



2022 - 2023

Group Health & Wellness Benefits Summary **Canada**

We are excited that you are interested in joining **Triumvira Immunologics** and being part of our innovative team! Great people are critical to achieving our vision of developing novel T-cell therapies. We strive to offer a competitive compensation and benefits package that is rewarding and offers work/life flexibility. Take a moment to review the options available to our employees.

ELIGIBILITY

All full-time employees and their dependents are eligible for benefits the 1st day of employment. As part of our commitment to ensuring the well-being of **Triumvira** employees, the company pays 100% of the monthly premium costs for Extended Health, Medical and Dental.



GROUP HEALTH INSURANCE BENEFITS

Employees are offered comprehensive employer paid benefits for themselves and their families. This includes extended health coverage, dental, and Employee and Family Assistance plan.

Employer Health Tax: Company Paid Premiums

Prescription Drugs: Pay Direct Card | 100% coverage including Dispensing Fees

Hospital: Semi-Private

Paramedical Practitioners: \$500.00/year per Practitioner Acupuncturist, Chiropractor, Massage Therapist, Naturopath, Podiatrist, Osteopath, Physiotherapist, Psychologist, Social Worker, Registered Clinical Counsellors, Speech Therapist

Vision care: Eye exams \$60 every 24 months, Glasses, contact lenses and laser eye surgery \$200 every 24 months

Private Nursing: \$10,000.00/Per year, Max 12 months per condition

Orthopedic Shoes or Orthotics: \$300 every 12 months (combined)

Hearing Aids: \$500 every 5 years

Emergency Out- of-Country Coverage and Travel Assistance -refer page 34 of the benefit booklet

Best Doctors: Assists in finding right medical expert(s) for your medical needs – refer page 57 of the benefit booklet

DENTAL PLAN (COMPANY PAID PREMIUM)

Deductible Nil

Co-Insurance:

100% Preventative and Basic Services	\$1,500/year
50% Major Restorative Services	\$1,000/year
50% Orthodontic Services (up to age 18)	\$2,000/year
100% Accidental Dental Injury	\$5,000/accident

VACATION AND PERSONAL LEAVE DAYS

At **Triumvira**, we believe that in order to perform at our best, in and out of the office, employees need to take time off to rest, rejuvenate & enjoy life.

Vacation Leave:

Starting at 15 days (120 hours) annually. You will earn 1 additional day (8 hours) of vacation for each year of service completed.

Sick/Personal Leave:

10 days (80 hours) annually, which includes the Employment Standards Act (ESA) Sick and Family Responsibility Days (totaling 6 days).

Triumvira observes the following holidays:

- New Year's Day
- Family Day
- Good Friday
- Victoria Day
- Canada Day
- Civics Holiday
- Labour Day
- Truth and Reconciliation Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
- New Year's Eve



ADDITIONAL GROUP HEALTH & WELLNESS BENEFITS

Basic Life + Accidental Death & Dismemberment (AD&D)

(COMPANY PAID PREMIUMS)

Basic Life - 2x Annual Earnings to a max of \$1M
AD&D (principal sum) - 2x Annual Earnings to a max of \$1M

Dependent Basic Life - Spouse \$10,000
Child \$5,000

OPTIONAL LIFE (EMPLOYEE PAID)

Available in \$10,000 units to a maximum of \$500,000 for you or your spouse, subject to approval of evidence of insurability.

SHORT & LONG-TERM DISABILITY INSURANCE

(Company Pays 100% of the Premiums)

Short Term: 66.67% of weekly earnings |
Max: \$1,000/week

No Waiting Period/1st accident or hospitalization or 8th day of illness to maximum benefit of 17 weeks

*Subject to Federal and Provincial statutory deductions

Long Term: 66.67% of monthly income |
Max: \$15,000/month

Over \$6,000 is subject to approval of evidence of insurability

Waiting Period: 119 Days
Elimination period 17 weeks
2 years own occupation, any occupation thereafter

*Subject to Federal and Provincial statutory deductions

WELL-BEING AND LIFESTYLE BENEFITS

Employee and Family Assistance Plan (EFAP), confidential counseling and other social, financial and mental well-being services provided by LifeWorks.

REGISTERED RETIREMENT SAVINGS PLAN (RRSP) & COMPANY MATCH PROGRAM

Triumvira makes it easy for you to save for the future by allowing employees to participate in our group RRSP plans. Triumvira matches 75% of the first 5% of employee retirement contributions with immediate vesting.

STOCK OPTIONS

Triumvira believes that its employees are key to helping us impact patient lives and build a strong organization, so employees are present with stock options as part of our long-term incentive plan. Employees may be granted (equity stock options as part of Triumvira's long-term incentive plan. Twenty-five (25%) of options vest after 1 year of employment and the remaining options vest in monthly installments over 36 months.

Discretionary Incentive Bonus Program

Employees are eligible to participate in Triumvira's annual discretionary incentive bonus program. This provides an opportunity to earn up to a certain percentage of salary as a bonus. Bonuses are granted at the discretion of management and the Board of Directors and distributed annually by March

Other exciting benefits and perks offered to Triumvira employees:

- Employees are eligible for annual salary review
- 8 weeks of Paid Parental Leave (Top-Up)
- Company-paid onsite parking benefit
- Company-paid Global Travel Insurance
- Employee Referral Bonus Program
- Daily casual dress, jeans and sports shoes are OK
- Employees get complementary access to LinkedIn Learning
- Employees can enroll in MasterClass training content
- Snacks, coffee and monthly lunches
- Hybrid/Flexible working arrangements

Triumvira is committed to making diversity, equality, and inclusion part of everything we do. We strive to have a workforce that represents our communities and our world. Triumvira is a place where everyone can feel a sense of belonging and participate in a diversity of ideas and experiences every day. We are also committed to providing reasonable accommodations to individuals who have a disability and providing equal access to employees and our applicants.

FOR MORE BENEFITS INFORMATION, CONTACT A MEMBER OF THE HUMAN RESOURCES TEAM.