TAKEDA'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION IN CLINICAL RESEARCH

At Takeda, we believe that to achieve health equity, everyone must have a fair and just opportunity to attain their full health potential, regardless of social position or other socially determined circumstances.

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 and participation in clinical trials. We are committed to creating a more diverse, equitable and inclusive culture in our clinical research. Guided by our values of Takeda-ism, which include Integrity, Fairness, Honesty and Perseverance, it is important that clinical trials reflect the patients we serve.

COMMUNITY ENGAGEMENT TO IMPROVE DIVERSITY AND INCLUSIVITY IN CLINICAL TRIALS

We aim to support the DE&I of all patients in our clinical trials by fostering community partnerships and implementing strategies anchored in education, access and awareness. We view communities as partners in building trust and lasting relationships with underrepresented and underserved populations, which is critical to achieving sustainable, meaningful change.

EDUCATION

Partner with community organizations and leaders to provide health-related education, including clinical research, without the commitment to recruit

AWARENESS

Provide information about active clinical trials in or near the community and form a referral network including nearby investigative site(s)

ACCESS

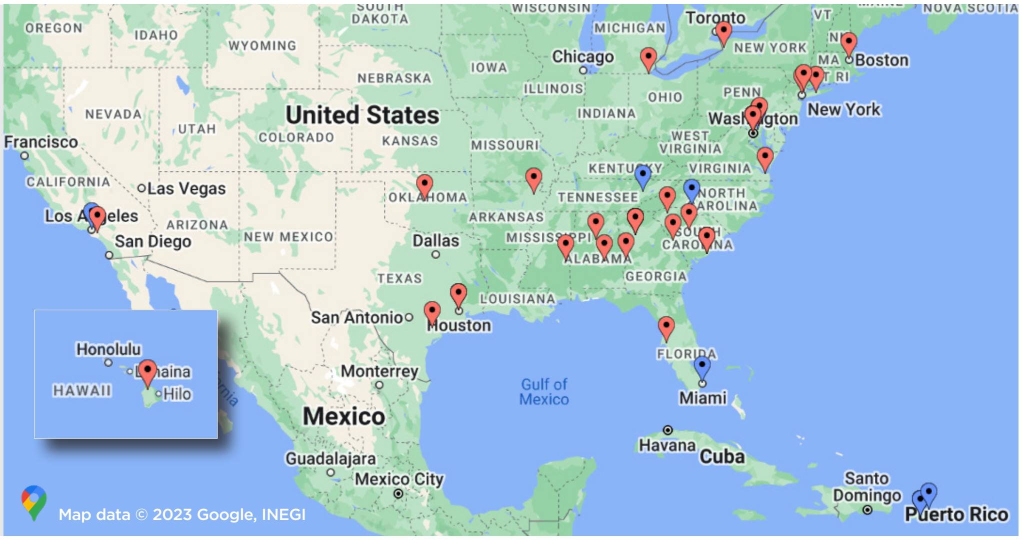
Ensure community investigative sites are considered in site selection and that research-naïve professionals and institutions are offered relevant training

We view community outreach as a key priority and have initiated community engagements in **40+ geographies** across the United States as part of our *Communities as Partners* signature program.

Map features geographies across the USA in which Takeda has initiated engagements and distributed educational toolkits on clinical research to community partners and investigative sites.

🔴 Community Partnerships

🔵 Investigative Sites



> *"It is important to understand that various illnesses and therapeutic interventions affect people differently. Therefore, it is necessary to include a diverse group of patients in clinical trials to ensure that everyone is represented. This will ultimately result in more reliable data and contribute to more treatments and medications being available for everyone."*
>
> LaShell Robinson, Senior Director
> Diversity, Equity & Inclusion in Clinical Research

100% of new Takeda clinical trials require a **DIVERSITY ACTION PLAN**

40+ **GEOGRAPHIES** impacted by **COMMUNITIES AS PARTNERS PROGRAM**

1M+ **PEOPLE REACHED** through community engagement efforts

30+ **MARKETS** projected to be impacted by our **PHARMACY OUTREACH PROGRAM**

6 **RACIAL AND ETHNIC POPULATIONS** represented in imagery within clinical research educational materials

34 **LANGUAGES** in which our clinical trial website is accessible

OUR STRATEGY TO P.A.V.E. THE WAY TO MORE DIVERSE CLINICAL TRIALS

Our ultimate goal is to view DE&I in clinical research through a global lens to ensure that people and communities across the world have access to the innovative treatments we develop. Our efforts will soon expand beyond the US-based foundation on which we've built our strategy. When we understand diverse patients' needs—where they live, work and age—we can help patients and communities live their best, healthiest lives.

Our current strategy includes efforts to work and build trust with communities whose support and participation are essential to our clinical programs and to ensure our trials reflect the natural burden of disease in the population. Here are some examples of how we P.A.V.E. the way to diversity, equity & inclusion in clinical research:

Partnering with community stakeholders

- Economically supporting and empowering communities by partnering with diverse suppliers, including *Black Health Matters*, *Hispanic Communication Network*, and *Inside Edge* to support our community outreach and engagement efforts.
- Fostering a *Pharmacy Outreach* program with the goal to engage with independent neighborhood pharmacies and the underrepresented communities that they serve:
    - Currently reaching **20-30,000** customers across eight locations
    - **30 locations** where we aspire to have an impact by end of the fiscal year

Addressing operational barriers that impede patient access

- Developing a *Diversity & Inclusion in Clinical Trials* playbook to support internal clinical trial operations, and guide and inform our teams as they embed diversity plans into their studies
- Developing an educational toolkit featuring multicultural imagery from six racial and ethnic populations to foster engagement with communities about the importance of clinical research
- Ensuring a patient-inclusive clinical trials website—introducing a translation tool making clinical trial details accessible in **34 languages** and incorporating design elements to make our website accessible to people of different ages, cultures and varying levels of health and technology literacy

Verifying that our diversity and inclusion goals represent real-world data

- Incorporating a DE&I strategy into the clinical trial plan for all newly initiated trials, which includes a trial diversity goal related to the burden of disease across different populations
- Developing mechanisms and tools to track our progress towards these goals to hold ourselves accountable

Enhancing the diversity of investigative sites

- Identifying community-based trial sites in diverse geographies by working with organizations, like *Latinos in Clinical Research* and *United Clinical Research* whose mission is to increase clinical research participation in historically underrepresented populations
- Identifying and prioritizing study sites with greater ethnic and racial diversity by including an assessment of site-level diversity within our feasibility questionnaires, which evaluate the possibility of conducting a clinical trial at a specific site