



UK Benefits Summary

Group Pension Plan

Employees are automatically enrolled at 5%, with Replimune matching 5%. For contributions above 5%, Replimune provides an enhanced employer contribution of 8%. Employees can choose to contribute via Salary Exchange to take full advantage of tax efficiencies.

Group Life Assurance Scheme

All permanent employees are immediately covered for up to 4x their basic annual salary until age 65 or State Pension age (whichever is later). Replimune covers 100% of the cost.

Group Income Protection Scheme

After three months of employment, employees unable to work due to illness or injury may be eligible for:

- Short-Term Disability – Income replacement at 75% of weekly pay
- Long-Term Disability – Income replacement at 75% of their pre-disability basic salary; the benefit will escalate in payment at a rate of 5% per annum.

Group Private Medical Insurance Scheme

Provided through Aviva, this plan covers eligible acute medical conditions (subject to limits and exclusions). Replimune pays 100% of the employee premium, which is a taxable benefit. Employees may add dependent coverage and pay the difference in premiums.

Dental Insurance

Our Bupa dental insurance provides reimbursement and discounts for dental care. Replimune pays 100% of the employee premium, which is a taxable benefit. Employees may add dependent coverage and pay the difference in premiums.

Employee Assistance Program

Employees have access to confidential professional support and counseling for personal or work-related issues via phone or face-to-face sessions at no cost.

Equity Awards

Every employee receives equity as part of their compensation package at hire and when annual grants are provided.

Time Off

- Annual Leave – Accrue up to 25 days per calendar year.
- Sick Time – Receive up to 10 sick days in a 12-month period.
- Holidays – UK based offices observe 13 paid holidays.

Parental Leave

Replimune offers our employees twelve (12) weeks of maternity and two (2) weeks of paternity leave at 100% of regular base wages following the birth or adoption of a child; this is in conjunction with statutory requirements.

Gym Reimbursement

Employees are eligible to reimburse up to 50% of their gym membership.

Annual Company Stipend

Replimune provides a £800 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 £2,400 referral bonus.

Lifestyle Spending Account

Employees may receive up to £40 per month in reimbursement for eligible wellness-related expenses.