

Live Well, Be Well, Benefits 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. We have incorporated your feedback and considered market trends to create a comprehensive and inclusive 2026 benefits package that supports you in fulfilling Otsuka's purpose: to defy limitation, so that others can too.

This Open Enrollment eGuide provides an overview of your benefits options and resources to help you make informed decisions that best meet your individual needs.

GO!

**Open Enrollment is
through Workday
October 27th through
November 7th, 2025**



Your 2026 Open Enrollment eGuide

This eGuide helps you understand your benefits options and new 2026 offerings, enabling you to select coverage that meets your current well-being needs and future plans.

As an Otsuka employee, you have access to a diverse range of benefits and programs to support your well-being and lifestyle:

- For Your Health & Well-Being
- For Your Financial Security & Support
- For Your Home & Family
- For Renewing & Recharging
- For Giving Back

This eGuide is organized into categories, highlighting all of the benefits, tools, and resources available to you and your family in 2026.

Get Help Choosing the Right Medical Plan

With the Medical Plan Evaluator, answer a few questions and receive a suggested medical plan based on your and your family's needs. You can also see the medical plan other employees like you choose.

Visit the **2026 Open Enrollment Resource Center** on the Benefits Portal and make your elections in **Workday** when you are ready.



What's New for 2026

At Otsuka, our commitment to those we serve—patients and caregivers—is mirrored in our dedication to supporting the health and well-being of our employees.

Each year, we thoughtfully evaluate our benefits and well-being offerings to ensure they remain competitive and responsive to what matters most to you. For 2026, we're pleased to introduce **several program refinements**—empowering you to thrive both personally and professionally. However, as we look ahead to the 2026 benefits year, it's important to acknowledge the **impact of rising healthcare costs**.

Over the past several years, the company has worked diligently to absorb rising healthcare costs and limit the financial impact on employees. We understand how essential affordable coverage is for you and your family, and we've been proud to maintain stability while costs have continued to rise.

As part of our ongoing commitment, Otsuka will continue to **subsidize an above-market average subsidy of 83%** of employee healthcare coverage in 2026—helping to keep your costs as low as possible. At the same time, we want to be transparent about the ongoing increases that we have experienced with our healthcare costs. As a result, there will be a **carefully considered adjustment** to employee medical contributions next year, which aligns with our commitment to maintaining a sustainable and robust benefits program.

To support you in your well-being, we're **introducing new programs and additional resources** in 2026 that offer **greater value and flexibility** in managing your care and costs.



Helpful Tools & Guidance for Managing Your Healthcare Expenses

You can also utilize the following resources and tips to help keep your medical costs as low as possible.

- **Choose the right level of care for your needs** such as visiting your primary care provider, urgent care, or \$0 telehealth through LiveHealth Online (LHO) instead of the emergency room, when appropriate.
- **Get preventive care** through your medical plan—typically covered at 100%.
- **Use Otsuka-provided tools and resources** to make informed choices about your healthcare.
- Refer to [page 14](#) for key healthcare terms and helpful tips on selecting the best plan for you and your family in 2026.

Taking these actions can help you stay your healthiest, get care appropriate to meet your needs, and help Otsuka manage overall medical plan cost-sharing.

Medical Plan Coverage Updates

Premier Plan

The **Premier Plan** will have the following coverage updates:

- We are introducing a **small deductible** of **\$100** for individual coverage and **\$300** for family coverage—this is the amount you pay annually out-of-pocket before your medical plan begins to pay for covered in-network services that are not subject to copays. See the Anthem Plan Comparison Chart beginning on [page 19](#) for out-of-network plan design.
- The **copay for emergency room care** will **increase from \$150 to \$300**. When experiencing a non-emergency, you have several choices to receive care, such as your primary care physician, urgent care, or telehealth—which is at no cost to you.
- Certain services such as inpatient and outpatient services, MRIs, and labwork will now be subject to **10% coinsurance**.
- For a full list of services that are subject to coinsurance, please see [page 19](#).

Choice Plan

The Choice Plan in-network deductible will increase slightly from **\$300 to \$400** for individual coverage and from **\$900 to \$1,200** for family coverage.

Consumer Select Plan

The IRS is raising the minimum deductible on consumer-directed health plans. For the Consumer Select Plan, the deductible will increase from **\$1,650 to \$1,700** for individual coverage and from **\$3,300 to \$3,400** for family coverage.

New Medical ID Card

A new medical ID card will be mailed to your home address on file, even if you don't make changes to your medical plan for 2026. You'll also be able to access a digital version of your 2026 ID card through the Sydney app by the end of December.

Download the Sydney App by Anthem

Sydney makes it easy to stay on top of your health plan. With the app, you can:

- Find doctors, hospitals, labs, and other providers in the Anthem network.
- Check your claims and coverage details.
- View and use your digital ID card anytime.

Anthem Medical Plan Details

For a detailed comparison of plan limits and coverage, please refer to the Anthem Plan Comparison Chart beginning on [page 19](#).

Mail Orders for Maintenance Prescription Drugs

If you take maintenance medications—prescriptions used long-term for conditions like high blood pressure or high cholesterol—please note an **important change** for 2026.

To continue receiving coverage, these medications **must be** filled either:

- **Through mail order, or**
- **As a 90-day supply at a CVS pharmacy.**

If not filled through one of these options, you may be **responsible for the full cost** of the medication.

Utilizing mail order is a **cost-saving option**, and there's no additional charge for delivery. It's a convenient way to stay on track with your treatment while keeping your **expenses lower**.

Additional details regarding this change will be shared in Q4.

Enhanced VSP Vision Coverage for Frames

VSP Vision **Core** in-network coverage will provide **greater allowances** for frames:

- New Retail Frame Allowance: **\$210**
- New Featured Frame Brand Allowance: **\$230**
- New Costco Equivalent Frame Amount: **\$115**

Important Reminder: Out-of-Pocket Maximum

Across all Otsuka medical plans, the out-of-pocket maximum represents **the highest amount you will pay for covered services within a plan year.**

Save More with the Health Savings Account, Health Care FSA, and Dependent Care FSA

The IRS increased the **2026 limits** for Health Savings Account (HSA),* Health Care Flexible Spending Account (HCFSA), and Dependent Care Flexible Spending Account (DCFSA) contributions.

- **For the HSA**, you may contribute up to **\$4,400** (individual coverage) or **\$8,750** (family coverage). Employees who are age 55 or older may save an additional **\$1,000** in catch-up contributions. Remember that these limits include total contributions from both you and Otsuka in 2026.
- **For the HCFSA**, the maximum you may contribute will increase to **\$3,400**.
- **For the DCFSA**, the maximum you may contribute will increase to **\$7,500** (or **\$4,000** if you are a highly compensated employee**).

*An HSA is available for those enrolled in the **Consumer Select Plan** or **Consumer Value Plan**.

**Highly compensated employees are defined as those earning a base salary of \$160,000 or more.



Starting in 2026, telehealth services through Anthem's LiveHealth Online (LHO) will be available at no cost to you.

Beginning next year, we will be enhancing our telehealth coverage through Anthem. This means you can meet with licensed providers from the comfort of your home—**at no cost to you**. Only telehealth visits conducted through LHO are exempt from copays and deductibles, making it easier and more affordable to access care when you need it. Whether you're managing a minor illness, following up on treatment, or seeking medical advice, telehealth offers a safe, convenient, and affordable way to stay on top of your health.

Anthem plans now include comprehensive Cancer Care Support through Transcarent.

Cancer is a growing concern, and Otsuka is here to support you. Employees and covered dependents enrolled in an Otsuka medical plan in 2026 now have access to **Cancer Care Support** through **Transcarent**.

Transcarent offers expert guidance, tools, and support across every stage of care—from prevention and early detection to treatment and survivorship. **Services include:**

- Screening and early detection
- Expert diagnosis
- High-quality treatment with vetted providers
- Survivorship and workplace support
- And more to support you



New Integrated Well-Being & Fitness Reimbursement Program

In 2026, we're excited to introduce an **enhanced experience** that brings together your well-being platform and fitness reimbursement into **one seamless program**. This integration will be powered by **Espressa**, as part of the Living Well at Otsuka Program.

This updated program empowers you to:

- **Participate** in company-wide well-being challenges
- **Purchase** items and services that support your fitness goals for reimbursement
- **Access** resources that help you meet your overall well-being needs
- **Discover** expert on-demand classes covering fitness, mindfulness, and nutrition through Wellbeats

Best of all, the program is designed to be flexible, personalized, and easy to use—so you can **focus on what matters most**: your health and well-being—**at no cost to you**.

2025 Deadline Change for Fitness Program Reimbursements

The deadline to submit reimbursements for expenses in **2025** is **December 23rd, 2025**.

You will **not be able** to get reimbursed under the 2025 program **after this date**, so plan accordingly!

Important Fitness Reimbursement Changes

We are increasing your potential fitness reimbursement to **\$500**.

- **Power to earn.** You will have access to **\$300 automatically** through the Living Well at Otsuka Program and also be eligible for an **additional \$200 when you complete approved well-being activities**—such as your annual physical, preventive screenings, or participation in step challenges.
- **Simplified reimbursement.** You will **no longer be required to submit proof of utilization** for services like gym memberships, fitness apps, or workout programs.
- **Streamlined digital experience.** You'll now have access to a **new mobile app** and **live chat support**, making it easier than ever to track your well-being journey, and submit fitness reimbursement requests—**all in one place**.
- **New well-being market.** You'll be able to purchase **well-being products** and services at **discounted rates**.

Enhanced Identity Theft Protection Coverage

To provide you with more **comprehensive protection**, Norton LifeLock benefits are expanding to include **Premier Plus coverage**. This **enhanced coverage, at an increased cost**, offers stronger protection for your digital life, helping you safeguard your identity, devices, and online activity.

If you're currently enrolled, you'll automatically receive the upgraded coverage.

If you're adding it for the first time, you'll gain access to enhanced benefits, including:

- Up to **10 devices** for single plans or unlimited devices for family plans
- Up to **500GB** of Cloud backup
- Up to **\$50,000** in Cyber Crime insurance

Health Advocate Program Transition

We are transitioning your healthcare advocacy services from Health Advocate to **Anthem Health Guide** to help you locate in-network providers, compare healthcare service costs, and better understand your medical plan.

Call **833-807-1875**, Monday through Friday, 5 a.m. to 8 p.m. PT (8 a.m. to 11 p.m. ET), or register online using the Member ID on the front of your ID card.



New Carrier for Whole Life Insurance with Long-Term Care through Trustmark

Beginning in 2026, coverage for the 100% employee-paid Whole Life Insurance option—which includes a long-term care provision—will **transition from The Standard (formerly Allstate) to Trustmark**. If you are currently enrolled with The Standard, you can remain in coverage or drop effective December 31st, 2025 through Open Enrollment.

If you wish to enroll with Trustmark, you will be able to enroll during Q4. Look for more details in November!

Important SECURE 2.0 ACT Update: 401(k) Savings Plan Catch-Up Contributions

The IRS allows you to make additional catch-up contributions if you are **age 50 or older**. Starting in 2026, **all** catch-up contributions you elect **must be made as a separate election**.

Additional Catch-Up Regulations for Highly Compensated Employees

Your catch-up contribution is limited to a separate **401(k) Roth contribution** only if:

- You earned **\$145,000 or more** in 2025 (reported as FICA wages on your Form W-2), **AND**
- You will be **age 50 or older** in 2026.

Since the Roth catch-up provision does not go into effect until 2026, now is a great time to talk to a financial or tax advisor about how Roth catch-up contributions can impact your retirement investing plan.



2026 401(k) Savings Plan Catch-Up Contributions

Starting January 1st, 2026, all catch-up contributions will need to be made as separate elections. More information will be provided to you in late December 2025.

Enrollment & Eligibility

It's time to take action! Open Enrollment happens only once a year.

You will receive an email with a link to enroll in your benefits in Workday. The elections you make during Open Enrollment are **effective January 1st through December 31st, 2026**.

If you do not enroll by the **November 7th deadline**, you will remain in your current benefits, with the exception of Flexible Spending Accounts and the Health Savings Account, both which require re-enrollment.

You are encouraged to review all of your benefits to ensure that your coverage meets your and your family's needs.



Who Can I Cover?

All plans have the same dependent eligibility rules. You can cover certain dependents under medical, dental, vision, and other coverage. Eligible dependents include your:

- Spouse or domestic partner*
- Children/domestic partner's children, up to the end of the month of their 26th birthday, with the exception of individuals with disabilities

The amount you pay for medical, dental, vision, and other coverage will be based on the option(s) you elect and who you choose to cover.

*Spouses/domestic partners added during Open Enrollment must be verified for coverage.



How to Enroll in Your Otsuka Benefits

Enroll using these simple steps:

- 1 Log in to [Workday](#) to access your enrollment. If signing into Workday manually, use your Otsuka network username and password.
- 2 Click on the **Benefits Enrollment** task in your Workday Inbox.
- 3 Follow the step-by-step process to **enroll from October 27th through November 7th**.
- 4 Print or save a copy of your election summary.

Be prepared: To add dependents to your coverage, you will need your dependents' information, including dates of birth and Social Security numbers.

Contact the Otsuka AVA Contact Center at **877-4-OTSUKA** (877-468-7852) if you have questions.



Medical Plan Evaluator

Easily evaluate which medical plan is right for you and your family. Simply answer a few questions and you'll be offered a suggestion and can view how other employees (like you) choose their medical plan.



Considerations as You Enroll

- ✓ **Verify that your personal information is up to date**, including your primary mailing address, mobile phone number, marital status, and emergency contacts.
- ✓ **Add or remove dependents** and confirm their Social Security numbers, dates of birth, and mailing addresses.
- ✓ **Take time to review your life insurance needs and your current beneficiary assignments.**
 - You'll have the opportunity to enroll in, increase, or decrease your optional life insurance coverages.
 - Learn more on [page 36](#) about the new Whole Life Insurance Policy with Long-Term Care benefits from Trustmark and how to enroll.
- ✓ **Visit the 2026 Open Enrollment Resource Center on the Benefits Portal to:**
 - Use the [Medical Plan Evaluator](#) tool to help you decide which medical plan best fits your needs.
 - Learn more about 2026 changes and view the Open Enrollment Webinar and/or Office Hours dates and times.
- ✓ **Evaluate your retirement financial goals** and adjust your Otsuka 401(k) savings plan contributions accordingly. Remember, Otsuka matches your contributions dollar for dollar, up to 10% of your eligible base salary, per pay period.
- ✓ **Review and elect Health Savings Account (HSA) or Flexible Spending Account (FSA) contribution amounts for 2026.**

Note: HSA and FSA contributions must be re-elected each year.



For Your Health & Well-Being

Get to Know Your Medical Plan Options

Prepare for Open Enrollment by understanding your medical plan options to make the best benefits decisions for you and your family.

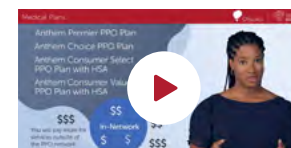
Otsuka offers four Preferred Provider Organization (PPO) plans through Anthem, divided into two categories: **Traditional PPOs** and **Consumer Directed PPOs**. Below are some plan highlights of how they compare for in-network services.

	Premier PPO Plan	Choice PPO Plan	Consumer Select PPO Plan	Consumer Value PPO Plan
Annual Well-Being Visit and Preventive Care	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Health Savings Account (HSA) included	No	No	Yes, and Otsuka contributes: • \$1,000/individual • \$2,000/family	Yes, and Otsuka contributes: • \$500/individual • \$1,000/family
Per-paycheck rates	\$\$\$\$	\$\$\$	\$\$	\$
What you pay for in-network services	- Copays for office visits, ER visits, and prescriptions 100% of costs for other services until you meet the annual deductible 10% after meeting your deductible	- Copays for office visits and prescriptions 100% of costs for other services until you meet the annual deductible 10% after meeting your deductible	100% of costs for most services and prescriptions until you meet the annual deductible 10% after meeting your deductible	100% of costs for most services and prescriptions until you meet the annual deductible 20% after meeting your deductible
In-network deductible	• \$100/individual • \$300/family	• \$400/individual • \$1,200/family	• \$1,700/individual • \$3,400/family	• \$3,000/individual • \$6,000/family
The most you pay out of pocket for in-network services*	• \$1,500/individual • \$4,500/family	• \$1,500/individual • \$4,500/family	• \$2,700/individual • \$5,400/family	• \$4,000/individual • \$8,000/family

***Family Coverage Out-of-Pocket Maximum (OOPM):** Each family member has an individual OOPM within the family OOPM. Once a member reaches their individual OOPM, the plan covers 100% of their eligible expenses—even if the family OOPM hasn't been met.

Know Your Medical Plans

To learn about the differences in the medical plans to help you choose the right plan, click the video below.



See the full Anthem Plan Comparison Chart beginning on **page 19** to get more details on how each plan would work for you.

Questions to Help You Decide

Consider these questions about you and your dependents who will be covered in 2026.

- **Will your healthcare needs increase, remain the same, or decrease compared to this year?** Consider chronic conditions, prescriptions, and any planned procedures. A more expensive plan may be too much coverage—and a less expensive plan may not be enough.
- **Can you afford higher out-of-pocket costs if unexpected medical needs occur?** Determine whether a less expensive plan with lower paycheck contributions is a good fit, considering the potential for higher deductibles and out-of-pocket costs. Consider your ability to pay for these costs using HSA contributions from you and Otsuka if enrolled in a consumer-directed health plan.
- **Are you interested in using an HSA to save tax-free for current and future healthcare expenses?** Remember, the funds contributed by you and Otsuka are yours to keep, even if you retire or leave the company.

Important Terms to Know

Copay: A set amount you pay for certain medical services (e.g., \$20 for a doctor visit).

Deductible: The amount you must pay out of pocket before your insurance starts paying for medical services.

Coinsurance: Once you meet the deductible, you'll pay a percentage of medical costs (e.g., 10% of the cost of a doctor visit), and your medical plan covers the rest.

Out-of-Pocket Maximum: This is the most you'll pay in a year for covered services, including copays, deductible, and coinsurance. After you meet this amount, your medical plan pays 100% for the rest of the year.

In-Network Providers: These providers have negotiated prices with Anthem to provide services at a discounted price.



Take the Guesswork Out of Choosing a Medical Plan

The **Medical Plan Evaluator** will ask you questions and provide a suggestion for the best plan for you in 2026 based on your answers.

Reminder: The out-of-pocket maximum is the most you'll pay for covered medical expenses during the plan year. Once you reach this limit, the plan pays 100% of eligible costs for the rest of the year.



Comparing Real-Life Costs for Each Plan

The charts on the following pages outline the estimated annual out-of-pocket costs for those with single or family coverage and varied needs for healthcare services.

Scenario 1: Employee with single coverage and moderate healthcare services

		Premier PPO Plan		Choice PPO Plan		Consumer Select PPO Plan		Consumer Value PPO Plan	
		Coverage		Coverage		Coverage		Coverage	
Deductible		\$100 <i>Employee only</i>		\$400 <i>Employee only</i>		\$1,700 <i>Employee only</i>		\$3,000 <i>Employee only</i>	
Out-of-Pocket Maximum		\$1,500 <i>Employee only</i>		\$1,500 <i>Employee only</i>		\$2,700 <i>Employee only</i>		\$4,000 <i>Employee only</i>	
Coinsurance		10%		10%		10%		20%	
	Billed amount	Your cost	Notes	Your cost	Notes	Your cost	Notes	Your cost	Notes
Preventive Care Visit	\$150	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%
Primary Care Visit	\$150	\$15	Copay	\$20	Copay	\$150	Applies to deductible	\$150	Applies to deductible
Specialist Visit	\$200	\$30	Copay	\$40	Copay	\$200	Applies to deductible	\$200	Applies to deductible
Emergency Room Visit	\$2,000	\$300	Copay	\$560	\$400 applies to deductible; Remaining covered at 90%	\$1,415	\$1,350 applies to deductible; Remaining covered at 90%	\$2,000	Applies to deductible
MRI	\$1,300	\$220	\$100 applies to deductible; Remaining covered at 90%	\$130	Covered at 90%	\$130	Covered at 90%	\$780	\$650 applies to deductible; Remaining covered at 80%
3 Physical Therapy Visits	\$600	\$90	\$30 copay	\$120	\$40 copay	\$60	Covered at 90%	\$120	Covered at 80%
6 Generic (Tier 1) Retail Rx Script	\$120	\$60	\$10 copay	\$60	\$10 copay	\$60	\$10 copay after deductible	\$60	\$10 copay after deductible
2 Preferred Brand (Tier 2) Retail Rx Scripts	\$500	\$40	\$20 copay	\$40	\$20 copay	\$60	\$30 copay after deductible	\$60	\$30 copay after deductible
Out-of-Pocket Cost Before HSA		\$755		\$970		\$2,075		\$3,370	
HSA Funding		N/A		N/A		(\$1,000)	Otsuka funds \$1,000 to HSA	(\$500)	Otsuka funds \$500 to HSA
Out-of-Pocket Cost After HSA		\$755		\$970		\$1,075		\$2,870	
Annual Payroll Deduction		\$2,885		\$1,614		\$1,380		\$899	
Total Cost to Employee		\$3,640		\$2,584		\$2,455		\$3,769	

Comparing Real-Life Costs for Each Plan

Scenario 2: Employee with family coverage and moderate healthcare services

		Premier PPO Plan		Choice PPO Plan		Consumer Select PPO Plan		Consumer Value PPO Plan	
		Coverage		Coverage		Coverage		Coverage	
Deductible		\$300 Family		\$1,200 Family		\$3,400 Family		\$6,000 Family	
OOPM*		\$4,500 Family		\$4,500 Family		\$5,400 Family		\$8,000 Family	
Coinsurance		10%		10%		10%		20%	
In-Network Service	Billed amount	Your cost	Notes	Your cost	Notes	Your cost	Notes	Your cost	Notes
Preventive Care Visit	\$150	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%
Colonoscopy Screening (over age 45)	\$3,850	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%	\$0	Covered at 100%
2 Emergency Room Visits	\$4,000	\$600	\$300 copay	\$1,480	\$1,200 applies to deductible; Remaining covered at 90%	\$3,460	\$3,400 applies to deductible; Remaining covered at 90%	\$4,000	Applies to deductible
2-Day Inpatient Hospital Stay	\$10,000	\$1,270	\$300 applies to deductible; Remaining covered at 90%	\$1,000	Covered at 90%	\$1,000	Covered at 90%	\$3,600	\$2,000 applies to deductible; Remaining covered at 80%
Inpatient Surgery	\$25,000	\$2,500	Covered at 90%	\$2,020	Covered at 90%; OOPM met	\$940	Covered at 90%; OOPM met	\$400	Covered at 80%; OOPM met
6 Preferred Brand (Tier 2) Retail Rx Scripts	\$1,500	\$120	\$20 copay	\$0	OOPM met	\$0	OOPM met	\$0	OOPM met
6 Generic Scripts	\$120	\$10	\$10 copay; OOPM met	\$0	OOPM met	\$0	OOPM met	\$0	OOPM met
Out-of-Pocket Cost Before HSA		\$4,500		\$4,500		\$5,400		\$8,000	
HSA Funding		N/A		N/A		(\$2,000)	Otsuka funds \$2,000 to HSA	(\$1,000)	Otsuka funds \$1,000 to HSA
Out-of-Pocket Cost After HSA		\$4,500		\$4,500		\$3,400		\$7,000	
Annual Payroll Deduction		\$9,270		\$5,173		\$4,013		\$2,648	
Total Cost to Employee		\$13,770		\$9,673		\$7,413		\$9,648	

*Family Coverage Out-of-Pocket Maximum (OOPM): Each family member has an individual OOPM within the family OOPM. Once a member reaches their individual OOPM, the plan covers 100% of their eligible expenses—even if the family OOPM hasn’t been met.

The Health Savings Account (HSA): An Investment in Your Long-Term Well-Being

Enrollment in the **Consumer Select or Consumer Value Plan** includes access to an HSA. You are eligible for these plans if:

- You do not have other medical coverage.
- You are not covered by your spouse's medical plan or prescription drug plan.
- You are not covered through Medicare Part A or B.
- You do not contribute to a Health Care Flexible Spending Account through your spouse's employer.

SAVE IT



Save with your HSA like a 401(k) plan for healthcare. You and Otsuka contribute pretax dollars (up to the IRS annual maximum) that you can use to help pay for current or future eligible healthcare expenses.

GROW IT



Grow your HSA into a nest egg for healthcare. Your money goes in, accrues interest, and comes out tax-free. Plus, you can invest your balance over \$1,000 to increase it even more!

MANAGE IT



Your HSA is like a personal savings account. Make sure to keep track of deposits, withdrawals, and your available balance.

USE IT



Pay for eligible healthcare expenses when and how you want. You can use your HSA debit card or request a reimbursement later.

KEEP IT



Your HSA is just that—yours. It goes wherever you go, even if you leave Otsuka.

How Much Can I Contribute to the HSA?

The IRS sets annual maximums for HSA contributions. These maximums include both your contributions and Otsuka's contributions.

Health plan	Coverage level	2026 IRS contribution limit	Otsuka's contribution*	What you can contribute	Your maximum contribution if age 55 or older in 2026**
Consumer Select	Employee only	\$4,400	\$1,000	\$3,400	\$4,400
	Family	\$8,750	\$2,000	\$6,750	\$7,750
Consumer Value	Employee only	\$4,400	\$500	\$3,900	\$4,900
	Family	\$8,750	\$1,000	\$7,750	\$8,750

*Otsuka annual contributions are made in two installments, one in January and another in July.

**If you will be age 55 or older in 2026, you may contribute an additional \$1,000 in catch-up contributions.

Getting the Most from Your HSA

When you use your HSA effectively, you not only cover your initial medical expenses, but also build a safety net for future medical costs. The combination of tax-free contributions from you and Otsuka can help you save money while managing your healthcare needs.

Here's How the HSA Works in Real Life

Let's say you are enrolled in the Consumer Select Plan with individual coverage, which in 2026 has a \$1,700 deductible, 10% coinsurance for in-network providers, and a \$2,700 out-of-pocket maximum.



Using Your HSA:

You use your HSA funds to get reimbursed. With contributions from you and Otsuka, your HSA balance is \$2,200 (\$1,000 from Otsuka + \$1,200 from your contributions). Now you're only \$200 away from meeting your deductible—and you already have funds in your HSA to cover that ... plus more!



Initial HSA Balance:

You start the year with Otsuka's \$500 tax-free contribution to your HSA.

Getting the Care You Need:

After six months, you accrue \$1,500 in medical expenses for covered services.

Growing Your HSA:

You contribute \$200 per month tax-free from your paycheck.

Adding to Your Balance:

In July, you receive another \$500 tax-free contribution to your HSA from Otsuka.

The Rest of the Year—and Beyond:

You're still contributing each month, and after your HSA reaches \$1,000, you can invest your funds and earn interest tax-free to grow your balance even more. You're now better prepared for unexpected medical expenses, and you've begun building a valuable nest egg for future healthcare expenses.

Medical Plan Comparison

	Premier Plan		Choice Plan		Consumer Select Plan with HSA		Consumer Value Plan with HSA	
	In-Network	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network*
Annual Deductible (What You Pay)								
Employee only	\$100	\$2,000	\$400	\$2,000	\$1,700	\$1,700	\$3,000	\$3,000
Family	\$300	\$6,000	\$1,200	\$6,000	\$3,400	\$3,400	\$6,000	\$6,000
Health Savings Account Contribution from Otsuka								
Employee only	N/A	N/A	N/A	N/A	\$1,000	\$1,000	\$500	\$500
Family	N/A	N/A	N/A	N/A	\$2,000	\$2,000	\$1,000	\$1,000
Annual Out-of-Pocket Maximum** (The most you will pay in 2026)								
Employee only	\$1,500	\$5,000	\$1,500	\$5,000	\$2,700	\$5,400	\$4,000	\$8,000
Family	\$4,500	\$15,000	\$4,500	\$15,000	\$5,400	\$10,800	\$8,000	\$16,000
Hospital and Other Facility Expenses (What You Pay)								
Inpatient***	10% after deductible	30% (10% MH/SA) after deductible	10% after deductible	30% (10% MH/SA) after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Outpatient***	10% after deductible	30% (10% MH/SA) after deductible	10% after deductible	30% (10% MH/SA) after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Emergency room	\$300 copay	\$300 copay	10% after deductible	10% after deductible	10% after deductible	10% after deductible	20% after deductible	20% after deductible

Family Coverage Out-of-Pocket Maximum (OOPM): Each family member has an individual OOPM within the family OOPM. Once a member reaches their individual OOPM, the plan covers 100% of their eligible expenses—even if the family OOPM hasn't been met.

*The cost of services received from out-of-network providers may be subject to balance billing.

**Copays and out-of-pocket costs paid toward meeting the annual deductible will be applied to your annual out-of-pocket maximum.

***Mental health (MH) and substance abuse (SA) services performed out-of-network are covered at higher reimbursement levels.

Medical Plan Comparison (continued)

	Premier Plan		Choice Plan		Consumer Select Plan with HSA		Consumer Value Plan with HSA	
	In-Network	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network*	In-Network	Out-of-Network*
Professional Expenses (What You Pay)								
Telehealth visits	\$0	N/A	\$0	N/A	\$0	N/A	\$0	N/A
Maternity office visits and delivery	\$30 copay	30% after deductible	10% after deductible	30% after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Office visits (PCP)	\$15 copay	30% after deductible	\$20 copay	30% after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Office visits (specialist)***	\$30 copay (\$15 copay MH/SA)	30% (10% MH/SA) after deductible	\$40 copay (\$20 copay MH/SA)	30% (10% MH/SA) after deductible	10% after deductible	30% (10% MH/SA) after deductible	20% after deductible	40% (20% MH/SA) after deductible
Physical, speech, and occupational therapy	\$30 copay	30% after deductible	\$40 copay	30% after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Surgery (inpatient and outpatient)	10% after deductible	30% after deductible	10% after deductible	30% after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible
Other Eligible Expenses (What You Pay)								
Lab, X-rays, and diagnostic tests (outside the doctor's office)	10% after deductible	30% after deductible	10% after deductible	30% after deductible	10% after deductible	30% after deductible	20% after deductible	40% after deductible

*The cost of services received from out-of-network providers may be subject to balance billing.

**Copays and out-of-pocket costs paid toward meeting the annual deductible will be applied to your annual out-of-pocket maximum.

***Mental health (MH) and substance abuse (SA) services performed out-of-network are covered at higher reimbursement levels.

HMSA Hawaii PPO Medical Plan

Otsuka employees residing in Hawaii have access to the following benefits.

You can find more details on your benefits by accessing HMSA's website at hmsa.com or by calling HMSA's customer service team at **808-948-6111** (Oahu) or **800-776-4672** (neighboring islands).

HMSA Hawaii PPO Medical Plan (What You Pay)		
Annual Deductible	In-Network	Out-of-Network
Employee only	\$0	\$100
Family	\$0	\$300
Annual Out-of-Pocket Maximum*		
Employee only	\$2,500	\$2,500 (+ \$3,600 for Rx only)
Family	\$7,500	\$7,500 (+ \$4,200 for Rx only)
Hospital and Other Facility Visits (What You Pay)		
Inpatient	10% after deductible	30% after deductible
Outpatient	20% after deductible	30% after deductible
Emergency room	20% after deductible	20% coinsurance (deductible does not apply)
Office Visits (What You Pay)		
Maternity office visits and delivery	10% after deductible	30% after deductible
Office visits (PCP)	\$12 copay	30% after deductible
Office visits (specialist)	\$12 copay	30% after deductible
Physical, speech, and occupational therapy	20% after deductible	30% after deductible
Other Eligible Expenses (What You Pay)		
Ambulance	20% after deductible	30% after deductible
Lab, X-rays, and diagnostic tests (outside the doctor's office)	10% after deductible	30% after deductible

*Copays and out-of-pocket costs paid toward meeting the annual deductible will be applied to your annual out-of-pocket maximum.

HMSA Prescription Drug Plan

Here's how the plan covers prescription drugs.

Prescription Drug Costs	Generic	Preferred Brand	Non-Preferred Brand
Retail pharmacy (up to a 30-day supply)	\$7 copay	\$30 copay	\$30 copay + \$45 Tier 3 cost share
Mail order (84- to 90-day supply)	\$11 copay	\$65 copay	\$65 copay + \$135 Tier 3 cost share

HMSA Vision Coverage

The plan offers you access to quality vision care benefits. Covered services include glasses, contact lenses, and a routine eye exam **once each plan year (July 1st – June 30th)**.

Vision Services	In-Network	Out-of-Network	Frequency
Exam	\$10 copay	Not covered	Once per plan year
Exam allowance	N/A	100% after plan pays up to \$40	Once per plan year
Materials	\$20 copay	Not covered	Once per plan year
Lenses			
Single	\$10 copay	100% after plan pays up to \$16	Once per plan year
Multifocal	\$10 copay	100% after plan pays up to \$25	Once per plan year
Polycarbonate	Not covered	Not covered	Once per plan year
Contact lenses	\$25 copay; then you pay 100% after \$130 benefit	100% after plan pays up to \$50	Once per plan year
Fitting	All charges less \$45 plan payment	100% after plan pays up to \$20	Once per plan year
Retail frame allowance	100% after \$15 plan payment	100% after plan pays up to \$12	Once every two plan years

2026 Employee Rates (Semi-Monthly, Per Pay Period, Pretax)

Rates	Hawaii Medical & Vision
Employee	\$66.70
Employee + Spouse	\$141.57
Employee + Child(ren)	\$141.57
Employee + Family	\$214.35

2026 Domestic Partner Rates and Imputed Income (Semi-Monthly, Per Pay Period)

Rates	Hawaii Medical & Vision
Employee + Domestic Partner	
Employee rate	\$141.57
Imputed income	\$400.81
Employee + Employee's Child(ren) + Domestic Partner	
Employee rate	\$214.35
Imputed income	\$438.91
Employee + Domestic Partner + Domestic Partner's Child(ren) + Employee's Child(ren)	
Employee rate	\$214.35
Imputed income	\$839.72

Anthem Prescription Drug Benefits

All four Anthem medical plans include prescription drug coverage, also administered by Anthem.

How Much You Pay for Prescription Drugs

Prescription drugs are grouped into three tiers, based on a drug's effectiveness and affordability.

PHARMACY

\$ Tier 1	\$\$ Tier 2	\$\$\$ Tier 3
- The most cost-effective choice among the three tiers. - Typically are generic drugs, which have the same active ingredients and effectiveness as their brand-name equivalents and meet FDA standards for safety and quality.	- Priced higher than Tier 1. - May be preferred brand drugs, based on how they work and how much they cost compared to other drugs used to treat the same conditions. - May also be generic drugs if those drugs are new to the pharmaceutical market.	- Highest cost of all three tiers. - Often include non-preferred brand and generic drugs. - May include drugs that were recently approved by the FDA, or specialty drugs used to treat a serious, long-term health condition.

Prescription drugs can help you attain health and reduce overall healthcare costs.

Click to view a video about your prescription drug coverage.



As an Otsuka employee you pay \$0 for any Otsuka US-branded drug. See next page for details.

Premier & Choice Plans (What You Pay)

	Retail (Up to 30 Days)	Mail Order (31–90 Days)
Tier 1	\$10 copay	\$20 copay
Tier 2	\$20 copay	\$40 copay
Tier 3	\$35 copay	\$70 copay

Consumer Select & Consumer Value Plans (What You Pay)

	Retail (Up to 30 Days)	Mail Order (31–90 Days)
Tier 1	\$10 copay after deductible	\$20 copay after deductible
Tier 2	\$30 copay after deductible	\$60 copay after deductible
Tier 3	\$50 copay after deductible	\$100 copay after deductible


**Important:
Mail Order Prescriptions**

If you take maintenance medications (drugs taken for long periods, for conditions such as high blood pressure or high cholesterol), **you are required to order them by mail or get a 90-day supply through a CVS pharmacy.** Otherwise, you may have to pay the full cost. Using mail order will cost you less, and there's no additional cost for mail delivery.

Call Anthem's mail-order service 24/7 at **833-263-2858** or visit the Sydney app to get started!

Pay \$0 for Otsuka Prescription Drugs

As an Otsuka employee, you pay \$0—no copay, no deductible, no coinsurance—for any Otsuka US-branded drug if you are covered under the **Premier Plan** or the **Choice Plan**. If you are covered under the **Consumer Value** or **Consumer Select Plan**, you pay \$0 after meeting the plan's annual deductible. Review the 2026 Otsuka Custom Prescription Drug list below to see where you can save.

Otsuka Group Branded Drugs					Otsuka Collaborations
Abilify Asimtufii	Abilify Maintena	Abilify MyCite	Abilify Tablets	IV Busulfex	Balversa
Dacogen	Inqovi	Jynarque	Lonsurf	Nuedexta	Kisqali
Rexulti	Samsca	Rejoyn			Kisqali & Femara

Anthem Well-Being & Support Resources

Anthem offers a variety of online and by-phone services to help you understand and use your health plan to the fullest.

Anthem Health Guide

The Anthem Health Guide is the experienced customer service team that knows the ins and outs of the healthcare world. Their representatives can help you:

- Choose the right plan during Open Enrollment or if you experience a qualified life event
- Find in-network doctors
- Compare healthcare service costs
- Connect with healthcare professionals, programs, and support resources covered by your benefits
- Remind you to make appointments for exams, tests, and preventive screenings

Meet Sydney: Your Digital Health Resource

Anthem's mobile app, **Sydney**, can tell you almost everything about your health plan. You can search for Anthem network doctors, hospitals, labs, and other providers, check your claims, see what your plan covers and how it's covered, view and use your digital plan ID cards, and use the chat feature to get answers quickly! Sydney is available for download by visiting the [App Store](#) or [Google Play](#). Use your Anthem username and password to log in to the app.

LiveHealth Online (LHO)—Provided at no cost to you

You and your covered dependents can connect with licensed healthcare providers from the comfort of your home—**at no cost to you**.

Telehealth visits through LHO are **fully covered**, meaning no copays and no deductible, making it easier to access care when you need it most. Whether you're managing a minor illness, following up on treatment, or seeking medical advice, telehealth offers a safe, convenient, and affordable way to stay on top of your health. To get started with LHO, download the app by visiting the [App Store](#) or [Google Play](#), or call **888-548-3432**.



Contact Anthem Health Guide

Call **833-807-1875**, Monday through Friday, 5 a.m. to 8 p.m. PT (8 a.m. to 11 p.m. ET).

Register [online](#) using the Member ID on the front of your ID card; get access to your personalized healthcare portal.

Anthem Behavioral Services

Enrolled in an Anthem medical plan? You and your dependents have access to 24/7 support from experienced mental health professionals with 100% coverage for telehealth visits with licensed therapists and board-certified psychiatrists.

To learn more, contact Anthem's Behavioral Health Resource Center at **866-621-0554**.

Dental & Vision Insurance

Delta Dental Plan

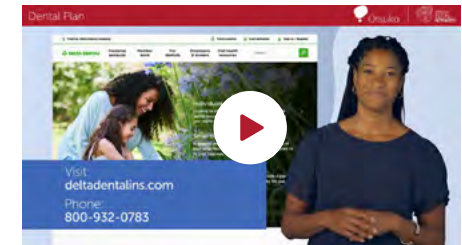
Getting routine cleanings and exams is an important part of staying healthy. Dental coverage is provided through **Delta Dental** and includes access to in-network and out-of-network providers. You will pay the least when you use a provider in Delta Dental's PPO Core Plus network and slightly more when you see Delta Dental Premier network providers.

But you will always pay the most when you see out-of-network providers.

The dental plan covers preventive care and other general dental expenses. Register for your account via [Delta Dental's website](#). You can also download the Delta Dental app on the [App Store](#) or [Google Play](#).

Research shows that routine dental care can help lower your risk of heart disease, diabetes, and more.

Click below to view a video about your Otsuka dental plan.



Plan Provision	How It Works
Annual deductible	You pay \$25 per person; \$75 per family
Preventive and diagnostic	100% covered; no deductible for in-network services
Basic restorations, endodontics, periodontics	100% covered after annual deductible
Crowns, dentures, and bridgework	You pay 30% after annual deductible
Maximum benefit	\$3,000 per covered person per calendar year
Orthodontia (children and adults)	You pay 30% after separate \$50 annual deductible; \$3,000 per covered person maximum lifetime benefit

VSP Vision Plan

Otsuka's vision coverage is offered through VSP. VSP delivers convenience and flexibility, with access to 36,000 vision care providers nationwide, including locations like Visionworks, Pearle Vision, AccuVision, Walmart, and Costco.

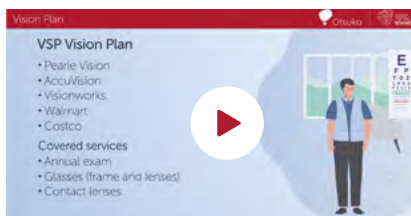
You have **two** coverage options:

- **VSP Vision Core:** A lower-cost vision plan with higher copays and lower allowances for vision correction services and materials.
- **VSP Vision Enhanced:** A higher-cost vision plan with richer benefits, including lower copays and higher allowances for vision correction services and materials.

Your vision coverage includes annual eye exams, eyeglass frames and lenses, and contact lenses. While you have the flexibility to choose between in-network or out-of-network providers, opting for out-of-network providers typically results in higher costs. To find an in-network provider near you, call VSP at **800-877-7195**, visit vsp.com, or download their free app in the [App Store](#) or [Google Play](#).

Vision care goes beyond clear sight—it helps identify health issues such as high blood pressure, diabetes, cholesterol, and more.

Click to discover more about the Otsuka vision plan.



VSP Vision Plan

	VSP Vision Core		VSP Vision Enhanced	
Frequencies				
Exam	Once per calendar year		Once per calendar year	
Lenses/Contacts	Once per calendar year		Once per calendar year	
Frames	Once every two calendar years		Once per calendar year	
Service	In-Network (What You Pay)	Out-of-Network (What You Pay)	In-Network (What You Pay)	Out-of-Network (What You Pay)
Exam	\$10 copay	\$40 copay	\$10 copay	\$40 copay
Contact Lens Exam	\$40 copay	N/A	\$40 copay	N/A
Essential Medical Eye Care	\$20 copay	N/A	\$20 copay	N/A
Retinal Screening	\$39 copay	N/A	\$39 copay	N/A
Frames				
Retail Frame Allowance	100% after plan pays up to \$210	100% after plan pays up to \$80	100% after plan pays up to \$180	100% after plan pays up to \$80
Featured Frame Brand Allowance	100% after plan pays up to \$230	100% after plan pays up to \$80	100% after plan pays up to \$200	100% after plan pays up to \$80
Costco Equivalent Frame	100% after plan pays up to \$115	100% after plan pays up to \$80	100% after plan pays up to \$100	100% after plan pays up to \$80
Lenses				
Single	\$20 copay	100% after plan pays up to \$40	\$20 copay	100% after plan pays up to \$40
Bifocal	\$20 copay	100% after plan pays up to \$60	\$20 copay	100% after plan pays up to \$60
Trifocal	\$20 copay	100% after plan pays up to \$80	\$20 copay	100% after plan pays up to \$80
Lenticular	\$20 copay	N/A	\$20 copay	N/A
Contact Lenses				
Elective	100% after plan pays up to \$150	100% after plan pays up to \$110	100% after plan pays up to \$150	100% after plan pays up to \$110
Additional Benefits				
Additional Frames & Allowances	N/A		Your choice of one of the following once per calendar year : • Additional \$100 allowance for frames or contacts; OR • Progressive lenses covered in full; OR • Anti-Reflective coating covered in full; OR • Photochromic lenses covered in full Note: The additional allowance can be used differently by each person covered (e.g., one person can use it toward frames, one can use it toward lenses, etc.)	

Plan Rates

Your per-paycheck cost for the medical, dental, and vision plans depends on the plan you choose, and the coverage tier you elect, including the number of dependents you choose to cover. Your costs are deducted automatically from your paycheck each pay period.

2026 Employee Rates (Semi-Monthly, Per Pay Period, Pretax)

Rates	Premier Medical	Choice Medical	Consumer Select Medical	Consumer Value Medical	VSP Vision Core	VSP Vision Enhanced	Dental
Employee	\$120.21	\$67.25	\$57.52	\$37.46	\$0.44	\$2.92	\$7.20
Employee + Spouse	\$257.67	\$145.24	\$120.28	\$78.49	\$0.87	\$5.84	\$14.97
Employee + Child(ren)	\$233.43	\$131.11	\$109.77	\$71.30	\$0.94	\$6.25	\$16.55
Employee + Family	\$386.24	\$215.55	\$167.19	\$110.34	\$1.50	\$9.96	\$24.67

Did You Know?

On average, Otsuka contributes 83% of the total cost of healthcare coverage.



Tax Impacts for Domestic Partners

Otsuka extends health coverage to the domestic partners of employees and the dependent children of those domestic partners.

Unlike benefits for a spouse, health benefits for domestic partners are taxable, per IRS regulations. Please note that if you are covering your domestic partner and/or their children, your tax burden may be higher. This taxable portion of your rates is called imputed income. It is shown in the table below.



2026 Domestic Partner Rates and Imputed Income (Semi-Monthly, Per Pay Period)

Rates	Premier Medical	Choice Medical	Consumer Select Medical	Consumer Value Medical	VSP Vision Core	VSP Vision Enhanced	Dental
Employee + Domestic Partner							
Employee rate	\$257.67	\$145.24	\$120.28	\$78.49	\$0.87	\$5.84	\$14.97
Imputed income	\$436.98	\$475.92	\$458.32	\$442.54	\$2.55	\$2.17	\$24.04
Employee + Employee's Child(ren) + Domestic Partner							
Employee rate	\$386.24	\$215.55	\$167.19	\$110.34	\$1.50	\$9.96	\$24.67
Imputed income	\$421.63	\$469.46	\$463.60	\$444.52	\$3.28	\$2.79	\$23.69
Employee + Domestic Partner + Domestic Partner's Child(ren) + Employee's Child(ren)							
Employee rate	\$386.24	\$215.55	\$167.19	\$110.34	\$1.50	\$9.96	\$24.67
Imputed income	\$778.41	\$858.80	\$837.68	\$806.34	\$6.19	\$5.26	\$53.22

Additional Benefits & Services

Otsuka offers a comprehensive lineup of additional benefits and services with your long-term well-being in mind.

Lyra Health: Comprehensive Mental Healthcare Services

Lyra Health provides a comprehensive suite of mental healthcare services, combining self-guided resources, personalized coaching, medication management, and up to 16 fully-subsidized therapy sessions.

With access to Lyra's robust network of over 5,500 credentialed mental healthcare providers, you and your family can receive support whenever and wherever you need it. All of Lyra's mental health offerings, including the 16 fully-subsidized therapy sessions, are available to Otsuka employees and their eligible dependents, including spouses, domestic partners, children, and the children of domestic partners, regardless of whether they are enrolled in Otsuka benefits.

Lyra also offers important initiatives designed to help young people age 0-17 and their families in getting the mental health support they need, including:

- **Therapy for Teens**—Lyra's combination of therapists and digital content for adolescents has been proven to improve mental health conditions quicker than traditional approaches.
- **Coaching programs for Parents and Caregivers**—Get guidance and skills to address common parenting challenges such as tantrums and bullying.
- **Personalized Care Navigation for Autism Spectrum Disorder (ASD)**—As part of Lyra's Advanced Care Coordination solutions, 1:1 support is offered to help parents and caregivers connect with specialized ASD providers.
- **Lyra Renew**—Find help cutting down or quitting alcohol use from a specialized Alcohol Use Disorder (AUD) therapist and access peer group support sessions, digital lessons, and weekly check-ins.



Questions About Your Lyra Benefits?

To get started with Lyra mental health or EAP services, visit otsuka.lyrahealth.com, and follow the instructions to register at the bottom of the page. You can also call **877-467-1893** to speak with a Lyra representative.

Continuation of Care

If you have exhausted the 16 fully-subsidized therapy sessions and are enrolled in any Anthem plan, you may choose to continue services through Lyra using your healthcare plan, subject to the relevant in-network copay or coinsurance.

Medication Management

Take advantage of Lyra Medication Management, which provides access to evidence-based medication prescribing through an in-depth 90-minute consultation with a mental healthcare physician via live video to diagnose your condition and discuss what medications are appropriate for you.

Both the Continuation of Care and the Medication Management support are billed through Anthem and subject to in-network outpatient mental health cost-sharing, as defined under your healthcare plan. If you have questions about the costs, please contact Anthem.

PsychU No-Cost Mental Health Resources

Access an award-winning library of on-demand mental health resources and key insights from a community of industry experts and medical professionals, all at no cost, through PsychU.org.

Anthem Behavioral Services

Enrolled in an Anthem medical plan? You and your dependents have access to 24/7 support from experienced mental health professionals with 100% coverage for telehealth visits with licensed therapists and board-certified psychiatrists.

To learn more, contact Anthem's Behavioral Health Resource Center at **866-621-0554**.

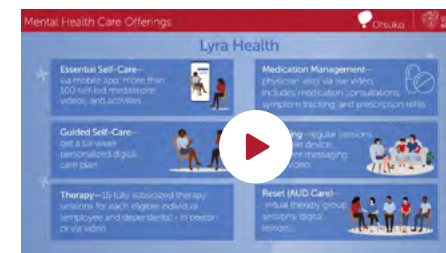


Download the Lyra Health App Today

The Lyra Health mobile app keeps you connected wherever you are. Access the Lyra Essentials library, connect with your Lyra Coach or therapist, or get messages and session reminders on the go. Download the app from the [App Store](#) or [Google Play](#).

As a leader in the mental health space, we are committed to providing a comprehensive suite of mental healthcare offerings to support the mental health of you and your family.

Click below to view a video and learn more.



Living Well at Otsuka

Powered by **Espresa**, the Living Well at Otsuka Program gives you access to a variety of resources supporting your overall well-being. Whether you want to improve your fitness, manage stress, or get a handle on your finances, Espresa will support you in making healthy choices and meeting short- and long-term well-being goals.

Available at no cost to you, Espresa resources include:

- **Team challenges.** Participate in company-wide well-being challenges.
- **Well-Being Hub.** Link to all your well-being benefits.
- **Communities.** Join a Community to share tips, exchange messages, explore helpful resources, and support each other on your fitness journey together.
- **Expert on-demand classes** covering fitness, mindfulness, and nutrition through Wellbeats.

After **January 1st**, visit the Living Well at Otsuka page on the [Benefits Portal](#) and register for Espresa using your Otsuka email and password.

It (Literally) Pays to Get Fit

Make the most of the Fitness Reimbursement Program, **available through Espresa**, to receive **up to \$500** each year for eligible well-being services.

Power to earn. You will have access to \$300 automatically through the Living Well at Otsuka Program and also be eligible for an additional \$200 when you complete approved well-being activities—such as your annual physical, preventive screenings, or participation in step challenges.

The deadline to submit reimbursements for expenses in 2025 is December 23rd, 2025.

For additional information and a list of eligible expenses for reimbursement, please read the [Fitness Reimbursement Policy](#).



For Your Financial Security & Support

*Your long-term well-being goes beyond your physical and emotional health.
We aim to support you in achieving financial security goals as well.*

401(k) Savings Plan

The Otsuka 401(k) savings plan, administered by Fidelity, offers you the opportunity to accumulate savings for your future.

Fidelity Financial Resources

Fidelity offers an array of services to support your financial goals, including online tools, on-demand workshops, and advice from financial experts.

Feature	How It Works
Your contributions	Contribute up to 60% of your eligible compensation (excludes bonus and overtime) per pay period, on a pretax, Roth, and/or after-tax basis. 2026 contribution limits:* \$23,500 —Pretax and/or Roth contribution limit \$7,500 —Catch-up contribution limit if you are age 50 or older by December 31 st , 2026 \$11,250 —Catch-up contribution limit if you are age 60 to 63 by December 31 st , 2026
Otsuka Matching Contributions	Otsuka matches your contributions dollar for dollar, up to 10% of your eligible base salary, per pay period.
Changing your contribution percentage	You can increase (up to applicable limits) or decrease your savings percentage at any time. Please note: Your new savings percentage will be effective on the first of the month following the date your election was submitted in Fidelity's system.
Otsuka match: vesting schedule	Employer matching contributions vest in 25% increments per year, beginning after one year of service and with full vesting occurring after four years.

*IRS limits are subject to change annually.

Otsuka provides the resources to help you save for retirement. Click below to view a video about your Otsuka 401(k) savings plan.



2026 Catch-Up Contributions

Starting in 2026, all catch-up contributions you elect **must be made as separate elections.**

Additional Catch-Up Regulations for Higher Earners

Your catch-up contributions must be made separately as Roth contributions only if:

- You earned **\$145,000 or more** in 2025 (reported as FICA wages on your Form W-2), AND
- You will be **age 50 or older** in 2026.

Company-Paid and Optional Life, AD&D, and Travel Insurance Coverages

Life and Accidental Death and Dismemberment (AD&D) Coverage

Otsuka pays for your basic life and accidental death and dismemberment (AD&D) coverage through Lincoln Financial, and you are automatically enrolled. During Open Enrollment, you may also purchase additional coverage as follows for you and your family up to the guaranteed issue without providing a statement of health:

- **Basic life insurance:** 2 times your annual base salary, up to \$1.5 million.
- **Optional life insurance:** Available for you and your spouse, domestic partner, and dependent children. Optional life insurance costs are deducted from your paycheck on an after-tax basis. You may elect up to 6 times your annual base salary, up to \$1.5 million. A guaranteed issue benefit is available of \$250,000 for employee and \$50,000 for a spouse/domestic partner.
- **Basic AD&D insurance:** Up to 5 times your annual base salary, up to \$1.5 million.

Life and AD&D coverage can help provide financial peace of mind for your loved ones during an already difficult time.

Click below to view a video about your coverage options.



Trustmark Optional Whole Life Insurance Policy with Long-Term Care Provision

Otsuka offers a 100% employee-paid permanent life coverage option that features a long-term care provision through Trustmark. It provides a coverage amount of up to **\$300,000 for employee** and **up to \$300,000 for a spouse/domestic partner**.

Coverage also includes a long-term care provision. You may receive **up to 4%** of your elected death benefit for **up to 25 months** when a medical professional certifies the loss of two or more activities of daily living. You can increase coverage in the future up to the maximum benefit amount, subject to medical underwriting.

Business Travel Incident Insurance

Otsuka's Business Travel Accident insurance provides support for you and your family in the event of an accident, illness, or other unexpected event during travel for work. The insurance provides **up to 5 times your annual base pay with a maximum of \$1 million**. Emergency medical evacuation is also included.

Global Travel Insurance

When you travel outside of the United States on Otsuka business, you are covered by global travel insurance through Crisis24. This company-provided benefit offers accident and sickness medical expenses and medical evacuation coverage for when you travel on short-term work assignments outside the country in which you live.

Claims are paid on a primary basis and include hospital admissions, prescription drugs, and medical evacuation.

In case of an emergency, please contact Crisis24 Global Hotline at **443-569-0646**. You can also download their app in the [App Store](#) or [Google Play](#).



Enrollment for 2026 coverage through Trustmark will begin in November. Stay tuned—more details will be shared soon!

Did You Know?

Whole Life Insurance with Long-Term Care is an investment in your long-term well-being. Rates will not increase as long as you continue the policy, which you can keep even if you leave Otsuka.



Voluntary Benefits

Illnesses and injuries can impact your long-term financial well-being well after recovery. Otsuka offers Accidental Injury, Critical Illness, and Hospital Care insurance from Lincoln Financial to help you focus on being well—not the finances.

- **Accidental Injury insurance** pays you a fixed benefit amount to help offset unexpected out-of-pocket expenses resulting from covered accidental injuries on or off the job.
- **Critical Illness insurance** provides a lump sum payment directly to you in the event of a covered condition such as a heart attack, stroke, cancer, major organ transplant, or renal (kidney) failure.
- **Hospital Care insurance** provides additional coverage to cover costs such as hospital admissions or ICU expenses for accidents and sickness resulting in confinement in a hospital—including maternity.

All three plans provide a \$100 annual incentive for completing one approved wellness activity such as a health screening test.

Coverage is available for you, your spouse/domestic partner, and your child(ren). You are not required to participate in Otsuka's medical plan to take advantage of these benefits.

Learn more about Voluntary Benefits on the [Benefits Portal](#).

Do Not Forget to File Your Claims

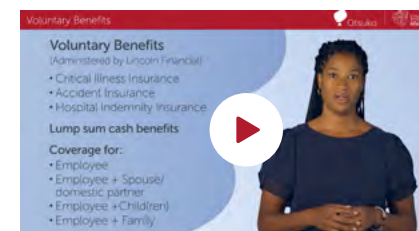
It's important to submit your claims as soon as possible. Here's how:

Phone: Call **800-423-2765**

Online: Visit [LincolnFinancial.com](https://www.lincolnfinancial.com)

Voluntary Accidental Injury, Critical Illness, and Hospital Care insurance options pay you directly, regardless of your medical plan coverage.

Click below to view a video about how voluntary insurance works.



Disability Benefits

All or a portion of your income is protected if the unexpected happens with the short-term and long-term disability insurance plans. The plans are company-paid and administered by Lincoln Financial. You are enrolled for coverage in both plans automatically at no cost to you.

Short-Term Disability Insurance

Short-term disability insurance benefits replace some or all of your base salary for up to six months if you become ill or disabled and are unable to work. You are eligible for coverage immediately if you work at least 15 to 30 hours per week. Benefits start after you are out of work for at least six consecutive business days. Your benefit depends on how long you have been with Otsuka and how long you are out of work.

Coverage Levels

Years of Service	Days at 100% Pay	Days at 80% Pay
<1	1–90	91–180
1+	1–180	N/A

Long-Term Disability Insurance

Long-term disability insurance benefits replace a portion of your base salary if you become ill or disabled and cannot work for more than six months. You will receive **60%** of your base salary, **up to \$15,000** per month, until you return to work or you reach age 65 (whichever happens first). You are eligible for long-term disability benefits after 180 consecutive days of total disability.



Filing a Claim

For all leave and disability claims, call Lincoln Financial at **888-408-7300**. Or file a claim online at [LincolnFinancial.com](https://www.lincolffinancial.com) (company code: **OTSUKAAMERICA**).



Flexible Spending Accounts (FSAs)

Health Care and Dependent Care Flexible Spending Accounts

The Health Care and Dependent Care Flexible Spending Accounts, administered by Anthem, are another great way to save tax dollars on eligible expenses. With an FSA, unused dollars do not roll over from year to year and you will need to enroll in these accounts every year—FSA elections do not carry over to the next plan year.

Please note: If you enroll in the Consumer Select or Consumer Value Plan with a Health Savings Account (HSA), you **cannot participate** in the Health Care FSA.

You can incur expenses through March 15th for the previous year. For example, 2026 expenses can be incurred through **March 15th, 2027**.

You must file for reimbursement with Anthem by March 31st, 2027. If you participate in the Health Care Flexible Spending Account and you terminate employment, your coverage will end on your termination date. You will have 90 days after your termination date to file claims for eligible services received while employed. If you participate in the Dependent Care Flexible Spending Account, you will have until March 15th, 2027, to incur additional eligible dependent care expenses; claims must be filed by March 31st, 2027.



Use It or Lose It!

Any money remaining in your FSA accounts after **March 31st, 2027**, is non-refundable. Before you enroll, review your expenses from the previous year. Elect to contribute only what you think you will need.

FSA FAQs	Health Care FSA	Dependent Care FSA
When will my account be funded?	Your full Health Care FSA election amount is available on the effective date of your election. You can receive reimbursement for the full amount of an eligible expense, up to the total amount you elected to contribute for the year.	Your Dependent Care FSA will be funded as money is deposited from each of your paychecks to your account. You will only receive reimbursement for the amount deposited into your account as of the date of reimbursement.
What expenses can be reimbursed?	Deductibles, copays, coinsurance, and other eligible, unreimbursed expenses related to medical, prescription drugs, dental, vision, and hearing care; over-the-counter medications without a prescription, such as Tylenol and other pain relievers, heartburn medications, and allergy relief medications; feminine care products, such as tampons, pads, liners, cups, and sponges.	The cost of child care for children age 12 and under, after-school care, and adult day care for dependents living with you, that allows you and your spouse to work, or you to work and your spouse to attend school full-time.
What's the maximum amount I can contribute?	\$3,400 per employee in 2026	\$7,500 per household in 2026*
Is there a grace period?	If you enroll in the Health Care FSA or Dependent Care FSA, you will have a grace period through March 15th, 2027 , to incur new expenses using unspent 2026 FSA money.	
What happens to my account if I leave Otsuka?	Any money left in your Health Care FSA when you leave Otsuka will be forfeited—you cannot take the money with you. Make sure to use all the money in your account before your last day at Otsuka. If you participate in the Dependent Care FSA, you will have until March 15 th , 2027, to incur additional eligible dependent care expenses; claims must be filed by March 31 st , 2027.	

*The maximum annual election for highly compensated employees will be limited to \$4,000.



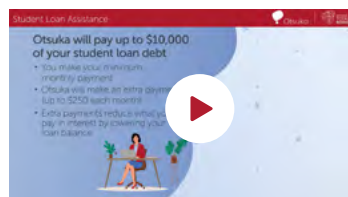
Additional Benefits & Services

Student Loan Assistance Program*

To further support the financial well-being of employees, Otsuka offers **\$250 per month (up to \$10,000)** during your career with Otsuka for student debt. This benefit is specific to employee student debt only and Parent PLUS loans are excluded. This program is offered through Fidelity to all eligible employees. To learn more, visit the [Student Loan Assistance](#) page on the Benefits Portal.

The Student Loan Assistance Program can help reduce the burden and stress of lingering debt so you can focus on your financial future.

Click right to view a video on how the program works.



Commuter Benefits

Save on commuting expenses with commuter benefits, administered by Anthem. You may elect coverage for transit or parking (but not both) through Workday. Jnana will subsidize the benefit up to \$420 per month, subject to applicable tax rules.

Once you enroll, you can pay for eligible commuter expenses with your Anthem debit card or pay from your pocket and file a claim for reimbursement—tax-free.

Check out the [Benefits Portal](#) for a list of eligible expenses.

Tuition Reimbursement*

Otsuka values your knowledge and expertise and supports full-time employees with at least one year of service by reimbursing tuition and related expenses for job-related degrees. **Please note:** You must stay on active payroll and perform your job satisfactorily through completion of each course to be eligible.

Continuing Education Support

You receive up to a lifetime maximum of **\$100,000**, for approved tuition and related fees.

For more details, visit the [Tuition Reimbursement](#) page on the Benefits Portal.

*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.

For Your Home & Family

Otsuka values your effort, creativity, and contributions. We also know how much you value your family, so we offer family leave and support services to meet your needs.

Family Leave & Support Benefits

Paid Family Leave

Being there for your family is a top priority. That's why Otsuka offers a variety of leave options to provide more support when you need to care for your loved ones.

Parental leave: If you are expecting a baby, or if you are planning to adopt or foster long-term when adoption is the intended outcome, you are eligible for **up to 10 weeks of 100% paid leave**. If you are the birth mother, you may qualify for short-term disability (STD) benefits immediately before and/or after delivery. Parental leave begins after your STD benefits end and coordinates with the applicable state's plan. Leave time can be used in weekly increments.

Paid Family Support benefit: You receive **up to \$20,000** to help with costs pertaining to adopting a child—and costs associated with surrogacy or long-term foster care when adoption is the intended outcome. An eligible child is defined as an individual who has not attained age 18 or who is physically or mentally incapable of caring for him/herself. A stepchild is not an eligible child.

Note: The benefits described above are coordinated with the coverage provided by applicable state plans.

Caregiver leave: Caregiver leave includes time away to care for additional family members—specifically, step-parents, in-laws, and grandparents-in-law. In addition, employees are eligible for **up to two weeks of 100% paid leave**. This benefit can provide time to arrange for nursing care, visit the hospital, or care for a family member with a serious health condition. This time can be used in daily increments.



Caregiver Benefit

Caring for a loved one can be overwhelming—but you are not alone. In alignment with our Otsuka Patient Promise and belief that we are People Serving People, Otsuka offers the lanacare caregiver benefit, which provides resources and tools to empower and equip caregivers with important resources.

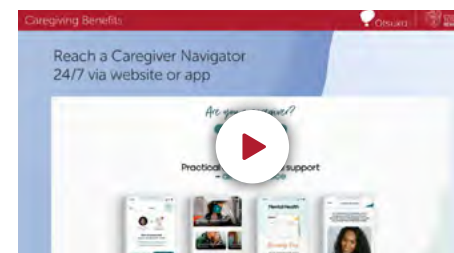
Provided at no cost, **lanacare** connects you with a dedicated specialty Caregiver Navigator to support the care of your loved ones across all ages, stages, and specific care conditions. Your Caregiver Navigator will also provide you with a personalized care plan that is tailored to your geographic location and your loved one's financial situation.

Caregiver Navigators are experts in federal health insurance (including Medicare) and trained in Otsuka's benefits, so they can customize a care plan with your health plan benefit offerings in mind. Regardless of your loved one's needs, lanacare will organize and mobilize your friends, family, community, and local resources to help support you through execution.

To get started, contact a **Caregiver Navigator 24/7** through the [lanacare app](#).

Having access to caregiving support today can boost your financial and mental well-being down the road.

Click below to view a video and learn more about lanacare.



Reach a Caregiver Navigator 24/7 for assistance with:

- Respite Care
- Special Needs
- Mental Health Concerns
- Crisis Support
- Accident or Illness Recovery
- Advocacy
- Mediation
- Financial Counseling
- Legal Aid
- Coping with Grief Resources
- Chronic Condition Care
- Child or Elder Care
- Backup Care



Bright Horizons Family Solutions

At every stage of life, **Bright Horizons Family Solutions** is here to support you. Whether you need backup child care, pet care, or help navigating the college admissions process, Bright Horizons provides the resources you need to thrive. Register for your free account to access the Bright Horizons database of providers and services for your family care needs.

Bright Horizons Backup Care Options

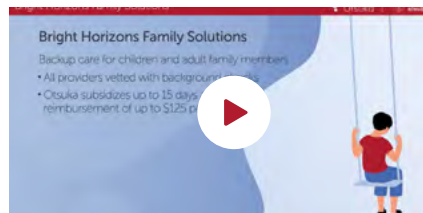
When your regular care provider is unavailable, you can arrange for backup care through the Bright Horizons network of thoroughly-vetted in-home or center-based providers. Otsuka subsidizes up to **15 days** of backup care per calendar year. Prefer using an out-of-network caregiver? You can receive up to **\$125 per day** for up to **15 days** by filing a claim online for reimbursement. Just ensure your care request is scheduled through the [Bright Horizons website](#) prior to submitting a claim.

Additional perks, discounts, and programs through Bright Horizons:

- **Pet care support** for dog-walking, pet drop-ins, overnight boarding, and pet sitting.
- **Marketplace discounts** on a variety of care and education programs.
- **Free access to Sittercity and parenting resources**, including free background checks.
- **Preferred enrollment** for ongoing child care in participating Bright Horizons child care centers nationally.
- **Tuition discounts** in partner child care centers across the country.

Having a family support system in place is vital to your ongoing mental and financial health.

Click to view a video and learn more about Bright Horizons Back Up Care.



Comprehensive College Coaching

Bright Horizons Family Solutions offers access to expert guidance to help you navigate the college journey with confidence, including 1:1 counseling on admission strategy, college selection, essay writing and review, and financial planning.

Available resources include workshops that share strategies and debunk myths for every phase of a child's education, videos, cost calculators, and FAQs.

Otsuka provides up to five college counseling phone sessions and five essay reviews at no cost to you. After utilizing all subsidized benefits, you can opt to continue at your own expense.

Milk Stork Program

Supporting your family journey has never been easier with Milk Stork:

- **For breastfeeding moms on business trips**, Milk Stork provides everything you need to express-mail a one- or two-day supply of breast milk home to your baby back home.
- **New parents by birth or adoption** can enjoy a six-month rental of a SNOO bassinet at no cost, along with free benefits like unlimited access to SNOO consultants and the SNOO Happiest Baby App.

[Learn more here!](#)

Did You Know?

All Anthem medical plans include coverage for egg freezing. This benefit covers all office visits, required medications, and the process of retrieval and freezing. Coverage is available for both medically necessary and elective procedures, up to a lifetime maximum of \$30,000.



Pet Insurance

Pets hold a special place in our families, and their health is just as important. With **Wishbone Pet Health Insurance through Pet Benefit Solutions**, your furry friends can receive routine or emergency care without breaking the bank. This 100% employee-paid benefit covers 90% of costs for accidents and illnesses for dogs and cats, with an option for routine care coverage.

Key features include:

- Coverage for office visits, exam fees, and prescription medications
- Visit any licensed U.S. veterinarian; no network required
- 90% reimbursement on accidents and illnesses for cats and dogs
- No lifetime maximum
- Easy claims submission at wishboneinsurance.com/otsuka-us

Note: Pre-existing conditions will not be covered.

Monthly rates average around \$35, based on your pet's age, breed, and location. Adding a routine care plan is optional at an additional cost. By enrolling multiple pets, you will receive an additional 5% multi-pet discount.



Identity Protection & Legal Services

Otsuka offers additional peace of mind to you and your family through the voluntary identity protection and legal insurance plans.

Identity Protection

Identity theft is increasingly common and can seriously affect your long-term financial and mental well-being. That's why Otsuka offers **Norton LifeLock** monitoring to help detect fraud early and reduce potential harm. In 2026, benefits are expanding to provide more comprehensive protection with Premier Plus coverage—an enhanced, higher-level option, at an increased cost, that delivers stronger protection for your identity, devices, and online activity. If you're currently enrolled, you will be automatically upgraded, or you can add it to enjoy increased coverage, including:

- Identity and credit **monitoring**
- **Annual** credit report and **monthly** credit score
- **Up to 10 devices** for single plans or **unlimited devices** for family plans
- **Up to 500GB** of Cloud backup
- **Up to \$50,000** in Cyber Crime insurance
- Anti-virus protection
- Social media **reputation monitoring**
- Digital wallet storage and monitoring
- Full-service remediation
- Digital exposure report

Legal Insurance

Legal issues can be stressful, and not all legal issues are the same depending on your situation. Legal insurance through **MetLife** can help you access affordable legal care when/if you have a planned or unplanned legal issue. Whether disputing with a contractor, facing a traffic ticket, or working with estate planning, MetLife is here to help. Additional services include tax preparation and online notary services (where available).

When you enroll, you can choose from a nationwide network of attorneys who will:

- **Consult** with you on legal issues in person, over the phone, or online
- **Review** or prepare personal documents
- **Make follow-up calls** or write letters on your behalf
- **Represent you**, if needed



Norton LifeLock Identity Protection

Call **800-607-9174** to find more details.

Employee only
\$12.49
per month

Family
\$21.48
per month

MetLife Legal Insurance

To learn more, go to members.legalplans.com or call **800-821-6400** to find more details.

Rate: \$16.50 per month

Perks at Work

Otsuka-people work hard—and as a way of saying thank you, the company provides the opportunity to **save on every day and special purchases**. Whether you are looking to purchase a new computer, a new TV, or a wide variety of other items and services, Perks at Work can help you **save money**—just for being an Otsuka employee.

Through Perks at Work, you receive employee-only discounts and access to savings on your favorite consumer brands. Discounts are available from more than 30,000 merchants across 26 categories.

There is **no cost to you**—simply sign up and take advantage of the savings offered to Otsuka employees.

Features and Programs

Perks at Work will learn your preferences as you use it, finding **perks that matter to you**. You can earn WOWPoints rewards as you shop and redeem them at any Perks at Work participating merchant.

If you want to be the family favorite, you can also invite up to five family members to participate and save!

To register, visit [Perks at Work](#), and create an account using your Otsuka email address. Download the app to your phone or tablet for easy access to all the available discounts.



Check Out Additional Discounts

- **Otsuka Company Store.** Visit otsukacompanystore.com to purchase exclusive Otsuka branded merchandise. Do not see what you are looking for? Email your suggestions to companystore@otsuka-us.com for items you would like to see added!
- **Discounted Well-Being Products.** Receive a discount through Otsuka on **well-being products** including Nature Made, Uqora, and Equelle vitamins and supplements.
- **Apple Products Discount Program** Otsuka employees can save on Apple products. Go to [Appogee's website](#) to register for an account and begin savings.

For Renewing & Recharging

Taking time away from work is not only important for you to do your best work, but it's for your mental, emotional, and physical well-being. Otsuka provides a generous Flexible Time Off policy and holiday schedule for employees to relax, recharge, or take care of personal business.

Flexible Time Off (FTO)

Whether you're spending time away or want to recharge at home, our FTO policy lets you schedule time away in a manner that meets your individual needs.

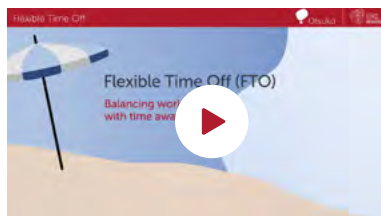
Instead of tracking against a set number of days allotted to you each year, full-time eligible employees are being empowered to take the flexible time off they seek. This enables you to **prioritize your well-being** while balancing the needs of the business.

Our FTO policy also supports our commitment to creating an inclusive workplace by providing a more personalized approach to time off. This ensures all Otsuka-people have the **flexibility to observe and celebrate moments** that are significant in their lives.

Time you take off under the FTO policy is separate from holiday time off and other leave policies that Otsuka provides.

Otsuka encourages you to take time off to renew and recharge to bring your best self to work today and in the future.

Click below to view a video about FTO.



2026 Holidays

Otsuka provides up to 18 paid holidays, including a six-day winter holiday and Summer Fridays (for non-field employees) for employees to renew, recharge, and enjoy time with family and friends.

Holiday	Date
New Year's Day	Thursday, January 1 st
Martin Luther King Jr. Day	Monday, January 19 th
Presidents' Day	Monday, February 16 th
Memorial Day	Friday, May 22 nd and Monday, May 25 th
Juneteenth	Friday, June 19 th
Independence Day	Thursday, July 2 nd and Friday, July 3 rd
Labor Day	Monday, September 7 th
Kindness Day*	Friday, November 6 th
Thanksgiving Holiday (2 Days)	Thursday, November 26 th and Friday, November 27 th
Winter Holiday	Thursday, December 24 th through Thursday, December 31 st

*Otsuka will be closed on Friday, November 6th in recognition of Kindness at Otsuka—People Serving People Day.



For Giving Back

Our Social Impact team offers a variety of exciting programs that empower you to give back and amplify your impact. You can leverage these programs and our interactive [Otsuka Cares portal](#) to make a meaningful difference.

Otsuka Cares

Volunteer Time Off (VTO)

Like Flexible Time Off (FTO) for volunteering! All Otsuka-people have 16 hours of paid time off to volunteer annually. It can be taken in one-hour increments.

VTO can be used for any organization listed in the Otsuka Cares portal. Per Otsuka's Social Impact policy, religious, political, and extremist groups are excluded from the portal.

Use of VTO must be requested in advance and approved by your manager, who will decide based on reasonable notice and current business needs. The time should be taken during your regular workday, not weekends or holidays, for volunteering done on your own. VTO does not need to be used for team volunteer activities that are organized by your leader.

Matching Gifts and Dollars for Doers

We make it easy to donate to your favorite nonprofit organizations. Through the **Matching Donations** program, Otsuka will match your donation dollar for dollar up to \$2,500 per year to any nonprofit listed in the Otsuka Cares portal.

Through the **Dollars for Doers** program, for every hour of volunteer service, Otsuka-people receive \$10 to donate to the nonprofit of their choosing in the Otsuka Cares portal, up to \$500 per year. Go to the [Social Impact](#) page to learn more!



Otsuka Social Impact
Allies and advocates making a meaningful impact



At Otsuka, we are people serving people. That principle sits at the center of our Otsuka Patient Promise and forms the foundation of our commitment to the long-term well-being of those we serve.

In recognition of our belief in the power of kindness, we celebrate kindness as People Serving People Day—a day away from normal Otsuka work activities—and encourage Otsuka-people to go into their communities to serve.

Amplify Your Impact

Watch for Giving Amplifiers throughout the year when Otsuka will increase the matching donations from dollar for dollar to double match or even triple match. Keep an eye on the Vine for announcements!

Contacts & Resources

The following helpful resources include contact information for your Otsuka benefit plan service providers as well as links to a range of important benefit laws and notices.

Otsuka Benefits Service Providers

Vendor	Service	Phone	Website or Email
Otsuka AVA Contact Center	Benefits Enrollment & Eligibility Questions	877-4-OTSUKA (877-468-7852)	otsukaus.service-now.com/ava
Anthem	Medical	833-807-1875	anthem.com/ca
	Prescription Drugs	833-263-2858	
	FSAs, HSA, and Commuter	833-807-1875	
	Behavioral Health Resource Center	866-621-0554	
Bright Horizons Family Solutions	Family Care Services	877-BH-CARES (877-242-2737)	clients.brighthorizons.com/Otsuka
Crisis24	Global Travel Insurance	Global Hotline: 443-569-0646	You can download the app in the App Store or Google Play .
Delta Dental	Dental	800-932-0783	deltadentalins.com
Espresa	Fitness Reimbursement, Well-Being Services	Coming soon!	Coming soon!
Fidelity	401(k) Plan	800-835-5097	401k.com
HMSA	Hawaii Medical and Vision	800-776-4672	hmsa.com
Ianacare	Caregiver Support	See website or email.	Website: app.ianacare.com/otsuka For support: help@ianacare.com

Otsuka Benefits Service Providers (continued)

Vendor	Service	Phone	Website or Email
Lincoln Financial	Accidental Injury, Critical Illness, Hospital Care Insurance	New Claims: 800-423-2765 Claims Assistance: 800-210-0268	LincolnFinancial.com
	Disability & Leave Claims	888-408-7300	LincolnFinancial.com
	Life & AD&D Insurance	888-287-8494 (option 3)	Company code: OTSUKAAMERICA
Lyra Health	Employee Assistance Program (EAP)	877-467-1893	otsuka.lyrahealth.com
	Mental Health Resources		
MetLife	Legal Insurance	800-821-6400	members.legalplans.com
Milk Stork	Breast Milk Mailing/SNOO	888-207-6909	milkstork.com/otsuka
Norton LifeLock	Identity Protection	800-607-9174	nortonlifelock.com/us/en
Pet Benefit Solutions (Wishbone)	Pet Insurance	800-887-5708	wishboneinsurance.com/otsuka-us
Trustmark	Whole Life Insurance	Coming soon!	Coming soon!
VSP	Vision	800-877-7195	vsp.com

Benefits Laws & Notices

To view Benefits Laws & Notices, [click here](#).