



September 29, 2023

To Whom It May Concern

Company: KYORIN Pharmaceutical Co., Ltd.  
Representative: Yutaka Ogihara  
Representative Director, President and CEO  
(Security Code: 4569, TSE Prime.)  
Contact: Yoshinori Tanifuji  
Director, Corporate Planning  
Telephone: 03-3525-4707

## Notice Regarding Implementation of Voluntary Retirement Program

KYORIN Pharmaceutical Co., Ltd. (hereafter “the Company”) announced that, at the meeting of its Board of Directors held today, it has resolved to implement a voluntary retirement program (hereafter “the Program”) as follows.

### 1. Background

Our external operating environment has been increasing its severity under the influence of the promotion of the control policy for medical treatment cost and drug cost, and the increases of the sophistication and difficulty of drug discovery. As the consequence of that, the pharmaceutical industry is undergoing an unprecedented change.

Under these circumstances, in the long-term vision “Vision 110”, we set a goal of being “a company that contributes broadly to people’s health by comprehensively developing healthcare-related business, with a core focus on the new drugs business, which continuously provides high-value new drugs that meet medical needs”. To realize it, in the medium-term business plan “Vision 110 -Stage1-” started this fiscal year, we promote reform of business structure and pursue the following initiatives, “Strengthening drug discovery capability to create high-value new drugs that meet medical needs”, “Expanding development pipeline through in-licensing”, “Maximizing the ratio of new drugs” and bolster human capital as “Building a sustainable corporate foundation”. We believe that the human resources development to realize Vision 110 and the strengthening of its organization cause our sustainably growth overcoming drastic change of business environment.

We decided to implement the Program to support employees exploring new possibilities and considering the transfer to outside the company, based on the diversity of work awareness and lifestyle and our initiatives for the changes.

## 2. Overview of the Program,

(1) Eligible employees: Employees of Kyorin Pharmaceutical Co., Ltd. meeting the following conditions i) or ii). (Excludes employees of MR etc.)

i) Employees aged 50 or over and under 65 as of October 1, 2023, with at least five years of service and reemployment employees after retirement.

ii) Managements aged 55 or over as of October 1, 2023, with at least five years of service

(2) Target number of applicants: Unspecified

(3) Application period: From November 1 to November 30, 2023

(4) Retirement date: January 1, 2024 (planned)

(5) Preferential benefits: i) Special additional allowance on top of regular retirement allowance

ii) Providing reemployment support services to applicants

## 3. Impact on financial performance

The Company plans to record the expenses related to implementation of this program as extraordinary loss in its financial results of the fiscal year ending March 31, 2024. The impact will be announced after a careful examination of the future status of applications in the case it affects on the business performance.