



At Verastem Oncology™, our purpose is to create a world where no cancer patient ever runs out of options. This commitment is central to who we are as a company and the culture we nurture.

Pursuing unexplored pathways demands an experienced team of employees and partners dedicated to a singular purpose: changing the way cancer is treated and delivering novel therapies in RAS pathway-driven cancers. At Verastem Oncology, it takes our diversity of background, expertise, perspectives, and skills to find the answers that patients need, but don't have — yet.

We're not satisfied with potential. We're moving toward possible.

Benefits Summary

We want our employees to do great work! Building a rewarding career and having a fulfilling work life balance are key elements of our approach, to that end, we offer industry leading benefits and very competitive pay.

Compensation and Benefits

We are proud of our competitive pay programs: salary, bonus and equity as well as wellness programs, retirement savings and generous work life balance. Our goal is to help make benefits a seamless support for employees, both in the near term and helping you plan for the longer term. Our goal in designing our programs is to ensure that our offerings are:

- First-rate within our industry
- Comprehensive in coverage
- Cost effective for employees
- Supportive in staying healthy, planning for the future, and developing your career

Our programs are very competitive in the market, and we have open discussions to ensure transparency in market competitiveness. We're especially proud to have aced our initial gender pay audit and we are unwavering in our commitment to equity throughout the organization.

Verastem Oncology provides you tools to take charge of your professional development with our Performance and Potential program. Our mid-year check-ins and year-end compensation review approach complement focused and ongoing discussions around employee growth and opportunity. Our programs will help you find what you are good at, and empower you to accomplish purposeful, meaningful work. If we do that well, patients will benefit from our important treatment options. Take charge of your career, celebrate successes and look for opportunities to support Verastem Oncology's purpose of creating a world where no cancer patient runs out of options. We want you to do the greatest work of your lives...!

Eligibility

Employees who work at least 20 hours per week are eligible immediately to participate in most of the benefit plans.

If you're eligible, you can also enroll eligible dependents. For the purposes of our benefits program, dependents are defined as:

- Your legal spouse; domestic partner
- Your children under age 26; and
- Your disabled children.

Medical Insurance

We offer two medical plan options administered by Blue Cross Blue Shield of Massachusetts: the PPO Preferred plan featuring the Nationwide Blue Card network, and a New England network plan. Both plans include prescription coverage and are Health Savings Account (HSA) compatible. Members enjoy telehealth benefits, mail order prescription benefits, annual fitness and weight-loss incentive benefits, and the mobile MYBLUE app. If you participate in a medical plan, your share of the cost for the coverage selected will be deducted automatically from your paycheck.

Despite the rising costs in healthcare, Verastem Oncology continues to pay at least 90% of all medical premiums.

Health Savings Account

If you enroll in a medical plan with Verastem Oncology, you can contribute to a triple-tax advantaged Health Savings Account to pay for qualified medical expenses. All unused funds are owned by you – they roll over every year and follow you if you leave the Company. Verastem Oncology will make a contribution to your HSA as well.

Flexible Savings Accounts

Employees can also contribute to tax-advantaged Flexible Savings Accounts to pay for eligible annual expenses (federal contribution limits apply):

- Healthcare FSA (for those not participating in the HSA program) for eligible healthcare expenses
- Dependent Care FSA for eligible dependent care expenses
- Limited Purpose FSA (for those participating in the HSA program) for vision and dental service expenses only

Dental and Vision Insurance

We offer a dental plan administered by Delta Dental and a vision plan administered by EyeMed, with costs shared by you and Verastem. If you participate in the dental and/or vision plan(s), your share of the cost for the coverage selected will be deducted automatically from your paycheck.

Life Insurance

We provide Basic Life and Accidental Death and Dismemberment (AD&D) Insurance to employees at no cost to you. Benefits are two times your annual salary (up to \$500,000). Employees can also purchase additional Supplemental Life coverage.

Disability Insurance

Employees are eligible for 100% company-paid Short-Term and Long-Term Disability Insurance, if you are out of work due to injury, illness, or become totally disabled. Long-Term Disability is a gross-up plan meaning benefits paid out will not be taxable.

401(k) Plan

Verastem Oncology matches 100% of the first 6% of your contribution to the company-sponsored 401(k) plan. Employees are immediately and fully vested in all contributions.

HealthAdvocate

Personal Health Advocates who understand Verastem's benefits program are available 24/7, at no cost to you, to help you navigate the healthcare system. HealthAdvocate can help you arrange second opinions on medical care, explain coverage, resolve claim and billing issues, and more!

Travel Assistance

On Call International is a 24-hour, toll-free service designed to respond to most medical care situations and many other emergencies you may encounter when you travel more than 100 miles from home or in a foreign country. Coverage is included through your life and disability plans.

Bereavement Counseling

Professional and confidential personal assistance available to help you deal with grief and loss, available 24/7. Coverage is included through your life and disability plans.

Employee Assistance Program (EAP)

100% confidential telephone and online resources for employees and family members. The EAP assists with legal and financial services, and provides access to counselors, clinicians, and child and elder care specialists. Coverage is included through your life and disability plans.

Pet Insurance

Employees can purchase affordable pet insurance with comprehensive coverage. Multiple plan options and add-ons are available.

Time Off and Other Programs

Flexible Paid Time Off

We believe that employees should be responsible for managing their own time off. Instead of accruing time, employees communicate with their manager and team to schedule paid Verastem Time Off (VTO) accordingly.

VTO is a "pool" of days that includes holiday office closures, vacation days, sick time, and personal days. Take it when you need it time off is inherently a high trust program. Employees are expected to use sound judgement when planning VTO. Over the course of a calendar year, the amount of time off taken may vary but a reasonable amount would be considered up to 6 weeks.

Legal Assistance & ID Theft

Employees have access to low-cost legal assistance and ID theft protection through the LegalShield and IDShield plans. LegalShield members can receive legal consultations and advice, wills and other documents prepared on your behalf, get speeding ticket assistance, and more! IDShield members get comprehensive and continuous credit monitoring, and 24/7 identity consultation and restoration services with a \$1 million service guarantee to restore your identity to pre-theft status. If you participate in the LegalShield and IDShield plans, the cost of coverage will be deducted automatically from your paycheck.

Stock Option

Verastem offers new employees a new hire incentive stock option grant. Employees are eligible for additional stock options as part of the annual performance and compensation review.

Employee Stock Purchase Plan

Employees can purchase Verastem stock at a discount (85% of market price), funded through payroll deductions.

Tuition Reimbursement

Verastem may reimburse up to \$5,000 per year for discipline related studies, subject to manager and HR approval and minimum grade requirements.

Additional Benefits Programs

- College 529 Plan
- Maternity and Paternity Leave
- Technology Reimbursement
- Referral Bonus

We Are Verastem Oncology



Purposeful

We are purposeful, acting deliberately to positively impact patients and others. This is our focus — because this is what's most important.



Insightful

We are insightful, finding connections that others haven't explored and finding deep meaning in our search to forge the best path forward.



Unwavering

We are unwavering, so nothing will stop us from accomplishing our goal of making sure no cancer patient runs out of options.



Symbiotic

We are symbiotic, fostering beneficial and interdependent relationships to accelerate progress.



Influential

We are influential, presenting points in ways that are ethical, well-reasoned and inspire others to collaborate with us in creating better solutions for unmet needs in cancer treatment.

THANK YOU!