



Better Health, Brighter Future

March 25, 2026

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

Takeda Pharmaceuticals USA, Inc. ("Takeda"), headquartered in Cambridge, Massachusetts, is providing official notice of an upcoming organizational change that will result in layoffs. This notification is being made in accordance with federal and Massachusetts Worker Adjustment and Retraining Notification (29 U.S.C. §2101 *et. seq.* and Massachusetts General Laws Annotated Chapter 149 § 179B; Chapter 151A § 71B) requirements.

Employee notifications will begin on March 25, 2026, with the earliest transitions occurring no sooner than July 2026. Some role changes will take place later in 2026 and 2027 based on business needs and the timing of work winding down.

As part of our ongoing transformation, we are making adjustments in selected functions across both Massachusetts and other U.S. locations. As such, at this stage, we estimate that a combination of roles—approximately 247 in Massachusetts and 387 in other states—may be affected. These numbers may evolve as employees pursue and accept redeployment opportunities across Takeda's global network. Should additional impacts be identified, we will supplement this notice to maintain full transparency.

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

All employees are collectively assigned to the employment site listed below:

500 Kendall Street, Cambridge, MA 02139

The Federal EIN for the business represented is: 13-4013710

For ease of reference, we have attached a list of the specific roles impacted and the sites and/or remote locations in which those employees are currently working.

Throughout this process, our highest priority is to support our people. Affected employees will receive written 60-day notice of position elimination and will be offered enhanced severance packages, outplacement assistance, and access to opportunities for internal redeployment wherever possible.

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 long 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



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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