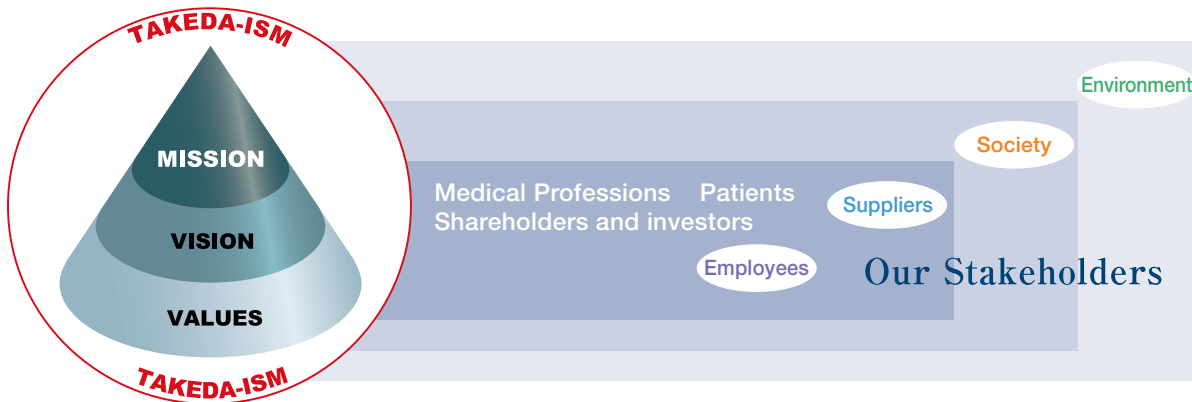


# Our Corporate Philosophy begins with Takeda-ism and informs all our corporate activities

## Corporate Philosophy



### TAKEDA-ISM

#### **Integrity = Fairness, Honesty and Perseverance**

We, the members of the Takeda Group, pledge to act with integrity at all times, especially when facing difficulties or challenges. "Integrity" refers to our compliance with the highest ethical standards, our fairness and honesty in conducting every activity, and our perseverance in pursuing the ideal forms for our operations and management. Through the

demonstration of these qualities, we show our commitment to building trust and confidence in all the people around us, and our determination to continue to expand the business. These empower our progress in our global endeavors to fulfill our mission to "strive toward better health for individuals and progress in medicine by developing superior pharmaceutical products."

### MISSION

The Management Mission represents the purpose of presence, social mission and domain identity of the Takeda Group.

**We strive toward better health for individuals and progress in medicine by developing superior pharmaceutical products.**

### VISION

The Management Vision represents the Takeda Group's stance toward our goal with a long-term perspective, based on our management mission.

- ◎ A multinational company, driven by research and development, which leads the world through its unique strengths.
- ◎ A company with highly integrated global operations.
- ◎ A company that meets the needs of people around the world through superior products and services.
- ◎ A company that grows together with its shareholders and other stakeholders while developing a strong identity as a good corporate citizen.
- ◎ An energetic company that attracts and retains well-qualified personnel from all over the world.

### VALUES

The Corporate Values represent the beliefs and principles that every single Takeda Group employee will put into practice in order to realize the management mission.

#### **Ethics:**

We dedicate ourselves to the highest ethical standards.

#### **Challenge:**

We discover new potential, making the most of our ingenuity.

#### **Progress:**

We pursue individual growth, always pushing ourselves further.

#### **Teamwork:**

We act as a team, developing ties of mutual trust and respect.

#### **Steadfastness:**

We seek what matters, embracing a simple, steady approach.