



LGBTQIA+

Inclusive Benefits



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Honest, Open, Pride for Everyone

At Otsuka, we **are committed to creating an affirming and inclusive environment** in which employees can bring their whole selves to work and thrive in the workplace. By fostering an environment of acceptance for all communities, including those who identify as LGBTQIA+. A key part of that effort is to ensure our healthcare offerings are inclusive and that employees have the tools and resources needed for themselves and their families.

We believe that **fostering a culture of diversity, equity and inclusion**, enriches the lives of our employees and drives innovation, creativity, and business success. Together, we can create a workplace where everyone feels empowered to thrive.

Our commitment to **creating an open and inclusive environment** shines through in the benefits and support we extend to you and your family. We take pride in offering benefits specifically designed to meet your unique needs, as detailed in this guide. Together, we're setting the stage for a workplace where everyone can truly thrive.



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Healthcare Benefits

Otsuka offers a range of benefits with the LGBTQIA+ community and their families in mind.

Dependent Eligibility

All plans have the same dependent eligibility rules. You may choose to cover your spouse, children, domestic partner and your domestic partner's children.

HIV Services & Treatment

All of Otsuka's medical plans cover HIV testing **at 100%**.

They also cover:

- Pre-exposure prophylaxis (PrEP) including the injectable treatment for those that do not have HIV but are considered high risk
- Post-exposure prophylaxis (PEP) to prevent HIV in the event of an exposure
- Antiretroviral therapy (ART) including the injectable treatment to reduce the risk of transmitting HIV
- HIV treatment for those with a positive diagnosis

Mental Healthcare for Your Whole Family

Lyra

- All Lyra mental healthcare offerings are available to Otsuka-people and their eligible dependents. You and your loved ones can speak to a therapist via video or in-person for up to **16 fully-subsidized** therapy sessions a year. Lyra offers an extended network of professional therapists with expertise on LGBTQIA+ challenges and support to help you live your authentic self.

Anthem Behavior Services

- Anthem's Behavioral Health resources are integrated into Anthem medical plans for a full spectrum of coordinated care to support the whole you. Receive support from experienced mental health professionals and **100% coverage** for telehealth visits with licensed therapists and board-certified psychiatrists.



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Family Building & Support

At Otsuka, we recognize that family comes in many forms, and we celebrate the diversity of experiences and journeys that have led each of us here today. Whether you are considering adoption, surrogacy, long-term fostering with adoption as the intended outcome, or other paths to parenthood, we want you to know that you are not alone. We are here to provide resources to help you achieve your family building goals, offer time off as your family grows and support you every step along the way.

Benefits to help you build your family:

- Infertility treatment coverage (non-in-vitro)
- In-vitro fertilization with a **lifetime maximum of \$30,000**
- Adoption Assistance* provides **\$20,000 per year** per adoption event for qualified eligible adoption expenses such as:
 - Public or private adoption agency fees
 - Legal and court fees associated with adoption
 - Medical expenses for the eligible child prior to adoption.
 - Transportation costs
 - Immigration expenses
- Surrogacy Assistance* provides **\$20,000 per year** per live birth via a surrogate for expenses incurred. Some eligible expenses are:
 - Public or private surrogacy fees
 - Surrogacy agency fees
 - Travel expenses, including lodging and meals while away from home.

Benefits to support your family:

- **10 weeks** of paid parental leave following the birth, long-term foster or adoption (maternity and paternity)
- **Two weeks** of paid leave to care for an immediate family member

*Please see the Adoption Assistance and Surrogacy Program Policies for more details.

Transgender- Inclusive and Gender Affirming Services

Through your healthcare provider you and your eligible dependents may receive gender affirming care services when diagnosed with gender dysphoria by a physician. Services include:

- Cryopreservation
- Medical visits
- Hormone replacement therapy
- Testing to monitor hormone levels
- Procedures and surgeries related to masculinization or feminization

*Pre-authorization is required for all services. Please see your Medical Plan SPD or contact Anthem for details.

Advocacy Resources

To assist you in finding health care providers who understand your needs as an LGBTQIA+ person, whether for physical or mental healthcare support, Health Advocate is here to help. With a dedicated care coordinator, you will be guided to find the right person or resources to help you and your loved ones find compassionate health care.

Otsuka Hope

The goal of Otsuka Hope is to create an open and inclusive environment where members and allies of the LGBTQIA+ Community feel fully supported and accepted. Through conversation, education, exposure, inquiry, and exchange of ideas, we will increase awareness so that each Otsuka employee can develop an understanding and sense of belonging. Through partnership, networking, and participation in public and corporate events, we establish Otsuka as a leader in eradicating stigma on behalf of the LGBTQIA+ Community in the workplace.



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Contacts & Resources

Contacts

Vendors	Service	Phone Number	Website
Anthem	Behavioral Services & Medical Perscription Drug	Behavioral Services & Medical: 833-807-1875 Prescription Drug: 833-263-2858	www.anthem.com/ca
Health Advocate	Health Care Advocacy	866-695-8622	www. Health.Advocate.com/ members
HMSA	Medical	800-776-4672	www.hmsa.com
Kaiser HMO	Medical	800-464-4000	www.kp.org
Lyra Health	Employee Assistance Program (EAP) Mental Health Resources	877-467-1893	www.otsuka.lyrahealth.com

Resources

Organizations	Contact Information
Human Rights Campaign	www.hrc.org
LGBT National Help Center	http://lgbthotline.org
Otsuka Hope	otsuka.hope@otsuka-us.com
988 Suicide & Crisis Lifeline	www.988lifeline.org Call: 988
Out & Equal	http://outandequal.org
The Trevor Project	www.thetrevorproject.org