



Benchling Benefits & Perks

Pension

The company offers a semi autonomous plan through AXA Life. Contributions are based on age and split 60:40 between employer and employee. Whilst the employer contributions remain the same, the employee can choose between a standard and a high plan.

Accident Insurance

Fully covered by the company for professional as well as non professional accidents.

Mental Health Benefit

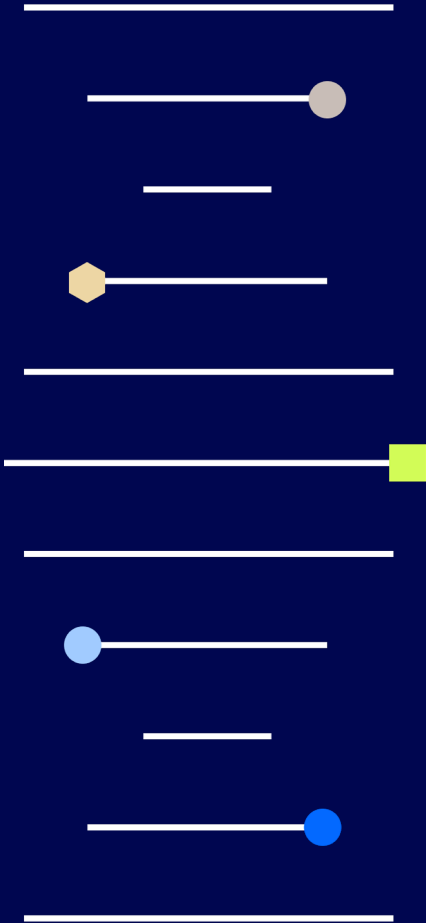
Employees and their dependents have access to Modern Health, a comprehensive mental health and wellness platform. Memberships includes 10 1:1 therapy sessions and 10 1:1 coaching sessions per year. Additionally, all members have unlimited access to guided meditations, digital courses, and live group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

Family Allowance

All employees with dependents are entitled by the Canton to family allowance. For the Canton of Zurich, an allowance of CHF 200 per child up to the age of 12, CHF 250 per child between the ages of 12 and 16, and CHF250 per child between ages 16 and 25 who are still studying or in vocational training.

Wellness Stipend

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





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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

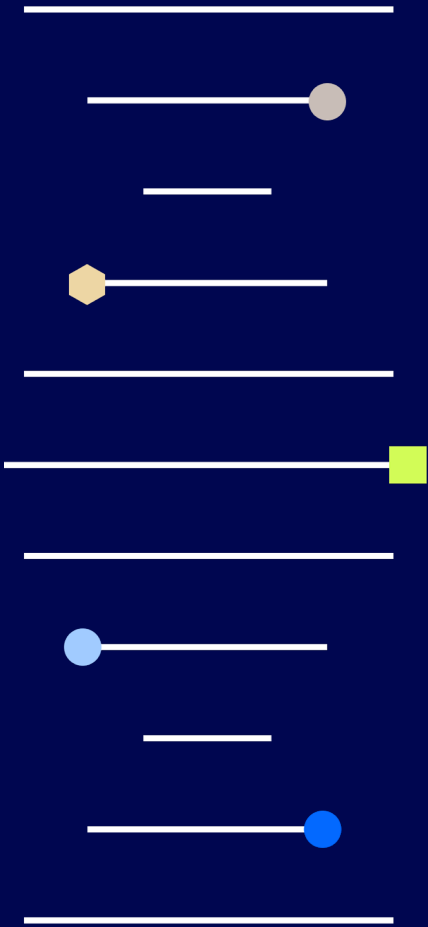
We are in it for the long term and hope you are too! If a family is something in your future, we want to celebrate with you and ensure you have the time you need with your loved ones. As such, we offer four months of paid parental leave as a primary or secondary caregiver.

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).

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 CHF 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 remote employees are set up with everything they need for optimal performance, we offer a one-time stipend of CHF 1,000 for at-home office setup needs. Additionally, we offer up to CHF 120 for mobile phone services and the same amount for home internet per month.

For in-office Benchlings, we provide a lunch stipend of CHF 180 per month and the public transportation pass for the Canton of Zurich (ZVV Pass) is paid for by the company.

