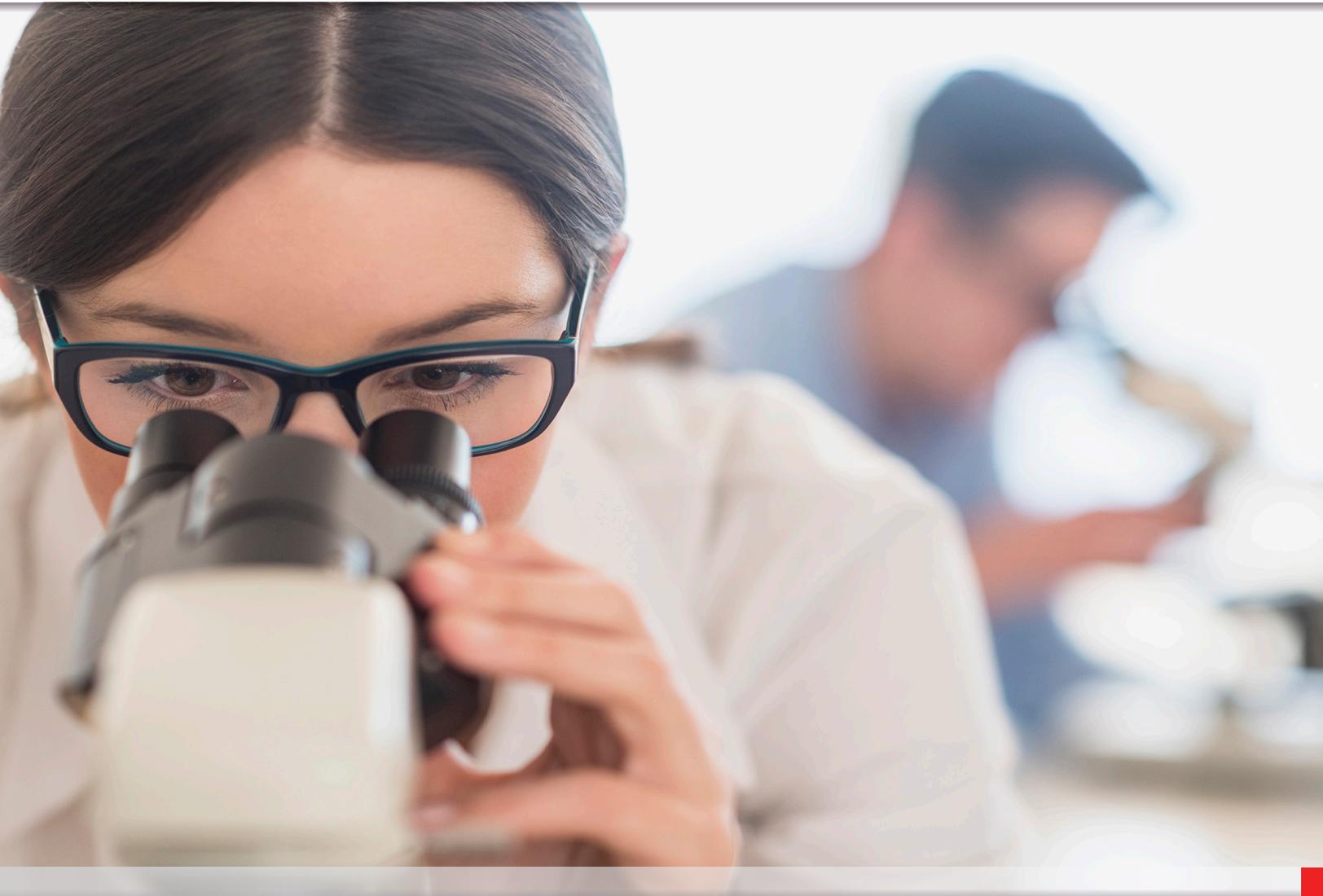




**Bringing Patient-Centered Innovation  
to the Policy Arena**



**2024  
ANNUAL REPORT**



## 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
2024 Contributions to Candidates & Committees.....	8
Public Policies Important to Takeda.....	10
Did You Know?.....	11



## MESSAGE FROM THE CHAIR



### RELATIONSHIPS ARE CRITICAL TO ADVANCE INNOVATION

Being a centuries-old company doesn't mean we are fixed in our ways. Takeda continuously adapts to the changing landscape, just as the science and technology we advance constantly evolves. It is crucial that those who decide the outcome of public policies continue to deepen their understanding of our transformative treatments and recognize the significant value we bring to society.

Our Public Affairs colleagues work to build meaningful relationships with policymakers at the federal and state levels to offer Takeda's perspective and educate them on the implications of their decisions. TakPAC, our voluntary, employee-funded political action committee, a legal and transparent tool that Takeda employees can use to support these efforts.

Corporate PAC donations to candidates for federal and many state offices may not be made from corporate treasuries, but only through the voluntary donations of eligible employees to TakPAC. We are grateful for the commitment our Takeda colleagues once made again to TakPAC last year.

The TakPAC Board of Advisors and I share this annual report of the PAC's activities in a demonstration of our ongoing commitment to transparency. In this report, you will find the PAC's 2024 financials, contributions to candidates and committees in 2024, and information about TakPAC's leadership, contribution criteria and procedures.

Our reengagement with policymakers to find better outcomes for the patients we serve and to create an innovation ecosystem is enhanced through the contributions you make to TakPAC.

### **Rick Ascroft**

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

## \$132,500

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

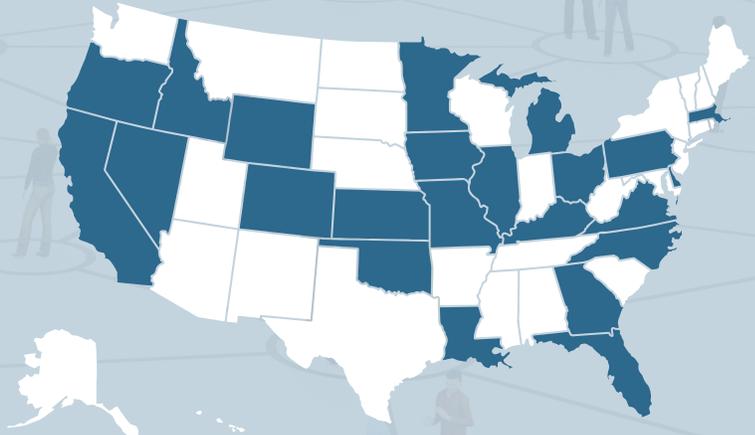
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FEDERAL CANDIDATES AND COMMITTEES SUPPORTED—INCLUDING PHARMA

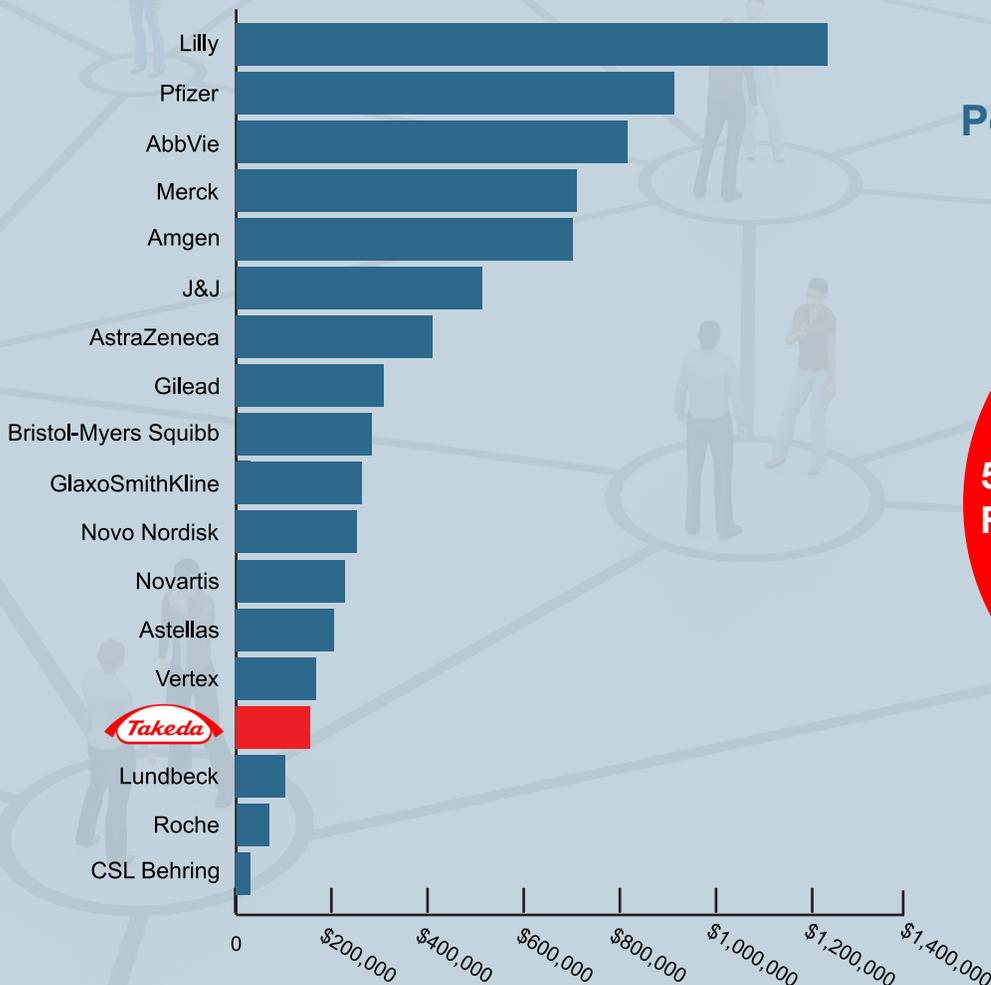
### Nationwide Reach

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

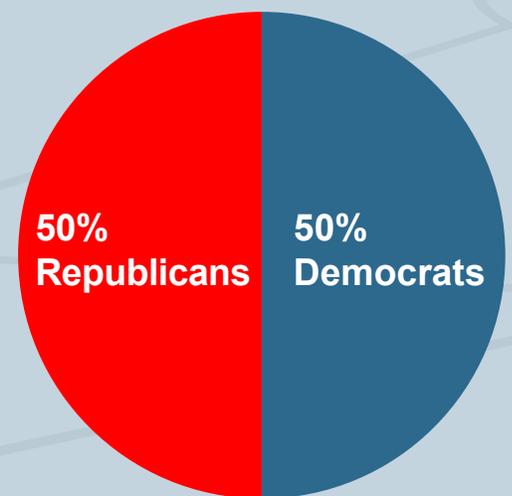
 TakPAC donations went to U.S. policy makers in these states.



## 2024 PAC RECEIPTS



### Percentage of TakPAC Contributions to Candidates





## 2024 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2024) \$63,685.73

**Revenue**

Receipts from Voluntary Employee Donations \$150,372.94

Refunds of Contributions made to Candidates \$6,500.00

**Total \$156,872.94**

**Disbursements**

Federal & State Candidates & Political Committees \$132,500.00

Operating Expenses (bank fees) \$1,857.65

**Total \$134,357.65**

**Ending Balance (12/31/24) \$83,701.02**

## 2024 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*



**TOM KEARNEY**

Head of U.S. Tax

*ASST. TREASURER*



**AMY ERVIN**

U.S. Region Assistant Controller

### BOARD OF ADVISORS

**Colleen Beauregard**

Head R&D Chief of Staff

**Liz Lewis**

Head of Global Oncology Patient Value, Policy & Access

**Kate Scanlon**

HR Business Leader, USBU Rare Disease & Communications

**Matthew Symonds**

CFO & COO

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
- 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>California</b>			
Rep. Pete Aguilar	D	CA-33	\$1,000
Rep. Julia Brownley	D	CA-26	\$2,500
Rep. Jay Obernolte	R	CA-23	\$2,500
Rep. Scott Peters	D	CA-50	\$5,000
Rep. Raul Ruiz	D	CA-25	\$2,500
Rep. Michelle Steel	R	CA-45	\$1,000
<b>Colorado</b>			
Rep. Diana DeGette	D	CO-1	\$2,500
<b>Delaware</b>			
Sen. Chris Coons	D	DE	\$2,500
Rep. Lisa Blunt Rochester	D	DE	\$2,500
<b>Florida</b>			
Rep. Gus Bilirakis	R	FL-21	\$2,500
<b>Georgia</b>			
Rep. Buddy Carter	R	GA-1	\$6,000
<b>Iowa</b>			
Rep. Randy Feenstra	R	IA-4	\$2,500
Rep. Mariannette Miller-Meeks	R	IA-1	\$4,500
<b>Idaho</b>			
Sen. Mike Crapo	R	ID	\$2,500
<b>Illinois</b>			
Rep. Robin Kelly	D	IL-2	\$2,500
Rep. Darin LaHood	R	IL-16	\$2,500
Rep. Brad Schneider	D	IL-10	\$2,500
<b>Kansas</b>			
Rep. Ron Estes	R	KS-4	\$1,000
<b>Kentucky</b>			
Sen. Mitch McConnell	R	KY	\$2,500
Rep. Brett Guthrie	R	KY-2	\$5,000
<b>Louisiana</b>			
Sen. Bill Cassidy	R	LA	\$2,500
Rep. Mike Johnson	R	LA-4	\$2,500
Rep. Steve Scalise	R	LA-1	\$1,000
<b>Massachusetts</b>			
Rep. Jake Auchincloss	D	MA-4	\$5,000
Rep. Kathrine Clark	D	MA-5	\$5,000
Rep. Bill Keating	D	MA-9	\$2,500
Rep. Richie Neal	D	MA-1	\$2,500
Rep. Lori Trahan	D	MA-3	\$2,000
<b>Michigan</b>			
Sen. Gary Peters	D	MI	\$3,500

## 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.

# 2024 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
<b>Minnesota</b>			
Rep. Tom Emmer	R	MN-6	\$5,000
<b>Missouri</b>			
Rep. Jason Smith	R	MO-8	\$2,500
<b>North Carolina</b>			
Sen. Thom Tillis	R	NC	\$2,500
Rep. Richard Hudson	R	NC-9	\$2,500
Rep. Deborah Ross	D	NC-2	\$1,000
<b>Nevada</b>			
Sen. Jacky Rosen	D	NV	\$2,500
<b>Ohio</b>			
Rep. Mike Carey	R	OH-15	\$2,500
<b>Oklahoma</b>			
Sen. James Lankford	R	OK	\$1,000
<b>Oregon</b>			
Sen. Ron Wyden	D	OR	\$2,500
<b>Pennsylvania</b>			
Sen. Bob Casey	D	PA	\$2,500
<b>Virginia</b>			
Sen. Tim Kaine	D	VA	\$1,500
<b>Wyoming</b>			
Sen. John Barrasso	R	WY	\$1,500

Federal Non-connected PACs	Political Affiliation	Amount
Congressional Hispanic Caucus (CHC PAC)	D	\$2,500
New Democratic Coalition PAC (NewDems)	D	\$2,500
Republican Main Street Partnership	R	\$5,000
Value in Electing Women Political Action Committee (ViewPAC)	R	\$2,500

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

Trade Association PAC	Political Affiliation	Amount
PhRMA PAC	N/A	\$5,000

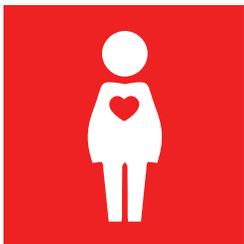


## PUBLIC POLICIES IMPORTANT TO TAKEDA

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



Medicare Reform



Drug Pricing/  
Transparency

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

### TOOLS FOR SUCCESS





### EMPLOYEE-FUNDED

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



### 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.



### 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.



### 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.



### 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.



### 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).



## Bringing Patient-Centered Innovation to the Policy Arena



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)).*

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