





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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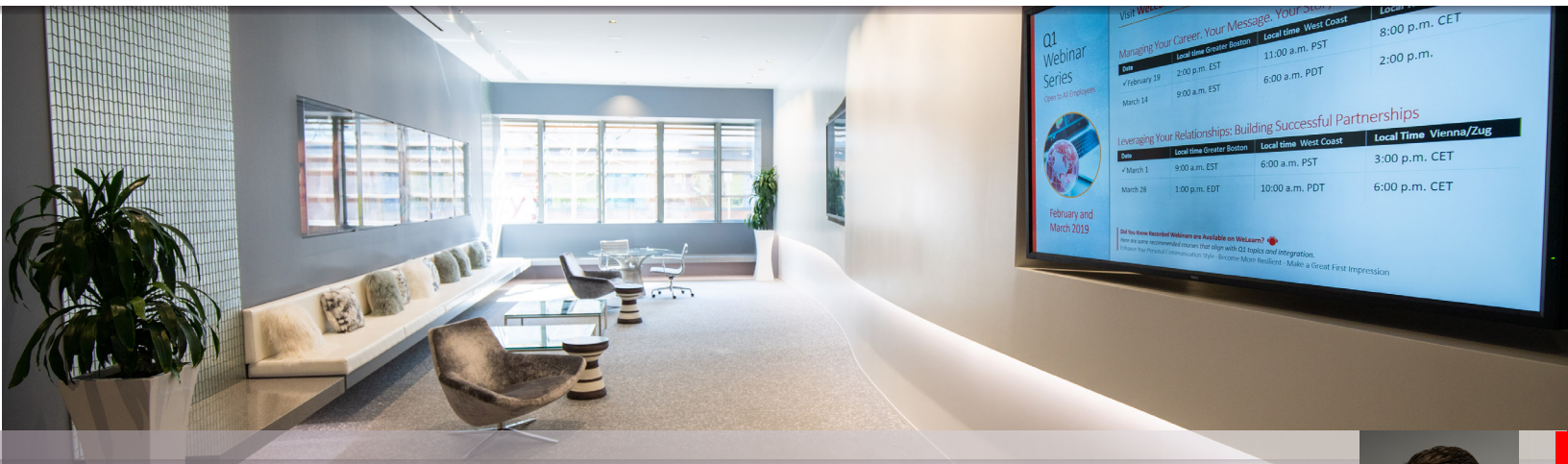
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MESSAGE FROM THE CHAIR



THE IMPORTANCE OF ENGAGEMENT

Twenty-twenty was a year no one expected when we celebrated its arrival last January. The pandemic has brought unprecedented challenges to our lives and the way we work. One silver lining has been the opportunity for the world to witness the value of the biopharmaceutical industry. Our record of discovering and developing treatments to combat infectious diseases primed us for the COVID-19 battle. Our industry answered by bringing live-saving treatments and vaccines to patients in record time.

The infrastructure for the research, development, and manufacturing of treatment options was in place because of the work we have done to preserve the public policy landscape—and part of that work includes the bipartisan engagement we have with our policymakers.

Takeda believes in the importance of this engagement, despite the events that happened in our nation's capital on January 6th. We believe in the work our colleagues in U.S. Public Affairs undertake to advocate 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. We also believe that TakPAC is the transparent and ethical way to support elected officials who believe in the work we do to help patients and share our values. As such, we provide this report to give you information about TakPAC and the contributions it made in 2020. We will continue to take a hard look at our approach to giving and will keep you updated.

We are grateful to the employees who have placed their faith in this valuable program. Issues like step therapy, drug pricing, affordability, and Medicare reform, will continue to be debated by the new Congress and state legislatures and we are in a stronger position because of your support.

Rick Ascroft

*Richard C. Ascroft RPh, JD
TakPAC Chairman
Senior Vice President
Managed Markets and Patient Services
US Business Unit*

264

TAKEDA U.S. EMPLOYEES
PARTICIPATED
IN TakPAC

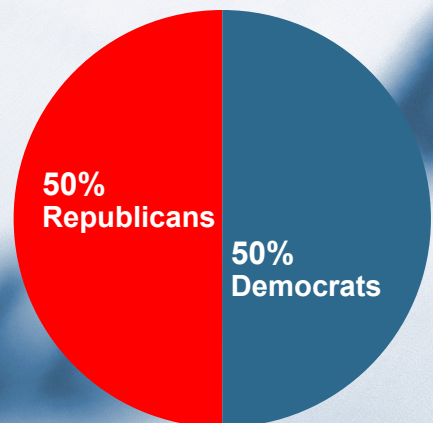
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TAKEDA COLLEAGUES
SERVE ON THE TakPAC
BOARD OF ADVISORS

\$158,199

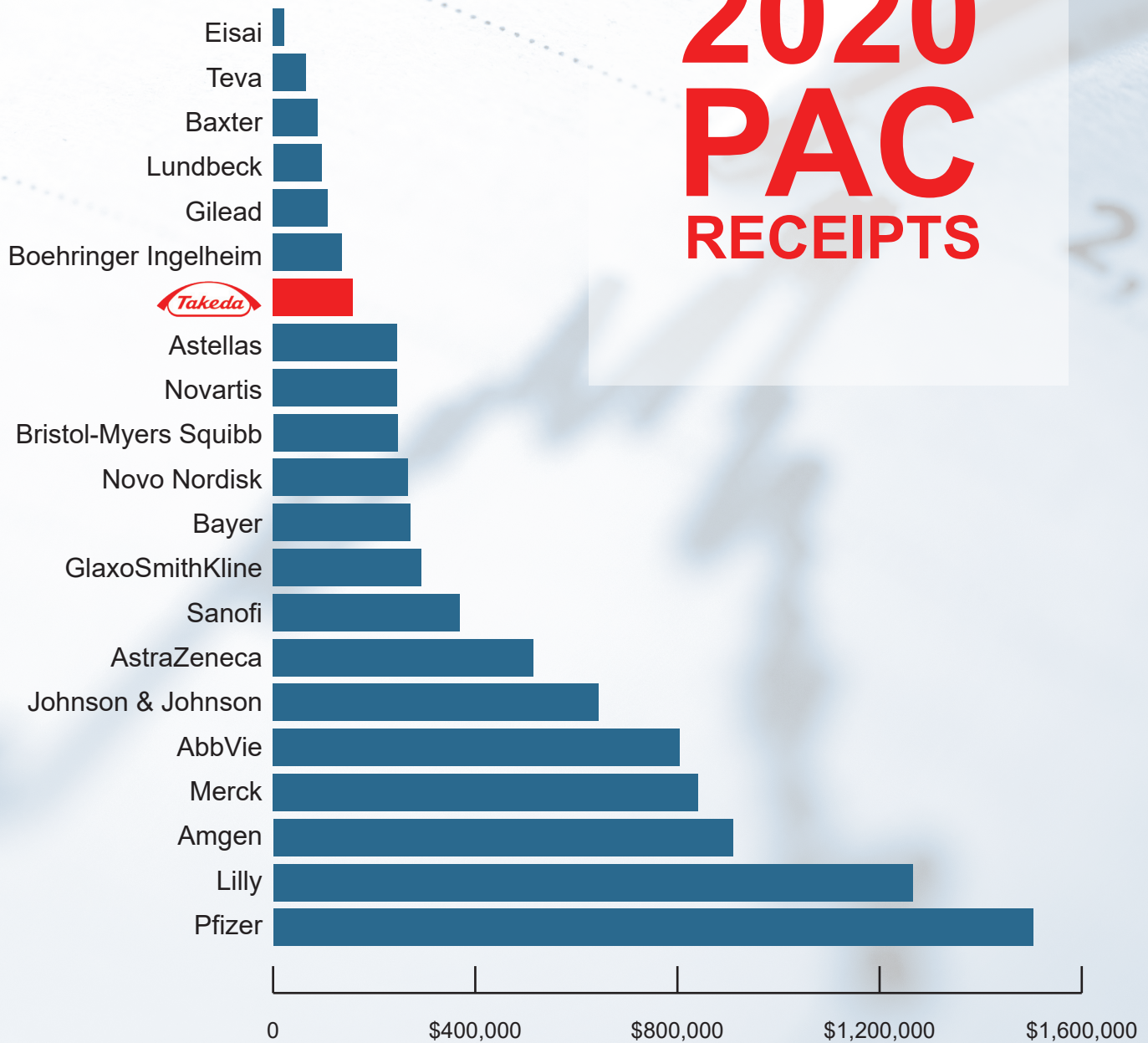
TOTAL VOLUNTARY CONTRIBUTIONS
FROM ELIGIBLE TAKEDA EMPLOYEES

Percentage of TakPAC
Contributions to
Candidates

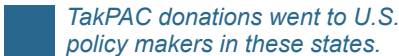


\$174,000

CONTRIBUTED TO
67 FEDERAL
CANDIDATES &
COMMITTEES



We live in a fluid, yet highly regulated public policy environment. To be successful in this setting, Takeda engages with a broad range of elected officials—across both parties—so that we can work to educate them about the impact their decisions have on the ability for patients to get treatment. Our donations to TakPAC allow us to help elect U.S. policymakers from across the country who know our company and understand the priority we place on policies that help patients.



“ I joined the TakPAC because I see it as an opportunity to better understand how political policy affects patient access to health care and medication. It is an opportunity to get more involved with how our industry works and the impact of legislation beyond my sales role. ”

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2020 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2020)	\$ 149,930.79
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REVENUE

Receipts from Voluntary Employee Donations	\$ 158,199.09
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Total	\$ 158,199.09
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DISBURSEMENTS

Federal & State Candidates & Political Committees	\$ 174,000.00
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Operating Expenses (bank fees)	\$ 1,875.19
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Total	\$ 175,875.19
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Ending Balance (12/31/20)	\$ 132,254.69
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2020 TakPAC Officers and Board of Advisors

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

OFFICERS

CHAIR



RICHARD ASCROFT

SVP, Managed Markets & Patient Services

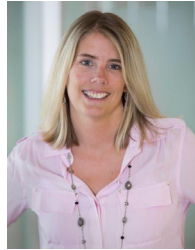
VICE CHAIR



ONELIA VERA

Head Counsel, Hematology & Rare Disease BU

TREASURER



COLLEEN TUPPER

Chief Financial Officer, USBU

ASST. TREASURER



PATRICK BUTLER

Head, U.S. Tax*

BOARD OF ADVISORS

Amy Atwood

Head of Vaccine Communications

Eric Hahn

Head, Operating Unit (Biologics)

Lauren Duprey

Head of Human Resources, USBU

Liz Lewis

Head of Global Oncology Patient Value, Policy and Access

Sean Hemingway

Global Head of BioLife Plasma Services

Steve Schaefer

SVP, NSBU and COO, USBU

David Weitz

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

How TakPAC Decides Who to Support

In 2020, TakPAC invested 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; and
- Character, integrity, and leadership abilities.

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.

2021 contribution criteria is under review by TakPAC and Takeda Leadership.

**New in 2021: Assistant Treasurer: Krista Fiedler, Head of US Tax*

***Left the organization - new in 2021: Board of Advisors - Colleen Beauregard, Head R&D Communications*

TakPAC Political Contributions

Candidates	Party	District	Amount
Alaska			
Sen. Lisa Murkowski	R		\$1,000
Alabama			
Sen. Doug Jones	D		\$2,500
Arizona			
Sen. Kyrsten Sinema	D		\$2,500
California			
Rep. Kevin McCarthy	R	23	\$5,000
Rep. Julia Brownley	D	26	\$2,500
Rep. Lou Correa	D	46	\$1,000
Rep. Scott Peters	D	52	\$5,000
Rep. Raul Ruiz	D	36	\$2,500
Colorado			
Sen. Cory Gardner	R		\$1,000
Delaware			
Sen. Tom Carper	D		\$2,500
Sen. Chris Coons	D		\$2,500
Rep. Lisa Blunt Rochester	D	1	\$1,000
Florida			
Rep. Stephanie Murphy	D	7	\$1,000
Rep. John Rutherford	R	4	\$1,000
Georgia			
Sen. Kelly Loeffler	R		\$7,500
Sen. David Perdue	R		\$7,500
Rep. Sanford Bishop	D	2	\$1,000
Rep. Buddy Carter	R	1	\$1,500
Rep. Drew Ferguson	R	3	\$2,500
Hawaii			
Sen. Mazie Hirono	D		\$1,000
Idaho			
Sen. Mike Crapo	R		\$2,500
Illinois			
Sen. Tammy Duckworth	D		\$1,000
Rep. Darin LaHood	R	18	\$1,000
Rep. Brad Schneider	D	10	\$1,000
Indiana			
Rep. Larry Bucshon	R	8	\$1,000
Rep. Jackie Walorski	R	2	\$1,000
Kentucky			
Sen. Mitch McConnell	R		\$5,000
Maryland			
Rep. Steny Hoyer	D	5	\$1,500

Contribution Limits for all Federal PACs

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

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

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

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

2020 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
Massachusetts			
Rep. Katherine Clark	D	5	\$5,000
Rep. Richard Neal	D	1	\$1,000
Michigan			
Sen. Gary Peters	D		\$3,500
Rep. Fred Upton	R	6	\$1,000
Minnesota			
Rep. Tom Emmer	R	6	\$2,500
Missouri			
Sen. Roy Blunt	R		\$2,500
Montana			
Sen. Jon Tester	D		\$2,500
Nevada			
Sen. Catherine Cortez Masto	D		\$1,000
New Jersey			
Rep. Frank Pallone	D	6	\$1,000
New York			
Sen. Charles Schumer	D		\$5,000
Rep. Tom Reed	R	23	\$1,000
North Carolina			
Rep. G. K. Butterfield	D	1	\$1,000
Rep. Richard Hudson	R	8	\$2,500
Rep. Patrick McHenry	R	10	\$2,500
Oklahoma			
Sen. James Lankford	R		\$2,500
Pennsylvania			
Sen. Bob Casey	D		\$1,000
Sen. Pat Toomey	R		\$5,000
Rep. Brendan Boyle	D	2	\$1,000
Rep. Chrissy Houlahan	D	6	\$1,000
South Carolina			
Sen. Tim Scott	R		\$2,500
South Dakota			
Sen. John Thune	R		\$2,500
Texas			
Sen. John Cornyn	R		\$2,000
Virginia			
Sen. Tim Kaine	D		\$1,000
Sen. Mark Warner	D		\$2,500
Washington			
Sen. Patty Murray	D		\$2,500
West Virginia			
Sen. Joe Manchin	D		\$2,500
Wyoming			
Sen. John Barrasso	R		\$2,500
Total			\$126,500

“It’s important for policy makers to have a full understanding of the marketplace we work in. Without that understanding, important policy changes could be overlooked or misrepresented. Takeda’s work with policy makers and legislators acts as a voice for the patients to get accessibility to the medications and treatments they need.”

— Kris Pearce,
Neuroscience Sale
Specialist

2020 POLITICAL CONTRIBUTIONS

Federal Political Committees	Political Affiliation	Amount
Blue Dog Coalition PAC	D	\$2,500
Congressional Black Caucus (CBC) PAC	D	\$2,500
Congressional Hispanic Caucus (CHC) PAC	D	\$2,500
House Conservative Fund PAC	R	\$5,000
Moderate Democrats PAC	D	\$5,000
New Democratic Coalition PAC	D	\$5,000
Republican Main Street Partnership PAC	R	\$5,000
Tuesday Group PAC	R	\$5,000
View PAC (GOP Women)	R	\$2,500
VoteVets PAC	D	\$2,500
Total		\$37,500

Other Contributions	Political Affiliation	Amount
PhRMA PAC		\$5,000
Massachusetts Democratic State Committee - Federal Account*	D	\$5,000
Total		\$10,000

*State Level Contribution

GRAND TOTAL: \$174,000

“Great things happen when we work together! TakPAC supports authentic engagement between Takeda and policymakers to positively impact the P of PTRB.”

—Greg Crouch,
Regional Business
Director

PUBLIC POLICIES IMPORTANT TO TAKEDA

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

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

KEY ISSUES AT STAKE FOR TAKEDA



Healthcare
Reform



Medicare
Reform



Patient Issues
Access/Step Therapy



Drug Pricing/
Transparency

EMPLOYEES ENGAGED IN TakPAC CREATE ENVIRONMENT OF INNOVATION

TOOLS FOR SUCCESS



TakPAC gives us a way to come together as Takeda employees. Corporations like Takeda are prohibited by law from donating to federal and most state candidates, so voluntary employee donations to TakPAC fill this need.



BIPARTISAN

TakPAC contributions are not determined by political party affiliation. Federal candidate support is bipartisan with ~50% of funds going to Democrats and ~50% to Republicans;



STEWARDSHIP

TakPAC is a good steward of the donations it receives with 99% of contributions going to support candidates;



ACCOUNTABLE

TakPAC is transparent and accountable. In addition to this annual report, all of TakPAC's activities are regularly reported to the Federal Election Commission and available for public viewing;



TRADITIONAL PAC

TakPAC is NOT A SUPER PAC and we do not run political advertisements;



SUPPORT TAKEDA THROUGH TakPAC

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

"TakPAC enables us to educate law makers at the federal and state level regarding the unique nature of our products and the significant unmet needs of our patient populations. Historically, we've been very successful in ensuring that the interests of our patients, employees and communities are well understood and protected. For those of us that feel very detached from governmental decision-making, TakPAC provides an exceptional vehicle for ensuring that the interests of our patients and employees are understood, heard, and advanced."

— Onelia Vera,
Head Counsel Hematology
& Rare Disease BU



Patient-Focused And Values-Based Political Engagement For Better Health & Brighter Futures



Takeda Political Action Committee

For more information about TakPAC or to become a member, 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)).

2020 ANNUAL REPORT

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