

PRIDE MONTH Message from Jeremy Morgan, President, Kyowa Kirin International plc (EMEA region)



KYOWA KIRIN SUPPORTS
PRIDE MONTH



As a proud ally and advocate for the lesbian, gay, bisexual, transgender, and queer (LGBTQ+) community, I wanted to reflect on why celebrating Pride over the past few months across our global network continues to be so important for us at Kyowa Kirin. Undoubtedly, progress has been made since the first Pride marches in the 1970s, but we all know that members of the LGBTQ+ community still face discrimination around the world, as well as varying levels of acknowledgement and acceptance.

Pride Month at Kyowa Kirin: The Power of Wa (和)

At Kyowa Kirin, we are guided by the power of Wa – to be in harmony, to celebrate and commemorate LGBTQ+ communities, which make up around 9% of the global population¹. Stemming from our shared values, Wa represents the thread that binds us, empowering each of us to be our true, authentic selves. I'm proud to be part of a company that wants and encourages us to be our true selves and sees diversity as one of its strengths: by creating a safe space that is welcoming to all, we can harness brilliant minds and kind hearts from our whole team.



Jeremy Morgan
President, Kyowa Kirin International plc
(EMEA)

Celebrating Pride around the globe

Around the world, our colleagues participated in various activities to mark Pride. Back in April, our colleagues in Japan participated in the Tokyo Rainbow Pride. In June, our colleagues in Kyowa Kirin North America participated in the Princeton Pride, and Kyowa Kirin International (EMEA) celebrated London Pride. Later this month, Kyowa Kirin North America will also join San Diego Pride.

Last October, the cross-regional ERG also held an event for National Coming Out Day with the theme 'The Journey of Coming Out: A Cross-Regional Conversation'. At the event, we heard stories from employees who had come out, listened to their unique journeys, and noted how we can all be better allies for the LGBTQ+ community. Later in the year, the regions will join together to mark LGBTQ+ History Month in October.

I'd like to thank all our DE&I Communities around the world for their efforts over these past few months in preparing for the events and representing Kyowa Kirin. Society still has a long way to go to dispel stereotypes, combat prejudice, and create a more inclusive world. At Kyowa Kirin, it is all our responsibility to make the people around us feel welcome, included, seen, and valued.

We'll share a detailed summary of our activities from Pride Month in the coming weeks, and please have a look at that as well.

Jeremy Morgan
President, Kyowa Kirin International plc

Reference:

¹ Ipsos. LGBTQ+ Pride 2023. <https://www.ipsos.com/sites/default/files/ct/news/documents/2023-05/Ipsos%20LGBT%2B%20Pride%202023%20Global%20Survey%20Report%20-%20rev.pdf> Last accessed: May 2024