

# ABOUT ARENA

## WHO WE ARE & WHERE WE ARE HEADED

Arena Pharmaceuticals, Inc. is a biopharmaceutical company developing a richly diversified portfolio of therapeutics candidates targeting **gastroenterology**, **dermatology**, and **cardiology**. We work with a sense of urgency every day to understand the needs of all our stakeholders, identify bold, sometimes disruptive, ideas to deliver important medicines to patients, and relentlessly execute until it's done.

With our new **Work Together, Live Wherever** approach, we have employees across the USA and Switzerland, with hub offices in San Diego, CA; Boston, MA; Park City, UT; and Zug, Switzerland.

By shifting our pipeline focus and realigning our vision, we have grown from less than 130 employees in 2019, to over 400 employees today. As we advance from discovery and development to commercialization, we are building Arena into a long-term, sustainable, and vibrant enterprise.

## VALUES – THE ARENA WAY

PUT PEOPLE FIRST

THINK DISRUPTIVE

BE CURIOUS

BE DARING

## QUICK FACTS

### Employee Count



400+

### Global Presence



US – 88%  
Zug – 12%

### CEO



Amit Munshi

### Nasdaq



ARNA

### Founded



1997

## THE SCIENCE

Arena is interested in GPCRs (**g-protein-coupled-receptors**), as they constitute the largest superfamily of receptors.  
[Click Here to View Our Pipeline!](#)

## EMPLOYEE INVESTMENT

### Health and Well-Being

- ✓ Comprehensive Health and Well-Being Benefits
- ✓ Life & AD&D Insurance
- ✓ Onsite Gym Access (*San Diego*)
- ✓ Paid Holidays and Company Shutdowns
- ✓ Flexible/Vacation Time

### Compensation

- ✓ Annual Performance-Based Bonus
- ✓ Annual Equity Grants
- ✓ Employee Stock Purchase Plan
- ✓ Employee Referral Program
- ✓ Mobile Phone Stipend
- ✓ Generous Retirement Savings Plan

### Culture

- ✓ Inclusion, Diversity, Equity Strategy
- ✓ Recognition Awards
- ✓ Winter & Summer Shutdown
- ✓ Culture Building Events
- ✓ Learning & Development
- ✓ Education Reimbursement
- ✓ Charitable Match

## Benefits Overview

Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family, and your way of life.

MEDICAL COVERAGE OPTIONS		
Employees are offered three (3) medical plan options for enrollment, all including comprehensive medical care and prescription drug coverage.		
HMO Plan Options (CA Only)	PPO Plan Option	PPO HDHP with HSA Option
Full Network & Limited Network option available.	Traditional PPO that gives you the freedom to seek care from the provider of your choice.	Like the traditional PPO plan, the HDHP gives you the freedom to seek the provider of your choice and is accompanied by a health savings account (HSA) that allows you to save pre-tax dollars to pay for qualified expenses as defined by the IRS. Additionally, Arena contributes money to your HSA that you can use toward qualified expenses.
DENTAL COVERAGE		
A <b>PPO Dental Plan</b> is offered to employees providing in-network and out-of-network provider options, with a \$2k maximum and a \$2k orthodontia lifetime benefit maximum.		
VISION		
A <b>PPO Vision Plan</b> is offered to employees providing in-network and out-of-network provider options.		
FLEXIBLE SPENDING ACCOUNTS		
<b>Health Care &amp; Dependent Care</b> FSA are offered as an enrollment option to employees.		
LIFE AND AD&D		
Basic coverage provided at <b>2x base salary up to a \$500k maximum</b> , at no cost to employees.	Supplemental coverage is offered for employees up to <b>\$500k maximum</b> ; for spouse/DP up to 50% of employee coverage amount or \$250,000; for child(ren) at \$5-10k.	
DISABILITY		
Short & long-term disability is provided at <b>no cost to employee</b> .		
401(K) PLAN OPTION		
Discretionary match is <b>offered at 100%</b> , up to a maximum of 6% of your eligible compensation each pay period. Beginning 2022, Arena's employer matching contributions will immediately vest.		
EMPLOYEE STOCK PURCHASE PLAN (ESPP)		
Arena offers a stock ownership plan that allows you to purchase shares of Arena stock at a discount. Employees can elect up to a 20% contribution featuring a 12-month Offering Period with two six-month Purchase Periods. Shares will be purchased at a <b>15% discount</b> with a look-back and rollover provision.		
PAID TIME OFF		
Flexible time off is available for full-time (FT), exempt employees. FT, non-exempt employees may accrue vacation time off up to <b>15 days per year</b> , and 19 days per year upon the employee's third anniversary. Arena provides sick time, company holidays and <b>two week-long, paid breaks</b> during summer and the week between Christmas and New Years'.		
LIFESTYLE SPENDING ACCOUNT	EXTRA BENEFITS	
A spending account to support employees' well-being by covering some of life's expenses – think massages, gym memberships, and much more. An account is automatically opened for eligible employees, funded solely by employer contributions starting at \$250/year, beginning 2022.	Charitable Match	Education Reimbursement
	Employer Subsidized Childcare Support	Biometric Screenings