Delivering Life-changing Value as a GSP

Kyowa Kirin Co., Ltd.
Corporate Profile
In February 2021, Kyowa Kirin launched its FY2021-2025 Medium-term Business Plan, which is aimed at realizing our new vision for the Group by 2030. Guided by the vision and the business plan, we aim to create social and economic value with medicines that make patients smile by feeling dramatic improvements in quality of life. Unified by a deep commitment to this vision, every employee in the Group will continue working to fulfill the expectations of all stakeholders.

Our Philosophy

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.

Core Values

- Integrity
- Innovation
- Teamwork/Wa
- Commitment to Life

What we stand for
Vision

Kyowa Kirin will realize the successful creation and delivery of life-changing value that ultimately makes people smile, as a Japan-based Global Specialty Pharmaceutical company built on the diverse team of experts with shared passion for innovation.

Content

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Kyowa Kirin is focusing on addressing patient-centric healthcare needs. We aim to satisfy unmet medical needs of patients that do not have access to effective treatments by harnessing open innovation to maximize our antibody technology and by using other innovative technologies and our long-established strengths in disease expertise.
We will consistently create life-changing & Only-one value that makes patients smile.

We aim to create life-changing value by selecting efficient drug discovery targets using our platform of revolutionary proprietary technologies and through open innovation with partners that possess distinctive strengths.

Research & development concept

Technology
Continue to evolve our antibody technology, while also pursuing the possibilities of diverse modalities and building a platform that leads to innovative new therapies

Create Life-changing value with clear competitive advantages

Disease Biology
Continue to provide “Only-one value drug” for unmet medical needs, while utilizing the disease science* cultivated to date within Kyowa Kirin

* Nephrology, Oncology, Immunology & allergy and CNS

Open Innovation (OI)
Continue to work on collaborative research activities* with academia, startups and other partners, combine with rapid access to venture company information gained from VC/CVC activities, and tap into external innovation through advanced OI activities

* Information gathering in the San Diego area
Life-changing throughout the world

We are extending our global reach to provide products for unmet medical needs worldwide.
Maximize the Value of Global Three Brands (G3B)

Medium- to Long-term Outlook and FY2021–2025 MTBP

Maximize the Value of G3B

Accelerate Growth by Next-generation Global Products

Generate Sustained Growth and Achieve Our New Vision for Kyowa Kirin

Expand Sales of Global Strategic Products to Drive Growth

Generate Revenue from Existing Products and the Launch of New Local Products

Maximize the value of three global products

<table>
<thead>
<tr>
<th>Product</th>
<th>Description</th>
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<tbody>
<tr>
<td>Crysvita</td>
<td>Establish Crysvita as the standard treatment for XLH / unresectable TIO and contribute as a global leader in these therapeutic areas through the sustainable growth of the product.</td>
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<td>Poteligeo</td>
<td>In the global market, clarify the importance of treatment for early-stage CTCL patients and contribute through disease control and improvement of quality of life in Japan, establish its importance as a treatment for ATL.</td>
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<td>Nouriast/Nourianz</td>
<td>Collect clinical evidence, establish treatment positioning and develop a standard of care worldwide for wearing-off management in combination with levodopa.</td>
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What makes things life-changing

At Kyowa Kirin, we believe people are the origin of innovation. By cultivating employees who take the initiative and are open to change, we aim to build a diverse team of people with a shared passion for innovation to help us create life-changing value.
Reinforce Human Resources and Structures that Support the Creation of Life-changing Value

Key points

- Invest in human resources development
- Offer market-competitive compensation and benefits
- Wellness Action 2025 *1
- Launch a global human resources system (HRIS)
- Embed our Core Values across the Group (transform corporate culture)
- Compliance and risk sensitivity
- Promote diversity and inclusion (adopt the DE&I Statement *3 and increase ratio of female managers worldwide)
- Create platforms to utilize data across business divisions
- Implement projects to drive DX and create new value (establish data platform team, sales & marketing division digital promotion office, etc.)
- Take advantage of digital tools for workstyle innovation

*1 Wellness Action 2025: Our plan to roll out health promotion activities worldwide to address the key issue of employee health as a pharmaceutical company
*2 Global Specialty Pharmaceutical company
*3 Promote diversity, equity and inclusion (adopt DE&I Statement*3, increase the ratio of female managers, etc.)
Creating Shared Value

Using CSV management to increase corporate value

The Kyowa Kirin Group is implementing CSV management to increase corporate value by balancing the “creation of economic value” with the “creation of social value.”

As part of CSV management, we have identified priority material issues that need to be addressed, based on their impact on the sustainability of society and on the Group’s business operations. These issues have been incorporated into the Medium Term Business Plan as materiality.

Kyowa Kirin Group’s materiality

<table>
<thead>
<tr>
<th>Core strategies</th>
<th>Materiality</th>
<th>Related SDGs</th>
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<tbody>
<tr>
<td>Provide pharmaceuticals for unmet medical needs</td>
<td>Creation of innovative drugs</td>
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<td></td>
<td>Maximize product value</td>
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<td></td>
<td>Pipeline expansion</td>
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<td>Address patient-centric healthcare needs</td>
<td>Patient advocacy</td>
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<td></td>
<td>Access to medicine</td>
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<tr>
<td>Strengthen human resources and infrastructure to realize life-changing value</td>
<td>DE&amp;I</td>
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<td></td>
<td>Talent portfolio</td>
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<td>Corporate culture</td>
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<td>Digital transformation</td>
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<td></td>
<td>Retain the trust of society</td>
<td>Quality assurance and a stable supply of products</td>
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<td>Reducing environmental impact</td>
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<td>Corporate governance</td>
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<td>Ethics and transparency</td>
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<td></td>
<td></td>
<td>Reinforce risk management</td>
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Corporate Data

Company Name: Kyowa Kirin Co., Ltd.

Established: July 1, 1949
* Date of establishment of former Kyowa Hakko Kogyo Co., Ltd. Company name changed from Kyowa Hakko Kogyo Co., Ltd. following merger with Kirin Pharma Company, Limited on October 1, 2008. * Company name changed to Kyowa Kirin Co., Ltd. on July 1, 2019.

Capital: ¥26,745 million (As of December 31, 2022)

Number of Employees: 5,982 (Consolidated basis, as of December 31, 2022)

Executive Director of the Board: President and Chief Executive Officer Masashi Miyamoto

Head Office: 1-9-2, Otemachi, Chiyoda-ku, Tokyo 100-0004, Japan
TEL: +81-3-5205-7200

Revenue (consolidated): ¥398,371 million (Fiscal Year ended December 31, 2022)

Main Business: Pharmaceutical research, development, manufacture, sale, import and export, etc.

Parent Company: Kirin Holdings Company, Limited

Main Business Offices

Branches
- Sapporo Branch
- Tohoku Branch
- Tokyo Branch
- Chiba-Saitama Branch
- Kita Kanto-Koshinetsu Branch
- Yokohama Branch
- Nagoya Branch
- Osaka Branch
- Keiji-Hokuriku Branch
- Chugoku-Shikoku Branch
- Kyusyu Branch

Research Laboratories
- Tokyo Research Park
- Fuji Research Park
- Bio Process Research and Development Laboratories
- CMC R&D Center

Plants
- Takasaki Plant
- Ube Plant

Main Group Companies

Japan

FUJIFILM KYOWA KIRIN BIOLOGICS Co., Ltd.
Kyowa Kirin Frontier Co., Ltd.
Kyowa Kirin plus Co., Ltd.

Overseas

Asia/Pacific
- Kyowa Kirin Asia Pacific Pte. Ltd.
- Kyowa Kirin China Pharmaceutical Co., Ltd.
- Kyowa Kirin Korea Co., Ltd.
- Kyowa Kirin Taiwan Co., Ltd.
- Kyowa Kirin (Hong Kong) Co., Ltd.

North America
- Kyowa Kirin USA Holdings, Inc.
- Kyowa Kirin, Inc.
- BioWa, Inc.
- Kyowa Kirin Canada, Inc.

EMEA (Europe, Middle East, Africa)
- Kyowa Kirin International plc
Commitment to Life

Countless precious lives surround us.
Brought into this world, blessed,
raised with loving care – full of dreams, happiness as the goal of life.
Deeply instilled in us,
Infinite possibilities for us, a pharmaceutical company.
and know that what we work for – the most precious presence of all on this planet.

Believe in ourselves, believe in our power, believe in what we have built together.
Not a large company, but with qualities like none other.
History so unique we can be proud of, technology unmatched,
And superior human beings that cannot be found elsewhere.

Be brave; do not shy away from challenges. Have passion; break away from the norm.
Innovation is not just about growth – but instead a leap towards the future,
a grand growth with wings.
Wings never to be given to those who settle for the status-quo.

Don’t just make medicine. Make people smile, bring light to their lives.
How strongly one longs to live. How deeply one is loved by their loved ones.
How sincerely one desires to help the one life
they dedicate themselves to in the field of medicine.
Stay receptive, sharpen your sensitivities.
Let us become the top company in the world who cares the most for life.
Strength is not what saves the world. A caring heart is what the world calls for.

Strive to become a superb team.
One human being, excellent or not, is ever so powerless,
as a power of one, mistakes, even a possibility.
Show the world the excellence of coming together. Amazing results, when we become one.
Be driven. Think of those fighting for their lives every day.
Their strong devotion to life speaks to our hearts.
Hurry – do not scurry, but we must not stand still. Stay sincere, always – may that be our vow.
We make medicine. This is, our walk of life.

Work, can bring happiness. Remember this, always.
Born on this planet in various parts of the globe, passing through life in different ways,
And like a miracle we found one another – our jobs, our team, our company.
Know this, and be fulfilled, always.
Be thankful of what you have, pour your heart and soul into the mission you were given,
Be proud of your work, the work to save precious lives.

We are, each and everyone of us, Kyowa Kirin.

Taking the walk of life, one life at a time.