

2024

Equitable Access for Long-Term Community Health

2024 U.S. COMMUNITY IMPACT REPORT



Partnering with Communities to Achieve Better Health for All

Our centuries-old purpose at Takeda is to enable better health for people and a brighter future for the world. We know we can't achieve this purpose alone. That's why we build long-term partnerships with community leaders across the U.S. who are deeply steeped in the specific barriers their communities are facing. By combining their unique influence, expertise and targeted interventions with our resources, such as diverse data, funding, volunteers and access to a broad network of deep subject matter expertise – we can create positive, lasting change in our communities.

Our U.S. Community Health group brings together health equity, corporate social responsibility and philanthropy teams, and uses a holistic and community-driven approach to address specific community needs. This allows us to quickly adapt as needs evolve.

Over the past year, I've had many opportunities to witness firsthand the power of community-driven health care solutions – from a group of faith-based leaders and barbers in Georgia who have taken on the role of Health Champions, to the next generation of life sciences entrepreneurs in Massachusetts who are unlocking innovations to improve health for patients and build a strong and resilient health care ecosystem in the state.

In this report, we are proud to highlight how Takeda and our U.S. community partners are creating more equitable access to high-quality health care, nutritious food and education in science, technology, engineering and math (STEM). I am also proud to share how we continue to cultivate a company culture rooted in our values and committed to creating innovative solutions that will achieve measurable, sustainable impact.



Julie Kim

President, U.S. Business Unit and U.S. Country Head

April 2025



Cover image: Silverfine Photos, courtesy of Daily Table



Visiting with barbershop owners, Marcus and Tosh, to see how they utilize the space for conversations on important health topics like prostate care, hypertension and diabetes, in addition to haircuts.

Takeda supports community partners by providing financial support in the form of grants, sponsorships and donations, and through employee volunteering.

DEEP DIVE:

Meet an Entrepreneur with a Mission to Address the World's Largest Health Disparities

Find out more about MassNextGen's work to advance health and innovation by supporting life sciences entrepreneurs from underrepresented communities.

Get a glimpse of MassNextGen's work



Minmin "Mimi" Yen co-founded PhagePro to ensure her doctoral research findings on cholera had the opportunity to reach patients and make a positive impact on global health.

Through the expanded Massachusetts Next Generation (MassNextGen) Initiative, a public-private partnership between Massachusetts policymakers and the Massachusetts Life Sciences Center for which Takeda is the anchor platinum sponsor, she received grant funding to hire her first full-time employee, as well as valuable connections and support.



Julie Kim walks with Mimi Yen, a MassNextGen alum, and Kirk Taylor, president and chief executive officer of the Massachusetts Life Sciences Center, through one of Takeda's offices in Cambridge, Mass.

Takeda is proud to support the work of MassNextGen.



Our holistic, community-driven approach to improving health for the long-term

Boston Medical Center Health Equity Accelerator

In 2024, Boston Medical Center (BMC) spelled out [five steps to improving community health in the U.S.](#) Among these steps are: improving access to high-quality health care to reduce health disparities, expanding access to healthful food and improving financial well-being. This approach to health care recognizes the role of social factors, such as food security and economic mobility, in improving outcomes for clinical areas such as pregnancy and diabetes, where health inequities are prevalent.

The Health Equity Accelerator at BMC is working to eliminate gaps in life expectancy and quality of life. Their initial focus is on five clinical areas – pregnancy, cancer, infectious disease, chronic conditions and behavioral health – in which patient outcomes vary significantly by background, health status and socioeconomic factors.

Takeda is proud to support the work of the Health Equity Accelerator at Boston Medical Center.

Takeda is providing a grant to support BMC's plans to expand to additional disease areas and to reach more patients and communities through their Health Equity Accelerator. Through our support, we aim to transform health care by expanding infrastructure for health equity, improving clinical outcomes and enhancing thought leadership in health equity. Key initiatives include increasing disease screenings, reducing chronic disease complications and embedding successful health equity practices into state and national frameworks.

“Health and wealth are intricately connected. When people don't have financial security, they cannot prioritize their health; they are prioritizing survival. Diabetes that is constantly out of control, hypertension that is out of control, are downstream consequences of upstream causes such as low income, lack of housing or the inability to afford food. Health equity means that everyone has the ability to be healthy and to thrive.

Dr. Thea James, vice president of mission and associate chief medical officer, Boston Medical Center

DEEP DIVE:

BMC Health Equity Accelerator

Find out more about the BMC Health Equity Accelerator's work to drive economic mobility and equity in pregnancy and diabetes care. Takeda's support of the Health Equity Accelerator is designed to enable BMC to apply this approach to other disease areas, expanding their positive impact to additional underserved communities.

Watch video series



Rooted in our centuries-old purpose of **creating better health for people and a brighter future for the world**, Takeda's focus is on discovering and delivering transformative medicines. Innovative therapies are a critical component of improving health for all people. But research shows that **social conditions – like access to quality health care, nutritious food and education – determine 80% of a person's overall health and wellness.**¹

In the U.S., 1 in 10 people lacks access to the health care ecosystem simply because of their socially determined circumstances.² Addressing these barriers is essential to creating better health for all people and a brighter future for the world, for generations to come.

Knowing what's at stake, we're committed to building true partnerships with community-based organizations that:



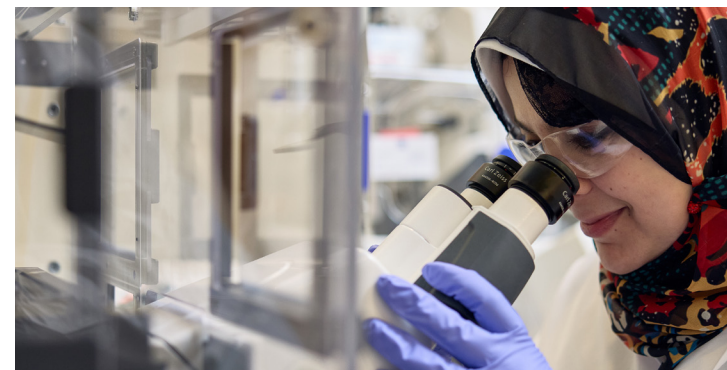
**Strike the
right balance
of national
relevance and
local reach.**



**Understand
the local
needs.**



**Are
well-positioned
to drive
meaningful
shifts in their
communities for
the long-term.**



For us, true impact doesn't come through decisions at company headquarters, but in partnership with communities. Embedded community groups firmly understand, and often share, the problems they and their neighbors face. They can affect greater change through their unique influence, expertise and targeted interventions.

We've learned that when communities themselves design or strengthen systems from the ground up, they can effectively and sustainably reduce the inequities they're facing and improve community health for the long-term. This community-centered approach is at the heart of how we seek to create lasting, positive impact in the communities where we live and work.



IMPACT OF TAKEDA'S U.S. COMMUNITY HEALTH COMMITMENT:

47

external partnerships with community organizations in the U.S.

\$18.1 million

Investment in external community partners in the U.S.

10.8 million

community members reached through U.S. community partners

TAKEDA'S U.S. COMMUNITY HEALTH MISSION

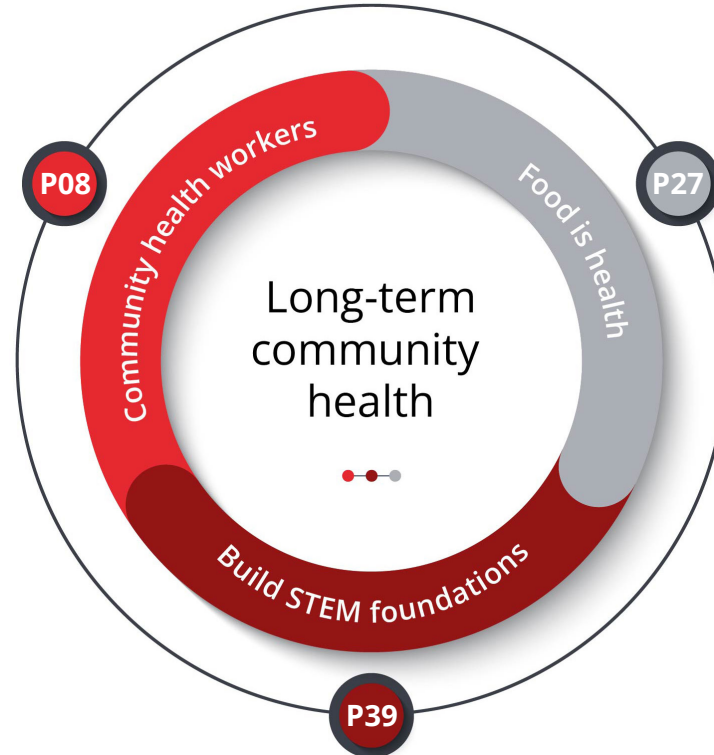
We partner with trusted community-focused organizations at the national, state and local levels to address the social determinants of health (SDOH), enabling equitable access to quality healthcare, nutritious food and education to make a sustainable and measurable impact on the overall health and resilience of communities.

Our focus areas

Informed by data and by conversations with leading organizations in the U.S. communities where we operate, our strategic focus is on improving equitable access to high-quality health care, nutritious food, and education in science, technology, engineering and math (STEM). These three focus areas support our mission of driving long-term community health. In partnership with community groups, we have set a clear strategy to advance each goal and have identified tangible community-based solutions to meet local needs.

Access to high-quality health care

- Health literacy and disease education
- Screening and diagnostic services
- Community clinics
- Clinical trial diversity



Access to nutritious food

- Medically tailored meals
- Urban farms and gardens
- Comprehensive food access

Access to STEM education

- K-12 math
- Teacher training
- College and young adults

Takeda's U.S. team drives our community impact work

- Values and heritage
- Diverse team reflects patients and communities
- Inclusive culture enables everyone to speak up
- Supplier diversity
- Philanthropy
- Employee volunteerism and giving

P54

ACCESS

Access to high-quality health care

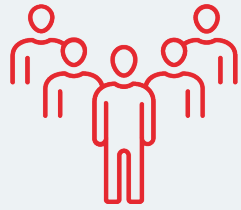


Courtesy of Remote Area Medical

Addressing health inequities is best done locally, with personalized interactions tailored to individual or family needs. As such, our strategy to improve access to high-quality health care centers on partnering with national, state and local organizations that train, support and strategically deploy **Community Health Workers**.

Community Health Workers play a vital role in addressing social determinants of health and connecting communities to health and social services. They provide culturally appropriate care, health education, care coordination and systems navigation support. Whether through shared language, culture or lived experience, Community Health Workers build trust with community members to better understand the barriers they might face and how they can overcome those barriers to live healthier lives. Research has shown that Community Health Workers may improve patient outcomes such as addressing childhood developmental delays and blood pressure control, and that they can successfully promote healthy behaviors such as better diet or cancer screenings.^{3,4} Their dedication not only improves individual health outcomes but also strengthens the overall health of our communities.





Community-Centered Approach

Strengthen the role of Community Health Workers to address health inequities and improve access to health care along the patient journey.



Community-Driven Solutions

- **Health literacy and disease education** empowers individuals and family caregivers to make informed health care decisions and advocate for themselves and their communities.
- **Screening and diagnostic services** enable early detection and intervention, with a goal of improved patient outcomes.
- **Community clinics** bring no-cost, high-quality health care to under-resourced communities.
- **Clinical trial diversity** initiatives provide improved access to clinical trials and medical innovation for a broader range of people.



Our Partners

Health literacy and disease

[Discovery Education](#) • [Faith Health Alliance](#) • [Health Equity Compact](#) • [National Urban League](#) • [UNIDOS US](#) • [Xavier University of Louisiana](#)

Screening and diagnostic services, community clinics

[Boston Medical Center Health Equity Accelerator](#) • [Massachusetts Association of Community Health Workers](#) • [Partners In Health US](#) • [Remote Area Medical](#)

Clinical trial diversity

[Black Health Matters](#) • [HCN Global](#) • [Inside Edge Consulting Group](#) • [International Federation of Psoriatic Disease Associations](#)



Courtesy of Discovery Education

DEEP DIVE:

What does a Community Health Worker do?

Meet Joaquin Rodriguez, a Community Health Worker in Springfield, Mass. He acts as a liaison between members of the community and the public health departments, companies and hospitals providing them with services.

Impact of Takeda's U.S. health equity community partners in 2024:

20,874

Community Health Workers trained and deployed through supporting 10 local community organizations dedicated to this work

7.5 million

community members reached

Hear from Joaquin



Community Health Workers are the unsung heroes connecting underserved communities to the care they want and need. Supporting Community Health Workers is a common thread across Takeda's health equity partnerships.

Chris Reddick, vice president of U.S. Community Health at Takeda

Partners In Health

In New Bedford, a maritime city on the southeastern coast of Massachusetts, Partners In Health United States (PIH-US) has helped to coordinate a cross-sector coalition – including more than 50 community-based partners, the New Bedford Health Department and other public sector partners – to identify and address health barriers in the community. Known as the New Bedford Health Equity Community of Practice (HECoP), the coalition holds trainings, quarterly community convenings and targeted working groups designed to shape policies that bolster community priorities. Co-led by the New Bedford Health Department and YWCA of Southeastern Massachusetts, the New Bedford HECoP advocates for local, state and federal policies that impact the identified priority areas of health equity.

The New Bedford HECoP is one of many ways that PIH-US works alongside local public health and community leaders to address social determinants of health, such as education, income and social protections and to build stronger community health systems across the country.

Takeda's support of PIH-US is focused on the following priorities:

Strengthening the New Bedford Health Equity Community of Practice, which convenes local leaders to target systemic barriers to equity at the policy level.

Expanding the capacity of local health departments and communities to plan for and deliver programs with a focus on health equity and community inclusion.

Expanding opportunities for Community Health Workers to strengthen the health workforce and bring more community members into the health system.

New Bedford HECOP 2024 community impact

Unique organizations engaged: **66**



Group picture; L to R: Gail Fortes (executive director, YWCA Southeastern MA), Stephanie Sloan (director, New Bedford Health Department), Emily Iskandar (project lead, PIH-US, MA), and Mo Barbosa (senior director of community engagement, Health Resources in Action). Together these organizations lead the HECOP. *Photo by Kristina St. Cyr / PIH-US*

“

Takeda's support is aligned with our mission. They understand the need to be flexible and respond to communities' evolving needs. They support taking the time to listen and build trust, which are foundational elements of true systems change. Our efforts in New Bedford have been supported by Takeda. In addition, our work with Community Health Workers is taking off this year, in large part due to Takeda's support.

Kristina St Cyr, Massachusetts director at PIH-US

The PIH-US team collaborates with community partners on long-term strategic planning, as well as rolls up their sleeves to help address day-to-day issues and implement practical solutions. They use these experiences at the local level to shape the PIH-US advocacy agenda at the state and federal levels.

PIH-US sees Community Health Workers as frontline workers who will advance health equity across the country. Their efforts enable the implementation of customized, community-based initiatives to support health and wellness. PIH-US has built a partnership with the Massachusetts Association of Community Health Workers (MACHW) – also a Takeda community partner – to support state-wide workforce development and training opportunities for Community Health Workers and their employers. Takeda is providing a grant to PIH-US and MACHW to implement a Community Health Worker Center of Excellence in Massachusetts to assist Community Health Workers and community organizations in establishing, standardizing and advancing the Community Health Worker model across the state.

“Community Health Workers are incredible educators, navigators, advocates, guides and organizers. We at Partners In Health have been so inspired and led by Community Health Workers. Having Community Health Workers who can accompany folks on their journey to health, and navigate care and services, can be transformative for individuals, families, communities – particularly as we’re able to scale and support that workforce sustainably, longer-term.

Katie Bollbach, executive director of PIH-US
[2024 Aspen Ideas: Health](#)

Takeda is proud to support the work of Partners in Health.



DEEP DIVE:

How Luz Ortega's community-based leadership is improving public health in New Bedford and beyond

Meet Luz Ortega, program director of the City of New Bedford Health Department, a board member and co-chair of MACHW, member of the Massachusetts Community Health Worker Certification Board and a PIH-US community partner. Luz began her career as a Community Health Worker, and her early experiences continue to inform her work. Find more about her commitment to improving public health outcomes and supporting the well-being of those she serves.

Get to know Luz



Faith Health Alliance

Imagine walking through the doors of a church to attend a vaccine clinic, heart failure listening session, lupus chat, diabetes support group, educational play about colorectal cancer screening or a health-focused open forum for seniors. This holistic approach to caring for the whole person has become the reality for parishioners of churches affiliated with the Faith Health Alliance, as well as community members who are not part of these congregations.

The Faith Health Alliance – part of the National Minority Quality Forum’s Center for Sustainable Health Care Quality and Equity – is a network of faith-based organizations activating leaders in their communities with education and resources to level the playing field of health. These trainings enable them to identify gaps in health care and outcomes within their congregations and neighborhoods and then implement evidence-based solutions.

The Faith Health Alliance believes that churches are cornerstones of community health promotion in underserved communities. When respected faith leaders take on the role of community health leaders, it can lead to sustainable improvements in health outcomes. For example, a 7-month-long diabetes program at Ark Church in Baltimore, Maryland, retained 90% of its participants, with measurable improvements in weight, blood pressure and A1C levels.

“

Through the Faith Health Alliance, lives are being saved and quality-of-life is being improved. Our communities typically don’t have access to health experts. But when faith leaders are trained by those experts, they are able to provide valuable and accurate information. Because faith leaders are trusted in our communities, barriers to receiving this information also come down. Our relationship with Takeda has been priceless as we work to dispel myths and help people take charge of their health by making informed decisions.

Bishop Dr. J. L. Carter, *co-leader of Faith Health Alliance, senior pastor at Ark Church*

Faith Health Alliance community impact

30+ core churches

100 smaller churches

**10,600 -
27,500** lives reached



DEEP DIVE:

Georgia Gut Health Program

Mt. Zion Baptist Church, a Faith Health Alliance member, joined with other faith-based organizations and stakeholders in Albany, Georgia, to provide information to community health workers about two common gastrointestinal diseases: irritable bowel syndrome and inflammatory bowel disease. Gastrointestinal issues disproportionately affect Black women. The Georgia Gut Health Program, sponsored by Takeda, aims to address health inequities and barriers to care, such as lack of access to primary care, low health literacy and lower rates of health insurance coverage.

Takeda is proud to support the work of the Faith Health Alliance.

**See the program
in action**



Remote Area Medical

Max, a 17-year-old high school student living on his own in a rundown part of town, had been limping for months. Between his schoolwork and his evening job at the grocery store, he couldn't find the time or money to go to a doctor to get his in-grown toenail removed. He also had braces on his teeth that hadn't been adjusted in years. His school guidance counselor heard that Remote Area Medical was setting up a no-cost medical/dental/vision clinic at a nearby junior college over the weekend and encouraged Max to go. Max rode his bike there and within a short period of time, his in-grown toenail was fixed, he got new glasses with a new prescription and his braces were removed from his teeth. Those procedures alone would have been life-changing for Max, but his story doesn't end there. The junior college where the clinic was held heard about everything Max had gone through, and they offered him free tuition and housing. The trajectory of his life was completely changed.

Remote Area Medical hosts about 70 free pop-up clinics each year in partnership with local communities. The goal is to reduce barriers to quality health care, such as lack of insurance, high co-pays and deductibles, the inability to take time off work or long distances to reach an in-network provider. With support from Takeda, Remote Area Medical is now bringing health care even closer to individuals with the addition of more than 200 mini-expeditions, such as providing telehealth units staffed by nurses who can assist patients with technology and communicating with a doctor remotely, dental trucks set up in big box store parking lots or mobile health trailers that can reach remote neighborhoods.

“

I met a man who had been in pain from a toothache for six years. Because he didn't have insurance and couldn't get access to a dentist's office, he lived with that pain. He couldn't eat; he couldn't sleep. I saw him get that tooth pulled, and his quality of life changed after that. It does make a difference in every single patient's life that Remote Area Medical touches.

Maggie Dadmun, *CORE volunteer, Remote Area Medical*

**Pop-up medical
clinic in Georgia**

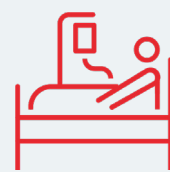


Remote Area Medical impact in 2024:



\$14.8 million:

**Value of medical
care delivered**



36,194:

**Number of
patients served**



18,994:

**Number of
volunteers**



Photos courtesy of Remote Area Medical

Takeda is proud to support the work of Remote Area Medical.



Health Equity Compact

The annual cost of health inequities experienced by Black, Hispanic/Latino and Asian populations in Massachusetts is estimated at \$5.9 billion⁵ in premature deaths, lost labor and productivity and avoidable health care spending. The Health Equity Compact seeks to propel Massachusetts toward health equity by driving statewide policy and institutional changes. The Health Equity Compact also hopes to serve as a scalable and transferable model for other U.S. states and even potentially, other nations.

The Health Equity Compact is a coalition of more than 80 leaders of color who seek to dismantle systemic barriers to equitable health outcomes for all residents of Massachusetts. Compact members represent a broad range of health, business, labor, life sciences and philanthropic organizations, including hospitals, health centers, payers, academic institutions and public health. Takeda is the first – and currently only – pharmaceutical company with an executive who is part of the Health Equity Compact Board of Directors.



“

Moving the needle on health equity requires an ‘all in’ approach, including organizations that provide innovation and life-saving medicines. It is heartening that Takeda sees value in solving the complex challenges of health disparities and is willing to commit to solving them.

Michael Curry, Esq., co-founder of Health Equity Compact,
president and chief executive officer of Massachusetts League of Community Health Centers

The Health Equity Compact created an [omnibus bill](#) detailing actionable steps to achieving health equity in Massachusetts. These actions are organized by the following priority areas:

Improve access and quality of care:

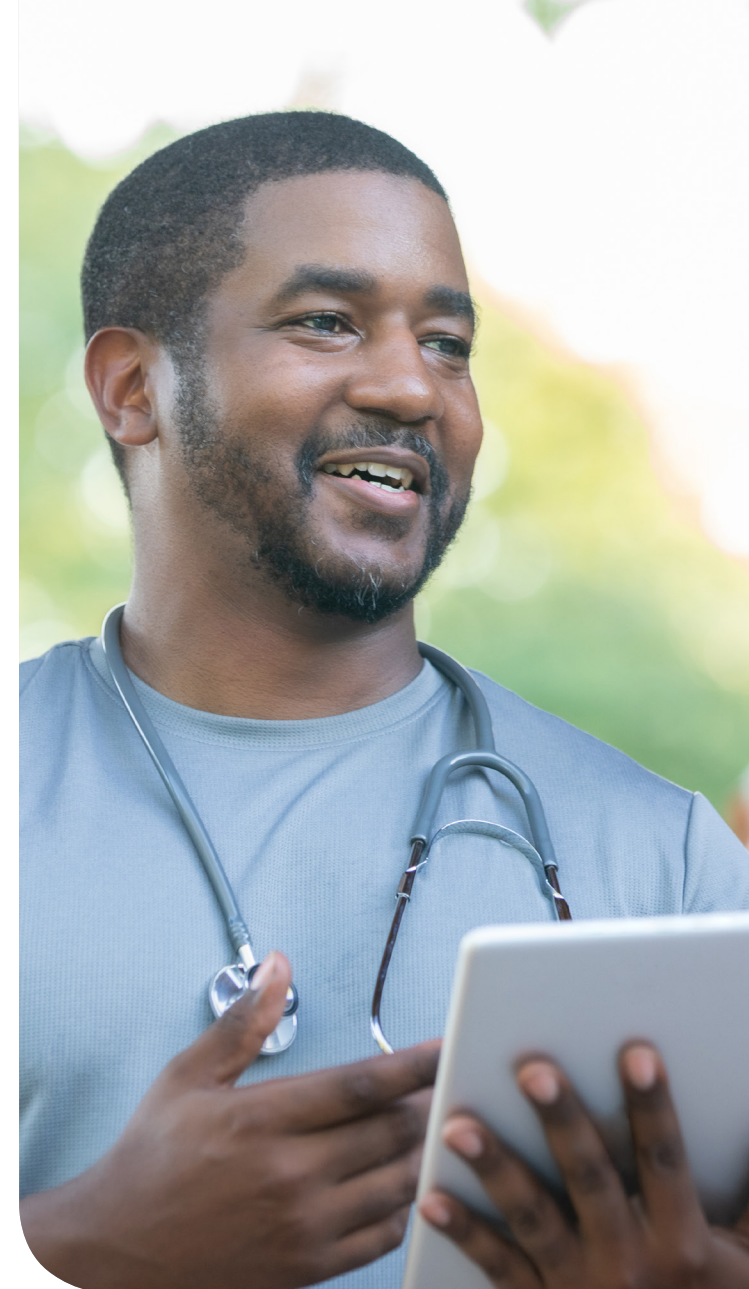
Actions include providing insurance reimbursement for services such as Community Health Workers, interpreters and telehealth and requiring accountable care organizations to deliver care that meets health equity standards.

Invest in communities and a representative health workforce:

Actions include supporting community-driven efforts to build healthier communities, expanding career growth opportunities for diverse health workers and funding graduate medical education in primary care and other shortage fields to increase the number of doctors in these high-need areas.

Strengthen health equity leadership and oversight:

Actions include setting shared statewide health equity goals and creating a framework to hold stakeholders accountable for progress, requiring standardized health equity data metrics across provider and payer organizations and creating a new Executive Office of Equity to coordinate and advance statewide initiatives.



Takeda is proud to support the work of the Health Equity Compact.

National Urban League

The National Urban League and its network of Urban League Affiliates provide health education, programming and services throughout the country to reduce health inequities in the communities they serve. For example, at the Houston Area Urban League, their renowned literacy program offers their staff the opportunity to connect with hundreds of families each year to learn not just about childhood education, but also about the importance of staying healthy, including staying up-to-date on routine vaccines and enrolling in health care. The Pinellas County Urban League hosts a “Workout Wednesdays” event every other week to offer a free workout class, host healthy food demonstrations and provide financial empowerment information. And the Urban League of Rochester carries out multiple neighborhood canvasses each month to connect families directly to the health services that their families need to stay healthy.

In short, the services provided by the National Urban League and their Affiliates serve the whole person and whole family.

The National Urban League is a historic civil rights organization with more than 90 affiliates in 37 states and the District of Columbia, providing direct services that impact and improve the lives of more than two million people nationwide. Programming offered includes STEM education, college preparatory classes, workforce skills development, entrepreneurship training, nutrition education, health screenings and assistance securing health insurance. Working with its affiliates in 300 communities across the country, National Urban League supports community-driven efforts to address access to health care, food security, mental health, Black maternal health, gun violence and climate resiliency.

“

Long before the term ‘social determinants of health’ was coined, we recognized that so many interconnected factors – education, food security, housing, neighborhood safety and more – play a significant role in individual and community health. We appreciate that Takeda honors the reality that community health challenges are multi-faceted and systemic; their multi-year investment in capacity and expertise across the entire Urban League Movement has had a big impact on our efforts to remove obstacles to healthy living.

Ali Hoban, director of health equity and policy at National Urban League

National Urban League impact over the past decade

22 million +

individuals served



8.3 million

have benefited from health care services



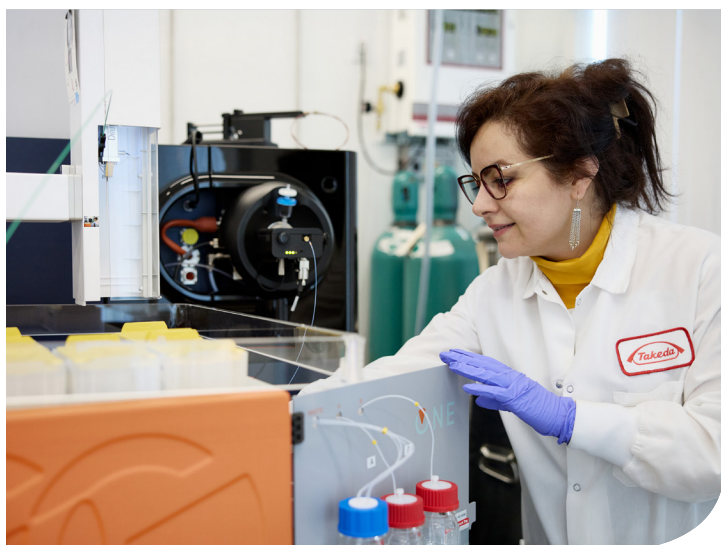
3 million

have benefited from educational services

Takeda is proud to support the work of the National Urban League.

Community partnership and engagement through clinical research

When developing new medicines, it is critical to ensure that participants in research studies reflect the real-world population of patients. Due to inequitable access to the latest health information, many groups of patients are not aware of clinical studies. In addition, many do not trust the health care system due to mistreatment or marginalization. Companies like Takeda must take intentional, thoughtful, community-driven action to ensure equity and patient inclusivity in our clinical research.



We embed diversity, equity and inclusion into all aspects of our clinical research to P.A.V.E. the way to more diverse and inclusive clinical studies:



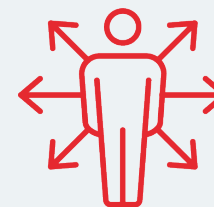
Partner with community stakeholders.



Address operational barriers that impede patient access.



Verify that our diversity and inclusion goals represent real world data.



Enhance the diversity of investigative sites.

Bi-lingual campaign supporting Hispanic clinical trial participation

One example of P.A.V.E. in action was our partnership with HCN Global (formerly Hispanic Communications Network) to raise awareness of clinical trials among the Hispanic population. HCN completed two awareness campaigns and supported our plaque psoriasis clinical studies.

In conjunction with the awareness campaign, we translated all clinical trial materials into Spanish, rather than waiting for an investigative site to request these materials. Due to positive feedback, we are working to translate clinical trial materials into additional languages and are gathering feedback to understand which languages may be most effective to raise awareness among Asian populations.

Diversity, equity and inclusion in psoriasis clinical research

An essential part of our P.A.V.E. approach is partnering with community leaders to involve underserved communities in health and clinical research discussions. These events help inform participants about specific diseases and ongoing studies.

For example, we partnered with organizations including Black Health Matters, HCN Global and Inside Edge Consulting Group on awareness campaigns to support our goal of increasing diversity in our Phase 3 clinical studies in psoriasis – historically the least racially diverse studies in dermatology.⁶ Inside Edge organized a health education event for members of Alpha Phi Alpha Fraternity, Inc., the oldest historically Black fraternity, to provide education on psoriasis and discuss the importance of having diverse patient representation in psoriasis clinical research.

Alpha Phi Alpha event outcomes

95% understood psoriasis is not contagious, an increase of 28%

89% stated they would speak with health care providers about clinical research

100% were satisfied with the community education event



Educating health care professionals and clinical trial sites on diversity and inclusion topics is equally important as community engagement. We collaborated with Dr. Sicily Mburu, scientific officer at IFPA (formerly the International Federation of Psoriatic Disease Associations), and her team to train health care professionals on diagnosing psoriasis in individuals with skin of color.

Dr. Mburu led a campaign to collect close-up photos of psoriatic skin, submitted by a racially and ethnically diverse group of individuals with psoriasis, to help document how differently the disease can manifest. For example, it may present as red or pink in lighter skinned individuals, as gray or violet in dark skinned individuals and as salmon or white-silver in Hispanic individuals. This project became part of a cultural competency training that was given to the lead clinical researchers at each of our psoriasis clinical trial sites.

“ These photos can help clinicians see skin disease on skin of color, which can make health care diagnosis and treatment more equitable. That’s foundational to building health in this generation and the next. We are breaking the silence surrounding clinical trials and advocating for diversity and inclusivity. People living with psoriatic disease are now boldly sharing their stories in rooms where they were once told to hush.

Dr. Sicily Mburu, scientific officer at IFPA



DEEP DIVE:

Diversifying psoriasis clinical studies to better understand patient outcomes

Listen to this Takeda-sponsored episode of Psound Bytes, the National Psoriasis Foundation podcast, to find out more about the actions we have taken to achieve our ambition of unprecedented racial diversity in our psoriasis clinical studies.

Tune in



Population health

Inclusion in medicine does not stop after the clinical trial has ended. To understand real world uses and identify gaps in diagnosis and treatment, we must continue to reach underserved communities long after a medicine is approved. Michaela Morton, population health lead for U.S. Plasma Derived Therapies at Takeda, supports the field team that works with hospitals and health centers. They identify demographics that are being overlooked by traditional outreach and team up with community leaders who know best how to reach these groups.

“Often in our work, we are trying to be successful, and in that, we target the lowest-hanging fruit in our projects. I challenge myself and my team to think about the highest-hanging fruit because that high fruit often gets left out of the discussion, and they should be included as well.

Michaela Morton, population health lead, U.S. Plasma Derived Therapies at Takeda



Michaela Morton, population health lead for
U.S. Plasma Derived Therapies at Takeda

ACCESS

Access to nutritious food



Courtesy of Daily Table



Access to nutritious and culturally appropriate food is a critical component of a healthy, thriving community, resulting in a number of important benefits, including:

Individual health outcomes:

Diet and nutrition can affect progression and outcomes in serious diseases⁷ such as cancer, diabetes, cardiovascular disease and autoimmune diseases. In fact, medically tailored meals – prescribed by a health care provider and customized by a registered dietitian – can be an integral part of managing these conditions.

Reduced cost of health care:

Research shows that when the quality of nutrition goes up, people's overall health care expenses go down, demonstrating that nutritious food complements modern medicine, and relieves the cost burden from both the patient and the health care system (\$53 billion in avoidable expenses each year, says Feeding America).

Community health:

Food brings people together, creating cultural and communal gatherings that can enhance the overall wellbeing of a neighborhood or town.

Courtesy of Urban Farming Institute



However, food insecurity and lack of access to nutritious foods impact a large percentage of people in the U.S. – and that percentage is even greater for those who identify as Black or Latino.

PEOPLE IN THE U.S. WHO LACK SUFFICIENT ACCESS TO NUTRITIOUS FOODS:⁸

14%
(1 in 6)

Total U.S. population

23%
(1 in 5)

People in U.S. who identify as Black

21%
(1 in 5)

People in U.S. who identify as Latino



Courtesy of Atlanta Community Food Bank



Samara Vise Photography, courtesy of Daily Table



Courtesy of Urban Farming Institute

Takeda's focus is on setting a table for all - regardless of where they live, their racial or ethnic background or their income level.



Community-Centered Approach

Grow understanding that Food is Health and support community partners to provide nutritious, culturally appropriate and medically tailored food to those who need it the most.

Impact of Takeda's U.S. nutritious food community partners in 2024:

Nearly **4 million** medically tailored meals delivered to more than **225,000** people in five Takeda geographies



Community-Driven Solutions

- **Medically tailored meals** support the management of serious medical conditions.
- **Urban farms and gardens** increase access to fresh, nutritious food and engage individuals in growing this food and building healthier communities.
- **Comprehensive access approaches** – including food banks, nonprofit grocery stores and more – ensure that no individual or family goes hungry and provide food security with dignity.



Our Partners

Medically tailored meals

[Community Servings](#) • [Food is Medicine Coalition](#) • [Greater Chicago Food Depository](#) • [Mama's Kitchen](#) • [Open Arms of Minnesota](#) • [Open Hand Atlanta](#) • [Project Angel Food](#)

Urban farms and gardens

[City Sprouts](#) • [Georgia Organics](#) • [Urban Farming Institute](#) • [West End House](#)

Comprehensive access approaches

[About Fresh](#) • [Atlanta Community Food Bank](#) • [Daily Table](#) • [Food for Free](#) • [Greater Boston Food Bank](#) • [Northern Illinois Food Bank](#) • [The Food Group](#)

Click links above



Daily Table

Within the first few weeks of becoming CEO of Daily Table, a nonprofit that operates community grocery stores, Sasha Purpura worked the register at the store in Cambridge, Mass. A long line of customers, from all walks of life, waited to purchase groceries they had carefully selected to feed their families. Some purchased nutritious made-from-scratch prepared foods at prices that could compete with fast food. Others selected ingredients to cook food reflecting their ethnic or cultural heritage. But what Sasha noticed most was that almost every customer was buying a lot of fresh produce. When she rang up armloads of vegetables and fruit, she was amazed at how much lower the prices were compared to traditional grocery stores. And for those paying with Supplemental Nutrition Assistance Program (SNAP) benefits, the total cost of fresh produce was cut in half – thanks to Daily Table’s “Double Up Food Bucks” program.

Founded in 2012 by Doug Rauch, the former president of Trader Joe’s, Daily Table makes nutritious food affordable and accessible for everyone. Daily Table operates in four Massachusetts communities with low supermarket access – neighborhoods where healthy, affordable groceries are not readily accessible and affordable to residents. In addition, Daily Table offers free cooking classes, administered by professional chefs and/or nutritionists, for community members who are interested in learning more about preparing healthy meals for themselves and their loved ones.

Daily Table hires residents from the communities they serve and pays the local living wage, ensuring a positive economic impact in their neighborhoods. In turn, because employees are embedded in their communities, they provide valuable insights about which products to stock and how each store can best meet local needs.

DEEP DIVE:

Daily Table Salem

Supported by Takeda’s funding, Daily Table opened its newest store in Salem, Mass., in 2023.

Get a glimpse of
Daily Table Salem



“Healthy food is about creating healthy communities, but we can’t do it in a vacuum. Takeda’s multi-year funding allows us to thoughtfully expand, gather insights, respond to our learnings and take the most effective next steps as we work to make healthy food accessible for all.

Sasha Purpura, chief executive officer,
Daily Table

Daily Table



Silverfine Photos, courtesy of Daily Table

“If you’re stretching your SNAP budget at a traditional grocery store, the only way to fill your kids’ stomachs is with low-cost, ultra-processed foods. With Daily Table, a family on a SNAP budget can eat fresh fruits and vegetables every day. When people have the option to eat healthy, they take it.

Sasha Purpura, chief executive officer, Daily Table

DAILY TABLE’S COMMUNITY IMPACT⁹

25%

lower prices on groceries – thanks to **philanthropic donations**, volunteer support and donated/discounted food from suppliers

50%

off already **low prices on fresh fruits, vegetables and low-fat milk** purchased with SNAP benefits, formerly known as food stamps

100%

of food is **SNAP-eligible**

26%

of sales are made with **SNAP benefits**

100%

of food has **healthy sodium and sugar levels**, including “grab ‘n go” meals priced to compete with fast food

37%

of sales are fresh produce

10,000+

customers served each week

Takeda is proud to support the work of Daily Table.

Atlanta Community Food Bank

One out of six children in the 29 Georgia counties served by the Atlanta Community Food Bank (ACFB) will go to bed hungry tonight.¹⁰ ACFB focuses on increasing access to nutritious food for families in need by working with local communities to identify specific problems and create localized solutions. ACFB centralizes the work of sourcing food and decentralizes its distribution by working with a network of nearly 700 community-based nonprofit food distribution partners, including food pantries, community kitchens, childcare centers, senior centers and faith-based organizations. Through these local organizations, who know each neighborhood and have built trust with families, ACFB works to reach all 715,000 food insecure people in their service area.

Leveraging data from the U.S. Department of Agriculture (USDA), ACFB has identified specific pockets within their service area with high rates of food insecurity that its partner network cannot reach effectively.

Thanks to Takeda's support, ACFB was able to expand its services and open food distribution centers in several of these locations.

Takeda was a founding donor for ACFB's first direct food distribution center, located in Stone Mountain, Georgia. The learnings from this center proved that the direct distribution model could successfully reduce food insecurity in communities with high-density need but low-density community partner capacity. Since then, ACFB has opened three additional centers and recently signed a lease to create yet another center. These centers now rank among the largest sources of food for food insecure people in ACFB's service area.



Food is a tool that gives people the bandwidth to solve other problems. Having secure access to food lessens mental, emotional and financial strain. It ensures funds are available for job upskilling, childcare, car repairs, health care and more. In short, food allows individuals to gain firmer footing and participate more fully in their communities.

Greg Sims, *director of institutional giving at ACFB*



Courtesy of Atlanta Community Food Bank

Thanks to Takeda and other community partners, ACFB is also providing capacity building grants for community organizations in its network, investing in its trucking capacity to enable broader food distribution and creating a digital platform enabling neighbors to provide real-time intelligence about the needs on the ground.



Courtesy of Atlanta Community Food Bank

Von and Magnolia have been visiting the Community Food Center in Stone Mountain for about a year. "Social security is our only income, and inflation has impacted us horribly. We rely heavily on this pantry," said Magnolia. The couple both enjoy receiving meat and fresh produce during their visits. They plan to volunteer at the pantry to show their appreciation. They also encourage others facing food insecurity to visit the pantry.



ACFB food distribution centers' community impact

3 brick-and-mortar centers

9 million meals provided to date

1 home delivery program out of ACFB's central warehouse

110,000+ individuals reached

Atlanta Community Food Bank's community impact (Fiscal Year 2024)¹¹



More than
113 million
meals distributed



29%
of food distributed
was fresh produce



More than
65%
of food distributed
was perishable
(vs. shelf-stable)



Up to **3** meals can be
provided with every
dollar donated

Takeda is proud to support the work of the Atlantic Community Food Bank.

Open Arms of Minnesota

Volunteer meal delivery drivers at Open Arms of Minnesota often become a deeply embedded part of each client's community of care. They typically drive the same route each week, see the same families and check in on their health and wellness. They witness firsthand when a malnourished individual with ALS shows dramatic improvements in quality of life after regularly eating Open Arms' medically tailored meals. They see a reduction in stress levels when a single mom with cancer receives nutritious food not only for herself but also for her child. From an elderly couple, they hear that they have time to play cards together now that they aren't spending all their time trying to understand, access and cook meals that adhere to the complex low-phosphate diet required to manage end-stage renal disease. On clients' birthdays, drivers may even be invited inside to share a slice of the birthday cake they deliver.

Open Arms prepares and delivers medically tailored meals at no cost to critically ill Minnesotans and their loved ones. Using organic and sustainable agricultural practices, Open Arms harvests many of its own fresh ingredients. Registered dietitians and in-house chefs plan and prepare made-from-scratch meals intentionally designed to support disease management and to taste good. These meals are then delivered to thousands of individuals with serious illnesses such as cancer, multiple sclerosis, HIV/AIDS, ALS, congestive heart failure, chronic obstructive pulmonary disease and end-stage renal disease.



Courtesy of Open Arms of Minnesota



The delivery people I've had always take a few minutes to visit me and see how I am. They really listen, and really care. Every one of my delivery people has reached out and been kind and listened. Aside from the nutritional impact, that has a healing aspect.

Open Arms of Minnesota client

Because of Takeda's support, Open Arms has been able to launch two new programs: (1) culturally appropriate medically tailored meals to serve Hmong and East African clients, and (2) grocery bags of medically tailored foods for clients who want to cook for themselves but are unable to access a grocery store. In addition, Takeda volunteers have served in Open Arms' kitchen, prepping vegetables and portioning meals according to the exact specifications required by the disease management program.

“Takeda's multi-year funding is a game-changer.

It enables us to invest in our organization confidently and pilot new initiatives to better serve the needs of our clients. Because the funding is unrestricted, we are able to pivot nimbly as community needs change.

Emily Essert, *director of development, Open Arms of Minnesota*

Open Arms of Minnesota's community impact (Fiscal Year 2023-2024)¹²

873,623

meals delivered

3,640

individuals served

More than
13,000

pounds of vegetables
and herbs harvested

41

different crops grown

More than
13 million

total meals delivered
over 35 years

94%

of Open Arms clients
report improved or
maintained health



Takeda employees volunteering at Open Arms of Minnesota

Takeda is proud to support the work of Open Arms of Minnesota.



DEEP DIVE:

The Urban Farming Institute grows Bostonians' food access and well-being

Meet Apolo Catala – a former attorney and self-identified “workaholic” struggling with high blood pressure and diabetes – whose life was transformed by discovering the benefits that nutritious food has on health, the community and the planet. Now a graduate of the Urban Farming Institute’s farmer training program, Catala is a farm manager with significantly improved health. He has deepened his ties to the local community through regularly gathering with neighbors at the Urban Farming Institute farmstand, and he has reconnected with his cultural heritage through growing and cooking with aji dulce, a pepper essential to many Puerto Rican dishes that can be difficult to access in the U.S.

Takeda is proud to support the work of the Urban Farming Institute.

Hear from Apolo



ACCESS

Access to STEM education



Courtesy of Young People's Project

High-quality and engaging educational experiences in **science, technology, engineering and mathematics (STEM)** can have a profound impact on the health of individuals and communities by providing:

Job opportunities:

STEM education unlocks doors to meaningful, stable careers that provide long-term financial security and can build generational wealth.

Better health:

Research shows people with greater access to higher levels of education are more likely to live healthier and longer lives.¹³

Societal benefits:

Building the next generation of STEM leaders is critical to cultivating a future workforce equipped with the necessary skills to address the world's most pressing challenges.



Takeda employees build an outdoor learning lab with Out Teach in Washington, D.C.

Unfortunately, access to STEM education is not equitable for individuals of all backgrounds and demographics. Math proficiency among students is a stark example.

According to the 2024 National Assessment for Educational Progress,

72% of eighth grade students were deemed not proficient in math.¹⁴

In addition, a significantly greater percentage of low-income students, as well as Black and Hispanic students, were deemed not proficient in math compared to their white peers.

To address these inequities, we partner with STEM nonprofits to provide resources, mentorship and hands-on learning experiences to students underrepresented in STEM fields and in underserved communities. Our support for these partner organizations helps ignite curiosity and ensures that all students have access to a robust STEM education, giving them the opportunity to explore their full potential.

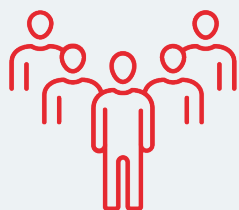
“We work with the community to find out where the gaps are. That’s why we focus on math equity and math proficiency from the earliest stages. If you give students the support they need in middle school, ramp up support in high school and then also support them in college, you make sure that they have a stronger opportunity for a STEM career.

Chris Barr, head of U.S. Corporate Social Responsibility and Philanthropy at Takeda



See STEM come to life





Community-Centered Approach

Build STEM Foundations by supporting programs in the areas of K-12 math proficiency, teacher training and workforce preparedness.

Impact of Takeda's U.S. STEM education community partners in 2024:

Nearly **2.5 million** students inspired each year annually across various communities in the U.S.

Partnered with **9** community organizations dedicated to providing advanced educational opportunities and fostering confidence in math.



Community-Driven Solutions

- **K-12 math proficiency programs** provide students with math confidence and fundamental knowledge critical for life skills, problem solving and future educational and career goals.
- **Teacher training** equips educators of school-aged children to provide high-quality STEM education and engage the next generation of scientists, engineers and mathematicians.
- **Programs for college students and young adults** provide access to career preparation and provide opportunities that foster persistence in STEM.



Our Partners

K-12 math proficiency programs

[BEAM Math](#) • [Learn Fresh](#) • [Out Teach](#) • [STEM Next](#) • [Thrive Scholars](#) • [Young People's Project](#)

Teacher training

[Lesley University](#) • [Project Scientist](#)

Programs for college students and young adults

[Biomedical Science Careers Program](#) • [MassBioEd](#) • [Physician-Scientist Support Foundation Fellowship](#)

Click links above



Learn Fresh

Sixth grader Camila Ramirez started participating in Learn Fresh's free NBA Math Hoops program at the suggestion of her math teacher. Little did she know that this program would open doors for her first travels outside of Texas, the NBA Math Hoops Global Championship trophy, and math skills and confidence that will last her a lifetime. After participating in the Math Hoops season in San Antonio, Camila applied for the opportunity to participate in the championship in New York City. This all-expenses-paid trip included multiple days of intense math-based team competition, as well as community excursions to the 2024 NBA Draft to meet players on the red carpet and a tour of NBA headquarters. Camila and her teammate won the competition in New York, and subsequently Camila competed in Learn Fresh's first European championship in Paris.

The NBA Math Hoops program uses gameplay to teach key math skills,

as well as teamwork and fair play. Students compete in teams of two, drafting a team of NBA and WNBA players and solving math problems using real-life player statistics to score points. The NBA Math Hoops mobile app updates players' stats in real time and allows students to access learning experiences on the go. A curriculum accompanies the game, with 10 lessons focused on building grade-level math fluency and social-emotional competency.

Learn Fresh envisions a world in which students find learning so engaging that they want to do it all the time. Through community, play and rigorous exploration, Learn Fresh leverages students' passion for sports and entertainment to inspire their STEM and social-emotional learning. Every program includes both an in-class component and opportunities to bring learning to life through community excursions, as well as a support network for both students and educators.



Courtesy of Learn Fresh



Playing the game [has] definitely raised my confidence... My biggest takeaway is that working hard and being determined can really get you far and can really help you in life. Also, math can take you places!

Camila Ramirez, NBA Math Hoops global champion

Takeda's support for Learn Fresh has enabled the organization to grow in multiple ways. In 2019, Learn Fresh had five full-time employees; now they are a team of 24. Learn Fresh has scaled up its NBA Math Hoops program, as well as launched similar programs in partnership with Major League Soccer and Major League Baseball Players Association. For students interested in the music and entertainment industry, Learn Fresh started EcoTour, which teaches students environmental literacy as they plan a U.S. tour for their favorite performing artist.

Learn Fresh's community impact¹⁵

Since its founding in 2012



Courtesy of Learn Fresh

1.2 million

students served

12,000

educators trained

91%

of NBA Math Hoops
participants feel more
confident in STEM classes¹⁶

2023-2024 season

28%

improvement in
math fluency
(2023-2024 season)

93%

of students are
from low-income
communities

72%

of participants are
students of color
(2023-2024 season)

49%

of participants
are girls
(2023-2024 season)

“

Learn Fresh as an organization has an ambitious mission of making learning fun for all students. It could take a lifetime or more to achieve, but we believe it's possible through the types of programs that we run, like NBA Math Hoops.

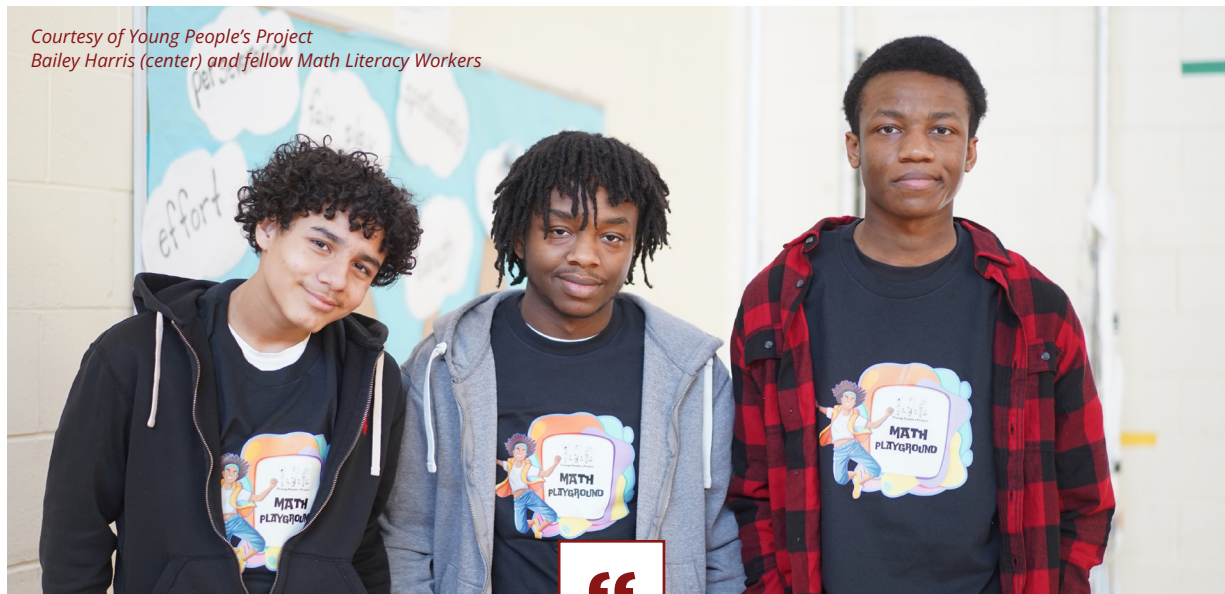
Nick Monzi, chief executive officer and co-founder of Learn Fresh

Takeda is proud to support the work of Learn Fresh.

Young People's Project

In a gym in North Cambridge, Mass., fourteen-year-old Bailey Harris teaches his team of 4-5 elementary school students how to play Flagway, the signature math game of The Young People's Project (YPP). When Bailey sees that his fellow Math Literacy Workers have finished teaching their teams of younger students as well, he signals the start of the game. The students race to gather numbers printed on small squares of paper, and collaboratively work to use algebra, factorials and other math skills to solve a puzzle with the selected numbers. The answer to the puzzle shows them where each number belongs in the giant "Flagway structure," made of jump ropes, hula hoops and colorful tape, in the center of the gym. They walk or run through the Flagway structure, put the number where it belongs, and then do the process all over again.

*Courtesy of Young People's Project
Bailey Harris (center) and fellow Math Literacy Workers*



“

For me, teamwork and collaboration have been huge. Working with both the kids and my fellow Math Literacy Workers has been a game-changer. I've gained confidence, especially compared to when I was in seventh and eighth grade and often felt stuck trying to understand things. What's different about YPP is how approachable it feels. Math Literacy Workers don't come across as strict teachers; they're people you can easily ask for help. That approach makes it easier to learn – not just math, but how to tackle challenges in school and life. It's a hands-on, personal way of learning that makes things click in a way traditional methods didn't for me.

Bailey Harris, former program participant and current Math Literacy Worker at The Young People's Project

YPP creates games that use kinesthetic learning to teach critical math concepts. The games are designed to be taught by high school and college Math Literacy Workers to elementary school students at summer camps and after-school programs. Many YPP program participants choose to become Math Literacy Workers when they enter high school, paying forward the investment of time that had been made in them. The near-peer learning relationship makes math less intimidating, and it is easier for the younger students to ask questions. The approach also supports success for both the Math Literacy Workers and the students they teach, as well as the dismantling of systemic and institutional barriers. YPP envisions a day when every young person – regardless of ethnicity, gender or class – has access to a high-quality education and the skills, attributes and community support they need to successfully meet the challenges of their generation.

YPP's community impact¹⁷ *Since its founding in 1996*

5,000

teens and college
students trained as
Math Literacy Workers

10,000+

hours of math
literacy workshops
facilitated by Math
Literacy Workers

10,000+

elementary school
students inspired



“

Data and algorithms are shaping the world around us. In an increasingly digital world, math is either an on-ramp to opportunity or an off-ramp. Math should be accessible, meaningful and enjoyable for all. We believe the key to accomplishing this is activating young people to become agents of change who learn math well enough to teach it to younger students.

Maisha Moses, executive director of The Young People's Project

Takeda is proud to support the work of The Young People's Project.

Building outdoor learning spaces with Out Teach

"I am so curious to understand," said fourth grader Cayden to a Takeda employee weeding a garden at his school's new outdoor learning space, "why some plants are growing while others aren't growing but also aren't dying." His scientific mindset – making observations and asking questions – is exactly what Out Teach's outdoor learning labs are designed to inspire.

On a summer day in 2024, a team of 60 Takeda employees worked together to build an outdoor learning lab at Benteen Elementary School in Atlanta, with a goal of inspiring the next generation of STEM leaders. Volunteers came from across Metro Atlanta, including dozens from our Covington manufacturing facility, where they work as engineers, scientists, maintenance and manufacturing technicians, project managers, instructional designers, IT professionals and commercial colleagues. For them, the best part of the day was interacting with the Benteen Elementary students, who not only helped plan the

“Takeda volunteers are so positive, high-energy and invested in the work they're doing. They get there early and work hard all day with smiles on their faces – and it is difficult work, moving pounds of soil, digging and building fences, painting. But they always say, 'We can do it!'

Suzannah Koilpillai, *vice president of partnerships and growth at Out Teach*

layout of the space but also got to leave their painted handprints on the final product.

Out Teach helps teachers in schools across the U.S. transform the outdoors into active learning labs that unlock the wonder of science for students. Out Teach believes that all students, no matter their resources, should have access to an engaging, hands-on education. They have built hundreds of outdoor learning labs to make it easy for teachers to provide real-world math and science lessons that enhance the existing curriculum.

Out Teach outdoor learning labs' 2024 community impact¹⁸

24 new outdoor learning labs

21,000 students inspired

60 Takeda volunteers supported the installation of a learning lab in Georgia

Each lab is designed in collaboration with the school. Out Teach hosts “design and dine” interactive discussions with teachers to better understand the specific needs of the school community. They also organize student design competitions to enable the children to participate in envisioning the possibilities. Consequently, each outdoor learning lab is customized. Most labs include a garden, enabling a range of integrated science and math learning opportunities. For example, students observe pollinators in action, collect data and use their math skills to analyze the findings. They calculate the area and perimeter of the garden beds, and they use that information to determine where to plant perennials, vegetables and trees. Many outdoor labs include weather stations, which students use to make observations and chart data over time. Another common feature is an erosion station, where students can work together to build a mountain out of sand, pour water over it and tactilely observe the results.



Takeda employees build an outdoor learning lab with Out Teach in Atlanta, Georgia



Takeda teams have helped Out Teach build five outdoor learning spaces in Atlanta and Washington, D.C., with our employees rolling up their sleeves at schools like Benteen in Atlanta and Rocketship Infinity in D.C.

Teacher engagement and training are also key goals for Out Teach. The organization coaches and supports teachers with strategies to better integrate math and science. They provide easy-to-implement, curriculum-aligned, experiential activities designed to help students master challenging concepts that are foundational for future STEM studies. Out Teach measures how their efforts shift the way teachers instruct their classes and improve teacher satisfaction scores. In addition to positive data, Out Teach has received gratifying comments from teachers, such as an outstanding instructor in the D.C. area who had been struggling with burnout and considering leaving the profession, who told Out Teach that their resources had re-invigorated her enthusiasm for teaching.

Takeda has supported year-long training for nearly 400 teachers, equipping them to create hands-on STEM lessons that spark curiosity. We've also helped design digital resources that give teachers the tools they need to build strong STEM foundations for their students.

DEEP DIVE:

Building an Outdoor Learning Lab

Get a behind-the-scenes look at the Takeda team's volunteer efforts to build a new Out Teach outdoor learning lab at Benteen Elementary School in Atlanta.

See the team
in action



Courtesy of Out Teach

Takeda is proud to support the work of Out Teach.

Fostering persistence in science

To inspire and support the next generation of STEM leaders, we seek to bridge the gap between STEM education and career opportunities by supporting community partners dedicated to building a robust pipeline of STEM talent—from college through early career. These programs are intended to foster persistence in science beyond formal education pathways.

Impact:

Partnered with

5 nonprofits

to support programming focused on STEM career awareness and networking opportunities for

4,500 college students

and early career researchers.



Courtesy of Vail Fucci Photography

Students affiliated with the Biomedical Science Careers Program (BSCP) and MassBioEd had the opportunity to visit Takeda. The day included presentations by Takeda colleagues sharing key learnings, reflections and advice drawn from their career journeys, as well as R&D lab tours and a networking reception.

Biomedical Science Careers Program (BSCP)

A high school student with a passion for medicine wasn't sure college was an option for her given her family's financial situation. A scholarship from the Biomedical Science Careers Program (BSCP) gave her the boost of confidence she needed to begin applying to colleges. Another student with a mind for science but no clear direction for his future had his eyes opened to medical school after attending BSCP's conference. He's now a physician and senior executive at a prominent hospital dedicated to advancing cancer care. An intern spending her summer at Harvard found BSCP and no longer felt alone. She presented her research at BSCP's New England Science Symposium and found mentorship and a community to support her on the path to a Ph.D.

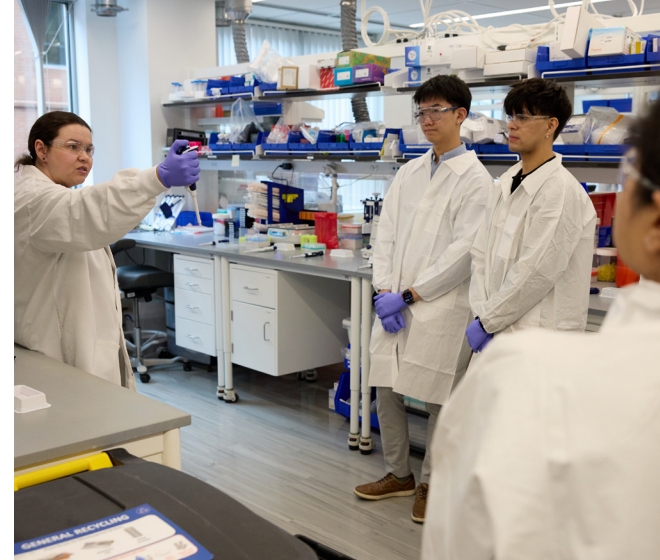


At BSCP's Evening of Hope celebration, Julie Kim (left), Takeda's U.S. business unit president and U.S. country head, and Andy Plump (right), Takeda's president of R&D, celebrated the organization's remarkable impact with BSCP's founder and president, Dr. Joan Reede (center).

“ BSCP supports students of all backgrounds, cultivating excellence and reducing barriers to STEM careers. Not only is this work beneficial for the students, but it is also critical for the health care sector. The industry needs the best and the brightest to address today's pressing challenges and nimbly pivot to take on tomorrow's concerns.

Hollie Borek DeSilva,
executive director of BSCP

BSCP strives to create a world where students of all backgrounds can turn their passion for science into a career, while helping the sector build a more inclusive workforce. Their programs provide skills development, support, mentoring and networking for academically outstanding students/fellows and nurture a pipeline of exceptional talent ready for a future in the biomedical sciences. Based in Boston, BSCP's impact spans the U.S. and beyond, including participants from all 50 states, the District of Columbia, and Puerto Rico, as well as 41 countries. Many program participants stay connected to BSCP as they progress in their career path and even return as student advisors to mentor the next generation of talent.



BSCP's community impact¹⁹

2,500

students and fellows benefit from BSCP programs each year

Participating students and fellows represent more than

390 institutions

17,000

individuals impacted since the organization's founding in 1991

“

Our scientific ecosystem is more vibrant and innovative thanks to the talented individuals whose aspirations have been supported by BSCP.

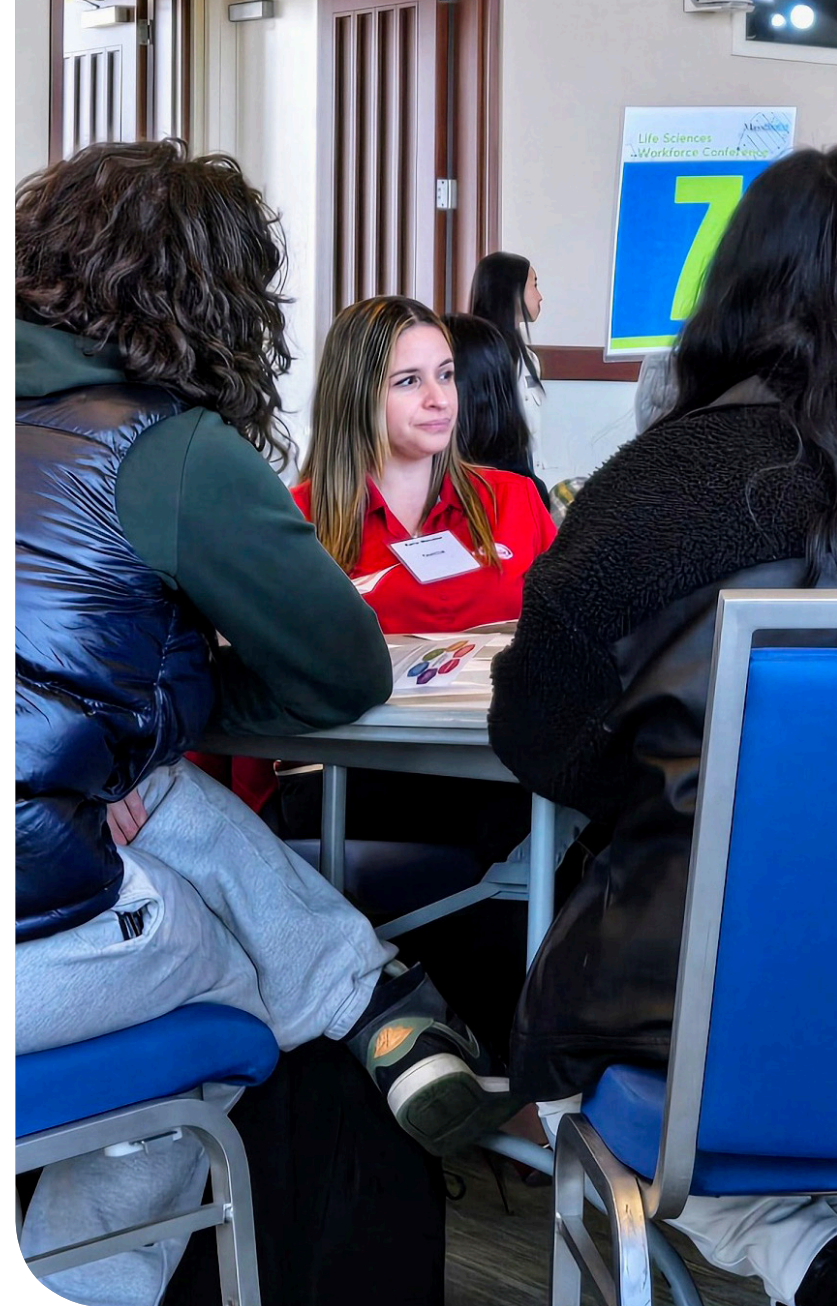
Andy Plump, *president of R&D at Takeda and a BSCP board member*

Takeda is proud to support the work of the Biomedical Science Careers Program.

“College to Career” Partnership with MassBioEd

At the University of Massachusetts Boston, nearly 250 college students packed a ballroom, eager to hear from Takeda employees and fellow life science representatives about their career paths at the third annual Life Science Careers Expo. Steve Leduc, head of organizational development at Takeda, kicked off the program with an overview of the breadth of life sciences industry careers, ranging from research to commercial and beyond. Students then engaged in dynamic roundtable discussions with industry volunteers from a variety of professional functions, gaining valuable firsthand insight that could inform and inspire their career aspirations.

The Life Science Careers Expo is a key component of MassBioEd’s “College to Career” program, which raises career awareness and builds connections and competencies for college students interested in STEM careers. Takeda is the primary supporter of the program, partnering with public universities and community colleges across Massachusetts to raise students’ awareness of the many opportunities in STEM fields and to help them build the skills needed to embark on a STEM career.



Takeda is proud to support the work of MassBioEd.

INSPIRE

How Takeda's U.S. team drives and
inspires our community impact work



Building trust through inclusion

Our most valuable asset is our employees. Across the U.S., we have a vibrant team of more than 20,000 individuals with different personal histories, cultural heritages, personalities and perspectives, demographics, academic and career journeys, languages spoken and more. What brings us together is a shared dedication to delivering on our centuries-old purpose of better health for people and a brighter future for the world.

Our team members reflect the backgrounds and identities of the patient groups we seek to serve. The diversity of the Takeda team allows us to better understand and connect with patients and communities so that we can build long-term trust and better support improved community health. Importantly, Takeda's culture of inclusion encourages each team member to voice their perspectives and bring their best ideas to the table in service of our mission.

Our commitment to diversity and inclusion enables us to deliver for patients and communities.



As a global biopharmaceutical company, we strive to have a thriving talent pipeline and a workforce that represents the communities where we operate and the patients we serve. We firmly believe that a diverse workforce and inclusive culture are drivers of business success and enablers of Takeda's mission.

Crysta Dungee, U.S. head of Diversity, Equity and Inclusion at Takeda



Our Approach

Team members with backgrounds, expertise and identities that represent the patients and communities we serve are able to effectively engage with our external partner network to drive innovation and impact.

Community-Driven Solutions

Our values and heritage promote a shared commitment to building a healthier and more equitable society.

A diverse team that reflects the patients and communities we serve enables us to better understand and address their needs.

An inclusive culture creates an environment in which all team members can thrive and make a positive impact.

Businesses owned by women, people of color and members of the LGBTQ+ community provide fresh perspectives to better connect with patients of various backgrounds, as well as have positive economic impact on diverse communities.

Our approach to philanthropy ensures an equitable path to working with Takeda for both national and local organizations of all sizes.

Our culture of giving back supports a highly active employee volunteerism and matching gifts program designed to meet the needs of our community partners.

Health Equity Across Takeda (HEAT) Forum

Cross-functional stakeholders at Takeda routinely convene to improve the way we embed health equity considerations across all aspects of our business, including our research and development efforts, manufacturing processes, access strategy, business operations, corporate social responsibility programs and external collaborations. This team, known as the Health Equity Across Takeda (HEAT) Forum, is dedicated to:

Identifying

what health inequities exist within our respective areas of focus.

Engaging

with a more diverse and representative network of stakeholders in the work that we do.

Adapting

our existing programs, plans, policies and processes to account for and address identified health inequities.

Implementing

short and near-term plans that move toward improved health equity.

Monitoring

and evaluating our progress and impact on changing the paradigm.

Insights shared with the HEAT Forum often arise from our diverse team of employees and our community partner network. Through their unique perspectives and lived experiences, we gain a deeper understanding of the barriers to access health that patients face in different settings. Understanding is the first step toward dismantling those barriers and co-creating lasting solutions alongside our community partners.

“Good for Sellers, Good for Buyers, Good for Society”

The year is 1781. The place: Osaka, Japan. Picture a bustling street market, filled with craftspeople selling handmade goods and farmers selling fresh produce. In one small stall, a man named Chobei Takeda is selling traditional Japanese and Chinese herbal medicines. All his business decisions follow the traditional Omi merchant philosophy of “good for sellers, good for buyers, good for society.”

Over the past 240 years, Takeda has grown into a global pharmaceutical company focused on advancing cutting-edge science and improving patients’ lives. The company has changed significantly to address today’s increasingly complex and multifaceted health care challenges. But our dedication to our founder’s philosophy and values – Integrity, Fairness, Honesty and Perseverance – has remained the same, fueling our innovation for tomorrow.



Diversity, equity and inclusion at Takeda

Our commitment to diversity, equity and inclusion (DE&I) stems from our values and our heritage. We intentionally embed DE&I in all aspects of our business. We strive to cultivate a culture that is inclusive of everyone and foster a workplace that is free from discrimination of any kind.

We partner with professional organizations dedicated to advancing the careers of women, people of color, members of the LGBTQIA+ community and other under-represented groups. These organizations enable us to access a diverse pipeline of potential employees and suppliers. They also act as thought partners as we strive to continually improve our approach to recruitment, retention and career development.



Some of our partners include:

[Executive Leadership Council \(ELC\)](#)

[Healthcare Businesswomen's Association \(HBA\)](#)

[Latinos in Bio](#)

[National Association of Asian American Professionals \(NAAAP\)](#)

[Out and Equal](#)



Takeda Resource Groups (TRGs)

Takeda Resource Groups (TRGs) are volunteer, employee-led groups based on shared identities, interests or life experiences with a common purpose of building community, providing opportunities for career development and networking, as well as advancing our mission. Each TRG is open to all employees, and nearly half of TRG members in identity-based groups are allies.

Our U.S. TRGs



Black Leadership
Council



Mosaic



Take Pride



STRIVE



Faith@Work



Impacto



Gender Parity
Network



PACT



BAL



EnAbles



Ignite

IMPACTO Language and Culture Programs

Nearly 20 Takeda employees from across the U.S. made up the most recent cohort of *Hablamos en Español*, which brings together Spanish speakers of all levels to develop comfort in Spanish and learn more about Latinx culture and heritage. Over the course of three months, each participant had the opportunity to build their language skills with a mentor fluent in Spanish, as well as attend cultural and linguistic awareness workshops for the entire cohort. Participation in the program empowers employees with valuable cross-cultural communication skills, enhancing opportunities to communicate with Spanish-speaking neighbors and colleagues as well as better understand the needs of Latinx patient communities and health care providers.

Now celebrating its fifth year, *Hablamos en Español* is a language and cultural awareness program spearheaded by the Massachusetts chapter of IMPACTO, Takeda's TRG for Hispanic/Latino individuals and allies. With more than 550 members, IMPACTO U.S. is focused on building cultural awareness of the Latinx community, advancing career development and increasing awareness of health care disparities for Latinx patients.

Building on the successful *Hablamos en Español* program, the IMPACTO U.S. TRG adapted its format to a new linguistic and cultural context to launch *Falamos em Português*, a pilot cultural exchange program in Portuguese. IMPACTO U.S. partnered with teams in Brazil, Spain and Portugal to create the program and recently celebrated the first cohort's graduation ceremony, marking an exciting milestone in the program's growth.

“I am impressed by colleagues who speak two or three languages in the office. My *Hablamos en Español* cohort introduced me to people from various backgrounds who wanted to share language, cultures and talents. I am more comfortable conversing with native Spanish speakers in the office, writing to commercial colleagues in Spain and have new friends in Cambridge. Sharing a language, just like sharing a meal, brings people together. Personally, I visited Costa Rica a few months ago and loved using my Spanish skills to not only get around but develop new relationships and have a few laughs.

Kathleen Corcoran, *global insights lead for gastroenterology and immunology, Global Product and Launch Strategy at Takeda*



Home Base

Andy Tate, associate director of health care provider marketing at Takeda, did not follow a traditional career path. Before joining Takeda, he was in the Marine Corps and deployed to the Middle East three times, including a tour in Iraq.

Following Andy's final deployment, he says he lost more of his fellow Marines to suicide after coming back than were lost in combat. Andy, too, struggled with post-traumatic stress disorder (PTSD) and found himself in a dark place.

That's when he got connected to Home Base, a national nonprofit founded by Massachusetts General Hospital and the Boston Red Sox. The organization provides clinical care, wellness, education and research for veterans, service members and their families.

Like many veterans transitioning to civilian life, Andy faced an uncertain future. He is grateful that Takeda offered him a job after leaving the military. This opportunity turned into a meaningful 17-year career in various sales and marketing roles.

Spurred by gratitude, Andy helped to co-found and co-lead STRIVE (Supporting Troops, Inspiring Veteran Engagement), Takeda's TRG for members of the military, veterans, families and allies. Through STRIVE, Andy seeks to provide the same sense of comradery he experienced while in the military with colleagues today.



Takeda has been so supportive of me. I've been transparent from day one about my struggles with PTSD. Takeda's culture makes it okay to share your story and has helped me to become a better leader through vulnerability, humility and gaining trust.

Andy Tate, associate director of Marketing at Takeda, co-founder of STRIVE

One of STRIVE's initiatives is the annual Run to Home Base event, which benefits Home Base. Takeda typically has a more than 40-person team participating in the event and another 20 people volunteering at water tables.

Based on their understanding of the military and veteran experience, the TRG has identified numerous ways to give back, including serving meals at homeless shelters for veterans, volunteering with the Fisher House Foundation and sending candy and letters to active-duty troops.



Takeda is proud to support the work of Home Base.

Sustainable societal impact via our partner network

Our strategic community partnerships and work with diverse suppliers enable us to have a long-term positive impact across the health care ecosystem. As with our internal team, it is equally important that our extended team reflect the patients and communities we seek to serve. We intentionally and thoughtfully design our processes and systems to enable diverse community partners and third-party suppliers to work with Takeda, including small organizations or those led by members of historically underrepresented groups.



Our goal is to even the playing field, so both big and small companies have an equal opportunity to work with Takeda. All suppliers are evaluated on their merit and capabilities. Small and diverse suppliers are often able to offer customized solutions, increased flexibility and fresh approaches to solving business challenges.

Joyce Eggers, global lead of Supplier Diversity at Takeda

Takeda Spotlight

Our small and/or diverse suppliers are often embedded in communities and bring with them fresh and unique problem-solving that help engage communities.

Supplier diversity by the numbers

\$978 million

spent with small and/or diverse U.S. suppliers in 2024

416

new small and/or diverse suppliers hired in the past three years

Joyce Eggers, global lead of supplier diversity at Takeda, is a passionate advocate for doing business with high-quality small and/or diverse suppliers. Among her many accomplishments in more than two decades with Takeda, a few examples of her recent work include:

Partnering with a small, Black-woman owned business to develop a new platform to help Takeda employees find small and/or diverse suppliers to engage in sourcing opportunities.

Establishing a mentoring program to help small and/or diverse suppliers grow their businesses by supporting and training them in business strategy, marketing, branding and more.

Seeking out small and/or diverse suppliers at conferences, interviewing them and introducing them to Takeda decision-makers.



Boston Lab Services

Elden Lainez grew up at a farm in a small village in El Salvador. At age 5, his father passed away and his mother moved to the U.S. to get a job to provide for her children, who remained in El Salvador with their grandparents. As the oldest child, Elden quickly took on significant responsibility. “Farm work is non-stop,” he says. “That work ethic has shaped me throughout my career.”

At age 16, Elden moved to the U.S. and earned a degree from Boston University on a scholarship. His first exposure to the pharmaceutical industry was cleaning floors at a big pharma company to support himself through college, but that was enough to show him the tremendous opportunities in life sciences fields. He changed his major to pharmacology, took research associate and lab management jobs in industry and eventually started his own lab management business, Boston Lab Services.

Boston Lab Services manages inventory and operations for biopharmaceutical labs so that scientists can focus on the next breakthrough. Elden created a training lab at his own facility so that his employees be fully equipped for their work at companies’ labs. In fact, he intentionally seeks out promising individuals in the community – at unemployment offices, veterans services departments, places of worship and more – and invites them to his training program. Boston Lab Services then hires the top talent from that program.

“Because of how I grew up, my personal mission is to connect good people with good opportunities. That’s how Boston Lab Services came to be.

Elden Lainez, *co-founder and president of Boston Lab Services*



Takeda was the first large pharmaceutical company to hire Boston Lab Services, then a little-known small business. Based on their high-quality work, flexibility, collaboration and innovative processes, they now support all our U.S. labs. Since Boston Lab Services began managing our labs in mid-2024, Takeda has realized substantial cost savings in the millions of dollars.

To further support the growth of the business, Takeda is sponsoring Elden's participation in Tuck Diversity Business Programs, part of Dartmouth's executive education school.



Boston Lab Services and Takeda employees

“We chose to work with Boston Lab Services because they aligned with our strategy and culture, and they had the capabilities we needed. We also appreciated their thoughtful, authentic responses to our questions, which were customized to our business needs. What is particularly special about their approach is that they intentionally match their team members with the specific needs and culture at each of our labs, leading to highly effective partnerships.

Hillary Ferrer, head of Lab Planning and Logistics at Takeda

DEEP DIVE:

Boston Lab Services

Takeda's work with Boston Lab Services shows how small and diverse suppliers can positively impact patients, local communities and our business goals. Our approach to supplier selection gives both large and small companies a chance to compete for our business on equal footing. When a local, small and/or diverse company wins the business on their merit, we see positive impact in the communities where we live and work. These partnerships are a win/win and ultimately further our innovation on behalf of patients.

Boston Lab Services



Philanthropy

To maximize our long-term societal impact, we work with community partners with a mix of local, state and federal focus areas. We strive to level the playing field so nonprofits of all sizes have the opportunity to partner with us. Our goal is to provide catalytic, multi-year grants to amplify the positive impact of our community partners and drive long-term, sustainable impact in communities.

Our philanthropic work is designed to enable nonprofits to devote more of their time to meeting community needs. As such, both our grant application process and the impact reports we request from grant recipients are designed to be as straightforward as possible, and these documents can be compiled with information that most nonprofits have readily available. We also partner with nonprofits to get feedback and further streamline our processes.



Philanthropy by the numbers in 2024

Committed **\$13.7 million** across seven U.S. nonprofits in 2024, bringing our total philanthropic commitment over the past four years to more than **\$68 million**

Average length of grant: **3 years**



Disaster relief by the numbers in 2024

Supported response to **330** large-scale disaster operations, including **23 major disaster operations**, via our partner the American Red Cross

Impacted 63 million lives in 18 different states

Our culture of giving back

Motivated by our mission of achieving better health for all, our employees help strengthen and build trust within our communities through volunteering and giving, whether individually, through Takeda Resource Groups, or through our corporate volunteer program. In return, their volunteering experiences provide them with insights and ideas on how to innovate within Takeda and implement changes in the industry.

Because Takeda's mission emphasizes making the world a better place, it's natural that our team gravitates toward opportunities to engage with and serve our communities. In 2024, we evolved our volunteer program from a designated month of service to a year-long initiative. This decision was made to better meet the needs of our community partners, who need helping hands throughout the year. It also served to further activate our already highly engaged employee network, driving a significant increase in volunteer hours.

We also financially support causes that our employees are passionate about. We have a robust matching gifts program that matches our employees' donations to eligible nonprofit organizations dollar-for-dollar. We also provide employees with volunteer rewards – \$10 for each hour volunteered – that they can donate to any eligible charity. On Giving Tuesday, we give employees charitable donation funds that they can direct to a community organization of their choice, and Takeda matches their donations, giving \$2 for every \$1 an employee chooses to donate.

“ I am very grateful for the opportunity to be part of the team and to support Science Club for Girls and help the organization pack its curriculum kits! It felt like I was part of a community. Also, meeting new Takeda team members from different organizations and making new connections was a good experience.

Aarti Joshi, *head of R&D Quality Digital Capability and Delivery at Takeda*

“ It was nice to get outside and work with my hands. The team was fun to be around and working together with strangers to help grow food for communities made me feel like I'm making an impact.

Alexis Snelson, *laboratory assistant, R&D at Takeda*

Packing health kits for the Dimock Center

The Dimock Center, located in Roxbury, Mass., provides community services to support the “whole person” – from primary care to specialty care, and from behavioral and mental health support to specialized child and family services. During a group volunteer activity, more than 100 Takeda employees came together to support the Dimock Center’s mission to create equitable access to comprehensive health care. Together with the Red Sox Foundation, the Takeda team packed 2,500 hygiene kits to provide essential items like shampoo, soap, deodorant and more for people in the hospital.

“I felt a huge sense of community. Aside from helping the cause, I got to interact with other Takeda employees and learn about what they do in their day-to-day work life. It was very interesting.

Karla Velez, associate director of Finance,
Global Quality at Takeda

2024: Giving back by the numbers

Total volunteer hours:

40,000+

(from approximately 22,000
in 2023 – an 80% increase!)

Total volunteers:

3,500+

Employees volunteered at

565

nonprofit organizations

\$6.6 million

donated to 5,482 nonprofit
organizations through employee
donations, volunteer rewards
and Takeda’s match



Takeda employees packing health kits for the Dimock Center



Takeda employees volunteering
at Community Servings



Takeda employees volunteering at Urban Farming Institute

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2024

Equitable Access for Long-Term Community Health

2024 U.S. COMMUNITY IMPACT REPORT

