

# WORKING AT ALEXION

## Rewarding Our Employees with Industry-Leading U.S. Benefits

We take every opportunity to reward employees for their contributions and achievements, offering a comprehensive benefits package that is not only one of the best in the industry, but is also as progressive and unique as the therapies we develop.

### Work/Life Balance and Family Assistance



**GENEROUS PTO PROGRAM**  
with vacation time starting at 3 weeks and 17 paid holidays in 2021, including Christmas Eve through New Year's Day



**PAID LEAVE PROGRAMS**

- Minimum of 12 weeks for all new parents, and up to 18-20 weeks for birth mothers
- 12 weeks for caregivers of seriously ill family members



**BACK-UP CARE COVERAGE**  
with up to 20 days of back-up care, and the option of being reimbursed up to \$100/day to find your own provider when traveling overnight on business

Generous commuter benefits + Free breast milk delivery service (for work travel) + Up to \$50,000 towards adoption and/or surrogacy assistance

### Recognition and Career Growth



**COMPETITIVE REFERRAL BONUS**  
so employees can tap their talent networks



**LEADERSHIP TRAINING AND DEVELOPMENT PROGRAMS**



**GLOBAL REACH**



**UP TO \$10,000 PER YEAR FOR TUITION ASSISTANCE**

### Health and Wellness



**EQUAL MENTAL HEALTH COPAYS**  
in-and-out of network



**24-HOUR**

- Counseling (EAP)
- Telemedicine services
- Concierge service



**UP TO \$400 ANNUAL WELLBEING REIMBURSEMENT**

Unlimited speech, physical, and/or occupational therapy visits + Diabetes & hypertension management programs + High Deductible Health Plan & subsidized Health Savings Account that offer short- and long-term savings

### Planning for the Future

**401(k) MATCHING**  
dollar for dollar up to 6% pay

**NO-COST STUDENT LOAN ADVISING & REFINANCING**

### Giving Back

**UP TO \$1,500/YEAR GIFT MATCHING**  
for personal philanthropic efforts



**ANNUAL GLOBAL WEEK OF SERVICE**