



Benchling Benefits & Perks

Pension

Benchling provides a Pension Plan through Allianz. We have two schemes depending on whether or not the employee wants to contribute as well. For the employer part, the contributions are as follows: Unterstützungskasse ER contributions: 3% of your gross salary up to the legal required minimum salary, 10% for the amount above the legal salary minimum. Employees can choose to opt in. Benchling will match up to an additional 20% of the EE contributions

Life Insurance

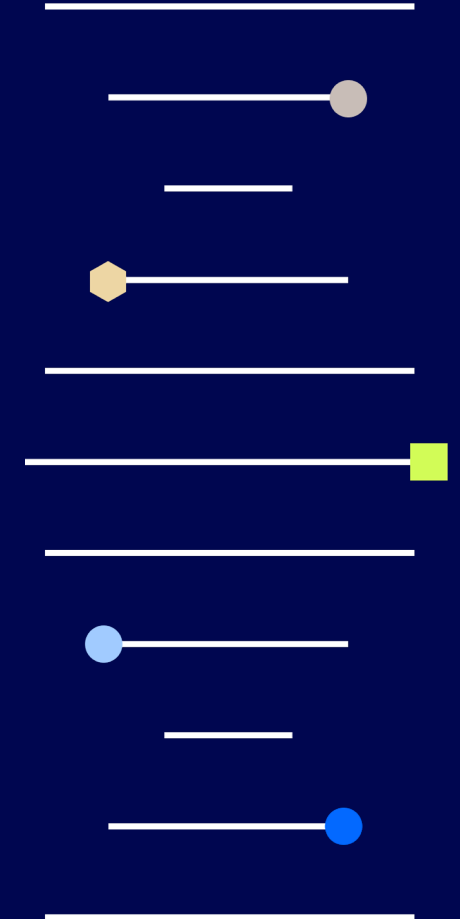
Benchling provides Group Life Insurance through YouPlus. You could be required to undergo a risk assessment.

Wellness Stipend

We want Benchlings to prioritize their wellbeing. Each month, employees will receive an automatic monthly wellness stipend of EUR 150 for health and wellness expenses. Some popular uses of this benefit include fitness classes, wellness workshops, and home gym equipment.

Group Accident Insurance

Benchling provides Group Accident Insurance through Dialog. More details are provided in the policy overview.





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Paid Time Off

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

Parental Leave

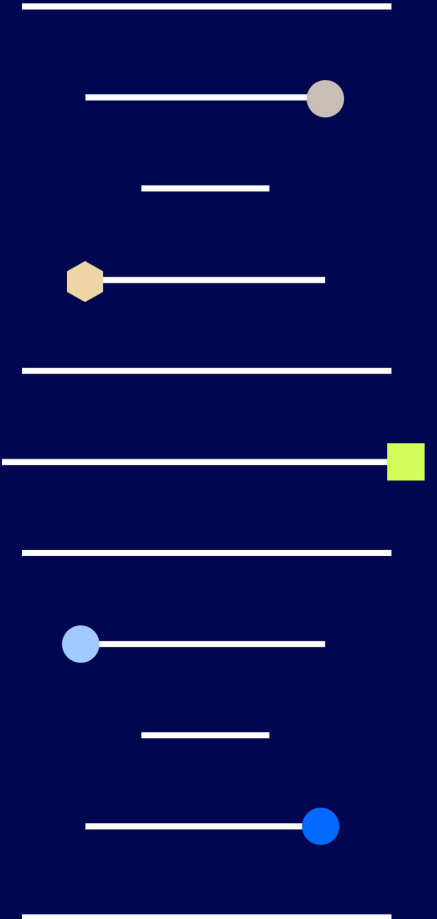
We are in it for the long term and hope you are too! If a family is something in your future, we want to celebrate with you and ensure you have the time you need with your loved ones. As such, we offer four months of paid parental leave as a primary or secondary caregiver.

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).

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.





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Professional Development

Each year, employees receive a EUR 500 annual stipend to use for professional development. This investment is meant to help Benchlings achieve the highest possible performance through education, experience, and exposure. 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 1,000 EUR for at-home office setup needs. Additionally, we offer up to 60 EUR for mobile phone services and up to 80 EUR for home internet per month.

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.

