

INDEPENDENT LIMITED ASSURANCE STATEMENT



To: The Stakeholders of Takeda Pharmaceutical Company Limited

Introduction and objectives of work

Apex Companies, LLC (Apex) has been engaged by Takeda Pharmaceutical Company Limited (Takeda) to provide limited assurance of select social metric data included in Takeda's Annual Integrated Report for fiscal year 2021 (FY2021). This Assurance Statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation in the Takeda's Annual Integrated Report ('the Report') are the sole responsibility of the management of Takeda. Apex was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter. This is the first year in which we have provided assurance over Takeda's social metric data.

Scope of work

The scope of our work was limited to assurance over the following information included within the Report for the period April 1, 2021 through March 31, 2022 (the 'Subject Matter'):

Access to Medicines: 4 metrics

Diversity, Equity & Inclusion: 14 metrics

Talent Management: 35 metrics

Ethics & Compliance: 12 metrics

Quality Management: 2 metrics

Product Stewardship: 1 metric

Safety: 2 metrics

A summary of the social metric data assured is included at the end of this statement.

Data and information supporting these metrics were in some cases estimated rather than historical in nature.

Our assurance does not extend to any other information included in the Report.

A separate assurance statement dated June 8, 2022 provides assurance for planet metrics and additional safety metrics.

Reporting Boundaries

The following are the boundaries used by Takeda for reporting sustainability data:

- Operational Control
- Worldwide Takeda Operations unless otherwise noted

Reporting Criteria

- The Subject Matter needs to be read and understood together with the information regarding each metric as described in the Report.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Subject Matter in the Report are the sole responsibility of the management of Takeda.

Apex was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Stakeholders of Takeda.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ± 5 -percent was set for the assurance process.

Summary of Work Performed

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of Takeda;
3. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by Takeda;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation;
6. Reviewing Takeda systems for quantitative data aggregation and analysis;
7. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.
8. Reperforming a selection of aggregation calculations of the Subject Matter;; and
9. Evaluating the design of internal systems, processes and controls to collect and report the Subject Matter.

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and
- It is our opinion that Takeda has established appropriate systems for the collection, aggregation and analysis of quantitative data.

Statement of Independence, Integrity and Competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Takeda, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, and has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data and verification of greenhouse gas emissions.



Lisa Barnes, Lead Verifier
Apex Companies, LLC
Lakewood, Colorado



Cody Lorentson, Technical Reviewer
Apex Companies, LLC
Lakewood, Colorado

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Summary of FY 2021 Social Metric Data Subject to Assurance

Category/Metric	FY2021 Data ⁽¹⁾
Access to Medicines	
Number of patients in underserved countries and communities who have received access to Takeda's innovative medicines and vaccines, as well as other supportive healthcare services through Takeda-sponsored and supported clinical trials	6,430
Number of patients who have received treatment with Takeda's innovative medicines through Takeda's Access to Medicines Programs	2,218
Number of countries and territories our Access to Medicines programs operate in	58
Number of patients screened for life-threatening diseases through our Access to Medicines programs	75,826
Diversity, Equity & Inclusion	
Total number of employees globally ⁽²⁾	50,107
% Workforce - Women	52%
% Workforce - Men	48%
% Workforce - Age Group 1: <30	19%
% Workforce - Age Group 2: 30 - 50	62%
% Workforce - Age Group 3: >50	19%
% Workforce - Manager	16%
% Workforce – Individual Contributor	84%
% Managers - Female	41%
% women in all junior management positions	41%
% women in all top management positions (maximum two levels from the CEO)	40%
% women in all management positions in revenue-generating functions	31%
% women in STEM-related positions	52%
Number of women on the Takeda Executive Team	6
Talent Management	
Total number of new hires	12,678
Total number of new hires - Female	8,316
Total number of new hires - Male	4,326
Total number of new hires - Undeclared	36
Total number of new hires - Age Group 1: <30	6,025

Category/Metric	FY2021 Data ⁽¹⁾
Total number of new hires - Age Group 2: 30 - 50	5,653
Total number of new hires - Age Group 3: >50	978
Total number of new hires - Japan	425
Total number of new hires - U.S.	8,725
Total number of new hires - EUCAN	1,698
Total number of new hires - GEM	1,830
New hires as % of total workforce	19%
% new hires within the total workforce of Women	22%
% new hires within the total workforce of Men	16%
% new hires within the total workforce of Age Group 1: <30	43%
% new hires within the total workforce of Age Group 2: 30 - 50	15%
% new hires within the total workforce of Age Group 3: >50	8%
% new hires within the total workforce of Japan	10%
% new hires within the total workforce of U.S.	26%
% new hires within the total workforce of EUCAN	13%
% new hires within the total workforce of GEM	21%
Total global turnover rate ⁽³⁾	23%
Total global turnover rate - Women	28%
Total global turnover rate - Men	18%
Total global turnover rate - Age Group 1: <30	53%
Total global turnover rate - Age Group 2: 30 - 50	18%
Total global turnover rate - Age Group 3: >50	16%
Total global turnover rate - Japan	5%
Total global turnover rate - U.S.	35%
Total global turnover rate - EUCAN	11%
Total global turnover rate - GEM	28%
Total global turnover rate - Manager	12%
Total global turnover rate – Individual Contributor	25%
Total global involuntary turnover rate	6%
Total global voluntary turnover rate	17%
Ethics and Compliance	
Total percentage of employees trained on Takeda’s anti-corruption policies and procedures	100%
Total percentage of employees trained on Takeda’s anti-corruption policies and procedures - Japan	100%
Total percentage of employees trained on Takeda’s anti-corruption policies and procedures - U.S.	100%
Total percentage of employees trained on Takeda’s anti-corruption policies and procedures - EUCAN	100%
Total percentage of employees trained on Takeda’s anti-corruption policies and procedures - GEM	100%
Total number of incidents of corruption confirmed during the year, but related to previous years	1
Total number of incidents of corruption confirmed during the year, related to year	1
Total losses as a result of legal proceedings associated with discrimination and harassment incidents (JPY Million)	235.5

Category/Metric	FY2021 Data ⁽¹⁾
Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments to delay bringing an authorized generic product to market ²	0
Total losses as a result of legal proceedings associated with clinical trials in developing countries - JPY	0
Total losses as a result of legal proceedings associated with false marketing claims - JPY	0
Total losses as a result of legal proceedings associated with corruption and bribery - JPY	0
Total losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competition, market manipulation, malpractice or violations of other related regulations (JPY Million)	203.3
Quality Management	
Number of Class I recalls (in U.S.)	0
Number of Class II recalls (in U.S.)	0
Product Stewardship	
Total amount of product accepted for take-back, reuse, or disposal (tons per Calendar Year 2021) ⁽⁴⁾	245
Safety	
Number of high-consequence work-related injuries (excluding fatalities)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0

⁽¹⁾ April 1, 2021 to March 31, 2022, see full statement for boundaries

⁽²⁾ Number of employees includes all employees (reg, fixed term, interns, dispatched, apprentice/trainee, temporary/limited)

⁽³⁾ Turnover rates only include regular employees

⁽⁴⁾ Takeda helped form a collaboration via MED-Project-USA that collected and properly disposed of 245 tons of unwanted medicine that includes non-Takeda products