



AVIDITY[®]
BIOSCIENCES

Revolutionizing a new class of targeted RNA therapeutics

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 a new class of targeted RNA therapeutics.

Our BeAVID Culture

We are guided by our BeAVID values and are committed to fostering a connected and collaborative environment that celebrates individuality, reflects the communities we serve, and embraces the power of data and collective expertise. We believe that excellence comes from diverse perspectives and inclusive teamwork. By holding ourselves accountable to the highest standards, we consistently challenge expectations and adapt to achieve meaningful impact for patients and their families.

- **Agile**
- **Visionary**
- **Integrated**
- **Diverse**

TOTAL REWARDS

We recognize and celebrate employees who bring our vision and values to life every day. Our comprehensive Total Rewards program offers competitive compensation, performance-based bonuses, and equity opportunities, enabling employees to share in the success and impact we create together. New hires benefit from a mix of stock options and RSUs, with additional equity opportunities through our Annual Equity Refresher Program. We also tie enhanced rewards to performance and career development milestones, ensuring dedication and achievements are acknowledged and rewarded. We are committed to fair pay practices and creating a culture where contributions are valued and rewarded, fostering growth for our employees, our company, and the patients we serve.



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 Referral Bonus Program

Building a talented and experienced team is important. Help us find the best and brightest – just like you!

Career 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.



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

*Ramana
Doppalapudi, Vice President,
Chemistry*

Benefits At A Glance

Physical well being:

Your health matters. At Avidity, we provide comprehensive medical, dental, and vision plans, fully covering employee premiums to keep you and your family well.

- Medical, Dental & Rx
- Vision
- One Medical

Emotional well being:

- Modern Health and EAP

Financial well being:

Your financial well-being is as important to us as it is to you.

- 401(k)
- Equity and Employee Stock Purchase Program (ESPP)
- HSA
- FSA
- Educational Assistance

Life-work well being:

At Avidity, we know that taking time to relax and recharge fuels our best work. We're committed to supporting your work-life balance every step of the way.

- Hybrid workplace philosophy
- Paid time off



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