Living Well CONNECTION

WELLNESS BENEFITS LEARNING FOCUS

WELLNESS NEWS

Q1 2022 Quarterly Wellness Focus: New Year, New You!

We wish you a happy New Year and great start to 2022! Whether you believe in keeping a New Year's resolution or not, the start of a new year is always a fitting time to instill a new habit or two that'll lead to a healthier, more fulfilling life.

We encourage each of you to take the time to ensure you are leveraging the resources available to all Otsuka-People.

New for 2022: Lyra Mental Healthcare Services

As a leader in the mental health space, we are committed to serving those who struggle with mental health challenges—beginning with our employees. To this end, we're excited to introduce Lyra, a comprehensive mental healthcare offering that combines self-guided resources, coaching, and access to 16 fully subsidized therapy sessions. Through the robust Lyra network, which includes access to over 5,500 credentialed mental healthcare providers, you and your family members can seek support how, when, and where you need it, at no cost to you.

Check out the **Benefits Focus** below for more details on this new benefit.

You can register for Lyra by visiting **otsuka.lyrahealth.com/login**.

1. Click **Reset Password or Sign Up**
2. Select **Create an Account**
3. Click **Sign Up with Email**
4. Enter your personal email address
5. Click the link in the Lyra verification email
6. Choose **Continue for United States**
7. Enter legal first name, legal last name, and date of birth, and create a password
8. Answer the question regarding your relationship to Otsuka

Living Well at Otsuka

For 2022, the Living Well at Otsuka Wellness Program will continue to offer Quarterly Wellness Journeys to foster your holistic well-being. As a reminder, the Living Well program is powered by **Virgin Pulse** and enables every employee the opportunity to complete various wellness activities during the quarter that can translate to Virgin Pulse Points! At the end of each quarter, employees who have achieved Level 2 or higher will be eligible to receive between 30 and 50 **SOAR points**.

Virgin Pulse Points	Recognition
Level 1 (1,000 Points)	Engagement Text
Level 2 (4,000 Points)	30 SOAR Points
Level 3 (7,000 Points)	40 SOAR Points
Level 4 (10,000 Points)	50 SOAR Points

For Q1 2022, we want all Otsuka-People to focus on their overall health and well-being. When you log in to the **Virgin Pulse Portal**, you can earn additional points by completing the following activities on the portal:

- Creating or joining a personal wellness challenge
- Completing a Virgin Pulse Wellness Journey
- Linking your fitness tracker to the Living Well Portal to track your activity
- Browsing Healthy Recipes Activity Based Rewards
- Tracking your daily calorie intake

Mindful Mamas

In November 2021, Otsuka announced that it had made a strategic investment in the Mindful Mamas app. Through mindfulness and meditation, the Mindful Mamas app offers support for uncertainty and stress by guiding mothers to cultivate mental calmness, manage emotions, improve relationships, grow happiness, and sleep better.

As part of Otsuka's Total Rewards offering, all employees have complimentary access to the Mindful Mamas app through October 31, 2022.

To register yourself:

1. Please visit **mindfulmamasapp.com/otsuka** from your computer
2. Enter your name and Otsuka work email address
3. The employer code is: **otsuka-us**
4. After successful registration, please download the app to your smartphone and log in using your Otsuka work email address

If you would like to gift your account to someone in lieu of having an account for yourself:

1. Please visit **mindfulmamasapp.com/otsuka** from your computer
2. Enter your name and Otsuka work email address
3. The employer code is: **otsuka-us**
4. Click **Assign to Someone**
5. Enter their name and email address
6. After successful registration, they will need to download the Mindful Mamas app to their smartphone

Fitness Reimbursement Program

Starting in Q1 2022, the **Otsuka Fitness Reimbursement Program** allows eligible employees of OAPI, OPDC, and ODH to receive up to **$400** in reimbursement per calendar year for indoor and outdoor exercise equipment or up to **$100** in reimbursement per quarter for all other eligible services:

- Gym Memberships
- Weight Management Programs and Apps
- Personal Training
- Group Exercise Classes
- Virtual Subscriptions
- Sports League and Registration Fees
- Nutrition and Dietitian Consultation

BENEFITS NEWS

2022 Benefit Elections

The benefit elections you made during open enrollment went into effect on January 1, 2022. New benefit deductions were reflected in the first paycheck you received in January 2022.

Please keep in mind the following as it relates to insurance ID and debit cards:

Medical: You and your enrolled dependents should have received new ID cards if you elected or changed coverage for the first time or enrolled in the Anthem PPO Consumer Plan with HSA for the 2022 plan year. You may download a digital ID card by visiting the Anthem **web portal** or using Anthem's mobile app—Sydney. You can download Sydney by visiting the **App Store** or **Google Play**. Use your Anthem username and password to log in to the app.

Dental: You and your enrolled dependents should have received an ID card if you elected coverage for the first time. You may download a digital ID card by visiting the Delta Dental **web portal**.

Vision: VSP does not issue ID cards. When you visit an in-network provider, your coverage will be verified when you provide your personal information to the provider. Visit **VSP** to create your account, review your in-network coverage, and search for a VSP network provider.

FSA and HSA: You and your enrolled dependents should have received a debit card if you enrolled for the first time or if your current card expired.

Please reach out to HR Help if you have additional questions regarding your benefit elections or need assistance with ordering an ID card.

Phone: 855-OtsukaHR (855-687-8524), Option 2 (Benefits)

Email: hrhelp@otsuka-us.com

You can view your benefit election by logging into **Workday** (please select the OneOtsuka option).

Reminder: FSA Grace Period Deadlines Extended

- The grace period for the **2021 FSA Plan Year** has been extended to December 31, 2022. This means you can use your 2021 Health Care and Dependent Care FSA funds on expenses incurred through December 31, 2022; however, your request for reimbursement must be submitted on or before December 31, 2022.
- If you still have a balance remaining for your **2020 Health Care and Dependent Care FSA** funds, you have until March 15, 2022, to submit a request for reimbursement for expenses you incurred between January 1, 2020, and December 31, 2021.

Fidelity 401(k)

Each year, the U.S. government provides annual updates to retirement plan deferral and contribution limits. For the 2022 calendar year, the contribution limits are below:

- $20,500—Pretax and/or Roth contribution limit
- $6,500—Catch-up contribution limit if you are 50 or older by December 31, 2022
- $61,000—Maximum Deferral (Employee and Employer Combined)

To update your contribution amount, please log in to **www.401k.com**. Changes made on or before January 31, 2022, will take effect in your first February 2022 paycheck.

Effective January 1, 2022, the employer matching contributions will vest on a new schedule, which is outlined below:

Years of Service	% Vested
Less than 1 year	0%
After 1 year	25%
After 2 years	50%
After 3 years	75%
After 4 years	100%

File Your Q4 2021 Fitness Reimbursement Requests

The deadline to submit fitness reimbursement requests for Q4 2021 is January 31, 2022. For approved expenses, the reimbursement payment will be included in your February 15 paycheck. Eligible employees may be reimbursed up to $100 per quarter for eligible expenses. **Click here** to find out more.

To initiate a reimbursement request, you must visit the GlobalFit web portal via **otsuka.globalfitrewards.com**. Please keep in mind that in order to be eligible for reimbursement, you must meet certain requirements outlined in the policy.

Should you need assistance with filing your request on the GlobalFit web portal:

Email: **support@globalfitrewards.com**

Phone: 215-320-4122

COVID-19 Vine Resources Page

As a reminder and follow-up to the recent Special COVID-19 Information Session, we have created a one-stop shop for all of your questions related to COVID-19. Please refer to the **COVID-19 Info Center** for all of the latest information as this site is updated on a regular basis.

LEARNING OPPORTUNITIES

Lyra 101 Education Sessions

Interested in learning more about Otsuka's newest mental health offering, Lyra? A representative from Lyra will be conducting a 30-minute presentation to cover all that Lyra has to offer. Sessions are scheduled for:

- 1 p.m. EST on Wednesday, January 26
- 1 p.m. EST on Wednesday, February 9

Calendar invites will be sent at a later date from the Vine so you can mark your calendars. A recorded on-demand version of the presentation will be made available and posted on the Vine.

Care@Work

We know the winter months can cause challenges with childcare. Keep in mind that Otsuka offers a **Care@Work benefit** provided by Care.com. Care@Work is a family care service that can help you find caregivers for your whole family, including your child, parents/grandparents, home, and/or pet.

Through Care@Work, employees may be reimbursed up to $125 per day for 15 days. Please visit **Care@Work** to learn about and sign up for these services.

Visit the **Care Resource Center** to access previous webinars from Care@Work, which feature tips for a variety of care-related topics.

Fidelity Universal Webinar Series: Fidelity's first quarter schedule of the Universal Webinar Series is now available. This series covers a variety of topics, whether you're just starting to save, balancing financial goals, or nearing retirement. Log in to your **NetBenefits** account today to review the schedule of topics.

Attend one event or several—events are offered daily and easy to attend from any computer.

Click here for a calendar of all of Fidelity's Live Workshops.

BENEFITS FOCUS

Lyra

All Lyra Health mental healthcare offerings 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.

Visit **otsuka.lyrahealth.com/register** from your computer to register and get instant access to Lyra's mental healthcare offerings, or call **877-467-1893** to speak with a representative.

Lyra's comprehensive, personalized mental healthcare offerings include:

Essentials Self-Care: You have access to more than 100 self-led, evidence-based meditations, videos, and activities available 24/7 in the Lyra mobile app. Available topics include parenting, sleep, overcoming setbacks, stress, thriving at work, and relationships.

Guided Self-Care: Discuss your needs with a Lyra Coach live. Your Coach will craft a six-week, personalized digital care plan for you. Work at your own pace on activities that directly address your goals.

Coaching: Identify and resolve challenges with your Lyra Coach during regularly scheduled sessions; connect via mobile device or computer messaging or meet face-to-face over live video.

Therapy: Speak with a therapist via video or in person for up to 16 therapy sessions a year. Coverage extends to family members, and enrollment in an Otsuka medical plan is not required to use the benefit. For improved results, take advantage of Blended Care to stay in touch with your therapist between sessions, to practice skills, and to track your progress.

Medication Management: Connect with a mental healthcare physician via live video for medication consultations, symptom tracking, follow-up appointments, and prescription refills. (Additional details regarding this benefit will be made available in the coming months.)

Reset (AUD Care): Address problematic alcohol use disorder (AUD) through virtual therapy, group sessions, and ongoing symptom assessment. You can access peer support, digital lessons, and medications to fight cravings.

On January 1, 2022, **Lyra's Work-Life Services** replaced the Lincoln Employee Assistance Program. With Lyra's Work-Life Services, you have access to legal services, identity theft support, assistance with finding dependent care, and financial consultation. The cost of your first consultations with these work-life services is covered, after which you'll be able to pay a discounted fee if you choose to continue with any of the offerings. Please note that if you are currently working with the Lincoln Employee Assistance Program on a matter, you will be able to continue with those services through the resolution of that matter.

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**.