

# News release

## Kyowa Kirin Selected as “Health & Productivity Stock” for Consecutive 2 years

**Tokyo, Japan, March 8, 2023** --Kyowa Kirin Co., Ltd. (Kyowa Kirin, TSE: 4151, President and CEO: Masashi Miyamoto) announced that the company has been selected for a “2023 Health & Productivity Stock”, and it is the consecutive 2nd year to be chosen as a Health & Productivity Stock. Kyowa Kirin is also awarded as a “Certified Health & Productivity Management Outstanding Organization (White 500)” for the 7th consecutive years. Both awards are based on the outcome of the Survey on Health and Productivity conducted by the Ministry of Economy, Trade and Industry (METI) in Japan.



Health & Productivity Stock is granted to one listed company per industry as a company that conducts outstanding efforts among listed companies which are considering about employees’ health and productivity management from a business-management perspective and addressing it strategically. The purpose of the program is to help companies that are engaged in health management to gain social appraisal and further promoting health management initiatives by introducing them as attractive companies to investors who place importance on increase in corporate value from the ESG or long-term perspective.

The "Certified Health & Productivity Management Outstanding Organizations Recognition Program" is an award system that aims to create an environment in which excellent corporations engaged in health management can be visualized and recognized by employees, job seekers, related companies and financial institutions as a corporation that is strategically addressing employee health management from a management perspective.

“Under the Kyowa Kirin Group Declaration of Health Promotion, we prioritize health management to reduce health risks and promote well-being among our employees.” said Wataru Murata, MBA, Senior Managing Executive Officer, Director of Human Resources Department (Global Human Resources Head) at Kyowa Kirin, “By encouraging and supporting our employees to prioritize their health, we aim to achieve optimal productivity and contribute positively to society.”

<The main measures of Kyowa Kirin>

■ Walking campaign

It is a campaign to encourage employees to promote and maintain health by walking more than 5,000 steps per day. By setting goals such as campaign participation rate and average steps, it is easy for each employee to understand and participate. In the recent campaign, more than 80% of the employees (about 3,500 people) participated, while participation rate was about 10% when it started 5 years ago. The executives also took the initiative to participate, and their average steps was about 8,000 steps, which is higher than the overall average.

■ Evaluation and improvement of measures

In terms of anti-smoking efforts, the smoking rate was over 20% in 2017 before the introduction of the anti-smoking efforts, and a goal of a 5% or lower rate was set and achieved in 2020. Since then, the smoking rate has been maintained at 5% or lower level. In terms of labor productivity, the effect has been 60 times greater than the amount of investment.

In addition to the walking campaign and anti-smoking efforts, we are also working on raise employees' health in terms of rest, mental health, diet, prevention of serious illness, and women's health. We also monitor health-related indicators such as employees' health awareness, presenteeism, the percentage of employees who maintain an appropriate body weight, and appropriate alcohol consumption (AUDIT) score, which are described in Kirin Group CSV commitment.

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.

### **About health and productivity management**

Based on the concept that investing in the health of employees based on a corporate philosophy will revitalize the organization by increasing employee vitality and productivity, which in turn will lead to improved business performance and higher stock prices, it is an attempt to strategically implement employee health management from a management perspective.

The term "health and productivity management" is a registered trademark of the Nonprofit Organization Kenkokeiei.

For more information about Kyowa Kirin's Promotion of Workplace Health, please visit the website below.  
[https://www.kyowakirin.com/sustainability/human\\_rights\\_labor\\_practices/workplace\\_safety/index.html](https://www.kyowakirin.com/sustainability/human_rights_labor_practices/workplace_safety/index.html)

### **About Presenteeism**

A condition in which a person is working while having health problems.