

News release

Kyowa Kirin Announces Changes in Directors and Management Structure

TOKYO, February 9, 2026- Kyowa Kirin Co., Ltd. (TSE: 4151) will subject to approval at the Annual General Meeting of Shareholders scheduled to be held in March 2026, implement the following changes in directors and the management structure, as set forth below.

1. Abolition of the Executive Officer System and Introduction of the C-suite Executive System

Kyowa Kirin resolved in October last year to transition to a company with an Audit and Supervisory Committee in order to establish a swift and decisive decision-making and business execution structure amid today's rapidly changing environment^{*1}. In addition, with the aim of enhancing the speed and quality of management decision-making and execution globally, Kyowa Kirin Group has decided to further evolve its management execution structure and introduce a new C-suite Executive framework. Under the One Kyowa Kirin structure, this framework is intended to strengthen corporate governance and update the overall system to better align with the execution structure. C-suite Executives—covering the Chairman, CxOs, Region Presidents, and the Orchard CEO—will be positioned as Kyowa Kirin's leadership team and will be responsible for making decisions with accountability to internal and external stakeholders, transcending functional and regional boundaries and considering the management of the company as a whole. With the introduction of this framework, the current Executive Officer system will be abolished as of the conclusion of the General Meeting of Shareholders in March 2026. Among the current Executive Officers, those who will continue to play a central role in management execution in positions other than C-suite Executive will be appointed as Officers in Charge. Through these initiatives, we will more powerfully drive "Story for Vision 2030," our strategy for realizing our vision.-suite Executive framework. Under the One Kyowa Kirin structure, this framework is intended to strengthen corporate governance and update the overall system to better align with the execution structure. C-suite Executives—covering the -suite Executive will be appointed as Officers in Charge. Through these initiatives, we will more powerfully drive "Story for Vision 2030," our strategy for realizing our vision.

^{*1} : Resolved by the Board of Directors and disclosed on October 30, 2025.

2. Executive Personnel Changes (New Appointments, Position and Responsibility Changes)

(1) Candidates for the new Directors of the Board (Audit and Supervisory Committee)

Effective Date: Upon the resolution at the Annual General Meeting of Shareholders scheduled to be held in March 2026

<New>	<Present>	<Name>
Director of the Board Audit and Supervisory Committee (Full-time)	Executive Officer Head of the Internal Audit Department	Kenji Shibata
Director of the Board Audit and Supervisory Committee	Audit & Supervisory Board Member	Yoko Wachi
Director of the Board Audit and Supervisory Committee	Director of the Board	Hiroshi Kanno
Director of the Board Audit and Supervisory Committee	Board Member, International Federation of Accountants (IFAC) Director of the board, Olympus Corporation	Kohei Kan

(2) Executive Personnel Changes (Position and Responsibility Changes)

Effective Date: Upon the resolution at the Annual General Meeting of Shareholders scheduled to be held in March 2026

<New>	<Present>	<Name>
Representative Director, Chairman ^{※2}	Representative Director, Chairman and Chief Executive Officer (CEO) (Administration of Internal Audit Department, Administration of Sales & Marketing Division)	Masashi Miyamoto
Representative Director, President and Chief Executive Officer (CEO) ^{※2} (Responsible for Internal Audit)	Representative Director, President and Chief Operating Officer (COO) ^{※3}	Abdul Mullick
Director of the Board, Executive Vice President and Chief Scientific Officer (CSiO) (Responsible for Research)	Director of the Board, Executive Vice President and Chief Medical Officer (CMO) (Responsible for Medical Affairs Department, Pharmacovigilance Division) (Administration of Intellectual Property Department, Research Division, Development Division)	Takeyoshi Yamashita

※2 Resolved by the Board of Directors and disclosed on December 11, 2025.

※3 The COO position will be abolished.

3. C-suite Executive Appointments

Effective Date: Upon the resolution at the Annual General Meeting of Shareholders scheduled to be held in March 2026

<New>	<Present>	<Name>
Representative Director, Chairman	Representative Director, Chairman and Chief Executive Officer (CEO) Specific Director (Administration of Internal Audit Department, Administration of Sales & Marketing Division)	Masashi Miyamoto
Representative Director, President and Chief Executive Officer (CEO) (Responsible for Internal Audit)	Representative Director, President and Chief Operating Officer (COO)	Abdul Mullick
Director of the Board, Executive Vice President and Chief Scientific Officer (CSciO) (Responsible for Research)	Director of the Board, Executive Vice President and Chief Medical Officer (CMO) (Responsible for Medical Affairs Department, Pharmacovigilance Division) (Administration of Intellectual Property Department, Research Division, Development Division)	Takeyoshi Yamashita
Chief Business Officer (CBO) (Responsible for Business Development, Corporate Planning, Intellectual Property)	Managing Executive Officer Chief Supply Chain Officer (CSCO) (Responsible for Manufacturing Division) (Administration of SCM Department)	Yasuo Fujii
Chief People Officer (CPO) (Responsible for Human Resources, Corporate Communications)	Managing Executive Officer, Chief People Officer (CPO) (Responsible for Human Resources Division)	Shoko Itagaki
Chief Supply Chain Officer (CSCO) (Responsible for Manufacturing, SCM)	Managing Executive Officer Chief Supply Chain Officer (CSCO) (Responsible for Manufacturing Division) (Administration of SCM Department)	Toshiyuki Kurata
Chief Compliance Officer (CCO) (Responsible for Legal, Regulatory Affairs, Compliance & Risk Management, Quality)	Managing Executive Officer Chief Compliance Officer (CCO) (Responsible for Legal Department, Regulatory Affairs Department, Global Quality Management Department, Compliance & Risk Management Department) (Administration of Quality Division)	Yoshiko Mori
Chief Digital Transformation Officer (CDXO)	Executive Officer	Mitsuru Kameyama

(Responsible for ICT, ODX)	Chief Digital Transformation Officer (CDXO) and Head of ODX Department (Responsible for ICT Solution Department)	
Chief Medical Officer (CMO) (Responsible for Medical Affairs, Pharmacovigilance, and Development)	Executive Officer Vice President, Head of Research Division	Yoshifumi Torii
Chief Strategy Officer (CSO) (Responsible for Global Product Strategy)	CEO and Managing Partner Sapientia Advisory Partners	Colin Sims
Chief Financial Officer (CFO) (Responsible for Procurement, Finance)	Takeda Pharmaceutical Company Limited Japan Pharma Business Unit JPBU Finance JPBU CFO	Koji Igarashi
Japan and APAC (JAPAC) Region President	Managing Executive Officer Chief International Business Officer (CIBO) (Responsible for International Business Planning Department)	Tomohiro Sudo
North America (NA) Region President	President, KKNA Director on Board of Directors, Kyowa Kirin USA Holdings, Inc. & Kyowa Kirin, Inc. (KKNA)	Steve Schaefer
Europe, the Middle East, and Africa (EMEA) Region President	President, Kyowa Kirin International plc	Julie Dehaene-Puype
Orchard Therapeutics CEO	Orchard Therapeutics CEO	Bobby Gaspar

4. Executive Personnel leaving the position

(1) Audit & Supervisory Board Member leaving the position

Effective Date: Upon the resolution at the Annual General Meeting of Shareholders scheduled to be held in March 2026

<New>	<Present>	<Name>
※4	Audit & Supervisory Board Member (Full-time)	Hiroshi Komatsu
※4	Outside Audit & Supervisory Board Member (Full-time)	Hajime Kobayashi
※4	Outside Audit & Supervisory Board Member	Mayumi Tamura
※4	Audit & Supervisory Board Member	Toru Ishikura

※4 : Resolved by the Board of Directors on October 30, 2025 to transition to a Company with an Audit and Supervisory Committee, and already disclosed.

(2) Executive Officers leaving the position

Effective Date: Upon the resolution at the Annual General Meeting of Shareholders scheduled to be held in March 2026

<New>	<Present>	<Name>
	Managing Executive Officer Chief Financial Officer (CFO) (Responsible for Corporate Communications Department, Procurement Department) (Administration of Finance and Accounting Department)	Motohiko Kawaguchi
	Managing Executive Officer Vice President, Head of Sales & Marketing Division	Hiroshi Sonekawa
	Executive Officer	Fumihiko Kanai