



News Release

Takeda Announces New Assignments of Directors

OSAKA, Japan and CAMBRIDGE, Massachusetts, June 25, 2025 – Takeda (TSE:4502/NYSE:TAK) has announced new assignments of directors, determined at the Board of Directors meeting, following the 149th Annual Meeting of Shareholders, held in Osaka today.

Takeda's Board of Directors has 11 members serving as external directors out of a total of 14 members, helping to ensure transparency and objectivity. An external director will continue to chair the Board of Directors. The Audit and Supervisory Committee, the Nomination Committee and the Compensation Committee will be composed solely of external directors including their chairs.

Takeda highly values strong, independent governance and its Board of Directors helps to ensure that all decisions and actions are in the best interests of global stakeholders and aligned with the company's values. This robust corporate governance model has been, and will continue to be, critical to Takeda's success.

Details of the new assignments are as follows:

1. New Assignment of Directors Who Are Not Audit and Supervisory Committee Members (Effective June 25, 2025)

| Name | Category | | Role |
|------------------|----------|----------|--|
| Christophe Weber | Internal | Existing | Representative Director, President & Chief Executive Officer |
| Milano Furuta | Internal | Existing | Director, Chief Financial Officer |
| Andrew Plump | Internal | Existing | Director, President, Research & Development |
| Masami Iijima | External | Existing | External Director, Chair of the Board Meeting |
| Ian Clark | External | Existing | External Director |
| Steven Gillis | External | Existing | External Director |
| Emiko Higashi | External | Existing | External Director |
| John Maraganore | External | Existing | External Director |
| Michel Orsinger | External | Existing | External Director |
| Miki Tsusaka | External | Existing | External Director |

2. Directors Who Are Audit and Supervisory Committee Members

| Name | Cateogry | Role |
|-------------------|----------|--|
| Koji Hatsukawa | External | External Director, Head of Audit and Supervisory Committee |
| Jean-Luc Butel | External | External Director, Audit and Supervisory Committee Member |
| Yoshiaki Fujimori | External | External Director, Audit and Supervisory Committee Member |
| Kimberly A. Reed | External | External Director, Audit and Supervisory Committee Member |

Directors who are Audit and Supervisory Committee Members are within their 2-year tenure and were not subject to reelection this year.

3. New Assignment of Nomination Committee and Compensation Committee Members (Effective June 25, 2025)

Nomination committee:

Masami Iijima (Chairperson), Steven Gillis, Emiko Higashi, Michel Orsinger, Jean-Luc Butel and Yoshiaki Fujimori

(Observer: Christophe Weber)

Compensation committee:

Emiko Higashi (Chairperson), John Maraganore, Michel Orsinger, Miki Tsusaka and Kimberly A. Reed

About Takeda

Takeda is focused on creating better health for people and a brighter future for the world. We aim to discover and deliver life-transforming treatments in our core therapeutic and business areas, including gastrointestinal and inflammation, rare diseases, plasma-derived therapies, oncology, neuroscience and vaccines. Together with our partners, we aim to improve the patient experience and advance a new frontier of treatment options through our dynamic and diverse pipeline. As a leading values-based, R&D-driven biopharmaceutical company headquartered in Japan, we are guided by our commitment to patients, our people and the planet. Our employees in approximately 80 countries and regions are driven by our purpose and are grounded in the values that have defined us for more than two centuries. For more information, visit www.takeda.com.

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The companies in which Takeda directly and indirectly owns investments are separate entities. In this press release, “Takeda” is sometimes used for convenience where references are made to Takeda and its subsidiaries in general. Likewise, the words “we”, “us” and “our” are also used to refer to subsidiaries in general or to those who work for them. These expressions are also used where no useful purpose is served by identifying the particular company or companies.

Forward-Looking Statements

This press release and any materials distributed in connection with this press release may contain forward-looking statements, beliefs or opinions regarding Takeda’s future business, future position and results of operations, including estimates, forecasts, targets and plans for Takeda. Without limitation, forward-looking statements often include words such as “targets”, “plans”, “believes”, “hopes”, “continues”, “expects”, “aims”, “intends”, “ensures”, “will”, “may”, “should”, “would”, “could”, “anticipates”, “estimates”, “projects”, “forecasts”, “outlook” or similar expressions or the negative thereof. These forward-looking statements are based on assumptions about many important factors, including the following, which could cause actual results to differ materially from those expressed or implied by the forward-looking statements: the economic circumstances surrounding Takeda’s global business, including general economic conditions in Japan and the United States and with respect to international trade relations; competitive pressures and developments; changes to applicable laws and regulations, including tax, tariff and other trade-related rules; challenges inherent in new product development, including uncertainty of clinical success and decisions of regulatory authorities and the timing thereof; uncertainty of commercial success for new and existing products; manufacturing difficulties or delays; fluctuations in interest and currency exchange rates; claims or concerns regarding the safety or efficacy of marketed products or product candidates; the impact of health crises, like the novel coronavirus pandemic; the success of our environmental sustainability efforts, in enabling us to reduce our greenhouse gas emissions or meet our other environmental goals; the extent to which our efforts to increase efficiency, productivity or cost-savings, such as the integration of digital technologies, including artificial intelligence, in our business or other initiatives to restructure our operations will lead to the expected benefits; and other factors identified in Takeda’s most recent Annual Report on Form 20-F and Takeda’s other reports filed with the U.S. Securities and Exchange Commission, available on Takeda’s website at: <https://www.takeda.com/investors/sec-filings-and-security-reports/> or at www.sec.gov. Takeda does not undertake to update any of the forward-looking statements contained in this press release or any other forward-looking statements it may make, except as required by law or stock exchange rule. Past performance is not an indicator of future results and the results or statements of Takeda in this press release may not be indicative of, and are not an estimate, forecast, guarantee or projection of Takeda’s future results.

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