

## Global Environment, Health and Safety Policy

### Purpose

The purpose of this policy is to describe Takeda's commitments with respect to the Environment, Health and Safety (EHS) of our patients, our people, our partners, and our world.

Our Global EHS Policy is grounded in Takeda-ism, our core values of integrity, fairness, honesty and perseverance that guide us in fulfilling our responsibility to society as a global pharmaceutical company. At Takeda, we are committed to operating our business in a manner that protects the health, safety and wellbeing of our employees, communities in which we work, live and serve, as well as the environment and its natural resources. This is how we support our business priorities and mission of creating Better Health and a Brighter Future for patients worldwide.

This policy has been developed to address Takeda's purpose, size, organizational context, nature of our health and safety risks and opportunities and the environmental impacts of our activities and products.

### Scope

This Policy applies equally to Takeda directors, officers, employees, contractors, and affiliates for which we have operational control. In cases where this Policy conflicts with applicable laws, regulations or industry codes, the most restrictive requirements shall apply.

### Key Principles

We believe **placing patients first** means recognizing that risks to our natural environment also pose risks to global health.

- We enhance the performance of our operations, products, and services by proactively identifying pollution prevention opportunities and minimizing negative environmental impacts throughout the entire lifecycle of our products.
- We advance environmental sustainability and reduce our impact on climate change by promoting the conservation of natural resources through water stewardship, waste minimization, recycling, energy conservation, reduction of greenhouse gas emissions, sustainable transportation, protection of biodiversity, responsible product stewardship and sustainable procurement practices.

We believe that **building trust with society** begins with providing a healthy and safe workplace for our employees and partners.

- We strive to be a global leader in health and safety by implementing innovative management practices, working to prevent motor vehicle accidents and by recognizing potential hazards and associated risks while working to eliminate them.
- We provide the tools, resources and programs to support our employees in making healthy lifestyle choices.
- We embed EHS values into Takeda's culture through leadership involvement and accountability as well as empowering our employees to consider EHS in all aspects of their work and actively contribute to the reduction of EHS risks.
- We ensure the participation and consultation of our employees, employee representatives and partners, where appropriate, when developing and improving our processes.

We believe that **reinforcing our reputation** relies on open communication and dialogue with our stakeholders on EHS and sustainability issues.

- We work with our business partners, suppliers, contractors and customers to promote responsible EHS practices, build trust and develop strong relationships.
- We actively engage with stakeholders to ensure the development and implementation of EHS policies, laws, regulations and best practices that serve to promote the present and future well-being of our employees, communities and the environment.

We believe that complying with all applicable EHS laws and regulations is foundational to our ability to **build our business**.

- We maintain systems designed to identify, manage and reduce risks associated with our operations, products and services to ensure continued EHS compliance and control.
- We establish measurable goals and objectives to continuously improve performance of our EHS programs, track progress and communicate results.

### Compliance

Compliance with this Global Policy is subject to monitoring and auditing for all ongoing business activities as well as in case of acquisitions and joint ventures prior to the transaction.