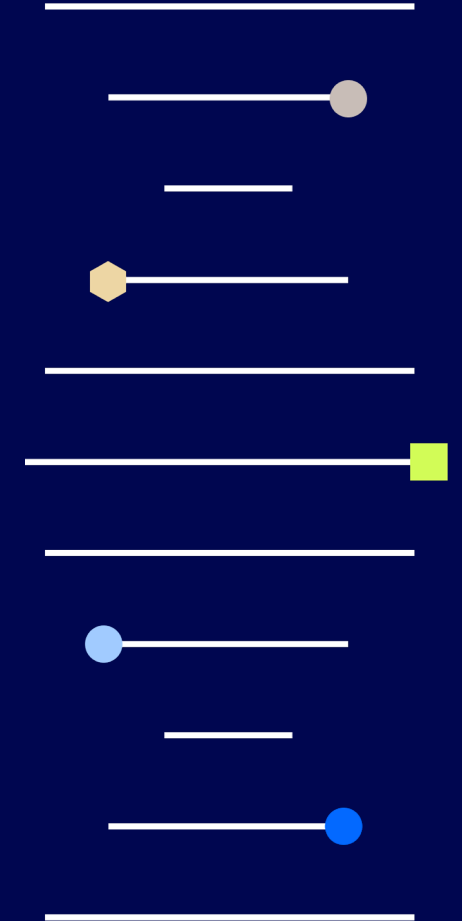
Employees and their dependents have access to Modern Health, a comprehensive mental health and wellness platform. Memberships includes 10 1:1 therapy sessions and 10 1:1 coaching sessions per year. Additionally, all members have unlimited access to guided meditations, digital courses, and live group sessions.

Family Forming Benefits

We've partnered with Carrot Fertility to bring our employees comprehensive, inclusive fertility healthcare and family-forming benefits. Through Carrot, you have access to exclusive resources designed to make fertility care more accessible and affordable to everyone. Each employee will have access to a lifetime benefit of \$20,000 USD (\$10,000 USD per calendar year).

Benchling for Good

As part of our commitment to building a culture of giving and volunteering at the company, the Benchling for Good program encourages employees to support causes they care about most by maximizing their donations and volunteer hours. Employees may volunteer up to 24 hours (paid) per calendar year, and their donations are matched 1:1 up to \$2K USD per quarter.





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Professional Development

Each year, employees receive a 3,730 DKK annual stipend to use for professional development. This investment is meant to help Benchlings achieve the highest possible performance through education, experience, and exposure. At Benchling, a major part of our culture is continuous learning and growth. LinkedIn Learning is a learning and development platform with thousands of courses available, from role specific training to concepts core to our culture, such as giving and receiving feedback. We are excited to offer LinkedIn Learning to all Benchlings.

Home Office & Other Perks

To ensure employees are set up with everything they need for optimal performance, we offer remote employees a one-time stipend of 7,458 DKK for at-home office setup needs. Additionally, we offer up to 450 DKK for mobile phone services and up to 450 DKK for home internet per month.

Parental Leave

We are in it for the long term and hope you are too! If a family is something in your future, we want to celebrate with you and ensure you have the time you need with your loved ones. As such, we offer four months of paid parental leave as a primary or secondary caregiver.

