



Replimune[®]

US Benefits Summary

Medical + HRA + HSA

Replimune offers three medical plans through Blue Cross Blue Shield: HMO for employees located in New England, and PPO and PPO Saver/HSA plans that are open to all employees. Premiums are 100% covered unless you choose the PPO buy-up option from the HMO plan (for those located in New England). A Health Reimbursement Account (HRA) is offered to cover the second 50% of the applicable deductible for HMO and PPO plans. For the PPO Saver with HSA, Replimune will annually contribute \$750 for individual coverage and \$1,500 for all other tiers of coverage.

Dental

Dental insurance is offered through Blue Cross Blue Shield's Dental Blue. Dental premiums are also 100% paid by the company. The plan has a calendar maximum of \$2,000 per member. Orthodontia is available to all, up to a lifetime maximum of \$1,500.

Vision

Vision insurance is provided by EyeMed with premiums 100% paid by the company. Plan provides \$130 in coverage for the cost of contacts and glasses as well as eye exams.

Life + Disability

Life and Disability insurance are provided through The Hartford. All premiums are 100% paid by the company.

- Life + AD&D: Coverage at 2x annual salary, up to \$400,000.
- Short Term Disability (STD) Insurance: Income replacement at 66 2/3% of weekly pay to a max of \$5,000 per week, up to 13 weeks.
- Long Term Disability Insurance: Income replacement at 60% of monthly salary up to a max of \$15,000, eligible after 13 weeks of STD.

Parental Leave

Birth mothers receive up to 12 weeks of paid leave at 100% of regular base wages and non-birth parents receive up to 6 weeks of paid leave at 100% of regular base wages; both leaves run concurrently with disability, or any state leave benefits offered.

401(k)

Replimune matches \$0.50 for every \$1.00 an employee contributes, up to 8% of annual salary up to statutory contribution limit. Replimune match is 100% vested from day one.

Equity Awards

Every employee receives equity as part of their compensation package at hire and via annual grants, subject to Board approval.

Time Off

- Vacation Time: Accrue up to 15 days per calendar year.
- Sick Time: 40 hours of sick time will be given at the beginning of each year and prorated based on date of hire.
- Holidays: U.S.-based offices observe 20 paid holidays in 2026, including a company shutdown week between Christmas and New Year and three floating holidays (dependent on start date).

Annual Company Stipend

Replimune provides a \$1,000 stipend (grossed up) to cover employee mobile phone and/or home office expenses.

Employee Referral

If a candidate referred by an employee is hired, the employee may be eligible to earn a \$3,000 referral bonus.

Lifestyle Spending Account

Replimune provides \$50/month to employees to utilize for a variety of health and wellness expenses.

Pet Insurance

Preferred pricing for pet insurance is available through MetLife. Employees can enroll at any time.