



# 2024 Benefits Highlights



# IMPORTANT INFORMATION

This presentation is provided for *informational purposes only* and is intended to be a summary of portions of our benefits plans and programs. In the event of a discrepancy between this presentation and any of the plans' terms, the plans' terms govern.

# Daiichi Sankyo's Benefits Highlights



## Benefits Highlights

Our benefits are part of what makes Daiichi Sankyo, Inc. (Daiichi Sankyo) a great place to work. We are proud of our long-standing commitment to the health and well-being of our employees and their families. We provide comprehensive health care benefits at a reasonable cost that we believe are highly competitive in the pharmaceutical industry. Please review the information in this guide to understand the benefits available to Daiichi Sankyo employees.

## Eligibility

You are eligible to participate in Daiichi Sankyo benefits upon your first day of employment. All full-time regular employees are eligible to participate in the Daiichi Sankyo Benefits Program. Part-time employees with a work schedule of 20 or more hours per week are also eligible to participate.

**You can also elect to cover your eligible dependents. These include:**

- Your spouse
- Your domestic/civil union partner
- Eligible child(ren) up to age 26, or over age 26 if certified as disabled prior to age 26



## Medical Programs

Daiichi Sankyo provides two Cigna medical program options for you and your eligible dependents:

- **Choice HSA**
- **PPO**

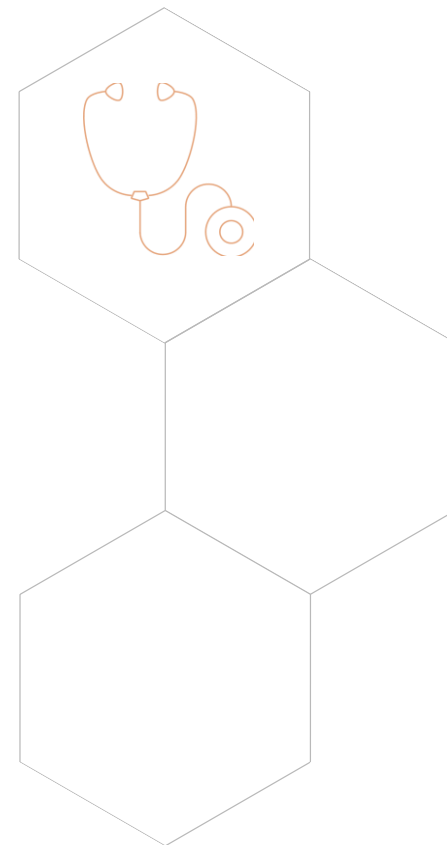
Both medical program options use Cigna's Open Access Plus network of preferred providers while giving you the freedom to visit any provider you choose. You are not required to select a primary care physician in order to receive coverage, nor are referrals required, which gives you greater control and flexibility over when and where you receive care.

### The Choice HSA

This medical program option includes an added feature: a **Health Savings Account (HSA)**, which can be used to pay for qualified health expenses now or in the future.

**Daiichi Sankyo will contribute to your HSA** to help offset medical expenses – \$600\* if you enroll for Employee-only coverage and \$1,200\* if you enroll for yourself and one or more dependent(s). There is also the opportunity for you to make pre-tax contributions to the HSA to help your savings grow even more.

\* The employer contribution is pro-rated based on your date of hire



## Medical Programs *(Continued)*

- **Prescription Drug Coverage**

If you enroll in a Daiichi Sankyo medical program, you and your enrolled dependents automatically receive prescription drug coverage. Prescription Drug benefits include coverage for prescriptions purchased at retail pharmacies and through Cigna's Home Delivery Pharmacy.

- **Vision Coverage**

If you enroll in a Daiichi Sankyo medical program, you and your enrolled dependents automatically receive vision coverage. Vision is bundled with your medical program and is not available without enrolling for medical coverage.

## Other Programs

- **Dental Coverage**

Daiichi Sankyo offers one dental program for you and your eligible dependents. The Dental Program uses Cigna's Total Dental PPO Network of preferred dental providers who have contracted with Cigna to provide dental care at a lower cost to you. While you will save money if you use a Cigna dental provider, you have the freedom to use a provider who does not participate in the Cigna network.

- **Flexible Spending Accounts**

You may enroll in a Health Care and/or Dependent Care FSA that allows you to set aside pre-tax money that you can use to pay for eligible out-of-pocket health care or dependent care expenses throughout the year.

# Life and Accidental Death & Dismemberment Insurance



**Daiichi Sankyo provides you with financial protection for you and your family in the event of an accident or death by offering Life and Accidental Death and Dismemberment (AD&D) coverage for you and your eligible dependents.**

## Basic Life and AD&D

All eligible employees receive both Basic Life and AD&D insurance coverage equal to 1.5 times your eligible pay up to a maximum of \$1,000,000 immediately upon hire.

## Supplemental Life and AD&D

Daiichi Sankyo also offers you the opportunity to purchase supplemental coverage for yourself, your spouse/partner and your dependent children.

### Supplemental Life Insurance

<b>Supplemental Employee Life Insurance</b>	<ul style="list-style-type: none"><li>You may purchase coverage for yourself in multiples of \$25,000 up to a maximum of \$700,000</li><li>Coverage in excess of \$250,000 is subject to Evidence of Insurability (EOI)</li></ul>
<b>Spouse Life Insurance</b>	<ul style="list-style-type: none"><li>You may enroll your spouse/partner in Spouse Life Insurance without purchasing Supplemental Employee Life Insurance.</li><li>Coverage is available at a minimum of \$10,000, followed by \$25,000 and thereafter in \$25,000 increments up to a maximum of the lesser of the sum of your own Basic and Supplemental Life Insurance or \$500,000. (Spouse/Partner coverage in excess of \$25,000 is subject to EOI).</li></ul>
<b>Child Life Insurance</b>	<ul style="list-style-type: none"><li>You may enroll for Child Life Insurance without purchasing Supplemental Employee Life Insurance.</li><li>Child coverage is available at the following levels: \$2,500, \$5,000, \$7,500 and \$10,000</li><li>All eligible children are covered under one premium rate, no matter how many children are eligible.</li></ul>

### Supplemental AD&D Insurance

<b>Two coverage levels: Employee-only and Family</b>	<ul style="list-style-type: none"><li>Family coverage automatically includes you, your spouse/domestic partner and all eligible children. All family members are covered under one premium rate.</li><li>You may purchase Supplemental AD&amp;D Insurance in multiples of \$25,000; the overall maximum is \$700,000</li></ul>
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## Disability Coverage

You will automatically receive Disability benefits through Daiichi Sankyo.

- **Short-Term Disability**

You are automatically enrolled for Short Term Disability (STD) benefits on your date of hire. You will receive 100% of your base salary for a certain period of time, depending on your length of employment, and then 60% of your base salary for the remainder of your period of disability, to a maximum of 26 weeks of Short-Term Disability.

- **Long-Term Disability**

If you continue to be disabled beyond 26 weeks, you may be entitled to Long-Term Disability (LTD) benefits. LTD benefits pay 60% of your eligible pay up to a maximum benefit of \$20,000 per month. The Company pays 100% of the premiums for your LTD coverage. You pay tax on this premium so the benefit you might receive would be tax-free.



## Other Benefits

There are additional benefits offered by Daiichi Sankyo to complete our comprehensive benefits program.

Some benefits must be elected during your initial enrollment or Open Enrollment, including:

- Group Legal Benefits

However, even if you choose not to enroll in additional benefits as a new hire, you will have the opportunity to enroll in some benefits at any time. The following additional benefits are available throughout the year:

- Matching gifts for your eligible charitable donations
- Volunteer Commitment Program
- Tuition Reimbursement Plan
- College Coach Program
- College Savings Plan
- Fitness Reimbursement
- Identity Theft Shield
- Adoption Benefits
- Discount Car Purchases
- Auto & Home Insurance
- Day Care Discount
- Pet Insurance

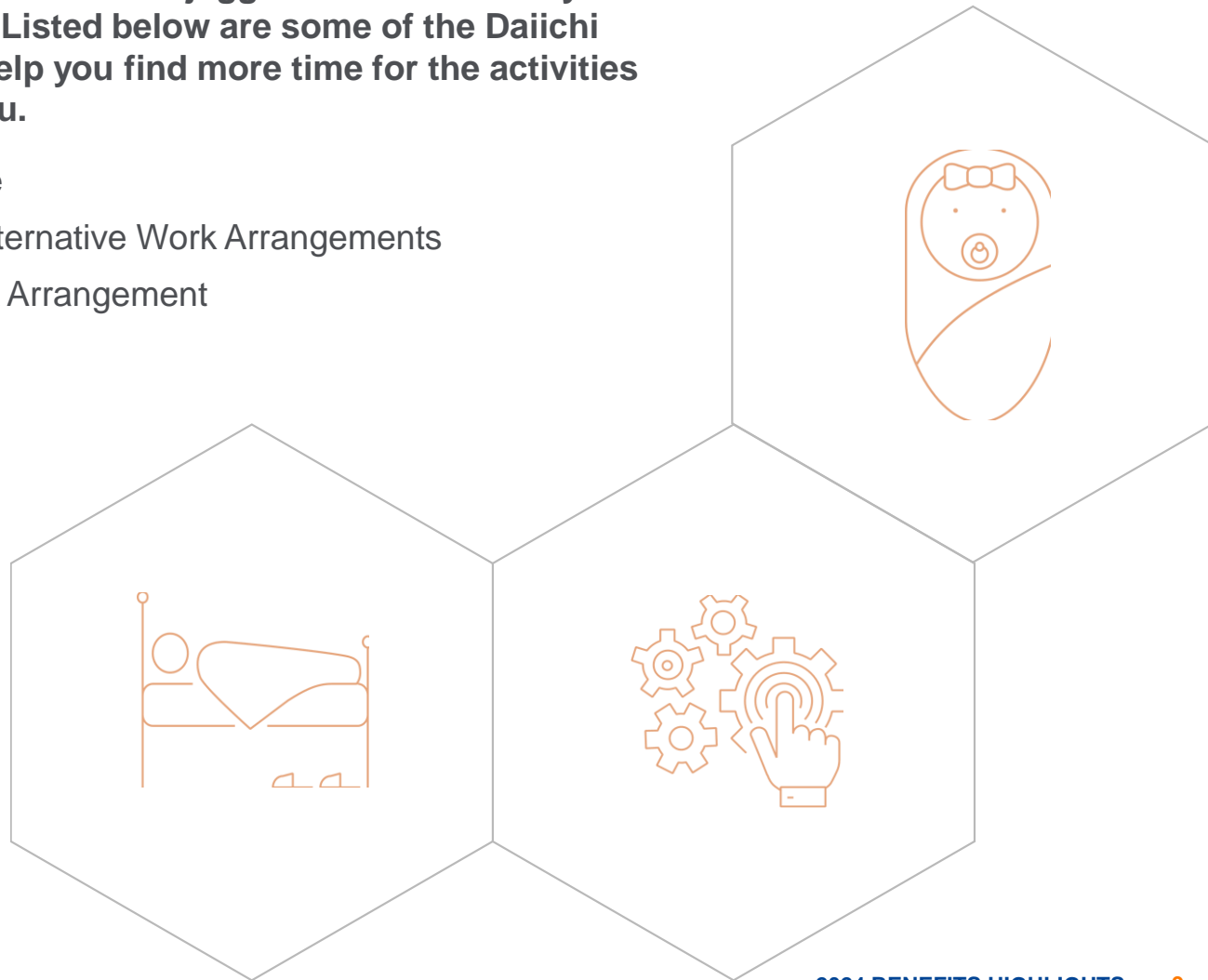




## Work/Life Balance

Daiichi Sankyo supports your efforts to juggle the demands of your job and the rest of your life. Listed below are some of the Daiichi Sankyo programs that can help you find more time for the activities and people who matter to you.

- Vacation and Personal Time
- Flexible Work Schedules/Alternative Work Arrangements
- Part-time Family Care Work Arrangement
- Paid Parental Leave
- Paid Caregiver Leave
- Paid Sick Time



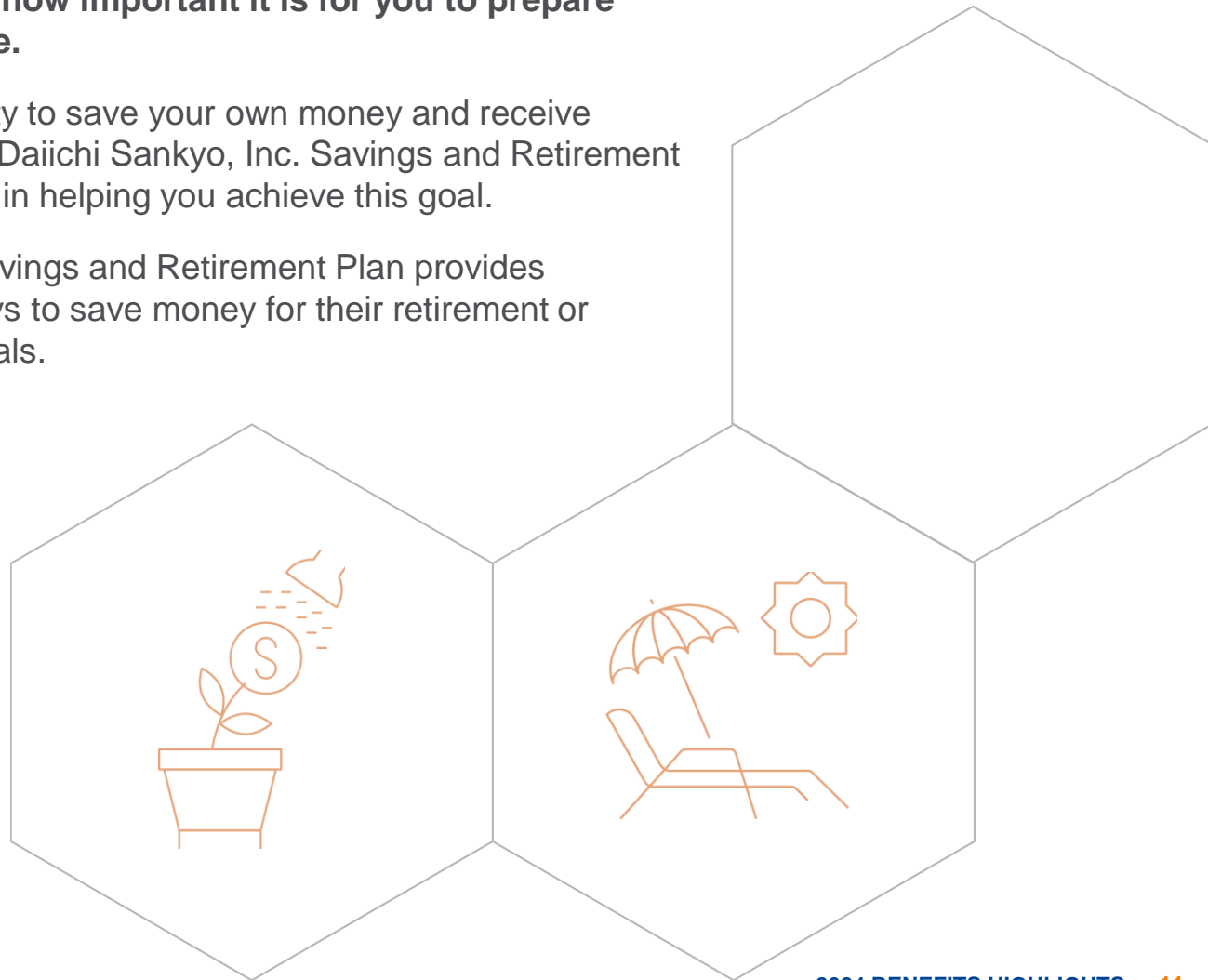
**With Cigna, Daiichi Sankyo offers many wellness benefits to help you and your family live healthier lives. Available to you and your enrolled eligible dependents are the following:**

<b>Employee Assistance Program (EAP)</b>	You and your household members can receive up to five free confidential counseling sessions and referral services for such services as financial counseling or child and adult day care services. Access to the EAP does not require enrollment in a Daiichi Sankyo medical program
<b>24-hour Health Information Line</b>	Get your health questions answered by a registered nurse, 24 hours a day/7 days a week through Cigna
<b>Health Assessment</b>	Identify and monitor your personal health status and assess your risk level (and the risk levels of your eligible dependents) for various diseases by taking a brief online questionnaire
<b>WebMD Personal Health Management</b>	Get instant answers and information about healthcare with WebMD Symptom Checker, and organize medical records securely online with WebMD Health Record
<b>Cigna Health Management Services</b>	Get support to help managed conditions such as asthma, Chronic Obstructive Pulmonary Disease (COPD), depression, diabetes, heart disease, low back pain, weight complications and other conditions
<b>Healthy Pregnancies, Healthy Babies Program</b>	Get information and support from registered nurses while you're pregnant
<b>Healthy Rewards Discount Programs</b>	Receive special offers on programs and services designed to help enhance your health and wellness by using the Choose Healthy provider network

## Daiichi Sankyo, Inc. Savings and Retirement Plan

**Daiichi Sankyo understands how important it is for you to prepare for a financially secure future.**

- By giving you the opportunity to save your own money and receive company contributions, the Daiichi Sankyo, Inc. Savings and Retirement Plan plays a significant role in helping you achieve this goal.
- The Daiichi Sankyo, Inc. Savings and Retirement Plan provides employees with several ways to save money for their retirement or other long-term financial goals.



# DSI Savings & Retirement Plan



## EMPLOYEE CONTRIBUTIONS

Upon your date of hire, you are eligible to participate in the plan, and can contribute up to 30% of your eligible pay each year (subject to IRS limits) in the following ways:

- **Pre-Tax contributions** – are made before income taxes are taken out of your paycheck. When you withdraw from your account, your contributions and any earnings are subject to taxes.
- **Roth contributions** – are made with money that has already been taxed. If you take a qualified distribution, you will not have to pay taxes on the money you've contributed or on any earnings in your Roth account.
- **After-Tax contributions** – are made with money that has already been taxed. Only the earnings on your withdrawals will be taxed.
- **Catch-up contributions** – may be made if you will be age 50 or older as of the end of the year and you contribute the maximum amount allowed by the plan.

You may consolidate your retirement savings by “rolling over” vested balances from other employers’ eligible plans.

## COMPANY MATCH AND RETIREMENT ACCOUNT CONTRIBUTIONS

In addition to your own contributions, Daiichi Sankyo also contributes to your account in the following ways:

- **Daiichi Sankyo Matching Contributions** – When you make pre-tax, after-tax and/or Roth contributions to the plan, Daiichi Sankyo will contribute \$1.00 for every dollar you contribute, up to 6% of your eligible earnings.
  - You are **immediately vested** in Daiichi Sankyo Matching Contributions upon your date of hire.
- **Retirement Account Contributions** – After one year of service, you are automatically enrolled in the Retirement Account. This is in addition to the Company’s Matching Contributions. Daiichi Sankyo deposits an annual contribution in your account during the current year for the previous calendar year.
  - You are **immediately vested** in Retirement Account Contributions made by Daiichi Sankyo.