





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.

TABLE OF CONTENTS

Message from the Chair.....	3
TakPAC By the Numbers.....	4
TakPAC Financial Statement.....	5
Who Makes the Decisions?.....	6
How TakPAC Decides Who to Support.....	7
2023 Contributions to Candidates & Committees.....	8
Public Policies Important to Takeda.....	11
Did You Know?.....	12



MESSAGE FROM THE CHAIR



DIVERSE VIEWPOINTS DRIVE TRANSFORMATIVE SOLUTIONS

Collaboration is essential to the work we do to create better health and brighter futures. Takeda brings together diverse minds to advance science and technology to deliver truly transformative treatments. Due to the impact of public policy decisions, our culture of collaboration extends to the public policy arena as well.

One important way we can boost this collaboration is by developing meaningful relationships with diverse minds in the policy arena who understand our complex work. TakPAC, our voluntary, employee-funded political action committee, is the legal and transparent way we do this.

TakPAC is an employee-funded program that relies on the voluntary contributions made by Takeda employees who understand the critical role the public policy process plays in achieving our vision.

To our members, thank you.

I am proud to present the enclosed 2023 TakPAC Annual Report to provide a clear picture of the program and its activities. In this report, you will find the PAC's 2023 financials, contributions to candidates and committees in 2023, and information about TakPAC's leadership, contribution criteria, and procedures.

We are better when we bring together diverse minds to form a solution. TakPAC is our way to engage with diverse lawmakers to find better outcomes for the patients we serve and to create an innovation ecosystem.

Rick Ascroft

*Richard C. Ascroft RPh, JD
TakPAC Chairman
Senior Vice President
Head of US Plasma Derived Therapies
US Business Unit*

TakPAC BY THE NUMBERS

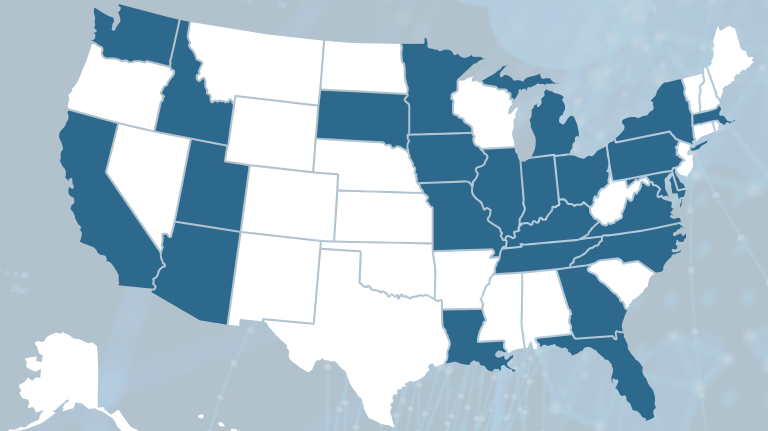
\$154,500

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

Nationwide Reach

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

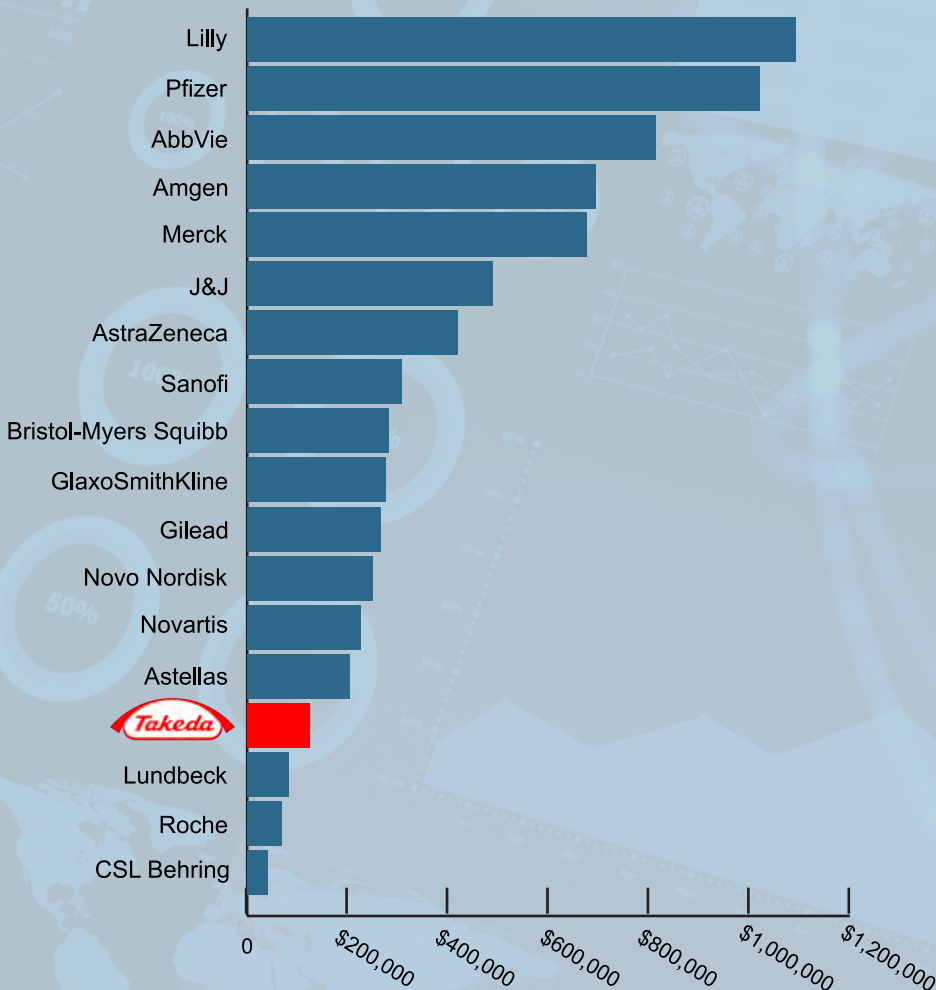
TakPAC donations went to U.S. policy makers in these states.



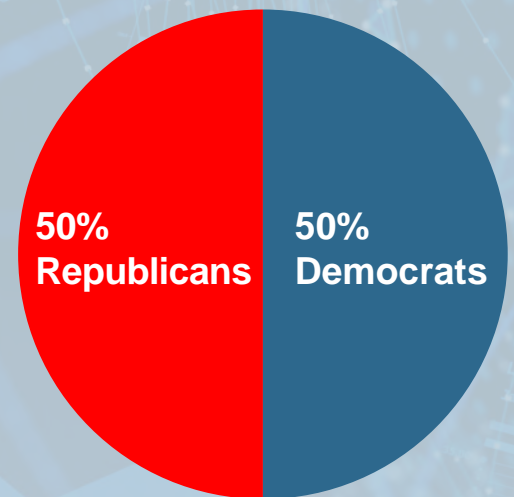
53

FEDERAL CANDIDATES AND COMMITTEES SUPPORTED— INCLUDING PhRMA

2023 PAC RECEIPTS



Percentage of TakPAC Contributions to Candidates





2023 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2023) \$78,431.76

Revenue

Receipts from Voluntary Employee Donations \$141,580.14

Total \$141,580.14

Disbursements

Federal & State Candidates & Political Committees \$154,500.00

Operating Expenses (bank fees) \$1,826.17

Total \$156,326.17

Ending Balance (12/31/23) \$63,685.73

2023 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, Head of US Plasma Derived Therapies

VICE CHAIR



ONELIA VERA

Head Counsel, Hematology & Rare Disease BU

TREASURER



SCOTT GODSOE

U.S. Region Controller

ASST. TREASURER



AMY ERVIN

U.S. Region Assistant Controller

BOARD OF ADVISORS

Colleen Beauregard

Head R&D Communications, Learning, Partnerships & Policy

Liz Lewis

Head of Global Oncology Patient Value, Policy & Access

Kate Scanlon

HR Business Leader, USBU Rare Disease & Communications

Matthew Symonds

CFO Vaccines Business Unit

Hema Tallman

Global Head of BioLife



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.

* 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
Arizona			
Getting Stuff Done PAC (Sen. Kyrsten Sinema LPAC)	I (Caucus w/ D)		\$2,500
California			
Rep. Pete Aguilar	D	33	\$1,000
Rep. Julia Brownley	D	26	\$2,000
Rep. Anna Eshoo	D	16	\$2,500
SAC PAC (Rep. Doris Matsui LPAC)	D	7	\$5,000
Rep. Kevin McCarthy	R	20	\$5,000
Rep. Scott Peters	D	50	\$5,000
Rep. Raul Ruiz	D	25	\$1,500
Rep. Adam Schiff (refund not running for House)	D	30	(\$2,500)
Rep. Michelle Steel	R	45	\$1,000
Delaware			
Sen. Chris Coons	D		\$2,500
Florida			
Rep. Vern Buchanan	R	16	\$5,000
Georgia			
Rep. Buddy Carter	R	1	\$4,000
Rep. Mike Collins	R	10	\$2,500
Rep. Drew Ferguson	R	3	\$5,000
Idaho			
Sen. Mike Crapo	R		\$2,500
Illinois			
Rep. Darin LaHood	R	18	\$2,500
Rep. Kelly Robin	D	2	\$2,500
Rep. Brad Schneider	D	10	\$2,500
Indiana			
Rep. Larry Bucshon	R	8	\$6,500
Iowa			
Rep. Randy Feenstra	R	4	\$2,500
Rep. Mariannette Miller-Meeks	R	1	\$1,000
Kentucky			
Rep. Brett Guthrie	R	2	\$1,000
Louisiana			
Sen. Bill Cassidy	R		\$2,500
Maryland			
Rep. Steny Hoyer	D	5	\$2,500
Massachusetts			
MA 4 DEMS PAC (Rep. Jake Auchincloss LPAC)	D	4	\$2,500
Rep. Katherine Clark	D	5	\$5,000

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.

2023 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
SPIKE PAC (Rep. Lori Trahan LPAC)	D	3	\$2,000
Michigan			
Rep. Jack Bergman	R	1	\$2,500
Minnesota			
Rep. Tom Emmer	R	6	\$5,000
Missouri			
Rep. Jason Smith	R	8	\$2,500
New York			
Rep. Yvette Clarke	D	9	\$2,500
North Carolina			
Thom Tillis Committee (Sen. Thom Tillis Leadership PAC)	R		\$1,000
Rep. Richard Hudson	R	8	\$2,500
Rep. Patrick McHenry	R	10	\$5,000
Ohio			
BRAD PAC (Rep. Brad Wenstrup LPAC)	R	2	\$2,500
Sen. James Lankford	R		\$1,000
Pennsylvania			
Sen. Bob Casey	D		\$2,500
Rep. Guy Reschenthaler	R	14	\$2,500
South Dakota			
Heartland Values PAC (Sen. John Thune LPAC)	R		\$1,000
Tennessee			
Sen. Marsha Blackburn	R		\$1,500
Utah			
Rep. Blake Moore	R	1	\$1,000
Virginia			
Sen. Tim Kaine	D		\$1,500
Washington			
Rep. Cathy McMorris Rodgers	R	5	\$5,000
M-PAC (Sen. Patty Murray LPAC)	D		\$2,500

2023 POLITICAL CONTRIBUTIONS

Federal Non-connected PACs	Political Affiliation	Amount
CHC BOLD PAC	D	\$2,500
Congressional Black Caucus PAC (CBC PAC)	D	\$2,500
Equality PAC	D	\$2,500
Moderate Democrats PAC	D	\$5,000
New Democratic Coalition Action Fund	D	\$5,000
Republican Mainstreet Partnership PAC*	R	\$5,000
Value in Electing Women Political Action Committee (VIEW PAC)	R	\$2,500

* Reported to the FEC in prior election cycle, check cleared in 2023.

State Party Federal Account	Political Affiliation	Amount
Massachusetts Democratic State Committee - Federal Account	D	\$5,000

Trade Association PAC	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



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





EMPLOYEE SUPPORTED

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



TRANSPARENT

- Employee-funded PACs like TakPAC exist as a result of campaign finance reform.
- TakPAC reports every dollar it receives and contributes to the Federal Election Commission on a monthly basis.
- TakPAC provides full transparency into its contributions via our Annual Report.



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 does not make contributions to candidates based upon their political affiliation.
- TakPAC contributions are not endorsements but provide 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.
- The PAC's giving is consistently split 50/50 between Democrat and Republican candidates and committees.



A GOOD STEWARD OF THE FUNDS ENTRUSTED TO IT

- Stewardship of your PAC donations is taken seriously with a commitment to fiscal responsibility. 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—as allowed by law.



HIGHLY REGULATED

- 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.



Moving Science Forward for Patients in the Policy Arena



Takeda Political Action Committee

For more information about TakPAC or to become a member, visit www.TakedaPAC.com or contact 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 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)).

2023 ANNUAL REPORT

TakPAC
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