



2023 Benefits

# Made with care

**BENEFITS OVERVIEW**



# Your 2023 Benefits Made for you

At Takeda, we take benefits seriously and work hard to provide a comprehensive package to best fit the unique and diverse needs of our employees.

Our purpose, “Better Health for People, Brighter Future for the World,” is for our employees and their families as much as it is for our patients. Our benefits program is just one example of our commitment.

In addition to this **2023 Benefits Overview**, more information can be found in **myBenefits** on the People Resource Hub.

Medical Benefits	3
Dental Coverage	11
Vision Coverage	14
Before-Tax Accounts (HSA & FSA)	16
Life & Disability Coverage	19
Well-Being @Takeda (Emotional, Physical, Social, Financial)	22
Additional Benefits	28
Benefits Contacts	31





**MEDICAL  
BENEFITS**

## 2023 BENEFITS MADE WITH CARE

# Your Medical Plan Options

### Aetna Plans

Takeda offers two comprehensive medical plan options: PPO Plan and PPO/HSA Plan.













Both plans are administered by Aetna and offer access to the same broad provider network. And with both plans, you will pay less when you use an in-network provider.

Both Aetna medical plans include prescription drug coverage and the cost is included in your medical premium.

There are several factors to consider when choosing a plan, including premiums, deductibles, out-of-pocket maximums and whether the plan has a Health Savings Account (HSA). See pages 4-7, 10 for details.

**Takeda offers regional plans** for eligible employees in Puerto Rico (MCS), Hawaii (HMSA) and for those in Kaiser service areas (California, Colorado and Georgia).

See pages 8 and 9 for details.

How the Plans Work	AETNA PPO PLAN (Aetna Choice II POS Open Access network)	AETNA PPO/HSA PLAN <sup>1</sup> (Aetna Choice II POS Open Access network)
<b>This plan might be a good fit for you, if</b>	You prefer to pay <b>less</b> in deductibles and out-of-pocket expenses, but pay <b>more</b> in premiums.	You prefer to pay <b>more</b> in deductibles and out-of-pocket expenses, but pay <b>less</b> in premiums.
<b>Pays 100% for preventive care</b>		
<b>Comes with prescription drug coverage</b>		
<b>What you pay in premiums</b>	 Higher	 Lower
<b>What you pay in deductibles</b>	 Lower	 Higher
<b>What you pay in out-of-pocket maximums</b>	 Lower	 Higher
<b>Does Takeda help pay for care (or eligible health expenses) with contributions to your Health Savings Account (HSA)?</b>	 No, this plan does not have an HSA.	 Yes. Takeda makes HSA contributions over 26 pay periods to your account. The amount depends on your coverage level. You can see 2023 HSA contribution amounts on page 17.

<sup>1</sup>See page 16 for HSA information related to the Aetna PPO/HSA Plan.

## 2023 BENEFITS MADE WITH CARE

# Aetna Medical Plan Details

What You Pay	AETNA PPO PLAN (Aetna Choice II POS Open Access network)		AETNA PPO/HSA PLAN <sup>1</sup> (Aetna Choice II POS Open Access network)	
	In-network	Out-of-network	In-network	Out-of-network
<b>Annual Deductible</b>				
Employee Only	\$300	\$600	\$1,500	\$3,000
Employee + Spouse/Domestic Partner	\$600	\$1,200	\$3,000	\$6,000
Employee + Child(ren)	\$600 <sup>2</sup>	\$1,200 <sup>2</sup>	\$3,000	\$6,000
Employee + Family	\$900	\$1,800	\$3,000	\$6,000
<b>Annual Out-of-Pocket Maximum<sup>3</sup></b>				
Employee Only	\$2,000	\$4,000	\$3,000	\$6,000
Employee + Spouse/Domestic Partner	\$3,500	\$7,000	\$4,300	\$8,600
Employee + Child(ren)	\$3,500 <sup>2</sup>	\$7,000 <sup>2</sup>	\$4,300	\$8,600
Employee + Family	\$4,000	\$8,000	\$6,000	\$12,000
<b>2023 HSA Contribution from Takeda<sup>1, 4</sup></b>				
Employee Only				\$900
Employee + Spouse	N/A	N/A		\$1,800
Employee + Child(ren)				\$1,600
Employee + Family				\$2,430
<b>Preventive Care<sup>5</sup></b>	100% covered, deductible waived	30% <sup>6</sup>	100% covered, deductible waived	30% <sup>6</sup>
<b>Office Visits</b>				
Primary Care	\$20 co-pay, deductible waived	30% <sup>6</sup>	10% <sup>6</sup>	30% <sup>6</sup>
Specialist	\$35 co-pay, deductible waived	30% <sup>6</sup>	10% <sup>6</sup>	30% <sup>6</sup>

**Important: Unless otherwise noted, deductible applies.**

Continued →

# Aetna Medical Plan Details (cont.)

What You Pay	AETNA PPO PLAN (Aetna Choice II POS Open Access network)		AETNA PPO/HSA PLAN <sup>1</sup> (Aetna Choice II POS Open Access network)	
	In-network	Out-of-network	In-network	Out-of-network
<b>Urgent Care Facility Visit</b>	<b>\$35</b> co-pay, deductible waived	<b>\$35</b> co-pay, deductible waived	<b>10%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>
<b>Emergency Room</b>	<b>\$150</b> co-pay, deductible waived <sup>7,8</sup>	<b>\$150</b> co-pay, deductible waived <sup>7,8</sup>	<b>10%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>
<b>Hospital</b>				
Inpatient	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>
Outpatient	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>
<b>Mental Health, Drug and Alcohol Abuse Rehabilitation</b>				
Inpatient	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>
Outpatient	<b>\$20</b> co-pay, deductible waived	<b>30%</b> <sup>6</sup>	<b>10%</b> <sup>6</sup>	<b>30%</b> <sup>6</sup>

<sup>1</sup> Eligible employees who are or turn 55 years of age during the plan year can contribute an additional \$1,000 catch-up contribution to their HSA.

<sup>2</sup> If coverage extends to more than one child, employee + family annual deductible and annual out-of-pocket maximum amounts apply.

<sup>3</sup> Annual out-of-pocket maximum includes annual deductible. Note: There is a separate annual out-of-pocket maximum on the PPO plan for prescription drugs (\$1,000 for employee coverage and \$2,000 for all other coverage levels).

<sup>4</sup> Annual IRS limit combines Takeda's contribution plus your own; find 2023 limits at irs.gov, search HSA limit. Takeda will prorate contributions for new employees based on start date. Takeda's HSA contribution is not provided for domestic partners. Your Takeda HSA contribution is based on the tax-qualified dependents on the HSA plan.

<sup>5</sup> Preventive care includes wellness visits for children, preventive exams and recommended screenings (such as mammograms and prostate-specific antigen tests) for adults and immunizations.

<sup>6</sup> After deductible.

<sup>7</sup> Emergency room co-pay is waived if patient is admitted to the hospital.

<sup>8</sup> If not a true emergency — as defined by the plan — annual deductible applies and plan pays a reduced level of co-insurance: 90% in-network and 70% out-of-network.



## Aetna Enhanced Care Management

If you are enrolled in an Aetna medical plan, you and your covered family members automatically have access to enhanced care management to help you navigate your care — at no additional cost to you.

Aetna's care management program is an integrated service model where you can ask a representative about the care and coverage you are receiving, and speak with medical professionals about your health — simply by calling the number on the back of your Aetna ID card.

Expanded support from nurses and care management teams can answer your health-related questions, work with you to put together a care plan, and help you better understand and manage a chronic condition or complex health challenge.

# Aetna Prescription Drug Plan Details

What You Pay	AETNA PPO PLAN <sup>1, 2</sup> (Aetna Choice II POS Open Access network)		AETNA PPO/HSA PLAN <sup>1, 3</sup> (Aetna Choice II POS Open Access network)		
	In-network		Out-of-network	In-network	Out-of-network
	Aetna Minimum	Aetna Maximum			
<b>Retail Pharmacy</b>	20% deductible waived				
30-day supply					
Generic	\$10	\$55	30%	10% <sup>4</sup>	30% <sup>4</sup>
Brand Formulary	\$20	\$55	30%	10% <sup>4</sup>	30% <sup>4</sup>
Brand Non-Formulary	\$35	\$55	30%	10% <sup>4</sup>	30% <sup>4</sup>
<b>Retail/Mail Order</b>	20% deductible waived				
90-day supply					
Generic	\$20	\$110	N/A	10% <sup>4</sup>	N/A
Brand Formulary	\$40	\$110	N/A	10% <sup>4</sup>	N/A
Brand Non-Formulary	\$70	\$110	N/A	10% <sup>4</sup>	N/A
<b>Preventive Prescription Drugs</b>	100% covered, deductible waived		100% covered, deductible waived	100% covered, deductible waived	100% covered, deductible waived

<sup>1</sup> The cost of prescription drug coverage is included in the premium contributions for medical coverage.

<sup>2</sup> Annual out-of-pocket maximum is \$1,000 for employee coverage and \$2,000 for all other coverage levels.

<sup>3</sup> The PPO/HSA plan does not have a separate deductible for prescription drugs because it is included in the medical coverage deductible.

<sup>4</sup> After deductible.



## 2023 BENEFITS MADE WITH CARE

# Kaiser Medical Plan Option

Takeda offers an additional plan from Kaiser. The Kaiser Plan is available to eligible employees in California, Colorado and Georgia.

The regional Kaiser HMO plans charge co-pays for most services and cover only in-network services, except in cases of emergency.

When you enroll in a Kaiser HMO Medical Plan, you automatically receive prescription drug coverage through Kaiser, and the cost is included in your medical premium.

What You Pay	KAISER PLAN
<b>Annual Deductible</b>	None
<b>Annual Out-of-Pocket Maximum</b> (Includes medical and prescription drug deductibles, co-pay and co-insurance amounts)	
Individual	<b>\$1,500</b>
Family	<b>\$3,000</b>
<b>Co-Insurance</b>	None
<b>Preventive Care<sup>1</sup></b>	<b>100%</b> covered
<b>Office Visits</b>	
Primary Care (includes pediatric and OB/GYN visits)	<b>\$20</b> co-pay
Specialist	<b>\$35</b> co-pay
<b>Urgent Care Facility Visit</b>	<b>\$20</b> co-pay
<b>Emergency Room</b>	<b>\$75</b> co-pay
<b>Hospital</b>	
Inpatient	<b>\$250</b> co-pay
Outpatient	<b>\$100</b> co-pay
<b>Mental Health, Drug and Alcohol Abuse Rehabilitation</b>	
Inpatient	<b>\$250</b> co-pay per admission
Outpatient	<b>\$20</b> co-pay
<b>Retail Pharmacy (30-day supply)</b>	
Generic	<b>\$15</b> co-pay
Brand	<b>\$30</b> co-pay
<b>Retail Pharmacy (90-day supply) &amp; Mail Order (100-day supply)</b>	
Generic	<b>\$30</b> co-pay
Brand	<b>\$60</b> co-pay

<sup>1</sup> Preventive care includes wellness visits for children, preventive exams and recommended screenings (such as mammograms and prostate-specific antigen tests) for adults and immunizations.





## 2023 BENEFITS MADE WITH CARE

# Regional Medical Plans

(Puerto Rico and Hawaii)

For employees in Puerto Rico and Hawaii, Takeda offers medical coverage through MCS and HMSA, respectively.

The **Puerto Rico MCS Plan** charges co-pays for most services with in-network providers. For non-network providers, members pay 100% for covered services and then are reimbursed by MCS at the in-network rate. As a result, members will typically incur greater cost for services with non-network providers and cover only in-network services, except in cases of emergency.

The **Hawaii HMSA Plans** cover in-network services after specified co-pays or co-insurance. Members will pay less when they receive services from in-network providers.

Visit [myBenefits](#) for more information (including rates) on those plans. For employees who reside in Hawaii, please refer to HMSA for information on additional plan availability.

What You Pay	MCS Puerto Rico	HMSA PPO <sup>1</sup> Hawaii
<b>Annual Deductible</b>	None	None
<b>Annual Out-of-Pocket Maximum</b> (Includes medical and prescription drug deductibles, co-pay and co-insurance amounts)		
Individual	<b>\$6,350</b>	<b>\$2,500</b>
Family	<b>\$12,700</b>	<b>\$7,500</b>
<b>Co-Insurance</b>	<b>20%<sup>2</sup></b>	<b>10% or 20%<sup>2</sup></b>
<b>Preventive Care<sup>1</sup></b>	<b>100% covered</b>	<b>100% covered</b>
<b>Office Visits</b>		
Primary Care (includes pediatric and OB GYN visits)	<b>\$9</b> co-pay	<b>\$12</b> co-pay
Specialist	<b>\$11</b> co-pay	<b>\$12</b> co-pay
<b>Urgent Care Facility Visit</b>	<b>\$25</b> co-pay	<b>\$12</b> co-pay
<b>Emergency Room</b>	<b>\$0</b> accident <b>\$25</b> sickness	<b>\$75</b> co-pay
<b>Hospital</b>		
Inpatient	<b>\$50</b> co-pay	<b>10%<sup>2</sup></b>
Outpatient	<b>\$50</b> co-pay	<b>10%<sup>2</sup></b>
<b>Mental Health, Drug and Alcohol Abuse Rehabilitation</b>		
Inpatient	<b>\$50</b> co-pay per admission	<b>10%<sup>2</sup></b>
Outpatient	<b>\$11</b> co-pay	<b>10%<sup>2</sup></b>
<b>Retail Pharmacy (30-day supply)</b>		
Generic	<b>\$5</b> co-pay	<b>\$7</b> co-pay
Brand Formulary	<b>\$15</b> co-pay	<b>\$30</b> co-pay
Brand Non-formulary	<b>\$15</b> co-pay	<b>\$30</b> co-pay
<b>Retail Pharmacy (90-day supply) &amp; Mail Order (100-day supply)</b>		
Generic	<b>\$10</b> co-pay	<b>\$11</b> co-pay
Brand Formulary	<b>\$30</b> co-pay	<b>\$65</b> co-pay
Brand Non-Formulary	<b>\$30</b> co-pay	<b>\$65</b> co-pay

<sup>1</sup> Several different HMSA plans are available in Hawaii. The plan shown here is the most similar to the Takeda Aetna PPO Plan. Information is available on the Takeda Benefits Portal powered by Alight.

<sup>2</sup> Unless otherwise noted, co-insurance is after deductible.

**2023 BENEFITS MADE WITH CARE**

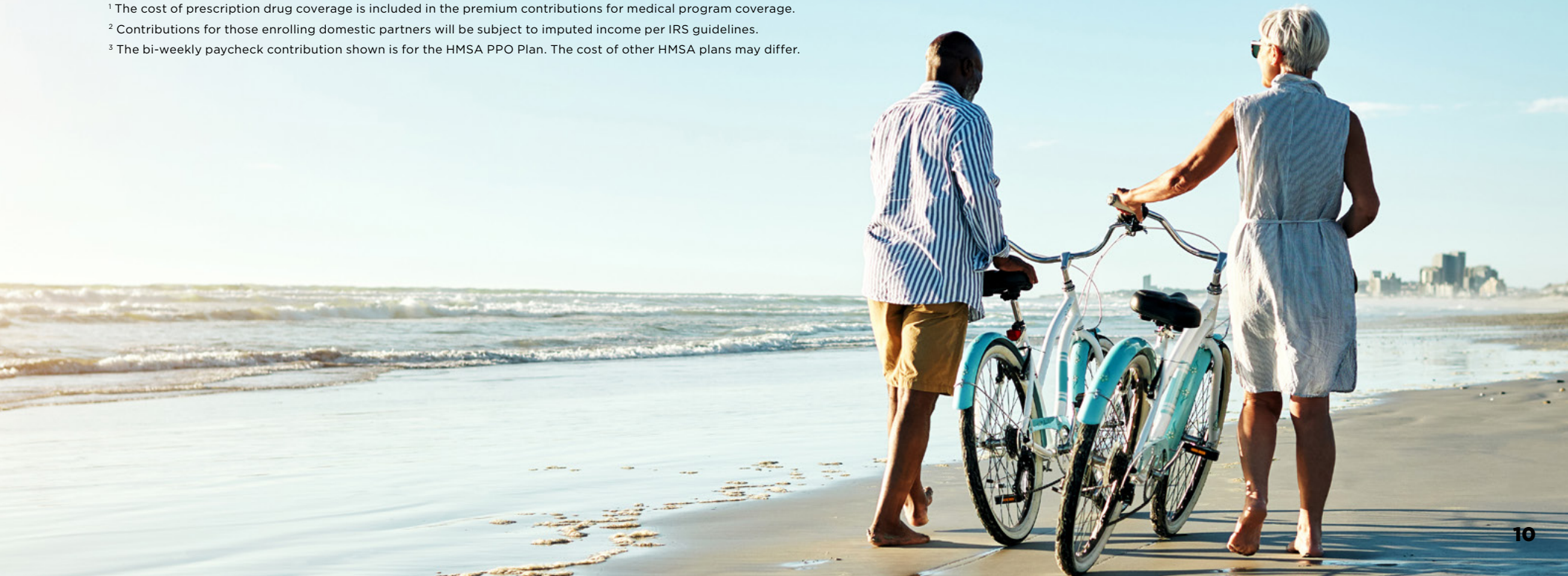
# See How Your Medical Plan Contributions Compare

	AETNA PPO	AETNA PPO/HSA	KAISER CA, CO, GA only	MCS Puerto Rico	HMSA Hawaii
<b>Bi-Weekly Paycheck Contributions<sup>1</sup></b>					
Employee Only	<b>\$54</b>	<b>\$32</b>	<b>\$43</b>	<b>\$22</b>	<b>\$41<sup>3</sup></b>
Employee + Spouse/Domestic Partner <sup>2</sup>	<b>\$151</b>	<b>\$97</b>	<b>\$110</b>	<b>\$50</b>	<b>\$163<sup>3</sup></b>
Employee + Child(ren)	<b>\$113</b>	<b>\$80</b>	<b>\$84</b>	<b>\$35</b>	<b>\$129<sup>3</sup></b>
Employee + Family <sup>2</sup>	<b>\$210</b>	<b>\$135</b>	<b>\$155</b>	<b>\$64</b>	<b>\$231<sup>3</sup></b>

<sup>1</sup> The cost of prescription drug coverage is included in the premium contributions for medical program coverage.

<sup>2</sup> Contributions for those enrolling domestic partners will be subject to imputed income per IRS guidelines.

<sup>3</sup> The bi-weekly paycheck contribution shown is for the HMSA PPO Plan. The cost of other HMSA plans may differ.





**DENTAL  
COVERAGE**



## 2023 BENEFITS MADE WITH CARE

# Dental Plan Options

## Delta Dental

All benefits-eligible Takeda employees can enroll in Delta Dental, which has the largest national network of dentists. You can use any dental provider, but you will pay less out of pocket when using an in-network provider. Additionally, within the Delta Dental network you have access to two provider networks — the PPO and the Premier. While the PPO network is smaller, you pay less out of pocket when you use a provider within the PPO network.

## Cigna DHMO Plan

Employees in qualifying ZIP codes will have an additional choice for dental provider: the Cigna DHMO Plan. If you qualify, you will see the Cigna option when you enroll for benefits on the [Takeda Benefits Portal](#). There are no out-of-network benefits in this plan, so be sure to confirm that your provider is in-network prior to enrolling.

### Need Help?



To locate a Delta Dental dentist anywhere in the U.S., use the search tool at [deltadentalma.com](https://deltadentalma.com) (click 'Find a Dentist' and select the Delta Dental PPO Plus Premier network), or call **1-800-872-0500** (assistance available Monday–Friday, from 8 a.m. to 8 p.m. ET).

To find a Cigna DHMO provider, go to [cigna.com](https://cigna.com) or call **1-800-244-6224** (assistance available 24/7).





**2023 BENEFITS MADE WITH CARE**

# Dental Plan Details

What you pay	DELTA DENTAL			CIGNA DHMO <sup>1</sup>
	PPO network	Premier network	Out-of-network <sup>2</sup>	
<b>Annual Deductible</b>				
Individual		<b>\$50</b>		N/A
Family		<b>\$150</b>		N/A
<b>Annual Maximum</b> (per person)	<b>\$2,000</b>			N/A
<b>Preventive and Diagnostic Care</b>	<b>100%</b> covered, deductible waived			<b>100%</b> covered
<b>Treatment</b>				
Basic <sup>3</sup>	<b>10%</b> <sup>5</sup>	<b>20%</b> <sup>5</sup>	<b>20%</b> <sup>5</sup>	<b>100%</b> covered
Major <sup>4</sup>	<b>40%</b> <sup>5</sup>	<b>50%</b> <sup>5</sup>	<b>50%</b> <sup>5</sup>	Co-pay schedule applies for basic and major treatments
<b>Orthodontia Coverage</b>	<b>50%</b> no deductible, up to a \$2,000 per person lifetime maximum			Co-pay schedule applies. Lifetime maximum of 24 months in treatment also applies

<sup>1</sup> In addition to Delta Dental, the Cigna DHMO plan is available to benefits-eligible employees in qualifying ZIP codes. If you qualify for dental coverage through Cigna, that option will be presented to you on the Takeda Benefits portal.

<sup>2</sup> Benefits are based on reasonable and customary (R&C) charges; you pay any amount in excess of the applicable R&C charge.

<sup>3</sup> Basic treatment services include amalgam and composite fillings, root canal treatment and simple extractions.

<sup>4</sup> Major treatment services include crowns; fixed, removable and partial dentures and bridgework.

<sup>5</sup> After deductible.

	DELTA DENTAL	CIGNA DHMO
<b>Bi-Weekly Paycheck Contributions</b>		
Employee Only	<b>\$7</b>	<b>\$3</b>
Employee + Spouse/Domestic Partner	<b>\$13</b>	<b>\$8</b>
Employee + Child(ren)	<b>\$14</b>	<b>\$9</b>
Employee + Family	<b>\$19</b>	<b>\$14</b>

A man with a beard and glasses is looking down at a device in his hands. He is wearing a grey t-shirt. The background is a blurred indoor setting with blue curtains.

**VISION  
COVERAGE**

## 2023 BENEFITS MADE WITH CARE

# Your Vision Plan Options

You and your eligible dependents are offered vision coverage through VSP, which has more than 32,000 doctors across the country.

### Bear in mind:

- Vision benefits are paid once every 12 months for you and each covered dependent.
- In any 12-month period, the plan pays benefits for eyeglass lenses and frames OR contact lenses for a covered participant, but not both.



### Get the details

Learn more about coverage and in-network providers at [vsp.com](https://vsp.com) or call **1-800-877-7195**.

What you pay	VSP	
	In-network	Out-of-network
<b>Examination</b>	<b>\$10</b> co-pay per visit, then the plan pays 100%	Up to <b>\$45</b>
<b>Lenses<sup>1</sup></b>	<b>\$25</b> co-pay, then the plan pays 100%	Up to <b>\$30</b>
Single-vision lenses		Up to <b>\$50</b>
Bifocal lenses		Up to <b>\$65</b>
Trifocal lenses		Up to <b>\$100</b>
Lenticular lenses		
<b>Frames<sup>1</sup></b>	Up to <b>\$160</b>	Up to <b>\$70</b>
<b>Contact Lenses</b>	<b>\$25</b> co-pay, then the plan pays 100%	Up to <b>\$210</b>
Medically necessary <sup>2,3</sup>		
Elective <sup>3</sup>	Up to <b>\$160</b>	Up to <b>\$105</b>

<sup>1</sup> Each covered person receives a 20% discount toward the purchase of additional complete pairs of prescription glasses (lenses, lens options and frames) from a VSP provider.

<sup>2</sup> The cost of a VSP doctor's professional services are discounted 15% when buying contact lenses; materials are provided at customary fees.

<sup>3</sup> Medically necessary contact lenses must be prescribed by a VSP doctor for certain conditions (subject to prior approval from VSP).

	VSP
<b>Bi-Weekly Paycheck Contributions</b>	
Employee Only	<b>\$3.89</b>
Employee + Spouse/Domestic Partner	<b>\$7.79</b>
Employee + Children	<b>\$8.33</b>
Employee + Family	<b>\$13.32</b>





---

# BEFORE-TAX ACCOUNTS



## 2023 BENEFITS MADE WITH CARE

# Health Savings Account (HSA)

When you enroll in the Aetna PPO/HSA Plan, you get an HSA. This account is yours to keep, even if you leave Takeda or retire. You can choose to adjust your contributions at any time during the year. However, each year during Annual Enrollment, you need to re-elect your HSA contribution because that election does not roll over from year to year.



There are many benefits of an HSA. The money in your account is yours to keep, even if you leave Takeda or retire. You can use it now for eligible medical expenses or save it to use in the future.



A key benefit of an HSA is that Takeda contributes to your account to help pay for medical expenses.



You can also contribute to your account. Once your account reaches \$1,000, you can invest in a variety of mutual funds.

### 2023 Contributions

	HEALTH SAVINGS ACCOUNT (HSA)			
	Takeda's Contribution <sup>1</sup>	Your Own Contributions	2023 IRS Limit	Catch-Up Contributions (Age 55+)
Employee Only	\$900	+ up to \$2,950	= \$3,850	+ up to \$1,000
Employee + Spouse <sup>2</sup>	\$1,800	+ up to \$5,950	= \$7,750	+ up to \$1,000
Employee + Child(ren)	\$1,600	+ up to \$6,150	= \$7,750	+ up to \$1,000
Employee + Family	\$2,430	+ up to \$5,320	= \$7,750	+ up to \$1,000

<sup>1</sup> Takeda's contributions are made in equal installments every pay period.

<sup>2</sup> Takeda's HSA contribution is not provided for domestic partners. Your Takeda HSA contribution is based on the tax-qualified dependents on the HSA plan.



### The tax advantages to an HSA<sup>1</sup> include:

- You can add to your account in pre-tax dollars through payroll deductions up to IRS limits.
- You do not pay taxes on any HSA account earnings.
- You will not pay taxes on withdrawals when they are used for eligible expenses.

<sup>1</sup> State taxes may apply. See a professional tax advisor for more information.



### Take Note

- HSA eligible expenses include deductibles, co-insurance and co-pays that you pay under your medical, dental or vision coverage, as well as Medicare premiums and long-term care expenses.
- If you are eligible for Medicare, Tricare or covered under any other medical plan, the IRS does not permit you to contribute to an HSA. Please consult your tax advisor for guidance.

# Flexible Spending Accounts (FSAs)

Employees can set aside pre-tax dollars in a FSA to pay for eligible health care and dependent care expenses.



## Health Care and Dependent Care FSAs

You can contribute to both accounts tax-free through payroll deductions, up to IRS limits. You can use those tax-free dollars to reimburse yourself for the cost of eligible services. Eligible expenses are defined by the federal government.

For either type of FSA, you must enroll each year; elections do not roll over from year to year. And, you cannot change your contribution levels until the next Annual Enrollment window unless you experience a qualified life event.

**Important!** Plan wisely! These funds do not roll over from year to year. For both types of accounts, qualified expenses must be incurred between Jan. 1, 2023 and Dec. 31, 2023. You can submit claims for reimbursement through Mar. 31, 2024.



## Health Care FSA (not eligible to those enrolled in the Aetna PPO/HSA plan)

You can contribute up to the IRS limit of \$2,850 and use the funds for medical, prescription, dental and vision expenses for you and your dependents.

Eligible expenses include:

- Deductible and co-insurance amounts or co-pays that you pay under your medical, dental or vision coverage
- LASIK and laser eye surgery
- Out-of-pocket prescription drug expenses
- Over-the-counter medications



## Dependent Care FSA

Use funds to reimburse yourself for the cost of eligible dependent care services. You can contribute from a minimum of \$100 to a maximum of \$5,000. If you are married and you and your spouse file separate tax returns, your maximum contribution amount is \$2,500.

Eligible expenses include:

- Day care center services, nursery school, summer day camp (not overnight camp) for children under the age of 13
- Nursing or caregiver services for an elderly relative



## Limited Purpose Health Care FSA

If you are enrolled in the Aetna PPO/HSA Plan and elect an FSA, it is called a Limited Purpose FSA and the funds can only be used for dental and vision expenses. However, once you have met your deductible, you may use the account for medical expenses.



**LIFE &  
DISABILITY  
COVERAGE**

## 2023 BENEFITS MADE WITH CARE

# Your Coverage Options

Takeda provides several plans at no cost to create financial security when planning for the future becomes part of the present.



## Basic Life Insurance<sup>1</sup>

You can choose from two coverage options:

- 2x base salary up to a maximum benefit of \$1,500,000, OR
- \$50,000 in coverage



## Accidental Death & Dismemberment (AD&D)

Automatic coverage of 2x your base salary up to a maximum benefit of \$1,500,000



## Short-Term Disability

100% of your pre-disability base salary



## Long-Term Disability

66⅔% of your pre-disability base salary — up to a maximum benefit of \$20,000 per month

<sup>1</sup> Either option is available at no cost to you. However, if you choose the default company-provided benefit of 2x your annual base salary (up to a \$1,500,000 maximum), any benefit over \$50,000 is treated as imputed income and is subject to taxes.



### Answers to Your Questions

If you have any questions about Basic Life, Accidental Death & Dismemberment, Short-Term Disability or Long-Term Disability, contact Lincoln Financial at [lfg.com/public/individual](https://lfg.com/public/individual) or 1-888-787-2129.



# Additional Coverage Options

For an additional cost, you can purchase Supplemental Life Insurance coverage.



## Optional Supplemental Life Insurance<sup>1</sup>

You can buy Supplemental Life Insurance through Lincoln Financial for yourself, your spouse/domestic partner and your eligible dependents. In order to purchase spouse/domestic partner, or child life insurance, you must purchase coverage for yourself. The amount of coverage you elect for your dependents may not be greater than your coverage amount.

- Employee: 1x to 8x your base salary,<sup>2</sup> up to \$3,000,000 maximum
- Spouse/Domestic Partner: \$10,000–\$500,000 in \$10,000 increments
- Dependent Children: \$5,000, \$10,000 or \$25,000

### Evidence of Insurability (EOI)

During Annual Enrollment or when you experience a qualified life event, you can increase your Life Insurance protection by buying Supplemental Life Insurance for yourself and your eligible dependents. You can increase your coverage during Annual Enrollment by one level each year without providing Evidence of Insurability (EOI), as long as the new amount does not exceed the amounts outlined below.

Evidence of Insurability will be required if the Supplemental Life Insurance election exceeds the following amounts:

- Employee Supplemental Life: \$600,000 or 4x your base salary, whichever is less
- Spouse/Domestic Partner: \$30,000
- EOI is not required for dependent children

What you pay per month <sup>3</sup>	EMPLOYEE (PER \$1,000)	SPOUSE/DOMESTIC PARTNER (PER \$1,000)
Age 24	\$0.040	\$0.049
Age 25-29	\$0.030	\$0.040
Age 30-34	\$0.031	\$0.041
Age 35-39	\$0.044	\$0.054
Age 40-44	\$0.066	\$0.078
Age 45-49	\$0.110	\$0.122
Age 50-54	\$0.172	\$0.190
Age 55-59	\$0.264	\$0.286
Age 60-64	\$0.381	\$0.411
Age 65-69	\$0.555	\$0.596
Age 70-74	\$0.954	\$1.019
Age 75+	\$2.060	\$2.020

Dependent Child: **\$0.044** per \$1,000.

<sup>1</sup> If you and your spouse/domestic partner are both employed by the company, you are not eligible to elect Supplemental Life Insurance for your spouse/domestic partner.

<sup>2</sup> Based on your salary as of the latter of Jan. 1, 2023 or time of enrollment.

<sup>3</sup> Rates based on your age as of Jan. 1, 2023 or your date of enrollment.



**WELL-BEING**  
**@TAKEDA**

Emotional | Physical | Social | Financial

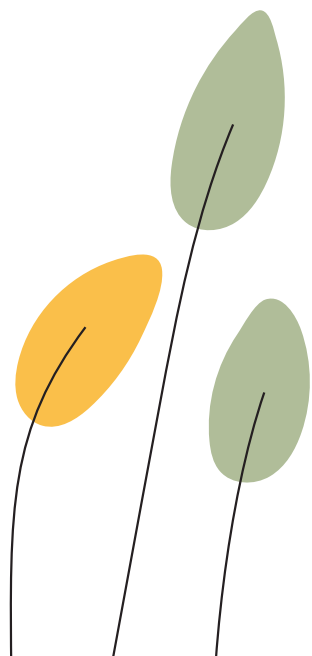
**2023 BENEFITS MADE WITH CARE**

## **Well-Being Is the Cornerstone of Takeda's People-First Culture**

Our commitment to our patients starts with our commitment to the well-being of you and your family. A Better You = Better Health for People and a Brighter Future for the World.

To create an exceptional people experience, Takeda is investing in partnerships to further equip, support and encourage the physical, emotional, social and financial well-being of you and your loved ones.

Learn more at [Well-Being @Takeda](#), and [follow the excitement on Yammer](#).



## Emotional Well-Being

Emotional well-being is all about creating a positive state of mind, emotional balance, life satisfaction, a sense of meaning and purpose, and the ability to pursue personal and professional goals.

### These resources will help:

- Improve problem-solving
- Increase self-worth
- Build resilience
- Manage stress
- Identify workplace support



### Behavioral Health Televideo Counseling Services

When you are enrolled in an Aetna medical plan, you have access to counseling professionals to help you through whatever issue you are facing. You can connect face-to-face via video with psychiatrists, social workers, marriage counselors and others. You can set up the time and place, and talk with the same professional with each appointment. Costs are the same as an office visit.

MDLIVE (For all states)  
**1-855-824-2170** | [mdlive.com/BHCOMM](https://mdlive.com/BHCOMM)

Arcadian Telepsychiatry  
(For all states except California, Colorado, Delaware, Missouri, New Jersey, New York, Pennsylvania and Virginia) **1-866-991-2103**

Array AtHome Care (formerly Inpathy)  
(For California, Colorado, Delaware, Missouri, New Jersey, New York, Pennsylvania and Virginia only) **1-800-442-8938**



### EAP

The Takeda Employee Assistance Program (EAP), administered by Workplace Solutions, offers confidential counseling services at no cost to you or your eligible family and/or household members. The EAP's team of professionals will help you clarify the nature of your concern(s), and present the best options available to meet your needs. This may include consultation, short-term counseling and referrals.

Contact Workplace Solutions 24/7 at **1-800-327-5071** or visit [wseap.com](https://wseap.com) for more information.



### Calm App

Takeda has provided all employees with free, unlimited access to the Calm app, a global platform for resilience and mental fitness. Calm can help you and your family relax, refocus, find balance and get better sleep.

For more information on the Calm app, to go [the Calm App page on Well-Being @Takeda](#).





## 2023 BENEFITS MADE WITH CARE

# Physical Well-Being

Helps you make lifestyle choices that ensure good health, build physical resilience, avoid preventable diseases and manage existing medical conditions.

### These resources will help:

- Learn how to make changes that will have a positive impact on your health and well-being
- Provide educational materials that empower you to take responsibility for your welfare and make good decisions
- Access medical care 24/7/365
- Positively affect morale and job satisfaction
- Optimize performance



### Fitness Reimbursement

All benefits-eligible Takeda employees are eligible for a fitness reimbursement of \$500 per calendar year.

Eligible expenses include gym and fitness-based memberships and in-person classes as well as home and outdoor fitness equipment and online/virtual fitness classes in addition to many others.

You can submit multiple reimbursement requests up to an annual, total reimbursement of \$500.

For more information, see Fitness Reimbursement in [myBenefits](#) on the People Resource Hub.



### Fitness Challenges, Movement Challenges and Desk Yogi

Learn more at [Well-Being @Takeda](#) and follow the excitement on [Yammer](#).



### Teladoc

When you are enrolled in an Aetna medical plan, you have access to a national network of U.S. board-certified doctors 24/7/365 to help resolve many of your medical issues. The convenience of receiving care when you need it and where you need it, combined with a lower price than most office visits, make this service a handy resource for employees and their eligible dependents. See [myBenefits](#) on the People Resource Hub for more specifics.

Contact Teladoc at [Teladoc.com/Aetna](https://www.teladoc.com/aetna) or **1-855-Teladoc** (835-2362).



## Financial Well-Being

Helps you have control over your finances and stay on track to meet your goals.

### These resources will help:

- Improve short-term and long-term financial health
- Sustain financial security
- Plan thoughtfully for retirement



### Savings and Retirement Plan and 401(k)

Takeda understands the importance of saving for a secure financial future through its 401(k) Plan.

Takeda matches your 401(k) contributions dollar for dollar up to 4% of your eligible pay. You are immediately vested in your contributions and the Takeda matching contributions. It is easy to contribute regularly through payroll deductions, and you can change your contribution level and investment at any time.

In addition to making matching contributions, Takeda adds to your retirement savings with the Annual Retirement Contribution (ARC), a yearly, non-elective contribution. Depending on your combined age and years of service, your ARC could range from 5%-11% of your eligible pay.

For more information, including the ARC vesting schedule, see the Savings & Retirement Plan in [myBenefits](#) on the People Resource Hub.



### Employee Stock Purchase Plan (ESPP)

As a full-time or part-time U.S. employee, you are eligible to participate in the Takeda ESPP. Through this program, you will purchase Takeda American Depositary Shares (ADS) at a discount. Shares are purchased every six months and you can choose to participate, and how much you want to contribute to the program through post-tax payroll deductions. For more information, see Employee Stock Purchase Plan in [myBenefits](#) on the People Resource Hub.



### Retirement Planning

Planning for retirement helps put you in a position to retire comfortably when you are ready. In addition to several free retirement planning webinars offered through Fidelity Investments, our Retirement Considerations guide was made just for you and provides you with valuable information as you make your retirement plans. For more information, see the Retirement Considerations Guide in [myBenefits](#) on the People Resource Hub.

## 2023 BENEFITS MADE WITH CARE

# Social Well-Being

Helps you feel valued in all your life's roles. Connects you to family, friends, colleagues, and the community.

### These resources will help:

- Improve life-work integration
- Increase your sense of belonging at Takeda
- Feel more engaged in all aspects of your life
- Find purpose by giving back to the community



### Thrive

Takeda's global Well-Being platform, Thrive, is available on your desktop or mobile device.

With the Thrive platform, you will get access to Thrive's science, storytelling and actionable Microsteps, to help you:

- Lower stress
- Sleep better
- Improve productivity
- Move more
- Strengthen your relationships
- Make better food choices

Learn more at [Well-Being @Takeda](#) and [follow the excitement on Yammer](#).







**ADDITIONAL  
BENEFITS**



## Expanded Family Benefits

Takeda continues to enhance benefits that support your family's needs. These programs and policies are available to all employees, regardless of enrollment in Takeda's medical plans.

### Bright Horizons

You have access to programs to help you better manage your work, family and personal responsibilities.

The family care and education benefits available through Bright Horizons® include 20 days for back-up child, adult and elder care; free access to a marketplace of sitters, pet care and housekeepers; and exclusive discounts on tutoring and test prep.

For more information, visit the Bright Horizons portal at [clients.brighthouse.com/takeda](https://clients.brighthouse.com/takeda) or visit **myBenefits** on the People Resource Hub.

### Bonding Leave

Takeda is proud to provide you with a generous Paid Bonding Leave (PBL) benefit that enables you to take time off without loss of pay following the birth of your child or placement of a child with you for adoption or foster care. The PBL must conclude within one year following your child's birth or placement.

For more information, see Paid Bonding Leave in **myBenefits** on the People Resource Hub.

### Adoption and Surrogacy Assistance

Employees who are scheduled to work 20 or more hours a week may be reimbursed up to \$25,000 for eligible adoption and surrogacy-related expenses.

For more information, see Adoption Assistance Program in **myBenefits** on the People Resource Hub.

### Bereavement

You receive paid time off when a family member dies. The time you receive varies depending on whether the person was an immediate family member or an extended family member. However, Takeda may approve additional paid or unpaid bereavement leave in extraordinary circumstances.

For more information, see Bereavement Leave Policy in **myBenefits** on the People Resource Hub.



## Additional Daily Living Benefits

To help support an exceptional people experience at Takeda, we provide several additional benefits to help you live life to the fullest. Annual Enrollment is not required to receive these benefits.

### Commuter Benefits

To offset your work commute expenses, Takeda provides U.S. employees with a fixed monthly subsidy for public transportation.

For more information, see U.S. Commuter Benefits Program in **myBenefits** on the People Resource Hub.

### Tuition Reimbursement Program

Takeda provides financial assistance to employees who choose to pursue professional development opportunities beneficial to their Takeda career.

Participants must enroll and register before benefits can be distributed.

For more information, see Tuition Reimbursement in **myBenefits** on the People Resource Hub.

You also may call Alight, the program administrator, at **1-866-866-7893**.

### Time Off Work

Takeda has a generous paid time off policy to support your personal and professional needs:

- **Vacation Time:** You earn paid time off based on your years of experience at Takeda.
- **Company-recognized Holidays:** In 2023, Takeda provides 16 holidays, including a day off to participate in or recognize a DE&I-specific day that is important to you. BioLife Centers, Manufacturing and Research site holidays vary by location; please refer to your local policies for specific dates.
- **Volunteer Time:** Takeda encourages your commitment to your favorite cause and allows up to two days (16 hours) of paid time off to volunteer. Visit **Takeda Cares** for additional information about the Matching Gift and Volunteer Grant program.
- For more information, see Time Off in **myBenefits** on the People Resource Hub.





2023 BENEFITS MADE WITH CARE

# Benefits Contacts

## Medical & Prescription Drug

Aetna	 <a href="https://www.aetna.com">aetna.com</a>	 1-866-723-7110
Kaiser CA (HMO)	 <a href="https://www.kp.org">kp.org</a>	 1-800-278-3296
Kaiser CO (HMO)	 <a href="https://www.kp.org">kp.org</a>	 1-855-249-5005
Kaiser GA (HMO)	 <a href="https://www.kp.org">kp.org</a>	 1-888-865-5813
MCS (Puerto Rico)	 <a href="https://www.mcs.com.pr/en/Pages/home.aspx">mcs.com.pr/en/Pages/home.aspx</a>	 1-888-758-1616
HMSA (Hawaii)	 <a href="https://www.hmsa.com">hmsa.com</a>	 1-800-782-4672

## Dental

Delta Dental	 <a href="https://www.deltadentalma.com">deltadentalma.com</a>	 1-800-872-0500
Cigna DHMO	 <a href="https://www.cigna.com">cigna.com</a>	 1-800-244-6224

## Vision

Vision Service Plan (VSP)	 <a href="https://www.vsp.com">vsp.com</a>	 1-800-877-7195
---------------------------	---	--

## Life & Accident Insurance

Lincoln Financial	 <a href="https://www.lfg.com/public/individual">lfg.com/public/individual</a>	 1-888-787-2129
-------------------	---	--

## Disability Insurance

Lincoln Financial	 <a href="https://www.lfg.com/public/individual">lfg.com/public/individual</a>	 1-844-208-1664
-------------------	---	--

## Health Savings Account (HSA)

Health Equity	 <a href="https://www.healthequity.com">healthequity.com</a>	 1-844-281-0928
---------------	---	--

## Health Care FSA and Dependent Care FSA

PayFlex	 <a href="https://www.payflex.com">payflex.com</a>	 1-888-678-8242
---------	---	--

## **2023 BENEFITS MADE WITH CARE**

---

This Benefits Overview includes references to certain benefit programs and plans available to eligible Takeda employees. If there is a discrepancy between the information contained in this Benefits Overview 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 in this Benefits Overview 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 benefit programs and plans.

October 2022