

SPOTLIGHT

Takeda's Purpose-led Sustainability in Action at Hikari Plant

Takeda's corporate philosophy, inspired by our values of Takeda-ism, guides our people at every level, in every country in which we operate. Through their actions, aligned with our purpose-led sustainability approach, our people put patients first, build trust with society, improve our reputation, and create value for shareholders and society.

Our Hikari site in Japan, home to more than 1,300 Takeda employees, is one of our largest manufacturing facilities in the world, producing a range of products, from active pharmaceutical ingredients to formulations and packaging. The examples below illustrate how our employees in Hikari demonstrate our commitment to patient, people and planet powered by data and digital.



PATIENT

Our employees' commitment to values-based behavior and ability to embrace technology enabled Takeda to deliver COVID-19 vaccines to Japan in May 2022.

Typically, it takes 48 months to transfer the technology and know-how from one biological product manufacturing site to another. But our team was able to complete this in only 21 months.

Chosen by the government of Japan to manufacture recombinant COVID-19 vaccines using Novavax' technology for local use, the Hikari site worked entirely remotely with Novavax engineers in the United States and Czech Republic using video calls due to COVID-19 travel restrictions. The site also faced shortages of critical materials due to the pandemic. However, the team managed the challenges with the aim of delivering the vaccine to the people in Japan as quickly as possible.

The site is also leveraging advances in data and digital to accelerate the production of innovative treatments.

Through our team's commitment to patients and through the power of technology, we are helping ensure high-quality, uninterrupted supply and delivery of our life-saving products.



PEOPLE

At Hikari, our people embrace diversity, equity and inclusion (DE&I) and are empowered to take action that will drive DE&I and employee well-being. For example, in the past, only men worked at our API site. The roles involved carrying heavy materials and containers. However, two young female employees challenged this practice, raising their hands to work at the site. This led to a discussion to improve the operations as well as tackle unconscious bias. The team identified opportunities to use digital and robotic technology and create an automated working environment where everybody, regardless of gender, can work.



PLANET

In addition, the site is engaging with other Takeda sites to leverage internal expertise to help build capabilities and apply learnings from across Takeda's manufacturing sites, such as Good Manufacturing Practices (GMP) workplans. Top talent from Takeda's global network and the Hikari site were selected to lead this project. Hikari team members can reach out to their global GMP workplan members both on- and off-site. Having access to these global experts is helping the site implement continuous improvement activities while running the business. We also introduced a new development program to foster future global leaders from Hikari. Currently, more than 30 high-potential employees are participating in the program, which includes a focus on global communication, cross-cultural learning, networking opportunities with senior leaders, and overseas secondment opportunities.

Our pioneering use of bio-polyethylene (bio-PE) — a plastic derived from plant-based bioethanol — in pharmaceutical primary packaging at the Hikari plant, the development of which started in 2013, is an example of our commitment to decarbonize our operations and value chain. Manufacturing bottles made with bio-PE plastic emit up to 70% fewer CO₂

emissions compared to petroleum-based polyethylene bottles. The Japanese Packaging Institute, the Asian Packaging Federation and World Packaging Organization recognized Takeda's Bio-PE bottle with respective awards. We also value social connections. Members of our local Environment, Health and Safety (EHS) team visited

a local junior high school to discuss the importance of the United Nations Sustainable Development Goals (SDGs), and during World Environment Day 2022, our employees held a community clean-up event around Hikari. These voluntary actions toward climate change may seem small, but they are helping to accelerate big changes.

