

Scilex Holding is committed to supporting the overall health and wellness of our employees. We are pleased to offer a quality benefits program that provides valuable health care and financial protection for you and your families.

This summary provides a brief overview of the employee benefits provided to eligible employees. New employees are eligible for Scilex Holding's benefits on the first of the month following date of hire. Eligible dependents include your spouse or registered Domestic Partner and children up to age 26 or, any dependent child who reaches the age limit and is incapable of self-support because of a mental or physical disability.

BENEFIT TYPE	COVERAGE OPTIONS
MEDICAL PLANS	<ul style="list-style-type: none"> ▪ UnitedHealthcare Harmony HMO or Full Network HMO – \$20 copay for Office visit / \$40 for Specialist visit. \$0 deductible and Out-of-Pocket Maximum of \$1,500 (individual) / \$3,000 (family). ▪ UnitedHealthcare PPO - \$15 office visit copay; plan pays 20% for most covered services after deductible of \$500 (individual) / \$1,000 (family) limit.* ▪ UnitedHealthcare HDHP w/ HSA – Plan pays 10% for most covered services after deductible of \$3,200 (individual) / \$6,400 (family).* HSA funds contributed by Scilex to help offset costs.
DENTAL PLANS	<ul style="list-style-type: none"> ▪ UnitedHealthcare Dental PPO – Provides services for Preventive, Basic, and Major dental care, up to \$2,000 per year. Includes Orthodontia coverage for both adults and children.
VISION PLAN	<ul style="list-style-type: none"> ▪ UnitedHealthcare Vision Plan – Includes an annual eye exam (\$10 copay). Lenses, contacts, and frames – once every 12 months.
LIFE & DISABILITY	<ul style="list-style-type: none"> ▪ MetLife – Basic Life / AD&D and Long-Term Disability coverage is paid on your behalf by Scilex Holding Company.
HEALTH SAVINGS ACCOUNT (HSA)	<ul style="list-style-type: none"> ▪ Employees enrolled in the UHC HDHP w/ HSA can participate in the Voya Health Savings Account (HSA), based on IRS contribution rules: ▪ Individual Coverage – Contribute up to \$4,150 per year, including a company funding of \$750. ▪ Family Coverage – Contribute up to \$8,300 per year, including a company funding of \$1,500.
FLEXIBLE SPENDING ACCOUNTS (FSA) / COMMUTER	<ul style="list-style-type: none"> ▪ Enroll in the WEX Flexible Spending Accounts (FSA) to pay for health and dependent care expenses with tax-free dollars: ▪ Healthcare FSA – Contribute up to \$3,200 per year through pre-tax payroll deductions for eligible medical, dental, and vision expenses. <ul style="list-style-type: none"> ▪ Participants in the UHC HDHP w/ HSA plan are eligible to contribute to the Limited Purpose Healthcare FSA for dental and vision expenses only. ▪ Dependent Care FSA – Contribute up to \$5,000 per year for dependent care eligible expenses. ▪ Commuter – Set aside pre-tax dollars for eligible transit & parking expenses. Up to \$315 / month.
401(k) RETIREMENT SAVINGS PLAN	<ul style="list-style-type: none"> ▪ John Hancock 401(k) Plan - Scilex Holding Company will match every employee's contribution, up to the first 4% of eligible compensation and is 100% vested immediately. ▪ 529 College Savings Plan with American Funds.
VOLUNTARY BENEFITS	<ul style="list-style-type: none"> ▪ Scilex Holding Company offers a full suite of voluntary benefits so you can select additional benefits that may appeal to you and your family. Voluntary Benefits include: <ul style="list-style-type: none"> ▪ Supplemental Life Insurance, Short Term Disability, Accident Plan, Critical Illness Plan, Hospital Indemnity Plan, Legal Program
PERKS	<ul style="list-style-type: none"> ▪ Employee Assistance Program; Travel Assistance; 10 company paid holidays; Flexible PTO for exempt employees; quarterly financial classes with Voya ▪ The Employee Assistance Program offers support, guidance, and resources to navigate issues such as: relationship problems, workplace conflict, parenting/family issues, stress, anxiety, depression, elder care, and legal and financial concerns.

* In-Network Benefits

Please keep in mind that this summary describes only the highlights of the benefits plans and policies available to you. The details of these plans and policies are contained in the official plan and policy documents. If there is a question about one of these plans or policies, or a conflict between this summary and the official plan and policy documents, the official documents will govern.