



KKNA TOTAL REWARDS: A Commitment to {Your} Life

Kyowa Kirin is a global specialty pharmaceutical company based on values – chief among them a “Commitment to Life” – by which we strive to contribute to the health and well-being of communities by pursuing advances in life sciences and technologies. Providing great benefit choices to you and your family is an extension of this value, by which we make a commitment to YOUR life by supporting your physical, financial, and emotional well-being.

U.S. Employee Benefits

Kyowa Kirin U.S. is committed to employee wellbeing and maximizing the impact and potential of every team member. Our employee benefits – which may vary by location – recognize the tremendous value our people bring to the business with an array of meaningful programs.

Flexible Working Environment *

- Hybrid work policy *
- Work From Anywhere policy *
- Summer hours *

Compensation, Rewards & Recognition

- Base salary and discretionary bonus
- On-The-Spot recognition program
- Quarterly Arigato recognition program
- Service awards

Investing for the Future

- 401(k) retirement plan
- Profit Sharing opportunity

Health Care Benefits

- Medical and Prescription Drug
- Dental
- Vision

Tax Favorable Savings & Spending Accounts

- Health Savings Account (HSA)
- Health Care Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (FSA)
- Commuter Flexible Spending Account (FSA)

Financial Protection Benefits

- Life Insurance
- Short- and Long-Term Disability Coverage
- Business Travel Protection

Time to Recharge & Give Back

- Generous vacation, sick days and holidays
- Winter and summer shutdown
- Time off to volunteer
- Bereavement leave

Fostering Wellness Inside & Out

- Employee Assistance program
- Wellness support programs
- Discounted fitness access & free fitness apps
- Weight management support
- Health Eating nutrition support

Supporting Families

- Parental leave
- Adoption assistance
- Lifestyle concierge
- Fertility and infertility coverage
- Back-up child, elder care, and pet care
- In-person and online tutoring
- Breast milk storage and transport for business travel

Personal Development

- Designated training days
- Tuition reimbursement
- Leadership development programs
- Mentoring Program

Personal Coverage & Support

- Legal Insurance
- Pet Insurance
- Identity Protection
- Home and Auto Insurance
- Discounts

IMPORTANT NOTE: This is a summary that highlights certain benefits and programs offered by Kyowa Kirin, Inc. It is not a legal plan document and does not imply a guarantee of employment or the continuation of any benefits. The company reserves the right to modify, amend, suspend, or terminate any part or all of its employee benefits plans and/or programs at any time in its sole discretion. Full details of the plans and programs are contained in the official plan documents, which govern each plan/program's operation and supersede any information contained herein. Whenever an interpretation of a plan/program benefit is necessary, the actual plan document will prevail.

* Contact your site HR leader to explore available options based on your role and location.

