

Benefits Snapshot



Highlights

- Health Savings Account
- Dependent Care Flexible Spending Account
- 401K Plan with up to 4% Entrada match
- Equity and Employee Stock Purchase Plan
- Pre-Tax Commuter Benefit
- Mobile Reimbursement
- \$500 Wellness Account
- Parental and Medical Leaves
- Care Concierge Services
- Mental Wellbeing Support
- Employee Assistance Program
- Pet Insurance
- Financial Coaching
- Education Reimbursement
- Free Drinks and Snacks
- Company Lunches and Birthday Treats
- Entrada Swag and Gear
- Milestone Gifts
- Company Sponsored Social Events

Our Values



Humanity

We genuinely care about patients and about one another



Tenacity

We're relentless and persistent in the pursuit of developing therapies for patients



Creativity

We're creative problem solvers



Collaboration

We're more than the sum of our parts



Curiosity

We've got a growth mindset



Together, we are fiercely committed to advancing science into transformative medicines that will change lives.

Innovation isn't easy, and we're up for the challenge. Are you? We have a mission-driven culture where collaboration, intellectual curiosity and a sense of discovery extend beyond the bench to everything we do. We strive for this every day and in every role, so that each Entradan can grow and fully contribute to our community. Whether you're tackling new challenges or learning on the job, your successes are celebrated, and hurdles aren't faced alone.

Connected Community



Since our inception, Entrada has prioritized building a team of science-driven individuals committed to collaboration. Our multiple working models are designed to connect, support and enable all Entradans to do their best work.

Benefits Highlights: Bi-Weekly Contribution Rates

Your Cost Per Pay Period	Employee	Employee + Spouse*	Employee + Child(ren)	Employee + Spouse* + Child(ren)
PPO HSA	\$87.62	\$175.24	\$162.10	\$249.72
PPO	\$117.88	\$235.75	\$218.07	\$335.95
DENTAL	\$6.05	\$12.10	\$9.68	\$15.73
VISION	\$0.66	\$1.24	\$1.31	\$1.92

Pre-tax and tax advantaged benefits have IRS contribution limits. This year's limits are:

Health Savings Account Contributions	
2026 Contribution Rules	Maximum HSA contributions are \$4,400 if enrolled as an individual Maximum HSA contributions are \$8,750 if enrolled with a spouse and/or child(ren)
Company Contribution	Entrada will contribute \$2,000 if enrolled as an individual Entrada will contribute \$4,000 if enrolled with a spouse and/or child(ren)
Employee Contribution	You can make employee contributions at any time up to the IRS limit for your enrollment level IRS annual limits include employee and employer contributions
Additional Contribution	Those 55 years of age or higher, but not yet enrolled in Medicare, can fund an additional \$1,000/year "catch-up" contribution

2026 Holidays

Date	Day	Holiday
January 1	Thurs.	New Year's Day
January 19	Mon.	Martin Luther King Jr. Day
February 16	Mon.	Presidents' Day
April 20	Mon.	Patriots' Day
May 25	Mon.	Memorial Day
June 19	Fri.	Juneteenth
July 3	Fri.	Independence Day
September 7	Mon.	Labor Day
October 12	Mon.	Indigenous Peoples' Day
November 26	Thurs.	Thanksgiving
November 27	Fri.	Day after Thanksgiving
December 25 - January 1	Fri.-Fri.	Shutdown for non-critical employees

Paid Time-Off

Shutdowns:

For 2026, we will have a winter shutdown from Dec 25-Jan 1 for non-critical employees.

Well-being Days:

Entrada provides shut down days throughout the year to give employees additional time to disconnect.

Vacation:

Employees enjoy discretionary paid time off. Take time when you need to recharge. We support a healthy work-life balance.

Sick Time:

We support employees with a flexible sick time policy that allows them to use time as needed.

Leaves:

- Birthing Parent 100% pay for 16 weeks
- Non-Birthing Parent 100% pay for 16 weeks
- Adoption 100% pay for 16 weeks
- Medical Leave 100% pay for up to 8 weeks

Plan	Eligibility	Details	Cost
BCBS PPO (High deductible plan with HSA)	Full-time employee • Date of hire, Open Enrollment (OE), or qualifying life event	Deductible: \$2,000 single/ \$4,000 family • Office visit: deductible then \$0 • Specialist: deductible then \$0 • ER: deductible then \$150 copay • Rx 30 day: \$10/ \$25/ \$45 • Rx 90 day: \$20/ \$50/ \$135 <u>Out of pocket maximum:</u> \$6,450 individual/ \$12,900 Family	Contributions made by employee and company Please see the 2026 bi-weekly contribution rates on previous page for more information
BCBS PPO	Full-time employee • Date of hire, OE or qualifying life event	Deductible: \$1,000 single/ \$2,500 family • Office visit: \$15 copay • Specialist: \$15 copay • ER: deductible then \$150 copay • Rx 30 day: \$15/ \$30/ \$50 • Rx 90 day: \$30/ \$60/ \$150 <u>Out of pocket maximum:</u> \$5,450 individual/ \$10,900 Family	Contributions made by employee and company Please see the 2026 bi-weekly contribution rates on previous page for more information
BCBS Dental	Full-time employee • Date of hire, OE, or qualifying life event	\$2,000 calendar year maximum • Deductible: \$50 single/ \$150 family • Preventative care: 100% • Basic treatment: 80% • Major treatment: 50% • Orthodontics: \$2,000 separate lifetime maximum • Covers orthodontia for children and adults	Contributions made by employee and company Please see the 2026 bi-weekly contribution rates on previous page for more information
EyeMed Vision	Full-time employee • Date of hire, OE, or qualifying life event	Annual eye exam: \$10 copay • Prescription glasses: \$25 copay • Standard frames: \$180 allowance • Contacts: \$180 allowance • Frames and lenses covered every 12 months	Contributions made by employee and company Please see the 2026 bi-weekly contribution rates on previous page for more information
Sun Life: Life and AD&D	Full-time employee • Automatically enrolled	Coverage is 2x annual salary up to \$500,000	100% company funded
Vanguard 401K	Full-time employee • Date of hire	Basic match of 100% of Salary Deferrals up to the first 3% of Plan Compensation plus 50% of Salary Deferrals up to the next 2% of Plan Compensation – 4% match.	Employee and company funded Fees are paid by employee and company
Health Savings Account	Full-time employee • 1st of month post hire date, OE, or qualifying life event Enrollment in Entrada PPO HSA Medical Plan	Company contributes: • \$2,000 individual • \$4,000 family • 100% rollover	Company funded Additional funds can be added by employee pre-tax
Pre-Tax Commuter Benefit	Full-time employee in specific working models	Supports commuting expenses to Entrada Offices up to \$340/month	Partially company funded based on working model
Lifestyle Spending Account "Wellness Account"	Full-time employee • Automatically enrolled	Can be used to support wellness • Annual \$500 stipend	100% company funded

Entrada takes care of you so you can focus on our science and mission; our perks and benefits are designed to meet your needs regardless of what season of life you are in.

*Full-time: Entrada W-2 employees working 30+ hours a week

