WHAT YOU NEED TO KNOW

YOUR BENEFITS SUMMARY

Every day you impact the future of health by preventing disease. To recognize your contributions, we offer you performance-based pay; a flexible, welcoming work environment; comprehensive, competitive health, well-being, income security and retirement benefits.

Updated May 2020

This summary provides a brief overview of the benefits programs available to Novavax employees. Every effort has been made to ensure the accuracy of this information. However, if there is any inconsistency between this summary and the provisions of any plan or coverage document, the plan or coverage document will prevail. Novavax reserves the right to change, supplement, amend or terminate any benefit plan or policy at any time.
At Novavax, we care about you—that’s why we offer you access to a variety of programs and resources to help you get and stay healthy.

**Medical**
Novavax offers two medical plan choices through Cigna so you can choose the coverage that’s right for you.

1. **Cigna Open Access Plus (OAP) with Health Savings Account (HSA)** offers comprehensive healthcare coverage for lower premiums than traditional plans. The plan has a high annual deductible and includes a tax-advantaged HSA you can use to pay for your out-of-pocket healthcare costs.

2. **Cigna Open Access Plus (OAP) plan** provides more traditional coverage for a higher monthly premium.

Regardless of which plan you choose, you’ll benefit from Cigna’s personalized health support that will focus on helping you get well and stay well. Both plans provide:

- 100 percent **coverage for in-network, preventive care**, including well-visits, screenings and routine immunizations; and
- **Access to the same broad national network** (Cigna Open Access Plus) of credentialed doctors, hospitals and other healthcare professionals that offer discounted rates to help you make the most of your dollars.

Prescription drug coverage is included when you enroll in a medical plan. Benefits are administered by Express Scripts, a Cigna company. The prescription drug list, copays and tiers are the same regardless of which medical plan you choose. You can receive your prescriptions at a retail pharmacy or through the mail order pharmacy.

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**Be at Your Best**

**Health Support from Cigna**
You have access to a personal health coach—at no additional charge—to work with you to create a custom-fit personal health improvement plan to:

- Analyze and understand your health assessment results
- Participate in available health improvement programs and services
- Learn ways to better manage health issues like lower back pain, high blood pressure, high cholesterol and more
- Answer questions about your health, treatment options, health coverage and how to get the best value every time you seek care

**Take Charge of Your Health and Get Rewarded**
When you participate in MotivateMe, you can earn rewards for taking charge of and improving your health. The program offers:

- An interactive online health assessment with personalized recommendations
- A series of online programs to help you lose weight, eat better and quit tobacco
- Annual rewards for preventive care visits
**Dental**

Brushing and flossing every day, and regular preventive visits to your dentist, can help you avoid expensive dental treatments. Novavax offers dental insurance through Delta Dental which provides 100 percent coverage for routine dental checkups, including cleanings and examinations, to promote preventive care.

The **Delta Dental PPO plus Premier** plan offers you access to an extensive network (Delta Dental PPO and Delta Dental Premier), guarantees no balance billing when you use participating providers and enforces processing policies to help you save money. Although you are always free to visit any licensed dentist anywhere and receive coverage, your out-of-pocket costs are lower when you receive care from a dentist who participates in one of the Delta Dental PPO or Delta Dental Premier networks.

**Vision**

You have the option to elect comprehensive vision coverage through the **EyeMed Insight** vision plan. When you participate, you have access to a broad network of providers, including retailers like MyEyeDr., LensCrafters, Pearle Vision and Target, as well as online options.

The plan provides:

- Benefits paid every 12 months for frames and either eyeglass lenses or contact lenses
- Generous in-network benefit allowances
- Rich out-of-network reimbursement schedules
- A robust, comprehensive network of eye care professionals
Tax-Advantaged Savings Accounts

Novavax offers savings accounts to help you pay for eligible out-of-pocket expenses. The money you contribute into these accounts is deducted from your paycheck before federal, state and Social Security taxes are calculated.

Discovery Benefits is the administrator for the Health Savings Account (HSA) and Flexible Spending Accounts (FSAs).

<table>
<thead>
<tr>
<th>Description</th>
<th>Plan Year</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Savings Account (HSA)</strong></td>
<td>July 1 – June 30</td>
</tr>
<tr>
<td>Employees who enroll in the Cigna OAP with HSA</td>
<td>• Pay for eligible healthcare services—now and in the future&lt;br&gt;• Both you and Novavax can contribute to your HSA, up to the limits set by the IRS&lt;br&gt;• The money is always yours, including Novavax’s contribution&lt;br&gt;• Any money left in your account at the end of the year rolls over from year to year.</td>
</tr>
<tr>
<td><strong>General Purpose Health Care Flexible Spending Account (FSA)</strong></td>
<td>January 1 – December 31</td>
</tr>
<tr>
<td>Employees who do not enroll in the Cigna OAP with HSA</td>
<td>• Pay for out-of-pocket medical, dental and vision expenses including: copays, deductibles, coinsurance, orthodontia, contact lenses and solutions, laser eye surgery, hearing aids, chiropractor visits, acupuncture and other healthcare expenses not fully covered by insurance&lt;br&gt;• Subject to Use It or Lose It rule²; however, you may carryover up to $500 each year</td>
</tr>
<tr>
<td><strong>Limited Purpose Health Care Flexible Spending Account (FSA)</strong></td>
<td>January 1 – December 31</td>
</tr>
<tr>
<td>Employees who enroll in the Cigna OAP with HSA</td>
<td>• Pay for out-of-pocket dental and vision expenses not fully covered by insurance&lt;br&gt;• Subject to Use It or Lose It rule²; however, you may carryover up to $500 each year</td>
</tr>
<tr>
<td><strong>Dependent Care Flexible Spending Account (FSA)</strong></td>
<td>January 1 – December 31</td>
</tr>
<tr>
<td>All employees</td>
<td>• Licensed day care, in-home care, elder care, day camp and nursery school (dependent child must be under age 13)&lt;br&gt;• Subject to Use It or Lose It rule²</td>
</tr>
</tbody>
</table>

1. If you enroll in the Cigna Open Access Plus (OAP) with HSA, federal tax law prohibits you from enrolling in a General Purpose Health Care FSA.
2. Federal law requires that unused money left in your Health Care and/or Dependent Care FSA at the end of the plan year must be forfeited.

Employee Assistance Program (EAP)

Novavax offers access to a comprehensive Employee Assistance Program (EAP) through Cigna to help you better balance the challenges of day-to-day life. Free, confidential counseling is available 24 hours a day, seven days a week and you may receive up to three in person counseling sessions—at no cost to you. To get started, call 877-622-4327 or visit www.myCigna.com.
To help you protect your family’s finances in the event something happens to you, Novavax makes the following benefits available—some at no cost to you.

**Disability**
With Prudential, you’ll have access to a disability program that seamlessly integrates with the Novavax Leave Management program.

**Short-Term Disability (STD)** provides full income replacement if you are unable to work for an extended period due to an approved medical condition. Novavax pays the entire cost of your coverage. STD benefits begin following a 14-calendar day waiting period and may continue for up to 11 weeks.

**Long-Term Disability (LTD)** (post-tax benefit) provides coverage of 60 percent of your base monthly earnings up to a monthly maximum benefit of $10,000. LTD coverage is paid when you become disabled for more than 90 days due to a non-work related illness or injury.

**Life and AD&D**
Life and Accidental Death and Dismemberment (AD&D) insurance provides you with coverage equal to two times your annual salary up to $500,000. Through this plan, a benefit is paid to your designated beneficiary(ies) in the event of your death or if you die or lose certain body parts or functions as the result of an accident. Please note, employer-paid coverage amounts over $50,000 are subject to imputed income.

**Voluntary Life** provides additional coverage for yourself, your spouse and dependent children. New hires are eligible to elect coverage up to the following guaranteed issue amounts:
- Employee Voluntary Life: $150,000
- Spouse Voluntary Life: $50,000
- Child Voluntary Life: $10,000

Evidence of insurability is required for employees electing coverage above the guaranteed issue amount and/or pre-approved amount(s). Dependent Voluntary Life coverage is limited to 50 percent of the employee’s approved coverage amount.
The Novavax 401(k) Retirement Savings Plan provides you with a variety of investment options to help you save for retirement.

Novavax will match your contributions, dollar for dollar up to the first three percent of pay and matches 50 percent on the next two percent of pay. You are immediately vested in the company’s matching contributions. You may enroll or change your participation in the 401(k) Retirement Savings Plan at any time.

With the John Hancock My Plan for Retirement participant website and mobile app, you’ll have access to a variety of tools and resources to help you save for the future including:

- Access to your account balances
- Retirement progress indicator
- Personal rate of return
- Estimated monthly retirement income
- My Learning Center with tips and resources on financial wellness for the whole family
- Financial modeling/personalized financial guidance

Financial Wellness
As part of our Wellness Program, we have partnered with Prudential to offer financial resources to you with financial learning opportunities through the financial wellness center. Find out more at: www.prudential.com/financial-wellness/novavax.

The center provides you access to information on key financial topics such as managing day-to-day expenses, savings and investments for the future. You can enjoy:

- Educational articles
- Engaging videos
- Infographics
- Albums on key financial topics
- Interactive tools such as the self-assessment tool, budgeting tool and the life insurance needs estimator.

All of which can help you achieve your financial wellness goals. You can register online and personalize your experience based on your financial and life goals.

Get started at: www.prudential.com/financial-wellness/novavax today.
## IMPORTANT CONTACTS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Partner</th>
<th>Group Number</th>
<th>Phone</th>
<th>Website/Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>Cigna</td>
<td>3341798</td>
<td>800-244-6224</td>
<td><a href="http://www.myCigna.com">www.myCigna.com</a></td>
</tr>
<tr>
<td>Dental</td>
<td>Delta Dental</td>
<td>19351</td>
<td>800-932-0783</td>
<td><a href="http://www.deltadentalins.com">www.deltadentalins.com</a></td>
</tr>
<tr>
<td>Flexible Spending Accounts (FSAs) and Health Savings Account (HSA)</td>
<td>Discovery Benefits</td>
<td>23856</td>
<td>866-451-3399</td>
<td><a href="http://www.discoverybenefits.com">www.discoverybenefits.com</a></td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td>Cigna</td>
<td>3341798</td>
<td>877-622-4327</td>
<td><a href="http://www.myCigna.com">www.myCigna.com</a></td>
</tr>
<tr>
<td>Life and Accidental Death and Dismemberment (AD&amp;D) Short- and Long-Term Disability</td>
<td>Prudential</td>
<td>53134</td>
<td>888-598-5671</td>
<td><a href="http://www.prudential.com">www.prudential.com</a></td>
</tr>
<tr>
<td>401(k) Retirement Savings Plan</td>
<td>John Hancock</td>
<td>N02602</td>
<td>800-294-3575</td>
<td><a href="http://myplan.johnhancock.com">myplan.johnhancock.com</a></td>
</tr>
<tr>
<td>Employee Fitness Center</td>
<td>Fit Lab</td>
<td>N/A</td>
<td>301-947-0904</td>
<td><a href="mailto:hzelaya@are.com">hzelaya@are.com</a></td>
</tr>
</tbody>
</table>

### Human Resources

LYNX Online HR System

[Click here](http://www.myCigna.com) or visit ADP to access the direct link.

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