



TAKEDA BENEFITS

Made with care



U.S. REGION BENEFITS SUMMARY (2022)

<p>Comprehensive Health Care Coverage</p>	<p>MEDICAL BENEFITS: aetna.com Through Aetna, Takeda offers two comprehensive medical plan options:</p> <ul style="list-style-type: none"> • 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. <p><i>In addition to Aetna, the Kaiser HMO plan is available to colleagues in California, Colorado and Georgia.</i></p> <hr/> <p>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.</p> <hr/> <p>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.</p> <hr/> <p>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.</p> <p><i>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.</i></p> <hr/> <p>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.</p>
<p>Life & Disability Insurance</p>	<p>LIFE & DISABILITY: Lincoln Financial 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.</p>
<p>Retirement Plans & Financial Security</p>	<p>SAVINGS & RETIREMENT PLAN (401(k)): Fidelity Investments 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:</p> <ol style="list-style-type: none"> 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. <hr/> <p>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.</p>
<p>Paid Time Away From Work</p>	<p>PAID TIME AWAY FROM WORK</p> <ul style="list-style-type: none"> • 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 2022, Takeda provides 16 holidays. The 2022 Calendar is on Page 2. • Sick Time: You are eligible for two weeks of sick time each year. In 2022, additional COVID-19 special paid sick leave is also available.* • 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. <p><i>*Vacation and sick time are pro-rated based on the date of hire and for part-time employees.</i></p>

Additional Benefits, Programs & Services

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WORK/LIFE/FAMILY BENEFITS

- 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
- Teledoc (Online doctors 24/7/365)
- Employee Assistance Program (EAP)
- Online emotional health resources (24/7/365)
- Ergonomic assessments
- Home office stipends (certain roles)

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)

DEVELOPMENT AND ENGAGEMENT

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

OTHER EMPLOYEE BENEFITS

- Annual Fitness Reimbursement (up to \$500)
- Employee Referral Program
- Credit Unions
- Commuter transportation subsidies
- Financial counseling
- Health & well-being resources and programming (including free subscription to Calm App)

2022 HOLIDAY SCHEDULE

In 2022, 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.

January 17	Martin Luther King Jr. Day
April 15	Company-designated floating holiday
May 30	Memorial Day
July 4	Independence Day
September 5	Labor Day
November 24	Thanksgiving Day
November 25	Company-designated floating holiday
December 26	Year-End Closing
December 27	Year-End Closing
December 28	Year-End Closing
December 29	Year-End Closing
December 30	Year-End Closing
Your Choice Holidays	3 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.