



# Ascendis Pharma Benefits at a Glance

At Ascendis Pharma we offer a comprehensive benefits package for all full-time US employees that are designed to support your health, wealth, and well-being. Here is an overview of our benefits of the benefits you can enjoy as a member of our team.

## For Your Health

**Medical/Rx Coverage:** Get comprehensive coverage for you and your dependents, providing access to a wide network of healthcare providers. Depending on where you live you can choose from Cigna or the Kaiser Plan.

**Dental Insurance:** Coverage for preventive and restorative care through our Cigna dental plan.

**Vision Insurance:** Coverage for eye exams, glasses and contact lenses through VSP or EyeMed which provide extensive network of optometrist and vision care specialists.

**Short-term and Long-term Disability Insurance:** Employer paid wage replacement of 60% of base salary, up to a maximum of \$2,308 per week.



## For Your Financial Well-Being

**Life and AD&D Insurance:** Coverage to protect you and your dependents in case of unexpected events.

**401(k) Retirement Plan:** Ascendis will match up to 4% of what you contribute and provides immediate vesting.

**Warrants and RSU (Restricted Stock Unit):** We offer an initial warrant grant at time of employment and a recurring annual grant. The annual grant is based on job level within a total pool. Vesting over four years, first vesting of 25% of the warrants at 12 months, monthly increments after. Also, we have an RSU program for ongoing performance voted on by the board each December for possible RSU grants distributed the following year.

**Life and AD&D Insurance:** Coverage to protect your loved ones. Employer paid life insurance, 1 times your earnings not to exceed \$500,000.

**Health Savings Account (HSA):** Set aside money tax free to pay for eligible health care expenses. You are eligible if you enroll in the Cigna HSA plan. Ascendis contributes \$166.67/month for employee only coverage and \$416.67/month for family coverage.

**Flexible Spending Accounts:** Pre-tax savings for healthcare, dependent care, eligible transit, and parking expenses.

**Hospital Indemnity, Accident and Critical Illness Insurance:** Voluntary policies to manage health costs and for financial protection.



**Important:** This is only a brief summary of our benefits, and it does not explain important plan provisions which contain exclusions and limitations. Individual benefits summaries contain more detailed information. Ascendis reserves the right to change or terminate any benefit plan without notice.

## For Your Well-Being

**Paid Time Off, Sick Time, and Floating Holidays:** From your first day you start earning PTO (Paid Time Off) (accrue 20 days per year), 3 floating holidays (pro-rated to start date) and sick time (pro-rated to start date).

**Holidays:** Enjoy up to 10 paid holidays- New Year's Day, Martin Luther King's Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving and Christmas Day.

**Paid Parental Leave:** Support for new parents up to 12 weeks of paid leave for the birth of their child, or the placement of a child for adoption.

**Flexible Work Arrangements:** Options for remote work up to two days per week for those who work onsite.

**Employee Assistance Program:** Confidential counseling and support services for personal or work-related issues.

**Wellness Incentives:** Promote a healthy lifestyle with our wellness offerings.

**Professional Development:** Ongoing training to enhance your skills and tuition reimbursement.

**Employee Discounts:** Discounts on products and services via MetLife, LifeMart and Tickets at Work.

**Pet Insurance:** Policy to help you plan for your pet's healthcare and offset costs for unexpected illnesses.



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