



Human Rights and Modern Slavery Statement

Financial Year 2025

Introduction

This statement has been prepared pursuant to the UK Modern Slavery Act (2015), Australia Modern Slavery Act (2018) (Cth), Norway Transparency Act (2022), Switzerland Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (2022)¹ and Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023). This statement covers the reporting period from April 01, 2025, to March 31, 2026 (Financial Year 2025, "FY25").

Reporting entities

This consolidated statement is made on behalf of:

- Takeda UK Limited ("Takeda UK") and Takeda International – UK Branch, a branch of the Swiss entity Takeda Pharmaceuticals International AG for the purposes of reporting under the UK Modern Slavery Act (2015)
- Takeda Australia Pty Ltd ("Takeda Australia")
- Takeda Canada Inc. ("Takeda Canada")
- Takeda AS ("Takeda Norway"),
- The relevant entities in Switzerland for the purposes of the Swiss Ordinance are Takeda Pharmaceuticals International AG ("TPIZ"), Takeda Pharma AG ("Takeda Pharma AG") and Baxalta Manufacturing Sàrl ("Neuchâtel Site").

¹ Takeda's assessment conducted for FY25 established that the relevant entities in Switzerland fall below the quantitative thresholds stipulated by the Swiss Code of Obligations Art. 964j-l. Takeda is exempt from the Swiss due diligence and reporting obligations on minerals and metals from conflict affected areas for FY25.

² Additional information provided in section titled "Takeda's Human Rights Commitment".

³ Section 3 of the Norway Transparency Act defines "decent working conditions" as "work that safeguards fundamental human rights pursuant to (b) and health, safety and environment in the workplace, and that provides a living wage".

⁴ According to the ILO Forced Labor Convention (1930, No. 29) "forced or compulsory labor shall mean all work

Scope and definitions

This statement sets out the steps taken to implement and strengthen our due diligence processes, and to identify and address actual and potential human rights impacts that potentially create risk of infringement to internationally recognized human rights². This includes potential human rights violations related to decent working conditions³, forced labor⁴, human trafficking⁵, child labor⁶ within our operations and supply chains. References to "human rights" in this statement cover the aforementioned risks. Furthermore, the work completed and in progress enterprise-wide on human rights is applicable to all reporting entities.

Consultation with the reporting entities

In preparing this statement, representatives from the relevant reporting entities were consulted to ensure the Statement appropriately reflects the practices of each entity.

Our business, operations and supply chains

Headquartered in Japan, Takeda Pharmaceutical Company Limited is a global, values-based, R&D-driven biopharmaceutical company committed to bringing Better Health and a Brighter Future to

or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily".

⁵ According to the Palermo Protocol (2000) Human Trafficking is defined as "the recruitment, transportation, transfer, harboring or receipt of an individual by means of threat or use of force or other forms of coercion for the purpose of exploitation".

⁶ Child labor means labor or services provided or offered to be provided by persons under the age of 18 years as defined under the ILO Minimum Age Convention, 1973 (No. 138) and ILO Worst Forms of Child Labor Convention, 1999 (No. 182).

patients by translating science into highly innovative medicines. Unless expressly stated otherwise, references to “Takeda”, “we” or “our” refer to the Takeda Group including subsidiaries and affiliates. We focus on innovations that contribute to making a difference in people’s lives. We aim to discover and deliver life-transforming treatments in our core therapeutic and business areas, including gastrointestinal and inflammation, rare diseases, plasma-derived therapies, oncology, neuroscience and vaccines.

Most reporting entities covered in the consolidated report are Local Operating Companies (LOCs)⁷ which are commercial entities focused on the marketing and sales of Takeda’s products for their local market. Additionally, Neuchâtel Site operates as a biotechnology production site specializing in the manufacture of drugs to treat hemophilia. Neuchâtel Site supplies medicines worldwide.

We engage with suppliers globally and recognize that it is our responsibility to address potential human rights risks within our supply chains and strive to respect human rights in our business activities. More information is available in our [Annual Integrated Report](#).

Governance and policy framework

Governance for human rights

Takeda’s Global Risk, Ethics & Compliance Committee holds accountability for Takeda’s [Human Rights Commitment](#). A dedicated Human Rights team within the Legal, Ethics and Compliance function is responsible for operationalizing Takeda’s Human Rights Commitment, collaborating closely with functional experts to embed human rights due diligence in prioritized areas across our operations.

⁷ Apart from Neuchâtel Site for which specific information are provide below, TPIZ which is the regional headquarter for our operations in Europe and Canada and Takeda International – UK branch which is a branch of TPIZ.

⁸ Universal Declaration of Human Rights (UDHR), the International Covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR), as well as the

Corporate Philosophy

Takeda-ism has always been our unique compass. Its timeless values of Integrity, Fairness, Honesty and Perseverance define who we are. They are brought to life through decisions and actions that put patients at the center of everything we do, build trust with society, reinforce our reputation, and develop a sustainable business, in that order. Together, Takeda-ism and principles organized around *Patient-Trust-Reputation-Business* (“PTRB”) underpin everything we do and how we do it.

Takeda’s Human Rights Commitment

Takeda exists to create better health for people, and a brighter future for the world. Our Human Rights Commitment is guided by our values of Takeda-ism, reinforced within our Global Code of Conduct.

As a signatory of the United Nations Global Compact, Takeda is committed to respecting internationally recognised human rights within every aspect of our business, across our value chain and within the communities we serve. Our Commitment is to do so in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct. Our Commitment covers all internationally recognised human rights included in the International Bill of Human Rights⁸. We are continually aiming to enhance our processes to work toward fulfilling this Commitment. More information is available on Takeda’s [corporate website](#).

Policy framework

Takeda Global Code of Conduct

Our [Global Code of Conduct](#) affirms Takeda’s Commitment to providing a safe and healthy

International Labor Organization (ILO) Core Labor Conventions including the Minimum Age Convention (no.138) and the Worst Forms of Child Labor Convention (no. 182)

working environment, free from harassment and discrimination, and to conduct our business with integrity and speak up for our values. Bringing the Global Code of Conduct to life makes sure that we are *“Living Our Values Every Day”*. All Takeda entities are committed to operating in line with our Global Code of Conduct, which calls for the highest standards of ethical behaviour. Our Human Rights Commitment is further embedded in our Global Code of Conduct, in which we state that *“We respect and protect human rights – within our business, across our supply chain and in the communities where we operate, paying particular attention to vulnerable populations”*.

Takeda Supplier Code of Conduct

Takeda’s [Supplier Code of Conduct](#) outlines our expectations of fair treatment and freedom of association including compliance with applicable laws, such as child labor, discrimination, rights to association, human trafficking and freely chosen employment. It also includes instructions for suppliers to contact the Takeda Ethics Line to report any concerns, including for human rights.

The Supplier Code of Conduct prohibits direct third parties from using child labor and states that *“Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country’s legal age for employment, or the age established for completing compulsory education”*.

Anti-corruption and human rights synergies

We also recognize that corruption may lead to potential negative impacts on human rights. We strictly prohibit all forms of such conduct as detailed in our [Global Anti-Corruption Policy](#).

Due diligence and risk assessment

We have due diligence processes and management systems in place to identify and address potential and actual human rights impacts. We recognize that human rights due diligence is a process of continuous improvement, and we review and refine our approach on an ongoing basis.

Global Human Rights Impact Assessment

In 2025, Takeda updated its global human rights impact assessment, relevant for the reporting entities involving internal and external stakeholders. We assessed each of the potential impacts identified throughout Takeda’s value chain and operations, using the UNGPs methodology embedding the following criteria:

- **Impact on internal and external** human rights as per the UNGPs.
- **Level of priority** based on the severity of the impact on people.
- **Likelihood** based on Takeda’s enterprise risk assessment likelihood scale.

In applying these factors, we made appropriate adjustments for attribution (proximity of Takeda to the impact), leverage (Takeda’s influence over the impact) and the strength of our current management practices. Through the completion of the assessment, we have identified four prioritized human rights impacts:

- **Health:** Promoting and protecting the health of patients and donors, participants in clinical trials, communities, and other groups we interact with.
- **Safe, healthy, just and favorable conditions of work:** Promoting adequate working conditions and occupational health and safety for employees within Takeda operations and workers within our value chain.
- **Freedom from discrimination:** Promoting fair, non-discriminatory and inclusive practices within Takeda and our value chain.
- **Clean, healthy and sustainable environment:** Promoting environmental sustainability across our operations, value chain and communities we serve.

Enterprise Risk Management

Takeda has established an integrated system that brings together the three areas of enterprise risk management, business continuity management,

and crisis management based on the “*Global Business Resilience Policy*.”

Takeda conducts an annual enterprise risk assessment for the identification, evaluation, and mitigation planning for prioritized risks. Takeda develops business continuity plans for major risks and essential business areas. Takeda formulates crisis management plans to identify, manage and recover from a crisis and responds to it by organizing a Crisis Management Committee according to the level of impact. Takeda has established the principles and processes to identify, monitor and report selected high-risk business activities based on the “*Global Monitoring Policy*”. Each relevant functional area within the business, including human rights, is responsible for managing its key risks and responses to them.

Third Party Risk Management (TPRM)

Takeda works with various third parties worldwide and our approach to identifying and managing human rights risks in our supply chain is conducted through our TPRM Program. The TPRM Program is reviewed periodically to assess its effectiveness.

In FY25, we undertook efforts to strengthen our human rights due diligence framework by applying a risk-based approach, advancing digitalization, and enhancing our documentation. This included the development of a Third-Party Human Rights and Labor Standards Risk Assessment Standard Operating Procedure, as well as awareness materials to support third parties in practically navigating the human rights expectations set out in our Supplier Code of Conduct.

By considering geography and procurement category risks, we identify specific areas that may present the highest human rights risk across our value chain. Our country risk matrix includes specific indices on child labor such as the UNICEF Child Rights Index. Third parties presenting potential human rights risks must undergo negative media screening and are required to complete a third-party questionnaire. Where relevant, they may be required to complete Corrective and Preventative Action Plans (CAPAs).

Specific requirements are embedded in the due diligence framework, including the third-party questionnaire to address the risk of child labor. Suppliers are required to demonstrate the existence and effective implementation of management systems designed to prevent child labor (e.g., such as but not limited to age verification processes) and provide information on the type of work performed to ensure it is appropriate to the worker’s age and legal status.

Third parties as part of the onboarding process must acknowledge Takeda’s Supplier Code of Conduct, which requires suppliers to comply with laws governing human rights. Based on the associated contractual requirements, cases of non-compliance may lead to the termination of our relationship with partners who are unable to meet our requirements.

Business Development and Licensing

In FY25, we implemented a methodology and process for conducting human rights due diligence within Business Development activities, (e.g. mergers & acquisitions and licensing).

Third Party Audits

During the year, we developed a human rights audit framework, including:

- Human Rights Audit methodology and protocol.
- Risk-based pilot audits across several geographies.
- Embed human rights criteria into existing internal audit frameworks (i.e., Enterprise Quality Auditing).

Contractual provisions

Takeda’s purchase order [Terms and Conditions](#) and contractual clauses for providers of goods and services require our suppliers to certify compliance with all applicable laws and Takeda’s Supplier Code of Conduct.

Takeda Australia includes in its local template service agreement and template master service agreement a dedicated clause which imposes an obligation on our service providers that they will conduct its business in a manner that is compliant with the Australian Modern Slavery Act.

Trade compliance clauses addressing forced and child labor risks were also developed globally and may be incorporated into relevant agreements by local Legal Counsel, as appropriate. The Human Rights team provides support as needed.

Actual and potential human rights risks identified for the reporting entities

Based on our global human rights due diligence efforts and local assessment conducted for the reporting entities in FY25, we have not identified adverse human rights impacts and have determined an overall low risk of exposure to potential human rights risks both in our operations and supply chains, based on the activities conducted by the reporting entities.

Own operations

The scope of day-to-day activities for LOC entities presents limited exposure to potential adverse human rights impacts. Regarding our exposure to child labor, no minor workers were employed by the reporting entities and as part of our operations in Neuchâtel, minor apprenticeships are governed by Switzerland Ordinance 5 on the Protection of Young Workers and fall under the scope of Articles 6 and 7 of ILO Convention No. 138.

Supply chain

Based on local assessments undertaken for the reporting entities, no material change in the overall risk profile has been identified compared to prior reporting years. Primary business activities, including direct suppliers' engagement conducted by the relevant entities continue to focus on the marketing and sales of Takeda's products for their local market. Some business activities may present potential heightened human rights risks due to the nature of the work being performed, including transportation and logistics (e.g., road freight, warehousing), facility management services (e.g., cleaning, catering, security, landscaping) and construction activities. Prospective supplier

engagements are assessed for potential human rights risks through Takeda's TPRM Program.

Commodities sourced throughout our business may present potential human rights risks beyond direct third-party relationships. We work to understand the potential risks associated with our global procurement activities, including through collective action with the Pharmaceutical Supply Chain Initiative (PSCI) and will continue to enhance due diligence and monitoring for these activities (e.g., including through our third-party audit program, direct third-party worker engagement).

Remedies and grievance mechanisms

We provide access for workers and other stakeholders to raise concerns, including human rights-related concerns. Takeda's Ethics & Compliance function has the responsibility for receiving, assessing, and handling in scope concerns of misconduct in accordance with our Global Policy on Raising and Handling Concerns.

Takeda provides the confidential [Takeda Ethics Line](#), a hotline available 24 hours a day for internal and external stakeholders to facilitate confidential reporting of any ethical concerns. The channel is available in 23 languages. A dedicated category to report potential concerns related to Human Rights is included in this reporting channel. In FY25, we further clarified the scope of the potential risks included under the human rights category to support potential reporters. No matters relating to potential human rights violations were reported through the Takeda Ethics Line during the year for the reporting entities.

Right to request information

Takeda Ethics Line includes the possibility for any stakeholder to submit questions and exercise their right to request information under the Norway Transparency Act.

Building knowledge and capabilities

All Takeda employees are trained on Takeda's Global Code of Conduct, which reflects our Human Rights Commitment. Scenarios to raise awareness on potential human rights risks were included as part of the enterprise-wide rollout of Takeda's Procurement e-learning as of FY24. In addition, tailored human rights training sessions were delivered in respect of identified risk areas to key functions, including Legal, Ethics & Compliance and Enterprise Quality Auditors.

Engagement and advocacy

Takeda is engaged in various collaborative efforts such as that with the Pharmaceutical Supply Chain Initiative (PSCI) the leading industry association for pharmaceutical and healthcare companies.

We are currently advancing a worker voice pilot project to gather insights into potential human rights risks associated with shared suppliers providing facility management services. Additionally, in 2025, a preliminary survey was conducted with seven pharmaceutical suppliers, and their feedback was analyzed to develop recommendations and identify opportunities regarding the contents, set-up and implementation of a potential toolkit.

Track and communicate

Measuring effectiveness

We are monitoring the effectiveness of the processes and procedures to address human rights impacts that our business may cause, contribute to, or is directly linked to, in line with the UNGPs. Over the subsequent reporting period, we will continue to review, assess, and develop further metrics to assess the effectiveness of our actions, in line with continuous improvement, to identify and manage human rights impacts, including by:

- Tracking our actions and outcomes
- Partnering with suppliers and other external partners (e.g., number of third parties screened on human rights risks and the type of mitigation initiated)
- Undertaking regular internal governance and external assurance processes

To further strengthen our response to potential human rights impacts, we have identified the following priority areas:

- **Engagement:** Strengthening internal engagement, equipping relevant teams with the necessary knowledge and tools to uphold human rights, while building third-party capabilities to enable more independent and effective management of human rights risks.
- **Monitoring:** Enhancing risk monitoring throughout the value chain by expanding the use of digital solutions.

External disclosures

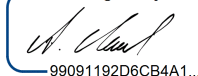
All our Environmental, Social and Governance (ESG) related disclosures can be found on Takeda's [Global Sustainability Disclosures Portal](#).

Governing bodies approval

This statement was approved by the board of Takeda Pharmaceuticals International AG in their capacity as principal governing body of Takeda Pharmaceuticals International AG

*This statement is approved by **Alexander Musil** as Chief Financial Officer, International Business Unit (IBU) and Chair of the Board of Takeda Pharmaceuticals International AG for and on behalf of Takeda Pharmaceuticals International AG and Takeda International - UK Branch, and with Takeda Pharmaceuticals International AG being the sole shareholder of Takeda Pharma AG as representative of the sole shareholder for Takeda Pharma AG.*

DocuSigned by:



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*This statement is approved by **Remco LEMARCQ** as Head of International Legal, Global Legal, Ethics & Compliance and member of the Board of Takeda Pharmaceuticals International AG for and on behalf of Takeda Pharmaceuticals International AG and Takeda International - UK Branch, and as a member of the Management Board of Baxalta Manufacturing Sàrl for and on behalf of Baxalta Manufacturing Sàrl, and with Takeda Pharmaceuticals International AG being the sole shareholder of Takeda Pharma AG as*

representative of the sole shareholder for Takeda Pharma AG.

DocuSigned by:

Remco Lemareq

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This statement was approved by the board of Takeda UK Limited in their capacity as principal governing body of Takeda UK Limited in accordance with the UK Modern Slavery Act (2015)

This statement is approved by **Şeyda ATADAN MEMIŞ** as Director and member of the Board of Takeda UK Limited

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This statement is approved by **Itaru MIURA** as Director and member of the Board of Takeda UK Limited

DocuSigned by:

Itaru Miura

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This statement was approved by the board of Takeda Pharmaceuticals Australia Pty Ltd limited in their capacity as principal governing body of Takeda Pharmaceuticals Australia Pty Ltd in accordance with the Australian Modern Slavery Act (2018)

This statement is approved by **David PEARCE** as Director and member of the Board of Takeda Pharmaceuticals Australia Pty Ltd

DocuSigned by:

David PEARCE

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This statement is approved by **Anton-Johan VERHEUL** as Director and member of the Board of Takeda Pharmaceuticals Australia Pty Ltd

Signed by:

Hans VERHEUL

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This statement was approved by the board of Takeda Canada Inc. in their capacity as principal governing body of Takeda Canada Inc. in accordance with the Canada Fighting Against Forced Labor and Child Labor in Supply Chains Act (2023)

This statement is approved by **Alan WALSHE** as Director and member of the Board of Takeda Canada Inc.

DocuSigned by:

Alan Walshe

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This statement is approved by **Matthew CASTELLARIN** as Director and member of the Board of Takeda Canada Inc.

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Matthew Castellarin

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This statement was approved by the board of Takeda AS in their capacity as principal governing body of Takeda AS. in accordance with the Norway Transparency Act (2022)

This statement is approved by **Koki SATO** as Director and member of the Board of Takeda AS

DocuSigned by:

Koki Sato

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This statement is approved by **Oyvind LOKEBERG** as Director and member of the Board of Takeda AS

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Oyvind Lokeberg

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