

# News release

## Notice of Transition to a Research Organization to Realize Our Vision toward 2030, and Introduction of a Voluntary Retirement Program

**Tokyo, Japan, Aug. 1, 2024** --Kyowa Kirin Co., Ltd. (Kyowa Kirin, TSE:4151, President and CEO: Masashi Miyamoto) announced that the company has decided to make a voluntary early retirement offer, as follows.

Kyowa Kirin had announced the Story for Vision 2030 in February of this year to further ensure the realization of its vision for 2030 - "successful creation and delivery of life-changing value that ultimately makes people smile". In this strategy, the company clarified its global therapeutic areas of focus as being bone and mineral, hematologic cancers / intractable hematologic diseases, and rare diseases, and decided to proceed with focusing on advanced antibody technologies and hematopoietic stem cell gene therapy (HSC-GT). We aim to strengthen our efforts in these priority areas and modalities, and will proceed with transitioning to a global research organization to achieve that.

As part of this transition, we are planning a significant reduction in our in-house small molecule drug discovery research activities, as well as a reduction in CMC research and quality-related activities resulting from the discontinuation of related projects. As such, at this turning-point we are seeking employees who would like to volunteer for early retirement with the aim of providing the utmost support to those wishing to embark on new paths in terms of broadening their options for career development and accordingly seeking other opportunities outside the company.

### [Overview voluntary early retirement offer]

- (1) Eligibility: Employees who are 30 years old or older and have been with the company for at least three years in the Research Division, the Production Division's CMC R&D Center, and certain groups in the Quality Division's Global CMC Quality Unit.
- (2) Target number: Not specified
- (3) Application period: From August 21, 2024, to September 20, 2024
- (4) Retirement date: December 31, 2024
- (5) Incentives: A severance benefit premium will be paid in addition to the ordinary severance benefit. Also, outplacement assistance will be provided to those requesting it.

### [Outlook]

The special severance benefit payment and expenses for outplacement assistance arising in connection with the early retirement offer will be recorded under "other expenses" incurred during the consolidated

fiscal year ending December 31, 2024. An amount of these expenses has been incorporated into the revision of the earnings forecasts announced today to a certain extent, although details such as the number of employees applying for voluntary early retirement and the total amount of special severance benefit payments have yet to be determined. The effects of the early retirement offer on the earnings outlook overall will be announced once that are confirmed.