

METRICS: Values-Based Governance



| Category / Metric | Independently assured metric by | | Apex |
|--|---------------------------------|-----------|-------------------------------------|
| | FY21 Data | FY22 Data | |
| Ethics & Compliance | | | |
| Total percentage of employees trained on Takeda's anti-corruption policies and procedures ¹ | 100% | 98% | <input checked="" type="checkbox"/> |
| Total percentage of employees trained on Takeda's anti-corruption policies and procedures - Japan ¹ | 100% | 99% | <input checked="" type="checkbox"/> |
| Total percentage of employees trained on Takeda's anti-corruption policies and procedures - U.S. ¹ | 100% | 100% | <input checked="" type="checkbox"/> |
| Total percentage of employees trained on Takeda's anti-corruption policies and procedures - EUCAN ¹ | 100% | 99% | <input checked="" type="checkbox"/> |
| Total percentage of employees trained on Takeda's anti-corruption policies and procedures - GEM ¹ | 100% | 99% | <input checked="" type="checkbox"/> |
| Total percentage of employees trained on Takeda's Code of Conduct ¹ | 97% | 98% | |
| Total percentage of employees trained on Takeda's Code of Conduct - Japan ¹ | 98% | 98% | |
| Total percentage of employees trained on Takeda's Code of Conduct - U.S. ¹ | 96% | 100% | |
| Total percentage of employees trained on Takeda's Code of Conduct - EUCAN ¹ | 97% | 98% | |
| Total percentage of employees trained on Takeda's Code of Conduct - GEM ¹ | 98% | 99% | |
| Total number of incidents of corruption confirmed during the year, but related to previous years | 1 | 1 | <input checked="" type="checkbox"/> |
| Total number of incidents of corruption confirmed during the year, related to year | 1 | 0 | <input checked="" type="checkbox"/> |
| Total number of discrimination and harassment incidents during the year | 28 | 19 | |
| Total amount of monetary losses as a result of legal proceedings associated with labour law violations and employment discrimination (JPY Million) | 235.5 | 3,985.7 | <input checked="" type="checkbox"/> |
| Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments to delay bringing an authorized generic product to market ² | 0 | 0 | <input checked="" type="checkbox"/> |
| Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries | 0 | 0 | <input checked="" type="checkbox"/> |
| Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | 0 | 0 | <input checked="" type="checkbox"/> |
| Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | 0 | 0 | <input checked="" type="checkbox"/> |
| Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competition, market manipulation, malpractice or violations of other related regulations | 203.3 | 0 | <input checked="" type="checkbox"/> |
| Economic Disclosures | | | |
| Vitality Index - Percentage of gross revenue from products commercialized in the last five years ³ | 4.2% | 5.8% | |

¹ All Takeda employees globally are included in the calculation of total percentage of employees trained. Breakdowns by region are reflective of employees within Business Units of each respective region, and excludes those employees who sit in global business units or functions

² Takeda has not entered into any settlement with an ANDA filer that provided any so-called "payment for delay," including any agreement by Takeda not to launch an authorized generic version of Takeda's branded product for a defined time period after the ANDA-filer's launch.

³ Takeda's vitality index, defined as the revenue contribution from products commercialized in the last five years, is 5.8% for our FY ending March 2023 (vs 4.2% for the prior year). This includes key contributions from our rare disease and vaccine portfolios, such as from Takhzyro for hereditary angioedema and coronavirus vaccine sales in Japan. For more information on this metric, please see our WEF Index Table, under "Vitality Index".

METRICS: Values-Based Governance (continued)



| Category / Metric | Independently assured metric by | | Apex |
|--|---------------------------------|-----------|-------------------------------------|
| | FY21 Data | FY22 Data | |
| Quality Management | | | |
| Number of Class I recalls ⁴ | 0 | 0 | <input checked="" type="checkbox"/> |
| Number of Class II recalls ⁴ | 0 | 0 | <input checked="" type="checkbox"/> |
| Supply Chain | | | |
| Number of Pharmaceutical Supply Chain Initiative (PSCI) sustainability on-site audits conducted | 5 | 6 | <input checked="" type="checkbox"/> |
| Number of EcoVadis sustainability desktop audits conducted ⁸ | N/A | 317 | <input checked="" type="checkbox"/> |
| Number of audited suppliers where at least a area of their corrective action plan has been actioned during the financial year ⁵ | N/A | 67 | <input checked="" type="checkbox"/> |
| Global CSR | | | |
| Amount invested in long-term philanthropic commitments since launching in 2016 (JPY Billion) | 16.2 | 19.7 | |
| Public Policy Engagement | | | |
| Total spend on lobbying, interest representation or similar in the United States of America, the countries of the European Union, and Japan ^{6,7} (Million JPY) | 659.8 | 855.3 | |
| Total spend on trade association memberships in the United States of America, European Union, and Japan ⁶ (Million JPY) | 3,782.9 | 3,858.1 | |
| Total spend on political contributions in the United States of America, the countries of the European Union ⁸ , and Japan ⁶ (Million JPY) | 36.6 | 47.3 | |

⁴ The scope of this data is U.S. only and includes both enforced and voluntary recalls.

⁵ Metrics newly collected from FY22 onwards

⁶ The United States of America, the countries of the European Union, and Japan accounted for 85.8% of our revenues in 2022. Conversion of currency and % of revenues has been calculated as per Takeda's FY2022 Q4 Earnings Announcement (1 USD = 135 JPY, 1 EUR = 141 JPY). In FY21, The United States of America, the countries of the European Union, and Japan accounted for 87.2% of our revenues. Conversion of currency and % of revenues has been calculated as per Takeda's FY2021 Q4 Earnings Announcement (1 USD = 112 JPY, 1 EUR = 131 JPY).

⁷ FY2021 data includes a 50% deduction for Brussels office overheads applied to Takeda's disclosure in the EU Transparency Register; this deduction was not applied in FY2022

⁸ Spend on memberships for pan-European trade associations only