



TakPAC's PURPOSE

TakPAC offers eligible Takeda employees a way to join together to support the election of candidates, regardless of their political affiliation, who share our vision to drive innovation and ensure patient access.



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MESSAGE FROM THE CHAIR



IT TAKES A TEAM

Two thousand nineteen was a milestone year for Takeda—we finalized the acquisition of Shire and are well on our way to truly becoming One Takeda. With an expanded geographic footprint and 50,000 employees worldwide, we are now a global biopharmaceutical leader bringing our highly innovative medicines to approximately 80 countries/regions. The U.S. market has never been more important to the company with approximately 50 percent of our revenue coming from the U.S. and over 18,000 employees dedicated to serving the needs of patients.

While this growth is exciting, it brings with it an increased exposure to U.S. public policy and therefore an increased need to strengthen and develop the relationships we build with lawmakers at every level of government.

We work to create positive political interactions with both Democrats and Republicans through a U.S. Public Affairs strategy that includes direct advocacy, grassroots engagement and political contributions—contributions we are able to make because of TakPAC.

We are proud to report that 249 Takeda team members voluntarily contributed more than \$150,000 and supported more than 40 candidates and committees in 2019.

This TakPAC annual report provides our donors and interested parties alike with a full accounting of the political candidates and committees that received the PAC's support in 2019. It also includes a detailed financial statement and the criteria used to determine which candidates and committees qualify for support.

We are proud to share this information as part of our commitment to transparency.

Issues like drug pricing and transparency, Medicare reform, healthcare reform, and patient issues such as access and step therapy continue to be among our top policy priorities for the coming year. Combined with a big election year, we have our work cut out for us in 2020.

Rick Ascroft

2019 TakPAC Chairman

*Senior Vice President, Managed Markets
Takeda Pharmaceuticals U.S.A., Inc.*



249

TAKEDA U.S. EMPLOYEES
PARTICIPATED
IN TakPAC

10

TAKEDA COLLEAGUES
SERVE ON THE TakPAC
BOARD OF ADVISORS

\$151,650

TOTAL VOLUNTARY CONTRIBUTIONS
FROM ELIGIBLE TAKEDA EMPLOYEES

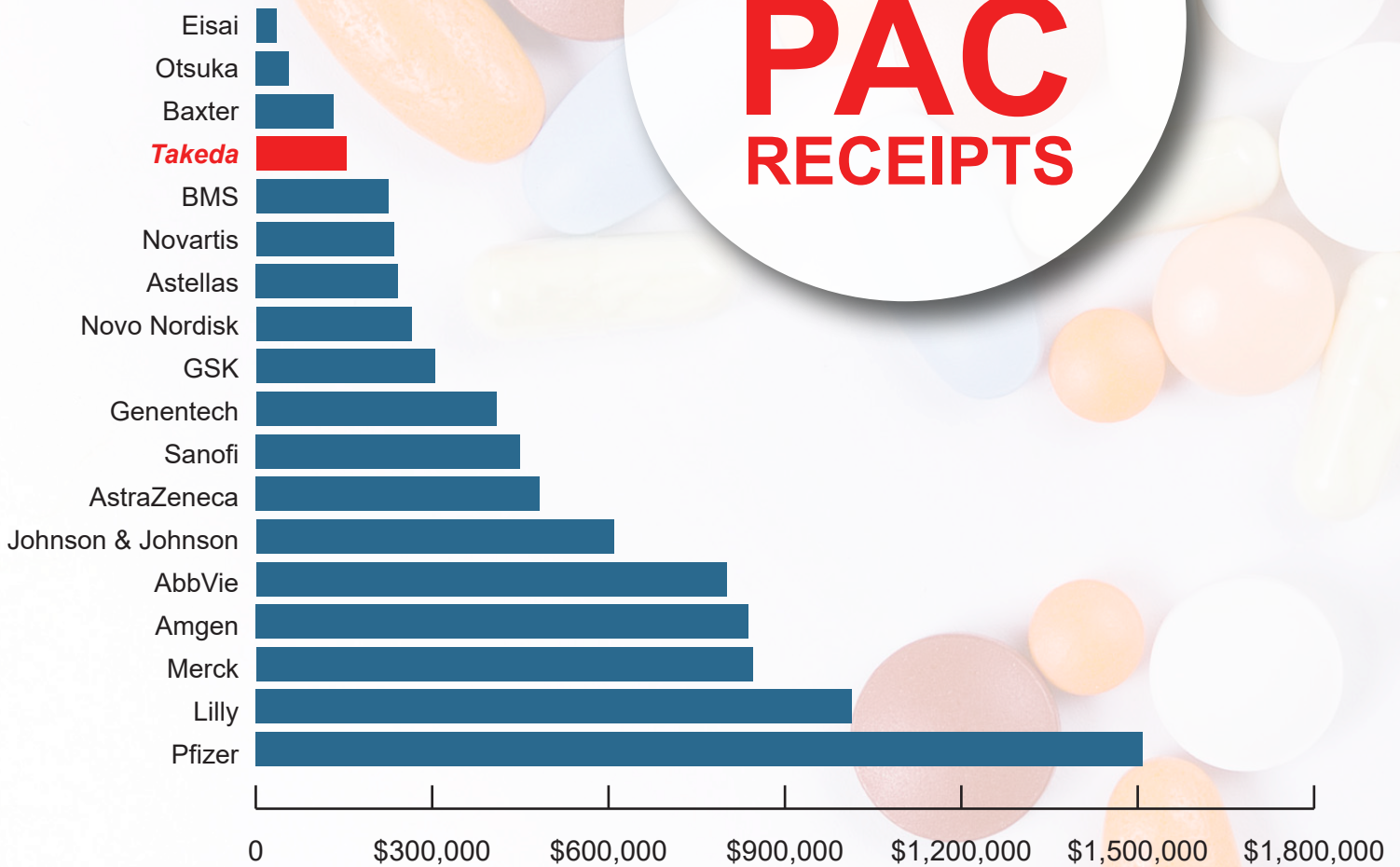
\$81,000

CONTRIBUTED TO

43

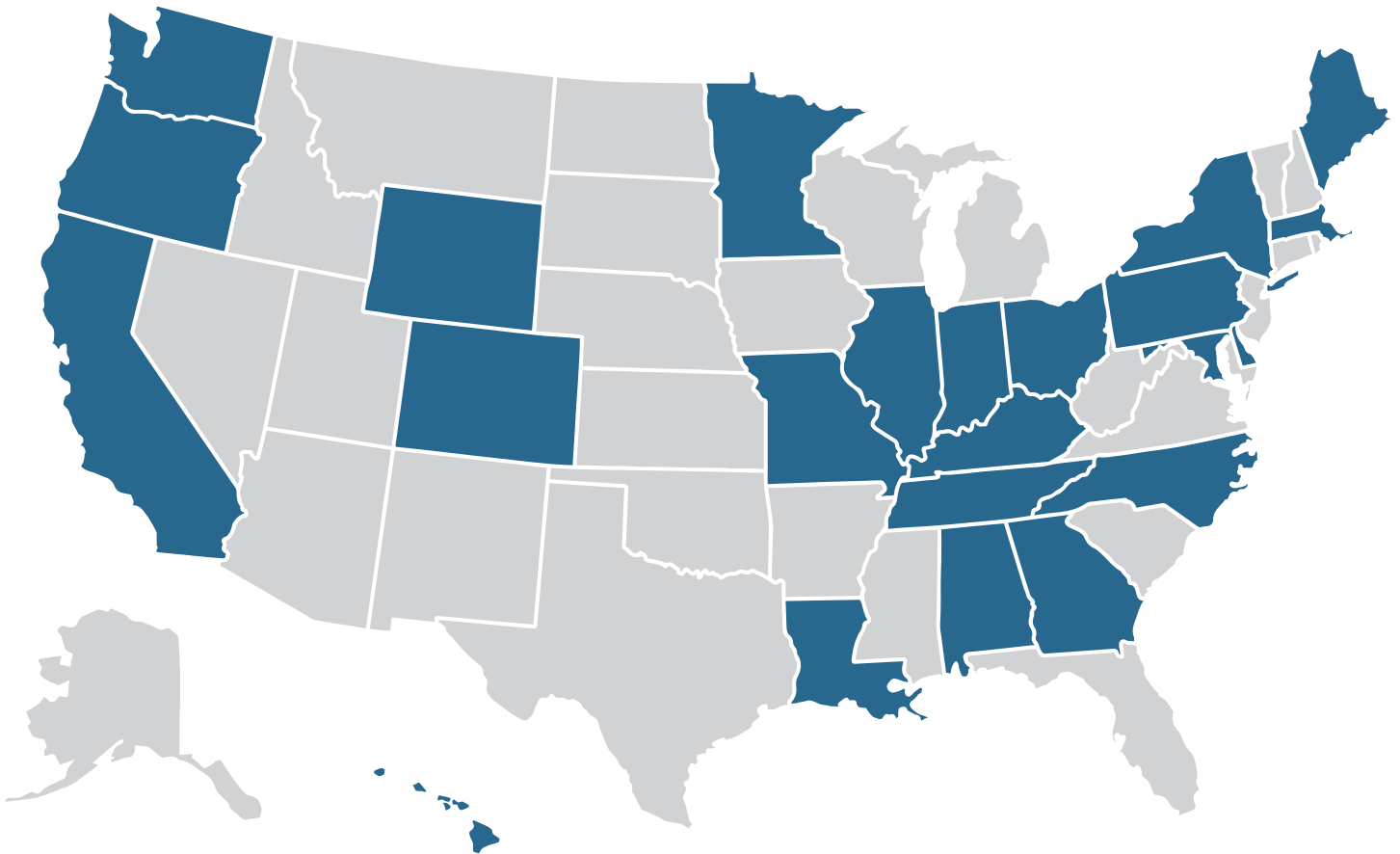
FEDERAL
CANDIDATES &
COMMITTEES

2019
PAC
RECEIPTS



100

The U.S. government accounts for nearly half of all U.S. healthcare spending, and its policies, legislation, and regulations impact the entire healthcare system.



Drug Pricing/ Transparency



Medicare Reform



Patient Issues

Access/Step Therapy



Healthcare Coverage



2019 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2019)	\$ 44,716.68
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REVENUE

Receipts from Voluntary Employee Donations	\$ 151,649.95
Transfer from Shire PAC	\$ 36,847.19
Total	\$ 188,497.14

DISBURSEMENTS

Federal Candidates & Political Committees	\$ 81,000.00
Operating Expenses (bank fees)	\$ 2,283.03
Total	\$ 83,283.03

Ending Balance (12/31/19)	\$ 149,930.79
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2019 TakPAC Officers and Board of Advisors*

A Board of Advisors oversees the TakPAC program and is comprised of employees who represent a broad spectrum of Takeda's U.S. business.

OFFICERS

CHAIR



RICHARD ASCROFT

SVP, Managed Markets U.S. Business Unit

VICE CHAIR



LAURA CLINE

VP, Therapeutic Area Policy and Patient Advocacy, U.S. Business Unit

TREASURER



MIKE HENNING

VP, U.S. BU Controller and Finance Operations

ASST. TREASURER



PATRICK BUTLER

Head, U.S. Tax

ADVISORS

Laurene Giagnorio

SVP, Human Resources & Administration, U.S. BU

Steve Schaefer

SVP, Neuroscience Business Unit, U.S. Business Unit

Eric Hahn

Head, Operating Unit (Biologics), Global Manufacturing and Supply

Dobson Schofield

Head Ethics and Compliance, U.S. Business Unit

Liz Lewis

Head of Global Oncology Patient Value, Policy and Access, Oncology Business Unit

David Weitz

Head, Takeda California (TCAL) & Global Research Externalization, TCAL/R&D

How TakPAC Decides Who to Support

TakPAC invests employee donations in candidates based on their:

- Support for innovation and positions on key issues affecting Takeda and our patients;
- Representation in districts/states where Takeda facilities or employees are located;
- Leadership position or membership on key committees dealing with issues important to Takeda;
- Character, integrity and leadership abilities; and
- Financial need and nature of the opposition.

Political party affiliation or positions on non-business policy issues are not criteria for candidate support.

TakPAC members may recommend candidates for support based on these criteria by contacting TakPAC@Takeda.com.

*Titles and membership reflective of 2019 roles.

TakPAC Contributions to Federal Candidates & Political Committees

Candidates	Party	District	Amount
Alabama			
Sen. Doug Jones	D		\$1,000
California			
Rep. Doris Matsui	D	6	\$1,000
Rep. Kevin McCarthy	R	23	\$1,500
Rep. Scott Peters	D	52	\$2,500
Rep. Raul Ruiz	D	36	\$2,500
Colorado			
Sen. Cory Gardner	R		\$1,000
Delaware			
Rep. Lisa Blunt Rochester	D	1	\$1,000
Sen. Tom Carper	D		\$1,000
Sen. Chris Coons	D		\$1,000
Georgia			
Rep. Buddy Carter	R	1	\$1,000
Rep. Doug Collins	R	9	\$1,000
Rep. Drew Ferguson	R	3	\$1,500
Hawaii			
Sen. Mazie Hirono	D		\$1,000
Illinois			
Rep. Cheri Bustos	D	17	\$1,000
Sen. Tammy Duckworth	D		\$1,000
Rep. Raja Krishnamoorthi	D	8	\$1,000
Rep. Darin LaHood	R	18	\$2,500
Rep. Brad Schneider	D	10	\$2,000
Indiana			
Rep. Larry Bucshon	R	8	\$1,000
Kentucky			
Rep. Brett Guthrie	R	2	\$1,000
Sen. Mitch McConnell	R		\$2,500
Louisiana			
Sen. Bill Cassidy	R		\$1,000
Maine			
Sen. Susan Collins	R		\$1,000
Maryland			
Rep. Steny Hoyer	D	5	\$1,500
Massachusetts			
Rep. Katherine Clark	D	5	\$5,000

TakPAC Contribution Limits

\$5,000 per primary and general election to a federal candidate's campaign committee.

\$15,000 per calendar year to each national party committee, such as the Democratic and Republican national, senatorial and congressional campaign committees.

\$5,000 per year to a federal incumbent's leadership PAC. Leadership PACs may be sponsored by Members of Congress to support other candidates from their political party in order to position themselves for future leadership spots or committee chairmanships. These are separate from a member's campaign committee.

\$5,000 per year to a state or local party committee. Contribution limits for state and local candidates vary by state laws.

2019 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
Minnesota			
Rep. Tom Emmer	R	6	\$1,500
DFL Caucus	D		\$1,000
Missouri			
Sen. Roy Blunt	R		\$1,000
Rep. Billy Long	R	7	\$1,500
New York			
Rep. Tom Reed	R	23	\$1,000
North Carolina			
Rep. Patrick McHenry	R	10	\$2,500
Sen. Thom Tillis	R		\$2,500
Ohio			
Rep. Brad Wenstrup	R	2	\$2,500
Oregon			
Rep. Greg Walden	R	2	\$2,500
Pennsylvania			
Rep. Chrissy Houlahan	D	6	\$2,000
Rep. Mike Kelly	R	16	\$1,000
Tennessee			
Rep. Phil Roe	R	1	\$1,000
Washington			
Sen. Patty Murray	D		\$2,500
Wyoming			
Rep. Liz Cheney	R	1	\$1,000
Total			\$61,000

“As someone who is politically active, I have concerns about the negative way many politicians treat our industry. I joined TakPAC to help fight for medical innovation, give a voice to our patients, and to support our industry by improving law makers’ understanding of what it is we really do.”

— Julie Orlando-Gibson,
Senior Sales
Representative NSBU

Federal Political Committees	Political Affiliation	Amount
Moderate Democrats PAC	D	\$5,000
New Democrat Coalition PAC	D	\$5,000
Republican Mainstreet Partnership PAC	R	\$5,000
Total		\$15,000

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

*State Level Contribution



PUBLIC POLICIES IMPORTANT TO TAKEDA

Takeda's U.S. Public Affairs staff works to educate state and federal elected officials about issues affecting our products and therapeutic areas. Public Affairs also advocates for policies that reflect our patient-centric approach, and to be the voice for patients in public policy discussions on Capitol Hill and in state capitals across the country. It is important that elected leaders know how their decisions and policies will impact the health of patients in their district or state.

The U.S. Public Affairs team is committed to providing information to all employees about the public policy issues that impact our company. We believe it is important for everyone at Takeda to understand the impact, positive and negative, that public policy decisions have on our company and the patients we serve.

KEY ISSUES AT STAKE FOR TAKEDA



Healthcare
Coverage



Medicare
Reform



Patient Issues
Access/Step Therapy



Drug Pricing/
Transparency

EMPLOYEES ENGAGED IN TakPAC CREATE ENVIRONMENT OF INNOVATION

TOOLS FOR SUCCESS



Corporations may not contribute directly to the campaigns for federal and many state candidates. Federal and state laws, however, allow employees to join together through a PAC and make political contributions to protect the future of our company.



ADVOCACY

TakPAC is non-partisan. It does not make contributions to candidates based upon their political affiliation. TakPAC provides financial support to federal and state candidates.



STEWARDSHIP

Takeda pays nearly all of the PAC's administrative costs.

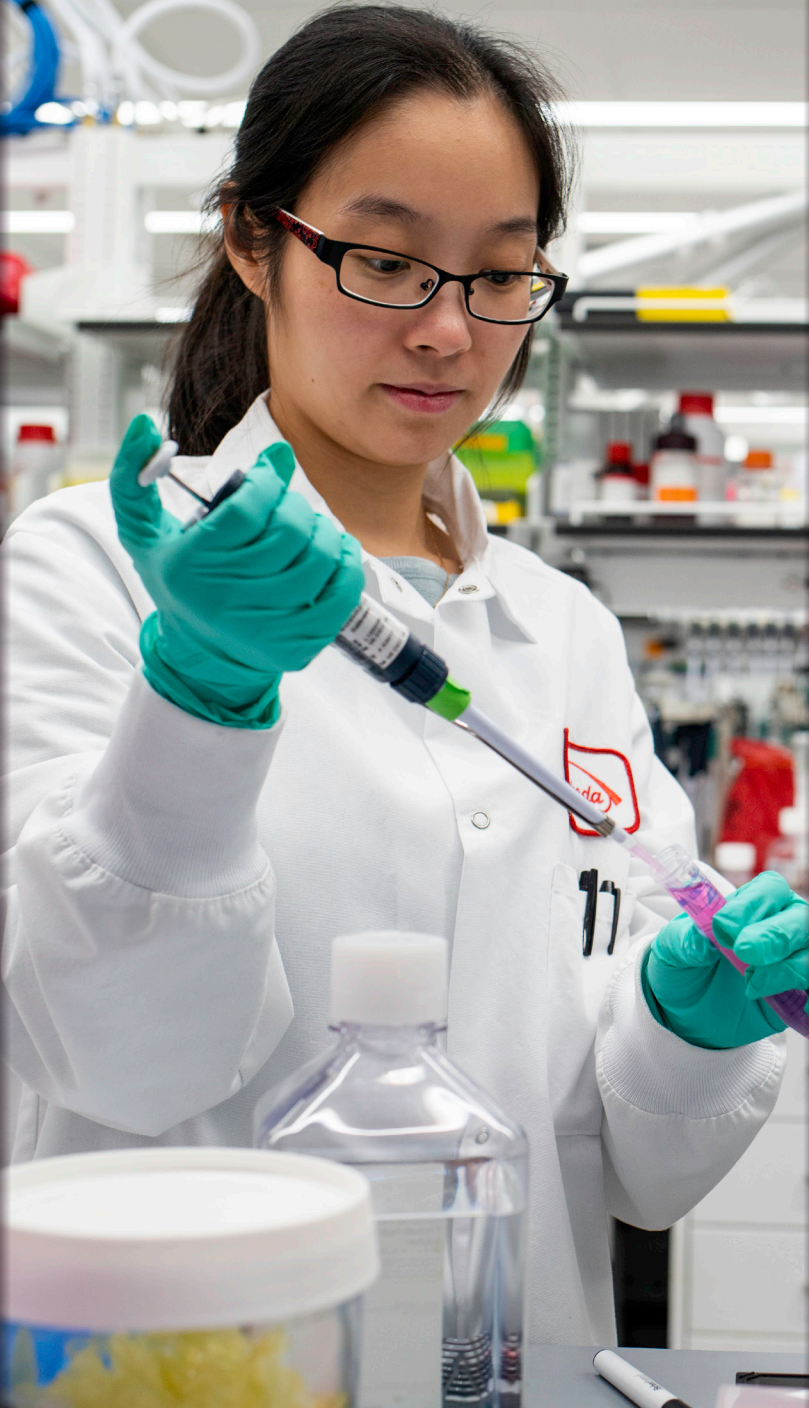


TRADITIONAL PAC

TakPAC is NOT A SUPER PAC! It is a legal and ethical traditional PAC and complies with all solicitation and contribution limits.

“Creating and maintaining a political environment that allows us to put patients first and that continues to foster an environment focused on innovation for patients requires good relationships with our lawmakers.”

— Liz Lewis, Head of Global Oncology Patient Value, Policy and Access, Oncology Business Unit



For more information about TakPAC,
visit www.TakedaPAC.com
or contact TakPAC@takeda.com.

The purpose of the Takeda Political Action Committee is to provide monetary contributions and other support to candidates for federal, state, and local offices. Support of TakPAC is completely voluntary, the contribution guidelines set forth on www.takedapac.com are only suggestions, and eligible employees are free to contribute more or less than the guidelines, or nothing at all. Takeda will neither favor nor disadvantage eligible employees because of the amount of contributions or decisions not to contribute, and eligible employees may refuse to contribute without reprisal. Eligible employees should understand that (i) payroll deductions will be made in accordance with the company's payroll system and will continue until the eligible employee notifies the PAC Treasurer in writing that the authorization is revoked, (ii) TakPAC contributions are for political purposes and therefore are not deductible for federal income tax purposes, and (iii) federal law requires TakPAC to report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 in a calendar year to the Federal Election Commission. Eligible employees understand that they must certify they are either a United States citizen or a foreign national lawfully admitted to the United States for permanent residence as defined by Section 101(a)(20) of the Immigration and Nationality Act (§ U.S.C. Section 1101 (1)(20)).



Takeda Political Action Committee

2019 ANNUAL REPORT

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