

Our enthusiasm in collaborating and striving to create drugs together accelerates Takeda evolution. That's my honest opinion.



Shuichi Furuya, Ph.D.
Director, Pharmaceutical Research Laboratories II Pharmaceutical Research Div.

The quest of the Pharmaceutical Research Laboratories II, which I oversee, is discovering effective anti-cancer seed compounds and developing them into medicines. We are embarking on an age where numerous diseases are cured or controlled thanks to advances in medical and pharmaceutical science. Cancer, however, might remain as the final "frontier" to be challenged.

I dream of developing a drug with which patients will recover from cancers and strongly hope to bring that dream to fruition. This reflects my simple belief; namely that the ultimate value of Takeda comes from its capacity to contribute to society by developing superior pharmaceutical products. I must continue striving tirelessly to create new drugs, with a determined forward-looking attitude to medicine and improved health of individuals as well as remembering the patients awaiting our new drugs. This is my never-ending and personal quest as a Takeda scientist.

First research base established in U.S.A.: Takeda San Diego, Inc.



Policy Concerning "Research"

Takeda's Policy | The basic principles applicable to Takeda research are to provide global customers with innovative drugs; based on the achievements of world-class research and applying the latest information on life science and advanced technologies held by the Company. Although there has been dramatic progress in technologies for the development of new drugs, including genomic technology, Takeda is not simply trying to keep pace with the technological revolution. The Company does not blindly expand the scale of its business haphazardly but rather pursues real growth in research quality. The key challenges are fostering scientists and promoting effective management of the research function. Even in an age of remarkable technological advancement, human capability remains the key factor. Takeda identifies

competent employees and provides them with opportunities to develop their talents; aiming to foster scientists with a genuine enthusiasm to create new drugs. In addition, Takeda improves its research capabilities by organizing its research into specific areas and effectively using external resources where appropriate, such as overseas research institutes. Takeda has a long history of over 220 years. By transferring its heritage to future generations and adhering to the spirit at the "starting point of drug discovery," Takeda is committed to contributing to patients, the medical profession and society as a whole.

**To global patients longing for new, more effective drugs -
My mission is to strive to accelerate the development of drugs for you.**



Dr Daniela Dastros-Pitei MD, Ph.D.

Medical Manager, Takeda Global Research & Development Centre (Europe), Ltd. (EUR&D)

Being part of Takeda at this time when the Company is firmly on the route of becoming a large global pharmaceutical company is truly exciting. It is empowering to know that alongside my colleagues in Takeda Global Research & Development Centre (Europe), Ltd. (EUR&D) as part of the big Takeda family, we strive to develop drugs for chronic diseases such as diabetes and hypertension, that are a serious threat to the health of a continuously aging population in today's modern world. There is also a source of professional enthusiasm that we are developing novel medicines, which are aimed to indications that have an unmet medical need, and the potential to help people throughout the world when and as they need them most.

From our colleagues in Japan to us here in Europe or to our colleagues in the US, across national and cultural boundaries there is a sense of tremendous energy and common desire to work together and transform these innovative new molecules into good medicines.

Policy Concerning "Development"

Takeda's Policy | The compounds which have had their efficacy and safety confirmed through research are evaluated in clinical trials. Through this process we demonstrate how their efficacy, as well as safety, is effective for people playing an important role to pave the way for applications and obtaining approval. There are many intractable diseases of which causes have yet to be unraveled and many patients worldwide who await superior pharmaceutical products. A key part of Takeda's mission is providing quality drugs for patients as quickly as possible. Potential new chemical compounds must be strictly checked as well as having their efficiency and safety scrutinized from a scientific perspective. Takeda implements intensive quality control, including compliance checking programs, and conducts clinical trials working in proximity

with external experts such as physicians and toxicity professionals to achieve pharmaceutical products capable of satisfying user needs. In an effort to secure drug quality and accelerate

the launch of pharmaceutical products, Takeda is working to strengthen its product development activities on a global basis by developing a system to share clinical data among tripolar operation bases in Japan, the United States and Europe as well as preparing effective and flexible plans for clinical trials.



Takeda is implementing extensive and thorough quality control because it is a company that promotes human health.



Kiyoshi Kawazoe
Dosage Form Finishing, Hikari Plant, Pharmaceutical Production Div.

Takeda strives to ensure product quality in accordance with the "Takeda GMP (Good Manufacturing Practice)," which is much stricter than the quality control rules and regulations issued by governmental agencies. I work at the Hikari plant and we, along with all plants around the world where Takeda products are manufactured - including external plants - are required to conform to the "Takeda GMP." I hope that the Takeda logo is also viewed as a kind of "safety hallmark" by all patients - that is our universal aspiration.



Policy Concerning "Manufacturing"

Takeda's Policy | Takeda has established a global production system which ensures a stable supply of high quality products to global users. Since pharmaceutical products have a direct impact on people's life and health, Takeda will unrelentingly strive for quality control. High quality pharmaceutical products are manufactured in a production environment that meets the voluntary standards of Takeda GMP (Good Manufacturing Practices), which are even more stringent than legal GMP. Clearly demonstrating such, in sterilized rooms with strict clean controls, specially trained employees are engaged in an operation, wearing special sterile clothes. While Takeda promotes the outsourcing of manufacturing in efforts to develop a global production system, it works to accumulate technologies and

information by restricting the sites that manufacture bulk compounds and require its proprietary high technologies to its own plants. Takeda Pharma Ireland Limited's (TPI) bulk pharmaceutical plant, which is the first such facility constructed outside of Japan, will commence operations within 2005. In addition, as for drug formulation, we manufacture pharmaceutical products at five global bases, including the Hikari and Osaka plants as well as our production plant in Italy, providing them to a global market. Together with the Hikari Plant of Japan (Yamaguchi pref.), we deliver bulk compounds from these two manufacturing bases to the world.

I believe that providing accurate information about our drugs is as important as providing the drugs themselves.



Genji Nakayama

Pharmaceutical Marketing Div. Chiba-Saitama Branch Kawagoe Branch Office II

My responsibility is to promptly provide doctors with correct information on Takeda pharmaceutical products so that they can prescribe them with a sense of security. For communicating accurate medical information to doctors who are medical professionals, a broad knowledge of diseases and drugs, including those of competitors, is vital. I remind myself of the responsibility of Medical Representatives (MR) to "hand over the baton" - which I personally call the "life baton filled with drugs" - which we have received from the research, development and manufacturing staff in Takeda, to doctors. If I fail to pass them the baton, we would never be able to contribute to improved health in individuals and medical progress. In this sense, I realize that we shoulder a grave responsibility.

Policy Concerning "Marketing"

Takeda's Policy | Takeda pursues promotional activities worldwide in line with our basic principles: providing "superior drugs and quality information to all healthcare professionals and all patients." As a basic rule, MRs (Medical Representatives) communicate with healthcare professionals on a face-to-face basis while they flexibly and rapidly respond to wide-ranging needs of healthcare professionals and consumers by disseminating information through various means; including a web site. MRs are required to conform to the highest ethical standards and maintain a strong sense of mission to provide quality medical information to healthcare professionals and patients. Takeda implements periodic MR training, comprising various programs, to allow

each of the MRs to advance with full confidence to promotional activities and win the trust of healthcare professionals and patients. Takeda strengthens its IT strategy by expanding the database allowing MRs to share best practices and developing tools to provide higher academic knowledge and indispensable information; aiming to maintain its continued excellent reputation from healthcare professionals in its promotional activities.

Receiving guidance from Prof. Hiromichi Suzuki,
Saitama Medical School

