

Takeda Cares for Communities

2022 U.S. Impact Report



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This report highlights our CSR approach, some of the partnerships we have forged and why they are so meaningful to the communities we serve. Thank you for your continued trust and support as we continue our journey to bring better health for all.

President, U.S. Business Unit &
U.S. Country Head
February 2023



Our Approach to Better Health for People

To thrive, people need adequate nutrition, access to health care services and therapies, protection from extreme weather and aid to recover from disasters. When people don't have a place to live, enough food to eat, access to transportation or time off work to see a doctor, their health issues become much more difficult to address.

Using data to inform our actions, our U.S. philanthropy and volunteerism focus on these and other social determinants of health. To realize our ambition, we need to drive catalytic changes to address the root causes of health inequities.

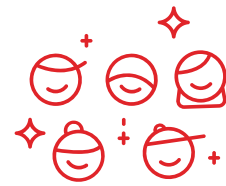
Takeda created multiple new leadership roles and teams in the U.S. for philanthropy and volunteer initiatives (Corporate Social Responsibility), health equity (U.S. Office of Health Equity and Community Wellness), and diversity, equity and inclusion to advance our purpose. In 2021, these leaders created the foundation to drive strategies to bring about positive change. Strategies include reducing social disparities, advancing environmental sustainability and improving access to medicines and diagnosis. They also focus on promoting equitable educational opportunities and ensuring healthy food sources for individuals and families in need.

Achieving better health outcomes is a huge undertaking, and we know we can't do it alone. That's why we're taking a long-term strategic approach and building alliances with academic institutions, health care providers and communities.

We're developing a process to collect data and build metrics that help us understand the impact of our CSR investments. We'll use these metrics to continually inform our philanthropic partnerships.

Takeda's U.S. Giving Focus Areas

Health



Create social, physical and economic environments that promote health equity for all

Environment



Support climate resiliency initiatives for a healthier environment

Learning



Advance STEM equity from kindergarten to high school

Providing



Promote food system equity for vulnerable families

Annual Disaster Relief Program,
American Red Cross, U.S.



Making Your Community Healthier

Patients' health and well-being is linked to their geography, finances, education, age, race, ethnicity, gender and orientation. Takeda is working to address deep-rooted health inequities, which have hurt marginalized patients and communities for generations.

Too many communities lack quality access to health services. To address their needs, we work with national nonprofit organizations such as:

- **HealthLeads**, a pioneer advancing hyper-local racial health equity at the intersection of healthcare, social services and public health.
- **The Dimock Center**, funded by the Red Sox Foundation, a lifeline for more than 20,000 people who need high-quality, low-cost healthcare and human services in Boston. The Center builds capacity for the "whole person" by addressing physical, developmental and behavioral needs in underserved urban communities.

We partner with local health organizations such as these:

- **Community Servings and Project Angel Food** deliver medically tailored meals to clients experiencing critical and chronic illness. Project Angel Food recently served their 16 millionth meal.
- **Martha's Table** creates a haven of health and wellness for more than 30,000 people in Washington, D.C. This nonprofit delivers nutritious food and offers physical, social and emotional wellness programs. It increases families' food security, encourages healthy eating habits and helps diverse food entrepreneurs grow their businesses.
- **InnerCity Weightlifting** creates economic mobility for people most impacted by mass incarceration, through

a career track in personal training. By bridging social capital, it challenges the use of fear to label people rather than label the environmental factors.

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Horizon Family Clinic Program,
Boston Healthcare for the Homeless, MA.

Supporting a Healthier Environment

Climate brings more intense storms, rainier winters and hotter summers. For example, in the Boston area, the number of days with temperatures above 90 degrees Fahrenheit has doubled since 1990.

In vulnerable communities, climate change has even bigger effects because people are far more at risk. They are more likely to be exposed to threats such as flash floods, pollution from stormwater runoff, drinking water shortages and excessive heat with no air conditioning.

Protecting People from Extreme Heat

According to the U.S. Centers for Disease Control and Prevention (CDC), extreme heat is responsible for more deaths than all the other severe weather events combined. That's why Takeda supports the **Mystic River Watershed Association**, which is working to protect and restore the Mystic River in the Boston area. Its Wicked Hot Mystic Program identifies urban hotspots, then creates new air-conditioned spaces, shaded areas, green spaces, white roofs and sidewalks, hydration stations and other resources for cooling. It's a pilot project with a data-based approach that can be replicated across the U.S.

Mobilizing Disaster Relief Quickly

To provide immediate relief after climate-related disasters, we partner with the **American Red Cross**, which can mobilize resources to impacted communities quickly. In 2022, we created a special matching program that matched U.S. employees' donations with \$2 for each \$1 that employees contributed.



Equipping Students to Learn Math Skills

Students in marginalized communities need science, technology, engineering and math (STEM) skills to help them break the cycle of poverty and achieve social mobility. To close the math gap, we work with nonprofit partners that address STEM in kindergartens, grade schools, middle schools and high schools. These programs prepare teachers and tutors to deliver the help that students and their parents need. We support a range of after-school and summer programs that advance kids in math.

Training Informal Math Teachers

Our partner, the **Young People's Project**, trains college and high school students to become math literacy workers who help K-8 and high school students in Boston and Chicago. The program removes barriers for disadvantaged students. It helps them improve their academic performance and pursue a path to success that includes a college education.

More than 10,000 students have taken part in the Young People's Project since 1996.

Preparing Girls for a Future in Math

STEM Next challenges girls to reimagine who can become builders, makers, innovators and problem-solvers through its **Million Girls Moonshot Program**. This program engages 1 million girls in STEM after school and in the summer. In 2022, STEM Next expanded to reach more students in Massachusetts, Illinois, California, Georgia, Pennsylvania and Minnesota.

Sparking Math Interest Through Basketball

Our partner **Learn Fresh** generates interest in math by focusing on basketball. **The NBA Math Hoops Program** helps students learn social and math skills in classrooms, after-school training and summer programs. It provides students a board game, mobile apps and classroom work, enhanced by sponsorships from the NBA, WNBA and local teams. The program helps them achieve at 35% higher rates than their peers. So far, more than 750,000 students have participated – at no cost to schools, taxpayers or families.

Math Tutors Help Students Succeed

Our partner, **Tutoring Plus** in Cambridge, delivers one-on-one tutoring, mentoring and enrichment programs for kids in grades 4-12. **City Year** identifies students who need help and monitors their progress every six weeks to address gaps in attendance and in literacy, math and social skills, reaching 12,000 students in 21 Boston and Everett (Mass.) schools. **BEAM (Bridge to Enter Advanced Mathematics)** supports students from historically marginalized communities from middle school through college so they can graduate with STEM degrees and enter STEM careers. More than half will be the first person in their families to graduate from college.

To close the math gap, STEM programs prepare teachers and tutors to deliver the help that students and parents need, from kindergarten through middle school.

Klay Thompson, NBA Math Hoops Program, Learn Fresh, U.S.



Providing Food Security for Vulnerable People

The lack of good, healthy food burdens the U.S. health care system with an estimated \$53 billion in avoidable expenses each year, says Feeding America. The pandemic further increased the demand for food. Now, inflation is putting affordable healthy food out of reach for many working families. Yet good nutrition is essential for people to stay healthy.

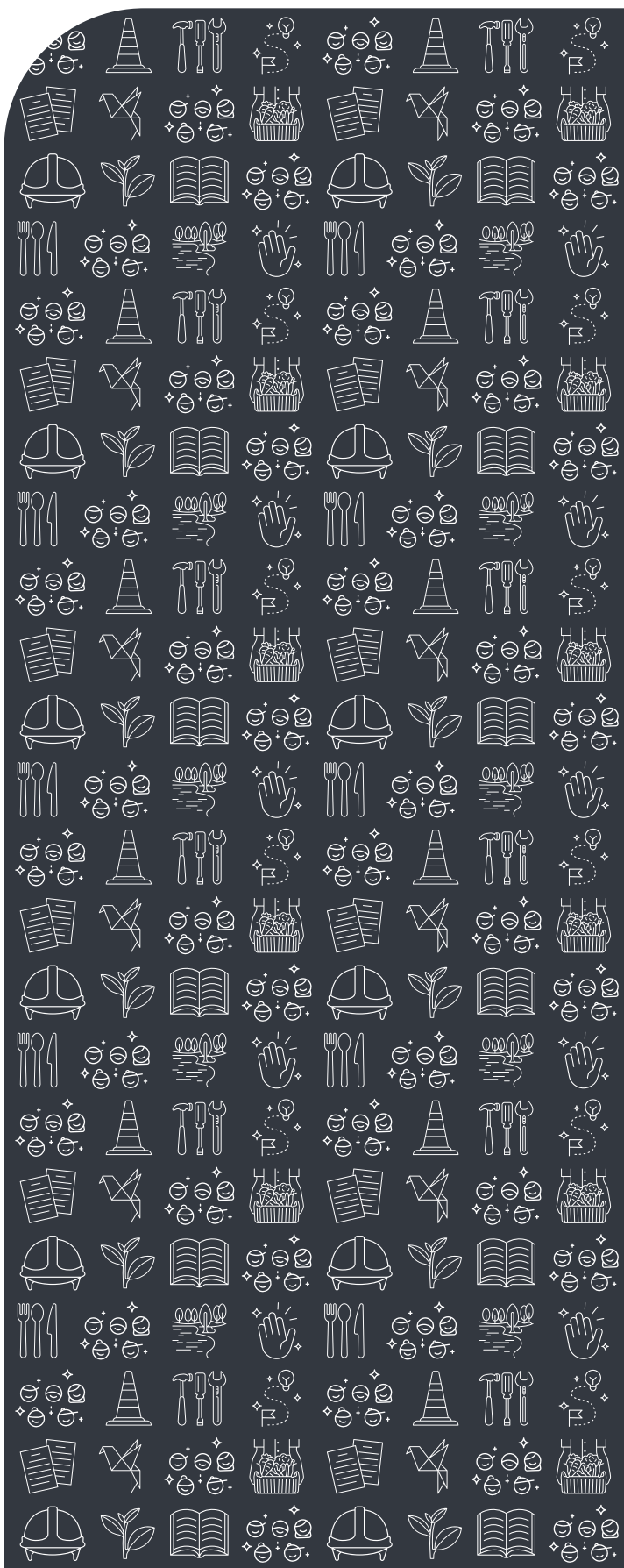
That’s why we work with partners to provide the right nutrition to people who need it, supporting food banks in Boston and Chicago, as well as nationwide nonprofits and local nonprofits in communities where Takeda has a major presence.

Tailoring Meals to Medical Needs

Our partner **Project Angel Food** in California addresses the special dietary needs of patients with a critical or terminal illness. Most are very low-income and living alone. Since its founding, this nonprofit has delivered over 15 million meals.

Community Servings in Massachusetts makes 15 types of medically tailored meals from scratch to meet the dietary needs of severely ill patients. More than nine out of 10 of these patients live in poverty. Community Servings delivers five days worth of meals to their clients’ doorsteps.

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Nourishing Our Communities

Our nonprofit partner **About Fresh** transforms vehicles into mobile food markets that deliver fresh food to Boston neighborhoods six days a week, serving 10,000 households a year. They also operate a produce prescription program that serves 4,000+ individuals. By 2024, About Fresh plans to scale produce prescriptions nationally to reach more than 10,000 people.

The Food Project creates a diverse community of youth and adults in eastern Massachusetts, who work in urban gardens to grow fresh, healthy, affordable food. Not only do they learn how to grow food, but they learn how to prepare healthy meals.

Partnering with Boston and Cambridge Public Schools, **CitySprouts’** after-school and summer Young Leaders Program engages hundreds of middle school students with science and growing food in Roxbury, Dorchester and East Cambridge school gardens.

The Food Group serves Minnesota and Wisconsin with mobile food markets that offer affordable groceries, increasing the availability of local and organic foods. Each year, it distributes almost 10 million meals through 265 food shelves and meal programs – including culturally connected foods such as Hispanic, Asian, halal and indigenous foods.

Growing Leaders, Growing Communities
Expansion Program, The Food Project, MA.

Empowering Employees to Help Our Communities

Our employees care deeply about our communities and are dedicated to giving back and volunteering. In 2022, 8,500 Takeda employees worked with 85 nonprofit partners, helping more than 110,100 people in over 350 communities. Many of our volunteer efforts happen during Takeda Cares Week, an annual event that provides an opportunity for employees to donate their time with a shared sense of community.

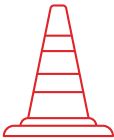
Going forward, we're working to expand our volunteers' impact. We are identifying employees who have specialized skills, so that we can better match our employee volunteers with the specific needs of nonprofits. Many employees volunteer throughout the year. Their volunteering earns grants for the nonprofit organizations they assist.

Encouraging Employees to Give Back



16 Hours

Offers paid time off to volunteer



> \$61K

Donates \$10 for each hour an employee volunteers



> \$3.4 Million

Matches eligible donations 1 to 1 or 2 to 1



9,465 Takeda Volunteer Hours in 2022

Including 6,060 hours during Takeda Cares Week



Assembling Kits for People in Need

Takeda employees found virtual ways to give back during the pandemic, thanks to our partner, **Building Impact**. Employees selected items online and assembled 8,646 kits for people in our communities during 2022. This virtual model respected nonprofits' limited in-person capabilities during the pandemic, while continuing to address the needs of many. These included college-bound students from low-income backgrounds, veterans and their families facing mental health needs, and families experiencing homelessness, hunger and food insecurity.

Rolling Up Our Sleeves

To help address shortages of blood and platelets, 470 Takeda employees donated blood to the **American Red Cross** across the U.S. Their donations are life-changing and life-saving for 1,400 people who received resulting blood products.

Restoring Natural Environment

More than 300 employee volunteers helped restore natural areas around Boston for **Mass Audubon** and **BINA Farm**. Activities spanned everything from goat herding and cutting back trail edges to pulling out invasive plants and planting native shrubs and trees.



Championing Health Equity

Our global Center for Health Equity and Patient Affairs, launched in 2020, focuses on the intersection of Takeda's research and access activities. It serves as a center of excellence to all our business units — collaborating and partnering with patients, communities, and private and public organizations, to identify and address health inequities around the world.

Equity starts with understanding diverse patients' needs and the communities where they were born, grow, live, work and age. This enables us to create more inclusive practices and develop innovative medicines that better reflect how patients wish and need to engage with healthcare to achieve their highest level of health.

The Center gathers diverse perspectives around the world and builds a broad ecosystem of partners to ensure people's voices are heard. We consider equity in our business and patient access activities.

Our U.S. Health Equity Team educates employees on root causes and effects of health inequity, supports nonprofit partners and activates employee volunteers.

For example, Takeda supports the **Xavier University of Louisiana Center for Health Equity**, part of an African-American school of medicine and pharmacy in New Orleans. The Deep South presents the U.S.' greatest health inequities and produce the worst health outcomes. We're working to pioneer programs there that can be replicated in other communities.

To meet the needs of underserved communities, Takeda is funding the expansion of the **Remote Area Medical (RAM) Volunteer Corps**. RAM is a nonprofit that provides free pop-up medical clinics in communities, large and small. It offers dignified health, vision and dental care to uninsured patients.

Since 1985, RAM has activated 188,000 volunteers to provide medical services — including our employees. Some of the 888,000 patients who've used RAM were visiting a doctor for the first time in their lives.

Diversifying Clinical Trials

Takeda is diversifying clinical trials as a business imperative, led by our business units. We're working to achieve greater health equity for all patients by addressing health disparities that disproportionately impact certain communities. Enhancing diversity in and expanding access to clinical trials is one significant way Takeda is addressing health inequities and building trust in communities.

The Diversity in Clinical Trials team has developed a playbook that will P.A.V.E. the way towards greater diversity in clinical trials by ensuring Takeda adheres to these four imperatives:

- **Partner** with external community stakeholders.
- **Address** operational barriers to clinical trial enrollment.
- **Verify** that diversity and inclusion goals reflect real-world data.
- **Enhance** the diversity of investigative site staff.

Why this focus? Because clinical trials should represent the diverse population that will use the treatment, which ultimately provides valuable information to all patients and providers. When Takeda addresses the socio-economic, environmental and behavioral factors that keep potential trial participants from accessing its trials, Takeda is living its values, showing itself trustworthy to communities and reaching more people who may benefit from our treatments and therapies.

Reflecting Our Communities

We take a comprehensive approach to advancing diversity, equity and inclusion (DE&I). We're hiring and developing people who reflect the diverse communities we serve in the U.S. While we're making good progress on improving diversity in the U.S., we continue to address our areas of opportunity.

We believe that diversity is good business. A rich mix of employee backgrounds brings many benefits. It fosters a superior work experience, leads to better ideation, increases innovation and enables better quality decision-making.

Employing diverse people enables us to better understand and serve a diverse patient population. We gain insights into the particular health inequities that each patient may face.

As we improve employee diversity, we see more clearly what's needed to improve health equity and health outcomes. For example, we're finding better ways to address cultural and language barriers that exclude people from health care today.

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Takeda Cares Week, U.S.



Rallying Our Diverse Employees

Our employees have self-organized 10 Takeda Resource Groups (TRGs), which build diverse communities within Takeda. TRGs help people feel a stronger sense of identity and belonging. In 2022, we launched a new in-house TRG portal, which helped to boost membership by 10%.

Our TRGs include:

- IGNITE (young professionals)
- Building Asian Leaders
- Black Leadership Council
- STRIVE (veterans)
- Gender Parity Takeda Resource Group
- IMPACTO (Hispanic)
- PACT Parents and Caregivers
- Take Pride (LGBTQIA+)
- Faith@Work
- EnAbles (people with disabilities and accessibility).

In 2022, TRGs supported nonprofit work in local communities by engaging 555 employee volunteers. For example, STRIVE helps clients of the **New England Center for Homeless Veterans**. The Global Gender Parity Network helps people obtain the professional clothes and mentorship they need to succeed at work through **Dress for Success**.

We're also extending diversity outside the company by engaging more with women-owned, minority-owned, veteran-owned and LGBTQ-owned businesses.

Takeda's focus on DE&I is making significant headway, employee surveys show. About nine out of 10 (87%) Takeda U.S. employees said that they feel the company is committed to DE&I. And 89% of employees said that they feel their manager creates a climate conducive to DE&I.

Acknowledgements

We're grateful to our partners who enabled Takeda to care for communities in 2021 & 2022.

[About Fresh](#)

[Acumen America](#)

[American Forests](#)

[American Red Cross](#)

[Atlanta Community Food Bank](#)

[Boston College Center for Corporate Citizenship](#)

[Boston Community Pediatrics](#)

[BEAM Los Angeles](#)

[Boston Healthcare for the Homeless](#)

[Breakthrough Greater Boston](#)

[Cambridge Health Alliance Foundation](#)

[City Sprouts](#)

[City Year](#)

[Charles River Conservancy](#)

[Community Servings](#)

[Common Threads](#)

[Daily Table](#)

[Food Connect](#)

[Food For Free](#)

[Georgia Organics](#)

[Greater Boston Food Bank](#)

[Greater Chicago Food Depository](#)

[Health Leads](#)

[Inner City Weightlifting](#)

[Learn Fresh](#)

[Lesley University](#)

[Mama's Kitchen](#)

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[Mystic River Watershed Association](#)

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[Project Scientist](#)

[Project Angel Food](#)

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[West End House](#)

[Xavier University of Louisiana Center for Health Equity](#)

[Young People's Project](#)

Take Action



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Takeda Cares for Communities](#)

[Volunteer Opportunities](#)

[Learn about Nonprofit Partnerships
and Industry Collaborations](#)



FOOD FOR FREE

"I HAVE THE AUDACITY TO BELIEVE THAT PEOPLE EVERYWHERE
CAN HAVE THREE MEALS A DAY FOR THEIR BODIES, EDUCATION
AND CULTURE FOR THE MINDS AND DIGNITY, EQUALITY AND
FREEDOM FOR THEIR SPIRITS."

—Dr. Martin Luther King, Jr.



Takeda Pharmaceuticals USA Inc.
500 Kendall Street
Cambridge, MA 02142
www.takeda.us