

Surrogacy Assistance Program

The Exelixis surrogacy assistance program can support a path to parenthood. Recognizing the unique challenges associated with surrogacy, Progyny  Progyny Exelixis' Surrogacy Benefits provider, assists in reviewing and administering the Exelixis Surrogacy Assistance Program. Exelixis will reimburse up to \$50,000 (per surrogacy attempt) of the employee's eligible family forming surrogacy expenses. You will also have unlimited access to a dedicated Patient Care Advocate (PCA), who will provide you with information, resources, and emotional support throughout your surrogacy journey.

Eligibility

Eligible Employees are those employees who meet the following criteria:

- Regular Active Employees working 30+ hours per week.
- Your eligibility begins on your first day of employment.
- You are employed with Exelixis when the surrogacy process has been completed and when reimbursement is made to receive this benefit.

To Apply for Reimbursement

1. Contact your Progyny Patient Care Advocate (PCA) at (844) 930-3297 and request assistance with the Surrogacy Reimbursement application.
2. Your Progyny Patient Care Advocate will review the reimbursement policy with you, noting eligible expenses may be submitted for reimbursement only upon completion of the surrogacy process or when your \$50,000 expense limit has been reached.
3. Once your surrogacy process is complete or you have incurred \$50,000 in eligible expenses, submit your expense(s) for reimbursement, using the Progyny Attestation Form.
4. Progyny will review expenses and submit a report to Exelixis' dedicated point-of-contact, including total reimbursable amounts, reimbursement categories, and the member's Employee ID (or similar identifier).
5. Reimbursement claims for eligible expenses must be submitted within 6 months after the surrogacy process has been completed.
6. Exelixis issues reimbursement to you by the last day of the month. Once approved, your reimbursement will arrive in your paycheck once each month based on the timeline below.

| Submission Time | Expected Payout |
|---|------------------------|
| January 1st to January 31st | 2nd paycheck February |
| February 1st to February 28 th | 2nd paycheck in March |
| March 1st to March 31st | 2nd paycheck in April |

Eligible and Non-Eligible Expenses

Progyny’s eligible reimbursements include the following expenses, provided such expenses are incurred after an eligible employee’s date of hire and are submitted within 6 months after the surrogacy process has been completed:¹

Surrogacy Eligible Expenses

- Surrogacy agency or legal fees²
 - Attorney fees for both intended parents and surrogate
 - Psych screening and home visit fees for surrogate
 - Psych screening and home visit fees for intended parent(s)
 - Court fees
 - Surrogate compensation
 - Surrogate escrow funds
 - Fees associated with the adoption of a child through a legally recognized surrogate arrangement
- IVF and medical costs related to surrogacy
 - Surrogate screening costs
 - Embryo(s) transfer costs
- Medical expenses related to a surrogate’s pregnancy (which may include but are not limited to: surrogate’s maternity insurance, surrogate’s deductible, surrogate’s co-insurance)
- Medical expenses for the intended parent that are not covered under the current medical policy
- Travel expenses for the intended parents or surrogate related to the surrogacy
- Consultant/specialist fees

Donor Eligible Expenses

- Donor agency, psych, and/or legal fees
 - Donor contract fees
 - Donor compensation
 - Donor medication
- Fees associated with the purchase of fresh or already frozen donor tissue
 - Egg or sperm donor screening costs
 - Egg or sperm retrieval fees
 - Egg or sperm shipping and transport fees

¹ Expenses incurred in pursuit of surrogacy that does not result in a successful live birth are eligible for reimbursement under this Surrogacy Assistance Program.

² Employee must provide copy of an executed surrogacy agreement or letter from an attorney to be considered eligible.

- Egg or sperm storage fees
- Travel expenses for the intended parents or surrogate related to donor services
- Embryo donation fees including but not limited to admin, legal, and psych fees
- Consultant/specialist fees

The following expenses are not eligible for reimbursement:

- Expenses already paid for or reimbursed by another employer, benefit, program, or party
- Costs paid using funds received from any federal, state, or local program
- Expenses allowed as a credit or deduction under any federal income tax rule
- Surrogacy arrangements that are not legally recognized
- Any expenses that violate state or federal law
- Medical expenses related to an intended parent's pregnancy (must be billed to medical)
- Expenses not paid in US dollars
- All expenses associated with family building for a person not employed with Exelixis

Donor Ineligible Expenses

- Expenses already paid for or reimbursed by another employer, benefit, program, or party
- Costs paid using funds received from any federal, state, or local program
- Expenses allowed as a credit or deduction under any federal income tax rule
- Donation arrangements that are not legally recognized
- Any expenses that violate state or federal law
- Medical expenses related to an intended parent's pregnancy (must be billed to medical)
- Expenses not paid in US dollars
- All expenses associated with family building for a person not employed with Exelixis

Tax Consequences

The company will withhold income taxes on behalf of the employee at the employee's normal withholding rate for expenses reimbursed through the surrogacy plan. We recommend you consult with your personal tax advisor for the proper treatment of these costs.

Termination Policy

Your eligibility to participate in the Adoption Program ends on the day of your termination and you will no longer be eligible to participate or submit reimbursement claims.

Execution

This Program is duly adopted by Exelixis, Inc. on January 1, 2022.