

**What we do matters.** As pioneers with a long history who continuously bring new ideas and new products to the field of nuclear medicine, we deliver diagnostic and therapeutic solutions for life-threatening diseases to millions of patients. Our success depends on the talent and success of our people. At Curium, you will be surrounded by passionate, innovative team members working together to fulfill our shared purpose... what is good for our people is good for our patients.

And you will find support for achieving purpose and balance in your own life.

**Together we can improve the lives of millions of patients.**



## We change lives

We deliver diagnostic and therapeutic solutions for life-threatening diseases to more than 14 million patients annually around the globe.

We are pioneers who use our long history of industry experience to continuously bring new ideas and new products to the field of nuclear medicine.

The name "Curium" honors the legacy of researchers Marie and Pierre Curie, after whom the element curium was named.

## We inspire you

Our values of integrity, commitment and collaboration are the foundation of our culture.

Above all else, we act with integrity. We're committed to and unified by the work we do. And we collaborate because we know we will succeed when we work together.

We see diversity as critical to all we do, making sure everyone has a voice and a sense of belonging. In fact, the diverse and varied experience of our global team is key to the innovative solutions we bring to the industry.

Since we share in one purpose, we are all inspired to coach, challenge and develop ourselves and each other as we move forward together.

## We support your growth

Whatever your role at Curium, you will have opportunities to learn every day, and this drives our success and the future of our company.

Want to grow into a new job? Want to stay in your role but learn new skills? Want to change your job to something new and different? Our development program is flexible to support you where you are and where you want to go.

As a Curium team member, no matter where you are, you will find people who support, challenge and inspire you to be extraordinary.

## We care about community

Through our Curium Cares network, we support our team members and the communities in which they work and live, from employee recognition programs and support networks to environmental sustainability programs and volunteer efforts, such as our Life Forward Family First program, Cheers for Peers program, Curium's Women's Network and many more. As a new team member, we'll look to you to help us shape and grow this vital network.

### Our tagline "Life Forward"

represents our commitment to securing a brighter future for all those we serve. An enhanced quality of care for our patients. A trusted partner to our customers. A supportive employer to our valued team.

**14m**  
PATIENTS ANNUALLY

**6,000+**  
CUSTOMERS

**60+**  
COUNTRIES

# Total Rewards

Curium’s competitive total rewards program supports our team members’ health, well-being and security so we can focus on the challenging work we do every day. It’s designed to meet the varied needs of our people and acknowledges their commitment to and passion for the patients we ultimately serve.

Benefits are available to U.S. and Canadian full-time employees. While many benefits are fully funded by Curium, several are optional, and employees and Curium share the cost of those plans.

## Compensation

We continuously canvass the market to ensure our pay is competitive. Your compensation is determined based on the skills and talents you bring to the company.

Earn more for strong performance: our Incentive Compensation Plan offers quarterly payouts tied to clear goals, plus special recognition for top performers.

Curium partners with Motus to provide a highly competitive, tax-advantaged vehicle reimbursement, our Fixed and Variable Rate (FAVR) program, calculated from actual fuel and maintenance costs in your area so you are fairly paid for business driving.

## Paid time off (PTO)

In addition to 9 company and 4 floating holidays, Curium provides paid time-off to help employees recharge, pursue new interests and take care of family. New employees earn 20 PTO days per year.

## Tuition reimbursement

Curium reimburses team members’ eligible tuition and other higher education expenses up to \$7,500 per calendar year.

## 401(k) Retirement Plan

Curium makes an automatic 3% core contribution to participants’ accounts in addition to matching contributions each pay period, totaling up to a 6% Curium contribution:

Curium core contribution	Employee contributions	Curium match
3% of pay each pay period	Up to the annual IRS limit (additional catch-up contributions if 50+)	50 cents for every dollar an employee contributes of his/her first 6% of base pay, up to IRS limits
Automatic	Employee election required	

The plan allows for both before-tax and Roth contributions, and participants are immediately vested in their contributions and the Curium match after two years of service.

## Health benefits

On your 1st day, Curium offers medical, dental and vision coverage options enabling employees to choose the best plans for their needs. It includes preventive care coverage at 100% and limits the amount paid out of pocket during the year in case something unexpected happens. Savings and spending accounts also provide employees a way to save on eligible health care and dependent day care expenses.

## Income protection

Curium provides company-paid basic life and accidental death and dismemberment (AD&D) insurance, as well as short-term and long-term disability coverage. Additional coverage is available for voluntary life and AD&D for employees, their spouses/ domestic partners and/or their children.

## Life Forward Family First program

Funded by employee contributions and matched by the company, the program provides assistance for team members who need help due to the loss of an immediate family member, serious medical issues or other extreme circumstances.

## Employee Referral program

Know of someone who would be a great addition to our team? Curium offers an employee referral program that pays a bonus to employees who refer a candidate who joins our group.

## Other benefits

Employees have 24/7 access to Curium’s Employee Assistance Program, which offers support for a broad range of issues that can create stress or disrupt life. Employees and their families may receive confidential, professional assistance at no cost to them. Optional identity theft coverage and pet insurance at lower group rates are available. Employees pay for these voluntary benefit options through after-tax paycheck contributions. Curium also follows a “Dress for Your Day” dress code where it may be possible to dress casual on a daily basis depending on your role and your meeting schedule.