Kyowa Kirin Sustainability Meeting

Kyowa Kirin's initiatives for realizing a sustainable society and its business

November 26, 2024

Kyowa Kirin Co., Ltd.





This document contains certain forward-looking statements relating to such items as the company's (including its domestic and overseas subsidiaries) forecasts, targets and plans. These forward-looking statements are based upon information available to the company at the present time and upon reasonable assumptions made by the company in making its forecasts, but the actual results in practice may differ substantially due to uncertain factors.

These uncertain factors include, but are not limited to, potential risks of the business activities in the pharmaceutical industry in Japan and overseas, intellectual property risks, risk of side effects, regulatory risks, product defect risks, risks of changes to the prices for raw materials, risks of changes to market prices, as well as risks of changes to foreign exchange rates and financial markets.

This document is used only for the purpose of providing the information to investors. Though it may contain the information concerning pharmaceutical products (including products under development), it is not for the purpose of promotion, advertising, or medical advice.



Agenda

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- 2. Story for Vision 2030 & Value Creation Story
- 3. Provide pharmaceuticals for unmet medical needs & Address patient-centric healthcare needs
- 4. Talent management strategy for realizing our Vison
 Story for Vision 2030 & talent management strategy
 Talent development for creating life-changing value –Research division-

Appendix ESG updates

Q&A

Masashi Miyamoto	Representative Director of the Board, President and CEO
Masashi Miyamoto	Representative Director of the Board, President and CEO
Yasuo Fujii	Managing Executive Officer and CSO
Rumiko Nakata Shoko Itagaki Takeyoshi Yamashita	Outside Director of the Board Executive Officer and CPO Director of the Board, Senior Managing Executive officer and CMO



Kyowa Kirin's Sustainability



Kyowa Kirin's Sustainability

The sustainability of the Kyowa Kirin Group means to co-create life-changing value with social stakeholders to make people (facing illness) smile.

We will achieve both social sustainability and our own sustainability through realizing our vision.

The promotion of sustainability in our group is connected to CSV management we advocate. In other words, it means to achieve the creation of both of two values; one is social value and the other is economic value.

Social value

We solve social issues by providing life-changing value to make people smile

Economic value

We gain profits which can be the source of investment in human and intellectual capital to realize life-changing value

We consider it sustainable business activities to provide social value, gain profits to create further social value, and continue to be needed by patients around the world.

In addition, from a viewpoint of continuing our sustainable business activities, we will work to reduce environmental impact for future generations whom we regard as important stakeholders.



Story for Vision 2030 & Value Creation Story



Management Philosophy and Core Values

Our Philosophy

The Kyowa Kirin Group companies strive to contribute to the health and well-being of people around the world by creating new value through the pursuit of advances in life sciences and technologies.



Innovation

Transform lives with passion and excitement.
Challenge the status quo in all of our work.

Core Values



Commitment to Life

Work for the most precious presence on this planet. Create value for patients, caregivers, healthcare professionals, and customers.



Teamwork/Wa

One for all, all for one. Work in diverse teams and respect each other. Go beyond boundaries and collaborate with stakeholders.



Integrity

Do the right thing. Be sincere and ethical consistently.
Make a better world through good business practices.



Vision

Our Vision toward 2030

Kyowa Kirin will realize the successful creation and delivery of life-changing value that ultimately makes people smile, as a Japan-based Global Specialty Pharmaceutical company built on the diverse team of experts with shared passion for innovation.

* Make patients smile through dramatic improvements in quality of life by identifying the unmet medical needs of people battling with medical conditions and by creating and supplying new drugs or services that help them overcome those challenges.

Provide pharmaceuticals for unmet medical needs

We are focused on developing medicines for diseases where there is a clear patient need for new options. We make full use of multiple therapeutic modalities, including biotechnology such as antibody technology, and beyond, building on our Kyowa Kirin established strengths.

Address patient-centric healthcare needs

We will meet the needs of patients and society by providing value across the entire patient care pathway, delivering cutting-edge science and technology, grounded in our in-depth pharmaceutical knowledge and expertise.

Retain the trust of society

We pursue world-class product quality and operational excellence to grow our business in ways which build long-term trust with our stakeholders.



Strategy to Realize our New Vision

- Maximize the value of global products
- Establish framework to ensure stable global supplies
- Build a drug pipeline to drive growth beyond 2025

- Launch services that go beyond pharmaceuticals
- Foster a corporate culture suited to global business development

Provide pharmaceuticals for unmet medical needs

- Maximize the value of G3B
- Continue to create groundbreaking new drugs

Address patient-centric healthcare needs

- Patient advocacy
- Provide value that goes beyond pharmaceuticals

Retain the trust of society

- Ensure stable supplies of highquality pharmaceuticals
- Help to protect the global environment

Reinforce human resources and structures that support the creation of life-changing value

- Cultivate human resources
- Strengthen organizations
- Build digital platforms



Strategies for creating and delivering life-changing value - Story for Vision 2030

In the midst of major environmental changes, we formulated the Story for Vision 2030 to further ensure the realization of our vision. While increasing the resolution of the vision, we will link strategies and issues more organically and implement CSV management for the creation of life-changing value.

Disease Science Global deployment of Value Focus disease areas: bone & mineral, products developed by delivery on intractable hematological diseases/hemato oncology, and rare diseases taking full advantage of our own **Assets in focus** the company's strengths Explore UMN, causes and mechanisms of disease in depth Pursuit of molecular and cellular regulatory mechanisms for disease areas therapeutic realization **Drug Discovery Technology** Aim to maximize value by Collabora-Life-changing Strengthening Innovative Modalities: Advanced Antibody Technologies, combining the strengths tive value **Value Creation** of the company and its Hematopoietic stem cell gene therapy delivery partners Application of optimal modalities for therapeutic realization Evolution of drug discovery methods through AI and data science Strategic Maximize the value of **Partnering External Collaboration** developed products and Full-Assets* deliver them to patients **Open Innovation** licensing faster by out-licensing to Partnering the most appropriate partners

^{*} Assets outside of the disease areas of focus are designated as strategic partnering assets, and value maximization is achieved through collaboration with partners.



Delivering Life-changing Value as a GSP

Materiality

Kyowa Kirin has selected materiality (key management issues) to realize its vision for 2030, creating a clearer link between our vision and business strategy. Going forward, the whole Group will continue to work as one to achieve our vision for 2030.

Topics for value creation

Core strategies

Materiality

Related SDGs

Provide pharmaceuticals for unmet medical needs

- Creation of innovative drugs
- Maximize product value
- Pipeline enrichment

Address patient-centric healthcare needs

- Access to medicine
- Create healthcare solutions beyond medicines

Strengthen human resources and infrastructure to realize lifechanging value

- Talent portfolio
- Digital transformation
- Corporate culture













Topics for value enhancement

Core strategies

Materiality

Related SDGs



- Quality assurance and a supply of products
- Reducing environmental impact



- Corporate governance
- Ethics and transparency
- Reinforce risk management















Value Creation Story

Sources of our competitiveness

Human capital

Employees who share

values

culture

Kyowa Kirin's vision and

A strong, diverse team

KABEGOE* corporate

Advances in antibody

of various modalities

external innovations

in disease science

Intellectual capital

technology and incorporation

Breakthroughs and expertise

Integration of internal and

* Reforms to the Group's

corporate culture

launched in 2019

In order to make people facing illness smile, we will create social and economic value by utilizing our human and intellectual capital, which are the source of our competitiveness, and by ensuring that all employees prioritize patient centricity, and by creating value together with various stakeholders through mutual collaboration in the processes of research and development, product, quality, distribution and drug delivery.

CSV Management Creation of social and economic value with stakeholders Value creation in the process of delivering medicines to patients **Patient** Centricity Value creation in Value creation products, quality to meet UMN and distribution through R&D Management Philosophy / **Core Values**

Output

Social value

Continuously create and provide life-changing value

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Provide new and better treatment options that meet patient expectations (new drug launches, additional indications / formulations, etc.)



Deliver essential medicines to more patients (increase number of launch markets, etc.)



Ensure stable supplies of pharmaceuticals

Economic value

- Revenue
- Revenue growth rate
- Core operating profit
- Core operating profit ratio





Outcome

Bringing smiles to patients leads to satisfaction for employees as well





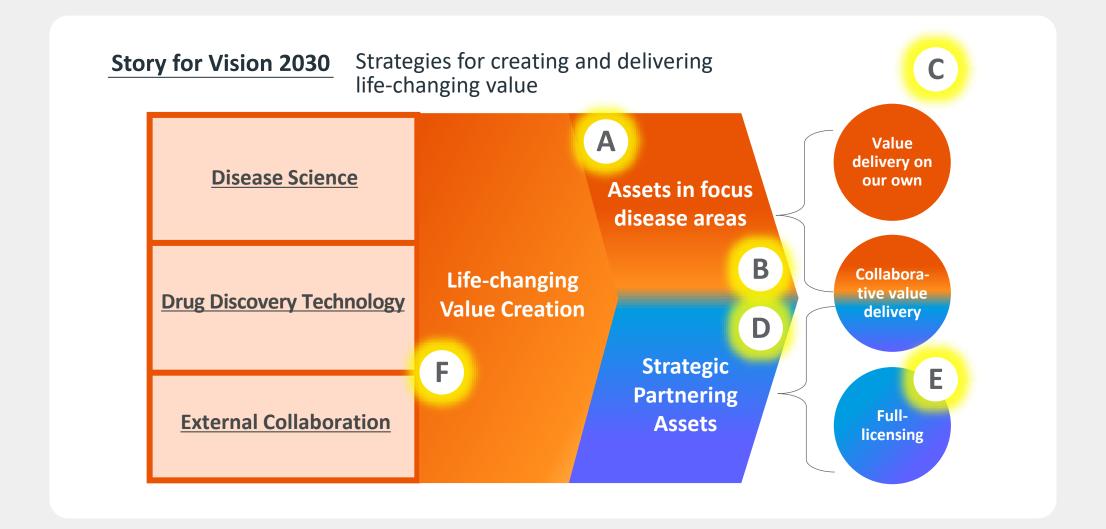




Provide pharmaceuticals for unmet medical needs & Address patient-centric healthcare needs



Provide pharmaceuticals for unmet medical needs & Address patient-centric healthcare needs





Orchard Therapeutics the Value of , Hematopoietic Stem Cell Gene Therapy

- Hematopoietic stem cell gene therapy (HSC-GT); approach for inherited diseases and rare diseases
- Libmeldy®/Lenmeldy™ challenge for cure for under-served diseases.

GMFC-MLD Level 0

8 years post-GT

• Create novel value by integration the modality and our R&D

All 7 surviving PSEJ patients maintained the ability to walk with normal performance for age (GMFC*-MLD Level 0)

Success in MLD provides roadmap, common infrastructure for next-in-line neurometabolic and CNS programmes







Other LSDs GRN-FTD

*GMFC; Gross Motor Function Classification

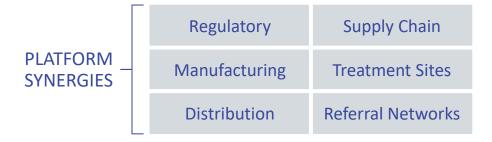
Story for Vision 2030

Strategies for creating and delivering life-changing value

3 years post-onset

8 years of age







Deliver Libmeldy[®]/LenmeldyTM to More Patients

- Importance of expanding Newborn Screening (NBS) for delivering HSC-GT to more patients and more effectively.
- Orchard proceeds collaboration with governments and academic assosiations to ensure that MLD is added to NBS in various countries.

Europe **Libmeldy**[®] is reimbursed in 10 countries Ireland Italy Germany Sweden Finland Netherlands Belgium Norway Norway has adopted MLD into its national NBS in June 2024

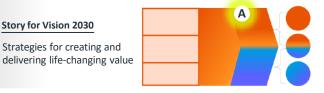
A multi-disciplinary expert working group has submitted US a nomination to add MLD to the U.S. Recommended **Uniform Screening Panel (RUSP)**

• The nomination was submitted on June 27 to the Advisory Committee on Heritable Disorders in Newborns and Children (ACHDNC)

• The committee will analyze:

- The effectiveness and precision of the screening test to detect newborns with MLD
- Treatment guidelines for diagnosed children
- The clinical benefit of pre-symptomatic diagnosis and treatment
- Currently, 12 states have legislation to expedite adding new conditions to state NBS panels once added to RUSP. Making progress toward the implementation of national MLD NBS in U.S.

Story for Vision 2030 Strategies for creating and





Awareness Activities for Rare Diseases

Delivering the Value of Crysvita to XLH Patients Worldwide

XLH: X-linked Hypophosphatemia



Real-World Evidence

- Burden in Employment
- Improvement of Symptoms and Quality of Life in Adult Patients

Kyowa Kirin to Present New Research Spotlighting
Global Efforts to Advance Science and Patient Care in X-linked
Hypophosphatemia at ASBMR Annual Meeting

- One oral presentation and nine posters will shed light on real-world experiences
of people living with XLH and the impact of burosumab treatment
TOKYO, September 19, 2024 – Kyows Kirin Ca., Ltd. (Kyowa Kirin, TSK-1451) will share new
research that enhances understanding about the use of brussmahn in real-world disord protoco
as well as the barden of those living with X-linked hypophosphatemia (XHI), a rare genetic metabolic
box disease. The findings with be presented at the American Society for fine and Mercell Research
(ASBMS) 2028 annual meeting, which takes place September 27-30 in Tourson, Ordanic, Carado.

The oral presentation of "Patient reported outcomes (PRO) from a real-world study of
buroramant breatment in adults with X-linked hypophosphatemia in the UK" will be made by
Juddin Buckes KN, Reyel National Orthopsedic Hospital (UK) on Salaurlay, September 28, 11:30 am
EDT (Presentation of 1923).

much-needed insight into potential strategies for managing this debilitating disease," said Angela

Williams, PhD, Vice President, Global Head of Health Economics and Outcomes Research at Kyowa Kirin. "The breacht of our ASBMR data reflects our continued focus on advancing the science and understanding of XLH and Improving the lives of genetal (sings with XLH.").

Story for Vision 2030

Strategies for creating and delivering life-changing value









Discovering Insights in Clinical Practice

Thorough Surveys for Patients Providing opportunities to patients

Extensive Information Outreach to Society

Launch of Shine a Light on XLH Japanese version

Launched in 2024
Provided by 8 languages
Available in 19 countries/regions



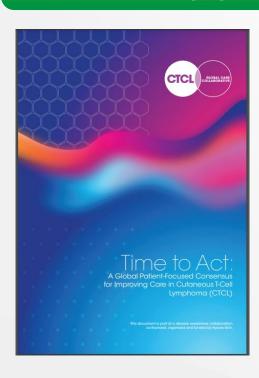
XLH Café: Held for Three Consecutive Years In Japan





Awareness Activities for Rare Diseases

CTCL Time to Act



- Rare Cancer: CTCL (Cutaneous T Cell Lymphoma)
- Symptoms may resemble skin conditions, leading to prolonged diagnosis.
- Kyowa Kirin International (Europe) collaborates with 10 patient support organizations worldwide.
- Proposes 12 items to enhance awareness of CTCL.

Rare Disease Month (February)

Reflecting on People Living with Rare Diseases and Aiming for Increased Awareness

- Relay messages from management
- Global employee-participation video themed on "light" shared externally
- Events held in various regions for employees to contemplate the mission of the pharmaceutical company



Story for Vision 2030

Strategies for creating and delivering life-changing value





Strategic Partnering

rocatinlimab Amgen and Kyowa Kirin

- Global Ph 3 clinical trials are in progress for moderate to severe atopic dermatitis
- Amgen: 40-Year Collaboration Since the Early Days of Our Pharmaceutical Business. Launched six products primarily in the hematology field, contributing to our growth.



Fasenra (benralizumab) Successful Licensing to AstraZeneca

- Fasenra is an antibody drug discovered by Kyowa Kirin and licensed to AstraZeneca's for development and marketing.
- It has grown to become one of AstraZeneca's blockbuster products.

Story for Vision 2030

Strategies for creating and delivering life-changing value





Collaboration in Drug Discovery: 35-Year Partnership with La Jolla Institute

■ 1988: Supporting the Establishment of La Jolla Institute for Allergy & Immunology – The Origin of Our Immunology and Allergy Research

La Jolla Institute Initiatives

- Structural analysis of therapeutic molecules and immune complexes
- Therapeutic evaluation and application of immune cell subsets
- Enhancing T cell therapies based on novel biological insights
- Development of innovative delivery systems based on vector engineering

Kyowa Kirin's New Direction

- Including cutting edge modalities
- Update disease focus areas and patient subpopulations with unmet medical needs

Open Innovation Research Initiative

of the Future with

Life-changing Value

Story for Vision 2030

Strategies for creating and delivering life-changing value





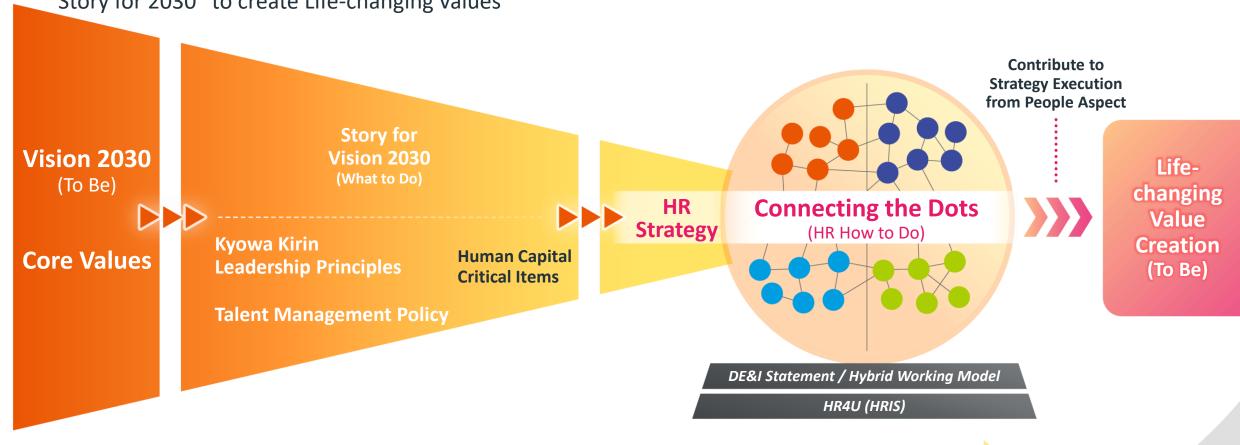
Talent management strategy for realizing our Vison

Story for Vision 2030 & talent management strategy / Talent development for creating life-changing value -Research division-



The Ideal Way to Realize the Growth Story 2030

Get the dots (HR actions) mutually connected to maximize HR contribution to the KK enterprise business strategy "Story for 2030" to create Life-changing values



Business Strategy

HR Strategy



Linking Business Strategy to HR Strategy

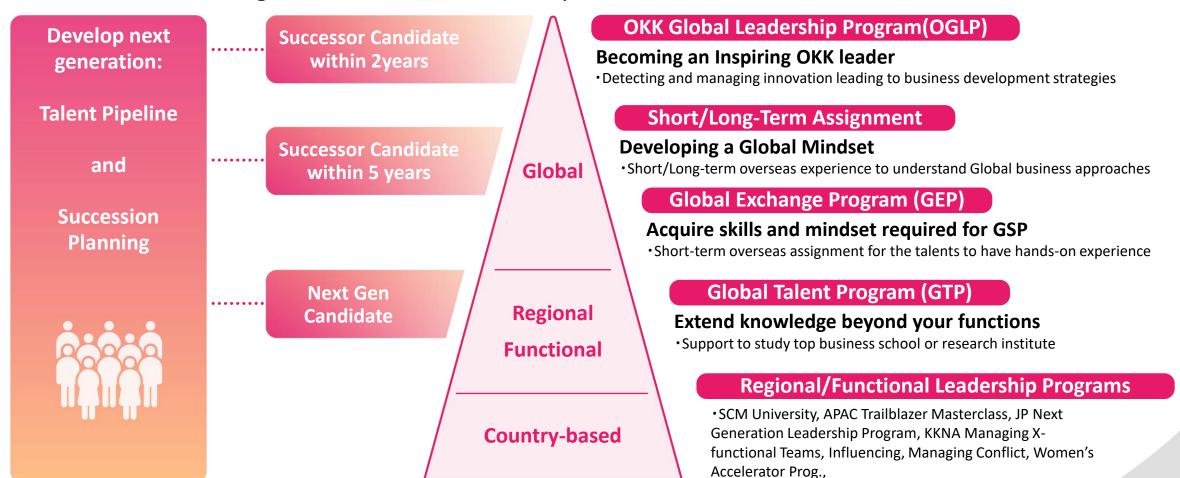
Talent-development & -management under new HR strategy to contribute to "Story for Vision 2030" to deliver Life-changing Value

Cores of HR Strategy Unlock Individual Potential: Create a thriving workplace where individuals are energized and empowered to do their best work. **Enterprise Leader: Business** Develop next-generation leaders and managers to strategically lead global teams Strategy **Co-creating Team:** "Story for Build diverse teams that foster cross-regional and cross-functional value creation Vison 2030" **OKK Culture:** Leverage the Leadership Principles and the KABEGOE culture to empower employees to go the extra mile **Digital Transformation:** Promote digital HR to enable fact based informed talent decisions, and assist company wide digitalization from people Award/Recognition DE&I Performance Mgmt. HR Data & Analytics BPR **Key Action** GEMS (Org Dev) Thrive & Well-being OKK Academy Ops Excellence Developing DX (How to do) Talent Career Mgmt. Enhancing TA&TD EVP Org Strength



Developing our High Potential Talent – OKK Academy

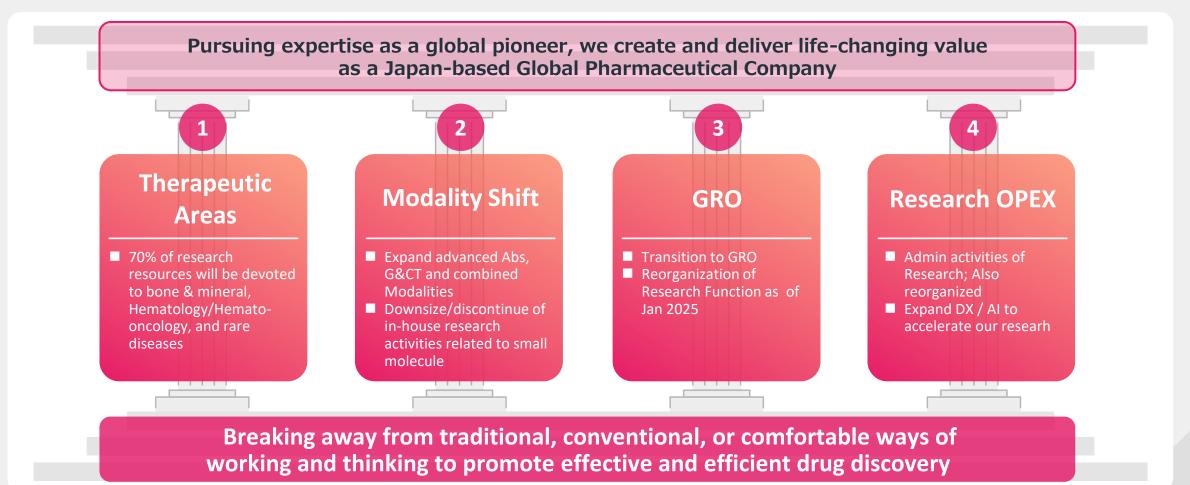
Global and Regional HR teams collaborate to focus on the development and identification of next-generation leadership talent to ensure a strong foundation for the future of Kyowa Kirin





Challenge for Realizing "Story for Vision 2030" and Establishment Novel Drug Discovery Model

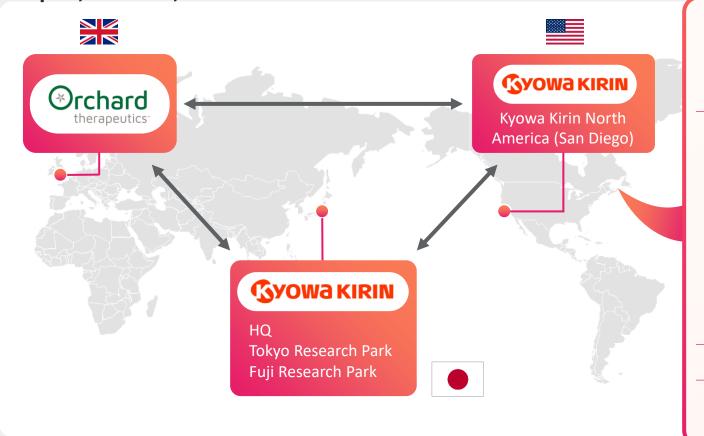
To ensure the success of our new challenges, we have established four key pillars





Globalization of Research Organization

 Transition to a global organization structure (Global Research Organization, "GRO") in January 2025 to promote consolidation of expertise and resources through collaboration of drug discovery engines in Japan, the U.S., and the U.K.



- Establish a trans-regional research structure after organizing the roles of global research centers, and consolidate expertise and resources
- Under Global Research Head, consists of 4 main functions: research function, planning/administration/research support function, research strategy function, and OI function
 - Research: Disease Science Research, Modality Research, Drug Discovery Basic Research, translational research, etc.
 - Planning/Administration/Research Support: Research Planning, Research Promotion, IT Infrastructure, Environmental safety, facility management, etc.
 - Research strategy: research strategy, CI surveys, etc.
 - OI: Opportunity search, etc.
- Global organizational structure within each function
- Reporting lines will also be globalized.



Realizing the Successful Creation and Delivery of Life-changing Value

Proceeding "Transition to GRO" and "Pursuing Research OPEX" transforms our business operation

Image of Work Style that Maximizes Human Capital Utilization

Multinationalization of project members



The project is made up of members from various countries, and we communicate with colleagues at our global locations.

Digital-enhanced operational efficiency



Simplify reporting by making full use of digital/AI.

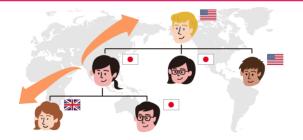
Reduce wet lab experiments

Outsourcing of routine tasks



Outsource routine tasks to CROs and promote outsourcing and automation

Globalization of organizational structure



The reporting line crosses bases, and there is communication with overseas superiors/subordinates.

Collaboration with external research institutions



Promoting research in collaboration with external research institutions

Focus on core business



Eliminate unnecessary work and meetings, and focus on work with higher added value.



Overall DX Human Resource Strategy

Recruit leaders to plan and execute each research DX initiative & upskill digital literacy across the company



Recruitment of highly skilled professionals

Clarify the requirements (necessary skills & no. of people) & appropriately combine recruitment & training

External recruitment

In addition to new hires, consider using external talent

Internal training

Select & train candidates based on the talent type & profile





"motivate" digital literacy & DX upskilling



Provide training & learning opportunities for all employees



Appendix

ESG updates



Initiatives for a Sustainable Society

Reduce global environmental impact

Scope1+2: Promote renewable energy switching CO₂ emissions: 64% reduction expected (from 2019)

- Tokyo Research Park: Purchase of Non-fossil certificates
- Installation rate of renewable electricity: 84% (actual in 2023), 91% (forecast in 2024)

Information Disclosure

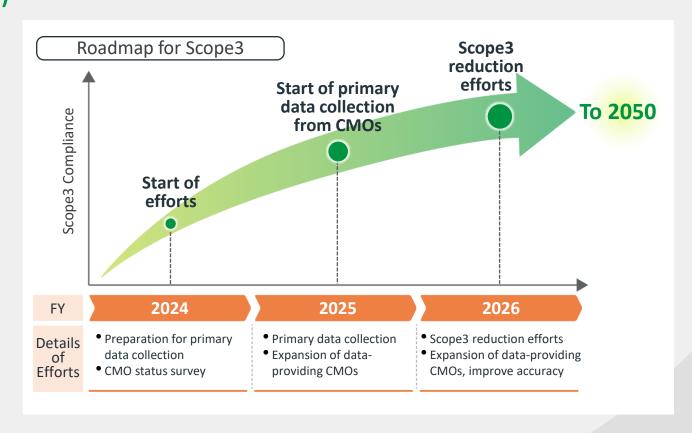
- CSRD/ISSB Compliance Progress
- Third-party guarantee obtained
- Study on non-financial information management system (to be implemented in 2025)
- Initiated response to TNFD

Takasaki Plant
Awarded by the Minister
of Environment



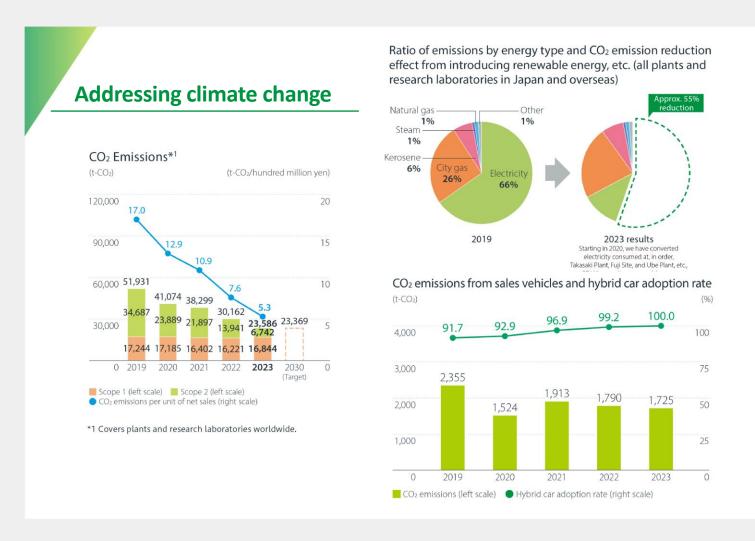
Scope 3 compliance (working with suppliers)

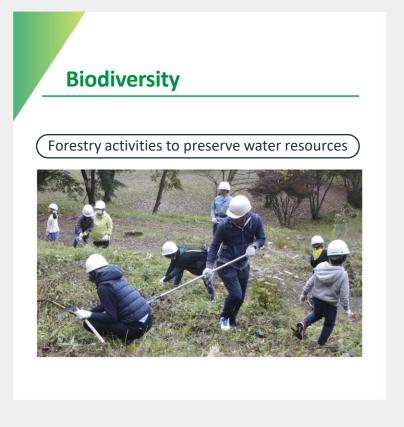
 Formulation of Scope3 reduction targets: 30% reduction by 2030 (from 2019) and roadmap





Environmental Preservation Highlights: From the 2023 Integrated Report





For Details; Integrated Report



Decent Governance System as a Listed Subsidiary

- "Securing management independence" and "Reasonable cooperation to maintain listing"
- -> Clearly stated in the Strategic Alliance Agreement

- Decision-making process
- Ensuring that independent outside directors are in the majority
- -> An independent outside director elected as chairperson

• Important decision-making such as M&A

-> To be made on our own (No need for prior endorsement) Ensuring independence

Protecting minority shareholders

Selecting and deselecting independent directors

-> The Nomination and Compensation Advisory Committee, consisting of a majority of outside directors, deliberates and decides on selecting and fair perspective and reports back to the Board of Directors.

Fund lending to Kirin Holdings

-> Loan term: One month in principle / Loan rate: market rate plus a little extra (Safe and liquid "surplus fund management")

Transactions with a controlling shareholder

 Reasonably determined based on objective information from the market, etc., using the same manner as general transaction terms and conditions

Important transactions...

Special stakeholders do not participate in the resolution "Conflicts of Interest Supervisory Committee for Intercompany Transactions" to conduct deliberations and considerations, and report to the Board of Directors (In cases where independent outside directors do not constitute a majority)



Governance Highlights: From the 2023 Integrated Report

Basic Policy on Corporate Governance

Based on our philosophy that states that "The Kyowa Kirin Group companies strive to contribute to the health and well-being of people around the world by creating new value through the pursuit of advances in life sciences and technologies," on its values as well as on its vision and medium-term business plans, Kyowa Kirin, as a company responsible for delivering social infrastructure, will work on the enhancement of its corporate governance. It will be achieved not only by ensuring transparency and fairness in decision-making to achieve sustainable growth and increase corporate value over the medium to long term but also by establishing the structures necessary for speedy and strong decision-making and the execution of management duties, and for appropriate monitoring and supervisory functions.

The Company is therefore implementing all the principles of the Corporate Governance Code.

A Transparent Governance Structure That Leverages the Strengths of Outside Directors and Outside Audit & Supervisory Board Members Corporate Governance Structure (As of March 22, 2024)

General Meeting of Shareholders



For Details; Integrated Report



Governance Highlights: From the 2023 Integrated Report

Board Members with a Wide Array of Skills

The Board of Directors comprises diverse individuals with various skills (knowledge, experience, etc.). This is to enable the Board of Directors to fulfill its decisionmaking and management oversight functions appropriately and to enhance the transparency of our governance structure.

			Nomination &	Professional skills									
Name	Outside Independent	Board Chair	Remuneration Consultative Committee	Corporate management/ Business strategy	Global business	Finance, accounting and banking	Legal, governmental affairs and compliance	HR and labor	Healthcare	R&D	Production and SCM	IT/DX	Sustainability
Masashi Miyamoto			•	•	•		•		•	•			
Yutaka Osawa			•	•			•		•		•		
Takeyoshi Yamashita			•	•	•		•		•	•		•	•
Shinjiro Akieda				•	•	0	•					•	•
Akira Morita	•	•	•				•		•			•	
Yuko Haga	•		•	•	•				•				
Takashi Oyamada	•		Chairperson	•	•			•					
Yoshihisa Suzuki	•		•	•	•					•	•	•	
Rumiko Nakata	•		•					•	•				
Hiroshi Komatsu				•	•	•			•				
Hajime Kobayashi					•	•		•					
Tomomi Yatsu	•		•			•	•						
Mayumi Tamura	•		•	•	•	•							
Toru Ishikura									•	•			•
	Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Name Outside Independent Board Chair Remuneration Consultative Committee Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Name Outside Independent Board Chair Remuneration Consultative Committee Usus in Strategy Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Name Outside Independent Board Chair Remuneration Consultative Committee Corporate management/ Business strategy Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshihisa Suzuki Rumiko Nakata Hiroshi Komatsu Hajime Kobayashi Tomomi Yatsu Mayumi Tamura	Name Outside Independent Board Chair Remuneration Corporate management/ Business strategy Global business Finance, accounting and banking Legal, governmental affairs and compiliance	Name Outside Independent Board Chair Remuneration Consultative Committee Corporate management/ Business strategy Global business Finance, accounting and banking a	Name Outside Independent Board Chair Remuneration Consultative Committee Office States (Corporate management/ Business States) Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada	Name Outside Independent Beard Chair Consultative Committee Consultative Committee Business strategy Global business Finance, accounting and banking a	Masashi Miyamoto Yutaka Osawa Takeyoshi Yamashita Shinjiro Akieda Akira Morita Yuko Haga Takashi Oyamada Yoshi Namada Takashi Oyamada Takashi Oyamada Takashi Oyamada Takashi Oyamada Takin Morita Takin Morita Takashi Oyamada Takashi Oyamada Takashi Oyamada Takin Morita Takashi Oyamada T	Name Outside Independent Board Chair Remuneration Consultative Committee Rusiness strategy Global business Finance, accounting and banking and banking affairs and compliance affairs a

Initiatives to Strengthen Governance of Executive Organization

- · Established One Kyowa Kirin, a matrix management system comprising a four-unit regional dimension, a functional dimension, and a product (franchise) dimension
- To strengthen the regional executive oversight function, boards of directors have been established at overseas regional operating companies.
- · Appointment of at least two non-executive directors who possess experience in global pharmaceutical business as directors of each
- Initiated direct exchanges of opinions between regional non-executive directors, Kyowa Kirin directors, and outside directors



GlaxoSmithKline.



Francoise De Craecker (Novartis Averis Chiesi Farmaceutici, Horizon Pharma,

Kyowa Kirin International plc.



Olivier Daubry



(Pfizer, AstraZeneca Schering-Plough, Bayer)



James Shannon (Novartis, GSK, Sterling Winthrop)



Paula Soteropoulos (Genzyme, Moderna,









• For Details; Integrated Report



Governance Highlights: From the 2023 Integrated Report

Evaluation of the Board of Directors' Effectiveness

For Details; Integrated Report

To identify gaps between expected roles and responsibilities of the Board of Directors set forth in the "Kyowa Kirin Corporate Governance Policy" and the actual state of the Board of Directors in 2022–2023, we conducted an evaluation on the effectiveness of the Board of Directors. With respect to the evaluation of the Board's effectiveness, from the perspective of ensuring the effectiveness of governance, we identified wide-ranging issues, not limited to operational issues of the Board of Directors.

1. The evaluation method for Board effectiveness in 2023

Since 2020, when the current medium-term business plan was formulated, questionnaires and interviews with some executives have been conducted by external advisors for the purpose of identifying issues from a medium- to long-term perspective. This year, with the aim of gathering a wider range of opinions, the interviews were expanded to include all board members. With the advice of the external advisors, we analyzed the results of the questionnaires and interviews as well as exchanged opinions with all directors and Audit & Supervisory Board members before making an evaluation.

2. Results from 2023 effectiveness evaluation

In making the evaluation, we also referred to the questionnaire scores, comments arising from the questionnaires and interviews, external advisors' opinions, and exchanged opinions at Board of Directors' meetings. The results showed that the Board of Directors is functioning properly, and we concluded that its effectiveness was secured. This year, as in the previous year, we set questions for the members of the Nomination & Remuneration Consultative Committee, an advisory body to the Board of Directors, and concluded that the appropriateness of access to information as well as agenda/deliberation are ensured.

3. Achievements in addressing issues identified in the 2023 evaluation

	Issues from 2023 evaluation	Achievement
0	Further deepening of discussions on growth investments, etc. for medium-to long-term growth strategies	In addition to providing opportunities to discuss capital policy, we also had discussions on medium- to long-term growth strategies along with policies for the effective use of capital. We increased opportunities to discuss the state of progress of strategies against the Medium Term Business Plan.
0	Deepening Board of Directors' involve- ment to further strengthen risk management	To deepen discussions on further strengthening risk management, the Board of Directors was given the opportunity to become more deeply involved, such as by holding intensive discussions among its members on risk recognition in view of medium- to long-term environmental changes.
8	Discussions relating to the ideal global governance system	Regarding the state of global governance, we discussed and implemented a structure (the OKK structure) to realize our vision as a Global Specialty Pharmaceutical (GSP) company. Based on the issues that arose during those meetings, opportunities were created for discussions on governance methods to further realize where the Company wants to be.
4	Further improvement of Board of Directors' operations to improve its effectiveness	To ensure sufficient time for deliberations on important matters, we reorganized the structure of deliberations on individual agenda items and matters to be addressed. We also increased opportunities for reports from departments in charge to further deepen the understanding of the operations of the departments in charge at Board of Directors' meetings.

4. FY2024 initiatives

Based on the evaluation results of the Board's effectiveness, we plan to implement the following measures for improvement in 2024:

	FY2024 issues	Initiatives				
0	Enhancement of discussion of growth strategies in light of environmental changes	Discussing and reporting on the impact of environmental changes on annual plans, etc. Intensive discussions on the direction of growth strategies based on analysis of the gap between the assumptions made when formulating the growth strategies and the current situation, and impact changes				
2	Enhancement of discussions on individual important themes linked to the growth strategies	Increased opportunities for discussion on individual strategies based on growth strategies designed to realize the vision				
3	Creation of a discussion environment focused on big-picture discussions and supervisory functions	Further devising of ways to improve Board of Directors' meeting materials and operations to support the Board of Directors in fulfilling its role Provision of a forum where the Board of Directors can regularly share the scheduled agenda and confirm excesses and deficiencies in the agenda and future developments				

GYOWA KIRIN