TRAVERE THERAPEUTICS

2027 BENEFITS OVERVIEW

At Travere Therapeutics, we are In Rare for Life. Our mission is to identify, develop and deliver life-changing therapies to people living with rare disease. If you share our deep-rooted commitment to making a difference, you will find a home and purpose here. Our commitment to patients also extends to our people. We want to ensure you have the benefits you need to bring your best self in all aspects of work and life.

We invite you to explore our competitive, comprehensive and future-focused suite of benefits here.

HEALTH

- Medical Plans
- Health Savings Account (HSA)
- Dental PPO Plan
- Vision PPO Plan

FINANCIAL

- Flexible Spending Accounts (FSAs)
- Life/AD&D
- Disability
- 401(k)
- Employee Stock Purchase Plan (ESPP)

WORK-LIFE & WELL-BEING

- RareCare Lifestyle Spending Account (LSA)
- Mental Health Care Navigator
- Caregiving Service
- Fertility and Reproductive Health
- Paid Time Away From Work
- Holidays and Wellness Days

VALUABLE EXTRAS

- Hospital Care Insurance
- Accident and Critical Illness Insurance
- Identity Theft Protection
- Pre-Paid Legal Plan
- Pet Insurance
- Education Assistance
- Domestic Relocation
- Employee Recognition
- Employee Discounts
- Cigna Healthy Rewards

HEALTH

Medical Plans: Cigna

Medical and prescription plans through Cigna that provide comprehensive coverage.

- Full Network HMO (California only)
- PPO Plan (All locations)
- HDHP PPO + HSA (All locations)

Health Savings Account (HSA): HSA Bank

Team members enrolled in the Cigna HDHP PPO + HSA medical plan can set aside pretax dollars (up to the annual IRS limits) to this tax-advantaged account to pay for current or future qualified health care expenses. Employees age 55+ can make additional catch-up contributions of up to $1,000 per year to their account. **Travere also contributes to the HSA to help it grow**.

Dental PPO Plan: Cigna

Coverage for preventive, basic, major and orthodontia services. You may see any provider but will maximize your benefits and lower your out-of-pocket costs if you see a Cigna network provider.

Vision PPO Plan: VSP

Coverage for eye exams, lenses, frames and contacts. You may see any provider but will maximize your benefits and lower your out-of-pocket costs if you see a VSP provider.

FINANCIAL

Flexible Spending Accounts (FSAs): Igoe

Three options let you set aside pretax dollars (up to the annual IRS limits) to pay for qualified expenses.

- Health Care FSA
- Limited-Purpose FSA (for HDHP PPO + HSA medical plan members)
- Commuter Benefits FSA

Life/AD&D: Mutual of Omaha

Company-paid basic life/AD&D insurance and employee-paid voluntary life/AD&D coverage options that help you maintain financial security.

Disability: Mutual of Omaha

Company-paid short-and long-term disability coverage that pays you a percentage of your income should you need to take time off due to a serious illness or non-work-related injury.

401(k): Fidelity

Make pretax, Roth or after-tax contributions to save for retirement. The pretax and Roth deferrals offer a discretionary match of 50% of what you contribute, up to the first 7% of your base annual salary.

Employee Stock Purchase Plan (ESPP)

Purchase company stock at a 15% discount and share in the company's success.

WORK-LIFE & WELL-BEING

RareCare Lifestyle Spending Account (LSA): Espresa

Pay for daily living expenses—such as gym memberships, therapy sessions, and daycare—through Travere's contributions to the RareCare LSA.

Mental Health Care Navigator: Spring Health

A free benefit that offers easy access to convenient, personalized mental health support. Members can schedule up to six confidential therapy sessions and six coaching sessions per year.

Caregiving Service: Cariloop

Take care of your loved ones and overcome caregiving challenges with the help of an experienced Care Coach at no cost.

Fertility and Reproductive Health: Carrot

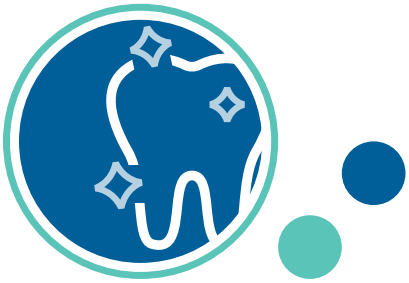
Connect to one-on-one support to navigate your family-forming options. Comes with a lifetime maximum benefit of $15,000.

Paid Time Away From Work

Travere provides paid sick days, personal days, vacation days, service award days, personal/family care leave, parental leave, wellness days and company holidays.

Holidays and Wellness Days

Throughout the year, Travere recognizes several holidays and wellness days when the offices are closed to observe the day. Team members can celebrate these days in any way they choose.



VALUABLE EXTRAS

Hospital Care Insurance: Cigna

A cash benefit is paid to you if you or a covered family member is admitted to the hospital. **This plan is available to those who enroll in the HDHP + HSA plan. There is no cost for employee coverage.**

Accident and Critical Illness Insurance: Mutual of Omaha

A cash benefit is paid to you for a covered event, which can be used for medical deductibles, copayments and out-of-pocket expenses, as well as for daily living costs.

Identity Theft Protection: Allstate

Helps you stay safe and recover your identity if it is stolen.

Pre-Paid Legal Plan: MetLife

Access legal expertise for a wide range of legal concerns.

Pet Insurance: Spot

Helps take the financial worry out of vet visits. Sign up for wellness coverage, major medical or a combination of the two.

Education Assistance

Helps team members broaden their learning and development opportunities.

Domestic Relocation

Relocation services within the U.S. are available for applicable roles.

Employee Recognition

Rare Awards is a cash-based program that celebrates team members who go above and beyond their roles to embody our Corporate Values.

Service Awards recognize team members who reach their one, three, five and ten year(s) of service milestone with an an award of their choosing.

Employee Discounts: BenefitHub

Enjoy exclusive discounts on a range of products and services, including on cars, clothing, food and dining, electronics, entertainment, travel and more.

Cigna Healthy Rewards

Cigna members have access to discounts on everyday health products and programs:

- Weight management and nutrition
- Vision (e.g., LASIK surgery) and hearing care
- Fitness clubs and equipment
- Alternative medicine
- Vitamins and health/wellness products

TRAVERE® THERAPEUTICS