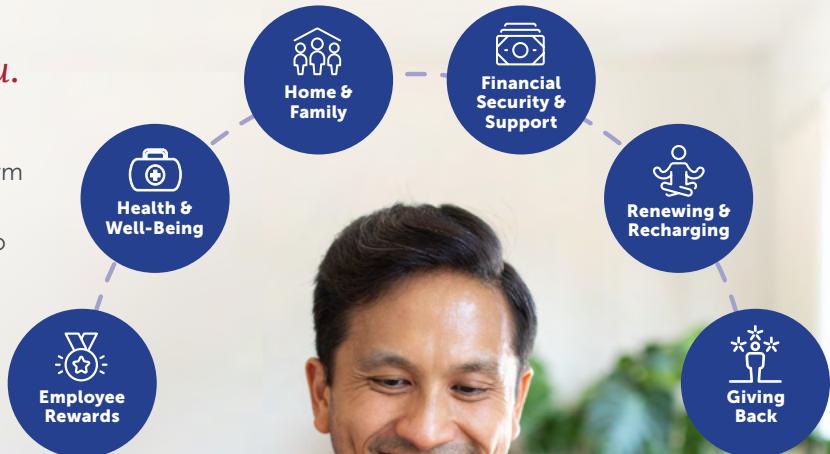




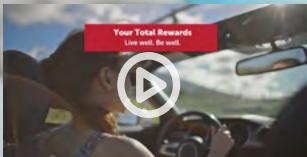
# Otsuka Total Rewards Are Here for You

*Live Well, Be Well, Total Rewards for You.*

Otsuka's Total Rewards program prioritizes your physical, financial, and mental health as an investment in the long-term well-being of you and your family. The tools and resources available to Otsuka-people create an environment for you to live well and be well, empowering you to reach higher and defy limitation, so that others can too. Take a closer look at each Total Rewards category:



[Watch Total Rewards Video](#)



FOR INTERNAL USE ONLY.



Employee  
Rewards



Health &  
Well-Being



Home &  
Family



Financial  
Security &  
Support



Renewing &  
Recharging



Giving  
Back

# Employee Rewards



**As a certified Great Place to Work,**  
Otsuka maintains strong employee  
perception of pay that is **consistently**  
**above** the industry benchmark



Otsuka's **career framework** and  
**competitive compensation** program  
work together to provide **opportunities**  
for career mobility, progression, and  
enhancing rewards



Otsuka's **strong performance** has enabled  
the company to achieve an **above target**  
bonus pool for the past **6 years**



Otsuka celebrates its **highest performing**  
**field employees** through various programs  
each year:

- The **Otsuka Elite Award** and **Otsuka Premier Award** recognize the **top 10%** of performers across sales and non-sales field functions
- **Field regional and national contests** offer additional **opportunities to be recognized** for superior performance against various short-term strategic initiatives





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# Health & Well-Being



**Four PPO medical plans** that cover **100%** of in-network preventive care



**Two consumer-directed medical plans** that include a **Health Savings Account (HSA)**, which offers a way to save for both immediate and future out-of-pocket medical expenses. **Otsuka contributes money to your HSA** every year—even if you do not make contributions



**Otsuka contributes**, on average, **83%** of the total cost of employee healthcare coverage



**Focus on your fitness** with up to **\$500 of annual reimbursement** for eligible expenses, along with access to team challenges and a well-being platform



Restore your well-being with **Lyra**, a comprehensive mental healthcare offering that combines self-guided resources, coaching, medication management, and access to up to **16 fully subsidized therapy sessions** for you and your family members



**\$0 telehealth visits** with licensed healthcare providers so you and your covered dependents can **access care anytime**



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# Home & Family



Up to **10 weeks** of 100% paid leave if you are a birth parent, an adoptive parent, or a long-term foster parent with adoption as the intended outcome. Reimbursement up to **\$20,000** in expenses for children added to your family through **adoption or surrogacy**



Up to **2 weeks of 100% paid leave** to care for a family member



**Bright Horizons** provides reimbursement for up to **15 days of backup child or elder care**, tuition discounts for accredited child care centers, pet care support, expert guidance to help you navigate the college journey, and much more



**A company-paid caregiver benefit** to support you and the **care of your loved ones** across all ages, stages, and specific care conditions



Through **Milk Stork**, new parents get a free **6-month rental of a SNOO bassinet**, and breastfeeding moms on business trips can **express-mail a 1- or 2-day supply of breast milk** home to your baby



A comprehensive suite of **optional benefits**, including **pet insurance, identity protection, legal services**, and more



Receive **employee-only discounts** and access to savings on your favorite consumer brands through **Perks at Work**



Access to **discounts on well-being products** including **Ridge Vineyards Wine, Nature Made, Uqora, and Equelle** vitamins and supplements



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# Financial Security & Support



A **401(k) match** that offers a dollar-for-dollar **match up to 10% of base pay** contributions; in 2025, Otsuka invested more than \$40 million in matching contributions



Up to **\$50,000 Tuition Reimbursement benefit\*** per calendar year, with **100%** reimbursement for the first \$5,250 plus **80%** reimbursement for the remainder. We also offer a **Student Loan Assistance program\*** that provides **\$250 per month** (up to \$10,000 during your career with Otsuka) for student debt

\*Please note that in any plan year you can choose to participate in either the Student Loan Assistance program or the Tuition Reimbursement benefit; you may not participate in both.



A voluntary **whole life insurance policy** that features a **long-term care** provision



Up to **6 months** of company-provided **Short-Term Disability insurance** that covers up to 100% of base pay, dependent upon years of service



**Company-provided** Basic Life, AD&D, Long-Term Disability, and Business Travel Accident insurance coverage



**Voluntary benefits** coverage for **Accidental Injury**, **Critical Illness**, and **Hospital Care** is available for you, your spouse/domestic partner, and your child(ren)



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# Renewing & Recharging



Otsuka provides a generous **Flexible Time Off policy** for full-time eligible employees. This enables you to **prioritize your well-being** while balancing the needs of the business and ensures you have the flexibility to **observe and celebrate moments** that are significant in your life



**Up to 18 paid holidays** including a **winter holiday** and **Summer Fridays** (for non-field employees)



**Daily Otsuka Pause** from **noon to 1 p.m.**, and **Focus Friday afternoons (no meetings)**





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# Giving Back



**Up to 16 hours** of **Volunteer Time Off** per year for qualified non-profit organizations



**Kindness at Otsuka—People Serving People Day.** A company-wide day to make a **meaningful impact** and bring kindness to the communities we serve



**Otsuka's Matching Donations program** provides dollar-for-dollar **matching up to \$2,500 per employee** per year for qualified charitable organizations. In 2025, employees and Otsuka together donated over **\$900,000**



More than **90% of Otsuka-people** are recognized each year for their contributions and impact through the **SOAR Employee Recognition program**



Otsuka invested **\$3 million** in **employee recognition programs** in 2025



**Otsuka's Dollars for Doers program** enables employees who volunteer to magnify their impact. For every one hour an Otsuka-person volunteers, they'll receive **\$10 to donate** to the charity of their choice, up to **\$500 annually**