



# 2025 BENEFIT

# HIGHLIGHTS



**SERVIER** 

Servier strives to be recognized as a leading employer providing an exceptional work and people experience. We are committed to meeting the needs of our employees and their families with programs that are progressive, diverse, and supportive. Our programs provide security, convenience, and protection allowing our people to focus on making real contributions and providing innovative medicines to our patients. With progressive benefits like flexible time off, generous family leave, above-market medical plans, health advocacy, and commuter subsidies, our programs are designed to support our employees and their families build and sustain physical, financial and emotional health.



## Benefits Eligibility

You are eligible to participate in Servier's health and welfare, group disability and flexible spending accounts if you are a regular employee scheduled to work 20 hours per week. All regular employees are eligible to participate in the Servier 401(k) Plan regardless of the number of hours scheduled to work. Most benefits are effective the date of your hire.

### Dependent Eligibility

Your eligible dependents include:

- Your spouse
- Your domestic partner
- The following children through the end of the month in which they turn 26
  - Biological
  - Adopted
  - Foster
  - Step-children, and/or
  - Children of a domestic partner
- Your disabled children of any age

Enroll in Servier's benefits within **30 days** of your Hire Date or Qualifying Event Date.

### How to Enroll or Make Changes

Visit ADP to view or modify your current plan elections, dependent information and/or beneficiaries.

Unless you experience a qualifying event, you cannot make changes to your benefits until the next open enrollment period.

Qualifying events include:

- Marriage, divorce, or legal separation
- Birth or adoption of a child
- Change in child's dependent status
- Death of a qualified dependent
- Change in employment status
- Change in coverage under another employer-sponsored plan

You can make changes to your Commuter, 401(k) or Health Savings Account elections at any time.



## Medical & Prescription Coverage

Servier provides you with a choice of two industry-leading medical plans through **Blue Cross Blue Shield (BCBS)**: the PPO \$500 and the PPO Saver Deductible. Both plans provide access to the same nationwide BCBS PPO network and free, in-network preventative care.

	PPO \$500 (In-Network)	PPO SAVER (In-Network)
Deductible	\$500/\$1,000 Individual/Family	\$1,650/\$3,300 Individual/Family
Out-of-Pocket Maximum	Medical: \$5,450/\$10,900 Rx: \$1,000/\$2,000 Individual/Family	\$6,450/\$12,900 Individual/Family
Servier Contribution Towards HSA	N/A	\$1,320/\$2,640 Individual/Family
Co-pays	\$15	Deductible then no charge
Preventative Care	No Charge	No Charge
Rx Co-pays	\$15/\$30/\$50	Deductible then, \$10/\$25/\$45

### ADDITIONAL BENEFITS

Through BCBS you also have access to several additional well-being benefits, including:

- A fitness and weight loss reimbursement
- Telehealth through BCBS's Well Connection
- Access to ahealthyme Rewards - an online wellness program



## Health Savings Account

Employees enrolled in the **BCBS PPO Saver plan** may also enroll in a **Health Savings Account (HSA) through HealthEquity**. HSAs are tax advantaged savings accounts that allow you to save and budget for qualified expenses or invest your savings and watch it grow for the future.

### MAXIMUM CONTRIBUTION:

You may contribute up to \$4,300 individual/\$8,550 family (including Servier's contribution) in 2025. Individuals 55+ can contribute an additional \$1,000/year as a catch-up contribution.

### Key Features:

- **Tax-free, interest earning savings opportunity:** Your contribution, as well as Servier's, is pre-tax and held in an interest-bearing bank account. You can also choose to invest your funds.
- **Roll over feature:** You don't need to use all your funds by a certain date, funds roll-over from year to year.

### SERVIER'S CONTRIBUTION!

Servier contributes \$1,320/year for those enrolled in individual coverage and \$2,640/year for those enrolled in two person or family coverage. Servier's contribution is funded in bi-annual installments and pro-rated for new hires.



## Alight Health Pro

Alight's Health Pro Connection, is here to help you navigate your healthcare needs.

### Connect with your Health Pro to:

- Set up medical appointments
- Get recommendations for lowering the costs of your medications
- Get help reviewing or solving billing issues

Log in to Alight Worklife and select **Health Pro Connection** to get started



## Dana-Farber Direct Connect

Dana-Farber Direct Connect provides dedicated care coordination at Dana-Farber Cancer Institute for you or your family members.

### Dana-Farber Direct Connect patient liaisons can help:

- Discuss next steps about seeking care with at the Dana-Farber Cancer Institute or with a collaborative partner
- Arrange an appointment or assist with scheduling a second opinion
- Make sure you have what you need throughout your experience at Dana-Farber



## Dental Benefits

In addition to protecting your smile, dental insurance helps pay for dental care such as regular checkups, cleanings, and X-rays. Servier offers a comprehensive program through **Delta Dental**.

Service	Amount You Pay - PPO Network
Preventative/Basic/Major	100%/90%/60%
Deductible	\$50/\$150 Individual/Family
Annual Maximum	\$2,000
Orthodontia	Covered at 50%, separate \$2,000 lifetime max



## Vision Benefits

Servier offers robust vision coverage provided by **VSP**. Our plan covers routine eye exams and other procedures and offers savings on contact lenses, frames and lenses.

Service	Coverage
Eye Exams	\$0 copay/12 months
Frames/Lenses	\$200 frame allowance/24 months \$20 copay/12 months
Contact Lenses	\$200 allowance/12 months



# Flexible Spending Accounts

Administered by **WageWorks**, Flexible Spending Accounts offer you a way to save for eligible expenses using pre-tax dollars. FSA contributions are deducted from your pay on a pre-tax basis, which lowers your taxable income. When you have eligible expenses, the money you use to pay for them is tax free!

## For PPO \$500 Members

### Healthcare Flexible Spending Account

Key Features:

- Maximum Contribution: \$3,300
- Immediate access to Annual Contribution
- Roll-over feature
- Use for medical, dental & vision expenses

## For HDHP Members

### Limited Purpose Flexible Spending Account

Key Features:

- Maximum Contribution: \$3,300
- Immediate access to Annual Contribution
- Roll-over feature
- Use for dental and vision expenses

## For All Employees

### Dependent Care Flexible Spending Account

Similar to a medical FSA, Dependent Care FSA's allow you to contribute pre-tax dollars to use for qualified dependent care expenses, such as daycare and preschool costs. The maximum you can contribute each year is \$5,000 (\$2,500 if married filing separately).

### Important Flexible Spending Account Dates:

Plan Year

January 1 - December 31

**REMINDER:** You **MUST** re-enroll each year if you wish to contribute to an FSA

## Financial Education

Servier has partnered with **CAPTRUST** to offer CAPTRUST at Work, a financial wellness program that helps you create a holistic roadmap for retirement readiness. with CAPTRUST at Work, you will have access to:

- Consultations with a CAPTRUST Retirement Advisor.
- Access to the Advice Website for recorded presentations, calculators, and to schedule an appointment with an advisor.
- Live, interactive discussions with experts on various financial topics.
- Access to webinars, articles, and videos, designed to increase your financial proficiency.



## 401(k) Plan

Servier's 401(k) Plan via **Fidelity** offers you the ability to save for retirement by making contributions from your regular pay and/or bonus compensation.

## Company Match

To support your retirement saving efforts, Servier will provide matching contributions on the first 5% of your pay that you contribute to the 401(k).

## Plan Highlights

- You can contribute to your 401(k) with before-tax money or Roth after-tax money.
- Vesting refers to your ownership of the money in your account. You are always 100% vested in your own contributions and Servier matching contributions.
- The plan offers you a variety of investment options to choose from.
- Get help with your financial goals using Fidelity's financial wellness checkup or explore resources and live events that support your ongoing financial education.

With Servier's auto-enrollment program, you will automatically be enrolled for a 5% pre-tax payroll deferral to your 401(k)



# Income Protection Benefits

Everyone wants to know that their family will be taken care of no matter what life throws their way. Protecting your and your loved ones' finances can help give you that peace of mind. That's why Servier partners with **Unum** to offer you Life and Accidental Death & Dismemberment (AD&D) insurance and Short Term and Long Term Disability.

## Life Insurance and AD&D

### Basic Life Insurance & AD&D

Servier provides you with basic life and accidental death & dismemberment (AD&D) insurance so that you can protect those you love from the unexpected. There is no cost to you for the coverage. Your benefit amount will be 2x your base annual salary (up to \$500,000).

### Supplemental Life Insurance & AD&D

You can elect additional supplemental life and AD&D insurance as a New Hire within 30 days of your hire date or during Open Enrollment. If you enroll during the initial new hire offering period, life insurance coverage up to \$230,000 for yourself and \$25,000 for your spouse is not subject to Evidence of Insurability (EOI). Elections over these amounts or made outside of the new hire window are subject to EOI. Supplemental AD&D coverage is not subject to EOI.

Dependent life insurance is available and provides \$500 from newborn to 6 months and increments of \$1,000 to a maximum of \$10,000 from 6 months to age 26.

## Disability

### Short Term Disability

- Replaces base pay for a non-occupational illness or accident.
- Benefits begin after a 7 day waiting period for illness or 0 days for accidents.
- Unum will replace 70% of your base earnings for up to 26 weeks.
- Servier will provide additional salary continuation to keep your weekly base pay at 100% (combined with Unum's payment).

### Long Term Disability

Following 26 weeks of Short Term Disability:

- Unum will replace 60% of your base pay up to a maximum benefit of \$15,000/month until you are no longer disabled or reach Social Security Normal Retirement Age, whichever comes first.
- Servier pays 100% of the premium for this benefit, however you are taxed on the value of the premium. This means that if you go out on Long Term Disability you will not pay taxes on the benefit you receive from Unum.





## Flex Time Off

Time off structured your way. There is no fixed number of vacation, sick or personal days that accrue. Rather, we employ you to manage your own time.

- Time-off structured in a way that supports you while ensuring work is still getting done
- This will be different for everyone – there will be years when you may take off more or less time depending on life events, etc
- You will still need to request manager approval and ensure there is proper coverage available for when you do take time-off
- For extended sick leave longer than 7 days, please work with HR and Unum to apply for Short Term Disability

### WINTER & SUMMER SHUTDOWN

Each year, at the discretion of the CEO, Servier may close for a winter and summer shutdown.

#### SUMMER FRIDAYS



We ask that no meetings are scheduled on Fridays throughout the summer and we encourage you to end your workday at noon as long as there are no critical/time sensitive work-related projects outstanding.

#### 2025 HOLIDAYS



New Year's Day  
Martin Luther King Day  
Presidents' Day  
Patriots Day  
Memorial Day  
Juneteenth  
Independence Day  
Labor Day  
Indigenous People's Day  
Thanksgiving  
Day After Thanksgiving  
Christmas Eve  
Christmas Day



## Employee Assistance Program (EAP)

Servier is partnering with **KGA**, our new EAP provider, to offer you and your family a comprehensive set of industry-leading services to help with a wide range of needs.

### Did you know?

The EAP is available to you and your spouse, domestic partner, dependent children, parents and parents-in-law.

### KGA Services Include:

- Counseling, consultations and referrals for issues such as anxiety, sleep, family concerns, and smoking cessation
- Parenting support for topics including adolescence, adoption, special needs and college planning
- Consultations with in-state attorneys, financial planners, career coaches, dieticians, sleep coaches, and other experts

## Parental & Caregiver Leave



Servier recognizes the need to take a break to care for a new child or loved one. We provide 12 weeks of paid leave for all new parents following the birth, adoption or foster care placement of a new child. Birth mothers are also eligible for Short Term Disability to help recover from delivery.

If you need time off to care for an immediate family member who has a serious health condition, Servier will support you with up to 12 weeks of paid Caregiver Leave.

All new parents will also receive a personalized blanket for their newborn from Servier



## Back-up Care

When your regular dependent care falls through or you need someone to take care of a loved one, our back-up care benefit through **Bright Horizons** can help.

### Childcare & Adult and Elder Care

Bright Horizons connects you to a network of high-quality, accredited childcare centers and credentialed in-home caregivers. They also assist with back-up adult and elder care and elder care assessments and referrals.



## Adoption & Surrogacy Reimbursement

To support employees growing families, Servier offers an **adoption & surrogacy reimbursement** to ease the financial burden for those welcoming a child through adoption or surrogacy.

Families can receive up to \$20,000 per adoption/surrogacy (lifetime maximum of \$40,000).



## Commuter Benefits

Servier provides a commuter benefit program to our Boston-based employees to help with the cost of commuting to the office. Employees are eligible to choose between two commuting options, both with generous subsidies.

### Commuting Benefit Options:

- **Parking:** Parking pass for 1 of our garage locations:
  - Boston Lab-based employees: Sleeper Street Garage to be used for Lab Office on Sleeper Street
  - Boston Office-based employees: Pier 4 Garage to be used for 200 Pier 4 Blvd.
- **Public Transit:** WageWorks Commuter Card or CharlieCard ordered through **WageWorks** to utilize local public transit
  - Servier will subsidize this pass up to \$300/month



## Perks & Discounts

**BenefitHub** offers the world's largest employee discount programs providing you with access to thousands of perks, discounts, and other great benefits. You can find incredible savings on hotels, movie tickets, apparel, electronics and more! With thousands of national brands in over 20 categories and 110 subcategories, you can find amazing deals on what you want including Nike, Gap, Hertz, Sprint, Curves, Disney and more!

In addition to the amazing discounts, over 70% of the offers provide cash back! Cash back is tracked in your personal portal for easy access and is redeemable at any time.



### On-Site Fitness in Boston!

Servier employees in our Boston office have access to the on-site fitness center free of charge



## Well-Being Benefits

### LegalEASE

As a member of the Servier LegalEASE Insurance Plan, you'll save on costly legal fees and will have coverage for legal matters in the areas of home & residential, auto & traffic, estate planning & wills, financial & consumer, family, and other general legal matters, life identity theft assistance and more.

### International SOS

Servier provides employees with International Travel coverage for travel outside the US. As a member of International SOS, you have access to a global network of 27 Assistance Centers. This assistance program provides expanded protection for medical needs that might arise while traveling.

### Pet Insurance

This voluntary discount program through Nationwide allows you to protect your pets in the event of illness or injury. Coverage is available for dogs, cats, birds, rabbits or other exotic animals. You can choose the plan level that fits your needs, spanning from 90% to 50% reimbursement.

### College Coach

Bright Horizons offers education support through their College Coach program to help you and your family navigate the complex college admissions process and create a financial plan for saving and paying for college.

## Continuing Education

### TUITION REIMBURSEMENT:

Servier is committed to supporting the professional development of all employees through continued learning. The company provides annual reimbursement for eligible courses up to \$5,250 (tax exempt). This benefit is available to all full-time employees of Servier who have worked continuously for at least 6 months.

### PERCIPPIO:

All employees are enrolled in a Percipio E-Learning account. This platform aims to support learning through interactive videos and practical simulations. At Servier, we want you to have the opportunity to customize learning and grow based on your interests and role. Percipio allows you to complete learnings that are relevant to your individual development plan. All completed courses and videos are tracked in your individual account, and can be accessed via the web and mobile app.



## 2025 Benefits Cost Information

BENEFIT	COVERAGE	PER-PAY-PERIOD COST
Medical - PPO \$500	Employee Employee + Spouse Employee + Child(ren) Family	\$61.17 \$166.34 \$124.98 \$237.12
Medical - PPO Saver	Employee Employee + Spouse Employee + Child(ren) Family	\$40.08 \$134.91 \$98.29 \$195.16
Dental	Employee Employee + Spouse Employee + Child(ren) Family	\$4.38 \$9.84 \$10.94 \$17.49
Vision	Employee Employee + Spouse Employee + Child(ren) Family	\$3.56 \$7.11 \$7.63 \$12.18
Basic Life/AD&D	2x base salary (up to \$500K)	No cost to you
Supplemental Life	Self: to 5x salary, \$500K max Spouse: up to \$250K max	Based on Age - Calculated in ADP
Child Life	\$1,000 - \$10,000 of coverage	\$0.100/\$1,000 of coverage
LegalEASE	Legal Plan	\$8.18



## Important Contacts

PLAN	PROVIDER	NUMBER	WEBSITE
Medical & Rx	Blue Cross Blue Shield of MA	1-800-358-2227	<a href="https://bluecrossma.org">bluecrossma.org</a>
Dental	DeltaDental	1-800-872-0500	<a href="https://deltadentalma.com">deltadentalma.com</a>
Vision	VSP	1-800-877-7195	<a href="https://vsp.com">vsp.com</a>
Life/Disability	Unum	1-866-679-3054	<a href="https://unum.com">unum.com</a>
FSA	WageWorks	1-877-924-3967	<a href="https://wageworks.com">wageworks.com</a>
HSA	HealthEquity	1-877-694-3938	<a href="https://myhealthequity.com">myhealthequity.com</a>
Benefits Advocacy	Alight	1-866-279-0495	<a href="https://member.alight.com">member.alight.com</a>
Cancer Care Support	Dana-Farber Direct Connect	1-866-977-3262	<a href="https://dana-farber.org/servier">dana-farber.org/servier</a>
401(k)	Fidelity	1-800-835-5097	<a href="https://netbenefits.com">netbenefits.com</a>
Servier HR	Contact the <a href="#">HR Service Desk</a>		



The information in this guide is intended only as a summary of the benefit plans offered to Servier employees. If there are discrepancies between this guide and the Summary Plan Descriptions, contracts, Company policies or applicable laws those documents will govern. Servier reserves the right to terminate or amend the programs outlined in this guide at any time.

