



Global Corporate Overview

Better Health, Brighter Future

Last Updated September 2022



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“Our goal is to continue to grow Takeda into the most trusted, science-driven, digital biopharmaceutical company. This is grounded in our mission to transform the lives of patients and bring greater value to society. Our approach to science is based on putting patients first.”

Christophe Weber
President & CEO

SUPPORTING PATIENTS
FOR OVER 240 YEARS

WHO WE ARE

Creating better health for people and a brighter future for the world is Takeda's purpose. The science and technology we advance are constantly evolving, but our ambition remains. We strive to deliver truly transformative treatments, significantly increasing the value that we bring to society.



A Global Biopharmaceutical Company

HEADQUARTERS
TOKYO, JAPAN

GLOBAL HUB
**CAMBRIDGE,
MA, USA**

40 NEW MOLECULAR
ENTITY CLINICAL
STAGE ASSETS

PRESENCE: APPROX. IN
80 COUNTRIES
& REGIONS

30+ MANUFACTURING
SITES

3 RESEARCH
SITES

200+
PARTNERSHIPS TO HELP
US BRING INNOVATION
TO PATIENTS

TOP EMPLOYER® IN

39

COUNTRIES & 4 REGIONS

FY21 REVENUE



* Convenience translation of reported JPY figures into USD at an average rate of 121.44 JPY/USD. FY2021 revenue amount as of March 31, 2022.



FOUNDED IN

1781

OSAKA, JAPAN

**OUR
PEOPLE**

Our Corporate Philosophy



Purpose Better health for people, brighter future for the world.

Vision Discover and deliver life-transforming treatments, guided by our commitment to patients, our people and the planet.

Values: Takeda-ism We are guided by our values of Takeda-ism which incorporate **Integrity, Fairness, Honesty and Perseverance**, with Integrity at the core. They are brought to life through actions based on **Patient-Trust-Reputation-Business**, in that order.

Imperatives

PATIENT

- Responsibly translate science into highly innovative, life-changing medicines and vaccines
- Accelerate access to improve lives worldwide

PEOPLE

- Create an exceptional people experience

PLANET

- Protect our planet

UNLEASH THE POWER OF DATA AND DIGITAL

- We strive to transform Takeda into the most trusted, data-driven, outcomes-based biopharmaceutical company



COMMITMENT TO PEOPLE

From a single stall in an Osaka market to a global biopharmaceutical leader, we've always maintained a single set of values to guide our commitment to patients, our people and the planet. And that has given us incredible stories to tell.

Our belief in putting people first extends beyond patients. It includes their families, their communities, and our Takeda colleagues and their families. It is our passion for people that transforms our work into meaningful action.

Takeda strives to nurture a workplace that is as diverse as the patients we serve; inclusive in our behaviors; and equitable in our actions.



RECOGNITION AROUND THE WORLD

Proud to be recognized around the world for our workplace environment and employee offerings.



OUR UNIQUE CULTURE

We've embodied our corporate philosophy in the Hirameki: Garden of Inspiration. This virtual environment represents our proud history and heritage and is one way our colleagues learn about and experience our culture.

Takeda Executive Team



CHRISTOPHE WEBER
Representative Director;
President & CEO



ANDY PLUMP
Director; President,
Research & Development



COSTA SAROUKOS
Director;
Chief Financial Officer



GABRIELE RICCI
Chief Data &
Technology Officer



KOKI SATO
Corporate Strategy
Officer & CEO Office



GILES PLATFORD
President, Plasma-Derived
Therapies Business Unit



JULIE KIM
President,
US Business Unit

NATIONALITIES
9

AGES
30-60s

WOMEN
33%



JERRY GRECO
Global Quality Officer



LAUREN DUPREY
Chief Human Resources
Officer



MARCELLO AGOSTI
Global Business
Development Officer



MASATO IWASAKI
Representative Director;
Japan General Affairs



MILANO FURUTA
President, Japan
Pharma Business Unit



RAMONA SEQUEIRA
President,
Global Portfolio Division



THOMAS WOZNIEWSKI
Global Manufacturing &
Supply Officer



MWANA LUGOGO
Chief Ethics &
Compliance Officer



TAKAKO OHYABU
Chief Global Corporate Affairs
& Sustainability Officer



YOSHIHIRO NAKAGAWA
Global General Counsel



TERESA BITETTI
President, Global
Oncology Business Unit

HOW WE INNOVATE

We are innovators and collaborators with a robust partnership model that is key to bringing forward truly transformative treatments for patients who have significant unmet needs. Our world-class labs are partnered to access cutting-edge science wherever it originates, helping us build one of the most modality-diverse pipelines in the industry. Together, with our investments in data and digital, we aim to revolutionize how we treat disease and improve patients' experiences.



20+ conditions treated with our medicines and vaccines



We are focused on key areas of unmet needs, including patient identification and diagnosis, digital health and devices, and integrated evidence-based solutions.

NEUROSCIENCE

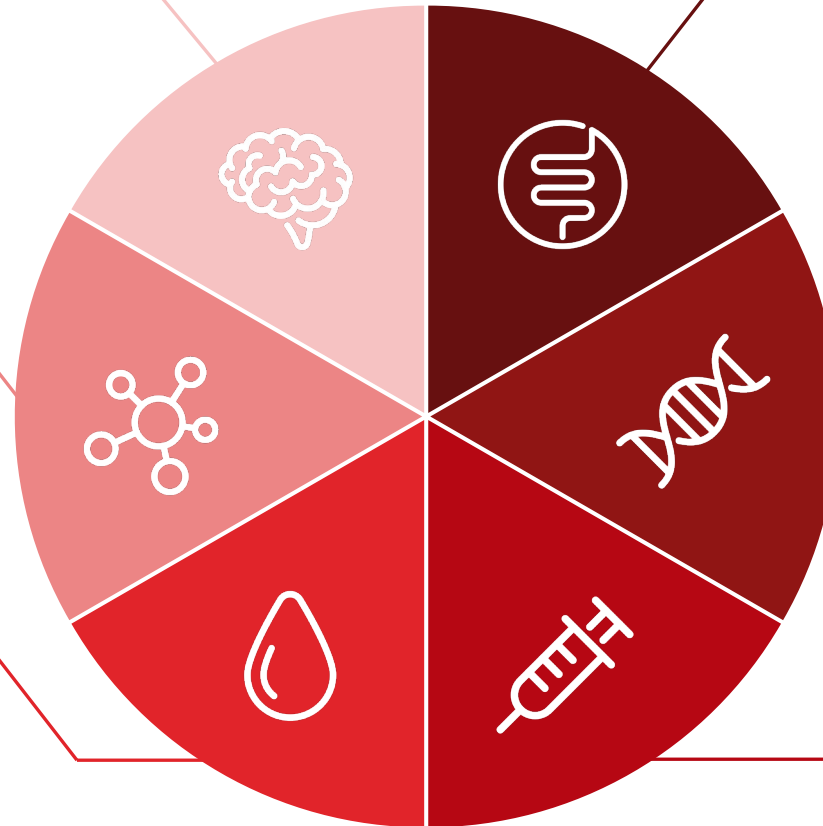
- Attention-Deficit Hyperactivity Disorder (ADHD)
- Major Depressive Disorder (MDD)

ONCOLOGY

- Multiple Myeloma
- Non-Small Cell Lung Cancer

PDT IMMUNOLOGY

- Immunodeficiency and autoimmune diseases
- Primary immunodeficiency (PI)
- Alpha-1 Antitrypsin Deficiency



GASTROENTEROLOGY

- Ulcerative Colitis
- Crohn's Disease
- Crohn's Disease
Complex Perianal Fistula
- Short Bowel Syndrome

RARE DISEASES

- Hunter Syndrome
- Type 1 Gaucher disease
- Fabry disease
- Hereditary Angioedema (HAE)
- Hemophilia A
- Von Willebrand disease
- Hypoparathyroidism
- Cytomegalovirus (CMV) infection

VACCINES¹

- Dengue
- COVID-19

Research and Development



At Takeda, we exist to create better health for people and a brighter future for the world. While the science and technology we advance are constantly evolving, our ambition remains. We move science forward, so we can transform more lives.



Approx.

40 NEW MOLECULAR ENTITY
CLINICAL STAGE ASSETS

Robust Clinical Pipelines of
Novel Mechanisms

Approx.

50% OF PIPELINE WITH ORPHAN
DRUG DESIGNATION

SMALL
MOLECULES

- BIOLOGICS
- CELL & GENE THERAPIES
- MICROBIOME & OTHER MODALITIES
- PEPTIDES & OLIGONUCLEOTIDES

70%

Diversified Modalities
in Research

Advancing multiple first-in-class immuno-therapy candidates in blood cancers and solid tumors, as well as clinical momentum in rare diseases in children.



200+

Active Partnerships

More than 60% of our pipeline is partnered allowing us to tap cutting-edge science and innovation at the source. External partnerships across start-ups, biotech and academia help us bring innovative ideas to the table.



\$4.7 Bn*

R&D Investment for FY21

In addition to late-stage programs with potential to launch multiple products in the near-term, critical programs in earlier stages of development provide sustainable long-term opportunities.

*Amount as of March 31, 2022.

Our Digital Growth



- **IT INFRASTRUCTURE**

PDT is building a data and digital first business

- **VIRTUAL REALITY**

Used in manufacturing interviews and training

- **AUGMENTED REALITY**

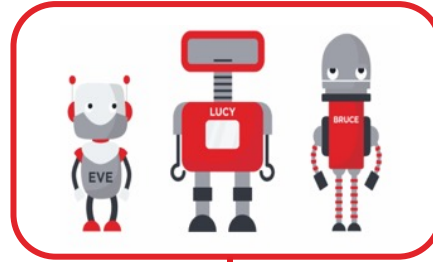
For meetings with oncology HCPs in Japan

- **AI COLLABORATION**

Takeda and MIT team up to solve specific business challenges

- **AUTOMATION**

Employees empowered to transform digital processes with Robotic Process Automation (RPA).



MIT-Takeda Program

Our digital transformation across the business has and will continue to advance how we deliver care.

PURPOSE-LED SUSTAINABILITY

We're committed to creating value for society by putting our core strengths and capabilities to work. By addressing unmet medical needs, supporting sustainable health care systems, mitigating climate change and striving to create a diverse and inclusive organization where people can thrive, we aim to help solve key societal challenges — this is what we call purpose-led sustainability.



Access to Medicines



Our Access to Medicines (AtM) programs continue to positively impact the lives of patients, particularly those diagnosed with a serious condition in underserved communities around the world.



Health Systems Strengthening

Takeda's Health Systems Strengthening initiatives are addressing barriers to access around the world.

Our partner programs, the Blueprint for Innovative Healthcare Access and BVGH programs in Sub-Saharan Africa, have screened more than **200,000** patients for cancer, diabetes and hypertension; identified more than **12,000** patients for treatment and trained over **3,300** healthcare professionals and community health workers.

Data up to September 2021



Innovative Affordability Programs

Takeda's Innovative Patient Affordability and Charitable Access Programs, provide access to innovative medicines in more than **55 countries and territories** around the world.

These programs have bridged the affordability gap for more than **4,500** patients.

Data up to December 2021



Building Trust

Takeda was ranked **6th overall** and **leads the industry** in Governance of Access as per the latest 2021 [AtM-Index rankings](#)

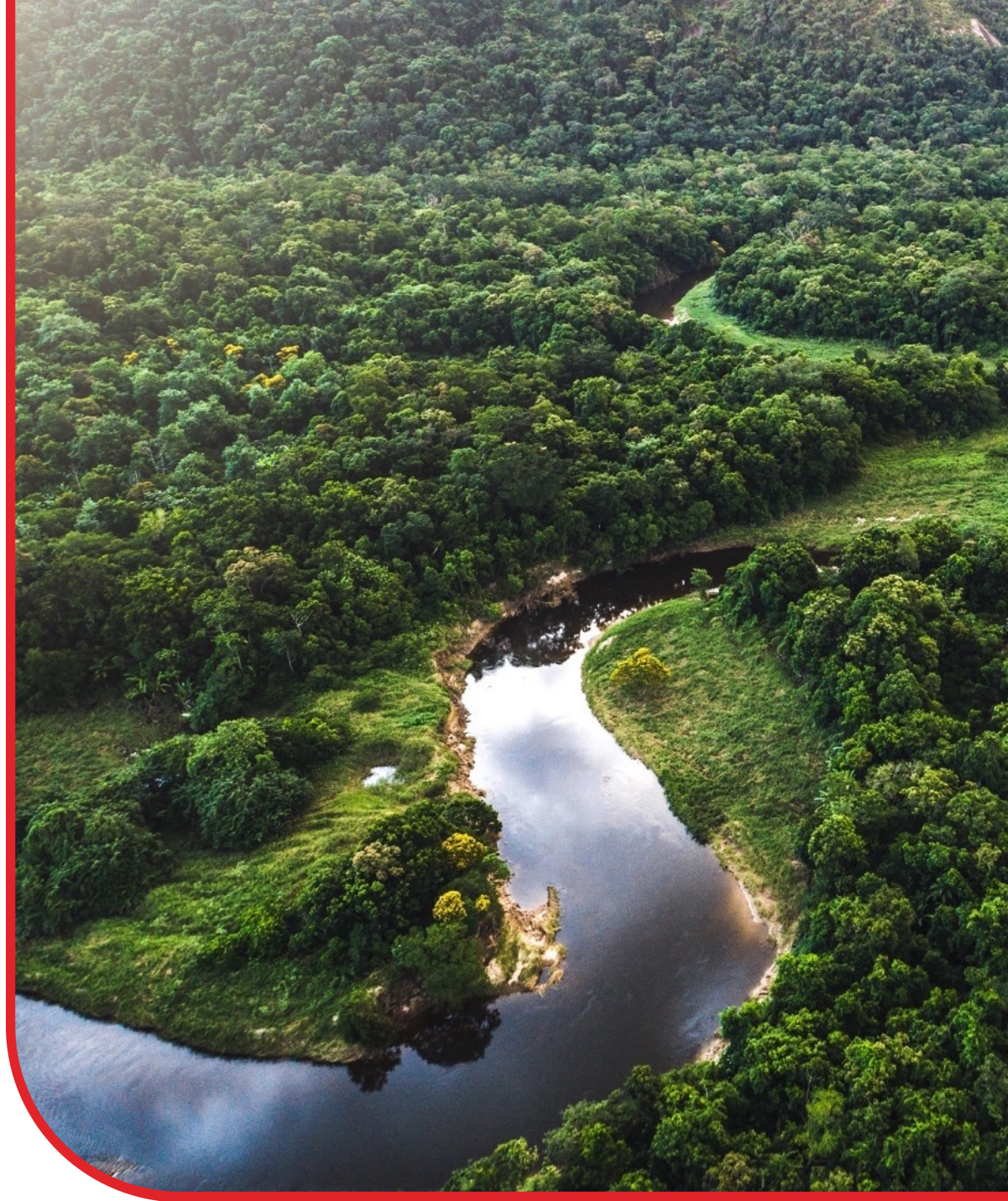
LEARN MORE IN THE 2020 ACCESS TO MEDICINES PROGRESS REPORT ON [TAKEDA.COM](https://www.takeda.com)

COMMITMENT TO THE PLANET

Protecting our shared environment and advancing innovation in environmental sustainability is a priority.

We recognize that risks to the health of the environment pose risks to human health, including the spread of some of the same infectious diseases we're working to eradicate.

We are proud to have been recognized with an 'A-' for climate change leadership by the CDP



Our actions to protect the environment...



Achieved and maintained Carbon Neutrality

across our value chain by FY2020



67% of suppliers by emissions

will establish science-based
targets by FY2024



40% reduction of our green- house gas emissions by FY2025

(from FY2016 baseline)

2021

100% Renewable Energy Japan

Several of our Japanese sites purchase 100% renewable electricity, which will result in 30% annual reduction of CO₂ emissions



Natural Gas to Green Steam Cambridge, Massachusetts, U.S.

Conversion will reduce operational greenhouse gas emissions by 40-50%



Solar Installation Los Angeles, California, U.S.

Annual reduction of electricity purchases by ca. 833 MWh and elimination of GHG emissions by 280 metric tons of CO₂ eq.



Zero Energy Building Singapore

Ground-breaking for first zero carbon emissions building following the Singapore zero energy building scheme



...are aligned with global commitments



50% of paper and fiberboard packaging by FY2025

recycled or forest stewardship certified on secondary and tertiary level



90% waste diversion from landfill

By FY2025



Carbon net-zero in our own operations before 2035



Carbon net-zero in our value chain before 2040



90% of Water Recycled
Lessines, Belgium

First large-scale wastewater recycling facility of its kind to be used in the pharmaceutical industry



Supplier Collaboration
Energize Program

A first-of-its-kind initiative by 10 pharma companies to increase access to renewable energy sources for suppliers



Sustainability by Design
Lead to Industry-First Process

Applying "Green Chemistry" Principles to R&D process led to reducing water usage in the manufacturing process



Our Global CSR Program & Partnerships



Our Global CSR strives for better health for people and a brighter future for the world, where prevention measures are exponentially advanced, the health workforce is empowered, systems are prepared against emergency shocks, and people are freed from the burden of disease, with reliable access to quality care.

GLOBAL CSR PROGRAM

Active in

74

COUNTRIES

Selected annually



BY EMPLOYEE
VOTES

FY2016-2021

¥16.2 bn

TOTAL DONATION
AMOUNT COMMITTED

A total of

20

GLOBAL CSR
PROGRAMS

GLOBAL CSR PARTNERSHIPS

WORKING TOGETHER WITH GAME-CHANGING
MULTILATERAL AND ACADEMIC INSTITUTIONS WORLDWIDE





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Global Corporate Affairs



Visit us online at
www.takeda.com

Takeda Global Headquarters





Appendix

Our History 1781 – 1979



FOR BUSINESS

1781

COMPANY FOUNDED

Chobei Takeda I sets up his business in Osaka

1895

PRODUCTION

Pharmaceutical manufacturing begins in Takeda's factory

1915

OSAKA FACTORY

Opens as "Takeda Pharmaceutical Manufacturing Plant"

1943

COMPANY NAME

becomes "Takeda Pharmaceutical Company Limited"

1949

INITIAL PUBLIC OFFERING

Takeda listed on the stock market

1951

INTERNATIONAL BUSINESS

Starts with North and Central America and Asia

1871

INTERNATIONAL TRADE

Takeda pioneers in the importation of western medicines

1914

PROPRIETARY RESEARCH

activities begin

1940

"NORI" PRINCIPLES

which underpin Takeda-ism, are established

1946

HIKARI FACTORY

Opens in Yamaguchi prefecture

1950s

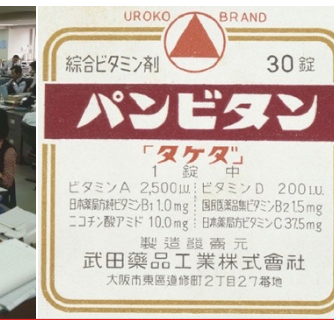
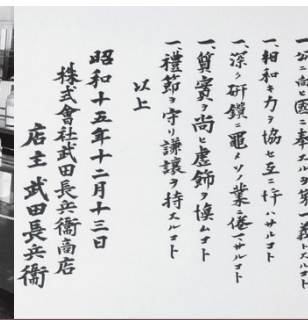
PANVITAN® & ALINAMIN®

Japan's first multivitamin product and a Vitamin B1 derivative launch

1961

COMPANY LOGO

The current "Dakiyama" logo is created



FOR SOCIETY

1933

TAKEDA GARDEN

For Medicinal Plant Conservation opens

1960

SHOSHISHA FOUNDATION

is established to support talented students who will contribute to society

1963

TAKEDA SCIENCE FOUNDATION

is established to encourage promising research and science technology

Our History 1980 – Present



FOR BUSINESS

1980s & 90s

EXPANSION OF INTERNATIONAL BUSINESS

accelerates with the launch of leuprorelin, lansoprazole, candesartan, pioglitazone

2008

MILLENNIUM PHARMACEUTICALS

acquisition enhances innovation in oncology

2011

NYCOMED AQUISITION

expands Takeda's global footprint into more than 70 countries worldwide

2018

NEW YORK STOCK EXCHANGE LISTING

The only pharmaceutical company listed on both the TSE and the NYSE

SHONAN HEALTH INNOVATION PARK

opens as the first pharma-led open innovation ecosystem in Japan

TAKEDA GLOBAL HEADQUARTERS

opens in Tokyo, providing an environment that supports diverse workstyles

2019

SHIRE ACQUISITION

makes Takeda a global biopharmaceutical leader with a presence in approximately 80 countries

FOR SOCIETY

2009

Takeda joins the UNITED NATIONS GLOBAL COMPACT

2010

TAKEDA INITIATIVE

is formed to support the development of healthcare professionals in Africa

2016

ACCESS TO MEDICINES

program launched to improve access to care and treatment for patients in underserved communities

GLOBAL CSR PROGRAM

launched to contribute to the better health of people through disease prevention.

2019

TAKEDA INITIATIVE 2

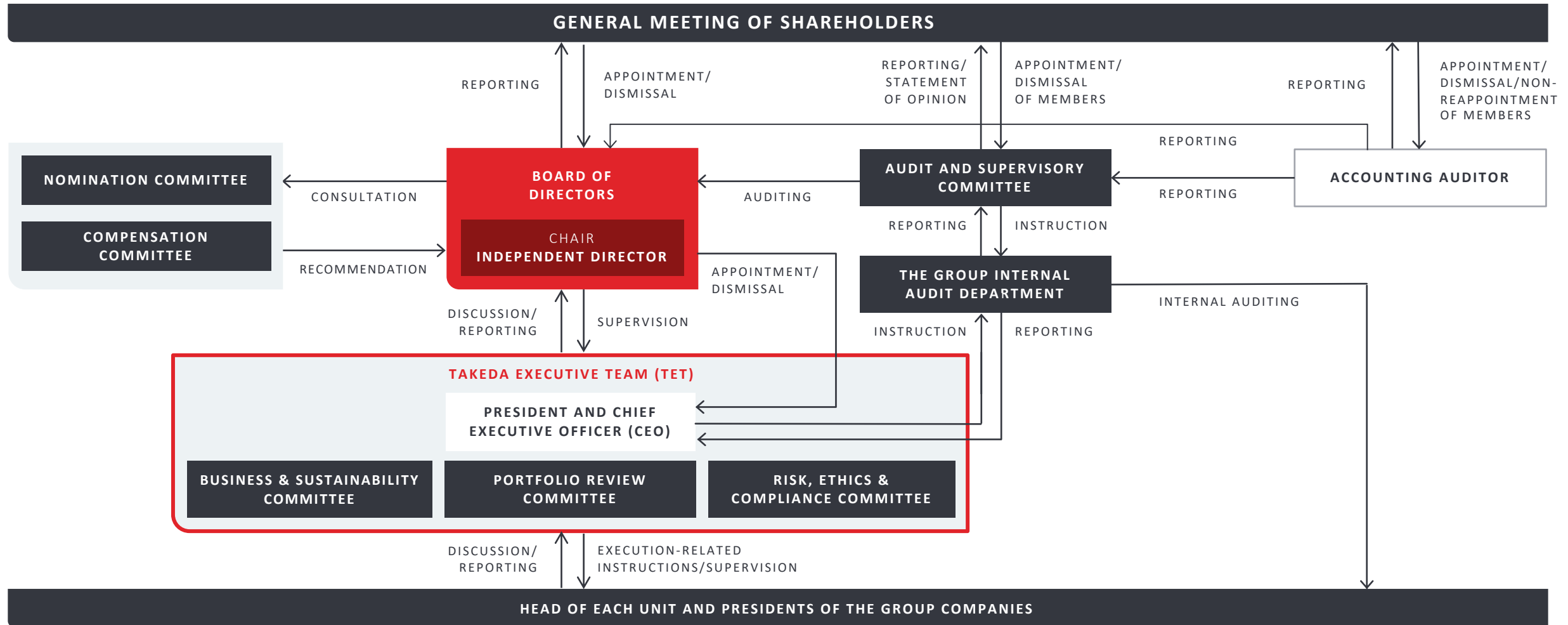
launched to improve maternal and child health by integrating quality HIV, TB, and malaria services in Africa



Corporate Governance Structure



Our advanced and robust corporate governance model has been, and will continue to be, critical to our success.



Board of Directors – Values and Corporate Governance



Takeda’s Board of Directors is accountable for ensuring that all our decisions and actions are in the best interests of all stakeholders, and aligned with our values. 11 of our 15 Board members serve as Independent External Directors, bringing further diversity and global experience to the Board.

INTERNAL DIRECTORS



CHRISTOPHE WEBER
Representative Director,
President & CEO



MASATO IWASAKI
Representative Director,
Japan General Affairs



ANDY PLUMP
Director, President,
Research & Development



COSTA SAROUKOS
Director,
Chief Financial Officer

- CB** CHAIR OF THE BOARD MEETING
- ASC** AUDIT & SUPERVISORY COMMITTEE
- NC** NOMINATION COMMITTEE¹
- CC** COMPENSATION COMMITTEE

INDEPENDENT EXTERNAL DIRECTORS



MASAMI IIJIMA
External Director,
Chair of the Board Meeting



OLIVIER BOHUON
External Director



JEAN-LUC BUTEL
External Director



IAN CLARK
External Director



YOSHIAKI FUJIMORI
External Director



STEVEN GILLIS
External Director



KOJI HATSUKAWA
External Director,
Chair of ASC



EMIKO HIGASHI
External Director



JOHN MARAGANORE
External Director



MICHEL ORSINGER
External Director



KIMBERLY A. REED
External Director