





## TakPAC’s PURPOSE

TakPAC offers eligible Takeda employees a way to join together to support the election of candidates, regardless of their political affiliation, who share our vision to drive innovation and ensure patient access.

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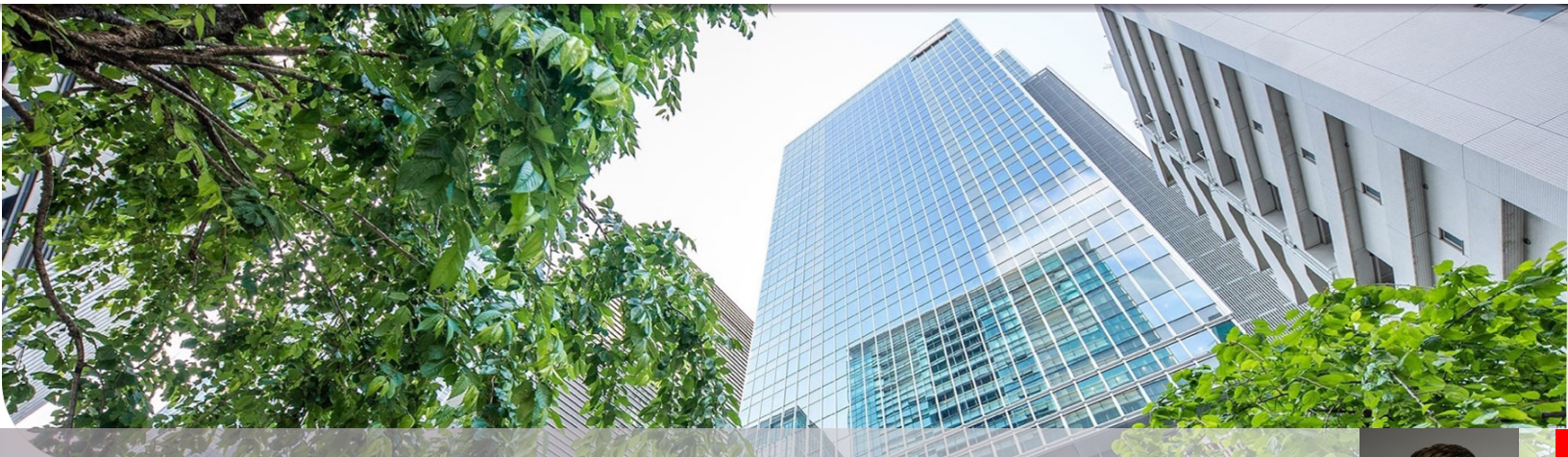
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## MESSAGE FROM THE CHAIR



### BETTER COLLABORATION THROUGH MEANINGFUL RELATIONSHIPS

Takeda engages in the U.S. public policy process because decisions by policymakers can have a significant impact on our ability to create Better Health and Brighter Futures. With the U.S. government's health related spending equaling half of all healthcare spending in the U.S., its policies impact the entire healthcare system. Therefore, it is important that Takeda and our industry build meaningful relationships with lawmakers across the political spectrum so we can advocate for the patients we serve.

One of the most valuable ways we build these relationships is by helping to elect and re-elect the lawmakers who understand the complexity of our work. Making contributions through TakPAC, our employee-funded political action committee, is the legal and transparent way we do this.

TakPAC only exists because of the voluntary and generous contributions made by Takeda employees, and we are deeply grateful for this support.

To ensure that TakPAC members and employees have a clear picture of the program, we are proud to provide the 2022 TakPAC Annual Report. In this report, you will find the PAC's 2022 financials, PAC contributions made in 2022, and information about TakPAC's leadership, by-laws, and processes.

When we engage with lawmakers, we work to develop meaningful relationships and become better collaborators for patients, and the TakPAC continues to be a valuable tool in these efforts.

### **Rick Ascroft**

*Richard C. Ascroft RPh, JD  
TakPAC Chairman  
Senior Vice President  
Patient and Market Access  
US Business Unit*

GIVEN TO CANDIDATES AND COMMITTEES  
WHO SHARE OUR VISION TO DRIVE  
INNOVATION AND ENSURE PATIENT ACCESS

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# 2022

TakPAC supports a broad range of elected officials whose decisions affect patients' ability to get treatment.



Party	Percentage
Republicans	51%
Democrats	49%





## 2022 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2022)	\$111,049.70
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### Revenue

Receipts from Voluntary Employee Donations	\$148,224.96
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Refunds of Contributions to Federal Candidates	\$2,500.00
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<b>Total</b>	<b>\$150,724.96</b>
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### Disbursements

Federal & State Candidates & Political Committees	\$181,000.00
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Operating Expenses (bank fees)	\$2,342.90
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<b>Total</b>	<b>\$183,342.90</b>
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<b>Ending Balance (12/31/22)</b>	<b>\$78,431.76</b>
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## 2022 TakPAC Officers and Board of Advisors

A Board of Advisors oversees the TakPAC program and is comprised of employees who represent every area of Takeda's U.S. business.

### OFFICERS

#### CHAIR



**RICK ASCROFT**

SVP, Managed Markets and Patient Services

#### VICE CHAIR



**ONELIA VERA**

Head Counsel, Hematology & Rare Disease BU

#### TREASURER



**SCOTT GODSOE**

U.S. Controller

#### ASST. TREASURER



**AMY ERVIN**

U.S. Region Assistant Controller

### BOARD OF ADVISORS

#### Colleen Beauregard

Head R&D Communications

#### Matthew Symonds

CFO Vaccines Business Unit

#### Liz Lewis

Head of Global Oncology Patient Value, Policy & Access

#### Hema Tallman

Head of Global BioLife Plasma Services

#### Kate Scanlon

Human Resources Business Leader, USBU Rare Disease & Communications

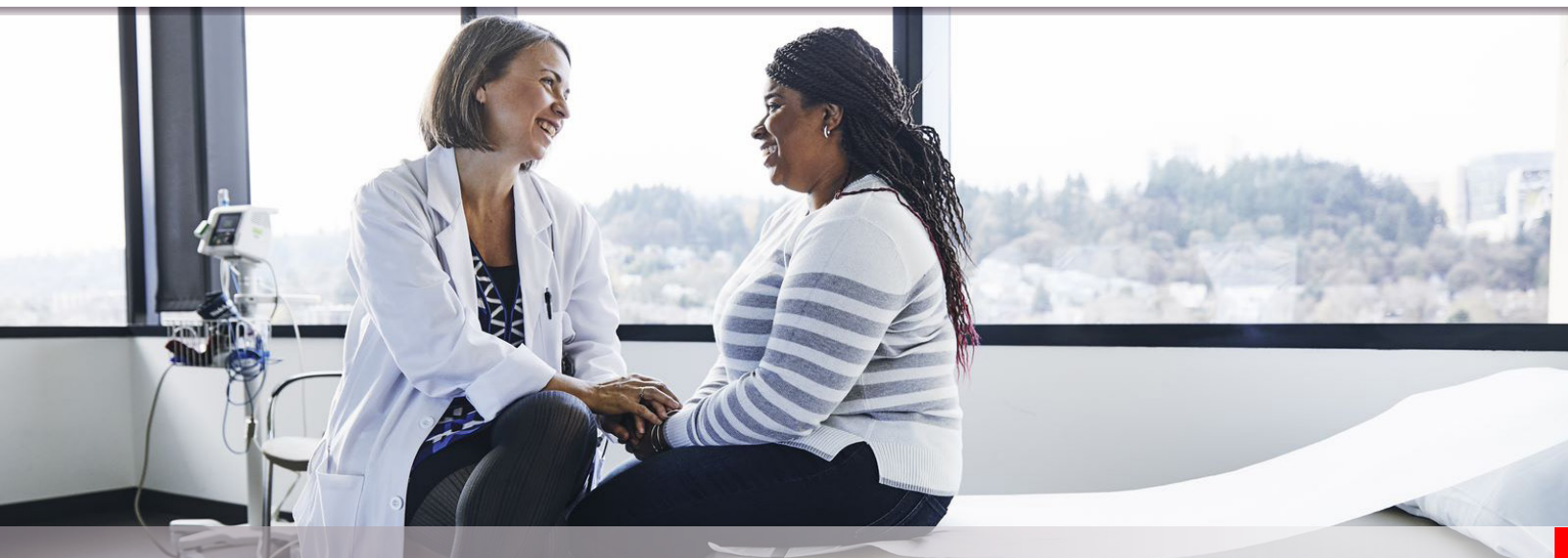
#### Abbas Yar-Khan

Head of Plasma Operating Unit, GMS

*"Takeda is committed to serving patients by translating science into highly innovative medicines. Decisions made by policymakers have a significant impact on how we operate and ultimately, how we serve patients so it's important that we have a presence in the public policy arena to educate stakeholders on key issues that could impact our ability to conduct our business in a way that is aligned with our core values."*

—Colleen Beauregard,  
Head Global R&D Communications, Learning, Partnerships, and Policy





## HOW TAKPAC DECIDES WHO TO SUPPORT

In selecting political candidates, committees and organizations to receive disbursements from the PAC, we avoid actions that may conflict with the company's interests. We use fair and objective criteria in the selection of candidates. The criteria include\*:

- The candidate's alignment with our Corporate Philosophy elements of Patient, People and Planet
- The candidate's alignment with our Corporate Values of Takeda-ism that incorporate Integrity, Fairness, Honesty, and Perseverance, with integrity at the core
- The candidate's alignment with how we bring these values to life through actions based on Patient - Trust - Reputation - Business, in that order
- The candidate's alignment with our Diversity, Equity and Inclusion efforts
- The candidate's support for pharmaceutical innovation and his or her position on key issues affecting our industry
- The presence of Takeda facilities and employees in the candidate's district/state
- The candidate's leadership and membership on key committees; and
- The candidate's character, integrity and leadership abilities
  - In alignment with our Takeda HR policies that prohibit against harassment, unprofessional or disrespectful conduct\*\*
  - Examples of behaviors that violate this policy include: racial or sexual epithets, insulting, inappropriate, insensitive or derogatory slurs, slogans or statements, threats, and/or assault.

Political party affiliation or positions on non-business policy issues are ***not*** criteria for candidate support.

TakPAC members may recommend candidates for support based on these criteria by contacting [TakPAC@Takeda.com](mailto:TakPAC@Takeda.com).

\* Candidates must at a minimum meet the character, integrity, and leadership criteria but are not required to meet all criteria.

\*\* Takeda U.S. Employee Policy, Page 2: This policy applies to the actions of all Takeda employees regardless of title. It also applies to client, vendors, contractors, visitors and others who encounter Takeda employees performing job duties.

## TakPAC Political Contributions

Candidates	Party	District	Amount
<b>Arizona</b>			
Sen. Kyrsten Sinema	I (Caucus with D)		\$2,500
<b>California</b>			
Rep. Julia Brownley	D	26	\$2,500
Rep. Anna Eshoo	D	16	\$2,000
Rep. Nancy Pelosi	D	11	\$2,500
Rep. Scott Peters	D	50	\$5,000
Rep. Raul Ruiz	D	36	\$1,000
Rep. Adam Schiff	D	25	\$2,500
<b>Colorado</b>			
Rep. Diana DeGette	D	1	\$1,000
<b>Delaware</b>			
Sen. Chris Coons	D		\$2,500
Rep. Lisa Blunt Rochester	D	AL	\$1,000
<b>Florida</b>			
Rep. Vern Buchanan	R	16	\$5,000
<b>Georgia</b>			
Rep. Sanford Bishop	D	2	\$1,000
Rep. Drew Ferguson	R	3	\$5,000
Rep. Nikema Williams	D	5	\$1,000
<b>Idaho</b>			
Sen. Mike Crapo	R		\$5,000
<b>Illinois</b>			
Rep. Rodney Davis	R	13	\$1,000
Rep. Robin Kelly	D	2	\$2,500
Rep. Darin LaHood	R	16	\$2,500
Rep. Brad Schneider	D	10	\$2,500
<b>Indiana</b>			
Oorah! PAC (Sen. Todd Young)	R		\$5,000
Rep. Larry Bucshon	R	8	\$2,500
<b>Iowa</b>			
Sen. Chuck Grassley	R		\$1,000
Rep. Mariannette Miller-Meeks	R	1	\$2,500
<b>Kentucky</b>			
Bluegrass Committee (Sen. Mitch McConnell)	R		\$2,500
McConnell for Majority Leader Committee (Sen. Mitch McConnell)	R		\$2,500
Rep. Brett Guthrie	R	2	\$1,000
<b>Louisiana</b>			
Sen. Bill Cassidy	R		\$1,000
<b>Maryland</b>			
Rep. Steny Hoyer	D	5	\$2,500

## Contribution Limits for all Federal PACs

**\$5,000** per primary and general election to a federal candidate's campaign committee.

**\$15,000** per calendar year to each national party committee, such as the Democratic and Republican national, senatorial and congressional campaign committees.

**\$5,000** per year to a federal incumbent's leadership PAC. Leadership PACs may be sponsored by Members of Congress to support other candidates from their political party in order to position themselves for future leadership spots or committee chairmanships. These are separate from a member's campaign committee.

**\$5,000** per year to a state or local party committee. Contribution limits for state and local candidates vary by state laws.



# 2022 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
<b>Massachusetts</b>			
Rep. Katherine Clark	D	5	\$5,000
Rep. Richie Neal	D	1	\$2,500
<b>Minnesota</b>			
Rep. Tom Emmer	R	6	\$5,000
<b>Nebraska</b>			
Sasse PAC (Sen. Ben Sasse)	R		\$1,000
<b>New Jersey</b>			
Rep. Frank Pallone	D	6	\$1,500
<b>New York</b>			
Sen. Chuck Schumer	D		\$5,000
Rep. Yvette Clarke	D	9	\$2,500
<b>North Carolina</b>			
Sen. Thom Tillis	R		\$1,000
Rep. Alma Adams	D	12	\$1,000
Team McHenry (Rep. Patrick McHenry)	R	10	\$5,000
<b>North Dakota</b>			
Rep. Kelly Armstrong	R	AL	\$1,500
<b>Ohio</b>			
BRAD PAC (Rep. Brad Wenstrup)	R	2	\$5,000
<b>Oklahoma</b>			
Sen. James Lankford	R		\$1,000
<b>Oregon</b>			
Sen. Ron Wyden	D		\$2,500
<b>Pennsylvania</b>			
Keystone America PAC (Sen. Bob Casey)	D		\$2,500
Rep. Brendan Boyle	D	2	\$1,000
<b>South Carolina</b>			
Sen. Tim Scott	R		\$2,500
Rep. Jim Clyburn	D	6	\$1,500
<b>South Dakota</b>			
Sen. John Thune	R		\$5,000
<b>Texas</b>			
Alamo PAC (Sen. John Cornyn)	R		\$2,500
Rep. Dan Crenshaw	R	2	\$1,000
<b>Utah</b>			
Rep. John Curtis	R	3	\$1,000
<b>Virginia</b>			
Common Ground PAC (Sen. Tim Kaine)	D		\$1,000
Rep. Donald McEachin	D	4	\$1,000
<b>Washington</b>			
Sen. Patty Murray	D		\$2,500
Rep. Cathy McMorris Rodgers	R	5	\$5,000
CMR Political Action Committee (Rep. Cathy McMorris Rodgers)	R	5	\$2,500

*“The TakPAC provides critical opportunities for our U.S. Public Affairs team to engage on issues that are important to our patients and stakeholders, and the future of our industry.”*

— Jason Baranski,  
SVP, Regional General  
Counsel & Legal Lead

# 2022 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
<b>West Virginia</b>			
Sen. Joe Manchin	D		\$2,500
<b>Wyoming</b>			
Rep. Liz Cheney	R	AL	\$2,500
<b>Total</b>			<b>\$142,000</b>

*“The healthcare ecosystem is becoming more and more complex, and we need to make sure we have a seat at the table when important policy decisions impacting patients are being discussed and the TakPAC does just that.”*

— Ritesh Parekh,  
VP Market Access  
and Channel Strategy

Federal Political Committees	Political Affiliation	Amount
Blue Dog Political Action Committee	D	\$5,000
CHC BOLD PAC	D	\$2,500
Congressional Black Caucus PAC (CBC PAC)	D	\$2,500
MASSACHUSETTS DEMOCRATIC STATE COMMITTEE - FEDERAL ACCT	D	\$5,000
Moderate Democrats PAC	D	\$5,000
New Democratic Coalition Action Fund	D	\$5,000
VoteVets PAC	D	\$2,500
Building Bridges PAC	R	\$5,000
Republican Mainstreet Partnership PAC	R	\$2,500
Tuesday Group PAC	R	\$5,000
Value in Electing Women Political Action Committee (VIEW PAC)	R	\$2,500
<b>Total</b>		<b>\$42,500</b>

Other Committees	Political Affiliation	Amount
Biotechnology Innovation Organization PAC (BIO PAC)	N/A	\$5,000
Pharmaceutical Research & Manufacturers of America Better Government Fund	N/A	\$5,000
<b>Total</b>		<b>\$10,000</b>

Refunds	Amount
Refunds or checks not cashed from 2021 and 2022.	\$13,500
<b>Total</b>	<b>-\$13,500</b>

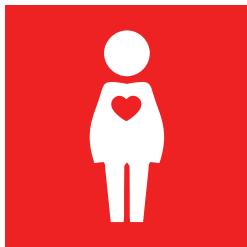


## PUBLIC POLICIES IMPORTANT TO TAKEDA

Takeda's U.S. Public Affairs staff works to educate state and federal elected officials about issues affecting our products and therapeutic areas. Public Affairs also advocates for policies that reflect our patient-centric approach, and to be the voice for patients in public policy discussions on Capitol Hill and in state capitals across the country. Our elected leaders need to know how their decisions and policies will impact the health of patients in their district or state.

The U.S. Public Affairs team is committed to providing information to all employees about the public policy issues that impact our company. We believe it is important for everyone at Takeda to understand the impact, positive and negative, that public policy decisions have on our company and the patients we serve.

### KEY ISSUES FOR TAKEDA



Patient Access



Value-Based  
Healthcare



Medicare  
Reform



Drug Pricing/  
Transparency

### EMPLOYEES ENGAGED IN TakPAC ENHANCE TAKEDA'S VOICE IN THE ENVIRONMENT

#### TOOLS FOR SUCCESS





Takeda Political Action Committee

**DID YOU KNOW?**



### EMPLOYEE SUPPORTED

TakPAC is entirely dependent on the voluntary contributions of its eligible employees, and it cannot exist without you.



### VOLUNTARY & CONFIDENTIAL

Your participation in TakPAC is strictly voluntary. You will not be favored or disadvantaged based on your decision to join. TakPAC membership lists and giving amounts are kept confidential (other than required FEC reporting for giving over \$200).



### NON-PARTISAN

TakPAC is non-partisan. It does not make contributions to candidates based upon their political affiliation. TakPAC provides financial support to federal and state candidates who understand our business and are likely to advocate positions on issues critical to our work at Takeda.



### STEWARDSHIP

We take stewardship of your PAC donations seriously and work hard to be fiscally responsible. Nearly one hundred percent of employee contributions to TakPAC are given directly to candidate campaigns and political committees. Takeda pays nearly all of the PAC's administrative costs.



### TRADITIONAL PAC

TakPAC is NOT A SUPER PAC! It is a legal and ethical traditional PAC that is funded solely by the contributions of hardworking Takeda employees and complies with all solicitation and contribution limits.



### TRANSPARENCY

TakPAC provides full transparency into who we give to via our Annual Report. We consistently split giving 50/50 between democrat and republican parties.





# Engaging in Politics to Create Better Health and Brighter Futures



Takeda Political Action Committee

For more information about TakPAC or to become a member, visit [www.TakedaPAC.com](http://www.TakedaPAC.com) or contact [TakPAC@takeda.com](mailto:TakPAC@takeda.com).

*The purpose of the Takeda Political Action Committee is to provide monetary contributions and other support to candidates for federal, state, and local offices. Support of TakPAC is completely voluntary, the contribution guidelines set forth on [www.takedapac.com](http://www.takedapac.com) are only suggestions, and eligible employees are free to contribute more or less than the guidelines, or nothing at all. Takeda will neither favor nor disadvantage eligible employees because of the amount of contributions or decisions not to contribute, and eligible employees may refuse to contribute without reprisal. Eligible employees should understand that (i) payroll deductions will be made in accordance with the company's payroll system and will continue until the eligible employee notifies the PAC Treasurer in writing that the authorization is revoked, (ii) TakPAC contributions are for political purposes and therefore are not deductible for federal income tax purposes, and (iii) federal law requires TakPAC to report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 in a calendar year to the Federal Election Commission. Eligible employees understand that they must certify they are either a United States citizen or a foreign national lawfully admitted to the United States for permanent residence as defined by Section 101(a)(20) of the Immigration and Nationality Act (§ U.S.C. Section 1101 (1)(20)).*

## 2022 ANNUAL REPORT

TakPAC  
95 Hayden Avenue  
Lexington, MA 02421  
[TakPAC@Takeda.com](mailto:TakPAC@Takeda.com)  
[www.TakedaPAC.com](http://www.TakedaPAC.com)