

FOR IMMEDIATE RELEASE

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Offer of Voluntary Early Retirement

Tokyo, February 5, 2019 – Kyowa Hakko Kirin Co., Ltd. (Headquarters: Tokyo; President and COO: Masashi Miyamoto; hereinafter, “Kyowa Hakko Kirin” or the “Company”) hereby announces that, at a meeting held on February 5, 2019, the Board of Directors resolved to make a voluntary early retirement offer, as follows.

1. Reasons for voluntary early retirement offer

Kyowa Hakko Kirin strives to contribute to the health and well-being of people around the world, and has accordingly been promoting greater selection and concentration of its businesses in order to achieve its business vision of becoming a Japan-based global specialty pharmaceutical company. In so doing, we are further accelerating initiatives that involve rapidly shifting to a global business model, strengthening our domestic business platform, as well as recruiting and cultivating employees who are capable of autonomously taking on the challenge of reform. As such, at this turning-point we are seeking employees who would like to volunteer for early retirement with the aim of providing the utmost support to those wishing to embark on new paths in terms of broadening their options for career development and accordingly seeking other opportunities outside the Company.

2. Overview voluntary early retirement offer

- (1) Eligibility: Employees of the Company who are at least 45 years of age with no less than five years of service as of April 1, 2019 (however, this offer is not available to those employed in the Production Division as of February 5, 2019)
- (2) Target number of applicants: Not specified
- (3) Application period: From March 11, 2019 to March 28, 2019
- (4) Retirement date: June 30, 2019
- (5) Incentives: A severance benefit premium will be paid in addition to the ordinary severance benefit. Also, outplacement assistance will be provided to those requesting it.

3. Outlook

The special severance benefit payment and expenses for outplacement assistance arising in connection with the early retirement offer will be recorded under “other expenses” incurred during the consolidated fiscal year ending December 31, 2019. A certain amount of these expenses has been incorporated into the consolidated earnings forecasts for the fiscal year ending December 31, 2019, as provided in the Consolidated Financial Summary (IFRS) Fiscal 2018, released as of today. Meanwhile, because details such as the number of employees applying for voluntary early retirement and the total amount of special severance benefit payments have yet to be determined, the effects of the early retirement offer on the earnings outlook overall will be announced once that are confirmed.