



Astellas Benefits AT A GLANCE

At Astellas, we're committed to improving the health of people around the world.

Through innovation and exploration, we tackle new challenges to continue shining in the global pharmaceutical field. This work wouldn't be possible without talented employees—and in return for your investment in our success, we provide generous, best-in-class benefits to support your physical, financial, emotional, social, and professional well-being.

Our award-winning benefits program includes:

- Medical and Prescription Drug Plans
- Dental and Vision Plans
- Well-being Benefits
- Disability and Leave Benefits
- Life Insurance Benefits
- 401(k) Plan
- Flexible Spending Accounts
- Time Off
- Family Care Solutions
- Legal Benefits
- Commuter Benefits
- And more!

We believe benefits should provide our employees with peace of mind. Read on to learn about the health, retirement and work-life benefits you'll have access to on day one (no waiting period!) with a career at Astellas.

WE'RE A GREAT PLACE TO WORK!

Discover how benefits are a big part of the value we deliver to employees who help our company shine.



- 100 Best Company for Working Moms and Best Company for Working Dads
- Best Workplace in Chicago™
- Best Workplace in BioPharma™

Health Care Benefits

You have access to affordable, high-quality coverage—with costs below the national average and highly competitive with industry peers.

MEDICAL. Our employees can choose between two medical plans—Medical Star 1000 and Medical Star 500. Both plans are administered by Aetna and offer many resources to help you and your family stay healthy, including:

- Copay only for all in-network primary and specialty care visits and lab/diagnostic services
- Prescription drug coverage included in medical plan
- All in-network wellness and preventive care is covered at 100% with annual wellness incentive
- Coverage includes same-sex and opposite-sex domestic partners
- Virtual care options from Teladoc, available 24/7/365
- Personalized digital health care tools, like the Aetna health app and member website
- A 24-hour nurse line and MinuteClinic for unplanned health care situations

Astellas Gene Therapy employees who reside in an eligible zip code in the San Francisco Bay area are also eligible for an HMO through Kaiser Permanente.

DENTAL. Part of good health is taking care of your smile—so Astellas also offers you the option to enroll in dental coverage through Aetna, with deductibles waived for in-network dentists and orthodontia coverage for both children and adults.

VISION. Who doesn't want to see things clearly? We also offer a vision plan through Vision Service Plan (VSP) with coverage for eye exams, glasses, and contacts.

★ Family Forming Support With Carrot Fertility

We're proud to offer inclusive family forming benefits through Carrot Fertility, because we understand there's more than one way to start or expand a family. With Carrot, we cover all paths to parenthood, including adoption, surrogacy, fertility treatments, and more!

Carrot benefits include one-on-one consultations, unlimited free virtual visits with Carrot's team (including doulas, midwives, LGBTQ+ family-forming experts, and mental health professionals), access to educational resources, and worry-free reimbursements.

Astellas also offers adoption assistance that provides reimbursement for qualified adoption expenses up to \$25,000 per adoption, to a lifetime maximum of \$50,000.



Well-Being Benefits

Astellas supports the total health of our employees and their dependents by offering a variety of programs and resources for the whole you.

EMPLOYEE ASSISTANCE PROGRAM (EAP). This free benefit for all employees and family members includes in-person office visits and access to TalkSpace so you can text, audio, or video message a therapist 24/7. You and your family are eligible for 10 counseling visits per year, free of cost. After 10 visits each visit is a \$25 copay.

TELADOC. Teladoc provides convenient access to mental and behavioral health care specialists from the comfort of your home. You can establish an ongoing relationship with a psychiatrist, psychologist, counselor, or social worker.

WELLNESS REWARD. Our goal at Astellas is to have 100% of our employees and their family members take advantage of the free preventive care benefits available in our health plans. That's why we offer our Wellness Reward—so you can receive up to \$150 when you and your spouse/domestic partner get an annual check-up or age-related screening.

★ Get Active With Wellbeats

Astellas offers Wellbeats, a leading provider of on-demand fitness and nutrition programs, including fitness classes, mindfulness classes, nutritional education, kid-friendly activities, and more. So, get active at no cost on any device with these additional resources!

Disability Coverage and Leave Benefits

We all have situations when we need to take time off of work to care for ourselves or a loved one. Whether it's for your own serious health condition, welcoming a new child, managing the care of a family member, or another reason, Astellas offers several paid and unpaid leave options for taking time away.

DISABILITY. Astellas provides income protection benefits to all employees. This includes Short-Term Disability (STD) and Long-Term Disability (LTD) coverage at no cost to you to help provide income if you are unable to work. STD salary continuation can last up to 26 weeks for approved disabilities, with a two-tier salary continuation schedule: weeks one through 13 are paid at 100% of base salary and weeks 14 through 26 are paid at 70% of base salary. If you remain disabled and are unable to return to work, you may be eligible for LTD benefits. The benefit coverage amount is 66.67% of your annual benefits base pay (which includes your annual base salary plus your target commission, if any), to a maximum of \$28,000/month.

LEAVE OPTIONS. Our leave options include up to 12 weeks of Family and Medical Leave, eight weeks of Parental Leave (Maternity, Paternity, Adoption) paid at 100% of base salary, and two weeks of Family Care Leave, paid at 100% of base salary which can be taken intermittently or all at once.

Life Insurance Benefits

Astellas provides income protection benefits to all employees. This includes life insurance benefits to provide for you and your family in the event of your death or serious injury.

BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE. Astellas provides you with basic, company paid Employee Life and AD&D Insurance at no cost to you. Each benefit is equal to two times your annual salary (which includes target commissions for sales representatives), up to a maximum of \$1,000,000.

VOLUNTARY LIFE INSURANCE. You may elect additional, voluntary life insurance to supplement your company-paid coverage—for yourself and your dependents. The cost is based on your age and coverage amount.

BUSINESS TRAVEL ACCIDENT INSURANCE. Astellas provides you with Business Travel Accident (BTA) Insurance at no cost to you. This benefit pays your designated beneficiary up to five times your annual salary (which includes target commissions for sales representatives) if you have an accident while traveling on business for Astellas.

Retirement and Financial Wellness

While Astellas offers you a variety of benefits to take care of yourself and your family today, we also want to help you prepare for a secure tomorrow. The better you plan for retirement, the more rewarding it will be.

EMPLOYEE 401(K) PLAN. Employees can invest in a strong financial future through our generous 401(k) plan through Fidelity that offers several advantages for employees, including pre-tax and Roth savings, a generous 6% company match, an additional 5.5% annual company contribution, and a wide range of investment options.

FINANCIAL WELLNESS ALLOWANCE. Astellas provides employees with an annual \$1,000 financial wellness allowance. You can use this allowance to pay down debt or student loans, develop a tax or financial plan, start or add to a 529 education fund, or simply add to your rainy-day fund!

FINANCIAL PLANNING. Meet with a financial professional who will measure your risk tolerance, review your assets, liabilities and investments, and develop a customized basic financial plan for you at no cost.





StarLife Family Care Solutions

The Family Care Solutions program is designed to help employees minimize the impact of childcare disruptions and find solutions for parental care needs or other family care issues. Whether you access these resources to plan for the future, respond to an unexpected life event, or to handle an ongoing issue, this program can help you with all aspects of the caregiving cycle.

CHILD CARE SUPPORT AND RESOURCES. Our childcare support and resources are there to help navigate the unexpected. Employees have access to support for every stage of parenting, including guides, podcasts, articles, and monthly Live Talks that address subjects such as parenting teens, parenting children with special needs, and more. Other resources include:

- Back-up childcare through Bright Horizons Back-Up Care
- Unlimited access to Sittercity
- Access to private tutors and academic enrichment classes through Homework Connection
- Help with the often-confusing college process with College Coach, a Bright Horizons program

ADULT CARE SUPPORT AND RESOURCES. We know that caring for parents comes with its own challenges, so Astellas offers several benefits including:

- Direct access to legal help for your parents and parents-in-law through a network of attorneys who can assist with a variety of elder care legal services for no charge.
- Up to two in-person visits per year from a credentialed Care Manager who provides in-person assessments for you and your loved ones, along with resources, information and local referrals.
- A range of temporary Adult Back-Up Care solutions for times when regular arrangements break down for your spouse, domestic partner, parent or parent-in-law... or even yourself.

★ Identity Theft Protection

Astellas partners with Allstate Identity Protection to provide employees and their family members with Identity Theft Protection for free. Allstate Identity Protection's industry-leading privacy protection with identity and credit monitoring quickly alerts you of suspicious activity before major damages have been done.

Tax Savings Options

You have several accounts that offer a great way to lower your taxable income and save on expenses throughout the year.

FLEXIBLE SPENDING ACCOUNTS (FSAS).

These accounts offer a tax-advantaged way to save money on healthcare and dependent care expenses. Use our Health Care FSA to set aside a pre-tax account for eligible health care costs throughout the year, like copays, over-the-counter drugs, deductibles, and much more. And use our Dependent Care FSA for eligible dependent care expenses such as day care, after-school care, or day camp.

COMMUTER BENEFITS. Astellas employees in offices outside of the Chicago home office can use pre-tax dollars to pay for eligible parking and transit costs.

★ Taking Time to Relax

Providing employees ample paid time off to spend with family or doing things they enjoy, allows them to return recharged to further support our mission to deliver value to patients.

Astellas offers our employees an average of 17 paid holidays, including two Heritage Days, and Summer and Winter Breaks. We also provide generous vacation time. Vacation time accrues on a monthly basis and the total accrual increases with years of service. If you are not feeling well, have a sick family member at home or just need a personal day, we provide an additional ten sick days per calendar year for exempt employees and seven sick days per calendar year for non-exempt employees.

Additional Benefits

There's so much more to discover through Astellas to support all aspects of your work life.

LEGAL BENEFITS. Feel secure knowing you have the legal protection you and your family need. Astellas offers all employees a voluntary legal benefit through MetLife. The MetLife Voluntary Legal Plan gives you access to a network of attorneys with an average of 25 years of experience to help in key times in your life—including getting married; buying, renting, or selling a home; starting a family or sending kids off to college; and dealing with identity theft.

TUITION REIMBURSEMENT. We want to support employees that continue to pursue an education. Astellas provides reimbursement for eligible programs including undergraduate and graduate degrees, as well as degrees related to career development within Astellas.

STARGIVING. Employees receive five 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.

MATCHING GIFTS PROGRAM. Astellas will match dollar for dollar for all employee donations to four designated charitable organizations.

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

STARINCLUSION. Astellas Employee Impact Groups (EIGs) 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.

As an employee of Astellas, you have access to a stellar benefits program designed to help you thrive at work and in life.



Your Costs for Coverage

The amount you pay for benefits is based on which plans you choose and who you elect to cover. Bi-weekly premium rates for all of your options are outlined below.

Medical

Coverage Level	Star 1000 Bi-Weekly Deduction	Star 500 Bi-Weekly Deduction	Kaiser HMO* Bi-Weekly Deduction
Employee Only	\$29.72	\$57.71	\$28.47
Employee & Spouse/Domestic Partner	\$65.39	\$126.96	\$99.43
Employee & Child(ren)	\$52.23	\$101.41	\$72.23
Family	\$89.17	\$173.13	\$138.20

* The HMO through Kaiser Permanente is only available to Astellas Gene Therapy employees who reside in eligible zip codes in the San Francisco Bay area.

Dental

Coverage Level	Bi-Weekly Deduction
Employee Only	\$8.54
Employee & Spouse/Domestic Partner	\$16.78
Employee & Child(ren)	\$19.82
Family	\$26.34

Vision

Coverage Level	Bi-Weekly Deduction
Employee Only	\$2.31
Employee & Spouse/Domestic Partner	\$3.49
Employee & Child(ren)	\$3.57
Family	\$5.98

Voluntary Legal

Coverage Level	Bi-Weekly Deduction
Voluntary Legal Coverage	\$8.08

The information in this Guide contains a summary of the Astellas benefits program and is not intended to be a complete description of each benefit plan. More details, such as coverage and exclusions information, can be found in the Summary Plan Descriptions available on the StarBenefits Portal. If there are differences between information provided in this Guide and the legal plan documents, the latter documents will govern. This Guide is not a guarantee or contract of continued employment. If you have questions about your benefits or any information contained in this Guide, please contact the Benefits Team at compensation.benefits@astellas.com.