

2026 Servier Benefits Guide



Servier aims to be a top employer by offering an exceptional employee experience. We support our people and their families through progressive, inclusive programs that promote security, convenience, and well-being. With benefits like flexible time off, generous family leave, premium medical plans, financial wellness, and commuter subsidies, we help employees maintain their physical, financial, and emotional health - enabling them to focus on delivering innovative medicines.

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 or more per week. All regular employees age 21 or older 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 or 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	\$1,700/\$3,400 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	\$1,360/\$2,720 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 Blue 365, a wellness discount program that provides exclusive discounts on products and services related to health, fitness, and wellness.



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 and save for the future.

MAXIMUM CONTRIBUTION:

You may contribute up to \$4,400 individual/\$8,750 family (including Servier's contribution) in 2026. 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 \$1,360/year for those enrolled in individual coverage and \$2,720/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.



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 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 (EZ Receipts)**, 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!

Healthcare FSA

For PPO \$500 Members

Key Features:

- Maximum Contribution: \$3,400
- Immediate access to Annual Contribution
- Roll-over feature (up to \$680)
- Use for medical, dental & vision expenses

Limited Purpose FSA

For PPO Saver Members

Key Features:

- Maximum Contribution: \$3,400
- Immediate access to Annual Contribution
- Roll-over feature (up to \$680)
- Use for dental and vision expenses

Dependent Care Flexible Spending Account

For All Employees

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 in 2026 is \$7,500 (\$3,750 if married filing separately). Funds are use-it-or-lose-it and there is no roll-over feature for these accounts.



Important FSA Information:

- > **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 administered by **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 match 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 be **automatically enrolled** for a 5% pre-tax payroll deferral to your 401(k) from your regular pay.



Income Protection Benefits

Everyone wants peace of mind knowing their family is protected, no matter what life brings. That's why Servier partners with **Unum** to offer Life and AD&D insurance, as well as Short- and Long-Term Disability coverage.

Life Insurance and AD&D

Basic Life Insurance & AD&D

Servier provides you with basic life and accidental death & dismemberment (AD&D) insurance at no cost to you. 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 benefits



WINTER & SUMMER SHUTDOWN

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

Summer Fridays

Throughout the summer you are encouraged to minimize calls and meetings on Friday afternoons and, when possible, wrap up the workday a bit earlier to enjoy time with family, friends, or simply to recharge.



2026 Holidays

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





Employee Assistance Program (EAP)

Servier is partnering with **KGA**, our 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 time 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.



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 can 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 (EZ Receipts)** to utilize local public transit
 - Servier will subsidize this pass up to \$300/month



Perks & Discounts

BenefitHub offers the world's largest employee discount program 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.

Percipio:

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.

Learn more at
[MyServierBenefits.com](https://www.myservierbenefits.com)



This Benefits Guide serves as a **Summary of Material Modification (SMM)** to Servier Pharmaceuticals LLC's Group Health and Welfare Plan [Plan No. 501]. It provides an overview of important updates, clarifications, and changes to your benefit programs effective January 1, 2026. Please review it carefully, retain for future reference and share it with your covered family members. The information in this guide modifies and supplements the details contained in the applicable Summary Plan Documents (SPD). If there are discrepancies between this guide and the SPD, the SPD will govern.

Nothing in this guide constitutes a guarantee of continued employment or a promise that Servier will maintain any particular benefit or plan. Servier reserves the right to amend, modify, or terminate any benefit plan at any time, in whole or in part, subject to applicable law.

