



Astex Pharmaceuticals, Inc. has created a comprehensive benefit plan to attract and retain the highest quality employees in our industry. The following is a brief overview of the benefits offered by Astex Pharmaceuticals, Inc., effective 1/1/2023. This is not a legal document; more complete details can be found in the Summary Plan Descriptions and legal plan documents.

Eligibility: All full-time employees (defined as working 30 hours/week or more) are eligible to receive benefits. Benefits become active upon the date of hire. Part-time employees are eligible to participate in the 401k plan only.

Holidays: The Company has a generous holiday schedule, with 15.5 days off per year, including a closure in 2023 from Christmas through the New Year.

Vacation and Sick/Personal Time: Employees accrue 3-4 weeks of vacation and 2 weeks of sick/personal leave annually (up to a cap), depending on years of service.

Benefits: Employees are eligible for medical/dental/vision benefits upon the date of hire. The Company pays the vast majority of the premiums for medical and prescription benefit coverage. Employee contributions for medical premiums are as follows. We provide a national PPO option and a Kaiser option for CA employees.

Employees who waive their medical coverage will receive a monthly reimbursement in lieu of choosing medical. Proof of alternative medical coverage is required.

Additional Benefits:

- Dental: Delta Dental DPPO or Delta Dental Premier DPPO
- Orthodontia Plan with a generous limit
- Vision Plan: Includes comprehensive annual eye exams and glasses
- Short- and Long-Term Disability, Life Insurance, and AD&D
- Anthem Section 125 Plan (Flexible Spending Accounts)
- 401(k) with extremely generous match
- Cigna Voluntary Insurance Plans
- Norton LifeLock
- Lyra Employee Assistance Program
 - Free Consultation Services
 - Generous Mental Health Services to augment medical insurance coverage
 - Work-Life services (referrals for child, elder, and pet care)
- Legal Ease Member Services

The benefits listed herein are for illustrative purposes only and may change from time-to-time in the Company's sole discretion.