



FOR IMMEDIATE RELEASE

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Notice Regarding Change in Management Structure (CEO Succession)

Tokyo, Japan, December 11, 2025 - Kyowa Kirin Co., Ltd. (President and COO: Abdul Mullick; hereinafter, the “Company”) hereby announces that, at a meeting of the Board of Directors held today, it was resolved to nominate a change in Chief Executive Officer (CEO) as outlined below. The nomination is scheduled to be formally approved at the Annual Shareholders Meeting to be held in March 2026 and at the subsequent meeting of the Board of Directors.

1. Details of the Proposed Change

Name	New Title	Current Title
Masashi Miyamoto	Representative Director Chairman	Representative Director Chairman and Chief Executive Officer (CEO)
Abdul Mullick	Representative Director President and Chief Executive Officer (CEO)	Representative Director President and Chief Operating Officer (COO)

2. Reason of the change

Kyowa Kirin has been progressing in line with the “Story for Vision 2030,” further clarifying and making more specific the strategies to realize its 2030 vision.

In today’s rapidly changing environment, in order to enable swifter and more decisive decision-making and further enhance the Board of Directors’ monitoring function, the Company is scheduled to transition to a company with an Audit and Supervisory Committee in March 2026.

Furthermore, as part of our business execution framework, we will move to a President & CEO structure to flatten the organization. The President & CEO will bear ultimate responsibility for business operations and performance. The Chairman will support overall management through building and maintaining relationships with external stakeholders and providing strategic advice on management challenges.

These changes will consolidate responsibility for corporate execution under the President & CEO, while realizing faster decision-making and clearer accountability. They will also establish a more agile management structure capable of responding swiftly and flexibly to changes in the global business environment, further improving both the quality and speed of execution.

3. Effective Date

The official appointments are subject to the approval at the Ordinary General Meeting of Shareholders and the Board of Directors meeting to be held in March 2026.

END