



Global Corporate Overview

Better Health, Brighter Future

Last Updated April 2024



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**“At Takeda, patients always come first.
We also believe that a focus on trust,
reputation, and business, in that order,
sets us apart”**

Christophe Weber
President & CEO

SUPPORTING PATIENTS
FOR 242 YEARS



Who we are

Creating better health for people and a brighter future for the world is Takeda's purpose. The science and technology we advance are constantly evolving, but through our enduring values our ambition remains steadfast. We strive to deliver truly transformative treatments, contributing significant value to society while creating an exceptional experience for our people.



Our Corporate Philosophy



Purpose Better health for people, brighter future for the world.

Vision Discover and deliver life-transforming treatments, guided by our commitment to patients, our people and the planet.

Values: Takeda-ism We are guided by our values of Takeda-ism which incorporate **Integrity, Fairness, Honesty and Perseverance**, with Integrity at the core. They are brought to life through actions based on **Patient-Trust-Reputation-Business**, in that order.

Imperatives

PATIENT

- Responsibly translate science into highly innovative, life-transforming medicines and vaccines
- Accelerate access to improve lives worldwide

PEOPLE

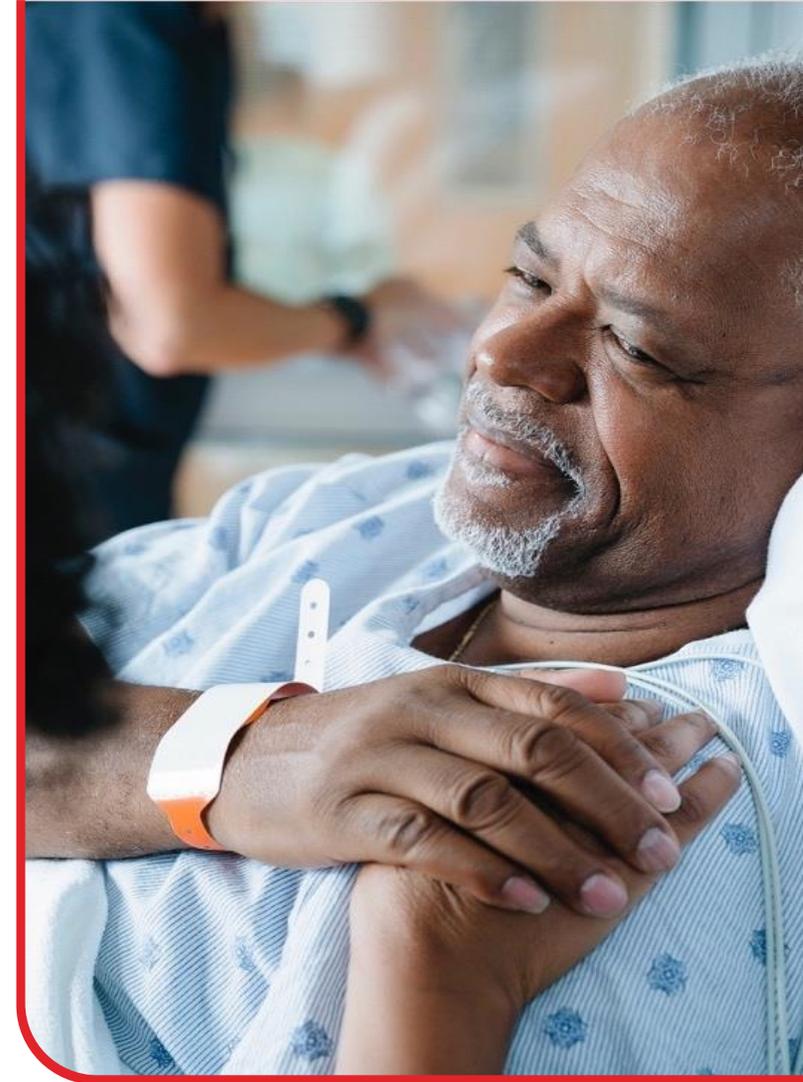
- Create an exceptional people experience

PLANET

- Protect our planet

UNLEASH THE POWER OF DATA AND DIGITAL

- We strive to transform Takeda into the most trusted, data-driven, outcomes-based biopharmaceutical company



A global biopharmaceutical company

GLOBAL HEADQUARTERS
TOKYO, JAPAN

GLOBAL HUB
**CAMBRIDGE,
MA, USA**

~ 30 NEW MOLECULAR
ENTITY CLINICAL
STAGE ASSETS

PRESENCE: APPROX. IN
80 COUNTRIES
& REGIONS

25+ MANUFACTURING
SITES

3 RESEARCH
SITES

200+
PARTNERSHIPS TO HELP
US BRING INNOVATION
TO PATIENTS

TOP EMPLOYER®
IN
39
COUNTRIES &
4 REGIONS

FY22 REVENUE



* Convenience translation of reported JPY figures into USD at an average rate of 132.75 JPY/USD. FY2022 revenue amount as of March 31, 2023.



FOUNDED IN

1781

OSAKA, JAPAN

**OUR
PEOPLE**

Takeda Executive Team



CHRISTOPHE WEBER
Representative Director;
President & CEO

AKIKO AMAKAWA
Corporate Strategy
Officer, CEO Chief of Staff

ANDY PLUMP
Director; President,
Research & Development

ASUKA MIYABASHIRA
President, Japan Pharma
Business Unit

ELAINE SHANNON
Global Quality Officer

GABRIELE RICCI
Chief Data &
Technology Officer

GILES PLATFORD
President, Plasma-Derived
Therapies Business Unit

NATIONALITIES
9

AGES
30-60s

WOMEN
53%



JULIE KIM
President,
US Business Unit

LAUREN DUPREY
Chief Human Resources
Officer

MARCELLO AGOSTI
Global Business
Development Officer

MILANO FURUTA
Chief Financial Officer

MWANA LUGOGO
Chief Ethics &
Compliance Officer

RAMONA SEQUEIRA
President,
Global Portfolio Division



TAKAKO OHYABU
Chief Global Corporate Affairs
& Sustainability Officer

TERESA BITETTI
President, Global
Oncology Business Unit

THOMAS WOZNIEWSKI
Global Manufacturing &
Supply Officer

YOSHIHIRO NAKAGAWA
Global General Counsel

How we innovate

We are building one of the most exciting and diverse pipelines in the industry. We follow science and aim to unlock innovation wherever it originates – whether we are developing a therapy in one of our laboratories or through our more than 200 partnerships. Together with our investments in data and digital technologies, we aim to improve the patient experience and revolutionize our approach to science.



We aim to discover and deliver life-transforming treatments



GASTROINTESTINAL & INFLAMMATION

- Inflammatory Bowel disease (IBD)
- Celiac disease
- Dermatological & Rheumatic diseases
- Liver diseases
- Neurogastric disorders

RARE DISEASES

Rare Hematology and Hemostasis

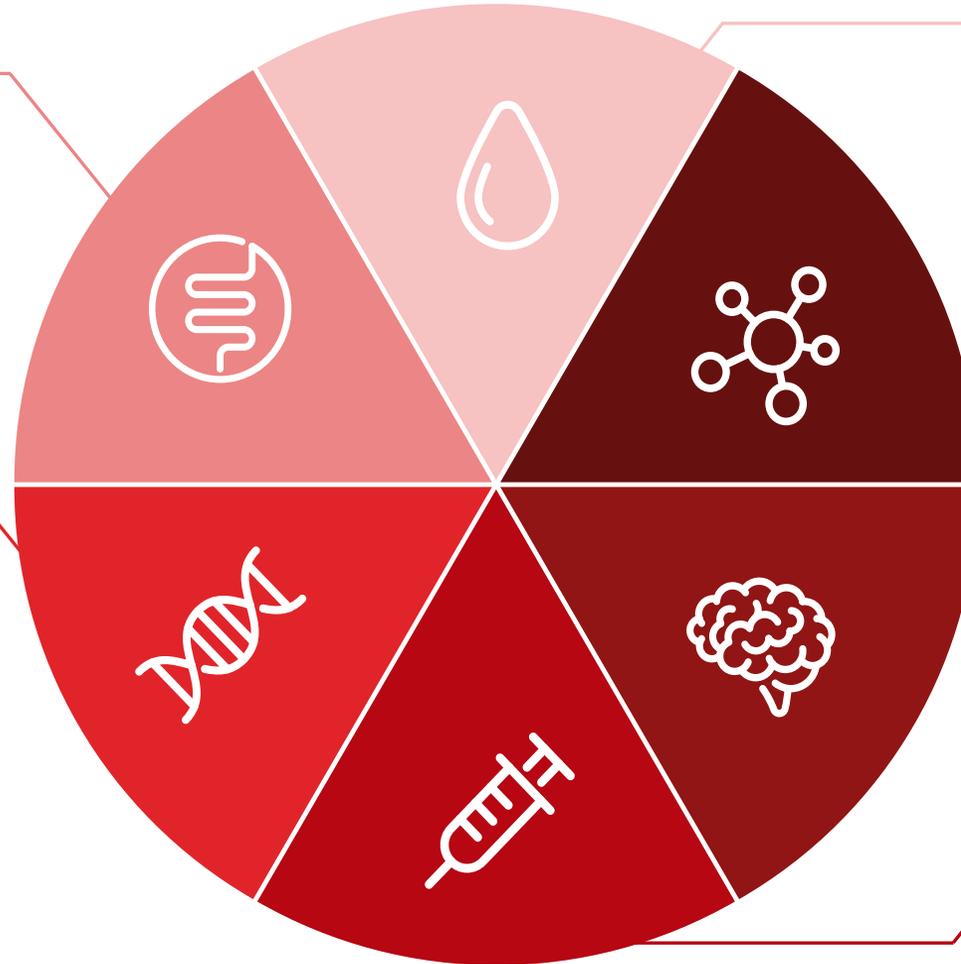
- Hemophilia
- Von Willebrand disease
- Thrombotic thrombocytopenic purpura

Rare Immunology

- Hereditary Angioedema
- Immune Deficiency diseases
- Rare Autoimmune disorders
- Hypoalbuminemia & Hypovolemia
- Severe Congenital Protein C deficiency
- Prothrombin deficiency
- Alpha-1 Antitrypsin deficiency

Rare Metabolic

- Hunter syndrome
- Fabry disease
- Gaucher disease
- CMV & transplant



PLASMA-DERIVED THERAPIES

- Immunodeficiencies
- Neuroimmunology
- Hematology
- Pulmonology
- Specialty & critical care
- Other rare & chronic diseases

ONCOLOGY

- Solid tumors
- Hematology

NEUROSCIENCE

- Rare epilepsies
- Sleep-wake disorders
- Parkinson's disease

VACCINES¹

- Dengue
- COVID-19
- Zika
- Pandemic influenza

Research and development



Approx.
30



**NEW MOLECULAR ENTITY
CLINICAL STAGE ASSETS**

**Robust Clinical Pipelines
of Novel Mechanisms**

Approx.
50%

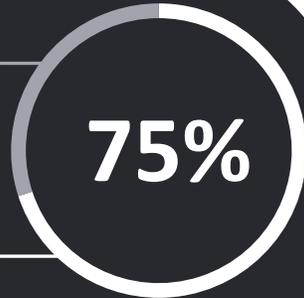
Of pipeline with orphan drug designation potential in at least one indication/ in any region.

SMALL
MOLECULES

- BIOLOGICS
- CELL THERAPIES

• OTHER MODALITIES

• PEPTIDES & OLIGONUCLEOTIDES



**Diversified Modalities
in Research**

Leveraging patient insights, matching the right target with the right modality and executing experiments with rigor to accelerate therapies with transformative potential.



200+

Active Partnerships

More than 60% of our pipeline is partnered, allowing us to tap cutting-edge science and innovation at the source. External partnerships with start-ups, biotech and academia help us bring innovative solutions to patients.



\$4.8 Bn*

**R&D Investment
for FY22**

In addition to late-stage programs with potential to launch multiple treatments in the near-term, critical programs in earlier stages of development provide sustainable long-term opportunities to advance scientific innovation.

*Amount as of June 30, 2023. FY22 based on exchange rate of 131 JPY to 1 USD.

Our approach to sustainability

Our sustained growth through enduring values fuses why we exist (our purpose) with where we are going (our vision) and how we deliver on our vision (our values).

By using our core strengths and capabilities as a biopharmaceutical company, Takeda creates long-term value for patients, stakeholders and society while also sustaining positive impact for our people, communities, and the planet.



Our Sustainability Framework



PATIENT



PEOPLE



PLANET

Deliver innovative life-transforming medicines and vaccines

Provide health benefits that are valued by patients and society

Accelerate global, equitable access to medicines and vaccines

Develop talent and invest in lifelong learning

Advance diversity, equity and inclusion

Create a culture of well-being

Achieve net-zero ambition

Conserve natural resources

Design with sustainability in mind

DATA, DIGITAL AND TECHNOLOGY ENABLES OUR INNOVATION

SUSTAINED BUSINESS GROWTH

Our efforts in data, digital and technology enable us to accelerate innovation and provide sustained positive impact



PATIENT

Deliver **personalized experiences for patients** and optimized therapeutic outcomes.

Improve data, enable easier patient access, and improve diversity within **clinical trials**.

Use **predictive analytics (AI and Generative AI)** to target future dengue outbreaks, support clinical trials and new drug development, and strengthen our supply chain.

PEOPLE

Upskill our workforce of the future to create a **culture of digital thinking** and efficient solutions.

Provide a consistent, intuitive, inclusive and collaborative **technology experience** wherever, whenever and however our people work.

PLANET

Pursue a GreenTech strategy through consolidating data centers, cloud efficiencies, recycling tech while sustainably procuring new devices.

Design a **sustainability data collection strategy** with digital efficiencies and automation.

Develop analytics and **reporting on environmental impact**.



Access to Medicine (AtM) programs



Our AtM programs continue to positively impact the lives of patients, particularly those diagnosed with a serious condition in underserved communities around the world.



Health Systems Strengthening

We are working with diverse partners in low- and middle-income countries and countries with evolving healthcare systems to build capability in the health care system



Bridging the Affordability Gap

Takeda's Innovative Patient Affordability and Charitable Access Programs provide access to innovative medicines in more than **44 countries and territories** around the world. These programs have bridged the affordability gap for more than **5,000** patients.

Data up to March 2023



Building Trust

In 2022, we ranked in the **top 10** out of the 20 largest pharmaceutical companies evaluated by the Access to Medicines Index (**7th overall**). [AtM-Index rankings](#)

LEARN MORE IN THE 2022 ACCESS TO MEDICINES PROGRESS REPORT ON [TAKEDA.COM](https://www.takeda.com)

Our passion for people transforms our work into meaningful action



We believe we can create an exceptional people experience for everyone at Takeda by focusing on these four areas:

- **Talent** | Develop and attract top talent to deliver our vision with a highly engaged workforce
- **Well-being** | Focus on empowering life-work alignment to enhance well-being and increase productivity.
- **Diversity, Equity & Inclusion** | Drive positive change by promoting and improving diversity, equity and inclusion
- **Learning** | Create an environment that fosters lifelong learning and a growth mindset, enabling employees to thrive inside and outside of Takeda



RECOGNITION AROUND THE WORLD

Proud to be recognized around the world for our workplace environment and employee offerings.



OUR WAYS OF WORKING

We're evolving our ways of working to build a flexible, enriching experience that fosters our values, promotes employee well-being and creates inclusion with regular face-to-face interactions for specific work and collaboration.

Our actions to reduce our impact on the environment



Achieved and maintained Carbon Neutrality

across our value chain since 2020



67% of suppliers by GHG emissions

will establish science-based targets by 2024



50% of paper and paperboard packaging

on secondary and tertiary level recycled or forest stewardship certified by 2025



5% reduction in fresh water withdrawal

By 2025

2022

100% Renewable Energy

Japan

Our Osaka, Hikari & Narita sites are working toward purchasing 100% renewable electricity, which will result in a 30% annual reduction of GHG emissions



Natural Gas to Green Steam

Cambridge, Massachusetts, U.S.

Conversion will reduce operational greenhouse gas emissions by 40-50% in two locations



Solar Installation

Los Angeles, CA., U.S.

Annual reduction of electricity purchases by ca. 833 MWh and elimination of GHG emissions by approximately 280 metric tons



Positive Energy Building

Singapore

First positive energy building following the Singapore zero energy building scheme



Our actions to reduce our impact on the environment



Zero waste-to-landfill

By 2030



**Net-zero GHG emissions
from our own operations
before 2035**

**Net-zero GHG emissions
across our value chain
before 2040**



60% Freshwater Consumption Reduced

Lessines, Belgium

First large-scale wastewater recycling facility of its kind to be used in the pharmaceutical industry.



Waste-to-Landfill Diversion

In FY2022, more than 80% of our waste was diverted from landfills.



Supplier Collaboration Energize Program

A first-of-its-kind initiative by 19 pharma companies to increase access to renewable energy sources for suppliers



Sustainability by Design Lead to Industry-First Process

Applying “Green Chemistry” Principles to R&D process led to reducing water usage in the manufacturing process



Our Global CSR Program and partnerships



Our Global CSR Program strives for better health for people and a brighter future for the world, where prevention measures are exponentially advanced, the health workforce is empowered, systems are prepared against emergency shocks, and people are freed from the burden of disease, with reliable access to quality care.

GLOBAL CSR PROGRAM (FY2016-2023)

Activities in

93

COUNTRIES

Selected annually



BY EMPLOYEE
VOTES

\$167.5_M

TOTAL DONATION
AMOUNT COMMITTED

A total of

29

PROGRAMS

GLOBAL CSR PARTNERSHIPS

WORKING TOGETHER WITH GAME-CHANGING
MULTILATERAL AND ACADEMIC INSTITUTIONS WORLDWIDE





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Global Corporate Affairs



Visit us online at
www.takeda.com

Takeda Global Headquarters





Appendix

Our history 1781 – 1979



FOR BUSINESS

1781

COMPANY FOUNDED

Chobei Takeda I sets up his business in Osaka

1895

PRODUCTION

Pharmaceutical manufacturing begins in Takeda's factory

1915

OSAKA FACTORY

Opens as "Takeda Pharmaceutical Manufacturing Plant"

1943

COMPANY NAME

becomes "Takeda Pharmaceutical Company Limited"

1949

INITIAL PUBLIC OFFERING

Takeda listed on the stock market

1951

INTERNATIONAL BUSINESS

Starts with North and Central America and Asia

1871

INTERNATIONAL TRADE

Takeda pioneers in the importation of western medicines

1914

PROPRIETARY RESEARCH

activities begin

1940

"NORI" PRINCIPLES

which underpin Takeda-ism, are established

1946

HIKARI FACTORY

Opens in Yamaguchi prefecture

1950s

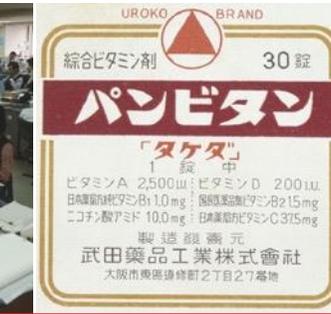
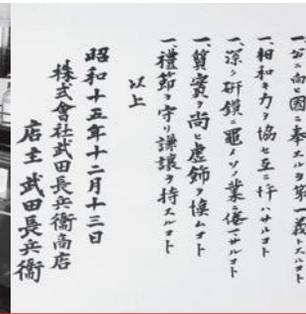
PANVITAN® & ALINAMIN®

Japan's first multivitamin product and a Vitamin B1 derivative launch

1961

COMPANY LOGO

The current "Dakiyama" logo is created



FOR SOCIETY

1933

TAKEDA GARDEN

For Medicinal Plant Conservation opens

1960

SHOSHISHA FOUNDATION

is established to support talented students who will contribute to society

1963

TAKEDA SCIENCE FOUNDATION

is established to encourage promising research and science technology

Our history 1980 – present



FOR BUSINESS

1980s & 90s

EXPANSION OF INTERNATIONAL BUSINESS

accelerates with the launch of leuprorelin, lansoprazole, candesartan, pioglitazone

2008

MILLENNIUM PHARMACEUTICALS

acquisition enhances innovation in oncology

2011

NYCOMED AQUISITION

expands Takeda's global footprint into more than 70 countries worldwide

2018

NEW YORK STOCK EXCHANGE LISTING

The only pharmaceutical company listed on both the TSE and the NYSE

SHONAN HEALTH INNOVATION PARK

opens as the first pharma-led open innovation ecosystem in Japan

TAKEDA GLOBAL HEADQUARTERS

opens in Tokyo, providing an environment that supports diverse workstyles

2019

SHIRE ACQUISITION

makes Takeda a global biopharmaceutical leader with a presence in approximately 80 countries

FOR SOCIETY

2009

Takeda joins the UNITED NATIONS GLOBAL COMPACT

2010

TAKEDA INITIATIVE

is formed to support the development of healthcare professionals in Africa

2016

ACCESS TO MEDICINES

program launched to improve access to care and treatment for patients in underserved communities

GLOBAL CSR PROGRAM

launched to contribute to the better health of people through disease prevention.

2019

TAKEDA INITIATIVE 2

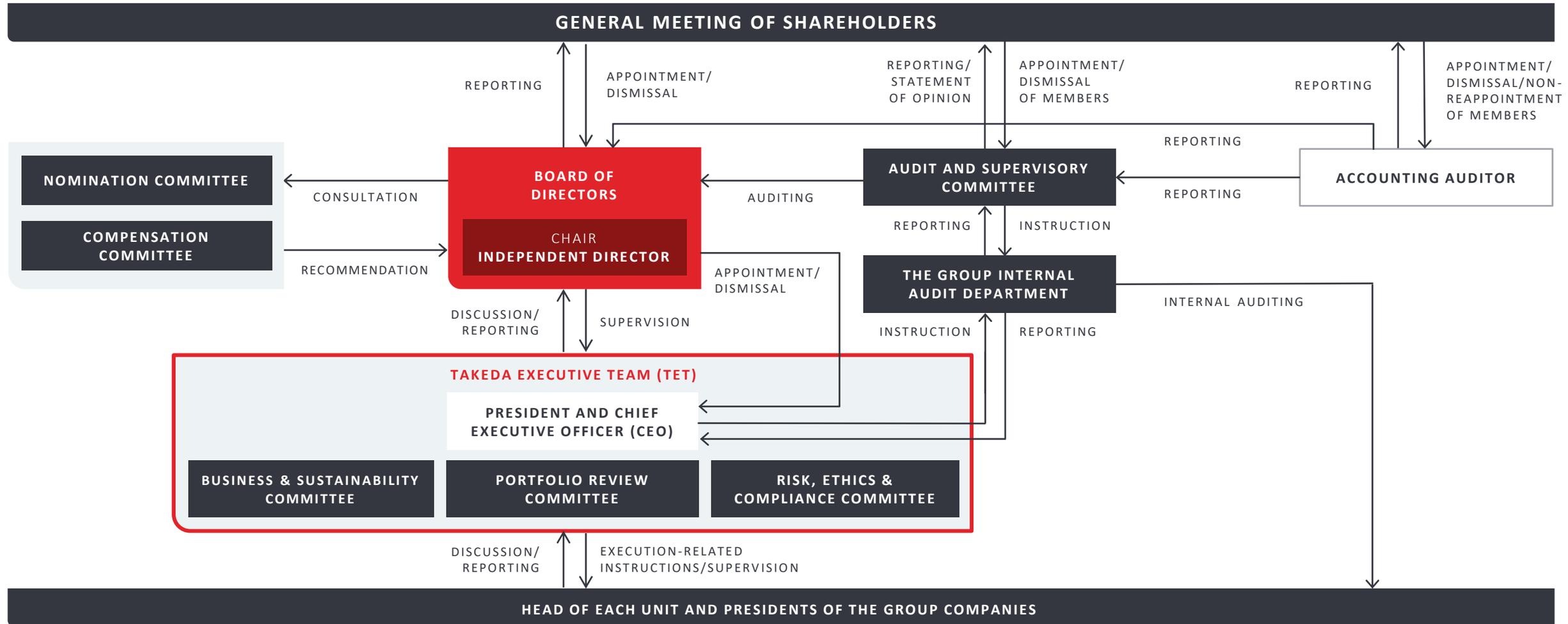
launched to improve maternal and child health by integrating quality HIV, TB, and malaria services in Africa



Corporate governance structure



Our advanced and robust corporate governance model has been, and will continue to be, critical to our success.



Board of directors – values and corporate governance



Takeda's Board of Directors is accountable for ensuring that all our decisions and actions are in the best interests of all stakeholders, and aligned with our values. 12 of our 15 Board members serve as Independent External Directors, bringing further diversity and global experience to the Board.

3 INTERNAL DIRECTORS



CHRISTOPHE WEBER
Representative Director,
President & CEO



COSTA SAROUKOS
Director,
Chief Financial Officer



ANDY PLUMP
Director, President,
Research & Development

- CB** CHAIR OF THE BOARD MEETING
- ASC** AUDIT & SUPERVISORY COMMITTEE
- NC** NOMINATION COMMITTEE¹
- CC** COMPENSATION COMMITTEE

12 INDEPENDENT EXTERNAL DIRECTORS



MASAMI IIJIMA
External Director,
Chair of the Board Meeting



OLIVIER BOHUON
External Director



JEAN-LUC BUTEL
External Director



IAN CLARK
External Director



STEVEN GILLIS
External Director



JOHN MARAGANORE
External Director



MICHEL ORSINGER
External Director



MIKI TSUSAKA
External Director



KOJI HATSUKAWA
External Director,
Chair of ASC



YOSHIAKI FUJIMORI
External Director



EMIKO HIGASHI
External Director



KIMBERLY A. REED
External Director