



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 embody our Vision and Values.

We offer a comprehensive and competitive Total Rewards Program which includes regular performance and career development reviews, including **merit**, **bonus**, and **stock grant** opportunities. We are committed to fair pay practices for all employees.

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

At the end of each month, we 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 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.

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

Ramana Doppalapudi

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 a 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.

SHORT- AND LONG-TERM DISABILITY INSURANCE (STD & LTD)

We offer, at no cost to employees, 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)

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

TRAVEL ASSISTANCE PROGRAM

Anthem's Generali Global Assistance program provides emergency medical and travel services and pre-trip planning assistance when traveling more than 100 miles from home on company business or vacation.

PAID TIME OFF

We work hard which means it is important we also 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 shut down.

FITNESS CENTER

We encourage employees to achieve and maintain a healthy lifestyle through physical fitness. When conditions allow, employees have complementary access to the gym in our building as well as local EXOS gyms.

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. This program has proven to be highly successful for Avidity, our current employees, and our outreach programs.

PROFESSIONAL DEVELOPMENT

We take pride in providing an environment where employees can achieve professional success and growth 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. We believe that by encouraging a learning culture, we ensure the success of our people, programs, and corporate objectives.

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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HR BENEFITS BROCHURE 2022