



Global Policy on Environment, Health, and Safety (EHS)

PURPOSE

A strong foundation in Environment, Health, and Safety (EHS) is a major element of Takeda's commitment to better health for patients worldwide. Takeda's EHS organization strives to be best-in-class in all aspects of EHS. We recognize our responsibility to cultivate the health and safety of our global workforce and local residents, the environmental sustainability of our business practices, and an effective product stewardship.

The purpose of this Global Policy is to describe Takeda's approach to achieve these objectives.

SCOPE

This Global Policy applies equally to Takeda directors, officers, employees, contractors, affiliates, and other entities under Takeda control. The use of "Takeda" herein is defined to include all such parties.

KEY PRINCIPLES

- **Primary Responsibility**

Takeda's primary responsibility is the protection of people, the environment, and the safe handling of our products. We prioritize health, safety, environmental protection and product stewardship throughout all our business activities such as research, development, manufacturing, commercialization, and disposal.

- **Compliance**

Takeda complies with all relevant laws and regulations and is committed to applying industry best practices and standards concerning occupational health and safety, and environmental protection.

- **Roles and Responsibilities**

The roles and responsibilities of each director, officer, and employee regarding EHS are

defined in the EHS management system. The thorough execution and monitoring of these EHS standards enables Takeda to continuously improve health, safety, and environmental performance.

- **Awareness**

Takeda promotes awareness of our mission to cultivate a healthy, safe, and environmentally sustainable work culture. Takeda is committed to continuously enhancing our knowledge and skills to fulfill this mission.

- **Communication**

Takeda proactively promotes communication with diverse groups of internal and external stakeholders including local safety committees, neighboring communities, suppliers, and customers to fulfill our social responsibility regarding the environment, and occupational health and safety.

GENERAL RULES

Takeda integrates EHS aspects into all business activities, identifying and avoiding potential hazards to people and the environment.

Environmental Protection

Takeda shall aid the advancement of environmental sustainability in all business activities including;

- Environmental impact
Identify, review, and minimize impacts to the environment arising from all business activities
- Waste management
Practice the 4R's principle (Reduce, Reuse, Recycle, Recover) and observe appropriate segregation and disposal
- Energy saving and CO₂ emission reduction
Promote efficient use of resources for climate change prevention
- Water resource saving
Promote efficient use of water and reducing wastewater pollution
- Environmental technology
Aim to reduce environmental impact by acquiring the best available technologies
- Biodiversity conservation
Review business activities in consideration for biodiversity conservation
- Green purchasing

Prioritize environmentally responsible procurement practices

- Environmental incidents

Report serious environmental incidents immediately to Global Crisis Management Committee in accordance with the Global Crisis Management Policy and to GMS Corporate EHS

Occupational Health and Safety, Accident Prevention

To improve the working environment and reduce work-related accidents, Takeda shall promote occupational health and safety practices including:

- Workplace organization
Implement good housekeeping to continuously improve the working environment
- Safe driving
Promote safe driving programs to prevent traffic accidents and employee vehicle-related injuries
- Ergonomics
Prevent adverse musculoskeletal conditions to enable a more comfortable working environment
- Hazardous substance management
Implement appropriate engineering controls, administrative controls, and personal protective equipment to reduce exposure to hazardous substances
- Accident reporting
Report accidents to ensure timely review and countermeasure actions
- Risk assessment
Review safety aspects of high risk operations to minimize relevant risks
- Health management
Review potential health hazards and participate in relevant health management activities and health examinations
- Emergency response
Establish local emergency response procedures based on risk assessments and conduct periodic emergency response drills to ensure preparedness for emergencies and potential natural disasters

Product Stewardship

Takeda is committed to assessing and minimizing the possible health, safety, and environmental risks of a product in all stages of the product life-cycle.

COMPLIANCE

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

2017, April 1st