



# Replimune<sup>®</sup>

## UK BENEFITS SUMMARY

### GROUP PENSION PLAN

Employees are automatically enrolled at 5% with a matching contribution of 5%. Replimune will provide an enhanced employer contribution of 8% for any contribution amounts higher than 5%, employees can choose to contribute via Salary Exchange to take full advantage of tax efficiencies.

### GROUP LIFE ASSURANCE SCHEME

All permanent employees are covered immediately for a benefit of up to 4x their basic annual salary up until a ceasing age 65 of State Pension age (if later); the cost of providing this benefit is 100% covered.

### GROUP INCOME PROTECTION SCHEME

All employees are eligible after 3 months' service and Replimune covers 100% of the cost of providing this benefit; employees unable to work due to illness or accident for more than 13 weeks, will be eligible for a basic income benefit of 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

Through Aviva, Replimune offers Private Medical Insurance for free. The plan provides valuable and comprehensive medical coverage for the treatment of eligible acute conditions subject to any limits or exclusions and the payment of a member paid excess; employees can opt to cover their family members at their own cost; all premiums paid by Replimune are assessed as a taxable benefit in kind to employees.

### DENTAL INSURANCE

Our new dental insurance plan, offered through Bupa, provides reimbursement and discounts for dental care and is free to employees. Employees may opt to cover their family members at their own cost; all premiums paid by Replimune are assessed as a taxable benefit in kind to employees.

### EMPLOYEE ASSISTANCE PROGRAMME

Employees have access to an Employee Assistance Programme (EAP) that provides professional information, support, and counselling services on a range of personal and work-related issues, via confidential telephone helplines or face-to-face counselling at no cost; any premiums paid by Replimune are assessed as a taxable benefit in kind to employees.

### 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.
- Statutory Sick Pay – After 3 waiting days, you are eligible for 96.35 of SSP per week, for up to 28 weeks.
- Holidays – UK based offices observe 10 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.