

Astellas is a unique kind of pharmaceutical company. We operate with an intense patient focus, a culture of innovative science and social contribution. We also design reward programs to attract, retain and develop talented employees responsible for improving the lives of our patients.



### Medical/Prescription

- ★ **Copay only for all in-network primary and specialty care visits and lab/diagnostic services**
- ★ Flexibility to choose between two PPO Medical Plan options
- ★ Co-pay Rx Plan with no excluded drugs
- ★ All Wellness and Preventive Care, in-network, is covered at 100% with annual **wellness incentive**
- ★ Coverage includes same-sex and opposite-sex domestic partner coverage
- ★ Retiree Medical coverage available for eligible employees

### Dental

- ★ **Higher annual maximum than industry standard**
- ★ Preventive Care is covered at 100% in or out-of-network
- ★ Orthodontia coverage available for employee and dependents

### Vision

Eye exam, prescription glasses, including frames/lenses, contact lens care, or SunCare benefits covered once every calendar year

### Flexible Spending Accounts (FSA)

- ★ Healthcare and Dependent Care FSAs offer a way to pay for out-of-pocket expenses with pre-tax dollars
- ★ FSA dollars can be used throughout the year to reimburse you for certain healthcare and dependent care expenses

### Teladoc

- ★ Medical Plan members have **24/7 access** to receive medical care from the convenience of your home, car, or while traveling via phone, video, or app
- ★ Teladoc **Doctors, Therapists, and Specialists** can help you with the flu, infections, anxiety, stress, skin conditions, and provide advice on a variety of non-emergency medical conditions
- ★ Cost is aligned with the Medical Plan copays

### Best Doctors – Voluntary Second Opinion

Employees and family members enrolled in the Medical Plan have **free** access to the **top 5% of medical specialists in the U.S.** who can:

- ★ Provide comprehensive **voluntary second opinions** or an **expert review** of a diagnosis or **treatment plan**
- ★ Ask the expert, find a best doctor, and get critical care and treatment decision support

### Employee Assistance Program (EAP)

Astellas provides employees and their dependents Mental and Behavioral Health benefits and resources designed to help **prevent, treat and support** issues such as stress/anxiety, self-improvement, emotional wellbeing, family conflict, legal and financial issues, alcohol and drug abuse or misuse, depression, grief, loss and much more.

- ★ Employees and family members receive **ten** confidential and professional counseling sessions at **no cost** per calendar year
- ★ 24/7 toll-free telephonic access

### Health Advocate

Health Advocate can help you navigate the complexity of the healthcare system. This **free** benefit is available to all Astellas employees and family members. Call Health Advocate to:

- ★ Find a new Doctor or Specialist
- ★ Contact a Nurse 24/7
- ★ Help resolve claims and billing issues
- ★ Find Urgent Care
- ★ Get assistance with scheduling appointments
- ★ Learn about Astellas Plan Information

### Life Insurance

Life Insurance can help take care of your loved ones financially in the event of a serious accident or your death. Employees access to several types of coverage:

- ★ **Company Paid Life and Business Travel Accident** Insurance provided at **no cost**
- ★ **Voluntary** employee, spouse/domestic partner, and child life insurance offered at discounted rates

### Short-Term/Long-Term Disability

Astellas provides Disability Coverage to all employees at **no cost**.

- ★ **Short-Term Disability** replaces your salary if you are temporarily unable to work due to a non-work-related illness or injury. Short-Term Disability can last up to 26 weeks.
- ★ **Long-Term Disability** benefits are available if you remain disabled and are unable to return to work. The benefit coverage amount is 66.67% of your annual base salary (this earnings definition includes target commissions for sales representatives), to a maximum of \$28,000/month.

### Legal Services

Get **unlimited access** to a large network of **pre-qualified attorneys** for representation for a variety of legal topics, including:

- ★ Advice & Consultation
- ★ Consumer Protection Matters
- ★ Documentation Preparation & Review
- ★ Defense of Civil Lawsuits
- ★ Estate Planning Documents
- ★ Family Law
- ★ Traffic Offenses (excluding DUI's)
- ★ Financial Matters (for instance, Identity Theft or Tax Audit Preparation)

### Family Care Solutions

A comprehensive, easy to access **care support program** to help you and your family navigate **all phases of the care giving cycle**. Program includes:

- ★ **Adult and Child** Back-Up Care
- ★ **Free** Estate Planning and Legal Services for parents/in-laws
- ★ **Free Tutoring** for children grades K-College
- ★ **Free College Admission** Support
- ★ Support for veterans and people with disabilities
- ★ **Free** Identity Theft Protection for your entire family
- ★ A variety of elder care support resources

### 401(k) Retirement

- ★ The Astellas US Retirement and Savings Plan matches your contributions **dollar for dollar, up to 6%** of eligible compensation
- ★ Astellas contributes an **additional 5.5%** of your eligible compensation annually – even if you do not contribute to the 401(k)!
- ★ You can elect **pre-tax** and/or **post-tax Roth** contributions
- ★ Plan offers a wide range of investment options and various financial planning tools

### Vacation, Holidays and Year-end Company Shutdown

- ★ Accrue up to 3 weeks of vacation in first year
- ★ Average 14 holidays, including Year-end Company Shutdown, per calendar year

### Leave Options

Whether it is for your **own serious health condition**, **baby bonding**, or to **care for an immediate family member** with a serious health condition, Astellas offers a variety of **paid leave** programs to support your time away. Many programs can be used intermittently or continuous, depending on your need.

### Flexible Work Options

Flexible Work Options gives employees more leverage in deciding **how**, **when** and **where** you do your work, including Flexible Work Schedules, Telecommuting, Job Sharing and Compensatory Time Off.

### Adoption Assistance

Provides reimbursement for **qualified adoption expenses** up to \$10,000/child and \$12,000/special needs child. Reimbursement is limited to one adoption per year.

### Tuition Reimbursement

Thinking about continuing your education? Astellas provides **tuition reimbursement** for eligible programs including **undergraduate** and **graduate** degrees, as well as degrees related to career development within Astellas.

### Financial Wellness

Your **total wellbeing** is about more than just your physical health, it includes your financial health, too. From **emergency savings**, to **budgeting**, to just being **confident** in your **investing decisions**, Astellas wants to help you feel more **in control** of your finances today—and your financial plan for tomorrow. The Financial Wellness program offers:

- ★ Tools to identify your financial gaps and opportunities
- ★ **Free financial planning sessions** for you and your parents/in-laws
- ★ **Student Loan** consolidation and refinancing
- ★ Annual Financial Wellness Allowance of **\$1,000**

### StarInclusion

Astellas Employee Impact Groups exist to **introduce**, **coordinate**, and **support** employees with shared **interests, backgrounds** and **goals**. Each EIG offers resources and advocacy for a core constituency within Astellas.

### StarTalent

We know you're always growing and learning. Astellas provides **free resources** to help you **create** a development plan, **prepare** for advancement, and **learn** to lead.

### StarGiving

- ★ Employees receive **5 paid days off each year** to **volunteer** with a charitable and/or community-based organization.
- ★ In addition, **Changing Tomorrow Day** is designated as an **extra** volunteer day where the entire company comes together for community volunteer work.
- ★ Don't forget about the Matching Gifts Program. Astellas will match dollar for dollar for **all employee donations** to four designated charitable organizations.

### StarPoints/StarCards

At Astellas, we believe that how we accomplish work is a critical part of what we achieve. StarPoints and StarCards is our way to recognize and reward employees/ teams for demonstrating our Astellas Way Values with outstanding performance.