

## **(2) Management Policies**

Takeda's management mission is to strive toward better health for individuals and progress in medicine by developing superior pharmaceutical products.

In fiscal 2002, Takeda continued to expand sales of its international strategic pharmaceuticals, centered on the United States, and achieved worldwide sales of our in-house ethical drugs in excess of ¥1 trillion, including affiliated companies accounted for by the equity method, which we had set as the minimum hurdle to be overcome toward our goal of becoming a world-class pharmaceutical company.

Takeda will place its highest priority on strengthening its ability to generate medium- and long-term growth. In doing so, we will concentrate the total strength of the Takeda Group, aiming not only to promote further growth of its existing core products, but also to launch new products to follow them as soon as possible through such measures as increasing the strength and speed of in-house research and development and pursuing an active in-licensing and alliance strategy.

In organizational initiatives, Takeda is promoting a review of the organizational management system at the corporate divisions of the head office, reform of personnel systems and other measures to create an appropriate structure as a world-class pharmaceutical company. In the development division, we will conduct efficient operations through our tripolar network in Japan, the United States and Europe, led by the United States.

Through this steady execution of the 2001-2005 Medium-Term Management Plan, Takeda will carry out reforms and strategies toward becoming a world-class pharmaceutical company as it works to promote continuing growth in sales and income and to maximize shareholder value in the future.