

TAKEDA BENEFITS

Made with care



U.S. REGION BENEFITS SUMMARY (2024)

Comprehensive Health Care Coverage

MEDICAL BENEFITS: myuhc.com

Through UnitedHealthcare (UHC), Takeda offers two comprehensive medical plan options:

- **UHC Choice Plus Plan** – This plan might be a good fit for you if you prefer to pay less in deductibles and out-of-pocket expenses, but pay more in premiums. This plan does not have a Health Savings Account (HSA).
- **UHC Choice Plus HSA Plan** – This plan might be a good fit for you if prefer to pay more in deductibles and out-of-pocket expenses, but pay less in premiums. This plan includes a tax-favored HSA with additional contributions from Takeda.

In addition to UHC, the Kaiser HMO plan is available in California, Colorado and Georgia. Regional plans are available to colleagues in Hawaii and Puerto Rico.

PRESCRIPTION BENEFITS: optumrx.com

UHC’s medical plans include prescription drug coverage through Optum Rx, and the cost is included in your medical premium.

HEALTH SAVINGS ACCOUNT (HSA): HealthEquity.com

When you enroll in the UHC Choice Plus HSA Plan, Takeda contributes to your HSA to help pay for medical expenses. This account is yours to keep even if you leave Takeda or retire. You can use it for eligible medical expenses or save it to use in the future.

FLEXIBLE SPENDING ACCOUNT (FSA): Payflex.com

You can elect to set aside pre-tax dollars in a Flexible Spending Account (FSA) to pay for eligible health care and dependent care expenses.

DENTAL BENEFITS: deltadentalma.com

Delta Dental is our U.S. wide dental care provider and one of the largest dental care networks in the country. You can use any dental provider, but you’ll pay less out of pocket when using an in-network provider. Within the Delta Dental network you have access to two provider networks – PPO and Premier.

In addition to Delta Dental, a Cigna DHMO is available to employees in qualifying zip codes. If available in your area, you will see the plan as an option on the Alight benefits enrollment site (<https://digital.alight.com/mytakedabenefits>).

VISION BENEFITS: vsp.com

You and your eligible dependents are offered vision coverage through VSP, which has more than 32,000 providers across the country. Coverage includes exams, lenses, frames and contact lenses.

Life & Disability Insurance

LIFE & DISABILITY: [Lincoln Financial](https://LincolnFinancial.com)

Takeda provides life insurance, short-term disability and long-term disability insurance at no cost to you. You may also enroll in Supplemental Life Insurance for yourself and/or your eligible family members.

Retirement Plans & Financial Security

401(k) SAVINGS & RETIREMENT PLAN: [Fidelity Investments](https://FidelityInvestments.com)

A 401(k) plan provides opportunities for you to build retirement savings throughout the course of your career. At Takeda, there are two core components:

1. **Your Personal Contribution + Takeda’s Match:** Build retirement savings with bi-weekly payroll contributions. Takeda will match your personal contributions dollar-for-dollar up to 4% of your eligible pay – all of which vests immediately.
2. **Annual Retirement Contribution (ARC):** In addition to the company match, Takeda also will add to your retirement savings with the ARC, an annual, non-elective contribution. Depending on your combined age and years of service, your ARC will be anywhere from 5-11% of your base pay.

EMPLOYEE STOCK PURCHASE PLAN

The Takeda Employee Stock Purchase Plan (ESPP) is a voluntary program that provides eligible employees with an opportunity to purchase Takeda stock at a discount. You should consult your tax advisor regarding any personal tax implications that may result from your participation.

Paid Time Away from Work

PAID TIME AWAY FROM WORK

- **Vacation:** You receive vacation time each year that increases by 8 hours with each additional year of service, up to a maximum of 240 hours. You may also purchase additional vacation time during the Annual Enrollment period each November.*
- **Company-recognized holidays:** In 2024, Takeda provides 16 holidays. The 2024 Holiday Schedule is on Page 2 of this document.
- **Sick Time:** You are eligible for 80 hours of sick time each year.*
- **Parental Bonding Leave:** Takeda provides a generous paid Parental Bonding Leave benefit following the birth of your child or placement of a child with you for adoption or foster care.
- **Bereavement:** Paid time off is provided following the loss of a family member.

**Vacation and sick time are pro-rated based on the date of hire and for part-time employees.*

Additional Benefits, Programs & Services

U.S. REGION BENEFITS SUMMARY (2024)

WORK/LIFE/FAMILY BENEFITS

- Paid bonding leave for birth, adoption or foster care (see policy)
- Adoption assistance (up to \$25,000)
- Back-up child care (20 days)
- Free access to approved caretaker networks (infants, toddlers & children, elder care, pet sitting)
- Tutoring programs
- Test preparation programs (ACT, SAT)
- Elder care programs & resources
- Pet Insurance
- Ergonomic assessments
- Home office stipends (certain roles)
- Commuter transportation subsidies
- Credit unions

WELL-BEING BENEFITS

Physical

- Annual Fitness Reimbursement (up to \$500)
- Movement and Fitness challenges
- Webinars

Emotional

- Employee Assistance Program
- Online emotional health resources (24/7/365)
- Free subscription to Calm App for employees and up to five dependents

Social

- Thrive Global platform to build mental resilience, improve well-being and improve productivity

Financial

- 401(k) Savings & Retirement Plan
- Employee Stock Purchase Plan
- Retirement Planning
- Financial Counseling

DEVELOPMENT & ENGAGEMENT

- Career and professional development
- Hybrid working learning resources
- WeCelebrate recognition program
- Services anniversaries & additional paid time off
- Employee Referral program
- Bloom Learning & Development for personal and professional development
- Leadership development
- Cross-cultural education
- Tuition Reimbursement
- Takeda Resource Groups (TRGs): employee-led groups based on shared identities, interests & life experiences

CORPORATE SOCIAL RESPONSIBILITY

- Paid time off to volunteer locally
- Paid time off to support a global humanitarian crisis
- Community outreach programs
- Matching Gift program
- Takeda Patient Assistance program
- U.S. Month of Service annual event of volunteer opportunities)

2024 Holiday Schedule

In 2024, Takeda continues to have 16 company-designated holidays, including the addition of June 19, 2024 to recognize Juneteenth. We also continue to offer Your Choice Holidays, which are available to all employees as additional time away from work to recognize a day of personal significance. *Note: BioLife Centers, Manufacturing and Research site holidays vary by location. Please refer to your local policies for specific dates.*

DATE	HOLIDAY
Monday, January 1, 2024	New Year's Day
Monday, January 15, 2024	Martin Luther King, Jr. Day
Monday, May 27, 2024	Memorial Day
Wednesday, June 19, 2024	Juneteenth
Thursday, July 4, 2024	Independence Day
Friday, July 5, 2024	Company-designated floating holiday
Monday, September 2, 2024	Labor Day
Thursday, November 28, 2024	Thanksgiving Day
Friday, November 29, 2024	Company-designated floating holiday
Wednesday, December 25, 2024	Year-End Closing
Thursday, December 26, 2024	Year-End Closing
Friday, December 27, 2024	Year-End Closing
Monday, December 30, 2024	Year-End Closing
Tuesday, December 31, 2024	Year-End Closing
2024 Your Choice Holidays	Sixteen Hours



This document includes reference to certain benefits available to eligible Takeda employees. If there is a discrepancy between the information contained here and the terms and provisions of a program or plan's legal documents, the legal documents will govern. Takeda's benefit programs and plans do not constitute a promise or contract of employment and do not affect your status as an at-will employee. Nothing contained here is intended to or shall evidence or create any express or implied contractual obligations that are binding upon you or Takeda. Takeda reserves the right in its sole discretion and at any time to change, suspend, interpret and/or cancel, in whole or in part, any and all of Takeda's benefits programs and plans.