





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



CONSISTENCY TO ALL WE DO

We are so proud that Ramona Sequeira has stepped into the role this year as the PhRMA Board Chair. On her first day in her new role, she eloquently outlined her three priorities for our industry: focus on patients, spur innovation, and rebuild and earn trust with our stakeholders especially those in underrepresented and disadvantaged communities. These priorities will seem familiar as they closely reflect our Takeda principles of “Patient-Trust-Reputation-Business.”

There is a consistency to our approach. That consistency is why our company has been successful for more than 240 years, and it is that consistency that we bring to the U.S. public policy environment as well. Our U.S. Public Affairs efforts are all about building trust with our elected officials in Washington, D.C. and across the country and advocating for policies that allow for patient-focused innovation. TakPAC, our employee political action committee, is a resource used as part of these efforts to support elected officials who believe in the work we do to help patients and share our principles.

As a commitment to transparency, we provide this TakPAC annual report. You will find contained in this report a financial accounting of the PAC, the contributions made in 2021, and information about TakPAC’s leadership and processes. You will also note a chart depicting TakPAC’s standing compared to other industry PACs. Our climbing position on that chart is due to the commitment of the Takeda employees who continue to invest in TakPAC. To our contributors, thank you.

This will be an exciting year with Ramona at the helm of PhRMA. As she works to leverage our industry’s resources to transform the health care system to serve patients in a more equitable and sustainable way, TakPAC will help us in our efforts to do the same with our elected officials.

Rick Ascroft

*Richard C. Ascroft RPh, JD
TakPAC Chairman
Senior Vice President
Patient and Market Access
US Business Unit*

253

TAKEDA U.S. EMPLOYEES
PARTICIPATED
IN TakPAC

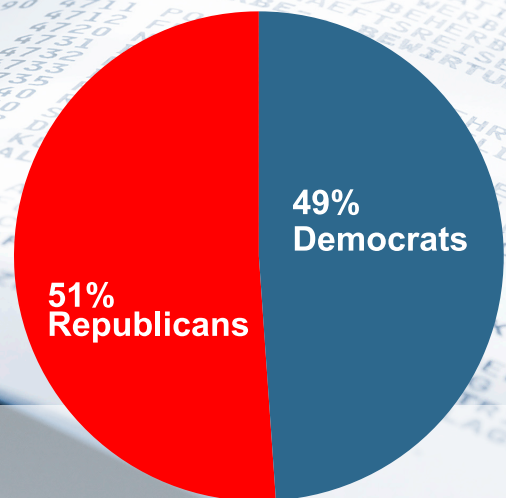
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TAKEDA COLLEAGUES
SERVE ON THE TakPAC
BOARD OF ADVISORS

\$164,131.96

TOTAL VOLUNTARY CONTRIBUTIONS
FROM ELIGIBLE TAKEDA EMPLOYEES

Percentage of TakPAC
Contributions to
Candidates



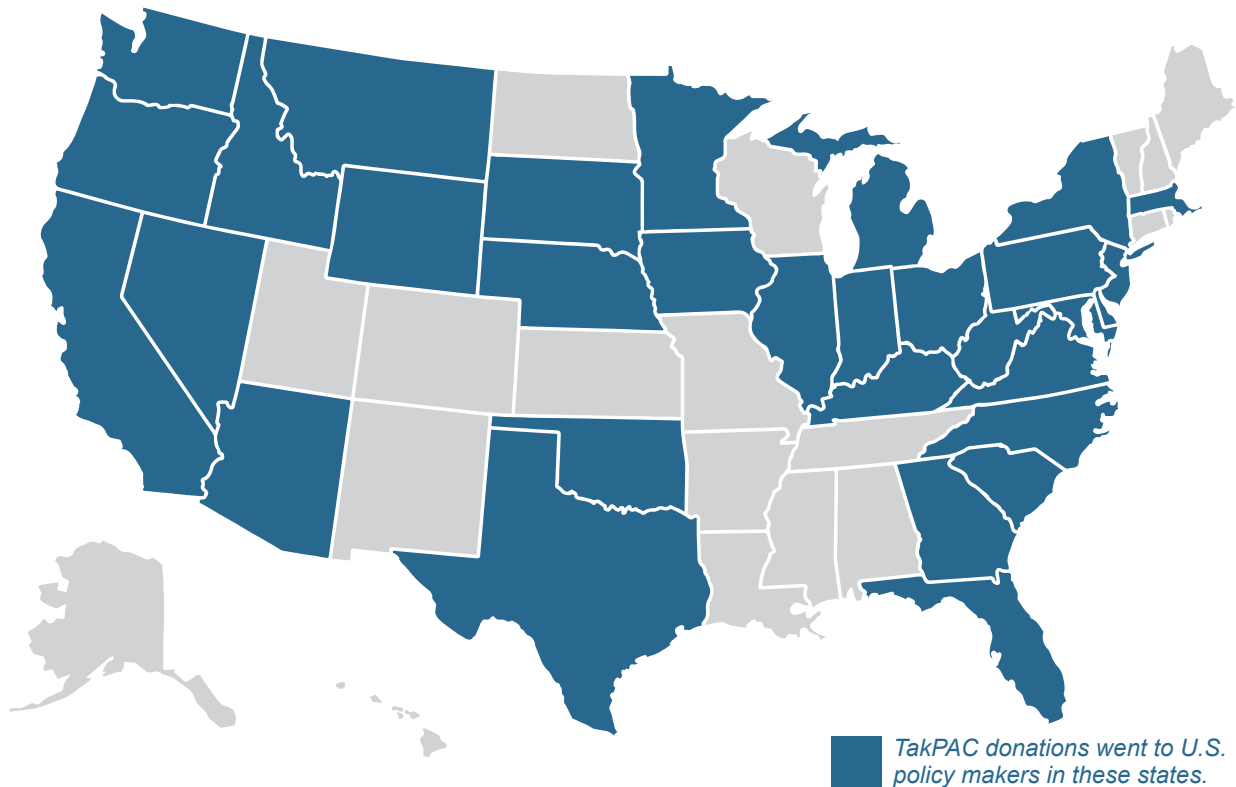
\$183,500

CONTRIBUTED TO
62 FEDERAL
CANDIDATES &
COMMITTEES,
INCLUDING PhRMA



BIPARTISAN SUPPORT: A NATIONWIDE REACH

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.



**TakPAC allows us to shape and inform the legislative landscape
in support of our patients, company, and industry**



Patient Access



**Value-Based
Healthcare**



**Medicare
Reform**



**Drug Pricing/
Transparency**

“ We get one vote in the election process which generally represents a person’s support for a representative who most aligns with their beliefs. I have joined TakPAC to support development, ingenuity, and progress in the pharmaceutical and bioscience industry. By supporting policy makers through the TakPAC that align with what I believe our industry has yet to do, I am extending my vote to lift up the needs of patients and secure my hopes for better health care options in my communities future and the future of my children. ”

– Julie Orlando-Gibson, Clinical Sales Specialist IBD



2021 TakPAC FINANCIAL STATEMENT

Cash on Hand (1/1/2021) \$ 132,254.69

Revenue

Receipts from Voluntary Employee Donations \$ 164,131.96

Total \$ 164,131.96

Disbursements

Federal & State Candidates & Political Committees \$ 183,500.00

Operating Expenses (bank fees) \$ 1,836.95

Total \$ 185,336.95

Ending Balance (12/31/21) \$ 111,049.70

2021 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



RICK ASCROFT

SVP, Patient and Market Access

VICE CHAIR



ONELIA VERA

Head Counsel, Hematology & Rare Disease BU

TREASURER



SCOTT GODSOE

U.S. Controller

ASST. TREASURER



KRISTA FIEDLER

Head of U.S. Tax

BOARD OF ADVISORS

Amy Atwood

Head of Vaccine Communications

Colleen Beauregard

Head R&D Communications

Eric Hahn

Head, Operating Unit (Biologics)

Lauren Duprey

Head of Human Resources, USBU*

Paula Nieman

HR Business Leader**

Liz Lewis

Head of Global Oncology Patient Value, Policy and Access

Sean Hemingway

Global Head of BioLife Plasma Services*

Hema Tallman

Head of Global BioLife

Steve Schaefer

SVP, NSBU and COO, USBU

*transitioned out

**transitioned in

"State and federal legislators and other US policymakers play a significant role in patients' ability to access our therapies in the US, as well as the time to access. TakPAC gives Takeda an important voice with these stakeholders, allowing us to educate policymakers and help patients and patient groups address priority access issues. As a highly regulated industry, we need to build trust and ensure we are considered good partners within the US healthcare system so patients continue to benefit from our products. TakPAC is one tool to help Takeda meet these goals."

—Tracy Baroni Allmon, BS Pharm.,
J.D. Head, Global Oncology Access & Reimbursement Policy



HOW TAKPAC DECIDES WHO TO SUPPORT

In selecting political candidates, committees and organizations to receive disbursements from the PAC, we avoid actions that may conflict with the company's interests. We use fair and objective criteria in the selection of candidates. The criteria include*:

- The candidate's alignment with our Corporate Philosophy elements of Patient, People and Planet;
- The candidate's alignment with our Corporate Values of Takeda-ism that incorporate Integrity, Fairness, Honesty, and Perseverance, with Integrity at the core, and how we bring our values to life through actions based on Patient - Trust - Reputation - Business, in that order;
- The candidate's alignment with our Diversity, Equity & Inclusion efforts;
- The candidate's support for pharmaceutical innovation and his or her position on key issues affecting our industry;
- The presence of Takeda facilities and employees in the candidate's district/state;
- The candidate's leadership and membership on key committees; and
- The candidate's character, integrity and leadership abilities
 - In alignment with our Takeda HR policies that prohibit against harassment, unprofessional or disrespectful conduct**
 - Examples of behaviors that violate this policy include: racial or sexual epithets, insulting, inappropriate, insensitive or derogatory slurs, slogans or statements, threats, and/or assault.

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.

* Candidates must at a minimum meet the character, integrity, and leadership criteria but are not required to meet all criteria.

** Takeda U.S. Employee Policy, Page 2: This policy applies to the actions of all Takeda employees regardless of title. It also applies to client, vendors, contractors, visitors and others who encounter Takeda employees performing job duties.

TakPAC Political Contributions

Candidates	Party	District	Amount
Arizona			
Sen. Kyrsten Sinema	D		\$5,000
California			
Rep. Julia Brownley	D	26	\$2,500
Rep. Anna Eshoo	D	18	\$2,500
Rep. Scott Peters	D	52	\$5,000
Rep. Raul Ruiz	D	36	\$2,500
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	\$2,500
Rep. Vern Buchanan	R	16	\$1,000
Georgia			
Rep. Sanford Bishop	D	2	\$1,000
Rep. Nikema Williams	D	5	\$1,000
Rep. Drew Ferguson	R	3	\$5,000
Idaho			
Sen. Mike Crapo	R		\$2,500
Illinois			
Rep. Robin Kelly	D	2	\$1,000
Rep. Darin LaHood	R	18	\$2,500
Rep. Brad Schneider	D	10	\$2,500
Indiana			
Sen. Todd Young	R		\$2,500
Rep. Larry Bucshon	R	8	\$2,500
Iowa			
Rep. Mariannette Miller-Meeks	R	2	\$1,000
Kentucky			
Sen. Mitch McConnell	R		\$5,000
Rep. Brett Guthrie	R	2	\$2,500
Maryland			
Rep. Steny Hoyer	D	5	\$1,500
Massachusetts			
Rep. Katherine Clark	D	5	\$5,000
Rep. Richard Neal	D	1	\$1,000
Michigan			
Sen. Gary Peters	D		\$2,500
Rep. Fred Upton	R	6	\$1,000
Minnesota			
Rep. Tom Emmer	R	6	\$5,000

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.

2021 POLITICAL CONTRIBUTIONS

Candidates	Party	District	Amount
Montana			
Sen. Jon Tester	D		\$2,500
Nebraska			
Sen. Ben Sasse	R		\$1,000
Nevada			
Sen. Catherine Cortez Masto	D		\$1,000
New Jersey			
Sen. Bob Menendez	D		\$5,000
Rep. Bonnie Watson Coleman	D	12	\$1,000
New York			
Sen. Charles Schumer	D		\$5,000
Rep. Yvette Clarke	D	9	\$1,000
Rep. John Katko	R	24	\$1,000
North Carolina			
Rep. Patrick McHenry	R	10	\$2,500
Ohio			
Rep. Brad Wenstrup	R	2	\$5,000
Oklahoma			
Sen. James Lankford	R		\$2,500
Oregon			
Sen. Ron Wyden	D		\$2,500
Rep. Kurt Schrader	D	5	\$1,000
Pennsylvania			
Rep. Brendan Boyle	D	2	\$1,000
South Carolina			
Sen. Tim Scott	R		\$2,500
South Dakota			
Sen. John Thune	R		\$2,500
Texas			
Sen. John Cornyn	R		\$2,500
Rep. Daniel Crenshaw	R	2	\$1,000
Virginia			
Sen. Tim Kaine	D		\$1,000
Sen. Mark Warner	D		\$2,500
Washington			
Sen. Patty Murray	D		\$2,500
Rep. Cathy McMorris Rodgers	R	5	\$5,000
West Virginia			
Sen. Joe Manchin	D		\$2,500
Wyoming			
Sen. John Barrasso	R		\$2,500
Rep. Liz Cheney	R	1	\$5,000
Total			\$131,000

“TakPAC provides an opportunity to engage in important issues to Takeda. The focus is on our patients and our business and not a specific political party

— Mark Gimbert,
VP Managed
Market Accounts
and Strategic
Partnerships

2021 POLITICAL CONTRIBUTIONS

Federal Political Committees	Political Affiliation	Amount
Blue Dog Coalition PAC	D	\$5,000
Congressional Black Caucus (CBC) PAC	D	\$2,500
Congressional Hispanic Caucus (CHC) PAC	D	\$2,500
Moderate Democrats PAC	D	\$5,000
New Democratic Coalition PAC	D	\$5,000
Rep Main Street Partnership PAC	R	\$5,000
Tuesday Group PAC	R	\$5,000
View PAC (GOP Women)	R	\$5,000
VoteVets PAC	D	\$2,500
Total		\$42,500

Other Committees	Political Affiliation	Amount
PhRMA PAC		\$5,000
BIO PAC		\$5,000
Total		\$10,000

GRAND TOTAL: \$183,500

“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



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 FOR TAKEDA



Patient Access



Value-Based
Healthcare



Medicare
Reform



Drug Pricing/
Transparency

EMPLOYEES ENGAGED IN TakPAC ENHANCE TAKEDA'S VOICE IN THE ENVIRONMENT

TOOLS FOR SUCCESS





Takeda Political Action Committee

DID YOU KNOW?



EMPLOYEE SUPPORTED

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



NON-PARTISAN

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 who understand our business and are likely to advocate positions on issues critical to our work at Takeda.



VOLUNTARY & CONFIDENTIAL

Your participation in TakPAC is strictly voluntary. You will not be favored or disadvantaged based on your decision to join. TakPAC membership lists and giving amounts are kept confidential (other than required FEC reporting for giving over \$200).



STEWARDSHIP

We take stewardship of your PAC donations seriously and work hard to be fiscally responsible. Nearly one hundred percent of employee contributions to TakPAC are given directly to candidate campaigns and political committees. 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 that is funded solely by the contributions of hardworking Takeda employees and complies with all solicitation and contribution limits.



TRANSPARENCY

TakPAC provides full transparency into who we give to via our Annual Report. We consistently split giving 50/50 between democrat and republican parties.



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)).

2021 ANNUAL REPORT

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