axsome

Benefits Summary

About The Axsome Therapeutics Benefits Program

The Axsome Advantage

At Axsome Therapeutics, you're at the forefront of medical innovation, transforming CNS treatment approaches by developing and delivering therapeutic options that improve patients' lives in a meaningful way. You're a part of the team that makes it all happen. We value the hard work, dedication, and commitment you bring to your work each and every day. We believe in fostering an environment that supports your growth and goals in and out of the office—professionally, physically, emotionally, and financially. We're here to create a workplace that prioritizes your wellbeing. Our employee benefits package is intended to support you while you work and grow. Our benefits program provides you and your family options so you can choose what best suits your needs. The program is available to all full-time Axsome employees and covers eligible dependents. These benefits extend beyond work by providing advantages to help in all aspects of your life.

This Benefits Summary is intended to summarize key features of benefits that are available to Axsome employees under the applicable plan document or Axsome policy. If there is any conflict or inconsistency between this Benefits Summary and the provisions of the actual plan document, the terms of the actual plan document govern in all cases. Although Axsome intends to continue these employee benefit plans and policies indefinitely, Axsome reserves the right to amend or terminate the plan(s) or Axsome policy(ies) at any time and for any reason.

Healthcare

The Axsome Advantage

There is nothing more important than your health. We offer a wide variety of both employee sponsored and supplemental plans to ensure you get the coverage you need. Axsome generously contributes up to 85% to the premium on medical, dental, and vision benefits. All team members are eligible for benefits on the first of the month following their start date.

Benefits	Further Details
Medical	Several plans within the Anthem Blue Cross/Blue Shield Network (EPO, PPO, HDHP plans available) or other providers as required by state law
Dental	Several plans within Guardian/Aetna/MetLife/Delta Networks
Vision	Several plans within Aetna/VSP Networks
FSA/HSA	Pre-tax savings for healthcare and dependent care expenses and the option to contribute to a Health Savings Account (HSA) if you enroll in a high deductible plan
Life Insurance	Company-Paid Basic Life & AD&D Insurance @ 1x annual salary + supplemental plans available
Disability	Company-Paid Short-Term and Long-Term Disability Insurance @ 60% annual salary + supplemental plans available



Financial Benefits

The Axsome Advantage

Employee Stock Ownership Program (ESOP)

We are proud that Axsome provides all team members a comprehensive and robust equity package. All team members receive equity grants upon starting at Axsome and additionally have the potential to receive annual grants. Equity is a key and significant piece of compensation because we believe all Axsome team members should be owners of the Company.

Employee Stock Purchase Plan (ESPP)

Axsome offers an Employee Stock Purchase Plan (ESPP) to all team members. The ESPP allows each employee to purchase Axsome stock at a 15% discount. This benefit gives each employee the opportunity to purchase additional ownership in Axsome above and beyond what is already owned through grants provided throughout the employee lifecycle.

401(k) Plan

The savings plan is designed to allow employees to accumulate savings for retirement on a tax-advantaged basis. The company matching contribution under our savings plans equals 50% of the employee's contribution on the first 8% of eligible compensation (base salary, bonus, incentive compensation) that an employee elects to contribute. On the first of the month following their start date, team members are eligible to participate and will be fully vested after two years of employment.

Voluntary Benefits

Axsome offers additional voluntary benefits including pet insurance, auto and home insurance, legal insurance, commuter benefits, and more.



Time Off

The Axsome Advantage

32
days off minimum each year

Paid Time Off (PTO)

Team members accrue 15 days of PTO each year with the ability to roll over time each year. An additional day of PTO will be added each work anniversary (up to 20 days maximum per year) to recognize team members' tenure and contribution to Axsome.

Company Holidays

Axsome is closed on all New York Stock Exchange (NYSE) holidays as well as three additional days during the fall and winter holidays, for a total of 13 Company Holidays each year.

Floating Holidays & Mental Health Days

In addition to company-wide holidays, team members will receive two floating holidays and two mental health days each year.

Paid Leave

Axsome offers various paid leave plans to support team members and their families. We offer up to 12 weeks of paid parental leave for team members welcoming a new family member. Birthing parents will receive 12 weeks of leave at full pay. Non-birthing parents will receive 4 weeks of leave at full pay. Parental leave plans are also available to parents welcoming a new child through adoption, surrogacy, or foster placement. We also offer 5 days of Grandparent Leave for team members welcoming a new grandchild.

Sick Days

Team members receive 7 sick days each year.

Mental Health & Wellness

The Axsome Advantage

Wellness & Lifestyle Benefits — JOON

Axsome offers flexible wellness benefits to help support team members' mental and physical wellbeing. Team members will receive $600 each year ($50/month) to use on physical and mental wellbeing, family care, pet care, commuting, family planning, student loan payments, and even food & groceries. It's wellness the way you want it. Team members will also receive a $50 benefit on their work anniversary that can be used on experiences & activities to celebrate their milestone with us.

Headspace App

Axsome provides a yearly subscription to Headspace for all employees. Headspace is a mindfulness and meditation app to help manage stress, anxiety, and improve sleep, focus, and fitness.

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is available to team members and their family at no cost. Key features include: access to EAP counselors by phone; confidential assistance for personal, family, and work-related concerns; online resources and tools for subjects including career development, parenting a child, elder care, legal issues, and financial concerns; and health and wellness information.





Other Cool Stuff

The Axsome Advantage

Professional Development

We believe our team members should always be growing and learning. We are committed to providing pathways for our team members to continue their development professionally. These opportunities may take place in or out of the office. We encourage team members to speak with their managers about these opportunities and how they can continue to grow and learn at Axsome.

Lunch & Learns

Lunch & Learns are a time for the whole Axsome team to come together and learn about a specific topic, department or team member during the lunch hour. These events occur regularly and can vary from a disease 101 session, Q&A, Fireside Chat, workshop, conversations with advocacy groups and clinicians, or a specific team member's journey to Axsome and their contribution to the team in their role.

Gifts for New Parents

Welcoming a child to the family is an exciting time for any parent and we want to make the journey even better. New parents will receive a congratulatory care package to get you started.

Year 5 Sabbatical

Axsome is proud to offer a five-week sabbatical for team members upon their fifth consecutive anniversary at the company to recognize their tenure and contribution to the team. This can be a time to refresh, spend time with family, serve the community, or even further your education.

Axsome Swag

We want you to feel like you're part of the team and that starts with looking the part. Axsome branded swag is provided on an employee's start date and as a yearly holiday gift. Occasionally, we give out limited edition swag that is attributed to certain company milestones to recognize the event for years to come.

Office & HQ Benefits

The Axsome Advantage

Axsome's worldwide headquarters are based in the heart of New York City. Our offices are in the iconic One World Trade Center building, which serves the city as both an architectural marvel and symbol of resilience. Our office boasts views of the Oculus, Hudson and East Rivers, Brooklyn Bridge, and more. As tenants of the building, we also have access to the 64th floor amenity deck which has a lounge, game room, café, and 360° views of New York City.

Visiting HQ

Our remote team members are encouraged to visit our office at One World Trade Center. We have desks available for remote visitors and our HQ team members would be more than happy to fill you in on where to get the best pizza in the area.

Quarterly Programming

For NYC based team members, we offer free optional quarterly offsite events to spend time with Axsome team members outside of the office. These events have included a New York Rangers game, bowling nights, wine tasting, and many more fun get togethers. We encourage our remote team members to join these events during their visits to headquarters.

Birthday Treats

What better way to celebrate your birthday than with treats from some of New York's most famous and unique dessert spots? To recognize each month's birthdays, we order monthly treats for all team members at Axsome.

Weekly Breakfast and Lunch

We provide our employees with a weekly breakfast and lunch to create time and space for our team members to connect with one another away from their desks.

