

# News release

## Introduction of Special Voluntary Early Retirement Program

**Tokyo, Japan, May 7, 2025** -- Kyowa Kirin Co., Ltd. (Kyowa Kirin, TSE:4151, President and COO: Abdul Mullick) announces that it has decided to implement special voluntary early retirement program.

Kyowa Kirin recognizes the increasing challenges facing pharmaceutical companies worldwide. In Japan, the ongoing decline in population and the rapid aging society have highlighted significant issues related to the sustainability of the healthcare system. In response to these challenges, in February 2024, Kyowa Kirin announced its "Story for Vision 2030" to ensure the realization of its vision for 2030: "The continuous creation of life-changing value that ultimately makes people smile". In this transformation, we will boldly change our business foundation in Japan, which has been cultivated over our long history, into a more sustainable form and further strengthen our organizational capabilities. At this turning point, Kyowa Kirin will solicit voluntary retirement to broaden the career development options of our employees and to provide maximum support for those who wish to move outside the company.

### [Overview of the program]

- |                          |  |
|--------------------------|--|
| (1) Eligibility          | Employees who are at least 40 years old and have been with the company for at least three years. However, organizations subject to the special voluntary retirement program introduced in 2024 and certain other organizations are excluded. |
| (2) Number of applicants | Not specified  |
| (3) Application period   | May 22, 2025 - June 24, 2025   |
| (4) Date of retirement   | September 30, 2025   |
| (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 for the future]

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, 2025. Although the number of applicants and the total amount of special severance payments have not yet been determined at this time, they have been incorporated to a certain extent in the consolidated earnings forecast for the full fiscal

year ending December 31, 2025. We will promptly announce any events that should be disclosed when the impact on the earnings forecast becomes clear.