

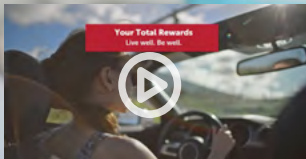
Otsuka Total Rewards Are Here for You

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





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

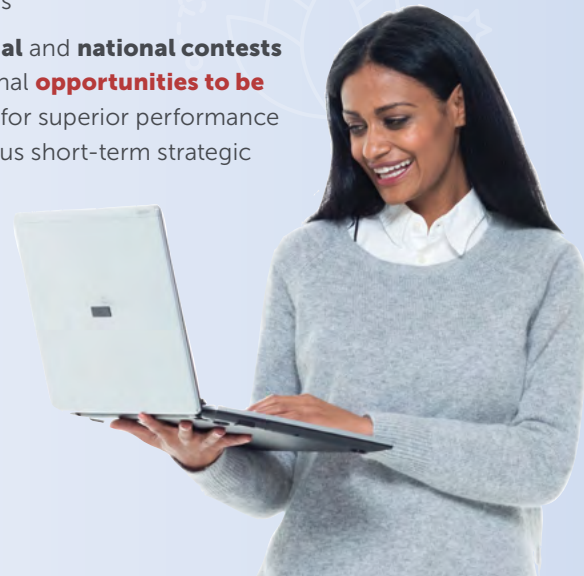


Otsuka's **strong performance** has enabled the company to achieve an **above target** bonus pool for the past **6 years**



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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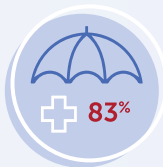
Health & Well-Being



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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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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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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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**