

TAKEDA'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

At Takeda, we believe that in order to achieve health equity, everyone must have a fair and just opportunity to attain their full health potential, regardless of social position or other social determinants. We are working to achieve greater health equity for all patients by addressing health disparities and inequities that disproportionately impact underserved communities, including access to clinical trials. While the biopharmaceutical industry and our partners continue to make strides, there is a lot more work to be done to ensure clinical trials are diverse, inclusive and better reflect the patients we serve. At Takeda, we are committed to creating a more diverse, equitable and inclusive culture not only within our own walls and our communities but also across our clinical trials. True to our values – perseverance, integrity, honesty and fairness – for us, enhancing diversity in clinical trials is simply the right thing to do.

APPROACH AND CURRENT INITIATIVES WITHIN R&D

We engage in multidisciplinary, cross-company and cross-industry practices and collaborations to help us reach all patients. Our approach enables us to better generate data that reflect the patients and patient sub-groups most likely to be prescribed a medicine if approved, giving everyone more accurate data and insights to inform regulatory submissions, future trials, and, for approved treatments, potentially more efficacious and safer utilization.

Our current initiatives include efforts to engage and build trust with individuals whose support and participation is essential to our clinical programs. The core tenets of our approach are as follows:



Alignment and commitment

to PhRMA's Principles on Conduct of Clinical Trials

Frequent touch points

with our patient advisory councils and disease-specific patient advisory boards, who represent diverse and critical perspectives that inform the way we design and conduct clinical trials and the way we share information with patients

An enhanced focus on medically underserved communities

Through our clinical operations group, we have created a cross-functional clinical trial diversity strategy and working team to incorporate patient input and create study-essential documents and investigator training programs around the world

A dedicated role

for an R&D Director of Diversity and Inclusion, responsible for implementing the diversity and inclusion strategic vision for Takeda's clinical research programs

ACTIVE ENGAGEMENT WITH PATIENTS TO HELP EVOLVE OUR PRACTICES

Our Patient Engagement Office within the Global R&D organization has completed multiple discrete engagements with our patient advisory councils, resulting in changes to several areas, including:



Updated Informed Consent and Assent Language¹: Revised Informed Consent Form to help make language more accessible to participants, including potential pediatric participants



Enhanced Clinical Trial-Finding Website: Incorporated design elements to help ensure our website would be accessible to people of different ages and cultures and to viewers with varying levels of comfort with technology and health literacy



COVID-19 Emerging Needs and Impact: Improved our understanding of how to help our diverse patient population feel more comfortable participating in a clinical trial and how Takeda could better support clinical trial participants and patient communities during the pandemic

"Engaging patients in the process of drug development helps us navigate toward trials that are more accessible to diverse patients."

Jessica Scott, Head of R&D Patient Engagement

¹ Assent means a child's affirmative agreement to participate in research.



PARTNERING TO IMPROVE DIVERSITY AND INCLUSIVITY IN CLINICAL TRIALS

To improve diversity and inclusivity in our own clinical trials, we're reviewing our contract research organizations' protocols and evaluation methods to ensure equitable patient recruitment and representation.

Takeda puts significant emphasis on partnerships and programs that prioritize inclusivity and diversity in clinical trials around the world, and we're actively engaged in activities to elevate these practices, help ensure they become our standard of operations and support efforts to improve clinical trials industry-wide. Some of these broad-based initiatives focus on:



Identification, engagement and empowerment of research centers that serve underrepresented patient populations and are ready to participate in clinical trials



Continued investment to increase clinical trial capacity, including investigator training in community centers that serve underrepresented patient populations



Mentoring and support programs for early career minority investigators to establish successful paths in clinical research

OUR KEY PARTNERSHIPS AND ACTIVITIES ADDRESSING DIVERSITY IN CLINICAL TRIAL RESEARCH:

The Multi-Regional Clinical Trials (MRCT) Center of Brigham and Women's Hospital and Harvard to improve diversity in clinical trials



Working with 32 public and private partners within the **Innovative Medicines Initiative** to include larger numbers of patients, including groups under-represented in clinical trials, through novel approaches to remote trials



BIO Ventures for Global Health (BVGH) to build clinical trials capacity for cancer care in low- and middle-income countries



Alzheimer's Disease Neuroimaging Initiative (ADNI) to ensure representation in Alzheimer's disease studies



INTEGRATING OUR EFFORTS IN R&D WITH TAKEDA'S BROADER COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

In addition to the work we do within our R&D organization, Takeda is also advancing several DE&I workstreams across the enterprise. All of our efforts aim to foster a more diverse, inclusive working environment and healthcare ecosystem.

