

Kyowa Kirin

ESG Data 2023

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Environment

Kyowa Kirin Group has been receiving independent assurance to ensure the reliability and transparency of information disclosed. Indicators marked with "☑" are assured independently by KPMG AZSA Sustainability Co.,Ltd.

Environmental Management

Policies, etc.					
Environment	Kirin Group's Environmental Vision 2050 Kyowa Kirin Group Environmental Policy				
Indicator	Unit	Boundary *1	2021	2022	2023
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. Outside Japan, 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 Thousand m ³	2030/ 1,337 Thousand m ³

*1:In Japan, the plants and research laboratories of Kyowa Kirin Co., Ltd. and Kyowa Iryo Kaihatsu Co., Ltd. are covered. Outside Japan, 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	2021*2	2022*2	2023*2
Emissions (SCOPE1+2)	t-CO ₂	In Japan	35,321	27,204	20,336
	t-CO ₂	Outside Japan	2,978	2,958	3,171
	t-CO ₂	Global	38,299	30,162	☑ 23,507
Emissions Year-on-Year (SCOPE1+2)	%	In Japan	-7.3	-23.0	-25.2
	%	Outside Japan	0	-0.7	7.2
	%	Global	-6.8	-21.2	-22.1
CO ₂ emission intensity per sale	t-CO ₂ / 100 Million Yen-Sales Revenue	Global	10.9	6.8	5.3
Emissions (SCOPE1)	t-CO ₂	In Japan	15,943	15,753	16,362
	t-CO ₂	Outside Japan	459	468	418
	t-CO ₂	Global	16,402	16,221	☑ 16,780
Emissions (SCOPE2)	t-CO ₂	In Japan	19,378	11,451	3,974
	t-CO ₂	Outside Japan	2,519	2,490	2,753
	t-CO ₂	Global	21,897	13,941	☑ 6,727
Emissions (on Each Site)	t-CO ₂	Tokyo Research Park	2,539	2,497	2,572
	t-CO ₂	Fuji Research Park/	13,663	4,194	4,025
	t-CO ₂	CMC R&D Center Bio Process Research and Development Laboratories/	10,155	11,086	8,135
	t-CO ₂	Takasaki Plant			
	t-CO ₂	Ube Plant	7,966	8,419	4,653
	t-CO ₂	Kyowa Iryo Kaihatsu Co., Ltd.	999	1,008	952
	t-CO ₂	Kyowa Kirin China Pharmaceutical Co., Ltd	2,237	2,200	2,522
t-CO ₂	Kyowa Kirin, Inc. (Research Division (La Jolla, CA))	741	758	649	

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

*2:CO₂ emission factors: ①Fuel CO₂ emission factors: Emission factors published in "Greenhouse Gas Emissions Calculation and Reporting Manual (Ministry of the Environment of Japan/Ministry of Economy, Trade and Industry of Japan)". ②Electricity CO₂ emission factors: Emission factors published by individual power companies (If emission factors are not published, Emission factors by country from IEA's Emission factors for the year in question).

CO₂ SCOPE3

Indicator	Unit	Boundary ^{*1}	2021 ^{*2}	2022 ^{*2}	2023
Category1: Purchased goods and services	t-CO ₂	In Japan	73,785	83,706	under calculation
	t-CO ₂	Outside Japan	130	111	under calculation
	t-CO ₂	Global	73,914	83,818	under calculation
Category2: Capital goods	t-CO ₂	Global	740	25,238	under calculation
Category 3: Fuel and energy related activities not included in Scope 1 or 2	t-CO ₂	In Japan	6,962	5,904	under calculation
	t-CO ₂	Outside Japan	660	671	under calculation
	t-CO ₂	Global	7,622	6,575	under calculation
Category 4: Transportation and delivery (upstream)	t-CO ₂	In Japan	194	170	under calculation
	t-CO ₂	Outside Japan	9	7	under calculation
	t-CO ₂	Global	203	177	under calculation
Category 5: Waste generated in operations	t-CO ₂	In Japan	668	858	under calculation
	t-CO ₂	Outside Japan	36	27	under calculation
	t-CO ₂	Global	705	885	under calculation
Category 6: Business travel	t-CO ₂	In Japan	247	377	under calculation
Category 7: Employee commuting	t-CO ₂	In Japan	1,025	1,057	under calculation
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: Leased assets (downstream)	t-CO ₂	Global	2,508	2,545	under calculation
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. Outside Japan, the plants and research laboratories of Kyowa Kirin China Pharmaceutical Co., Ltd. and Kyowa Kirin, Inc. are covered.

*2:The calculation method for Scope3 has been changed since 2022. The data for 2021 has been restated to reflect the change of the 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.

Category1: Purchased goods and services	Calculated by multiplying the amount of materials and resources purchased by the CO ₂ emission factors when each material and resource was manufactured.
Category2: Capital goods	Calculated by multiplying the acquisition cost of fixed assets by the CO ₂ emission intensity (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 intensity 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 intensity for each transportation method.
Category 5:Waste generated in operations	Calculated by multiplying the amount of waste discharged, etc. by the CO ₂ emission intensity for each disposal method.
Category 6: Business travel	Calculated by multiplying the number of employees by the CO ₂ emission intensity, considering the percentage of travel restrictions to prevent the spread of COVID-19.
Category 7: Employee commuting	Calculated by multiplying the number of employees per type of work and city category by the CO ₂ emission intensity, 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 immaterial.
Category 10: Processing of sold products	Not calculated because the impact is immaterial.
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 as the company is not an investment business.

Energy

Indicator	Unit	Boundary ^{*1}	2021 ^{*2}	2022 ^{*2}	2023 ^{*3}
Energy Consumption	GJ	Global	1,004,157	1,022,671	603,875
Energy Consumption Year-on-Year	%	Global	-3.2	1.8	-41.0
Energy consumption intensity	GJ/ 100 Million Yen- Sales Revenue	Global	285	257	137
Electric Power Purchased (Renewable Electricity)	Thousand kWh	Global	24,641	45,076	65,215
Electric Power Purchased (Non Renewable Electricity)	Thousand kWh	Global	46,150	28,063	12,611
City Gas	Thousand Nm ³	Global	5,500	5,363	5,585
Natural Gas (Excluding LNG)	GJ	Global	7,911	7,242	7,101
Heavy Oil A	kL	Global	92	84	78
Kerosene	kL	Global	1,344	1,400	1,472
Light Oil	kL	Global	0.40	0.79	0.94
Steam	GJ	Global	6,801	7,374	7,653
Photovoltaic Power Generation	Thousand kWh	In Japan	129	92	190

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

*2:Energy conversion factors for 2021 and 2022: Unit calorific values specified in the "Act on the Rational Use of Energy" are used.

*3:Energy conversion factors for 2023: Unit calorific values specified in the "Act on the Rational Use of Energy" are used for fuel. 3.6 (MJ/kWh), which is used by International Energy Agency (IEA) and other organizations, is used for electricity. The theoretical calorific value of 1 (MJ/MJ) is used for steam.

Water Resources

Indicator	Unit	Boundary *1	2021	2022	2023
Water Withdrawal	Thousand m ³	In Japan	1,659	1,470	1,416
Total Amount	Thousand m ³	Outside Japan	14	20	17
	Thousand m ³	Global	1,673	1,489	1,433
Water Withdrawal Municipal Potable Water	Thousand m ³	Global	259	282	288
Water Withdrawal Surface Water from Rivers, Lakes and Natural Ponds	Thousand m ³	Global	1,114	921	799
Water Withdrawal Groundwater from Wells and Boreholes	Thousand m ³	Global	299	287	346
Water Withdrawal Used Quarry Water Collected in the Quarry	Thousand m ³	Global	0	0	0
Water Withdrawal External Wastewater	Thousand m ³	Global	0	0	0
Water Withdrawal Harvested Rainwater	Thousand m ³	Global	0	0	0
Water Withdrawal Sea Water, Water Extracted from the Sea or the Ocean	Thousand m ³	Global	0	0	0
Total Water Withdrawal in Water Stress Areas*2	Thousand m ³	Global	84	96	98
Ratio of Water Withdrawal in Water Stress Areas	%	Global	5.0	6.4	6.8
Water use intensity	Thousand m ³ / 100 Million Yen- Sales Revenue	Global	0.47	0.37	0.32
Amount of Circulated Water Usage	Thousand m ³	Global	3,717	1,737	2,122
Ratio of Circulated Water Usage	%	Global	222	117	148
Water Discharge Total Amount	Thousand m ³	In Japan	1,813	1,132	1,018
	Thousand m ³	Outside Japan	7	7	61
	Thousand m ³	Global	1,820	1,139	1,079
Water Discharge Release into Sea	Thousand m ³	Global	0	0	0
Water Discharge Release into Rivers	Thousand m ³	Global	1,706	1,013	962
Water Discharge Sewage Water	Thousand m ³	Global	113	126	116
Total Water Discharge in Water Stress Areas*2	Thousand m ³	Global	43	48	52
Ratio of Water Discharge in Water Stress Areas	%	Global	2.4	4.2	4.8
Water Pollution COD	t	In Japan	2.8	2.1	2.1
	t	Outside Japan	0.0	0.0	0.3
	t	Global	2.8	2.1	2.4
Water Pollution Total Nitrogen	t	In Japan	3.9	3.9	4.0
	t	Outside Japan	0.0	0.0	0.1
	t	Global	3.9	3.9	4.1
Water Pollution Total Phosphorus	t	In Japan	0.5	0.5	0.5
	t	Outside Japan	0.0	0.0	0.0
	t	Global	0.5	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. Outside Japan, 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.

Material, Containers and Packaging

Indicator	Unit	Boundary ^{*1}	2021	2022	2023
Raw Material Consumption	t	In Japan	122	142	131
	t	Outside Japan	2	2	1
	t	Global	125	144	131
Containers and Packaging Consumption	t	In Japan	409	450	379
	t	Outside Japan	87	71	102
	t	Global	496	521	481

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

Waste

Indicator	Unit	Boundary ^{*1}	2021	2022	2023
Waste Generated	t	In Japan	1,277	1,273	1,223
	t	Outside Japan	44	6	9
	t	Global	1,321	1,280	1,232
External Recycled Waste	t	In Japan	591	894	926
	t	Outside Japan	0	0	0
	t	Global	591	894	926
Final Disposal	t	In Japan	0.0	0.4	0.1
	t	Outside Japan	13.3	2.0	8.7
	t	Global	13.4	2.4	8.8
Final Disposal Rate	%	In Japan	0.002	0.031	0.006
	%	Outside Japan	30	33	100
	%	Global	1.01	0.19	0.71
Basel Convention Hazardous Wastes		Global	None	None	None

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Air Pollutants

Indicator	Unit	Boundary ^{*1}	2021	2022	2023
SOx	t	In Japan	0.3	0.3	0
	t	Outside Japan	0	0	0
	t	Global	0.3	0.3	0
SOx emissions intensity per sales	t/ 100 billion Yen- Sales revenue	Global	0.1	0.1	0
NOx	t	In Japan	4.3	4.6	4.3
	t	Outside Japan	0	0	0
	t	Global	4.3	4.6	4.3
NOx emissions intensity per sales	t/ 100 billion Yen- Sales revenue	Global	1.2	1.2	1
Dust	t	In Japan	0.07	0.07	0.03
	t	Outside Japan	0	0	0
	t	Global	0.07	0.07	0.03
Unit Dust Emissions	t/ 100 billion Yen- Sales revenue	Global	0.02	0.02	0.01
VOC	t	In Japan	0.04	0.09	0.03
	t	Outside Japan	—	0	0
	t	Global	0.04	0.09	0.03
VOC emissions intensity per sales	t/ 100 billion Yen- Sales revenue	Global	0.01	0.02	0.01
ODS Emissions	t	In Japan	0.002	0	0

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

PRTR Discharge

Indicator	Unit	Boundary *1	2021	2022	2023*2
Discharge into Air	t	In Japan	0.03	0.04	0.02
	t/				
Discharge into Air intensity per sales	100 Billion Yen-Sales Revenue	In Japan	0.01	0.01	0.00
Released into Water	t	In Japan	0	0	0
	t/				
Units Released into Water	100 Billion Yen-Sales Revenue	In Japan	0	0	0
Released into Soil	t	In Japan	0	0	0
	t/				
Units Released into Soil	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 2023, the breakdown of emissions of PRTR substances is as follows.

Number Designated by Ordinance	Name of Substance	Atmosphere (t)	Water Area (t)	Soil (t)
13	acetonitrile	0.017	0	0

Site Data

Indicator	Unit	Boundary	2021	2022	2023
Unit Energy Consumption*1	GJ/m ² -Floor		2.42	2.38	1.11
CO ₂ Emissions*2	t-CO ₂		2,539	2,497	2,572
Water Withdrawal	Thousand m ³		15	15	14
Water Discharge	Thousand m ³		13	13	12
COD	t	Kyowa Kirin	0	0	0
Total Nitrogen	t	Tokyo Research	0.04	0.04	0.03
Total Phosphorus	t	Park	0.00	0.00	0
Waste Generated	t		37.9	31.2	40.8
Final Disposal	t		0.00	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*1	GJ/m ² -Floor		4.50	4.22	2.29
CO ₂ Emissions*2	t-CO ₂		13,663	4,194	4,025
Water Withdrawal	Thousand m ³		1,284	1,065	987
Water Discharge	Thousand m ³		1,481	771	635
COD	t	Kyowa Kirin	1.25	0.41	0.43
Total Nitrogen	t	Fuji Research	1.00	0.50	0.47
Total Phosphorus	t	Park/CMC R&D	0.07	0.04	0.06
Waste Generated	t	Center	172	105	120
Final Disposal	t		0.00	0	0.05
Sox	t		0	0	0
Nox	t		1.19	0.91	0.94
Dust	t		0	0	0
Unit Energy Consumption*1	GJ/m ² -Floor		6.97	7.46	3.81
CO ₂ Emissions*2	t-CO ₂		10,155	11,086	8,135
Water Withdrawal	Thousand m ³		278	300	323
Water Discharge	Thousand m ³		276	300	323
COD	t	Kyowa Kirin	0.42	0.41	0.41
Total Nitrogen	t	Research and	2.73	3.20	3.32
Total Phosphorus	t	Development	0.41	0.50	0.41
Waste Generated	t	Laboratories/	649	675	733
Final Disposal	t	Takasaki Plant	0.00	0	0
Sox	t		0	0	0
Nox	t		1.39	1.80	2.01
Dust	t		0.03	0.03	0.03
Unit Energy Consumption*1	GJ/m ² -Floor		6.53	6.91	3.71
CO ₂ Emissions*2	t-CO ₂		7,966	8,419	4,653
Water Withdrawal	Thousand m ³		76	84	87
Water Discharge	Thousand m ³		36	41	42
COD	t		1.07	1.22	1.26
Total Nitrogen	t	Kyowa Kirin	0.15	0.17	0.18
Total Phosphorus	t	Ube Plant	0.01	0.01	0.01
Waste Generated	t		404	444	329
Final Disposal	t		0.02	0.40	0.03
Sox	t		0	0	0
Nox	t		1.51	1.67	1.17
Dust	t		0	0	0

*1:Energy conversion factors for 2021 and 2022: Unit calorific values specified in the "Act on the Rational Use of Energy" are used.

Energy conversion factors for 2023: Unit calorific values specified in the "Act on the Rational Use of Energy" are used for fuel. 3.6 (MJ/kWh), which is used by International Energy Agency (IEA) and other organizations, is used for electricity. The theoretical calorific value of 1 (MJ/MJ) is used for steam.

*2:CO₂ emission factors: ①Fuel CO₂ emission factors: Emission factors published in "Greenhouse Gas Emissions Calculation and Reporting Manual (Ministry of the Environment of Japan/Ministry of Economy, Trade and Industry of Japan)". ②Electricity CO₂ emission factors: Emission factors published by individual power companies (If emission factors are not published, Emission factors by country from IEA's Emission factors for the year in question).

Social

Employment

Policies, etc.					
Talent Management	Kyowa Kirin Group Talent Management Policy				
Freedom of Association and Collective Bargaining	Kyowa Kirin Group Human Rights Policy				
Indicator	Unit	Boundary	2021	2022	2023
Number of Employees	Persons	Consolidated	5,752	5,982	5,974
Number of Employees (Japan)	Persons	In Japan	4,025	4,135	4,225
Number of Employees (North America)	Persons	In North America	435	560	638
Number of Employees (EMEA)	Persons	In EMEA	758	729	553
Number of Employees (APAC)	Persons	APAC	534	558	558
Number of Employees	Persons	Non-consolidated	3,857	4,002	4,028
Number of Male Employees	Persons	Non-consolidated	2,619	2,708	2,728
Number of Female Employees	Persons	Non-consolidated	1,238	1,294	1,354
Ratio of Female Employees	%	Non-consolidated	32.1	32.3	33.2
Average Years of Service	Years	Non-consolidated	17.1	16.7	16.5
Average Years of Service of Male	Years	Non-consolidated	17.4	16.9	16.7
Average Years of Service of Female	Years	Non-consolidated	16.5	16.2	16.0
Average Age	Age	Non-consolidated	42.7	42.8	43.0
Average Age of Male	Age	Non-consolidated	43.4	43.4	43.6
Average Age of Female	Age	Non-consolidated	41.3	41.5	41.8
Percentage of Employees by Age Group (Under 30)	%	Non-consolidated	10.8	11.1	11.2
Percentage of Employees by Age Group (30-49)	%	Non-consolidated	62.1	60.5	58.9
Percentage of Employees by Age Group (50 and over)	%	Non-consolidated	27.1	28.4	29.9
Average Annual Salary	Yen	Non-consolidated	8,845,764	9,024,091	9,447,247
Number of New Hires	Persons	Non-consolidated	274	301	242
Number of New Hires of Male	Persons	Non-consolidated	174	195	148
Number of New Hires of Female	Persons	Non-consolidated	100	106	94
Ratio of Female in New Hires	%	Non-consolidated	36.5	35.2	38.8
Ratio of Mid-Career Hires	%	Non-consolidated	69.0	66.8	62.8
Number of Full-time Staff Turnover	Persons	Non-consolidated	189	176	176
Full-time Staff Turnover Rate* ¹	%	Non-consolidated	4.9	4.4	4.2
Full-time Employee Voluntary Turnover Rate	%	Non-consolidated	2.3	2.3	2.3
Number of Temporary Employees	Persons	Non-consolidated	126	145	149
Ratio of Temporary Employees	%	Non-consolidated	3.3	3.6	3.5
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	2021	2022	2023
Total Hours Spent on Employee Development Training* ¹	Hours	Non-consolidated	21,077	23,593	21,194
Average Hours Spent on Employee Development Training per Employee* ¹	Hours	Non-consolidated	5.5	5.9	5.2

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

Work-Life Balance

Indicator	Unit	Boundary	2021	2022	2023
Number of Employees who took Childcare Leave	Persons	Non-consolidated	67	120	169
Number of Male Employees who took Childcare Leave	Persons	Non-consolidated	23	70	108
Number of Female Employees who took Childcare Leave	Persons	Non-consolidated	44	50	61
Number of Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	76	69	57
Number of Male Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	2	0	2
Number of Female Employees Using Systems Reducing Working Hours for Childcare	Persons	Non-consolidated	74	69	55
Number of Employees Using the Nursing Care Leave System (Children or Family)	Persons	Non-consolidated	508	579	519

DE&I

Policies, etc.					
DE&I	Our DE&I Statement				
Indicator	Unit	Boundary	2021	2022	2023
Number of Managers	Persons	Non-consolidated	1,147	1,120	1,201
Number of Male Managers	Persons	Non-consolidated	1,005	970	1023
Number of Female Managers	Persons	Non-consolidated	142	150	178
Ratio of Female Managers	%	Non-consolidated	12.4	13.4	14.8
Number of Disabled Employees ^{*1}	Persons	Consolidated (In Japan)	107	110	118
Ratio of Disabled Employees ^{*1}	%	Consolidated (In Japan)	2.43	2.45	2.56

*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

Occupational Health and Safety

Policies, etc.					
Occupational Health and Safety	The Kyowa Kirin Group Code of Conduct (P12) Kyowa Kirin Group Policy for Occupational Health and Safety Kyowa Kirin Group Declaration of Health Promotion				
Indicator	Unit	Boundary	2021	2022	2023
Number of Accidents that Required Time off from Work	Cases	*1	4	1	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	0.39	0.10	0.09
Accident Severity Rate	%	*1	0.019	0.0002	0.0026

*1:All locations in Japan and overseas plants/laboratories of the Kyowa Kirin group are covered from 2021.

Community

Policies, etc.

Community	Kyowa Kirin Group Social Contribution Activities Policy				
Indicator	Unit	Boundary	2021	2022	2023
Amount of Community Investments* ¹	Millions of Yen	Non-consolidated	556	504	483

*1:Excludes temporary investments such as 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		
Indicator	Target value	Target year	As of end of December 2023
Number of countries / regions where Crysvida has launched (Indicators Related to Improving Access to Medicines)	50 or more countries/regions * ¹	2025	46 countries/regions* ²

*1:Please refer to "FY2021-2025 Medium Term Business Plan" at the following URL [FY2021-2025 Medium Term Business Plan \(P17\)](#).

*2:Performance for the indicators is reported in the quarterly financial statements. [Financial Results](#)

Governance

Corporate Governance

Policies, etc.	
Corporate Governance	Corporate Governance Policy
Indicator*1	
Organization Type	Company with Audit & Supervisory Board
Number of Directors	Nine (Masashi Miyamoto, Yutaka Osawa, Takeyoshi Yamashita, Shinjiro Akieda, 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 > Board Members
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	15 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 (2023)" 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 2023 effectiveness evaluations. CORPORATE GOVERNANCE REPORT Supplementary Principle 4.11.3 (P6)
Number of Audit & Supervisory Board Members	Five (Hiroshi Komatsu, Hajime Kobayashi, Tomomi Yatsu, Mayumi Tamura, Toru Ishikura)
Career Summary of Audit & Supervisory Board Members	Our Leadership > Audit & Supervisory Board Members
Number of Outside Audit & Supervisory Board Members	Three (Hajime Kobayashi, Tomomi Yatsu, Mayumi Tamura)
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 (2023)" 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 (2023)" for officer-specific data on participation.
Professional Skills of Officers	Integrated Report 2023 > Board Members with a Wide Array of Skills (P45)
Remuneration of Officers	Annual Securities Report Officers' remuneration, etc. (P93)
Claw-back Provision	Yes (Executive Directors and Executive Officers)
Introduction of Anti-takeover Measures	None

*1: Data is as of the end of March 2024. 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, 2023.

**Attendance at Board of Directors, Audit & Supervisory Board, and
Nomination & Remuneration Consultative Committee (2023)**

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% (15/15)	-	100% (12/12)
Yutaka Osawa	Representative Director Executive Vice President	100% (15/15)	-	100% (12/12)
Takeyoshi Yamashita ^{*2}	Director Senior Managing Executive officer	100% (11/11)	-	100% (8/8)
Shinjiro Akieda ^{*3}	Director	-	-	-
Akira Morita	Director (Independent Outside Director)	100% (15/15)	-	100% (12/12)
Yuko Haga	Director (Independent Outside Director)	100% (15/15)	-	100% (12/12)
Takashi Oyamada	Director (Independent Outside Director)	100% (15/15)	-	100% (12/12)
Yoshihisa Suzuki ^{*3}	Director (Independent Outside Director)	100% (15/15)	-	100% (12/12)
Rumiko Nakata ^{*2}	Director (Independent Outside Director)	100% (11/11)	-	100% (8/8)
Hiroshi Komatsu	Full-time Audit & Supervisory Board Member	100% (15/15)	100% (13/13)	-
Hajime Kobayashi ^{*2}	Full-time Audit & Supervisory Board Member	-	-	-
Tomomi Yatsu	Audit & Supervisory Board Member (Independent Outside)	100% (15/15)	100% (13/13)	100% (12/12)
Mayumi Tamura	Audit & Supervisory Board Member (Independent Outside)	100% (15/15)	100% (13/13)	100% (12/12)
Toru Ishikura ^{*2}	Audit & Supervisory Board Member	100% (11/11)	100% (10/10)	-

*2:Takeyoshi Yamashita,Rumiko Nakata and Toru Ishikura were first appointed executives on March 24, 2023, so their post-appointment track record is shown.

*3:Shinjiro Akieda and Hajime Kobayashi were first appointed executives on March 22, 2024,so they have no track record for 2023.

Indicator	Unit	Boundary	2021	2022	2023
Board of Directors					
Number of Directors	Persons	Non-consolidated	8	9	9
Number of Independent Outside Directors	Persons	Non-consolidated	4	5	5
Number of Female Directors	Persons	Non-consolidated	1	1	2
Ratio of Independent Outside Directors	%	Non-consolidated	50.0	55.6	55.6
Ratio of Female Directors	%	Non-consolidated	12.5	11.1	22.2
Number of Meetings	times	Non-consolidated	13	13	15
Attendance Rate(Director)	%	Non-consolidated	100	100	100
Attendance Rate (Audit & Supervisory Board Members)	%	Non-consolidated	98	100	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	1	2	2
Ratio of Outside Audit & Supervisory Board Members	%	Non-consolidated	60	60	60
Ratio of Female Audit & Supervisory Board Members	%	Non-consolidated	20	40	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	9	10	10
Number of Independent Outside Officers	Persons	Non-consolidated	6	7	7
Ratio of Independent Outside Officers	%	Non-consolidated	66.6	70.0	70.0
Number of Meetings	times	Non-consolidated	14	16	12
Attendance Rate	%	Non-consolidated	100	100	100
Remuneration of Officers					
Total Remuneration of Directors (Excluding Outside Directors)* ¹	Millions of Yen	Non-consolidated	331 (3)	383 (3)	330 (4)
Total Remuneration of Outside Directors* ¹	Millions of Yen	Non-consolidated	62 (5)	84 (5)	89 (6)
Total Remuneration of Audit & Supervisory Board Members (Excluding Outside Audit & Supervisory Board Members)* ¹	Millions of Yen	Non-consolidated	29 (1)	29 (1)	29 (1)
Total Remuneration of Outside Audit & Supervisory Board Members* ¹	Millions of Yen	Non-consolidated	60 (4)	62 (4)	63 (3)
Remuneration (Masashi Miyamoto)	Millions of Yen	Non-consolidated	155	183	158
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
Information Security	Kyowa Kirin Group Information Security Policy
Political Contributions	The Kyowa Kirin Group Code of Conduct (P9)

Indicator	Unit	Boundary	2021	2022	2023
Number of Participants in Compliance Training ^{*1,2}	Persons	Consolidated (In Japan)	4,709	4,777	-
Number of Employees Receiving Code of Conduct Training ^{*1}	Persons	Consolidated	6,631	-	6,598
Number of Employees Receiving Whistleblower System Training ^{*1}	Persons	Consolidated (In Japan)	4,897	4,814	4,914
Number of Employees Receiving Personal Information Protection Training ^{*1}	Persons	Consolidated (In Japan)	4,887	4,208	4,274
Number of Reports through the Compliance Line	Cases	Consolidated	24	26	34
Political Contributions	Millions of Yen	Non-consolidated	5.09	4.9	4.8

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

*2:Compliance training has been integrated with training on the Code of Conduct.

Anti-Corruption

Policies, etc.

Anti-Bribery and Anti-Corruption	The Kyowa Kirin Group Code of Conduct (P9) Kyowa Kirin Group Anti-Bribery and Anti-Corruption Policy
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Indicator	Unit	Boundary	2021	2022	2023
Number of Employees Receiving Anti-bribery and Anti-Corruption Training	Persons	Consolidated	6,193	6,608	6,552
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
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Indicator	Unit	Boundary	2021	2022	2023
Income Taxes Paid	100 Millions of Yen	Consolidated	148	227	86
Income Taxes Paid (Japan)	100 Millions of Yen	In Japan	109	143	21
Income Taxes Paid (North America)	100 Millions of Yen	In North America	7	37	20
Income Taxes Paid (EMEA)	100 Millions of Yen	In EMEA	21	38	41
Income Taxes Paid (APAC)	100 Millions of Yen	In APAC	11	9	4

Major Trade Associations and Initiatives

Name of Association	
Japan Business Federation	
FPMAJ (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/suported	
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.



Independent Assurance Report

To the Representative Director of the Board, President and Chief Executive Officer of Kyowa Kirin Co., Ltd.

We were engaged by Kyowa Kirin Co., Ltd. (the “Company”) to undertake a limited assurance engagement of the environmental performance indicators marked with (the “Indicators”) for the period from January 1, 2023 to December 31, 2023 included in its Kyowa Kirin ESG Data 2023 (the “ESG Data”) for the fiscal year ended December 31, 2023.

The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the ESG Data.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ and the ‘ISAE 3410, Assurance Engagements on Greenhouse Gas Statements’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the ESG Data, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the ESG Data and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Visiting the Company’s Takasaki Plant selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the ESG Data are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the ESG Data.

Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Kazuhiko Saito, Partner, Representative Director

KPMG AZSA Sustainability Co., Ltd.

Tokyo, Japan

July 12, 2024