

The Kyowa Kirin Group Compliance Policy

Pharmaceutical companies play an important role in the realization of a sustainable society through continuous development and stable supply of quality medicines on the basis of fair and free competition. The Kyowa Kirin Group (hereafter referred to as “Our Group”) is committed to creating new values and fulfilling its social responsibilities based on high ethical standards to thereby fulfill our management philosophy of making contributions to the health and well-being of people all over the world.

In Our Group “compliance” refers to each of our officers, trustees, managers and employees which is including temporary or contracted worker, or otherwise, whether full-time or part-time, acting ethically and with integrity in a socially responsible manner, with respect to all business activities of Our Group.

This Compliance Policy provides model behavior that complies with laws, internal and external regulations, rules and policies, to fulfill legal requirements and ethical responsibilities to society.

Our Group also encourages all supply chain partners with whom we work to follow the principles of the Kyowa Kirin Group Compliance Policy.

Relationship with Society

As a good corporate citizen, we provide new value to society through innovation and strive for sustainable economic growth and the resolution of social issues. To achieve this, we emphasize collaboration with various stakeholders :

- 1) We will provide high-quality efficacious and safe medicines to satisfy the relevant patient population and all of the people who support patients such as families and healthcare professionals ;
- 2) We will maintain legal and ethical relationships with patients, all of the people who support patients such as families and healthcare professionals, shareholders, investors, employees, business partners, communities, governments, and other parties concerned with our business; and
- 3) We will respect the economy, society, cultures and customs in countries and areas where we have business activities and contribute to the development of the local community.

Relationship with Employees

We will consider people to be the source of innovation, and develop people and organizations that take on the challenge of change by continually creating new value:

- 1) We will provide workplaces and opportunities where people with diverse backgrounds (including but not limited to sex, age, national origin, language, disability, medical care, marital status, with or without dependents, religion, ancestry, color, family or medical care leave, gender identity or expression, genetic information, political affiliation, protected veteran status, race, sexual orientation, or any other characteristic protected by applicable laws and regulations) can demonstrate their own capabilities regardless of their backgrounds; and
- 2) We will create and maintain a workplace that is safe and ensures the mental and physical health of employees at all times.

Compliance with Rules

As a responsible pharmaceutical company, we comply with the provisions and spirit of applicable laws, regulations, rules and social norms wherever we do business while acting in good faith and maintaining the highest ethical standards :

- 1) We will abide by any applicable laws, regulations, rules, and social norms wherever we do business and will strive toward continuously updating this knowledge ;
- 2) We will conduct appropriate transactions, distribution, and responsible procurement with fair and free competition; and
- 3) We will respect intellectual property rights.

Respect for Human Rights

We will respect human rights and characteristics of all people :

- 1) We are inclusive and do not discriminate based on race, ethnicity, national origin, social status, family origin, sex (including pregnancy), genetic information, disability, health and medical condition, thoughts and beliefs, sexual orientation, gender identity or expression, age, family or medical care leave, marital status, political affiliation, religion, employment status or any other characteristic protected by applicable laws and regulations ;
- 2) We will not tolerate forced labor or child labor ;
- 3) We will not tolerate harassment of any type; and
- 4) We will respect the human rights of volunteers or patients in clinical studies.

Environmental Preservation

We will proactively initiate measures to address environmental problems as a mutual task of all the people and, in doing so, recognize that addressing such matters are an essential requirement for a corporation's existence and operation :

- 1) We will actively engage in environmental preservation and protection, including the promotion of the recycling of resource; and
- 2) We will respect rules concerning the environment.

Information Management

We will properly manage information concerning our businesses :

- 1) We will take sufficient measures to protect personal information and properly manage it;
- 2) We will take sufficient measures to protect confidential information and properly manage it;
- 3) We will store, discard and preserve intra-company documents according to applicable laws and regulations, as well as intra-company rules ;
- 4) We will use Our Group's electronic equipment, such as information systems and computers (PCs), as well as the email systems, safely in accordance with the intra-company rules ;
- 5) We will not engage in insider trading; and
- 6) We will make timely, appropriate, and fair disclosure of information to our stakeholders.

End