

2026 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, [Brittany Foley, of Marsh & McLennan](#), is available to answer any questions you have about our healthcare programs [confidentially](#). She can be reached via [email](#) or (925) 432-9366.

| | | |
|-----------------------------|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HEALTH AND WELFARE PROGRAMS | MEDICAL Anthem Blue Cross HMO Anthem Blue Cross Premier PPO Kaiser Northern CA HMO | We offer three 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 three options, PPO, and two HMOs, 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. Regular full-time employees working a minimum of 30 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 \$2,000 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 6:00 AM to 9:00 PM Monday through Friday. The Cove also offers a wide range of fitness classes open to Cove tenants. |
| | 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. |
| | ADDITIONAL PERKS | Our benefits package isn't all about insurance. We provide the following to ease your mind. PET INSURANCE: CytomX employees are offered the opportunity to purchase insurance coverage for their pets at a discounted price. LEGAL SERVICES: Through LegalShield's benefit, you get direct to full-service law firms and qualified attorneys and 24/7 emergency legal access. IDENTITY THEFT: IDShield believes no one should be without identity fraud protection. Under this program, reimbursements are made for expenses received to recover your identity. |

2025 TOTAL REWARDS PROGRAM

| | | |
|-----------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| INCOME PROTECTION PROGRAMS | LIFE AND AD&D COVERAGE Anthem | Life and AD&D coverage is provided for all eligible employees 2 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, critical illness or hospital indemnity insurance for themselves or their dependents. |
| TAX SAVINGS | 401(K) SAVINGS PROGRAM PLAN PROVIDER Fidelity MONEY MANAGER Newfront | <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, post (Roth), and after-tax 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 \$24,500 for 2026. Employees age 50+ may make an additional 'catch-up contribution' not to exceed the IRS annual limit of \$8,000.</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 \$3,400, and the Dependent Care Plan allows you to pay for child and elder care with an annual maximum of \$7,500 per household.</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 \$340/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. Maximum accrual is 240 hours, at which point no additional PTO will accrue until PTO is taken and the accrual balance is reduced.</p> |
| | HOLIDAYS | We provide 11 paid holidays/year in accordance with federal holidays. |

2025 TOTAL REWARDS PROGRAM

| | | |
|-----------------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| COMPENSATION PROGRAMS | EQUITY AND ESPP PROGRAM | 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. |
| | | CytomX offers an Employee Stock Purchase Plan (ESPP) that allows employees to acquire CytomX shares at a discount of up to 15% after tax. |
| | MERIT AND ANNUAL BONUS | 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. |
| FOOD | SODAS AND SNACKS | We offer many goodies to ensure that you won't go hungry during the day. Snacks and beverages range from sweet, salty, to healthy. |
| | FORKABLE | CytomX offers free lunch through Forkable to onsite employees every Wednesday. |
| AMENITIES | LOUNGE AREA PERKS | 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. |
| | ALL DAY EATERY | Foundry and Lux , on the first floor of the building is a chic, yet informal restaurant that includes the Foundry and Lux Café. Takeout orders can be ordered and picked up at The Café near the Foundry and Lux Culinary Garden. They offer dine-in on their heated patio Monday-Friday from 11:30am-5:00pm. They also have a bar open for happy hour from 2:00pm-5:00pm. |
| | THE COVE RESTAURANTS AND FITNESS STUDIOS | Located within The Cove complex at 101 Oyster Point, there are also plenty of food and fitness options. This includes Starbucks, Nick the Greek, Truffle Poke Bar, Bluegrain Sandwich Market, Guapas Mexican Grill, YogaSix and Orange Theory Fitness. |
| COMMUTING | COMMUTER SHUTTLES | We participate in the Commuter.org Shuttle Program that picks up commuters from the South San Francisco BART, Caltrain and Ferry stations and drops them off at The Cove. |
| | BIKING TO WORK | The Cove campus provides bike lockers for regular bike commuters free of charge. |
| | EV CHARGING | EV charging is provided by ChargePoint at the very reasonable rate of \$0.17 per kilowatt hour right in front of our building. |

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