

Kyowa Kirin Group Compliance Policy

A corporation should be an entity which benefits society by creating new value through fair competition and ethical business practices. We at the Kyowa Kirin Group (hereafter referred to as “Our Group”) strive to become a corporate group that is trusted by society through behavior based on high ethical standards and 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 directors and employees acting ethically and with integrity in a socially responsible manner, with respect to all business activities of Our Group.

This Compliance Policy requires that directors and employees of Our Group must observe laws, internal and external regulations, rules and policies, to fulfill legal requirements and ethical responsibilities to society.

Relationship with Society

We, as good members of society, will build friendly and ethical relationships with all our stakeholders:

- 1) We will strive to maintain high quality products, and to provide products and services which will satisfy the needs of our customers;
- 2) We will maintain legal and ethical relationships with customers, 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, so that we will be in harmony with local communities.

Relationship with Employees

We will respect each member’s individuality and endeavor to maintain a friendly workplace environment:

- 1) We will promote diversity and equal opportunities by providing workplaces where people can demonstrate their own capabilities regardless of their background;
- 2) We will strive to maintain safe working environments; and
- 3) We will seek to improve the working environments so as to ensure our employees’ physical and mental well-being.

Compliance with Rules

We will behave with integrity and ethically, while complying with social rules:

- 1) We will abide by applicable laws, regulations, rules and policies, and strive to update our knowledge;
- 2) We will engage in fair competition and ethical business practices; 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 committed to a policy of non-discrimination in any shape or form;
- 2) We will not tolerate forced labor or improper child labor; and
- 3) We will not permit harassment of any type.

Environmental Preservation

We will actively engage in the preservation of the global environment to safely hand it over to the next generation:

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

Information Management

We will properly manage information concerning our businesses:

- 1) We will properly manage personal data;
- 2) We will properly manage confidential information;
- 3) We will not engage in insider trading; and
- 4) We will make timely and appropriate disclosure of information to our stakeholders in accordance with applicable laws, rules and regulations.

End