



MADE WITH
care



**TAKEDA
BENEFITS**

U.S. REGION BENEFITS SUMMARY (2025)

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 you 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. All plans include prescription drug coverage.

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): inspirafinancial.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: mylincolnportal.com

Takeda provides life insurance, short-term disability and long-term disability insurance at no cost to you through Lincoln Financial. 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

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 company match, Takeda will add an annual, non-elective contribution to your retirement savings. 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:** Full-time (40 hrs/week) employees receive 15 days (120 Hours) of vacation time each year, plus 8 hours upon annual service anniversary, up to a maximum of 240 hours. Additional vacation time may also be purchased during Annual Enrollment.*
- **Company-recognized holidays:** In 2025, Takeda provides 16 holidays. See reverse for the 2025 Holiday Schedule.
- **Sick Time:** Employees are eligible for up to 80 hours of sick time each year.*
- **Volunteer Time:** Takeda offers up to 16 hours of paid time to support non-profit, charitable (501(c)(3)) organizations.
- **Paid Bonding Leave:** Takeda provides generous Paid Bonding Leave following the birth, foster placement or adoption of your child.
- **Bereavement:** Paid time off is provided following the loss of a family member.

**Vacation and sick time are pro-rated based on date of hire and for part-time employees; see the respective Time Off policies for details. Additional vacation time purchased during Annual Enrollment must be used in the calendar year for which it was purchased.*

Additional Benefits, Programs & Services

U.S. REGION BENEFITS SUMMARY (2025)

WORK/LIFE/FAMILY BENEFITS

- Paid Bonding Leave for birth, adoption or foster care
- Adoption & Surrogacy Assistance (up to \$25,000)
- Fertility Support (Maven) and Assistance (UnitedHealthcare / Kaiser)
- Enhanced Maternity Care (UnitedHealthcare / Maven)
- Maven: Free 24/7 virtual support for family-forming goals, inc. Maven Wallet and Maven Milk
- On-site rooms for nursing mothers
- Back-up child care (20 days) and free access to caretaker networks (child and elder care, pet sitting)
- Home office stipends (certain roles)
- Tutoring programs
- Test preparation programs
- Elder care programs & resources
- Pet Insurance
- Ergonomic assessments
- Commuter transportation subsidies

WELL-BEING BENEFITS

- Physical**
- Annual Fitness Reimbursement (up to \$500)
 - Thrive Global platform to build mental resilience, well-being and productivity
 - EXOS Fitness centers (sites vary) and virtual programs
- Emotional**
- Employee Assistance Program (EAP)
 - Online emotional health resources (24/7/365)
 - Free subscription to Calm app for employees and up to five family members or friends (16+)
- Social**
- Takeda Resource Groups (TRGs): Employee-led groups based on shared identities, interests & life experiences
 - Viva Engage internal engagement channel
- Financial**
- 401(k) Savings & Retirement Plan
 - Thrive Money
 - Employee Stock Purchase Program
 - Retirement Planning
 - Financial Education
 - Credit Unions
 - ARAG Legal Insurance

DEVELOPMENT & ENGAGEMENT

- Career Navigator internal talent marketplace for career and professional development
- Bloom Learning & Development for personal and professional learning goals
- Mentoring
- Leadership development
- WeCelebrate recognition program
- Employee Referral program
- Tuition Assistance (eligible roles)

CORPORATE SOCIAL RESPONSIBILITY

- Paid time off to volunteer locally
- Paid time off to support a global humanitarian crisis (see policy)
- Matching Gifts program
- Volunteering Portal / Community Currency

2025 Holiday Schedule

Takeda provides 16 holidays, comprising company-designated holidays, year-end closing, and Your Choice Holidays. Your Choice Holidays allow employees to take time away from work to recognize dates of personal significance. See Takeda's Vacation Policy and Holiday Policy for details. *Note: BioLife Centers, Manufacturing and Research site holidays vary by location. Please refer to your local policies for specific dates.*

DATE	HOLIDAY
Wednesday, January 1, 2025	New Year's Day
Monday, January 20, 2025	Martin Luther King, Jr. Day
Monday, May 26, 2025	Memorial Day
Thursday, June 19, 2025	Juneteenth
Friday, July 4, 2025	Independence Day
Monday, September 1, 2025	Labor Day
Thursday, November 27, 2025	Thanksgiving Day
Friday, November 28, 2025	Company-designated holiday
Thursday, December 25, 2025	Year-End Closing
Friday, December 26, 2025	Year-End Closing
Monday, December 29, 2025	Year-End Closing
Tuesday, December 30, 2025	Year-End Closing
Wednesday, December 31, 2025	Year-End Closing
2024 Your Choice Holidays	24 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.