

Applicant Privacy Notice

Effective date of this privacy notice: January 2022

Your privacy and the protection of your personal data is important to us. This Privacy Notice explains what type of personal data we may collect from you when you apply for a position, express interest in employment opportunities, or register for a Talent Community with Takeda and how we use it for the purpose of recruitment.

Takeda is a globally operating group of companies. The Takeda enterprise includes the parent company Takeda Pharmaceutical Company Limited, and its affiliated entities (together “Takeda” or “We”). For contact information related to your local affiliate, please refer to Takeda website at www.takeda.com/countries.

We collect and process your personal data on the basis of your consent, legal obligations which may apply in some countries, and in order to enable us to fulfill our legitimate interests, including managing your application for employment at Takeda, assess your suitability for employment with us; to share information with you about working at Takeda; to maintain our records in relation to hiring; and to seek voluntary feedback via online surveys on the job application and interview experience.

The personal data we collect includes your contact information (such as name, home address, phone number, and email addresses); educational and professional details; demographic data (such as age and gender); and your picture if you share this with us in your CV. Takeda may use additional Talent Acquisition technologies, profiling, and artificial intelligence to support the recruitment process, including video interviewing. Video interviewing, if used, may capture your recorded answers and image, for use by the hiring teams at Takeda to review and assess your qualification for the position. Artificial intelligence will be used to support, but not solely determine, applicability for a specific position. For certain countries we may also collect some sensitive information, such as your race or ethnicity in order to enable us to comply with antidiscrimination laws. We may also collect information about you through third parties such as recruitment agencies, or background screening agencies, which may involve criminal background checks, where legally permitted or required. You will be informed about any such checks in advance and they will only be carried out with your consent and in compliance with applicable laws.

We may share your information with service providers and business partners around the world with whom we collaborate to fulfil the above purposes (e.g., recruitment services, IT services and external consultants). We may also share your information with other Takeda affiliates and subsidiaries. The sharing of your personal data may involve transfers to other countries. The data protection and privacy laws in these countries may not provide the same level of protection as your country of residence. Takeda applies safeguards to adequately protect your personal data in connection with such transfers, including setting up protective contractual agreements. We keep your personal data for the minimum period required to fulfil the above purposes unless a longer retention period is required by law. We will keep your data for a three-year period after the application process for possible further consideration for employment.

Applicant Privacy Notice

You have the right to request access to, rectification and erasure of your personal data or that its use be restricted. You can also withdraw your consent to the processing of your applicant personal data at any time. To exercise these rights, or other rights (such as objection or portability) that may be available in your country, please contact us by accessing our webform at <https://www.takeda.com/individualrights>. If you have a complaint about how your personal data is being processed, you can contact our Data Protection Officer who can be contacted at privacyoffice@takeda.com. You may also contact the data protection supervisory authority in your country of residence, where one is in place.

For more detailed information about how Takeda processes your personal data and your rights related to this processing please refer to Takeda's Privacy Notice at www.takeda.com