Servier Short-Term Disability Salary Continuation Policy

I. Purpose

This policy outlines Servier Pharmaceuticals' practices regarding Salary Continuation that is supplemental to approved Short-Term Disability (STD) benefits for eligible employees. Salary Continuation is intended to provide income stability for employees who are unable to work due to a qualifying medical condition.

II. Eligibility

Employees who qualify for Short-Term Disability (STD) benefits under Servier's STD plan are eligible for Salary Continuation under this policy. Eligibility for STD benefits is determined by Servier's STD provider, Unum, and requires medical certification of disability. Benefits begin after a 7-calendar waiting period (0-day waiting period for accidents, defined as "injury" in the STD policy) and are paid for up to 26 weeks of absence due to disability. Employees who do not qualify for STD benefits are not eligible for Salary Continuation under this policy, even if the employee is on an approved leave of absence.

Please note that this Policy provides wage replacement benefits only and does *not* entitle employees to additional leave. An employee's employment status is determined by Servier.

III. Salary Continuation Benefit

For employees approved for STD benefits, Unum will replace 70% of base pay (up to $3,000/week) for up to 26 weeks. Servier will "top off" the STD benefit by paying the difference between the STD payment received by Unum and 100% of the employee's regular base salary.

If an employee works in a state with a paid family and/or medical leave law or insurance program, Unum will calculate the amount of an employee's STD benefit amount and state benefit amount. In this case, Servier will "top off" the paid benefits by paying the difference between the sum of the STD and state benefit payments paid by Unum and 100% of the employee's regular base salary. Employees who are approved for state benefits, but not approved for STD benefits, will not receive Salary Continuation from Servier. Rather, they will receive the maximum state weekly benefit paid by their state or paid by Unum (Massachusetts employees only).

Salary Continuation under this section is available for the duration of the approved STD period under Servier's Policy, up to 26 weeks.

Salary Continuation will not exceed 26 weeks, even if the employee is approved for a state disability, insurance, or paid leave program for a longer duration of time.

Massachusetts Employees:
Servier has opted to offer Massachusetts Paid Family & Medical Leave (MA PFML) benefits through a private plan administered by Unum. Accordingly, Massachusetts employees should apply for paid MAPFML benefits through Unum. Unum will calculate the amount of an employee's STD benefit amount and MA PFML benefit amount. In this case, Servier will "top off" the paid benefits by paying the difference between the sum of the STD and MA PFML payments paid by Unum and 100% of the employee's regular base salary. Employees who are approved for MA PFML benefits, but not approved for STD benefits, will not receive Salary Continuation from Servier. Rather, they will receive the maximum MA PFML weekly benefit paid by Unum.

In the case of birth-related disability, Servier will provide Salary Continuation for the duration of the approved STD period. Upon the conclusion of STD benefits, the employee may elect to transition immediately to Servier-provided bonding leave in accordance with the Servier Family Caregiver & Bonding Leave Policy. This transition may occur regardless of whether the employee continues to be approved for, or is receiving, Massachusetts Paid Family and Medical Leave (MA PFML) medical leave benefits. Please see the Servier Caregiver Bonding Leave Policy for additional information.

Example (Massachusetts Employees):
An employee is approved for 6 weeks of STD benefits following childbirth and 12 weeks of MA PFML medical leave. At the end of the 6-week STD period, the employee may begin Servier bonding leave immediately, even though MA PFML medical leave continues. After the 12-week Servier bonding leave ends, the employee will receive only any remaining MA PFML benefits for which they are eligible.

IV. Duration of Salary Continuation
Salary Continuation will begin on the first day the employee becomes eligible for STD payments. Servier will continue to pay employees during the waiting period, if applicable.

Salary Continuation will end at the earlier of:
- The end of the approved STD period, or
- The date the employee's employment terminates for any reason, except as otherwise required by applicable law.

Salary Continuation does not extend beyond an employee's separation date, even if the employee is still receiving Short-Term Disability benefits through Unum.

V. Pay Calculations

1. Salary Continuation is based on the employee's current regular base salary and does not include overtime, bonuses, commissions, allowances, or other incentive payments.

2. Salary Continuation amounts may be reduced by federal, state and local taxes, required benefit deductions or additional offsets.

VI. Documentation Requirements

Employees must provide all required medical documentation, certifications, and updates to Unum. Failure to comply with documentation requirements may result in a delay, reduction, or denial of STD benefits and Salary Continuation.

VII. Coordination with Federal and State Leave Programs and Other Leave Policies

This policy runs concurrently with leave taken under any applicable state and federal leave laws or Servier policies, including the federal Family and Medical Leave Act ("FMLA"), the Massachusetts Parental Leave Act ("MPLA"), the Massachusetts Paid Family and Medical Leave Act ("MA PFML"), the Connecticut Family and Medical Leave Act (CT FMLA), Connecticut Paid Leave ("CTPL"), and the California Family Rights Act ("CFRA"), when the leave is for a qualified reason under those laws or policies and to the extent permitted by applicable law.

Employees who are eligible to collect paid benefits from their state or other program, are required to file a claim under the applicable state program as a condition of receiving benefits under this policy, to the extent permitted by applicable law. As noted above, Massachusetts employees will apply for MA PFML benefits through Unum rather than the Commonwealth's Department of Family and Medical Leave.

Nothing in this policy is intended to interfere with, restrain, or deny rights under applicable state law.

VIII. Former Employees

Former employees are not eligible for Salary Continuation benefits provided by this policy. Former employees may remain eligible for benefits under applicable state programs or insurance policies. If you believe you are eligible for benefits, please visit Unum at www.unum.com or call 866-679-3054 for more information.

IX. Amendments and Exceptions

Servier reserves the right to amend, modify, or discontinue this policy at any time, with or without advance notice, subject to applicable law. Any exceptions to this policy must be approved in writing by Human Resources.

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X. References to Other Programs and Servier Policies

- Family and Medical Leave Act (FMLA)
- Massachusetts Paid Family and Medical Leave (MA PFML)
- Massachusetts Parental Leave Act (MPLA)
- Connecticut Family and Medical Leave Act (CT FMLA)
- Connecticut Paid Leave (CTPL)
- California Family Rights Act (CFRA)
- Short-Term Disability
- Servier Family Caregiver & Bonding Leave Policy