

FOR IMMEDIATE RELEASE

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Result of Voluntary Early Retirement Offer

Tokyo, April 10, 2019 – Kyowa Hakko Kirin Co., Ltd. (Headquarters: Tokyo; President and CEO: Masashi Miyamoto; hereinafter, the “Company”) hereby announces that the application period for offer of voluntary early retirement announced on February 5, 2019 has ended and the result of this offer has been determined.

1. Overview of voluntary early retirement offer

- (1) Eligibility: Employees of the Company who were at least 45 years of age with no less than five years of service as of April 1, 2019 (however, this offer was not available to those employed in the Production Division as of February 1, 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.

2. Result of the offer

Number of employees to retire voluntarily: 296 employees

3. Impact on consolidated performance

The special severance benefit payment and expenses for outplacement assistance arising in connection with the early retirement offer will be approximately ¥5.1 billion and recorded under “other expenses” incurred during the first quarter of the fiscal year ending December 31, 2019. The consolidated earnings forecasts for the fiscal year ending December 31, 2019 are unchanged, as a certain amount of these expenses has been incorporated into the figures of the consolidated earnings forecasts released on February 5, 2019.