

# Benefits Built for You

At Kailera, we're driven by a mission to develop therapies that elevate the overall health of others. And just as we're passionate about transforming the lives of our patients, we're equally dedicated to supporting the well-being of our employees. We're committed to offering benefits that help you be your best self, both at work and in your personal life.



## Medical, Dental, & Vision Coverage

We offer comprehensive medical, dental, and vision coverage to keep you and your family healthy. From routine check-ups to major procedures, we've got you covered.



## 401(k) Plan

To support your retirement goals, we match 100% of the first 1% you contribute to your 401(k) and 50% of the next 5%. For example, if you contribute 6%, Kailera will provide you with a 3.5% match.



## Flexible Time Off

Enjoy +/- 13 paid company holidays each year, plus flexible time off to take when you need it. All Kailerans also take an annual winter break at the end of the year to help you recharge and spend time with loved ones.



## Parental Leave

If you welcome a child to your home through birth, adoption, or foster care, you'll receive 12 weeks of paid parental leave to focus on what matters most during this important time.



## Wellness Wallet

Each month, you'll receive \$75 in your Wellness Wallet – ready for you to use on meditation classes, fitness gear, or anything else that helps fuel your well-being.



## Cell Phone Reimbursement

With each paycheck, you'll receive \$50 for a Cell Phone Reimbursement—helping you stay connected, productive, and supported wherever work takes you.



## Bonus

Kailera offers an annual performance-based bonus program designed to reward your achievements and support your financial goals. Your success helps drive our mission forward—and we're proud to share that success with you.



## Commuter Benefit

Employees are eligible for a commuter benefit, offering reimbursement for transit, parking, and other qualified commuting expenses. It's a simple way to save while making your daily commute easier.



## Health Reimbursement

The first half of your medical plan's annual deductible and hospitalization co-insurance is reimbursed to help you save on out-of-pocket costs.



## Healthcare Spending Account (HSA) & Flexible Spending Account (FSA)

Set aside pre-tax dollars for eligible expenses with a Healthcare FSA or HSA. Both options help you save on out-of-pocket costs while managing your healthcare more efficiently.



## Life Insurance

Our life insurance coverage is 100% paid, giving you peace of mind on helping to protect your loved ones in the event of the unexpected.



## Disability Coverage

In the event of illness or injury, the first 12 weeks of your absence are 100% paid through disability insurance and any state or federal benefits so you can focus on your recovery.



## Equity

All employees receive equity to align their success with the company's growth and reward their contributions to our long-term vision.



## Tuition Reimbursement

Fuel your growth with tuition reimbursement, available to support courses, or degrees that help you level up your skills and career.