

General Counsel

Pay Element	Market		
	25th	50th	75th
Base Salary	\$425.0	\$457.6	\$486.3
Target Bonus (% Base Salary)	40%	40%	48%
Target Total Cash Compensation	\$595.0	\$658.0	\$715.5
Actual Bonus	\$145.5	\$176.0	\$232.3
Actual Total Cash Compensation	\$567.2	\$617.5	\$705.8
Annual Equity Compensation (Grant Value)	\$273.3	\$548.5	\$1,600.9
Annual Equity Compensation (% CSO)	0.07%	0.19%	0.32%
Total Direct Compensation	\$930.0	\$1,227.0	\$2,300.6
Equity Ownership (% CSO)	0.44%	0.73%	1.15%
Severance-Non-CIC (# Mos)	9	11	12
Severance-CIC (# Mos)	12	12	18

Note: Market data based on Anderson Pay Advisors life sciences database.