



Better Health, Brighter Future

October 1, 2025

To All Persons on the Distribution List and warnnotice@mass.gov:

In accordance with the federal Worker Adjustment and Retraining Notification Act (29 U.S.C. §2101 *et. seq.* and Massachusetts General Laws Annotated Chapter 149 § 179B; Chapter 151A § 71B, we are writing to inform you that Takeda Development Center Americas, Inc. ("Takeda") headquartered in Cambridge Massachusetts, will conduct mass layoffs.

The decision is permanent. No "bumping rights" are implicated by this action and there are no unions representing employees at any location.

The employment sites collectively affected by this action are:

650 Kendall Street, Cambridge, MA 02139
40 Landsdowne Street, Cambridge, MA 02139
300 Massachusetts Ave, Cambridge, MA 02139

The Federal EIN for the business represented is:
38-3691673

Layoffs will begin in early January 2026 and will end on or about July 2026. The final number of layoffs is dependent on the number of employees who accept redeployment opportunities; however, at this time, we are impacting 137 employees. If additional employee layoffs are determined in the future, we will supplement this notice with that information.

Enhanced severance packages including robust outplacement support are being provided to individuals whose roles are eliminated and do not have redeployment options. Each of the impacted employees will receive a written 60-day notice of position elimination.

For further information about this event, please feel free to contact Sonali Das at 617-309-9740 or sonali.das@takeda.com.

Very truly yours,

A handwritten signature in black ink, appearing to be "Sonali Das", followed by a horizontal line.

Sonali Das
Lead Counsel—US Employment, Takeda Pharmaceuticals USA, Inc.

Attachments: Distribution List, List of Affected Job Titles and number of individuals in each role



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Distribution List

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