Taking a global perspective, Takeda is doing its utmost to protect human rights through every link of the value chain.

Takeda has prepared internal standards in the form of policies and guidelines based on international human rights standards, and strives to be socially responsible at every stage of the value chain from research and development to procurement, production, distribution, and sales and marketing as it conducts its activities.

Guidelines for Reference

International Human Rights Standards

Universal Declaration of Human Rights
A declaration adopted by the United Nations General Assembly in 1948, as a common standard of achievement for all peoples and all nations

Guiding Principles on Business and Human Rights
Principles on business and human rights, approved by the United Nations Human Rights Council in 2011, to be respected by all countries and companies to contribute to sustainable globalization

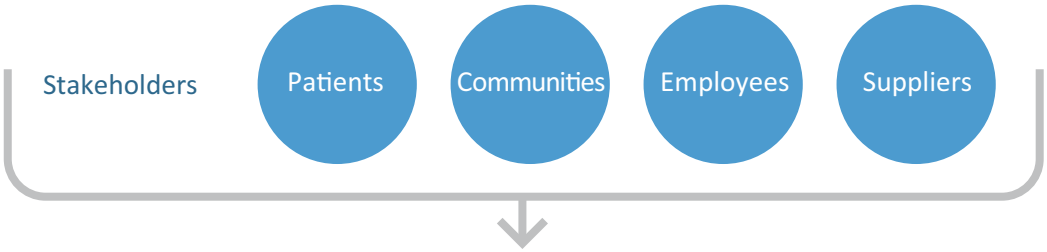
The Declaration of Helsinki
A statement of ethical principles for research and clinical trials involving human-derived specimens, adopted by the World Medical Association (WMA) in 1964

The Ten Principles of the United Nations Global Compact
A voluntary set of principles for corporations to realize sustainable development of society, advocated by the Secretary-General of the United Nations in 1999

The BSR "Guiding Principles on Access to Healthcare"
A set of principles for improving access to healthcare globally, set out in 2013 by the BSR, an global association of member companies for CSR

Takeda's Internal Standards

Basic Rules of Compliance	The Takeda Global Code of Conduct
Risk and Crisis Management	Global Risk Management Policy Global Crisis Management Policy
Quality Assurance	Global Policy: Quality
Environment, Health, and Safety	Global Policy on EHS
R&D	Human Rights-Related Rules for Research and Development Activities
Procurement	Takeda Supplier Code of Conduct Global Procurement Policy UK Modern Slavery Act Transparency Statement



Promotion of Human Rights-Related Initiatives throughout the Value Chain

5

Number of human rights-related seminars held by BSR Healthcare Working Group in fiscal 2016

BSR

5

Number of human rights-related meetings* held in fiscal 2016 (Japan)

* The Research Ethics Review Committee and the Bioethics Committee concerning human genome and gene analysis research

Future Outlook

Issues and Initiatives Going Forward

Global pharmaceutical companies that conduct business in Emerging Markets and developing countries must give consideration and care to human rights issues in various processes in the course of providing medicines. Takeda will continue to fulfill its responsibilities as a company involved in improving people's lives by bolstering its initiatives across Takeda, based on the international norms and trends in human rights.

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Human Rights Issues and Initiatives

Research

[Issues] When conducting research to create new drugs, we need to use human-derived specimens (such as blood, tissue, cells and other substances) in order to predict safety and efficacy prior to the start of clinical trials. Advances in research and analysis of the human genome and genes are enabling us to make greater use of knowledge gained from tests using human tissues and samples. Takeda obtains the voluntary agreement (informed consent) of all individuals prior to collecting specimens from them. We also rigorously protect personal information, including genetic data. Actions like these demonstrate our awareness of the importance of human rights.

Other important issues to be considered include disclosing information about potential effects, if any, of research activities on the safety and health of people living near our research facilities, allowing access to genetic resources, and sharing of associated future benefits when we collect genetic resources from the soil or other sources as part of our discovery research activities.

[Initiatives] Takeda conducts research activities globally based on a framework of policies and rules that respect the dignity of life and human rights.

Currently, each Takeda research laboratory has regulations based on the rules for each respective country and undertakes human rights-related initiatives. In Japan, Takeda has a Research Ethics Review Committee to handle issues associated with human-derived specimens (such as blood, tissue, cells and other substances). Committee members confirm whether or not specimens are used for research in line with the Declaration of Helsinki. Another ethics committee is responsible for research that uses human genome and gene analysis. Multiple staff consisting of both genders makes up this standing committee and some members must come from outside the company.

To reduce our environmental risk profile, we conduct our research activities in adherence with the Global EHS Guideline. We also take steps to manage human rights-related issues, such as taking particular care when using the genetic sample library.

Development (Clinical Trials)

[Issues] Drug development is conducted to confirm efficacy and safety through clinical trials with human beings for the compounds that have demonstrated medical potential in the research stage. The purpose of development activities is to accumulate enough data to submit an application for marketing approval. Takeda recognizes important human rights issues must be addressed when performing clinical trials. For example, we need to provide thorough explanations of expected benefits, potential side effects, issues that must be observed and other aspects to the participants. We also ensure that participants in these trials provide their informed consent based on a thorough understanding of these explanations.

Moreover, we respect the fact that participants in clinical trials are volunteers and we exercise care to ensure their safety. We are also committed to protecting personal information, including genetic information.

[Initiatives] Takeda is committed to high quality clinical research that is scientifically rigorous and ethically sound. Clinical studies are conducted to generate scientific and medical evidence supporting development for the purpose of registering new products, in compliance with legal and regulatory requirements and consistent with the principles that have their origins in the Declaration of Helsinki 2013, ICH-GCP, EFPIA/PhRMA Principles and other applicable international ethical principles and standards. We always receive the patient's informed consent, follow government regulations and our internal standards and adhere to protocols. In addition, we take care to protect the human rights of individuals participating in clinical studies in developing and emerging countries, trial participants who are socially underprivileged, and other cases requiring special attention.

Takeda is committed to transparent clinical research. Takeda prospectively registers key clinical trial information prior to the trial initiation and discloses summary results of these trials following their completion on our corporate website*1 and on registry databases as legally required. Takeda is also committed to responsibly sharing patient-level clinical trial data and clinical trial documents with qualified academic researchers through a multi-sponsor web portals.*2

Takeda respects the privacy of trial participants and privacy regulations and only shares these data in a manner that will not result in trial participant identification.

*1 http://www.takedaclinicaltrials.com

*2 Primarily https://clinicalstudydatarequest.com but also https://www.projectdatasphere.org and others.

Major Human Rights-Related Rules for Research and Development Activities

Rules for the Research Ethics Review Committee
Rules for the Bioethics Committee concerning human genome and gene analysis research
Rules for performing human genome and gene analysis research

Procurement, Production, and Distribution

[Issues] As a global pharmaceutical company, Takeda procures materials from around the world, including in Emerging Markets, needed to manufacture and distribute its products. We realize that respecting human rights, including the rights of workers, is one of our greatest responsibilities with regard to procurement activities. To meet this obligation, we require our suppliers to pay sufficient attention to human rights.

In our production activities, we are also committed to fulfilling our responsibility regarding the safety and health of people who live near our facilities. In distribution, meanwhile, we view counterfeit drugs as one of our most pressing issues throughout the entire flow from procurement to production and distribution.

[Initiatives] Takeda is strengthening its initiatives to respond to issues across the entire value chain through the establishment of the "Global Procurement Policy" and "Takeda Supplier Code of Conduct" and the formulation of its own standards for conduct. In addition, we are communicating with our suppliers, clearly sharing with them what we expect of them and providing them with a code of conduct.

To reduce exposure to environmental risks, we established the "Global Policy on EHS" and "Global EHS Guideline" and are making steady progress with associated activities. We are also safeguarding our products and securing the supply chain by engaging in risk-based and holistic product protection activities to prevent the spread of counterfeit drugs throughout Takeda.

Sales and Marketing

[Issues] Since pharmaceutical products are vital to maintaining health, improper administration methods can cause problems for patients as well as society as a whole. Takeda considers that the fundamental mission of a pharmaceutical company is to provide, collect, and convey medical information in an accurate and speedy manner through appropriate measures while supplying high-quality products. At Takeda, all medical representatives (MRs) are duly aware of their role in conducting activities for providing drug information as representatives of the entire company. Above all, our MRs are dedicated to performing sincere promotional activities that show respect for the human rights of patients.

[Initiatives] Takeda ensures that its activities comply rigorously with the pharmaceutical laws of each country and the International Federation of Pharmaceutical Manufacturers & Associations (IFPMA) Code of Practice, and that it provides consistent pharmaceutical information around the world.

Treatment of Employees

Takeda Respects the Human Rights and Diversity of its Employees in Line with the Takeda Global Code of Conduct

Takeda takes a global perspective on respecting human rights and observes the employment laws and regulations in each country. Furthermore, every Takeda company is committed to operating in line with the Takeda Global Code of Conduct, which provides compliance standards including the treatment of employees.

The Code mandates respect for the diversity and dignity of the employees. It also prohibits discrimination and harassment based on nationality, race, skin color, beliefs, religion, gender, age, disabilities and any other legally protected status. The Code clearly provides that Takeda takes appropriate measures to prevent such discrimination and harassment.