



Takeda's Human Rights Commitment

2025

Takeda exists to create better health for people, and a brighter future for the world. Endorsed by the Takeda Executive Team, our human rights commitment is guided by our values of Takeda-ism and is reinforced within our Global Code of Conduct.

Since its initial adoption in 2021, Takeda regularly reviews its human rights commitment. The latest version updates our human rights priority areas, explains our program governance and details our approach to respecting human rights across our operations and value chain.

Overarching commitment

As a signatory of the United Nations Global Compact, Takeda is committed to respecting internationally recognized human rights within every aspect of our business, across our value chain and the communities we serve. Our commitment is to do so in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct. Our commitment covers all internationally recognized human rights.¹ We are continually aiming to enhance our processes to work toward fulfilling this commitment.

Governance and policy framework

Takeda's Global Risk, Ethics & Compliance Committee holds accountability for Takeda's Human Rights commitment. A dedicated Human Rights team within the Ethics and Compliance function is responsible for operationalizing Takeda's human rights commitment, collaborating closely with functional experts to embed human rights due diligence, in prioritized areas across our operations.


Our human rights commitment is embedded within Takeda's [Global Code of Conduct](#), which outlines what we stand for, how we conduct ourselves and applies to all our employees. Furthermore, we require all third parties with whom we engage to agree to these same expectations as outlined within our [Supplier Code of Conduct](#). Several of our policies, positions and procedures also reflect our human rights commitment.

Embedding human rights due diligence

Our due diligence processes enable us to identify, assess and address potential human rights impacts on an ongoing basis. This includes but is not limited to:

- **Regular assessment and prioritisation of potential human rights risks and impacts** across our value chain
- **Appropriate actions to respond to identified impacts**, focusing on embedding human rights considerations into relevant business processes

¹ "Internationally recognized human rights" refer to those included in the International Bill of Human Rights, which is comprised of the Universal Declaration of Human Rights (UDHR), the International Covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR), as well as the International Labour Organization (ILO) Core Labor Standards.

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- **Our Global Third Party Risk Management** program and related work with our business partners to address potential human rights impacts
 - **Engagement with stakeholders and partnering with others**, including as part of industry initiatives
 - **Awareness-raising and internal capacity-building** to support the implementation of Takeda's human rights commitment **within prioritised areas of our business**
 - **Regular disclosure about our human rights due diligence**, including as part of our sustainability disclosures

You can find additional information on our global [corporate website](#).

Human rights priority areas

Informed by the outcome of our global Human Rights Impact Assessment, we have identified four prioritised human rights:

- **Health:** Promoting and protecting the health of patients and donors, participants in clinical trials, communities, and other groups we interact with
- **Safe, healthy, just and favorable conditions of work:** Promoting adequate working conditions and occupational health and safety for employees within Takeda operations and workers within our value chain
- **Freedom from discrimination:** Promoting fair, non-discriminatory and inclusive practices within Takeda and our value chain
- **Clean, healthy and sustainable environment:** Promoting environmental sustainability across our operations, value chain and communities we serve

These priority human rights enable us to focus our efforts to respect human rights. However, we recognize that human rights risks can evolve as a result of changes in our operations and our operating context, and we regularly review and update our understanding of our priority human rights areas to ensure we are able to adapt to evolving human rights risks globally.

Access to remedies and grievance mechanisms

We strive to create and maintain a safe place for employees and third parties to raise concerns about potential misconduct, including human rights violations, and we provide access to several channels for this purpose, including [Takeda Ethics Line](#).

We take timely and appropriate actions to address any behaviors or practices that can cause or contribute to potential adverse human rights impacts. In addition, we are committed to analyzing and evaluating root causes to help prevent any similar impacts from arising in the future and providing access to timely remedy.

Additional information

Related external disclosures can be found on our global [Sustainability Disclosure Portal](#).