

Kyowa Kirin

ESG Data 2021

CONTENTS

Environment	
Environmental Management	
Environmental Targets	2
CO ₂ SCOPE1,2	
CO ₂ SCOPE3	3
Energy	4
Water Resources	
Material, Containers and Packaging	
Waste	5
Air Pollutants	
PRTR Discharge	
Site Data	6
Social	
Employment	7
Training	
Work-life Balance	
DE&I	8
Human Rights	
Occupational Health and Safety	
Community	9
Access to Medicines	
Governance	
Corporate Governance	10,11,12
Business Ethics	
Anti-Corruption	
Tax	13
Major Trade Associations and Initiatives	

Environment

Environmental Management

Policies, etc.	Kirin Group Environmental Vision 2050 https://www.kirinholdings.com/en/newsroom/release/2020/0210_01.html
Environment	Kyowa Kirin Group Environmental Policy https://www.kyowakirin.com/sustainability/environment/policy_and_management/index.html

Indicator	Unit	Boundary ^{*1}	2019	2020	2021
ISO14001 certified sites ^{*2}	Sites	In Japan	4	4	4
	Sites	Outside Japan	0	0	0
	Sites	Global	4	4	4
Ratio of ISO14001 certified sites	%	Global	80	80	80
Number of environmental law violations ^{*3}	Case	Global	0	0	0
Fines paid due to environmental law	Yen	Global	0	0	0

*1:In Japan, the production and research sites of Kyowa Kirin Co., Ltd. are covered. Overseas, Kyowa Kirin China Pharmaceutical Co., Ltd. is covered (small-scale production and research facilities are excluded).

*2:As of May 2018, we have completed the update of the ISO 14001 to the latest standard ISO 14001:2015 on all sites, and January 1 2019, we shifted from the third party certification to the self-declaration.

*3:The number of violations includes those related to water quality and volume (permits, standards, regulations, etc.).

Environmental Targets

2030 targets

Category	Target	Boundary ^{*1}	Base Year/ Results in Base Year	Target year/ Actual target quantity
Climate Change	CO ₂ Emissions in 2030 (SCOPE1,2): 55% Reduction from 2019 Level	Global	2019/ 51,931 t-CO ₂	2030/ 23,369 t-CO ₂
Water Resources	Water Use in 2030: 40% Reduction from 2019 Level	Global	2019/ 2,229 1000m ³	2030/ 1,337 1000m ³

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

CO₂ SCOPE1,2

Indicator	Unit	Boundary ^{*1}	2019 ^{*2}	2020 ^{*2}	2021 ^{*2}
Emissions (SCOPE1+2)	t-CO ₂	In Japan	49,273	38,095	35,321 ^{*3}
	t-CO ₂	Outside Japan	2,658	2,979	2,978 ^{*3}
	t-CO ₂	Global	51,931	41,074	38,299 ^{*3}
Emissions Year-on-Year (SCOPE1+2)	%	In Japan	-4.2	-22.7	-7.3
	%	Outside Japan	39.0	12.1	-0.0
	%	Global	-2.6	-20.9	-6.8
Unit CO ₂ Emissions	t-CO ₂ / 100 Million Yen- Sales Revenue	Global	17.2	12.9	10.9
Emissions (SCOPE1)	t-CO ₂	In Japan	16,849	16,728	15,943 ^{*3}
	t-CO ₂	Outside Japan	396	456	459 ^{*3}
	t-CO ₂	Global	17,244	17,185	16,402 ^{*3}
Emissions (SCOPE2)	t-CO ₂	In Japan	32,425	21,366	19,378 ^{*3}
	t-CO ₂	Outside Japan	2,262	2,522	2,519 ^{*3}
	t-CO ₂	Global	34,687	23,889	21,897 ^{*3}
Emissions (on Each Site)	t-CO ₂	Tokyo Research Park	2,751	2,602	2,539 ^{*3}
	t-CO ₂	Fuji Research Park/ CMC R&D Center Bio Process Research and Development Laboratories/ Takasaki Plant	14,978	14,151	13,663 ^{*3}
	t-CO ₂	Ube Plant	21,646	11,667	10,155 ^{*3}
	t-CO ₂	Kyowa Kirin Ube Plant	9,056	8,691	7,966 ^{*3}
	t-CO ₂	Kyowa Iryo Kaihatsu Co., Ltd.	843	983	999 ^{*3}
	t-CO ₂	Kyowa Kirin China Pharmaceutical Co., Ltd	2,018	2,261	2,237 ^{*3}
	t-CO ₂	Kyowa Kirin, Inc. (Research Division (La Jolla, CA))	640	717	741 ^{*3}

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2:Each CO₂ emission factors: ①Fuel CO₂ emission factors: "Greenhouse Gas Emissions Calculation and Reporting Manual (Ministry of the Environment of Japan/Ministry of Economy, Trade and Industry of Japan)" factors. ②Electricity CO₂ emission factors: Emission factors published by individual power companies (If none published, Emission factors by country from IEA's CO₂ Emissions from Fuel Combustion for the year in question).

*3:This data is third-party guaranteed by SGS Japan Inc.

CO ₂ SCOPE3					
Indicator	Unit	Boundary ^{*1}	2019 ^{*2}	2020 ^{*2}	2021
Category 1:	t-CO ₂	In Japan	61,123	63,568	73,899
Purchased goods and services	t-CO ₂	Outside Japan	95	156	131
	t-CO ₂	Global	61,218	63,724	74,029
Category 2:	t-CO ₂	Global	11,972	19,892	18,455
Capital goods					
Category 3:	t-CO ₂	In Japan	9,256	7,465	7,625
Fuel and energy related activities not included in Scope 1 or 2	t-CO ₂	Outside Japan	615	701	655
	t-CO ₂	Global	9,871	8,167	8,280
Category 4:	t-CO ₂	In Japan	1,209	211	194
Transportation and delivery (upstream)	t-CO ₂	Outside Japan	65	9	9
	t-CO ₂	Global	1,274	220	203
Category 5:	t-CO ₂	In Japan	1,760	865	668
Waste generated in operations	t-CO ₂	Outside Japan	3	23	36
	t-CO ₂	Global	1,763	888	705
Category 6:	t-CO ₂	In Japan	789	439	392
Business travel					
Category 7:	t-CO ₂	In Japan	2,780	1,203	2,449
Employee commutin					
Category 8:	t-CO ₂	In Japan	2,415	1,584	1,998
Leased assets (upstream)					
Category 9:					
Transportation and distribution (downstream)					
Category 10:					
Processing of sold products					
Category 11:					
Use of sold products					
Category 12:					
End-of-life treatment of sold products					
Category 13:	t-CO ₂	Global	2,147	1,584	2,508
Leased assets (downstream)					
Category 14:					
Franchises					
Category 15:					
Investments					

*1: In Japan, Kyowa Kirin Co., Ltd., Kyowa Medical Promotion Co., Ltd., Kyowa Media Service Co., Ltd., Kyowa Iryo Kaihatsu Co., Ltd., Kyowa Kirin Frontier Co., Ltd. and Kyowa Kirin plus Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: Data has been corrected due to changes in emissions intensity.

Scope 3 Calculation Method:
 Since 2019, we have changed to published data on emission factors, such as the LCA database (IDEA) offered by AIST and public data from other countries and regions.

Category 1:	Calculated by multiplying the amount of materials and resources purchased by the emission factors at the time each was manufactured.
Purchased goods and services	
Category 2:	Calculated by multiplying the amount of capital investment by the emission factor.
Capital goods	
Category 3:	Calculated by multiplying the amount of fuel and electricity purchased by the emission factor of each energy type.
Fuel and energy related activities not included in Scope 1 or 2	
Category 4:	Calculated by multiplying the product shipment volume and the volume of materials and resources purchased by the transport distance and then multiplying by the emission factor for each transportation method.
Transportation and delivery (upstream)	
Category 5:	Calculated by multiplying the amount of waste generated, etc. by the emission factors for each waste treatment method.
Waste generated in operations	
Category 6:	Calculated by multiplying the number of employees by the average annual travel distance for each travel method and then multiplying by the emission factor for each travel method. The calculations for 2020 and 2021 take into account the ratio of business trip restrictions imposed to prevent the spread of COVID-19 infections.
Business travel	
Category 7:	Calculated by multiplying the number of employees by the average annual travel distance for each travel method and multiplying by the emission factor for each travel method. The calculations for 2020 and 2021 take into account the ratio of attendance restrictions to prevent the spread of COVID-19 infections.
Employee commutin	
Category 8:	Calculated by multiplying the fuel consumption of leased business vehicles by the emission factor.
Leased assets (upstream)	
Category 9:	Not calculated
Transportation and distribution	
Category 10:	Not calculated
Processing of sold products	
Category 11:	Excluded because there is no energy use based on product use due to the nature of pharmaceutical products.
Use of sold products	
Category 12:	Being considered for calculation
End-of-life treatment of sold products	
Category 13:	Calculated by multiplying the amount of energy used by the leased assets by the emission factor of each energy type.
Leased assets (downstream)	
Category 14:	Not calculated because no franchise stores are being operated.
Franchises	
Category 15:	Not calculated because we are not a business providing financial services.
Investments	

Energy					
Indicator	Unit	Boundary ^{*1}	2019 ^{*2}	2020 ^{*2}	2021 ^{*2}
Energy Consumption	GJ	Global	1,023,310	1,037,816	1,004,157 ^{*3}
Energy Consumption Year-on-Year	%	Global	0.0	1.4	-3.2
Unit Energy Consumption	GJ/ 100 Million Yen-Sales Revenue	Global	335	326	285
Electric Power Purchased (Renewable Electricity)	1,000kWh	Global	0	23,432	24,641 ^{*3}
Electric Power Purchased (Non Renewable Electricity)	1,000kWh	Global	70,878	48,986	46,150 ^{*3}
City Gas	1,000Nm ³	Global	5,988	5,900	5,500 ^{*3}
Natural Gas (Excluding LNG)	1,000Nm ³	Global	153	181	182 ^{*3}
Heavy Oil A	kL	Global	84	90	92 ^{*3}
Kerosene	kL	Global	1,272	1,297	1,344 ^{*3}
Light Oil	kL	Global	2.88	3.11	0.40 ^{*3}
Steam	GJ	Global	7,197	8,397	6,801 ^{*3}
Photovoltaic Power Generation	1,000kWh	In Japan	135	131	129

*1: In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: Energy conversion factor: "the Act on the Rational Use of Energy" factors.

*3: This data is third-party guaranteed by SGS Japan Inc.

Water Resources					
Indicator	Unit	Boundary ^{*1}	2019	2020	2021
Water Withdrawal Total Amount	1,000m ³	In Japan	2,215	1,730	1,659 ^{*3}
	1,000m ³	Outside Japan	14	16	14 ^{*3}
	1,000m ³	Global	2,229	1,746	1,673 ^{*3}
Water Withdrawal Municipal Potable Water	1,000m ³	Global	281	272	259 ^{*3}
Water Withdrawal Surface Water from Rivers, Lakes and Natural Ponds	1,000m ³	Global	1,155	1,146	1,114 ^{*3}
Water Withdrawal Groundwater from Wells and Boreholes	1,000m ³	Global	793	328	299 ^{*3}
Water Withdrawal Used Quarry Water Collected in the Quarry	1,000m ³	Global	0	0	0 ^{*3}
Water Withdrawal External Wastewater	1,000m ³	Global	0	0	0 ^{*3}
Water Withdrawal Harvested Rainwater	1,000m ³	Global	0	0	0 ^{*3}
Water Withdrawal Sea Water, Water Extracted from the Sea or the Ocean	1,000m ³	Global	0	0	0 ^{*3}
Total Water Withdrawal in Water Stress Areas ^{*2}	1,000m ³	Global	100	82	84
Ratio of Water Withdrawal in Water Stress Areas	%	Global	4.5	4.7	5.0
Units of Water Used	1,000m ³ / 100 Million Yen-Sales Revenue	Global	0.73	0.55	0.47
Amount of Circulated Water Usage	1,000m ³	Global	3,790	3,735	3,717
Ratio of Circulated Water Usage	%	Global	170	214	222
Water Discharge Total Amount	1,000m ³	In Japan	2,001	1,838	1,813
	1,000m ³	Outside Japan	7	8	7
	1,000m ³	Global	2,009	1,846	1,820
Water Discharge Release into Sea	1,000m ³	Global	0	0	0
Water Discharge Release into Rivers	1,000m ³	Global	1,889	1,735	1,706
Water Discharge Sewage Water	1,000m ³	Global	119	110	113
Total Water Discharge in Water Stress Areas ^{*2}	1,000m ³	Global	51	40	43
Ratio of Water Discharge in Water Stress Areas	%	Global	2.6	2.2	2.4
Water Pollution COD	t	In Japan	2.3	2.6	2.8
	t	Outside Japan	0.0	0.0	0.0
	t	Global	2.3	2.6	2.8
Water Pollution Total Nitrogen	t	In Japan	4.0	5.3	3.9
	t	Outside Japan	0.0	0.0	0.0
	t	Global	4.0	5.3	3.9
Water Pollution Total Phosphorus	t	In Japan	0.5	0.6	0.5
	t	Outside Japan	0.0	0.0	0.0
	t	Global	0.5	0.6	0.5

*1: In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: The amount of water intake by Kyowa Kirin Co., Ltd.'s Ube Plant and Kyowa Kirin China Pharmaceutical Co., Ltd., which have high water stress assessments in water risk assessments using water risk assessment tools (WRI Aqueduct and WWF Water Risk Filter) as well as online surveys and questionnaire surveys.

*3: This data is third-party guaranteed by SGS Japan Inc.

Material, Containers and Packaging

Indicator	Unit	Boundary ^{*1}	2019	2020	2021
Raw Material Consumption	t	In Japan	166	122	122
	t	Outside Japan	9	6	2
	t	Global	175	128	125
Containers and Packaging Consumption	t	In Japan	544	423	409
	t	Outside Japan	41	80	87
	t	Global	585	503	496

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

Waste

Indicator	Unit	Boundary ^{*1}	2019	2020	2021
Waste Generated	t	In Japan	1,160	1,408	1,277
	t	Outside Japan	16	8	44
	t	Global	1,176	1,416	1,321
External Recycled Waste	t	In Japan	1,142	591	591
	t	Outside Japan	0	0	0
	t	Global	1,142	591	591
Final Disposal	t	In Japan	1.1	0.0	0.0
	t	Outside Japan	4.9	2.7	13.3
	t	Global	6.0	2.7	13.4
Final Disposal Rate	%	In Japan	0.09	0.004	0.002
	%	Outside Japan	31	32	30
	%	Global	0.51	0.19	1.01
Basel Convention Hazardous Wastes		Global	None	None	None

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

Air Pollutants

Indicator	Unit	Boundary ^{*1}	2019	2020	2021
Sox	t	In Japan	0.3	0.3	0.3
	t	Outside Japan	0	0	0
	t	Global	0.3	0.3	0.3
Unit SOx Emissions	t/ 100 billion Yen-Sales revenue	Global	0.1	0.1	0.1
Nox	t	In Japan	6.2	5.5	4.3
	t	Outside Japan	0	0	0
	t	Global	6.2	5.5	4.3
Unit NOx Emissions	t/ 100 billion Yen-Sales revenue	Global	2.0	1.7	1.2
Dust	t	In Japan	0.09	0.09	0.07
	t	Outside Japan	0	0	0
	t	Global	0.09	0.09	0.07
Unit Dust Emissions	t/ 100 billion Yen-Sales revenue	Global	0.03	0.03	0.02
VOC	t	In Japan	0.05	0.07	0.05
Unit VOC Emissions	t/ 100 billion Yen-Sales revenue	Global	0.01	0.02	0.01
ODS Emissions	t	In Japan	0.005	0.003	0.003

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

PRTR Discharge

Indicator	Unit	Boundary ^{*1}	2019	2020	2021
Released into Air	t	In Japan	0.02	0.03	0.03 ^{*2}
Units Released into Air	t/ 100 Billion Yen-Sales Revenue	In Japan	0.01	0.01	0.01
Released into Water	t	In Japan	0	0	0 ^{*2}
Units Released into Water	t/ 100 Billion Yen-Sales Revenue	In Japan	0	0	0
Released into Soil	t	In Japan	0	0	0 ^{*2}
Units Released into Soil	t/ 100 Billion Yen-Sales Revenue	In Japan	0	0	0

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered.

*2:In 2021, the breakdown of emissions of PRTR substances is as follows.

Number Designated by Ordinance	Name of Substance	Atmosphere (t)	Water Area (t)	Soil (t)
13	Acetonitrile	0.03	0	0
60	Ethylenediaminetetraacetic acid	0	0	0
87	Chromium and Chromium(III) compounds	0	0	0
127	Chloroform	0	0	0
234	Bromine	0	0	0
305	Lead compounds	0	0	0
342	Pyridine	0	0	0
243	Dioxins	0	0	0

Site Data					
Indicator	Unit	Boundary	2019	2020	2021
Unit Energy Consumption	GJ/m ² -Floor		2.56	2.48	2.42
CO ₂ Emissions* ¹	t		2,751	2,602	2,539* ²
Water Withdrawal	1,000m ³		18	15	15* ²
Water Discharge	1,000m ³		16	13	13
COD	t	Kyowa Kirin	—	0	0
Total Nitrogen	t	Tokyo Research	0.05	0.04	0.04
Total Phosphorus	t	Park	0.00	0.01	0.00
Waste Generated	t		58.3	51.3	37.9
Final Disposal	t		0.00	0.02	0.00
Sox	t		0	0	0
Nox	t		0.21	0.21	0.21
Dust	t		0	0	0
Unit Energy Consumption	GJ/m ² -Floor		4.69	4.66	4.50
CO ₂ Emissions* ¹	t		14,978	14,151	13,663* ²
Water Withdrawal	1,000m ³		1,785	1,328	1,284* ²
Water Discharge	1,000m ³		1,621	1,479	1,481
COD	t	Kyowa Kirin	1.12	1.16	1.25
Total Nitrogen	t	Fuji Research	1.58	1.07	1.00
Total Phosphorus	t	Park/CMC R&D	0.20	0.07	0.07
Waste Generated	t	Center	162	203	172
Final Disposal	t		0.93	2.05	0.00
Sox	t		0	0	0
Nox	t		1.77	1.24	1.19
Dust	t		0	0	0
Unit Energy Consumption	GJ/m ² -Floor		7.18	7.45	6.97
CO ₂ Emissions* ¹	t		21,646	11,667	10,155* ²
Water Withdrawal	1,000m ³		314	308	278* ²
Water Discharge	1,000m ³	Kyowa Kirin	314	308	276
COD	t	Bio Process	0.54	0.45	0.42
Total Nitrogen	t	Research and	2.37	4.01	2.73
Total Phosphorus	t	Development	0.30	0.48	0.41
Waste Generated	t	Laboratories/	521	748	649
Final Disposal	t	Takasaki Plant	0.77	0.77	0.00
Sox	t		0	0	0
Nox	t		2.63	2.56	1.39
Dust	t		0.05	0.05	0.03
Unit Energy Consumption	GJ/m ² -Floor		6.61	6.69	6.53
CO ₂ Emissions* ¹	t		9,056	8,691	7,966* ²
Water Withdrawal	1,000m ³		92	73	76* ²
Water Discharge	1,000m ³		44	32	36
COD	t		0.63	0.95	1.07
Total Nitrogen	t	Kyowa Kirin	1.62	0.14	0.15
Total Phosphorus	t	Ube Plant	0.95	0.01	0.01
Waste Generated	t		300	462	404
Final Disposal	t		0.71	0.96	0.02
Sox	t		0	0	0
Nox	t		1.51	1.42	1.51
Dust	t		0	0	0

*1: Emission factors for CO₂ emissions: the emission factors listed in the "Greenhouse Gas Emission Calculation and Reporting Manual" (Ministry of the Environment of Japan/Ministry of Economy or Japan, Trade and Industry) are used for fuel, while the emission factors made public by individual electric power companies are used for electricity. Energy conversion factor: "the Act on the Rational Use of Energy" factors.

*2: This data is third-party guaranteed by SGS Japan Inc.

Social

Employment

Policies, etc.	
Talent Management	Kyowa Kirin Group Talent Management Policy https://www.kyowakirin.com/sustainability/human_rights_labor_practices/development/index.html#anc-talent-management-policy
Freedom of Association and Collective Bargaining	Kirin Group Human Rights Policy clearly advocates for freedom of association and respect for the right to collective bargaining. Kirin Group Human Rights Policy(P2) https://www.kyowakirin.com/sustainability/human_rights_labor_practices/human_rights/pdf/group_human_rights.pdf

Indicator	Unit	Boundary	2019	2020	2021
Number of Employees	Persons	Consolidated	5,267	5,423	5,752
Number of Employees	Persons	In Japan	3,792	3,909	4,025
Number of Employees	Persons	In North	300	348	435
Number of Employees	Persons	In EMEA	716	658	758
Number of Employees	Persons	In Asia/Oceania	459	508	534
Number of Employees	Persons	Non-consolidated	3,619	3,736	3,857
Number of Male Employees	Persons	Non-consolidated	2,519	2,570	2,619
Number of Female Employees	Persons	Non-consolidated	1,100	1,166	1,238
Ratio of Female Employees	%	Non-consolidated	30.4	31.2	32.1
Average Years of Service	Years	Non-consolidated	17.7	17.5	17.1
Average Years of Service of Male	Years	Non-consolidated	18.0	17.7	17.4
Average Years of Service of Female	Years	Non-consolidated	17.1	16.9	16.5
Average Age	Age	Non-consolidated	42.4	42.6	42.7
Average Age of Male	Age	Non-consolidated	43.4	43.2	43.4
Average Age of Female	Age	Non-consolidated	40.7	41.2	41.3
Percentage of Employees by Age Group (Under 30)	%	Non-consolidated	12.1	11.4	10.8
Percentage of Employees by Age Group (30-49)	%	Non-consolidated	63.6	63.0	62.1
Percentage of Employees by Age Group (50 and over)	%	Non-consolidated	24.3	25.6	27.1
Average Annual Salary	Yen	Non-consolidated	8,610,603	8,778,251	8,845,764
Number of New Hires	Persons	Non-consolidated	146	246	274
Number of New Hires of Male	Persons	Non-consolidated	92	153	174
Number of New Hires of Female	Persons	Non-consolidated	54	93	100
Ratio of Female in New Hires	%	Non-consolidated	37	38	37
Ratio of Mid-Career Hires	%	Non-consolidated	61	66	69
Number of Full-time Staff Turnover	Persons	Non-consolidated	460	152	189
Full-time Staff Turnover Rate*1	%	Non-consolidated	12.7	4.1	4.9
Full-time Employee Voluntary Turnover Rate	%	Non-consolidated	2.1	2.1	2.3
Number of Temporary Employees	Persons	Non-consolidated	89	105	126
Ratio of Temporary Employees	%	Non-consolidated	2.4	2.7	3.3
Rate of Participation in a Labor Union*2	%	Non-consolidated	100	100	100

*1:The number of employees who left the organization during this reporting period / the total number of full-time employees at the end of the reporting period (including employees who leave the organization voluntarily or due to dismissal, retirement, or death in service).

*2:We adopt union shop system in which all employees, except management level employees, of Kyowa Kirin Co., Ltd. are covered.

Training

Indicator	Unit	Boundary	2019	2020	2021
Total Hours Spent on Employee Development Training*1	Hours	Non-consolidated	-	18,925	21,077
Average Hours Spent on Employee Development Training per Employee*1	Hours	Non-consolidated	-	5.1	5.5

*1:The results cover training conducted by the Human Resources Department.

Work-life Balance					
Indicator	Unit	Boundary	2019	2020	2021
Number of Employees who took Childcare Leave	Persons	Non-consolidated	51	72	67
Number of Male Employees who took Childcare Leave	Persons	Non-consolidated	9	27	23
Number of Female Employees who took Childcare Leave	Persons	Non-consolidated	42	45	44
Number of Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	81	80	76
Number of Male Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	0	2	2
Number of Female Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	81	78	74
Number of Employees Using the Nursing Care Leave System (Children or Family)	Persons	Non-consolidated	386	465	508

DE&I					
Policies, etc.					
DE&I	DE&I Statement				
	https://www.kyowakirin.com/sustainability/human_rights_labor_practices/diversity_and_inclusion/index.html				
Indicator	Unit	Boundary	2019	2020	2021
Number of Managers	Persons	Non-consolidated	1,064	1,095	1,147
Number of Male Managers	Persons	Non-consolidated	961	972	1,005
Number of Female Managers	Persons	Non-consolidated	103	123	142
Ratio of Female Managers	%	Non-consolidated	9.7	11.2	12.4
Number of Disabled Employees*1	Persons	Consolidated (In Japan)	115	104	107
Ratio of Disabled Employees*1	%	Consolidated (In Japan)	2.59	2.45	2.43

*1:As of June each year. The figures are for the Kyowa Kirin Group (domestic).

Human Rights	
Policies, etc.	
Human Rights	Kirin Group Human Rights Policy https://www.kyowakirin.com/sustainability/human_rights_labor_practices/human_rights/pdf/group_human_rights.pdf
Prohibition of Discrimination	Kirin Group Human Rights Policy explicitly prohibits all forms of discrimination, including that based on race, ethnicity, nationality, social status, family origin, gender, ability or disability, health condition, thought/belief, sexual orientation/gender identity, and differences in occupation and form of employment. Kirin Group Human Rights Policy(P2) https://www.kyowakirin.com/sustainability/human_rights_labor_practices/human_rights/pdf/group_human_rights.pdf

Occupational Health and Safety					
Policies, etc.					
Occupational Health and Safety	The Kyowa Kirin Group Code of Conduct(P5) https://www.kyowakirin.com/sustainability/governance/compliance/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf				
	Kyowa Kirin Group Policy for Occupational Health and Safety https://www.kyowakirin.com/sustainability/human_rights_labor_practices/workplace_safety/index.html#anc-workplace-policy01				
	Kyowa Kirin Group Declaration of Health Promotion https://www.kyowakirin.com/sustainability/human_rights_labor_practices/workplace_safety/index.html				
Indicator	Unit	Boundary	2019	2020	2021
Number of Accidents that Required Time off from Work	Cases	*1	1	0	4
Number of Work-related Employee Fatalities	Persons	Consolidated (In Japan)	0	0	0
Number of Work-related Contractor Fatalities	Persons	Consolidated (In Japan)	0	0	0
Accident Frequency Rate	%	*1	0.13	0.00	0.39
Accident Severity Rate	%	*1	0.0062	0	0.019

*1:Covers all locations of Kyowa Kirin in 2019 and 2020, all locations in Japan and overseas plants/laboratories of the Kyowa Kirin group in 2021.

Community

Policies, etc.	
Community	Kyowa Kirin Group Community Involvement Activities Policy https://www.kyowakirin.com/sustainability/community_involvement/community_involvement/index.html#anc-local_policy01

Indicator	Unit	Boundary	2019	2020	2021
Amount of Community Investments*1	Millions of Yen	Non-consolidated	704	635	556

*1:Excludes temporary investments including support for disaster-stricken areas.Since 2016, we have contributed to the Global Health Innovative Technology Fund (GHIT Fund), a public-private partnership to promote the creation of new drugs for infectious diseases in developing countries.

Access to Medicines

Policies, etc.	
Access to Medicines	Kyowa Kirin Group Policy for Access to Medicines https://www.kyowakirin.com/sustainability/access_to_medicine/index.html

Indicator	Target value	Target year	As of end of June 2022
Number of countries / regions where Crys vita has launched (Indicators Related to Improving Access to Medicines)	50 or more countries / regions *1	2025	38 countries/ regions*2

*1:Please refer to "FY2021-2025 Medium Term Business Plan" at the following URL
FY2021-2025 Medium Term Business Plan(P17)
https://ir.kyowakirin.com/en/management/biz_plan/main/0/teaserItems1/00/linkList/00/link/2021mtbp_en2.pdf

*2:Performance for the indicators is reported in the quarterly financial statements.
<https://ir.kyowakirin.com/en/library/earnings.html>

Governance

Corporate Governance

Policies, etc.	
Corporate Governance	Corporate Governance Policy https://ir.kyowakirin.com/en/management/governance/main/00/teaserItems1/02/linkList/0/link/cgpolicy_20220325_en.pdf
Indicator*1	
Organization Type	Company with Audit & Supervisory Board
Number of Directors	Nine (Masashi Miyamoto, Yutaka Osawa, Toshifumi Mikayama, Takeshi Minakata, Akira Morita, Yuko Haga, Jun Arai, Takashi Oyamada, Yoshihisa Suzuki)
Chairperson of the Board	Akira Morita (Independent Outside Director)
Career Summary of the Board of Directors	Annual Report 2021(P56) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2021_en3.pdf
Number of Independent Outside Directors	Five (Akira Morita, Yuko Haga, Jun Arai, Takashi Oyamada, Yoshihisa Suzuki)
Number of Female Directors	One
Number of Board Meetings	13 times
Attendance Rate at Meetings of the Board of Directors	100% (Director), 98% (Audit & Supervisory Board Members) Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2021)" for officer-specific data on participation.
Evaluation of Effectiveness of the Board	Effectiveness evaluations are conducted every year. Please see below for the results of the 2021 effectiveness evaluations. Annual Report 2021(P48) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2021_en3.pdf
Number of Audit & Supervisory Board Members	Five (Hiroshi Komatsu, Masaki Ueno, Keiji Kuwata, Tomomi Yatsu, Mayumi Tamura)
Career Summary of Audit & Supervisory Board Members	Annual Report 2021(P57) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2021_en3.pdf
Number of Outside Audit & Supervisory Board Members	Three (Masaki Ueno, Tomomi Yatsu, Mayumi Tamura). Of these, Tomomi Yatsu and Mayumi Tamura are independent outside auditors.
Number of Female Audit & Supervisory Board Members	Two
Attendance Rate at Meetings of the Audit & Supervisory Board	100% Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2021)" for officer-specific data on participation.
Number of Members of the Nomination & Remuneration Consultative Committee	Ten (Masashi Miyamoto, Yutaka Osawa, Toshifumi Mikayama, Akira Morita, Yuko Haga, Jun Arai, Takashi Oyamada, Yoshihisa Suzuki, Tomomi Yatsu, Mayumi Tamura)
Chairperson of the Nomination & Remuneration Consultative Committee	Jun Arai (Independent Outside Director)
Number of Independent Outside Officers	Seven
Attendance Rate at Meetings of the Nomination & Remuneration Consultative Committee	100% Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2021)" for officer-specific data on participation.
Professional Skills of Officers	Annual Report 2021(P47) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2021_en3.pdf
Number of Female Executive Officers	Two
Remuneration of Officers	Annual Report 2021(P49) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2021_en3.pdf
Claw-back Provision	Yes(Executive Directors and Executive Officers)
Introduction of Anti-takeover Measures	None

*1: Data is current as of the end of March 2022. However, the numbers of Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee and attendance rates reflect the meetings/rates from January 1 to December 31, 2021.

Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2021)

Name	Position	Attendance at Board of Directors	Attendance at Audit & Supervisory Board	Attendance at Nomination & Remuneration Consultative Committee
Masashi Miyamoto	Representative Director President and Chief Executive Officer	100% (13/13)	-	100% (14/14)
Yutaka Osawa	Representative Director Executive Vice President	100% (13/13)	-	100% (14/14)
Toshifumi Mikayama	Director Executive Vice President	100% (13/13)	-	100% (10/10)
Takeshi Minakata ^{*2}	Director	-	-	-
Akira Morita	Director (Independent Outside Director)	100% (13/13)	-	100% (14/14)
Yuko Haga	Director (Independent Outside Director)	100% (13/13)	-	100% (14/14)
Jun Arai ^{*3}	Director (Independent Outside Director)	100% (9/9)	-	100% (14/14)
Takashi Oyamada ^{*3}	Director (Independent Outside Director)	100% (9/9)	-	100% (10/10)
Yoshihisa Suzuki ^{*2}	Director (Independent Outside Director)	-	-	-
Hiroshi Komatsu	Full-time Audit & Supervisory Board Member	100% (13/13)	100% (13/13)	-
Masaki Ueno	Full-time Audit & Supervisory Board Member (Outside)	100% (13/13)	100% (13/13)	-
Keiji Kuwata	Audit & Supervisory Board Member	100% (13/13)	100% (13/13)	-
Tomomi Yatsu ^{*3}	Audit & Supervisory Board Member (Independent Outside)	88.9% (8/9)	100% (10/10)	100% (10/10)
Mayumi Tamura ^{*2}	Audit & Supervisory Board Member (Independent Outside)	-	-	-

*2:Takeshi Minakata and Yoshihisa Suzuki were first appointed executives on March 25, 2022, so they have no track record for 2021.

*3:Jun Arai,Takashi Oyamada and Tomomi Yatsu were first appointed executives on March 24, 2021,so theirs post-appointment track record is shown.

Indicator	Unit	Boundary	2019	2020	2021
Board of Directors					
Number of Directors	Persons	Non-consolidated	8	7	8
Number of Independent Outside Directors	Persons	Non-consolidated	3	3	4
Number of Female Directors	Persons	Non-consolidated	1	1	1
Ratio of Independent Outside Directors	%	Non-consolidated	37.5	42.8	50.0
Ratio of Female Directors	%	Non-consolidated	12.5	14.2	12.5
Number of Meetings	times	Non-consolidated	13	14	13
Attendance Rate(Director)	%	Non-consolidated	98	98	100
Attendance Rate (Audit & Supervisory Board Members)	%	Non-consolidated	100	100	98
Audit & Supervisory Board					
Number of Audit & Supervisory Board Members	Persons	Non-consolidated	5	5	5
Number of Outside Audit & Supervisory Board Members	Persons	Non-consolidated	3	3	3
Number of Female Audit & Supervisory Board Members	Persons	Non-consolidated	0	0	1
Ratio of Outside Audit & Supervisory Board Members	%	Non-consolidated	60	60	60
Ratio of Female Audit & Supervisory Board Members	%	Non-consolidated	0	0	20
Number of Meetings	times	Non-consolidated	14	13	13
Attendance Rate	%	Non-consolidated	100	100	100
Nomination & Remuneration Consultative Committee					
Number of Members of the Nomination & Remuneration Consultative Committee	Persons	Non-consolidated	7	7	9
Number of Independent Outside Officers	Persons	Non-consolidated	4	5	6
Ratio of Independent Outside Officers	%	Non-consolidated	57.1	71.4	66.6
Number of Meetings	times	Non-consolidated	14	15	14
Attendance Rate	%	Non-consolidated	100	98	100
Remuneration of Officers					
Total Remuneration of Directors (Excluding Outside Directors) ^{*1}	Millions of Yen	Non-consolidated	394 (5)	262 (4)	331 (3)
Total Remuneration of Outside Directors ^{*1}	Millions of Yen	Non-consolidated	38 (4)	46 (3)	62 (5)
Total Remuneration of Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members) ^{*1}	Millions of Yen	Non-consolidated	26 (3)	27 (1)	29 (1)
Total Remuneration of Outside Audit & Supervisory Board Members ^{*1}	Millions of Yen	Non-consolidated	51 (3)	56 (4)	60 (4)
Remuneration of CEO	Millions of Yen	Non-consolidated	127	115	155

*1: The number in parentheses indicates the number of persons involved.

Business Ethics

Policies, etc.	
Code of Conduct	The Kyowa Kirin Group Code of Conduct https://www.kyowakirin.com/sustainability/governance/compliance/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf
Information Security	Kyowa Kirin Group Information Security Policy https://www.kyowakirin.com/sustainability/information_security/index.html
Political Contributions	The Kyowa Kirin Group prohibits illegal political contributions. The Kyowa Kirin Group Code of Conduct(P4) https://www.kyowakirin.com/sustainability/governance/compliance/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf

Indicator	Unit	Boundary	2019	2020	2021
Number of Participants in Compliance Training ^{*1}	Persons	Consolidated (In Japan)	4,411	4,633	4,709
Number of Employees Receiving Code of Conduct Training ^{*1}	Persons	*2	-	4,638	6,631
Number of Employees Receiving Whistleblower System Training ^{*1}	Persons	Consolidated (In Japan)	-	4,683	4,897
Number of Employees Receiving Personal Information Protection Training ^{*1}	Persons	Consolidated (In Japan)	-	4,584	4,887
Number of Reports through the Compliance Line	Cases	Consolidated	27	29	24
Political Contributions	Millions of Yen	Non-consolidated	6	6	6

*1:Participants include temporary and contract employees, etc.

*2:The number of persons is calculated on a consolidated basis in Japan until 2020 and on a consolidated basis for the group from 2021.

Anti-Corruption

Policies, etc.	
Anti-Bribery and Anti-Corruption	The Kyowa Kirin Group Code of Conduct https://www.kyowakirin.com/sustainability/governance/compliance/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf Kyowa Kirin Group Anti-Bribery and Anti-Corruption Policy https://www.kyowakirin.com/sustainability/fair_operating_practices/anti_bribery_initiatives/index.html

Indicator	Unit	Boundary	2019	2020	2021
Number of Employees Receiving Anti-bribery and Anti-Corruption Training	Persons	Consolidated	-	6,154	6,193
Number of Employees Facing Disciplinary Dismissals Due to the Violation of Anti-bribery or Anti-Corruption Laws	Cases	Consolidated	-	0	0
Fines, Penalties, or Settlements Imposed for the Violation of Anti-bribery or Anti-Corruption Laws	Yen	Consolidated	-	0	0

Tax

Policies, etc.	
Tax	Kyowa Kirin Group Tax Policy https://www.kyowakirin.com/sustainability/governance/taxpolicy/index.html

Indicator	Unit	Boundary	2019	2020	2021
Income Taxes Paid	100 Millions of Yen	Consolidated	227	287	148
Income Taxes Paid	100 Millions of Yen	In Japan	203	229	109
Income Taxes Paid	100 Millions of Yen	Outside Japan	24	58	39

Major Trade Associations and Initiatives

Name of Association	Initiative name	Our involvement
Japan Business Federation FPMAJ (The Federation of Pharmaceutical Manufacturers' Associations of JAPAN) JPMA (Japan Pharmaceutical Manufacturers Association) PMAT (The Pharmaceutical Manufacturers' Association of Tokyo)		
	Figures in parentheses indicate the years signed/supported	
The UN Global Compact (2005) ^{*1}		We will comply with the 10 principles set forth in the areas of "human rights," "labor," "environment," and "anti-corruption" by the United Nations Global Compact. We also participate on the Environmental Management Subcommittee, the Anti-Corruption Subcommittee, and the Reporting Research Subcommittee of the Global Compact Network Japan, which is a local network.
RE100 (2020) ^{*1}		Kirin Holdings aims to achieve 100% renewable energy electric power consumption by 2040. The Group's climate change measures are consistent with those of Kirin Holdings, and the Group will continue to expand renewable energy use to achieve its goals.
TCFD (2021)		Kyowa Kirin has declared its support for the TCFD recommendations, and will also actively promote information disclosure in line with the recommended disclosure items set forth in the TCFD recommendations.

*1:The Kirin Group is the signatory and member.