



Better Health, Brighter Future



Neurodiversity



Neurodiversity: inclusion of professionals with autism



How and why did we start welcoming neurodiverse professionals?

① Guided by the global purpose building an environment that is increasingly inclusive, diverse, equitable and free from discrimination, seeking to reproduce a **workforce as diverse as the regions where we operate and the patients we attend**, in addition to always offering the best working environment to employees, to so that they can reach their full potential. We periodically carry out surveys, external and internal, on the best people management practices, **including the inclusion of people from all aspects and from different profiles**. Thus, the emergence of the idea of working with people with autism was a natural process, as we are always looking for innovations not only in initiatives, but in the way we act.

② In 2019 Brazil closed a partnership with **Specialisterne**, a renowned social organization dedicated to the inclusion of people with Autism Spectrum Disorder (ASD) in the job market, to delve deeper into the subject and understand how we could insert these professionals at Takeda.

A **one-year pilot** plan was developed for the recruitment and hiring of neurodiverse professionals defining the attributions and responsibilities and internal training for the adequate reception of professionals

“We are very happy with the opportunity to have in our team people with such particular qualities and at the same time fundamental to the work, such as a **high level of concentration, logical thinking and attention to detail**. In addition, this experience will be a true lesson in empathy, collaboration and respect, common practices at Takeda and which will certainly be strengthened.”
Rodrigo Martins, Executive Director of Business Operations at Takeda Brazil for the post on LinkedIn.



③ In January 2022, **4 professionals** were hired for the areas of: **Neurosciences, Business Operations, Medical Affairs and Human Resources**.

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Why is it important for inclusion??

- 4 According to the United Nations (UN), it is estimated that only 20% of people with autism in the world have a job, and in Brazil, this survey does not even exist yet. Therefore, due to this fact, it is possible to perceive how the topic is still a novelty in the country.

As a company, we hope that this initiative will serve as an **inspiration** for other large **companies and for society**, as the inclusion of people of different profiles in the corporate world is the recognition of the existence of skills and the productive and intellectual potential of each one, which in addition to be respected, must be valued by everyone, regardless of existing differences.

Benefits for professionals and the company:

- 5 The biggest benefit is the impact that this and other **experiences provided by Takeda have on our employees**, raising their awareness and reinforcing values that we have consolidated over 240 years of experience.

Initiatives like this reinforce our positioning as a company with solid principles, especially in terms of **diversity, equity and inclusion (DE&I)**, characteristics that are non-negotiable for Takeda and that we intend to maintain and always evolve.



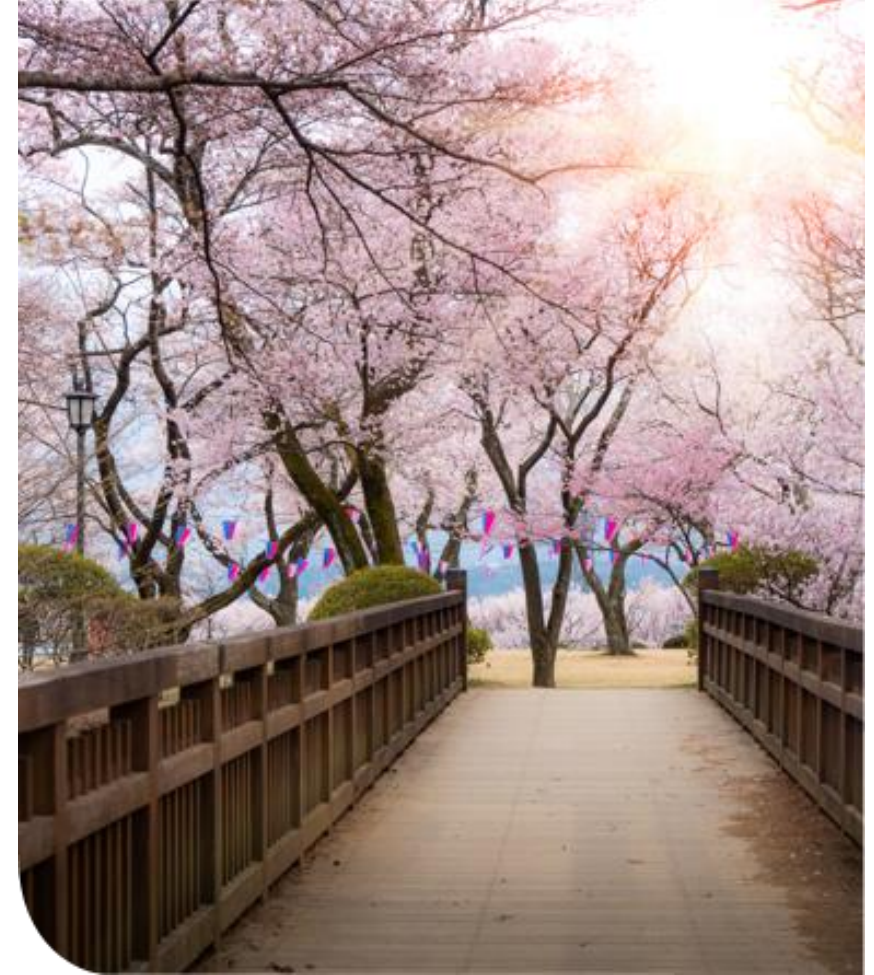
Eliane Pereira, Executive HR Director at Takeda Brazil, explains: "In addition to encouraging inclusion and diversity, the initiative reinforces our positioning of maintaining a workforce as diverse as the regions where we operate and the patients we attend. To this end, we strive to discover new ways to attract the most diverse types of talent."

Neurodiversity: 1st year results



The pilot program has demonstrated a **great success and positive impact** for participants and Takeda increasing our significant efforts to meet actions designed by our People with Disability TRG. Results includes hiring of **4 professionals** allocated in: **Neurosciences, Business Operations, Medical Affairs and HR**, which one was hired as a full time Takeda employee in Business Operations and two had their program extended for another year in Medical Affairs and Neurosciences BU (both hired as full time in May of 2023). Furthermore, a new opportunity has been opened for a Specialisterne Consultant in HR.

The program became a Takeda internal benchmarking among DE&I Community, which included a participation in the Takeda Japan Neuro-Diversity Seminar and was recognized through the publication in external journals and presentation at the 11th Edition of the CKZ Diversity and Inclusion Super Forum on October 27, 2022. In addition, there was an awareness campaign on Yammer for employees about the hidden diseases which made sunflower badges available. Through our actions with our employees and discussions in external forums, Takeda contributes to raising awareness about the topic in our community.



Participation in the Japan Neuro-diversity Seminar



Pressione **Esc** para sair do modo tela cheia

Program

- **Opening Remarks**
 - Eunice Quinn, Japan Diversity, Equity and Inclusion
- **"What is Neurodiversity?"**
 - Takeshi Mori, Patient Awareness and Diagnosis, JPBU
- **Brazilian Case Studies**
 - 1) Brazil HR & Brazil DE&I
 - Eliane Pereira, & Natalia Andriola
 - 2) Brazil Neurodiversity Employees
 - Gabriel Pereira, Rafael Kagawa, Guilherme Leite,
 - 3) Paula de Almeida, Patricia Ugaya,
 - Brazil Neurodiversity Employee Supervisors
- **Closing Remarks**
 - Tsuyoshi Tada, Communications, JPBU

00:35 / 45:09

Pressione **Esc** para sair do modo tela cheia

数か月後 4つの分野が人材の受け入れに適していると特定しました
We identified four areas suitable for such talent over several months.

00:44 / 00:52

Pressione **Esc** para sair do modo tela cheia

私たちが最も期待していることは
タケダのこのような取り組みが従業員に大きな影響を与え
We sincerely hope Takeda's efforts
will have a profound effect on its employees.

00:44 / 00:52

積極的に参加するように心がけています
and I try to build a rapport
with my teammates.

00:58 / 20:12

Pressione **Esc** para sair do modo tela cheia

このようなチームを作りあげたいと思っています
that I hope to build as a leader.

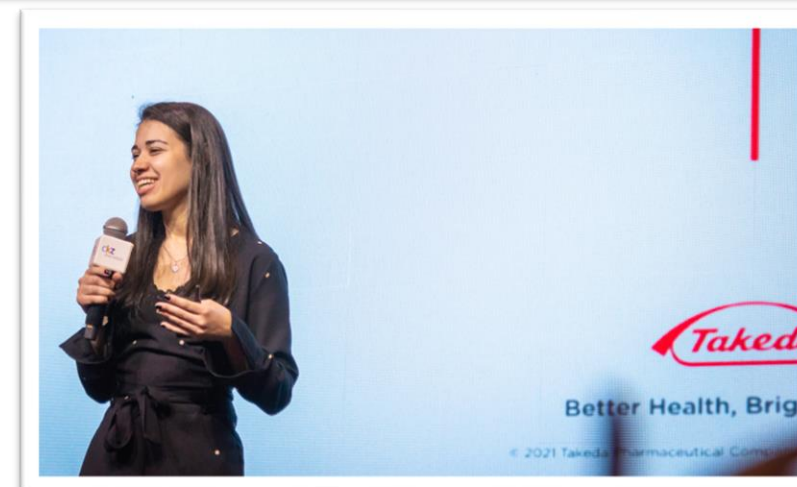
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External publications



Specialisterne Event

11th Edition of the CKZ Diversity and Inclusion Super Forum



Yammer post (link [HERE](#))

 **Henriques, Eduardo**
Aug 18, 2022 • @1

2 shares • Seen by 684 • ...

Como embaixador do TRG Pessoas com Deficiências, convido a todos a conhecerem o cordão de girassol e refletirem sobre o nosso pilar de diversidade, equidade & inclusão. Dessa forma, levando conhecimento aos nossos colaboradores e a comunidade.

[Show translation](#)



Como **surgiu?**



Desde 2016, funcionários do aeroporto de Gatwick, em Londres, criaram e fizeram do cordão de girassol um símbolo de apoio para pessoas com necessidades ocultas.



Conteúdo validado pela Specialisterne.

Currently



- 3 employees hired by Takeda:
 - One as Jr DD&T Strategy Analyst;
 - Two as Administrative Assistant – Part of Hikari no Michi Program - in the Neurosciences Business Unit and Medical Affairs.
- 1 hired through Specialisterne working in Human Resources (external contractor)

Hikari no Michi (光の道)

Path of Light



Brazilian scenario

8,4% of the Brazilian population
are People with Disabilities

PNS; 2019



What is disability?

Disability is the permanent, total or partial loss of one of the functions of the body.

Types of disability



Physical



Visual



Hearing
deficiency



Neurodiverse
and
Psychosocial



Multiple

The Program

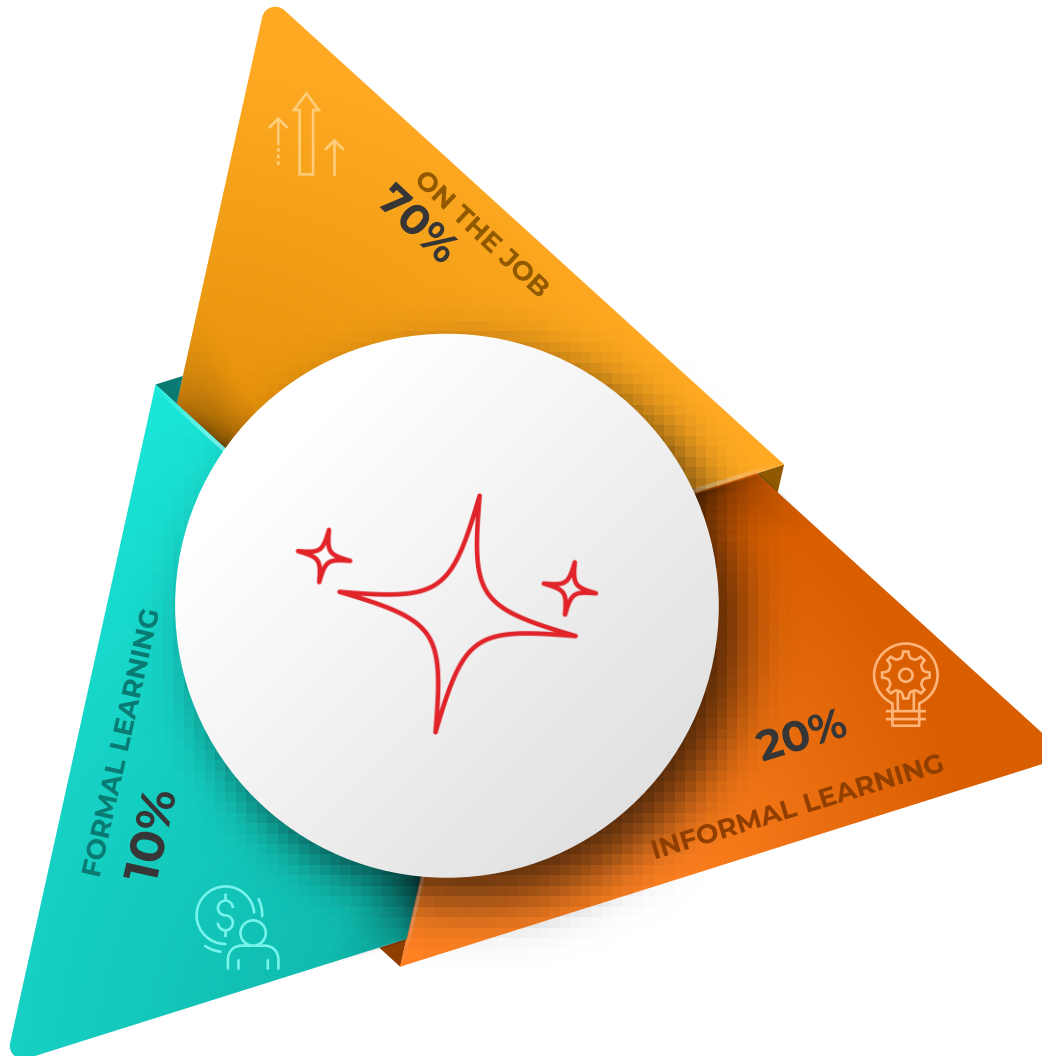
The **Hikari no Michi Program (光の道) - Path of Light** is exclusively for People with Disabilities and a great opportunity to contribute to **Better Health for People, Brighter Future for the World** which is Takeda's mission.

The purpose of this program is to empower and train people with disabilities in different fields and skills through development path designed exclusively for these professionals with content of Microsoft Office, english course and soft skills in an inspiring and inclusive environment.

During the journey of the employees in this program they will have the opportunity to know different areas within the company, because each year they will have the opportunity to know and develop in a new area.

In this way, they will put into practice all these learnings acquired in the day-to-day and in the various areas of activity.

Development Pillars



70 | On the job: Directing professionals to their areas of interest and involvement in Business Unit projects

20 | With Others: Possibility to participate in programs such as Mentoring, in addition to being accompanied by their respective Tomodachis

10 | Trainings: (Leadership Behaviors, soft skills, Microsoft Office and others) in addition to exclusive path in Bloom.

Hikari No Michi Team



Tania Silva
Facilities



Raphael Kagawa
Medical Affairs



Monique Souza
Oncology



Jessica Santos
Regulatory Affairs



Fabio Valentine
Compliance



Ándré Maruta
Neuroscience



Aldenisa de Sousa
Human Resources



Thiago Brandão
Sales Intelligence



Do you want to know more about the **Reverse Mentoring**
Program held in Brazil?

Access our **SharePoint** or send an **email** to:
BRA.Diversidade.Equidade.e.Inclusao@takeda.com

