

Chief Executive Officer

Pay Element	Market		
	25th	50th	75th
Base Salary	\$565.0	\$622.1	\$675.0
Target Bonus (% Base Salary)	50%	60%	75%
Target Total Cash Compensation	\$890.4	\$991.5	\$1,121.3
Actual Bonus	\$223.2	\$330.2	\$452.0
Actual Total Cash Compensation	\$758.0	\$937.5	\$1,099.4
Annual Equity Compensation (Grant Value)	\$472.3	\$1,599.1	\$4,150.3
Annual Equity Compensation (% CSO)	0.36%	0.67%	1.10%
Total Direct Compensation	\$1,352.3	\$2,677.1	\$5,509.8
Equity Ownership (% CSO)	2.73%	4.32%	6.83%
Severance-Non-CIC (# Mos)	12	12	15
Severance-CIC (# Mos)	12	18	24

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