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to great benefits

genzyme

TO YOUR BENEFIT

At this point in your job search, you're probably aware that Genzyme is a distinctive organization, offering a unique mission, a team of high-caliber and committed colleagues, and the challenges and rewards of working in an environment charged with quality, passion and innovation. Employees have the opportunity to grow their careers, work with other talented people, and — yes — participate in a competitive benefit Total Rewards program.

Genzyme offers a comprehensive Total Rewards package that includes salary and equity programs to support and reward success, benefits and resources to support and improve physical and financial health and well-being, an outstanding work environment and team-oriented culture, and leadership and professional development opportunities to help realize potential. This summary provides an overview of Genzyme's benefit programs that extends choice, quality and value to employees and their families.

An Overview

U.S. Genzyme employees regularly scheduled to work at least 20 hours per week are eligible to participate in the benefit programs. For the 401(k) Plan, U.S. employees who are at least 21 years of age and scheduled to work 1,000 hours are eligible to participate. Employees can also enroll their eligible dependents in the Medical and Dental plans. Coverage for most benefits is effective upon date of hire once the enrollment process is completed.



Genzyme pays most of the cost of benefits, but employees share in the cost, too. (For example, Genzyme pays about 80% for the health plan and an employee's share is about 20% of the total costs.) Employees pay their portion through convenient payroll deductions. Some deductions are made using pre-tax dollars — like Medical, Dental and Flexible Spending Accounts — and some are made using after-tax dollars — like Optional Life and Optional Dependent Life Insurance, and Long-term Disability.

**Benefits
Summary**

“ Genzyme’s employees are its greatest asset. All of us at Genzyme work incredibly hard with passion and a sense of urgency, proud of our contribution to developing medicines to improve the health of people with serious diseases. We are committed to providing support to help you protect your well-being, not only through our benefits programs, but by cultivating a culture that encourages a healthy work-life balance. ”

— Henri A. Termeer, President, Chairman and Chief Executive Officer



GETTING THE RIGHT CARE

Best Doctors is a special benefit program that provides additional diagnostic support if an employee or their immediate family member is facing a serious medical situation. Working through a team of Harvard-affiliated doctors, this program provides support and peace of mind that the right care has been prescribed.

Benefits for Your Health

Genzyme encourages employees to pursue a healthy lifestyle that will lead to good physical health and emotional well-being, optimal performance and the prevention of illness. Our health care program features a variety of preventive care and wellness programs so employees can stay healthy. It also offers employees access to comprehensive medical care and services when they need them. Employees can benefit from a wide variety of online tools, resources and special programs designed to help them enjoy a higher quality of life.

Medical

Depending on location, Genzyme offers two medical plans recognized nationally for their quality of care and service:

- > **Blue Cross Blue Shield National PPO** — *Available at all locations.* Receive coverage through a nationwide network of providers — or from any provider outside the network. The difference is that employees pay less for care received in the network. For in-network care, there is typically a copay for office visits or coinsurance for most other services; there's no annual deductible for in-network care. For out-of-network services, the Plan will pay benefits after an annual out-of-network deductible is met.
- > **Blue Cross Blue Shield Network Blue New England HMO** — *Available to employees who live in New England (Massachusetts, Rhode Island, New Hampshire, Maine, Vermont and Connecticut).* Receive coverage through a local network of physicians and hospitals. A Primary Care Physician (PCP) provides or arranges care within the network. Referrals are needed to see a specialist. A copay is required for office or hospital visits. Most other services are covered at 100%.

FOCUS ON...

Fitness:

Stay as healthy as possible by taking advantage of the member benefits from our health plans. Depending on the health plan you choose, you may receive an annual discount on membership at a participating fitness center and discounts on Weight Watchers and other fitness programs.

Healthy Living:

The Healthy Living Program at Genzyme includes on-site and virtual programs to address a variety of wellness issues including stress reduction, nutrition, exercise and fitness and creating work/life balance.

> **Blue Cross Blue Shield Advantage Blue** — Available to employees who live outside New England. Receive in-network benefits at 100% after an office or hospital visit copay; there's no annual deductible. Benefits are not paid for providers outside the BCBS network, except for emergency services as defined by the plan.

All the plans cover a similar range of services and supplies, including office visits, vision care and prescription drugs. They differ in the level of benefits provided and the flexibility in choosing health care providers. Because of their differences, they also vary in out-of-pocket cost. Check with Corporate Benefits for the current cost of the plans available to you.

PRESCRIPTION DRUGS

Prescription drug benefits are included with the medical coverage. All covered prescription drugs (including those filled at retail pharmacies and through the mail order program for the plans) are grouped into three tiers:

1. Generic
2. Preferred brand name
3. Non-preferred brand name

Prescriptions are covered in full after the required co-pay. The type of drug prescribed determines the dollar amount of the co-pay. Approval from the plan is required if the doctor prescribes a medication that is not on the plan's list of covered drugs.



Dental

Genzyme employees have access to DeltaPreferred Option USA Plus, the largest U.S. dental network. When the dental care is received in-network, the charge will be at a discounted rate (below reasonable and customary) and claim forms are not required. The Plan pays benefits for covered dental services including:

- > Preventive and Diagnostic: routine exams, x-rays, cleanings
- > Basic Treatment: fillings, extractions, root canals
- > Major/Restorative/Prosthetic: bridges, dentures, crowns and implants
- > Orthodontia for adults and children



Income Protection

Genzyme automatically provides company-paid life insurance and disability coverage to all eligible employees. If needed, employees can supplement this coverage to be sure they have the right level of financial security.

Life Insurance

Genzyme pays the full cost of these coverages:

- > **Basic Life Insurance** — coverage equal to two times annual base pay up to a maximum of \$1,500,000.
- > **Accidental Death and Dismemberment (AD&D) Insurance** — coverage equal to two times annual base pay up to a maximum of \$1,500,000.
- > **Business Travel Accident Insurance** — coverage equal to four times annual base pay with a minimum of \$250,000 and a maximum of \$1,000,000.
- > **Dependent Life Insurance** — \$10,000 coverage for a spouse or domestic partner and \$5,000 for each eligible dependent child, including dependent children of a domestic partner.

Optional Life Insurance

For additional income protection, employees can elect:

- > **Supplemental Life Insurance** — coverage equal to 1, 2, 3 or 4 times base annual salary up to a maximum of \$500,000. This coverage is optional and employees pay the full cost.
- > **Supplemental Dependent Life Insurance** — \$10,000 optional coverage for a spouse, domestic partner or \$5,000 for children. This coverage is optional and employees pay the full cost.

Disability Plans

Genzyme also pays the full cost of these coverages:

- > **Short-Term Disability** — a benefit equal to 100% of pay for the first eight weeks due to an illness or injury, and 80% for the next five weeks.
- > **Long-Term Disability (LTD)** — if disability continues longer, this coverage will continue to provide 60% of pre-disability base pay, up to \$30,000 per month. (Employees can opt to pay for LTD coverage instead of the Company. If so, benefits received will not be taxed.)

Flexible Spending Accounts

Employees regularly scheduled to work at least 20 hours per week are eligible to participate in one or both of the Flexible Spending Accounts. Contribute up to \$5,000 each year in pre-tax dollars to each account and then use the money to reimburse eligible expenses.

- > **Health Care Flex Account:** Use pre-tax money in this account to pay for eligible medical, dental (including orthodontia) or vision expenses not covered by a health care plan.
- > **Dependent Care Flex Account:** Use pre-tax money in this account to pay for eligible dependent care (child or adult) expenses. When the contribution is a minimum of \$400, a Genzyme match of \$400 will be contributed.



Paid Time Off



Vacation

Employees regularly scheduled to work at least 40 hours per week accrue vacation at the rate of three weeks per year during the first four years at Genzyme. Starting on the fourth anniversary, vacation time is accrued at four weeks per year. Part-time employees accrue vacation time on a pro-rated basis.

Holidays

Genzyme's paid time off program includes 11 holidays — a combination of designated and floating holidays that vary based on division.

Sick Time

If employees work 40 hours a week, they may take up to seven paid sick days per calendar year (prorated if hired after May), if they or a family member becomes ill. Part-time employees receive sick time on a pro-rated basis.

Employees may take as many as two of the allotted seven sick days per calendar year to handle unforeseen life emergencies — any short-term event that requires time away from work (i.e., a broken furnace, taking care of a child when day care arrangements fall through, etc.).

Parental Leave

Employees may take up to five days of paid parenting leave for the birth or care of a newborn child. The paid parenting leave days do not need to be consecutive.

Adoption Leave

Employees are eligible for adoption leave, which provides the primary caregiver eight weeks of paid time off to care for a newly adopted child.

Retirement and Financial Benefits

Genzyme offers a variety of benefits to help prepare for retirement and other long-term financial needs.

401(k) Plan

Genzyme employees can save for retirement and, along the way, earn a generous matching contribution from the Company. Employees may contribute up to 60% of annual pay to the 401(k) Plan. When employees save on a pre-tax basis, Genzyme adds \$1 for every \$1 contributed, up to 6% of annual pay. Employees are fully vested in their contributions and the Company match and can invest their contributions and the Company's matching contribution, choosing from among a broad range of professionally managed investment options.

Employee Stock Purchase Plan (ESPP)

Employees may buy shares of Genzyme stock at a discount. The ESPP makes it easy to acquire an equity interest and become a shareholder of Genzyme.

Equity Program

Eligible employees may be granted stock options and/or restricted stock units that provide opportunity to share in the success and future growth of the Company.

Financial Education Programs

Genzyme offers a variety of resources and programs that provide practical advice to help employees plan and save for the future.

Financial Advisors

Genzyme provides access to CAPTRUST Financial Advisors to help with saving and investing for retirement. Employees can meet one-on-one with a professional to plan for retirement, participate in on-site group education meetings by CAPTRUST, and take advantage of their toll-free advice hotline.

Education Benefits

Tuition Reimbursement

Genzyme employees are eligible to participate in the Education Assistance Program if they are regularly scheduled to work at least 30 hours per week. This program reimburses tuition and related expenses for job-related eligible courses.

College Savings Plan

Save for college expenses in a tax-advantaged way. Through a 529 Plan, employees can set aside funds for the express purpose of paying for a child's future education.

Educational Counseling and Support

College Coach offers educational counseling and support for all school-aged children, from improving study habits to selecting, applying to and financing college.

Work and Life Assistance Benefits

Back-Up Dependent Care

Genzyme offers a back-up dependent care program for those occasions when regular child or elder care breaks down.

Work Life and Employee Assistance Program

Reach out for access to a range of resources, programs, and professional guidance. The Employee Assistance Program (EAP) is designed to help employees and family members cope with a wide variety of personal issues such as anxiety, stress, depression, substance abuse, career management, financial concerns, legal questions, and child and elder care responsibilities. The EAP is available at no cost.

Employee Advantage Discount Program

Employees have access to a special benefits and discount program that helps save time and money when shopping for auto and home insurance, home and college loans and much more.

Commuter Benefits

Genzyme offers pre-tax programs to help offset transportation expenses, whether employees drive to work or take public transportation.

If You Have Questions

If you have questions about any of the benefits Genzyme offers, please contact Corporate Benefits at benefits@genzyme.com.

This brochure provides a summary of some of the benefit plans offered to Genzyme employees. This guide also serves as a summary material modification to the Summary Plan Descriptions effective January 2009 for the Medical, Dental and Flexible Spending Account Plans. If there are discrepancies between the information included in this guide and the applicable plan documents or insurance contracts, the plan documents and insurance contracts will govern. Nothing herein is intended to constitute a contract between Genzyme and any employee. Either Genzyme or an employee may terminate the employment relationship at any time and for any reason. Genzyme reserves the right to amend or terminate the plans described in this guide at any time without prior notice.