

Kyowa Kirin

ESG Data 2022

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Environment

Environmental Management

Policies, etc.

Environment	Kirin Group Environmental Vision 2050 https://www.kirinholdings.com/en/newsroom/release/2020/0210_01.html
	Kyowa Kirin Group Environmental Policy https://www.kyowakirin.com/sustainability/trust/environment/management/index.html#anc-environmental_policy

Indicator	Unit	Boundary ^{*1}	2020	2021	2022
ISO14001 certified sites ^{*2}	Sites	In Japan	4	4	4
	Sites	Outside Japan	0	0	0
	Sites	Global	4	4	4
Ratio of ISO14001 certified sites	%	Global	80	80	80
Number of environmental law violations ^{*3}	Case	Global	0	0	0
Fines paid due to environmental law violations	Yen	Global	0	0	0

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. are covered. Overseas, Kyowa Kirin China Pharmaceutical Co., Ltd. is covered (small-scale production and research facilities are excluded).

*2:As of May 2018, we have completed the update of the ISO 14001 to the latest standard ISO 14001:2015 on all sites, and January 1st 2019, we shifted from the third party certification to the self-declaration.

*3:The number of violations includes those related to water quality and volume (permits, standards, regulations, etc.).

Environmental Targets

Category	Target	Boundary ^{*1}	Base Year/ Results in Base Year	Target year/ Actual target quantity
Climate Change	CO ₂ Emissions in 2030 (SCOPE1,2): 55% Reduction from 2019 Level	Global	2019/ 51,931 t-CO ₂	2030/ 23,369 t-CO ₂
Water Resources	Water Use in 2030: 40% Reduction from 2019 Level	Global	2019/ 2,229 1000m ³	2030/ 1,337 1000m ³

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

CO₂ SCOPE1,2

Indicator	Unit	Boundary ^{*1}	2020 ^{*2}	2021 ^{*2}	2022 ^{*2}
Emissions (SCOPE1+2)	t-CO ₂	In Japan	38,095	35,321 ^{*3}	27,204 ^{*3}
	t-CO ₂	Outside Japan	2,979	2,978 ^{*3}	2,958 ^{*3}
	t-CO ₂	Global	41,074	38,299 ^{*3}	30,162 ^{*3}
Emissions Year-on-Year (SCOPE1+2)	%	In Japan	-22.7	-7.3	-23.0
	%	Outside Japan	12.1	0	-0.7
	%	Global	-20.9	-6.8	-21.2
Unit CO ₂ Emissions	t-CO ₂ / 100 Million Yen- Sales Revenue	Global	12.9	10.9	6.8
Emissions (SCOPE1)	t-CO ₂	In Japan	16,728	15,943 ^{*3}	15,753 ^{*3}
	t-CO ₂	Outside Japan	456	459 ^{*3}	468 ^{*3}
	t-CO ₂	Global	17,185	16,402 ^{*3}	16,221 ^{*3}
Emissions (SCOPE2)	t-CO ₂	In Japan	21,366	19,378 ^{*3}	11,451 ^{*3}
	t-CO ₂	Outside Japan	2,522	2,519 ^{*3}	2,490 ^{*3}
	t-CO ₂	Global	23,889	21,897 ^{*3}	13,941 ^{*3}
Emissions (on Each Site)	t-CO ₂	Tokyo Research Park	2,602	2,539 ^{*3}	2,497 ^{*3}
	t-CO ₂	Fuji Research Park/ CMC R&D Center	14,151	13663 ^{*3}	4,194 ^{*3}
	t-CO ₂	Bio Process Research and Development Laboratories/ Takasaki Plant	11,667	10,155 ^{*3}	11,086 ^{*3}
	t-CO ₂	Ube Plant	8,691	7,966 ^{*3}	8,419 ^{*3}
	t-CO ₂	Kyowa Iryo Kaihatsu Co., Ltd.	983	999 ^{*3}	1,008 ^{*3}
	t-CO ₂	Kyowa Kirin China Pharmaceutical Co., Ltd	2,261	2,237 ^{*3}	2,200 ^{*3}
	t-CO ₂	Kyowa Kirin, Inc. (Research Division (La Jolla, CA))	717	741 ^{*3}	758 ^{*3}

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2:Each CO₂ emission factors: ①Fuel CO₂ emission factors: "Greenhouse Gas Emissions Calculation and Reporting Manual (Ministry of the Environment of Japan/Ministry of Economy, Trade and Industry of Japan)" factors. ②Electricity CO₂ emission factors: Emission factors published by individual power companies (If none published, Emission factors by country from IEA's CO₂ Emissions from Fuel Combustion for the year in question).

*3:This data is third-party guaranteed by SGS Japan Inc.

CO₂ SCOPE3

Indicator	Unit	Boundary ^{*1}	2020 ^{*2}	2021 ^{*2}	2022 ^{*2}
Category 1:	t-CO ₂	In Japan	63,584	73,785	83,706
Purchased goods and services	t-CO ₂	Outside Japan	155	130	111
	t-CO ₂	Global	63,739	73,914	83,818
Category 2:	t-CO ₂	Global	568	740	25,238
Capital goods					
Category 3:	t-CO ₂	In Japan	7,280	6,962	5,904
Fuel and energy related activities not included in Scope 1 or 2	t-CO ₂	Outside Japan	701	660	671
	t-CO ₂	Global	7,981	7,622	6,575
Category 4:	t-CO ₂	In Japan	211	194	170
Transportation and delivery (upstream)	t-CO ₂	Outside Japan	9	9	7
	t-CO ₂	Global	220	203	177
Category 5:	t-CO ₂	In Japan	865	668	858
Waste generated in operations	t-CO ₂	Outside Japan	23	36	27
	t-CO ₂	Global	888	705	885
Category 6:	t-CO ₂	In Japan	275	247	377
Business travel					
Category 7:	t-CO ₂	In Japan	536	1,025	1,057
Employee commutin					
Category 8:	-	-	-	-	-
Leased assets (upstream)					
Category 9:	-	-	-	-	-
Transportation and distribution (downstream)					
Category 10:	-	-	-	-	-
Processing of sold products					
Category 11:	-	-	-	-	-
Use of sold products					
Category 12:	-	-	-	-	-
End-of-life treatment of sold products					
Category 13:	t-CO ₂	Global	2,403	2,508	2,545
Leased assets (downstream)					
Category 14:	-	-	-	-	-
Franchises					
Category 15:	-	-	-	-	-
Investments					

*1: In Japan, Kyowa Kirin Co., Ltd., Kyowa Medical Promotion Co., Ltd., Kyowa Media Service Co., Ltd., Kyowa Iryo Kaihatsu Co., Ltd., Kyowa Kirin Frontier Co., Ltd. and Kyowa Kirin plus Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: Scope 3 data is disclosed for 2022 with a change in calculation method. 2020 and 2021 data are also adjusted to the same calculation method.

Scope 3 Calculation Method:

IDEA (Inventory Database for Environmental Analysis: LCA database provided by the National Institute of Advanced Industrial Science and Technology (AIST)) is used to the extent possible in calculations after 2019 (Using IDEA versions 2.3, 3.1 and 3.2). In addition, literature values such as the Ministry of the Environment's emissions intensity database and LCA reports for each industry are used.

Category 1: Purchased goods and services	Calculated by multiplying the amount of materials and resources purchased by the CO ₂ emission factors at the time each was manufactured.
Category 2: Capital goods	Calculated by multiplying the acquisition cost of fixed assets by the CO ₂ emissions factor (excluding software).
Category 3: Fuel and energy related activities not included in Scope 1 or 2	Calculated by multiplying the purchased volume of fuel or electricity by CO ₂ emission factor for each energy type.
Category 4: Transportation and delivery (upstream)	Calculated by multiplying the product shipment volume and the volume of materials and resources purchased by the transport distance and then multiplying by the CO ₂ emission factor for each transportation method.
Category 5: Waste generated in operations	Calculated by multiplying the amount of waste discharged, etc. by the CO ₂ emission factor for each disposal method.
Category 6: Business travel	Calculated by multiplying the number of employees by the CO ₂ emission factor, considering the percentage of travel restrictions to prevent the spread of COVID-19.
Category 7: Employee commutin	Calculated by multiplying the number of employees per type of work and city category by the CO ₂ emission factor, considering the percentage of employees who are restricted from coming to work to prevent the spread of COVID-19.
Category 8: Leased assets (upstream)	Included in Scopes 1 and 2.
Category 9: Transportation and distribution (downstream)	Not calculated because the impact is minor.
Category 10: Processing of sold products	Not calculated because only finished products are sold.
Category 11: Use of sold products	Excluded because there is no energy use based on product use due to the nature of pharmaceutical products.
Category 12: End-of-life treatment of sold products	Being considered for calculation
Category 13: Leased assets (downstream)	Calculated by multiplying the amount of energy used by the leased assets by the CO ₂ emission factor of each energy type.
Category 14: Franchises	Not calculated because no franchise stores are being operated.
Category 15: Investments	Not calculated because we are not a business providing financial services.

Energy

Indicator	Unit	Boundary ^{*1}	2020 ^{*2}	2021 ^{*2}	2022 ^{*2}
Energy Consumption	GJ	Global	1,037,816	1,004,157 ^{*3}	1,022,671 ^{*3}
Energy Consumption Year-on-Year	%	Global	1.4	-3.2	1.8
Unit Energy Consumption	GJ/ 100 Million Yen- Sales Revenue	Global	326	285	257
Electric Power Purchased (Renewable Electricity)	1,000kWh	Global	23,432	24,641 ^{*3}	45,076 ^{*3}
Electric Power Purchased (Non Renewable Electricity)	1,000kWh	Global	48,986	46,150 ^{*3}	28,063 ^{*3}
City Gas	1,000Nm ³	Global	5,900	5,500 ^{*3}	5,363 ^{*3}
Natural Gas (Excluding LNG)	1,000Nm ³	Global	181	182 ^{*3}	166 ^{*3}
Heavy Oil A	kL	Global	90	92 ^{*3}	84 ^{*3}
Kerosene	kL	Global	1,297	1,344 ^{*3}	1,400 ^{*3}
Light Oil	kL	Global	3.11	0.40 ^{*3}	0.79 ^{*3}
Steam	GJ	Global	8,397	6,801 ^{*3}	7,374 ^{*3}
Photovoltaic Power Generation	1,000kWh	In Japan	131	129	92

*1: In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: Energy conversion factor: "the Act on the Rational Use of Energy" factors.

*3: This data is third-party guaranteed by SGS Japan Inc.

Water Resources

Indicator	Unit	Boundary ^{*1}	2020	2021	2022
Water Withdrawal	1,000m ³	In Japan	1,730	1,659 ^{*3}	1,470 ^{*3}
Total Amount	1,000m ³	Outside Japan	16	14 ^{*3}	20 ^{*3}
	1,000m ³	Global	1,746	1,673 ^{*3}	1,489 ^{*3}
Water Withdrawal Municipal Potable Water	1,000m ³	Global	272	259 ^{*3}	282 ^{*3}
Water Withdrawal Surface Water from Rivers, Lakes and Natural Ponds	1,000m ³	Global	1,146	1,114 ^{*3}	921 ^{*3}
Water Withdrawal Groundwater from Wells and Boreholes	1,000m ³	Global	328	299 ^{*3}	287 ^{*3}
Water Withdrawal Used Quarry Water Collected in the Quarry	1,000m ³	Global	0	0 ^{*3}	0 ^{*3}
Water Withdrawal External Wastewater	1,000m ³	Global	0	0 ^{*3}	0 ^{*3}
Water Withdrawal Harvested Rainwater	1,000m ³	Global	0	0 ^{*3}	0 ^{*3}
Water Withdrawal Sea Water, Water Extracted from the Sea or the Ocean	1,000m ³	Global	0	0 ^{*3}	0 ^{*3}
Total Water Withdrawal in Water Stress Areas ^{*2}	1,000m ³	Global	82	84	96
Ratio of Water Withdrawal in Water Stress Areas	%	Global	4.7	5.0	6.4
Units of Water Used	1,000m ³ / 100 Million Yen- Sales Revenue	Global	0.55	0.47	0.37
Amount of Circulated Water Usage	1,000m ³	Global	3,735	3,717	1,737
Ratio of Circulated Water Usage	%	Global	214	222	117
Water Discharge	1,000m ³	In Japan	1,838	1,813	1,132
Total Amount	1,000m ³	Outside Japan	8	7	7
	1,000m ³	Global	1,846	1,820	1,139
Water Discharge Release into Sea	1,000m ³	Global	0	0	0
Water Discharge Release into Rivers	1,000m ³	Global	1,735	1,706	1,013
Water Discharge Sewage Water	1,000m ³	Global	110	113	126
Total Water Discharge in Water Stress Areas ^{*2}	1,000m ³	Global	40	43	48
Ratio of Water Discharge in Water Stress Areas	%	Global	2.2	2.4	4.2
Water Pollution COD	t	In Japan	2.6	2.8	2.1
	t	Outside Japan	0.0	0.0	0.0
	t	Global	2.6	2.8	2.1
Water Pollution Total Nitrogen	t	In Japan	5.3	3.9	3.9
	t	Outside Japan	0.0	0.0	0.0
	t	Global	5.3	3.9	3.9
Water Pollution Total Phosphorus	t	In Japan	0.6	0.5	0.5
	t	Outside Japan	0.0	0.0	0.0
	t	Global	0.6	0.5	0.5

*1: In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2: The amount of water withdrawal by Kyowa Kirin Co., Ltd.'s Ube Plant and Kyowa Kirin China Pharmaceutical Co., Ltd., which have high water stress assessments in water risk assessments using water risk assessment tools (WRI Aqueduct and WWF Water Risk Filter) as well as online surveys and questionnaire surveys.

*3: This data is third-party guaranteed by SGS Japan Inc.

Material, Containers and Packaging

Indicator	Unit	Boundary ^{*1}	2020	2021	2022
Raw Material Consumption	t	In Japan	122	122	142
	t	Outside Japan	6	2	2
	t	Global	128	125	144
Containers and Packaging Consumption	t	In Japan	423	409	450
	t	Outside Japan	80	87	71
	t	Global	503	496	521

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

Waste

Indicator	Unit	Boundary ^{*1}	2020	2021	2022
Waste Generated	t	In Japan	1,408	1,277	1,273
	t	Outside Japan	8	44	6
	t	Global	1,416	1,321	1,280
External Recycled Waste	t	In Japan	591	591	894
	t	Outside Japan	0	0	0
	t	Global	591	591	894
Final Disposal	t	In Japan	0.0	0.0	0.4
	t	Outside Japan	2.7	13.3	2.0
	t	Global	2.7	13.4	2.4
Final Disposal Rate	%	In Japan	0.004	0.002	0.031
	%	Outside Japan	32	30	33
	%	Global	0.19	1.01	0.19
Basel Convention Hazardous Wastes		Global	None	None	None

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

Air Pollutants

Indicator	Unit	Boundary ^{*1}	2020	2021	2022
Sox	t	In Japan	0.3	0.3	0.3
	t	Outside Japan	0	0	0
	t	Global	0.3	0.3	0.3
Unit SOx Emissions	t/ 100 billion Yen- Sales revenue	Global	0.1	0.1	0.1
Nox	t	In Japan	5.5	4.3	4.6
	t	Outside Japan	0	0	0
	t	Global	5.5	4.3	4.6
Unit NOx Emissions	t/ 100 billion Yen- Sales revenue	Global	1.7	1.2	1.2
Dust	t	In Japan	0.09	0.07	0.07
	t	Outside Japan	0	0	0
	t	Global	0.09	0.07	0.07
Unit Dust Emissions	t/ 100 billion Yen- Sales revenue	Global	0.03	0.02	0.02
VOC	t	In Japan	0.07	0.04	0.09
	t	Outside Japan	—	—	0
	t	Global	0.07	0.04	0.09
Unit VOC Emissions	t/ 100 billion Yen- Sales revenue	Global	0.02	0.01	0.02
ODS Emissions	t	In Japan	0.003	0.002	0

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Overseas, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

PRTR Discharge

Indicator	Unit	Boundary *1	2020	2021	2022
Released into Air	t	In Japan	0.03	0.03	0.04 ^{*2}
Units Released into Air	t/ 100 Billion Yen- Sales Revenue	In Japan	0.01	0.01	0.01
Released into Water	t	In Japan	0	0	0 ^{*2}
Units Released into Water	t/ 100 Billion Yen- Sales Revenue	In Japan	0	0	0
Released into Soil	t	In Japan	0	0	0 ^{*2}
Units Released into Soil	t/ 100 Billion Yen- Sales Revenue	In Japan	0	0	0

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered.

*2:In 2022, the breakdown of emissions of PRTR substances is as follows.

Number Designated by Ordinance	Name of Substance	Atmosphere (t)	Water Area (t)	Soil (t)
3	ethyl acrylate	0	0	0
13	acetonitrile	0.026	0	0
53	ethylbenzene	0.00003	0	0
186	dichloromethane	0.00024	0	0
282	trichloroacetic acid	0.000005	0	0
300	toluene	0.00004	0	0
349	phenol	0.00001	0	0
408	poly (oxyethylene)	0.00001	0	0
411	formaldehyde	0.00001	0	0

Site Data

Indicator	Unit	Boundary	2020	2021	2022
Unit Energy Consumption	GJ/m ² -Floor		2.48	2.42	2.38
CO ₂ Emissions ^{*1}	t		2,602	2,539 ^{*2}	2,497 ^{*2}
Water Withdrawal	1,000m ³		15	15 ^{*2}	15 ^{*2}
Water Discharge	1,000m ³		13	13	13
COD	t	Kyowa Kirin	0	0	0
Total Nitrogen	t	Tokyo Research	0.04	0.04	0.04
Total Phosphorus	t	Park	0.01	0.00	0.00
Waste Generated	t		51.3	37.9	31.2
Final Disposal	t		0.02	0.00	0.00
Sox	t		0	0	0
Nox	t		0.21	0.21	0.21
Dust	t		0	0	0
Unit Energy Consumption	GJ/m ² -Floor		4.66	4.50	4.22
CO ₂ Emissions ^{*1}	t		14,151	13,663 ^{*2}	4,194 ^{*2}
Water Withdrawal	1,000m ³		1,328	1,284 ^{*2}	1,065 ^{*2}
Water Discharge	1,000m ³		1,479	1,481	771
COD	t	Kyowa Kirin	1.16	1.25	0.41
Total Nitrogen	t	Fuji Research	1.07	1.00	0.50
Total Phosphorus	t	Park/CMC R&D	0.07	0.07	0.04
Waste Generated	t	Center	203	172	105
Final Disposal	t		2.05	0.00	0
Sox	t		0	0	0
Nox	t		1.24	1.19	0.91
Dust	t		0	0	0
Unit Energy Consumption	GJ/m ² -Floor		7.45	6.97	7.46
CO ₂ Emissions ^{*1}	t		11,667	10,155 ^{*2}	11,086 ^{*2}
Water Withdrawal	1,000m ³		308	278 ^{*2}	300 ^{*2}
Water Discharge	1,000m ³	Kyowa Kirin	308	276	300
COD	t	Bio Process	0.45	0.42	0.41
Total Nitrogen	t	Research and	4.01	2.73	3.20
Total Phosphorus	t	Development	0.48	0.41	0.50
Waste Generated	t	Laboratories/	748	649	675
Final Disposal	t	Takasaki Plant	0.77	0.00	0
Sox	t		0	0	0
Nox	t		2.56	1.39	1.80
Dust	t		0.05	0.03	0.03
Unit Energy Consumption	GJ/m ² -Floor		6.69	6.53	6.91
CO ₂ Emissions ^{*1}	t		8,691	7,966 ^{*2}	8,419 ^{*2}
Water Withdrawal	1,000m ³		73	76 ^{*2}	84 ^{*2}
Water Discharge	1,000m ³		32	36	41
COD	t		0.95	1.07	1.22
Total Nitrogen	t	Kyowa Kirin	0.14	0.15	0.17
Total Phosphorus	t	Ube Plant	0.01	0.01	0.01
Waste Generated	t		462	404	444
Final Disposal	t		0.96	0.02	0.40
Sox	t		0	0	0
Nox	t		1.42	1.51	1.67
Dust	t		0	0	0

*1:Emission factors for CO₂ emissions: the emission factors listed in the "Greenhouse Gas Emission Calculation and Reporting Manual" (Ministry of the Environment of Japan/Ministry of Economy or Japan, Trade and Industry) are used for fuel, while the emission factors made public by individual electric power companies are used for electricity. Energy conversion factor: "the Act on the Rational Use of Energy" factors.

*2:This data is third-party guaranteed by SGS Japan Inc.

Social

Employment

Policies, etc.					
Talent Management	Kyowa Kirin Group Talent Management Policy https://www.kyowakirin.com/sustainability/human_resources_infrastructure/portfolio/index.html#anc-talent_portfolio				
Freedom of Association and Collective Bargaining	Kyowa Kirin Group Human Rights Policy https://www.kyowakirin.com/sustainability/human_rights/index.html				
Indicator	Unit	Boundary	2020	2021	2022
Number of Employees	Persons	Consolidated	5,423	5,752	5,982
Number of Employees (Japan)	Persons	In Japan	3,909	4,025	4,135
Number of Employees (North America)	Persons	In North America	348	435	560
Number of Employees (EMEA)	Persons	In EMEA	658	758	729
Number of Employees (APAC)	Persons	APAC	508	534	558
Number of Employees	Persons	Non-consolidated	3,736	3,857	4,002
Number of Male Employees	Persons	Non-consolidated	2,570	2,619	2,708
Number of Female Employees	Persons	Non-consolidated	1,166	1,238	1,294
Ratio of Female Employees	%	Non-consolidated	31.2	32.1	32.3
Average Years of Service	Years	Non-consolidated	17.5	17.1	16.7
Average Years of Service of Male	Years	Non-consolidated	17.7	17.4	16.9
Average Years of Service of Female	Years	Non-consolidated	16.9	16.5	16.2
Average Age	Age	Non-consolidated	42.6	42.7	42.8
Average Age of Male	Age	Non-consolidated	43.2	43.4	43.4
Average Age of Female	Age	Non-consolidated	41.2	41.3	41.5
Percentage of Employees by Age Group (Under 30)	%	Non-consolidated	11.4	10.8	11.1
Percentage of Employees by Age Group (30-49)	%	Non-consolidated	63.0	62.1	60.5
Percentage of Employees by Age Group (50 and over)	%	Non-consolidated	25.6	27.1	28.4
Average Annual Salary	Yen	Non-consolidated	8,778,251	8,845,764	9,024,091
Number of New Hires	Persons	Non-consolidated	246	274	301
Number of New Hires of Male	Persons	Non-consolidated	153	174	195
Number of New Hires of Female	Persons	Non-consolidated	93	100	106
Ratio of Female in New Hires	%	Non-consolidated	37.8	36.5	35.2
Ratio of Mid-Career Hires	%	Non-consolidated	66.3	69.0	66.8
Number of Full-time Staff Turnover	Persons	Non-consolidated	152	189	176
Full-time Staff Turnover Rate ^{*1}	%	Non-consolidated	4.1	4.9	4.4
Full-time Employee Voluntary Turnover Rate	%	Non-consolidated	2.1	2.3	2.3
Number of Temporary Employees	Persons	Non-consolidated	105	126	145
Ratio of Temporary Employees	%	Non-consolidated	2.7	3.3	3.6
Rate of Participation in a Labor Union ^{*2}	%	Non-consolidated	100	100	100

*1: The number of employees who left the organization during this reporting period / the total number of full-time employees at the end of the reporting period (including employees who leave the organization voluntarily or due to dismissal, retirement, or death in service).

*2: We adopt union shop system in which all employees, except management level employees, of Kyowa Kirin Co., Ltd. are covered.

Training

Indicator	Unit	Boundary	2020	2021	2022
Total Hours Spent on Employee Development Training ^{*1}	Hours	Non-consolidated	18,925	21,077	23,593
Average Hours Spent on Employee Development Training per Employee ^{*1}	Hours	Non-consolidated	5.1	5.5	5.9

*1: The results cover training conducted by the Human Resources Department.

Work-Life Balance

Indicator	Unit	Boundary	2020	2021	2022
Number of Employees who took Childcare Leave	Persons	Non-consolidated	72	67	120
Number of Male Employees who took Childcare Leave	Persons	Non-consolidated	27	23	70
Number of Female Employees who took Childcare Leave	Persons	Non-consolidated	45	44	50
Number of Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	80	76	69
Number of Male Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	2	2	0
Number of Female Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	78	74	69
Number of Employees Using the Nursing Care Leave System (Children or Family)	Persons	Non-consolidated	465	508	579

DE&I

Policies, etc.					
DE&I	DE&I Statement https://www.kyowakirin.com/sustainability/human_resources_infrastructure/dei/index.html				
Indicator	Unit	Boundary	2020	2021	2022
Number of Managers	Persons	Non-consolidated	1,095	1,147	1,120
Number of Male Managers	Persons	Non-consolidated	972	1,005	970
Number of Female Managers	Persons	Non-consolidated	123	142	150
Ratio of Female Managers	%	Non-consolidated	11.2	12.4	13.4
Number of Disabled Employees* ¹	Persons	Consolidated (In Japan)	104	107	110
Ratio of Disabled Employees* ¹	%	Consolidated (In Japan)	2.45	2.43	2.45

*1:As of June each year. The figures are for the Kyowa Kirin Group (domestic).

Human Rights

Policies, etc.	
Human Rights	Kyowa Kirin Group Human Rights Policy https://www.kyowakirin.com/sustainability/human_rights/index.html

Occupational Health and Safety

Policies, etc.	
Occupational Health and Safety	The Kyowa Kirin Group Code of Conduct(P12) https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf Kyowa Kirin Group Policy for Occupational Health and Safety https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/index.html#anc-occupational_health_and_safety Kyowa Kirin Group Declaration of Health Promotion https://www.kyowakirin.com/sustainability/human_resources_infrastructure/portfolio/workplace_safety/index.html

Indicator	Unit	Boundary	2020	2021	2022
Number of Accidents that Required Time off from Work	Cases	*1	0	4	1
Number of Work-related Employee Fatalities	Persons	Consolidated (In Japan)	0	0	0
Number of Work-related Contractor Fatalities	Persons	Consolidated (In Japan)	0	0	0
Accident Frequency Rate	%	*1	0.00	0.39	0.10
Accident Severity Rate	%	*1	0	0.019	0.0002

*1:Covers all locations of Kyowa Kirin in 2020, all locations in Japan and overseas plants/laboratories of the Kyowa Kirin group from 2021.

Community

Policies, etc.

Community	Kyowa Kirin Group Community Involvement Activities Policy https://www.kyowakirin.com/sustainability/social_contribution/index.html#anc-social_contribution_activities
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Indicator	Unit	Boundary	2020	2021	2022
Amount of Community Investments ^{*1}	Millions of Yen	Non-consolidated	635	556	504

*1:Excludes temporary investments including support for disaster-stricken areas.Since 2016, we have contributed to the Global Health Innovative Technology Fund (GHIT Fund), a public-private partnership to promote the creation of new drugs for infectious diseases in developing countries.

Access to Medicines

Policies, etc.

Access to Medicines	Kyowa Kirin Group Policy for Access to Medicines https://www.kyowakirin.com/sustainability/patient/access_to_medicine/index.html
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Indicator	Target value	Target year	As of end of December 2022
Number of countries / regions where Crysvida has launched (Indicators Related to Improving Access to Medicines)	50 or more countries / regions ^{*1}	2025	40 countries/ regions ^{*2}

*1:Please refer to "FY2021-2025 Medium Term Business Plan" at the following URL

FY2021-2025 Medium Term Business Plan(P17)

https://ir.kyowakirin.com/en/management/biz_plan/main/0/teaserItems1/00/linkList/00/link/2021mtbp_en2.pdf#page=17

*2:Performance for the indicators is reported in the quarterly financial statements.

<https://ir.kyowakirin.com/en/library/earnings.html>

Governance

Corporate Governance

Policies, etc.	
Corporate Governance	Corporate Governance Policy https://ir.kyowakirin.com/en/management/governance/main/00/teaserItems1/02/linkList/0/link/cgpolicy_20230324_en.pdf
Indicator* ¹	
Organization Type	Company with Audit & Supervisory Board
Number of Directors	Nine (Masashi Miyamoto, Yutaka Osawa, Takeyoshi Yamashita, Takeshi Minakata, Akira Morita, Yuko Haga, Takashi Oyamada, Yoshihisa Suzuki, Rumiko Nakata)
Chairperson of the Board	Akira Morita (Independent Outside Director)
Career Summary of the Board of Directors	Our Leadership https://www.kyowakirin.com/directors_officers/index.html
Number of Independent Outside Directors	Five (Akira Morita, Yuko Haga, Takashi Oyamada, Yoshihisa Suzuki, Rumiko Nakata)
Number of Female Directors	Two
Number of Board Meetings	13 times
Attendance Rate at Meetings of the Board of Directors	100% (Director), 100% (Audit & Supervisory Board Members) Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2022)" for officer-specific data on participation.
Evaluation of Effectiveness of the Board	Effectiveness evaluations are conducted every year. Please see below for the results of the 2021 effectiveness evaluations. Annual Report 2022(P49) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2022_en.pdf#page=50
Number of Audit & Supervisory Board Members	Five (Hiroshi Komatsu, Masaki Ueno, Tomomi Yatsu, Mayumi Tamura, Toru Ishikura)
Career Summary of Audit & Supervisory Board Members	Our Leadership https://www.kyowakirin.com/directors_officers/index.html
Number of Outside Audit & Supervisory Board Members	Three (Masaki Ueno, Tomomi Yatsu, Mayumi Tamura). Of these, Tomomi Yatsu and Mayumi Tamura are independent outside auditors.
Number of Female Audit & Supervisory Board Members	Two
Attendance Rate at Meetings of the Audit & Supervisory Board	100% Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2022)" for officer-specific data on participation.
Number of Members of the Nomination & Remuneration Consultative Committee	Ten (Masashi Miyamoto, Yutaka Osawa, Takeyoshi Yamashita, Akira Morita, Yuko Haga, Takashi Oyamada, Yoshihisa Suzuki, Rumiko Nakata, Tomomi Yatsu, Mayumi Tamura)
Chairperson of the Nomination & Remuneration Consultative Committee	Takashi Oyamada (Independent Outside Director)
Number of Independent Outside Officers	Seven
Attendance Rate at Meetings of the Nomination & Remuneration Consultative Committee	100% Please see "Attendance at Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee (2022)" for officer-specific data on participation.
Professional Skills of Officers	Annual Report 2022(P50) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2022_en.pdf#page=51
Number of Female Executive Officers	Two
Remuneration of Officers	Annual Report 2022(P52) https://ir.kyowakirin.com/en/library/annual/main/01/teaserItems1/0/linkList/0/link/ar2022_en.pdf#page=53
Claw-back Provision	Yes(Executive Directors and Executive Officers)
Introduction of Anti-takeover Measures	None

*1: Data is as of the end of March 2023. However, the numbers of Board of Directors, Audit & Supervisory Board, and Nomination & Remuneration Consultative Committee and attendance rates reflect the meetings/rates from January 1 to December 31, 2022.

**Attendance at Board of Directors, Audit & Supervisory Board, and
Nomination & Remuneration Consultative Committee (2022)**

Name	Position	Attendance at Board of Directors	Attendance at Audit & Supervisory Board	Attendance at Nomination & Remuneration Consultative Committee
Masashi Miyamoto	Representative Director President and Chief Executive Officer	100% (13/13)	-	100% (16/16)
Yutaka Osawa	Representative Director Executive Vice President	100% (13/13)	-	100% (16/16)
Takeyoshi Yamashita ^{*2}	Director Senior Managing Executive officer	-	-	-
Takeshi Minakata ^{*3}	Director	100% (9/9)	-	-
Akira Morita	Director (Independent Outside Director)	100% (13/13)	-	100% (16/16)
Yuko Haga	Director (Independent Outside Director)	100% (13/13)	-	100% (16/16)
Takashi Oyamada	Director (Independent Outside Director)	100% (13/13)	-	100% (16/16)
Yoshihisa Suzuki ^{*3}	Director (Independent Outside Director)	100% (9/9)	-	100% (11/11)
Rumiko Nakata ^{*2}	Director (Independent Outside Director)	-	-	-
Hiroshi Komatsu	Full-time Audit & Supervisory Board Member	100% (13/13)	100% (13/13)	-
Masaki Ueno	Full-time Audit & Supervisory Board Member (Outside)	100% (13/13)	100% (13/13)	-
Tomomi Yatsu	Audit & Supervisory Board Member (Independent Outside)	100% (13/13)	100% (13/13)	100% (16/16)
Mayumi Tamura ^{*3}	Audit & Supervisory Board Member (Independent Outside)	100% (9/9)	100% (10/10)	100% (11/11)
Toru Ishikura ^{*2}	Audit & Supervisory Board Member	-	-	-

*2:Takeyoshi Yamashita,Rumiko Nakata and Toru Ishikura were first appointed executives on March 24, 2023, so they have no track record for 2022.

*3:Takeshi Minakata,Yoshihisa Suzuki and Mayumi Tamura were first appointed executives on March 25, 2022,so theirs post-appointment track record is shown.

Indicator	Unit	Boundary	2020	2021	2022
Board of Directors					
Number of Directors	Persons	Non-consolidated	7	8	9
Number of Independent Outside Directors	Persons	Non-consolidated	3	4	5
Number of Female Directors	Persons	Non-consolidated	1	1	1
Ratio of Independent Outside Directors	%	Non-consolidated	42.8	50.0	55.6
Ratio of Female Directors	%	Non-consolidated	14.2	12.5	11.1
Number of Meetings	times	Non-consolidated	14	13	13
Attendance Rate(Director)	%	Non-consolidated	98	100	100
Attendance Rate (Audit & Supervisory Board Members)	%	Non-consolidated	100	98	100
Audit & Supervisory Board					
Number of Audit & Supervisory Board Members	Persons	Non-consolidated	5	5	5
Number of Outside Audit & Supervisory Board Members	Persons	Non-consolidated	3	3	3
Number of Female Audit & Supervisory Board Members	Persons	Non-consolidated	0	1	2
Ratio of Outside Audit & Supervisory Board Members	%	Non-consolidated	60	60	60
Ratio of Female Audit & Supervisory Board Members	%	Non-consolidated	0	20	40
Number of Meetings	times	Non-consolidated	13	13	13
Attendance Rate	%	Non-consolidated	100	100	100
Nomination & Remuneration Consultative Committee					
Number of Members of the Nomination & Remuneration Consultative Committee	Persons	Non-consolidated	7	9	10
Number of Independent Outside Officers	Persons	Non-consolidated	5	6	7
Ratio of Independent Outside Officers	%	Non-consolidated	71.4	66.6	70.0
Number of Meetings	times	Non-consolidated	15	14	16
Attendance Rate	%	Non-consolidated	98	100	100
Remuneration of Officers					
Total Remuneration of Directors (Excluding Outside Directors) ^{*1}	Millions of Yen	Non-consolidated	262 (4)	331 (3)	383 (3)
Total Remuneration of Outside Directors ^{*1}	Millions of Yen	Non-consolidated	46 (3)	62 (5)	84 (5)
Total Remuneration of Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members) ^{*1}	Millions of Yen	Non-consolidated	27 (1)	29 (1)	29 (1)
Total Remuneration of Outside Audit & Supervisory Board Members ^{*1}	Millions of Yen	Non-consolidated	56 (4)	60 (4)	62 (4)
Remuneration (Masashi Miyamoto)	Millions of Yen	Non-consolidated	115	155	183
Remuneration (Yutaka Osawa)	Millions of Yen	Non-consolidated	-	-	106

*1:The number in parentheses indicates the number of persons involved.

Business Ethics

Policies, etc.	
Code of Conduct	The Kyowa Kirin Group Code of Conduct https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf
Information Security	Kyowa Kirin Group Information Security Policy https://www.kyowakirin.com/sustainability/group_policy/information_security/index.html
Political Contributions	The Kyowa Kirin Group prohibits illegal political contributions. The Kyowa Kirin Group Code of Conduct(P9) https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf

Indicator	Unit	Boundary	2020	2021	2022
Number of Participants in Compliance Training ^{*1}	Persons	Consolidated (In Japan)	4,633	4,709	4,777
Number of Employees Receiving Code of Conduct Training ^{*1}	Persons	*2	4,638	6,631	-
Number of Employees Receiving Whistleblower System Training ^{*1}	Persons	Consolidated (In Japan)	4,683	4,897	4,814
Number of Employees Receiving Personal Information Protection Training ^{*1}	Persons	Consolidated (In Japan)	4,584	4,887	4,208
Number of Reports through the Compliance Line	Cases	Consolidated	29	24	26
Political Contributions	Millions of Yen	Non-consolidated	6	5.09	4.9

*1:Participants include temporary and contract employees, etc.

*2:The number of persons is calculated on a consolidated basis in Japan until 2020 and on a consolidated basis for the group in 2021.

Anti-Corruption

Policies, etc.	
Anti-Bribery and Anti-Corruption	The Kyowa Kirin Group Code of Conduct(P9) https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/pdf/Kyowa_Kirin_Group_Code_of_Conduct.pdf Kyowa Kirin Group Anti-Bribery and Anti-Corruption Policy https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/index.html#anc-antibribery_and_anticorruption-02

Indicator	Unit	Boundary	2020	2021	2022
Number of Employees Receiving Anti-bribery and Anti-Corruption Training	Persons	Consolidated	6,154	6,193	6,608
Number of Employees Facing Disciplinary Dismissals Due to the Violation of Anti-bribery or Anti-Corruption Laws	Cases	Consolidated	0	0	0
Fines, Penalties, or Settlements Imposed for the Violation of Anti-bribery or Anti-Corruption Laws	Yen	Consolidated	0	0	0

Tax

Policies, etc.	
Tax	Kyowa Kirin Group Tax Policy https://www.kyowakirin.com/sustainability/management_infrastructure/ethics/index.html#anc-tax_policy

Indicator	Unit	Boundary	2020	2021	2022
Income Taxes Paid	100 Millions of Yen	Consolidated	288	148	226
Income Taxes Paid (Japan)	100 Millions of Yen	In Japan	230	109	158
Income Taxes Paid (North America)	100 Millions of Yen	In North America	16	7	21
Income Taxes Paid (EMEA)	100 Millions of Yen	In EMEA	32	21	38
Income Taxes Paid (APAC)	100 Millions of Yen	In APAC	10	11	8

Major Trade Associations and Initiatives

Name of Association	
Japan Business Federation	
FPMJ (The Federation of Pharmaceutical Manufacturers' Associations of JAPAN)	
JPMA (Japan Pharmaceutical Manufacturers Association)	
PMAT (The Pharmaceutical Manufactureres' Association of Tokyo)	

Initiative name	Our involvement
Figures in parentheses indicate the years signed/supported	
The UN Global Compact (2005) ^{*1}	We will comply with the 10 principles set forth in the areas of "human rights," "labor," "environment," and "anti-corruption" by the United Nations Global Compact. We also participate on the Environmental Management Subcommittee, the Anti-Corruption Subcommittee, the Reporting Research Subcommittee, and DRR Subcommittee of the Global Compact Network Japan, which is a local network.
Anti-Doping (2019)	Kyowa Kirin has signed an agreement with the World Anti-Doping Agency (WADA) to prevent the misuse and abuse of drugs from doping in sports. We cooperate with WADA's anti-doping efforts through identifying in-house developed products that potentially might be used in doping and providing WADA with relevant information.
RE100 (2020) ^{*1}	Kirin Holdings aims to achieve 100% renewable energy electric power consumption by 2040. The Group's climate change measures are consistent with those of Kirin Holdings, and the Group will continue to expand renewable energy use to achieve its goals.
TCFD (2021)	Kyowa Kirin has declared its support for the TCFD recommendations, and will also actively promote information disclosure in line with the recommended disclosure items set forth in the TCFD recommendations.

*1: The Kirin Group is the signatory and member.