



**AVIDITY**<sup>®</sup>  
BIOSCIENCES

## WORKING AT AVIDITY

Ensuring the health and well-being of our employees and their families is just as important to us as the patients we serve. At Avidity Biosciences, we recognize that benefits like medical insurance, retirement savings, paid time off, and flexibility are important, so we offer comprehensive and competitive packages to support the health and well-being of our employees. We consistently listen to employee feedback and respond to market trends to ensure our benefits remain competitive and cost-effective.

**Our Vision:** To profoundly improve people's lives by revolutionizing the delivery of RNA therapeutics.

### **Our BeAVID Culture**

Our commitment to rigorous and innovative science is matched only by our passion to see patients' lives changed. Our values are our guideposts to ensure a connected and collaborative approach, celebrating the uniqueness of each individual while embracing the importance of data, and community. We hold ourselves accountable to the highest standards and expect the unexpected, always ready to adapt and move forward.

- **A**gile
- **V**isionary
- **I**ntegrated
- **D**iverse



“ People build companies. One of the key parts of our culture is our team; how we collaborate together and always reminding ourselves that we are only as strong as the people on our team. ”

~ **Sarah Boyce, President & CEO**

## TOTAL REWARDS

We incent, recognize, and celebrate employees who consistently and actively embody our Vision and Values.

We offer comprehensive and competitive Total Rewards Programs, which include merit, bonus, and equity opportunities. Additional opportunities for enhanced rewards are tied to our performance and career development reviews.

New hires receive a mix of stock options and RSUs as part of their new hire package. Employees also benefit from our Annual Equity Refresher Program. We are committed to fair pay practices for all employees.



*"Avidity is a dynamic organization with excellent science and a culture of teamwork and entrepreneurial spirit."*

*Ramana  
Doppalapudi*

## 401(K) MATCHING

Employees who participate in our tax-advantage 401(k) plan also benefit from our matching plan. We match dollar for dollar up to 4% of the employee's contribution (up to IRS limits).

## SPOT AWARD PROGRAM

We regularly recognize employees who have contributed to our Vision, Corporate Objectives and/or served as a role model with respect to our BeAVID values. Our employees are encouraged to utilize this program as a means of financially recognizing and supporting one another.

## EMPLOYEE STOCK PURCHASE PROGRAM (ESPP)

Our ESPP is available to all regular, full-time employees. Employees may contribute up to 15% of after-tax payroll (subject to IRS limits) to purchase Avidity stock at a discount.

# BENEFITS AT A GLANCE

## MEDICAL, DENTAL & VISION

Our comprehensive and competitive medical plans are sponsored through Anthem Blue Cross. HMO, PPO, and High Deductible plans are offered depending upon if you live in California or out-of-state. Anthem also provides a comprehensive dental, vision and prescription plan. **Avidity covers 100% of the premium for employees** and 88-90% for a spouse or domestic partner, and children.

## ONE MEDICAL

Our employees enjoy the membership benefits of One Medical – a concierge primary medical care system. The annual membership fee is covered by Avidity so that employees may have access to same-day appointments and 24/7 virtual messaging.

## HEALTH SAVINGS ACCOUNT (HSA)

Employees enrolled in Anthem High Deductible Health Plan have access to an HSA which provides tax advantages and can be used to pay for qualified health care expenses such as deductibles, copays and other out-of-pocket expenses. Avidity contributes \$2,000 to employee HSA plans and \$4,000 for employee with dependents. Contributions to the HSA must adhere to IRS limits.

## FLEXIBLE SAVINGS ACCOUNTS (FSA)

We offer FSAs that allow you use pre-tax dollars to pay for eligible out-of-pocket healthcare and dependent care expenses.

## LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Basic Life and AD&D coverage provides 2x annual earning up to \$500,000 and is fully paid by Avidity. Additional Life/AD&D and Critical Illness coverage are available for employee, spouse or children at the employee's election and cost.

## DISABILITY INSURANCE (STD & LTD)

We offer, at no cost to employees, short and long-term disability coverage. Our benefit covers 67% of your weekly earnings up to designated limits; LTD benefit covers 67% also subject to limits.

## HYBRID WORKPLACE PHILOSOPHY

Our workspace was designed to support scientific endeavors and collaboration. Local office-based employees enjoy our hybrid philosophy which is grounded in an expectation that time together best ensures alignment and success. Lab-based employees also enjoy alternative work arrangements designed for their specific group.

## EMPLOYEE ASSISTANCE PROGRAM (EAP) & MODERN HEALTH

All employees, dependents and members of your household may participate in our EAP. These services offer confidential assistance on an array of topics, such as childcare concerns, legal services, counseling, and substance abuse, and mental health.

## PET INSURANCE

We know your pets are part of your family. We offer a Veterinary Discount Plan that covers wellness exams, emergency care, sick visits, vaccinations, dental cleanings, surgeries, and more services.

## PAID TIME OFF AND HOLIDAY CALENDAR

We work hard, which means it is important we take time to recharge and play. Employees are eligible for four weeks of vacation accrual per year. Our offices are also closed for most major holidays, including an extended end-of-year holiday shutdown. Our 2024 holiday schedule: January 1, January 15, May 27, June 19, July 3-5, September 2, November 27-29, December 20 - January 1.

## FITNESS CENTER

We encourage employees to achieve and maintain a healthy lifestyle through physical fitness. All employees have complimentary access to the gym in our building, EXOS local gyms, as well as virtual EXOS classes.

## EMPLOYEE REFERRAL PROGRAM

Building a talented and experienced team is important. When an employee refers a colleague whose passion and talent are a right fit for us, and we hire them, the referring employee will receive a cash bonus as a thank you.

## PROFESSIONAL DEVELOPMENT

We take pride in providing an environment where employees can achieve professional success and grow in their careers. We utilize a variety of internal and external resources to support us in this endeavor, including professional seminars, training, mentor programs, and more.

## EDUCATIONAL ASSISTANCE

We value employee development and growth and we encourage colleagues to broaden their knowledge and skills through continued education. Avidity offers up to \$5,000 annually.



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