

LIFE AT KURA

Kura is dedicated to making a positive impact on cancer patients' lives, with a mission fueled by scientific innovation, collaboration, and excellence. We believe that a positive, inclusive, and cohesive environment strengthens our work in developing life-saving therapies, and our mission to improve lives begins with our team. By fostering diversity, equity, and inclusion, we create a workplace where every individual feels supported, secure, and inspired to bring their best selves to work each day. That's why we offer a comprehensive benefits package designed to promote well-being, foster growth, and enable each person to share in Kura's success. Together, we're building a community driven by shared purpose and innovation.



OUR MISSION IS TO REALIZE THE PROMISE OF PRECISION MEDICINES TO HELP PATIENTS WITH CANCER LEAD BETTER, LONGER LIVES.

EVERY DECISION WE MAKE ALIGNS WITH OUR CORE VALUES



We work as one for patients.



We are goal-focused and deliver with excellence.



We are science-driven courageous innovators.



We strive to bring out the best in each other and ourselves.



At Kura, we have grown and transformed over the last several years, on a path toward our goal of becoming an industry leader. Supporting this evolution is our shared mission as an organization to help patients with cancer lead better, longer lives. Our success requires a dynamic team and culture our employees are energized by a collective purpose to make a difference in the lives of people impacted by cancer. We proudly say 'Kura Together' as our team members come from diverse backgrounds and areas of expertise, to make up a community of science-driven individuals inspired by innovation, big ideas and execution.

TROY WILSON, PH.D., J.D.
President and Chief Executive Officer

TOTAL REWARDS

At Kura, we know that our people are our greatest asset. Our employees work hard to drive our mission forward, and we're committed to staying competitive by continuously evaluating market trends and benchmarks and listening to employee feedback to ensure our rewards reflect the true value our team brings to our mission.



Competitive Base Compensation

To attract and retain top talent, we offer salaries at or above market standards.



Performance-Based Bonuses

Our merit and bonus structures reward goal achievement and outstanding contributions. At Kura, performance is more than just achieving goals — it's about how you achieve them. Our merit and bonus program rewards those who not only meet objectives but also embody our values. To be a high performer at Kura is to drive results in a way that reflects our commitment to excellence and integrity.



Generous Equity Awards

A combination of stock options and RSUs allows employees to share in Kura's growth and success. All new hires receive equity awards and ongoing performance-based equity refreshers.



Maintaining Market Competitiveness

Ongoing benchmarking and external audits ensure our pay remains competitive, fair, and inclusive.



Long-term Financial Security



401(k)

Kura offers a comprehensive 401(k) plan with a 5% match on total W-2 earnings, empowering employees to build a secure financial future. With a Mega Backdoor Roth option, employees can make after-tax contributions to maximize their retirement savings.

Financial Wellness Resources

Regular 401(k) education sessions and free 1:1 meetings with a financial advisor to help employees make informed decisions about their retirement and investment options.

Employee Stock Purchase Plan (ESPP)

Kura's ESPP provides the opportunity to purchase up to 15% of earnings in after tax payroll contributions (up to IRS limit) at a 15% discount.

BENEFITS AT A GLANCE



Medical, Dental, & Vision

Comprehensive coverage through Anthem Blue/Cross Blue Shield for medical, dental, and vision needs, including a variety of plan options including HMO, EPO, PPO, and HDHP. Kura covers 90% of the cost for all health plans, regardless of coverage level or dependent status, ensuring accessible care for employees and their families.



Health Savings Account (HSA)

Employees enrolled in Kura's High Deductible Health Plan (HDHP) have access to a Health Savings Account (HSA) that offers significant financial benefits and tax advantages. Kura contributes \$3,400 for individual coverage and \$6,000 for families annually, covering the maximum out-of-pocket expense for the HDHP. This HSA allows employees to save pre-tax dollars, reduce taxable income, and grow savings tax-free when used for qualified medical expenses, providing a valuable tool for managing both immediate and future healthcare costs.



Dependent Care (FSA)

Kura provides a Dependent Care Flexible Spending Account (FSA), allowing employees to set aside up to \$5,000 per year in pre-tax dollars to cover eligible dependent care expenses, such as daycare, preschool, and elder care.



Life Insurance

Kura provides group life and accidental death & dismemberment (AD&D) insurance at 2x the employee's annual salary, up to \$500,000, at no cost. Employees also have the option to purchase additional life insurance coverage and dependent life insurance.

Wellness and Lifestyle

Monthly Lifestyle Stipend

Recognizing the diversity of our team, Kura provides a flexible \$250 monthly lifestyle stipend that employees can use however they choose. This benefit empowers each person to decide what best supports their unique wellness and lifestyle.

Carrot Health & Employee Assistance Program (EAP)

Inclusive support for a range of health needs, from family planning to hormone and reproductive health, is designed to support well-being at every age and stage of life. Confidential counseling and mental health resources, legal and child care services, and much more are available to employees and their families.

Parental Leave

Kura offers up to 8 weeks of paid parental leave for new parents to bond with their child and support their growing family. This leave is in addition to state-supported leave programs, such as disability or other state benefits, ensuring parents have the time they need during this important life stage.

kuraoncology.com

Home Office Support

Home office setup reimbursement of up to \$1,000 plus an annual refresh stipend of \$250 paid out in Q4, ensuring an ergonomic and effective remote work environment.

One Medical™ Membership

Kura covers the cost of a premium primary care membership, providing convenient healthcare services with a focus on personalized and accessible medical support.

Employee Discounts Working Advantage

We're here to support your personal and financial well-being through exclusive deals and limited-time offers on the products, services and experiences you need and love.



PAID TIME OFF & HOLIDAY CALENDAR

At Kura, we work hard and believe in the importance of recharging. Employees receive four weeks of vacation per year, increasing with tenure (up to 25 days). Our offices are closed for major holidays, including an extended summer and end-of-year break, providing the entire team with the opportunity to truly disconnect. These additional shutdowns were introduced in response to employee engagement survey feedback.



HOLIDAY:

DATE:

New Year's Day Wednesday, January 1, 2025

Martin Luther King Jr. day..... Monday, January 20, 2025

Presidents' Day Monday, February 17, 2025

Memorial Day Monday, May 26, 2025

Juneteenth Thursday, June 19, 2025

**Extended Summer Break..... Monday, June 30, 2025 –
..... Friday, July 4, 2025**

Labor Day..... Monday, September 1, 2025

Thanksgiving Thursday, November 27, 2025

Day After Thanksgiving Friday, November 28, 2025

**End-of-Year Break Wednesday, December 24, 2025 –
..... Wednesday, December 31, 2025**

PROFESSIONAL GROWTH & DEVELOPMENT

At Kura, we're committed to empowering our team to make a meaningful impact while growing in their careers. We encourage every employee to set at least one development goal each year, with strong support to help them achieve it.



Professional Growth

With a generous training budget, we offer a range of customized internal and external opportunities designed to fuel learning and advancement—from hands-on training, job shadowing, and mentoring to personalized coaching and leadership programs. Our collaborative environment enables employees to gain cross-functional experience and reach their full potential.



Education Reimbursement

Financial support up to \$5,250 per year for further education to encourage lifelong learning and skill enhancement.

Community Engagement & Additional Perks

Volunteer Community Involvement

Kura encourages employees to engage with the community through volunteer activities that align with our mission, fostering a sense of purpose beyond our primary work. Through community partnerships, we serve patients, inspire the next generation of industry leaders, and extend support to diverse and underserved populations within our communities.

Celebrating Achievements

Regular recognition programs, peer-to-peer acknowledgments, anniversary celebrations, and social events including annual family events and holiday parties help build a connected, supportive team environment where accomplishments are valued.

Commuter Benefits (Boston, MA)

We support our Boston-based employees with commuter benefits to make the journey to the office more convenient.

Employee Referral Program

At Kura, we believe great people attract great people. Employees are rewarded for referring talented professionals to join our team.

Pet Insurance

We know that pets are family too. Kura offers pet insurance options to help employees care for their furry companions.

In-Office Catered Lunches

Our daily catered lunches offer a convenient meal option and an opportunity to connect with colleagues.

Monthly In-Office Chair Massages

Kura provides monthly in-office chair massages to help employees relax, recharge, and maintain their well-being during the workday.

