



Better Health, Brighter Future

January 14, 2026

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 Pharmaceuticals America, 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.

To be clear, the employees are remotely working across the country in various states but collectively are assigned to the employment site listed below:

500 Kendall Street, Cambridge, MA 02139

For ease of reference, we have attached a list of the specific roles impacted and the states in which those employees are currently working.

The Federal EIN for the business represented is:
36-4394197

Layoffs will begin on January 14, 2026. The final number of layoffs is dependent on the number of employees who accept redeployment opportunities; however, at this time, we are impacting 243 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", with a horizontal line extending to the right.

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 by state



Better Health, Brighter Future

Distribution List

warnnotice@mass.gov

Antoine Jones - Acting Rapid Response Manager
MassHire Department of Career Services
Saltonstall Building
100 Cambridge Street, 5th Floor
Boston, MA 02114
Antoine.Jones@mass.gov

E. Denise Simmons
Mayor of City of Cambridge
195 Brookline Street
Cambridge, MA 02139
dsimmons@cambridgema.gov

William Francis Galvin
Secretary of the Commonwealth of Massachusetts
One Ashburton Place
Boston, MA 02108
cis@sec.state.ma.us