



U.S. Benefits Summary

THE BASICS



Better Health, Brighter Future

Comprehensive Health Care	<p>MEDICAL BENEFITS: aetna.com</p> <p>You have a choice of two plans for yourself and your eligible family members:</p> <p>PPO Plan – traditional preferred provider organization coverage</p> <p>PPO/HSA Plan – high-deductible health plan coverage with the opportunity to participate in a tax-favored Health Savings Account</p> <p><i>In addition to Aetna the Kaiser HMO plan is available to colleagues in California, Colorado and Georgia.</i></p>
	<p>DENTAL BENEFITS: deltadentalma.com</p> <p>You can choose to enroll yourself and your eligible family members for dental coverage</p> <p><i>In addition to Delta Dental, a Cigna DHMO is available to employees in qualifying zip codes.</i></p>
	<p>VISION BENEFITS: vsp.com</p> <p>You can choose to enroll yourself and your eligible family members for vision coverage</p>
Supplemental Health Care Coverage	<p>HEALTH SAVINGS ACCOUNT (HSA)</p> <ul style="list-style-type: none"> If you choose the PPO/HSA plan, you can also choose to contribute to a Health Savings account that Takeda will also contribute to. You can make your own contributions to your HSA You choose how much you want to contribute to your HSA using pre-tax payroll deductions. Any unused money in your HSA at year-end will roll over each year – you won't lose what you don't use
	<p>FLEXIBLE SPENDING ACCOUNT (FSA)</p> <ul style="list-style-type: none"> You choose the type of account (Health Care FSA or Dependent Care FSA) and the amount you want to contribute. You forfeit any unused money in an FSA at year-end
	<p>SUPPLEMENTAL LIFE INSURANCE</p> <ul style="list-style-type: none"> You may enroll in Supplemental Life Insurance for yourself and/or your eligible family members You choose the type and amount of coverage you want
Retirement Plans & Financial Security	<p>SAVINGS & RETIREMENT PLAN (401(k))</p> <p>Participating in our 401(k) plan provides opportunities for you to build retirement assets throughout the course of your career. There are two core components:</p> <p>1. Your Personal Contribution + Takeda's Match.</p> <p>Build retirement assets with bi-weekly payroll contributions and to boost your savings. Takeda will match your personal contributions dollar-for-dollar up to 4% of your eligible pay—all of which vests immediately.</p> <p>2. Annual Retirement Contribution (ARC)</p> <p>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.</p>
	<p>EMPLOYEE STOCK PURCHASE PLAN</p> <p>Our Takeda Employee Stock Purchase Plan (ESPP) is a new voluntary program which provides permanent employees, in eligible countries, with the opportunity to purchase Takeda stock at a discount.</p>

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.



Additional Benefits, Programs & Services

2021 U.S. HOLIDAY SCHEDULE

Note: Holidays vary at BioLife Collection Centers, Manufacturing and Research sites.

In addition to company holidays, all employees are eligible for a minimum of 15 paid vacation days (determined by length of service) and up to 10 paid sick days per year.

