

## Employee Benefits – UK office

### Pension (currently provided by Aviva)

DNAe complies with UK legislation, and automatically enrolls workers into a workplace pension scheme. We will contribute 4% of your basic pay which you will be required to match. You can contribute more if you wish to, but employer contributions will remain capped at 4% of your basic pay. The scheme is a salary sacrifice scheme.

### Income Protection

You are insured in the event of long-term sickness or disability. If prevented from working for an extended period of time due to sickness or injury, 75% of salary, less State Benefits, will be paid by the Insurer subject to the rules of the Scheme. This benefit will continue to be paid until you are able to return to work or for up to a maximum of 5 years. This is a not taxable benefit.

### Death in Service Life Cover

Life cover is provided for you at 4 times your annual salary. In the event of death, payment will be made to the named beneficiaries in accordance with the Scheme rules. This is not a taxable benefit.

### Health Care (currently provided by BUPA)

The Company operates a BUPA Healthcare Scheme that you may choose to join. Private Medical Insurance provides the funds to pay for treatment in the private healthcare sector, which offers speedy access to private specialist treatment and private hospital beds. DNAe pays for your single person cover. You are only covered under this policy in the UK. This is a taxable benefit. You can choose to enrol family members in the scheme, but the cost of their cover will be deducted from your salary.

### Bike to work Scheme (currently provided by Evans)

Through Evans' Ride to Work Scheme, you can apply for a voucher for between £250 to £1000 to purchase a bike and accessories to use for your journey to and from work. This scheme takes advantage of the Government's Green Transport Plan, enabling you to make considerable savings on National Insurance Contributions.

### Season Ticket Loan

DNAe offers an interest-free season ticket loan for transportation into the office. You can access this through our partner Abellio, and the cost will be deducted directly from your monthly salary payment.

### Annual Leave

DNAe offers 25 days annual leave per year, plus bank holidays.

We also award a day off when moving to a new house.

### Flu Jab

DNAe offers an annual flu jab, which is administered onsite.

### Drinks and snacks

We provide free fruit, delivered once a week and free hot drinks.

A free breakfast with colleagues every Friday.

### Sports and Social

We have a lively range of events paid for by the company.

### Health and Wellbeing

We have a free and confidential Employee Assistance Program. We also run free weekly yoga classes.