

Special Feature_1

Streamlined Governance for Global Operations

Pursuing its vision to become a global pharmaceutical company, Takeda has further strengthened its global operations structure by establishing corporate-level, center of excellence roles in R&D, international commercial operations, and administrative functions

Takeda initiated a reorganization of its corporate structure for its worldwide operations beginning April 2009.

This initiative is focused on empowering the company to more flexibly respond to the rapid changes taking place in the global operating environment facing the pharmaceutical industry.

Through the establishment of the new roles of Chief Scientific Officer and Executive Vice President, International Operations, Takeda can better align its vision, strategies and goals for its R&D operations and its overseas commercial network.

By doing so, the new structure enables Takeda to further realize itself as an R&D-driven pharmaceutical company, to consistently produce new drugs, and to realize the full potential of these products in the global market.

Takeda has also established a Chief Administrative Officer role to provide a comprehensive vision and strategy for global administrative functions and to promote cooperation among the Human Resources, Finance & Accounting, Legal and Corporate Communications Departments.

By proving direct lines of communication with the company president for these three executives and leveraging this new governance structure, the Company will be able to respond rapidly and flexibly to the continued globalization of our business operations.



Shigenori Ohkawa, Ph.D.
Executive Vice President,
Chief Scientific Officer



Alan MacKenzie
Executive Vice President,
International Operations



Toyoji Yoshida
Chief Administrative Officer

Rebuilding the R&D Organization to Improve Drug Creation Capabilities

Director, Shigenori Ohkawa has been named Executive Vice President, Chief Scientific Officer.

The primary role of the Chief Scientific Officer is to realize seamless global R&D activities, through greater collaboration among the various R&D operations. For sustainable growth, Takeda must create a high-quality development pipeline and steadily advance each component of the pipeline to the next stage. To accomplish this, we have transferred global R&D strategic planning operations from Japan to the United States. With this realignment, we can deploy management resources more efficiently to specific R&D activities. We believe this will produce an R&D operating framework best suited to increasing the success rate for drug discovery.

Revamped Overseas Commercial Structure Enhances Sales Activities and Takeda's Market Profile

Director, Alan MacKenzie has been named Executive Vice President, International Operations, responsible for ex-Japan international sales and marketing activities in the Americas, Europe and Asia, as well as global medical affairs.

Building and maintaining effective lines of communication among Takeda Pharmaceuticals North America, Inc., Takeda Pharmaceuticals Europe Limited and Takeda Pharmaceuticals Asia Private Limited, which supervise regional commercial subsidiaries, is a key responsibility for this executive. This centralized

oversight will maximize the effectiveness of Takeda's international commercial and global medical affairs activities by creating more effective decision making and systematic three-region collaboration.

Millennium Pharmaceuticals, Inc., under the direct supervision of Takeda's president, will continue to perform R&D in the field of oncology, create global marketing strategies for oncology products and take steps to increase oncology sales within the United States.

A Restructured Administrative System for Head Office Operations in Step with the Global Scale of Takeda's Operations

Managing Director, Toyoji Yoshida has been named Chief Administrative Officer. With the increasingly global nature of Takeda's operations, the Company has a greater need to comply with a wide-range of legal systems, cultures and customs in different countries. Performing this complex task requires a more streamlined and centralized administrative system that covers the entire Takeda Group including companies with international dealings. The Chief Administrative Officer supervises the Human Resources, Finance & Accounting, Legal and Corporate Communications Departments. By further promoting the activities of these departments and mutual cooperation among them, this officer plays a key role in establishing and maintaining the best possible administrative practices for the group's business operations.

Executive Vice President, Chief Scientific Officer

This officer supervises the Pharmaceutical Research and Pharmaceutical Development Divisions, the Intellectual Property Department, and the CMC Center in order to increase collaboration among these various functions. Closer ties among the departments will provide a base for raising the speed and success rate for drug discovery.

Executive Vice President, International Operations

This officer supervises the international commercial and global medical affairs activities of Takeda Pharmaceuticals North America, Takeda Pharmaceuticals Europe and Takeda Pharmaceuticals Asia. The primary objectives are enhancing commercial capabilities and raising Takeda's profile in overseas markets.

Chief Administrative Officer

This officer oversees the Human Resources, Finance & Accounting, Legal and Corporate Communications Departments. The central roles are coordinating the visions, strategies and goals of these departments and dealing with issues involving global operations. In addition to helping strengthen administrative functions in this manner, this officer assists departments in working more closely together.