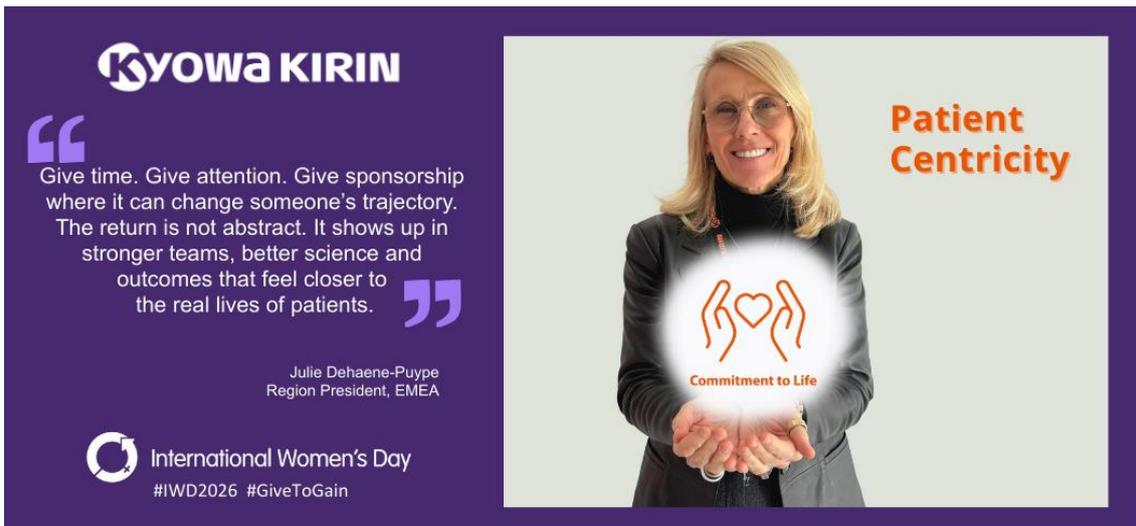


Julie Dehaene-Puype Message for International Women's Day



At Kyowa Kirin, our purpose is to deliver life-changing value to patients through science. That only works if the teams shaping that science genuinely reflect the diversity of the patients we serve, not in theory, but in how decisions are made every day. That is why the theme of International Women's Day (IWD) 2026, "Give to Gain", feels practical rather than symbolic to me.

Giving is not about grand gestures, it is about the quieter choices, making space for different voices in a meeting, backing a colleague whose perspective challenges the norm, or offering sponsorship that opens a door that might otherwise stay closed.

This day resonates particularly for me as I have been very fortunate in my career to encounter people - men and women - who believed in me, propelled me forward and sponsored me, specifically when I was not in the room. Today brings a great opportunity to talk about this, share our experiences and think about opportunities to impact someone's career trajectory.

When we give trust, opportunity and attention in that way, we do gain something tangible: sharper thinking, stronger collaboration and solutions that are grounded in a more realistic understanding of patient needs. Gender equality is not separate from our mission, it enables it, and progress will depend less on statements and more on the everyday actions each of us chooses to take, even when they are small and, at times, uncomfortable.

So IWD is a reminder. Give time. Give attention. Give sponsorship where it can change someone's trajectory. The return is not abstract. It shows up in stronger teams, better science and outcomes that feel closer to the real lives of patients.

Julie Dehaene-Puype
Region President, EMEA