



Benchling Benefits & Perks

Private Medical Insurance

Benchling provides private medical insurance through AXA. This covers employees and their dependents. Medical history is disregarded and there is an excess limit of 100 GBP.

Pension Plan

Benchling provides a Pension Plan through Standard Life. The contributions are split as follows: ER 6% and 5% EE.

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.

Global Income Protection

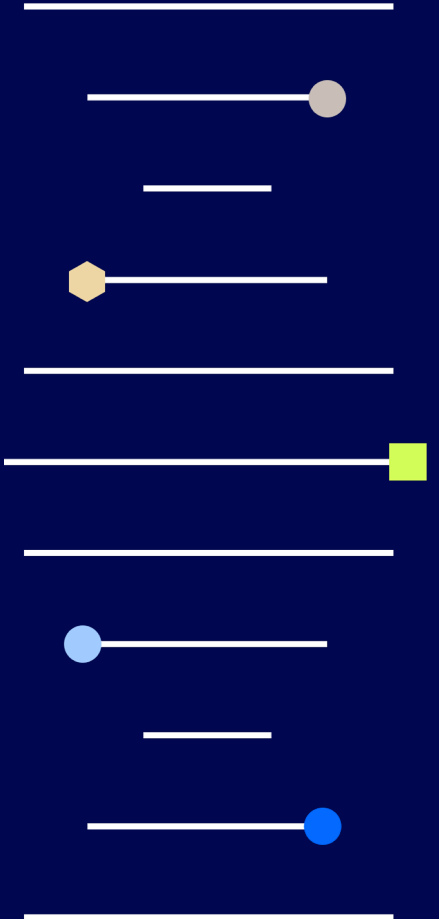
Benchling provides Global Income Protection through Unum, covering 75% of the annual salary for a limited term of 5 years.

Wellness Stipend

We want Benchlings to prioritize their wellbeing. Each month, employees will receive an automatic monthly wellness stipend of 150 GBP 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 Unum, covering 4x annual salary. Benchling provides Group Critical Illness benefit of 150K GBP through Unum.





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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

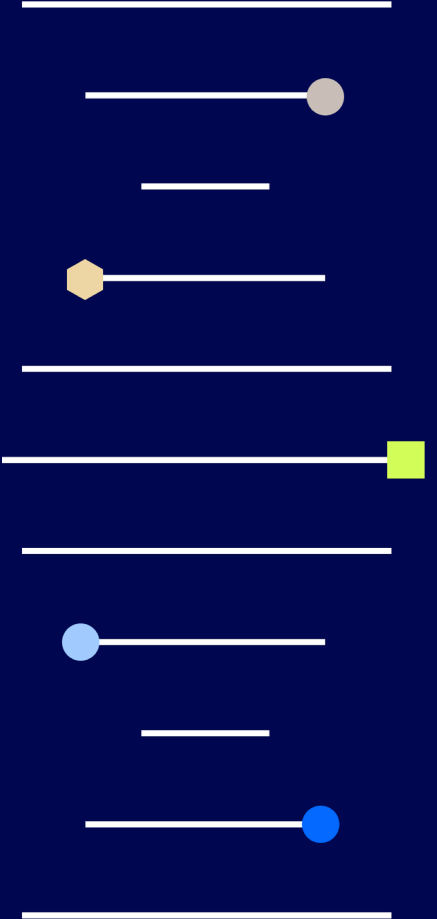
Employees and their dependents have access to Modern Health, a comprehensive mental health and wellness platform. Memberships includes 10 1:1 therapy sessions and 10 1:1 coaching sessions per year. Additionally, all members have unlimited access to guided meditations, digital courses, and live group 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 500 GBP 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 1,000 GBP for at-home office setup needs. Additionally, we offer up to 80 GBP for mobile phone services and up to 80 GBP for home internet per month. In-office Benchlings will receive a 125 GBP monthly stipend to cover commuting expenses.

