



TAKEDA BENEFITS

Made with care



U.S. REGION BENEFITS SUMMARY (2023)

Comprehensive Health Care Coverage

MEDICAL BENEFITS: aetna.com

Through Aetna, Takeda offers two comprehensive medical plan options:

- **Aetna PPO 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).
- **Aetna PPO/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 Aetna, the Kaiser HMO plan is available in California, Colorado and Georgia. Additionally, regional plans are available to colleagues in Hawaii & Puerto Rico.

HEALTH SAVINGS ACCOUNT (HSA): HealthEquity.com

When you enroll in the Aetna PPO/HSA Plan, you get an HSA, and 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

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 one of the largest dental care provider 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 Aight benefits enrollment site.

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

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

Participating in our 401(k) plan provides opportunities for you to build retirement savings throughout the course of your career. 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

Our Takeda Employee Stock Purchase Plan (ESPP) is a voluntary program that provides eligible employees with the 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 days each year that increase by one day with each additional year of service up to a maximum of 30 days. You also may purchase additional vacation time during the Annual Enrollment period each November.*
- **Company-recognized holidays:** In 2023, Takeda provides 16 holidays. The 2023 Calendar is on Page 2.
- **Sick Time:** You are eligible for two weeks 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 (2023)

WORK/LIFE/FAMILY BENEFITS

- Parental bonding leave
- Adoption assistance (up to \$25,000)
- Back-up child care (20 days)
- Free access to approved caretaker networks (infants, toddlers & children)
- Tutoring programs
- Test preparation programs (ACT, SAT, etc.)
- Elder care programs & resources
- Ergonomic assessments
- Home office stipends (certain roles)
- Commuter transportation subsidies
- Credit unions

WELL-BEING BENEFITS

Physical

- Teledoc (Online doctors 24/7/365)
- Annual Fitness Reimbursement (up to \$500)
- Movement challenges, Fitness challenges, Desk Yogi

Emotional

- Global Employee Assistance Program (EAP)
- Online emotional health resources (24/7/365)
- Free subscription to Calm App

Social

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

Financial

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

DEVELOPMENT & ENGAGEMENT

- Career and professional development
- Hybrid working learning resources
- Recognition & Service Anniversary programs
- Employee Referral program
- Robust Learning program
- Leadership Development
- Cross-cultural education
- Tuition reimbursement
- Takeda Resource Groups (employee-led interest groups)

CORPORATE SOCIAL RESPONSIBILITY

- Volunteer time-off
- Community outreach programs
- Matching Gift program
- Takeda Patient Assistance program
- Takeda Cares Week (global annual event of volunteer opportunities)

2023 HOLIDAY SCHEDULE

In 2023 Takeda offers 16 holidays, allowing all U.S.-based employees to utilize the additional time to recognize a day that is meaningful to them such as Juneteenth, Veteran's Day, National Coming Out Day, International Women's Day, etc.

Note: BioLife Centers, Manufacturing, and Research site holidays vary by location. Please refer to your local policies for specific dates.

Date	Holiday
Monday, January 2, 2023	New Year's Day (observed)
Monday, January 16, 2023	Martin Luther King Jr. Day
Monday, May 29, 2023	Memorial Day
Monday, July 3, 2023	Company designated floating holiday
Tuesday, July 4, 2023	Independence Day
Monday, September 4, 2023	Labor Day
Thursday, November 23, 2023	Thanksgiving Day
Friday, November 24, 2023	Company-designated floating holiday
Monday, December 25, 2023	Year-End Closing
Tuesday, December 26, 2023	Year-End Closing
Wednesday, December 27, 2023	Year-End Closing
Thursday, December 28, 2023	Year-End Closing
Friday, December 29, 2023	Year-End Closing
2023 Your Choice Holidays	2 Your Choice Holidays, 1 DE&I Focused Holiday



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.