

2020 TOTAL REWARDS PROGRAM

CytomX recognizes optimal performance with a variety of rewards. Our competitive total rewards program includes a variety of healthcare programs, income protection coverage, tax savings with 401(k) programs and flexible spending coverage. Our compensation programs include equity, annual incentives, and paid time off.



Our benefits representative, **Rebecca Smallwood**, of **Marsh & McLennan**, is available to answer any questions you have about our healthcare programs confidentially. She can be reached via [email](#) or (925) 482-9346.

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| HEALTH AND WELFARE PROGRAMS | MEDICAL Anthem Blue Cross HMO Anthem Blue Cross Premier PPO Anthem HDHP Kaiser HMO | We offer four medical plans that keep cost and choice in mind while providing an array of services that help you and your families achieve and maintain optimal health. Your choice of four options, PPO, two HMOs and HDHP, offer a very large network of providers for California and out-of-state employees. Benefits start on the date of hire. All medical plans include prescription benefits and all contributions are pre-tax. CytomX funds \$2,000 for employee only and \$3,000 for family coverage of the annual HSA deductible, paid quarterly. Regular full-time employees working a minimum of 20 hours/week are eligible to participate as well as eligible family members including a legal spouse/state registered domestic partner and/or children. |
| | DENTAL Anthem Dental | Anthem Dental PPO allows you to see the dentist of your choice. For additional benefit enhancements there are in-network providers available to help you maximize your benefits and reduce your out-of-pocket costs. Annual deductible of \$50 per individual and \$150 for family, with preventive services covered at 100% (deductible waived), basic service at 90% coverage, and major services at 60% coverage, with an annual maximum benefit \$1,500 per member. |
| | VISION Vision Service Plan (VSP) | A VSP Doctor provides personalized care that focuses on keeping you and your eyes healthy year after year. This includes an eye examination & prescription lenses every 12 months, frames (up to \$150) every 24 months or contact lenses covered every 12 months (up to \$150) and \$10 exam copay, plus \$25 material copay. |
| | FITNESS CENTER | CytomX has an onsite fitness center accessible to all employees with a spinning and yoga studio open from 5:00 AM to 10:00 PM Monday through Friday. |
| | EMPLOYEE ASSISTANCE PROGRAM (EAP) Anthem | Your well-being, productivity and happiness depend on balancing your life at home and your life at work. Our EAP program, offered through Anthem, helps you address life's daily challenges, like child and eldercare assistance; identity theft; marital, relationship, parenting and family problems; depression, stress and anxiety; bereavement or grief counseling; substance abuse and recovery. This service is available to all employees and their families, 24 hours a day, seven days a week. |

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| INCOME PROTECTION PROGRAMS | LIFE AND AD&D COVERAGE Anthem | Life and AD&D coverage is provided for all eligible employees two times their annual salary (\$500k maximum). CytomX pays 100% of premium cost. Imputed income for group term life insurance is calculated on any benefit over \$50,000. |
| | SHORT- AND LONG-TERM DISABILITY PROGRAMS Anthem | In case of a loss of income due to a disability, regular employees must have short-term and long-term disability coverage. Short-term and long-term disability coverage are provided at no cost to employees. |
| | WORKERS' COMPENSATION | All employees are covered by CytomX's workers' compensation insurance. |
| | VOLUNTARY PLANS UNUM | Through UNUM employees can purchase additional Life/AD&D, group accident or critical illness insurance for themselves or their dependents. |
| TAX SAVINGS | 401(K) SAVINGS PROGRAM PLAN PROVIDER: ADP MONEY MANAGER: ABD Retirement Services | <p>Employees will be able to select from a variety of professionally managed funds representing various levels of risk beginning the first day of the month following date of hire. The Plan allows for both pre and post (Roth) contributions.</p> <p>Employees may elect to have between 1-90% of income withheld and contributed to the Plan not to exceed the maximum IRS annual limit of \$19,500 for 2020. Employees over age 50 may make an additional 'catch-up contribution' not to exceed the IRS annual limit of \$6,500.</p> <p>CytomX offers a 100% match on contributions up to \$5,000.</p> |
| | FLEXIBLE SPENDING IGOE Services | <p>We offer health and dependent care reimbursement programs that allow employees to set aside a portion of their salary on a pre-tax basis to pay for qualified health and dependent care expenses. The annual maximum is \$2,700, and the Dependent Care Plan allows you to pay for child and elder care with an annual maximum of \$5,000.</p> <p>Employees participating in the HSA plan are eligible for a 'limited purpose' flexible spending account for non-medical expenses (e.g. dental, vision, orthodontia).</p> <p>We also offer commuter transit and parking flexible spending. You may contribute up to \$265/month pre-tax for commuter transit and commuter parking.</p> |
| TIME OFF PROGRAMS | PERSONAL TIME OFF (PTO) | <p>Employees accrue 160 hours of personal time off per calendar year at a rate of 13.33 hours per month.</p> <p>Maximum accrual is 200 hours, at which point no additional PTO will accrue until PTO is taken and the accrual balance is reduced.</p> |
| | HOLIDAYS | We provide 10 paid holidays/year in accordance with federal holidays. |

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| COMPENSATION PROGRAMS | EQUITY | <p>We offer all newly hired employees a stock option grant. After the new-hire grant, additional stock options may be granted annually according to your individual performance and company performance. All grants are subject to Board of Directors' review and approval.</p> <p>CytomX offers an Employee Stock Purchase Plan (ESPP) that allows employees to acquire CytomX shares at a discount of up to 15% after tax.</p> |
| | MERIT AND ANNUAL BONUS | <p>CytomX's compensation philosophy links your pay to company and individual performance, which is essential for continued success. Our Total Rewards Program allows for a compensation increase and annual bonus when you and the company perform well. All merit and bonus awards are subject to Board of Directors' review and approval.</p> |
| WEEKLY LUNCH | EAT CLUB | <p>CytomX offers free lunch through Eat Club to employees on Fridays.</p> |
| AMENITIES | LOUNGE AREA PERKS | <p>Pool table, bowling alley, Ping Pong tables, basketball and volleyball courts, bocce ball court, Zen garden, putting green, outdoor patio with heating lamps, and an outdoor amphitheater all free of charge for employees.</p> |
| | ALL DAY EATERY | <p>Foundry and Lux, on the first floor of the building is a chic, yet informal restaurant that includes a coffee and juice bar open from 7:00 AM to 4:00 PM, an upscale cafeteria lunch area open from 11:00 AM to 2:00 PM and a lounge area that serves beer and wine from 11:00 AM to 9:00 PM Monday through Friday. The average cost for a sandwich is \$8 to \$11, salads are \$7 to \$10, soups are \$7, and hot lunches are \$12 to \$15.</p> |
| COMMUTING | COMMUTER SHUTTLES | <p>We participate in the Commute.org shuttle program that picks up commuters from the South San Francisco BART, Caltrain and ferry stations and drops them off at 1190 Veterans Pkwy.</p> |
| | BIKING TO WORK | <p>The Cove campus provides bike lockers for regular bike commuters free of charge.</p> |
| | EV CHARGING | <p>EV charging is provided by ChargePoint at the very reasonable rate of \$0.17 per kilowatt hour, right in front of our building.</p> |

Please contact HR hr@cytomx.com if you have any questions about the CytomX Total Rewards Program.