

## **Guideline for Anti-Bribery Measures**

Enacted: 13<sup>th</sup> December,2013

1. The Kyowa Hakko Kirin Group (“KHK Group”) strives to be fully aware of and to strictly observe all anti-bribery laws and to comply with the spirit of anti-bribery guidelines in every country and region where we do business.
2. KHK Group prohibits any form of bribery with anyone, including unjustly providing or receiving money, goods, entertainment or other benefits in excess of the scope recognized to be appropriate under laws and guidelines of the countries and regions where we do business.
3. KHK Group will refuse further dealings with any trading partner or agent if it learns of any incident of bribery by them in connection with our business.
4. KHK Group requires that all officers and employees report any violation known to them.