

ADC Therapeutics Inc.

U.S. TOTAL REWARDS OVERVIEW 2026

OUR VISION

We strive to be a leading antibody drug conjugate company that transforms the lives of those impacted by cancer

OUR VALUES / INTEGRITY
CREATIVITY • ACCOUNTABILITY
COLLABORATION • URGENCY



Innovating Science.
Inspiring Hope.



OVERVIEW

At ADC Therapeutics, our goal is to foster an organization of passionate individuals dedicated to serving our patients. We strive to embody our values-based culture built upon five values: Integrity, Creativity, Accountability, Collaboration and Urgency. This commitment extends to our employees and their overall well-being. We are proud to offer a competitive and comprehensive benefits package that covers a significant portion of the health plan premium costs for plan participants.

This summary provides an overview of the employee benefits provided to eligible employees. New hire coverage begins on the first day of employment. Employees must enroll within 31 days of becoming eligible. Eligible dependents include an employee's legally married spouse, children up to age 26 (married or unmarried) and children of any age if disabled.

HEALTH + WELLBEING

At ADCT, we take pride in offering our employees benefits and well-being programs with a focus on their physical, mental, financial and social well-being.



Medical/Rx

We offer two medical plans through Cigna:

- ▶ **Option 1 - PPO Plan** – This plan option has the highest monthly contribution but has the lowest deductible. The annual deductible for PPO is embedded, meaning each enrolled person must meet their individual deductible before the plan begins to pay benefits for their eligible medical services. Routine preventative services and primary care office visits are covered with no out-of-pocket cost.
- ▶ **Option 2 - High Deductible** – Health Plan (HDHP) with HSA – This plan option combines the lowest monthly contribution with the highest annual deductible. The annual deductible for the HDHP is embedded, which means each person enrolled must meet their individual deductible before the plan begins to pay benefits for their eligible medical services and non-preventive prescription drugs. Routine preventive services are covered with no out-of-pocket cost, and you do not need to meet the individual deductible for preventive prescription drugs. This plan option gives you the most flexibility with how you spend your healthcare dollars and is paired with a Health Savings Account (HSA) with an ADCT contribution.



Dental

ADCT offers a comprehensive dental plan through Cigna's Total DPPO Dental Network. The Plan offers the flexibility to visit any dentist, however your out-of-pocket costs will always be lower when you receive care from an in-network provider.

Vision

We offer vision coverage through Cigna's EyeMed Network, including an annual eye exam at no cost. ADCT covers 100% of the premium for you and your dependents if you elect ADCT Medical plan coverage.

Flexible Spending Accounts (FSA) & Saving Accounts

- ▶ Health Care FSA
- ▶ Dependent Care FSA
- ▶ Limited Purpose FSA
- ▶ Health Savings Account (HSA) with company contribution (paired with the High Deductible Health Plan (HDHP) coverage option)

Cancer Diagnosis Support Benefit

Cancer Expert Now connects employees, their family members and friends with world-class physicians who can offer Personalized Cancer Education® and second opinions about cancer diagnosis and treatment options.

Employee Assistance & Work/Life Support program (EAP)

The EAP service offers confidential in-the-moment telephonic support 24/7/365 for you and your family members. Six face-to-face sessions annually (virtual or in-person), per issue, per family member. Additional resources and services offered through EAP:

- ▶ Referrals to local resources – including attorneys, financial professionals.
- ▶ Legal & Financial consultations – free 30-minute sessions.
- ▶ Emotional Health & Family Support – learn how to manage stress, address depression, anxiety, cope with illness, relationship issues, etc.
- ▶ Crisis Intervention – immediate support during critical incidents, and emergencies.
- ▶ Home Life Referrals – childcare, elder-care, home repairs, pet-adoption, etc.
- ▶ Job and Career Support tips on managing workplace change, stress, career growth etc.

Digital Mental Health Counseling Support*

Access to Cigna's broad network of virtual behavioral health providers - including Headspace Care, Talkspace and others - designed to support your mental well-being anytime, anywhere.

**in coordination with the Medical Coverage in US.*

LIFE & WELLNESS RESOURCES

- ▶ **Well-being Education** – Our wellness program focuses on five areas of well-being: physical, emotional, social, financial, and environmental and aims to promote outcomes that will make our employees and their loved ones healthier.
- ▶ **Employee Discounts** – We offer a corporate discount program through **Working Advantage** which offers discounts on entertainment, travel, sporting events and much more.
- ▶ **Benefits Resource Center (BRC)** – Access to benefits specialists' support with claim and benefit plan coverage questions.



PAID TIME OFF & LEAVES



- ▶ **Flexible Time Away (FTA)** – We know that to be at your best, you must have a healthy work life balance. We encourage our employees to take their time off to rest, relax and recharge. Our Flexible Time Away program is designed to encourage flexibility and allows employees to take personal time away from work for purposes such as holidays and vacations, relaxation, personal or family needs. Although employees are not limited in the amount of time away they may take under our Flexible Time Away policy, they are expected to spend as much time as necessary working in order to meet business requirements and to coordinate FTA requests with their manager.
- ▶ **Sick Time** – ADCT advances an annual grant of 80 hours of Paid Sick Leave to eligible employees.
- ▶ **Paid Holidays** – ADCT offers 12 company paid holidays.
- ▶ **Shut Down Week** – We offer a company shut down in the last week of December.
- ▶ **Parental Bonding Leave** – ADCT supports employees spending time with the newest addition to their family and eligible employees are eligible to receive up to 8 weeks of parental leave, which will be coordinated and run concurrently with other leave programs, as per state and federal regulations.
- ▶ **Short-Term & Long-Term Disability Plans** – ADCT extends company paid benefits with income protection while on approved Leaves of Absence.

YOUR PROTECTION

- ▶ **Life and Accidental Death and Dismemberment**
– ADCT offers company paid life insurance as well as additional voluntary buy-up options that are available.
- ▶ **Critical Illness, Hospital Stay and Accident** – We offer voluntary supplemental coverage that pair well with medical plans and offer additional levels of coverage.
- ▶ **Identity Theft Protection** – Program through Allstate that offers two options of coverage with identity and cyber protection available.
- ▶ **Legal Plan** – MetLife Voluntary Legal plan covers 100% of Network Attorney fees for covered (and not excluded) legal matters, and offers flexibility to partner with an attorney in-person or over the phone.
- ▶ **Business Travel Insurance** – Business Travel Insurance through Hartford which helps fill potential gaps with other insurance coverage for employees who travel internationally on business.
- ▶ **Pet Insurance** – We care about your furry family members too and ADCT offers a discount program and an insurance plan option to choose from to help protect your pets.



RETIREMENT + INVESTMENT



- ▶ **Retirement 401(k)** – ADCT offers a competitive 401(k) program with a Company match made each pay period up to 100% of the first 5% of eligible pay you contribute. You are vested in the company contributions after one year of service.
- ▶ **Stock Options and Equity** – ADCT typically offers stock options as part of the new hire package. ADCT typically awards (at the discretion of the Board of Directors and Leadership) annual equity grants during the annual review season in March and employees may be eligible to be awarded Stock Options and RSUs during this time. Vesting schedules and other eligibility rules are documented as part of the grant award information.
- ▶ **Employee Stock Purchase Plan (ESPP)** - ADCT offers employees additional opportunities to have ownership in the company through an Employee Stock Purchase Program. This benefit enables you to purchase shares of the Company stock at a significant discount using payroll deductions.

FINANCIAL EDUCATION GUIDE

ADCT offers a Financial Wellness Benefit to empower our employees to take control of their financial future.

Why Financial Education Matters:

- ▶ **Empowerment** –Knowledge is power. By understanding financial principles, you can make informed decisions that positively impact your financial health.
- ▶ **Long-Term Goals** –Whether you're saving for retirement, buying a home, or planning for your children's education, financial education equips you with the tools to achieve your goals.
- ▶ **Reduced Stress** –Financial literacy reduces anxiety about money matters.

Through our 401 (k) plan administrator, Principal, we offer a free Financial Guide Planning tool which is available to all employees and provides investment advice for their entire financial picture. We also offer a Managed Accounts program that provides ongoing management of an employee's Principal 401(k) account for a fee.

The Financial Wellness program offers financial education to help employees tackle their financial goals and strengthen their knowledge, while the managed accounts option offers professional support in personalized investment advice and support.



CULTURE

▶ **Hybrid flexible work environment** –

At ADCT, we adopt a hybrid work model, allowing employees to work remotely. While remote work is permissible, we highly value effective collaboration within our teams. Employees should anticipate participating in occasional in-person meetings, trainings, events, and travel.

▶ **Charitable Events** – We actively engage in charitable events, recognizing that our time and contributions are directly linked to the Company mission, research, treatment, and hope for patients.

▶ **Company Events** – We integrate our company values into our virtual and in-person events fostering a sense of community, strengthening team bonds, and reinforcing our commitment to transparency and collaboration.

▶ **Town Halls** – Our CEO holds regular company town halls to foster transparency while also enabling open communication, alignment, and a shared understanding of our goals and progress across the organization.

▶ **Rewards & Recognition Program** – ADCT places great value on recognizing and rewarding employees' exceptional contributions, promoting a culture of appreciation, and motivating our team members to excel.



About This Benefits Overview: ADCT reserves the right to change or eliminate the foregoing benefits at any time. This summary is intended to highlight the plans that constitute our comprehensive benefits program. These plans are described in their summary plan descriptions. This summary cannot cover all the details. Those details can be found in the official plan documents, which legally govern all aspects of the plans. In the event of a discrepancy between the documents and this summary, the plan documents are controlling. If you have any questions or if you need any additional information about the benefits contained within the summary, please contact the People Team at People@adcttherapeutics.com.

JOIN US

We hope that this guide provided useful information on our total rewards and benefits programs as you consider potentially joining our organization. Our People Team is committed to facilitating a comprehensive and employee-focused benefits program and our Executive Leadership supports these efforts.



“ Our people are at the heart of everything we do to advance care for cancer patients. Our ADCT team is the most important asset of our company. I am committed to ensuring we provide meaningful health and wellness support so that each employee is at their best both professionally and personally. ”

—Ameet Mallik, Chief Executive Officer

“ I believe People are ADCT’s greatest asset. Providing our employees comprehensive benefits stems from the belief that we should consider the physical, mental, emotional, and financial well-being of our team. Not just because it provides a better economic or productivity outcome for the company, but because it’s just the right thing to do if you genuinely care about people. ”



—Kim Pope, Chief People Officer



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