



NETHERLANDS

Employee Perks & Benefits



Fitness

Contribution up to a maximum of **€30/month** (before tax)



Yoga

Free 2 times a week



Learning

- Reimburse 65% of your class costs (after completion), **up to €1,000/year**
- **€150/year** of the learning budget can be used for reading materials



Accidental Death & Dismemberment

DEATH: **1x annual base salary** / DISABILITY: **2x annual base salary**



Long Term Disability

WGA & WIA EXCEDENT: Maintains part of compensation during extended sickness @70% fully paid by Freshworks



Pension Supplement

4% of employee gross salary excluding holiday pay



Enhanced Maternity Leave

100% OTE for **16 weeks** statutory maternity leave period



Internet Allowance

Temporary WFH Benefit: Contribution up to a maximum of **€70/month**



Home Office Setup

ONE TIME: **€250** reimbursable for Home office setup



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Collective Health Insurance

- Via ONVZ: **5%** Discount on Basic Premium & **10%** on Supplemental
- **FREE:** 3x additional physiotherapy sessions
- **FREE:** €250 for mental health care
- **FREE:** €100 for preventive medical examinations



Employee Assistance Program

Free service to support you & family



FriYay

Fully paid additional days off



Enhanced PTO

Additional days paid time off (PTO) for every year of service for the first 5 years of your employment



Discounted Tax Support Services

Freshworks employees benefit from discounted rates for personal tax services with our partner Global Tax Network