

## Takeda strives to promote group-wide compliance, as well as the establishment and enhancement of the Takeda group's risk management structure.

In order to fulfill social expectations as well as achieving recognition of its existence value, Takeda continues to be committed to operating its business in accordance with its own highest moralities and ethical standards by practicing Takeda-ism, as well as complying with applicable laws by all members of the Takeda group.

### TAKEDA COMPLIANCE PROGRAM FOR GLOBALIZATION

To ensure all executives and employees would comply with domestic and foreign laws and business ethics, Takeda started the "Takeda Code of Compliance Program for Globalization" in April 1999, and revised the program in June 1, 2002. In accordance with this program, Takeda established the "Takeda Code of Compliance Standards" as standards of conduct to which executives and employees must adhere, and have made progress in promoting company-wide compliance by designating the General Manager of the Legal Department as the "Compliance Officer" and organizing the "Compliance Promotion Committee" and "Compliance Secretariat" respectively.



### COMPLIANCE PROGRAM IN EACH DIVISION

In each division, the Compliance Enforcer, led by the head of the unit, together with the Compliance Sub-Enforcer and the Area Compliance Enforcer, prepares the "Annual Compliance Education Plan" and ensures their staff receives the required training and instruction in order to practice compliance. The results of compliance initiatives each fiscal year are reported to the Compliance Officer in writing, in the form of a "Compliance Assessment Report" and subsequently reviewed by the Compliance Promotion Committee to ensure feedback is reflected in company-wide planning for the following fiscal year.

### "VOICE OF TAKEDA" SYSTEM

The "Voice of Takeda" system was established to collect information in the form of questions, reports and proposals from employees in respect to compliance, which are then reflected in compliance practice, as well as contributing to safeguard for those who disclose information

in the public interest. The Compliance Secretariat appropriately handles and utilizes the information sent through the electronic mailing system, interoffice mailing system and any other means to promote compliance activities. For example, issues to be improved are reported to the relevant divisions for corrective actions.

### PROMOTION OF COMPLIANCE IN DOMESTIC AND OVERSEAS AFFILIATE COMPANIES

The Compliance Secretariat enhances the Compliance Program for Globalization in the domestic and overseas affiliate companies in a direct manner or through collaborative efforts with each division, in charge of relevant affiliate companies. In addition, the Takeda Compliance Officer holds periodic meetings to exchange information with personnel in charge of compliance in the affiliate companies.

### PROTECTION OF PERSONAL INFORMATION

Takeda developed a system that ensures compliance with the "Personal Information Protection Rules" that were established and enforced in January 2005. This system was designed to respond appropriately to the Personal Information Protection Law as well as proper handling of personal information. The "Policy of Personal Information Protection" which was established in view of the importance of personal information protection is available on the Takeda web site.

### PROMOTION OF COMPLIANCE IN RESEARCH

Takeda engages in research activities in compliance with relevant laws, such as the Pharmaceutical Law, as well as in-house regulations, in order to develop superior pharmaceutical products.

In the practice of experiments using animals, we observe laws and regulations, including the "law on animal protection and management," as well as respecting animal life and consider replacing medical research using animals with that without animals. Even when using animals, we try to minimize the number of animals used in the experiment and consider how to avoid inflicting suffering to the maximum possible extent.

In addition, we also take all possible measures to tackle the impact on the environment as well as researchers, when dealing with bio-hazards and chemical hazards.