



2025

# Benefit summary

Lundbeck is committed to offering a robust and comprehensive benefits package to help you protect your health, your family, and your everyday life.

## Medical/dental/vision

Lundbeck offers two medical, dental and vision plans. Employees are eligible as of their start date. Medical plans offered by Blue Cross Blue Shield of IL.

## Health Savings Account (HSA)

Our employees are eligible to enroll in the PPO plan with optional HSA account, Lundbeck will make an annual contribution to help fund your account.

## Flexible Spending Account (FSA)

Our employees are eligible to enroll in FSAs' allowing them to save money by paying certain health and dependent care expenses on a pre-tax basis. Parking and transportation expenses are also eligible.

## Basic life and AD&D insurance plans

Employee benefit is equal to 2.5 times your annual earnings, up to a maximum benefit of \$750,000.

## Optional life and AD&D insurance plan

Employees may purchase optional life insurance coverage for themselves, spouse/domestic partner and/or children through after-tax payroll deductions.

## Short-Term/Long-Term Disability

If a non-job-related disability prevents employees from working, the company paid Short-Term and Long-Term Disability plans provide employees with income protection.

## Lundbeck additional benefits

Lundbeck offers several additional benefits such as Employee recognition program, tuition reimbursement, LifeStyle Spending Account, childcare discounts, adoption assistance, parental leave, paid caregiver time off, employee discounts and a credit union.

## Optional voluntary employee benefits

Lundbeck offers a number of supplemental benefits (i.e. Identity Theft Insurance, Pet Insurance, Legal Assistance, Long Term Care Insurance), to help protect employees and to provide resources when needed most.

## Employee Assistance Program (EAP)

The EAP is a company-paid benefit that is available to employees and their family 24/7.

## 401(k) retirement plan

The Lundbeck LLC 401(k) Plan gives the opportunity to save for retirement through payroll deductions. Lundbeck will make a matching contribution of 100% on the first 6% of employee contributions to the plan, and the employee is vested immediately.

## Non-elective 401(k) employer contribution

Lundbeck provides each eligible employee with a 2% annual contribution (based on eligible compensation) even if the employee is not currently participating in the plan.

## Paid time off

All regular, full-time employees accrue paid time off on a monthly basis (pro-rated based on start date). First-year employees are eligible for up to five weeks of paid time off, with a monthly accrual rate of 2.083 days.

## Company shutdown

Lundbeck will be closed between Christmas Day and New Year's Day.

## Lundbeck holidays

Regular, full-time employees are eligible for 9 paid holidays per year.

## Starfish day

Lundbeck will be closed the first Friday of April (three-day weekend) to make a small but meaningful difference in promoting a healthy work-life balance.

## Volunteer time off

To encourage and enable action through volunteerism, Lundbeck US offers employees one paid volunteer day off per calendar year to use for volunteering at the organization of their choice.

## Sales employees

Sales employees are eligible for the following: fleet program, company cell phone, corporate credit card, laptop, iPad, printer/fax/scanner and home internet allowance.