

## BENEFITS OVERVIEW

At Rubius Therapeutics, we value our employees' (Rubies) dedication, hard work and commitment to our vision of pioneering the creation of life-changing, ready-to-use, cellular therapies for patients with severe diseases. It is our privilege to offer our Rubies very competitive benefits and rewards that support their needs and foster their physical, mental and financial well-being. In addition to our current offerings, we are constantly striving to evolve our benefits portfolio by adding convenient and innovative programs to make the lives of our Rubies easier.

### HEALTH

Rubies who work a minimum of 30 hours per week can enroll in Blue Cross Blue Shield PPO Enhanced medical coverage, Blue Cross Blue Shield Dental Blue® plan and VSP comprehensive vision care on their first day as an employee. We also provide employees with a Medical Flex Spending Account (FSA).

- The medical plan includes added support, such as
  - Telemedicine support
  - Fitness reimbursement
  - Infertility support
  - Employee Assistance Program (EAP)

### TIME AWAY

Rubius believes that it is important for our Rubies to relax and unwind to support life outside of the office. We provide:

- Four weeks of personal time off (PTO)
- Time off through the holidays
- Other paid and unpaid leaves of absence, such as
  - Sick time
  - Bereavement
  - Disability leave

### FAMILY

We celebrate our Rubies and the growth of their families.

- We provide up to 12 weeks of paid leave to birth mothers after the birth of a child
- Additionally, parental leave is provided to non-birth parents for up to 4 weeks of paid leave after the birth or adoption of a child
- We also offer infertility support via our medical coverage

### ADDITIONAL BENEFITS

We offer benefits and services to give our Rubies who work 30 hours per week or more financial peace of mind.

- 401k with a company match of 3%
- Employee Life Insurance
- Short-Term Disability
- Long-Term Disability
- Commuter Discounts & Benefits
- Dependent Care Account (DCA)

### GROWTH & RECOGNITION

At Rubius Therapeutics, we believe talented people should be compensated and awarded well.

- We review all employee performance and pay on an annual basis
- Our compensation philosophy is designed to offer employees competitive pay, annual performance bonus and equity in our organization
- Through our recognition program, our Rubies have the opportunity to give and receive e-cards and gift cards for going above and beyond!

### COMMUNITY INVOLVEMENT

- Rubius Cares is Rubius' annual day of community service program held in November. Our entire organization dedicates one day to serve nonprofits
- We also donate and support local charities and nonprofits through the year