

Caring for Your Future: Retirement Savings Plan

With the *Karyopharm Therapeutics Inc. 401(k) Plan*, you can contribute up to 100% of your paycheck, after tax and benefit deductions are taken, toward a Pre-tax and/or Roth 401(k) plan up to the annual IRS limit. You can enroll and change your contribution % at any time at www.netbenefits.com.

TRADITIONAL OR ROTH

Your traditional 401(k) deductions are taken before your income tax deductions are calculated, lowering your taxable income on your W2. Any funds withdrawn from your plan after you reach retirement age will be taxed at your current income tax rate at the time of withdrawal, including any earnings on your investments.

Your Roth 401(k) deductions are taken after your income tax deductions are calculated. Any funds taken out of your plan after you reach retirement age will not be taxed, including any earnings on your investments.

The IRS contribution limit for 2020 for both Pre-tax and Roth 401(k) contributions combined is \$19,500 with an additional \$6,500 if you will be over 50 by 12/31 in the current year.

COMPANY MATCH

In addition to your contributions, Karyopharm has a Safe Harbor Company Match that vests immediately. The company matches 100% of the first 3% you contribute, and 50% of the next 2% you contribute. To receive a full match of 4%, you will need to contribute at least 5%. At the end of the year Karyopharm calculates a match true up and contributes any match that may have been missed during the year. The company match is 100% vested, which means it's yours from the day it is deposited.

INVESTMENTS

To help grow your retirement savings, you have several mutual funds covering various asset classes to invest your deductions. Review your investment options as well as online retirement planning tools at www.netbenefits.com. While you're there, be sure to add your beneficiaries online, so Fidelity can track them.



Karyopharm offers a retirement plan through Fidelity with a traditional 401(k) as well as a Roth 401(k) option to provide you with a savings and investment vehicle to help you reach your financial goals for retirement.

To receive a full match of 4%, you will need to contribute at least 5%.

Caring for Your Wealth: Flexible Spending Accounts (FSA)

HEALTH CARE FSA

The Health Care FSA can be used for your and your dependent's eligible health care expenses not covered by your insurance such as copays, deductibles, and co-insurance for medical, dental, prescription drug and vision care costs. This plan is available to all employees regardless if you are enrolled in any of our health benefits. You can contribute pre-tax money from your paycheck up to the IRS annual limit of \$2,750 for 2021. You have access to your full election at the beginning of the plan year and can either use your FSA debit card to pay for expenses or submit receipts for reimbursement. The plan allows an end of plan year rollover of \$500 of unused funds into the new plan year.

Note: Medical premiums *cannot* be paid with FSA dollars.

DEPENDENT CARE FSA

The Dependent Care FSA can be used to reimburse you for eligible dependent care expenses for children under the age of 13, such as day care expenses and summer day camps so you can work or look for work. You can contribute pre-tax money from your paycheck, up to the IRS annual limit, to be reimbursed for these eligible dependent care expenses. The IRS maximum election for 2021 is \$5,000 per calendar year, per household. Benefits are available as they are deducted from your paycheck, and receipts must be submitted for reimbursement. The plan allows for a 2 ½ month grace period to incur Dependent Care expenses after the plan year ends on December 31st.

NOTE: Funds in your Dependent Care FSA cannot be used to pay for your dependent's medical expenses. For more information about eligible expenses. See IRS Publication 503, "Child and Dependent Care Expenses," on www.irs.gov.

You should carefully estimate your expected out of pocket expenses to determine your contribution amounts for the plan year. It cannot be changed unless you have a qualifying event. Your taxable gross income is reduced by the amount of your election divided equally over your pay periods for the plan year.



FSAs can help you pay for eligible expenses with pre-tax dollars. KPTI provides an opportunity for you to save money on your taxes by offering two types of FSAs: Health Care and Dependent Care.

FSA RULE NOT TO FORGET:
The FSAs are subject to the "use it or lose it" rule. If you don't use your funds, you will forfeit them. You have until March 31, 2021 to submit for reimbursement of your 2020 expenses.



Twice a year Karyopharm offers the employee stock purchase plan with a 15% discount on KPTI stock shares.

Caring for Life: Valuable Additional Benefits

EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Stock is purchased at a 15% discount of the lower of the closing prices on the first day and the last day of the offering period:

- You may elect to withhold up to the lesser of 15% of your pay or \$10,625 per 6 month offering period
 - There are two offering periods:
 - May 1 through October 31
 - November 1 through April 30
- If the stock price happens to be lower on the last day of the period, a refund is made to those employees whose contributions exceeded that limit

Participants can:

- Decrease or stop your contributions once per offering period
- Withdraw from the plan and get a refund of current offering period contributions

BUSINESS TRAVEL ACCIDENT (BTA) INSURANCE

Karyopharm Therapeutics offers \$500,000 in coverage for Accidental Death & Dismemberment (AD&D) Insurance through The Hartford for eligible employees while they are traveling on company assignment, including local business travel.

Our BTA coverage includes these value-added services provided by Europe Assistance USA:

Travel Assistance before and during a trip when you are more than 100 miles from home for 90 days or less

- 24/7 Identity theft protection while at home and away
- No additional cost to employee, 100% employer paid