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The following companies are included in the scope of the Boundary. Kinn Holdings, Kinn Brewary, Kinn Bevarape, Mercian, Lion, Myammar Brewery, Kyowa Kinn, and Kyowa Hakko Bio Click on the ⁴ in the ⁴ Indicator⁴ course for a supplementary explanation of the indicators and where the boundary differs from the above. Note that Lion's data until 2019 also includes Lion-Diary&Drinks.

Indicator	(Supplement)	Boundary	2018 201	19 20	20 21			(Link)
Total number of incidents of non-compliance with reg			13	8	5		Ensuring food safety and security	https://www.kirinholdings.com/en/impact/well-being/1_1a/
recall Percentage of production sites certified under a GFSI-	recognized The Global Food Safety Initiative (GFSI) is an industry collaborative non-profit organisati promotes continuous improvement of food safety management systems, run by The Cor	ion that Kirin Brewery, Kirin Distillery, Mercian, Kirin Beverage, Shinshu Beverage, Koiwai Dairy, Lion and Myanmar Brewery manufacturing sites with 51 or more employees belonging to the		65	91	96	-	
food safety management system (%)	Goods Forum, and has approved 14 certification standards, including FSSC 22000 (as of	2021) company.		_	_		2022-2024 CSV Commitments	https://www.kirinholdings.com/en/impact/csv_management/commitme
Number of responsible drinking programs	Includes external programs and internal programs	Kirin Brewery, Lion, and Myanmar Brewery		28	25		(A Responsible Alchohor Producer) A Responsible Alchohor Producer)	dine-1617243184 https://www.kirinholdings.com/en/impact/csv-filanagement/common
Percentage of marketing departments staff trained in alcohol marketing policies and codes (%)	The main industry standards in each country of operation are as follows	Staff employed in the liquor marketing departments of Kirin Holdings, Kirin Brewery, Mercian Lion and Myanmar Breweries.	^{n,} 96	98	99	98	A Responsible Alconor Producer	https://www.kinniolangs.com/en/impact/aicorou/
Number of incidents of non-compliance with alcohol r advertising codes	Japan: Voluntary Code for the Advertising and Marketing of Alcohol Beverages and the L of Alcohol Beverage Containers marketing and Australia: ABAC Responsible Alcohol Marketing Code New Zealand: Code for Advertising and Promotion of Alcohol Myanmar: Censorship bad ("Press Security and Registration Board" of the Ministry of	abeling Kirin Brewery, Mercian, Lion and Myanmar Brewery	3	1	2	2		
	Information). Of the reported cases, those occurring in Japan have been updated in the past in line wi							
Sales revenue from low-energy products (¥ billion)	Low-energy products are soft drinks, milk and dairy products whose calorific value is bel Nutrition Labeling Standard (Japan) and the Australia New Zealand Food Standards Cod upper limit at which a 'low' statement can be made), including non-energy products Low-suaar products are soft drinks, milk and dairy products where the suaar content of	e (the Alcoholic beverages are not included. Includes Lion-Dairy&Drinks figures until 2019 due to disposal	1,560 1,5	582 1,	139 1	1,425	2022-2024 CSV Commitments (Health & Well-being)	https://www.kirinholdings.com/en/impact/csv_management/commitm dline-1617243715
Sales revenue from low-sugar products (¥ billion)	product is below the Nutrition Labeling Standard (Japan) and the Australia New Zealand Standards Code (the upper limit at which a 'low' statement can be made), including non nondurts	Food Kirin Beverage, Koiwai Dairy	1,475 1,4	496 1,	366 1	1,368	-	
Sales revenue from low-fat products (¥ billion)	Low-fat products are milk and dairy products whose fat content is below the Nutrition La Standard (Japan) and the Australia New Zealand Food Standards Code (the upper limit a a 'low' label can be made), including non-fat products	at which Alcoholic beverages and softdrink bebarages are not included. Includes Lion-Dairy&Drinks figures until 2019 due to disposal	205 1	198	10	12		
Sales revenue from products enhanced / fortified to a nutrient deficiencies (¥ billion)	Products enhanced / fortified to address nutrient deficiencies are soft drinks, milk produc dairy products where the protein, calcium, iron, vitamin A, vitamin BJ, vitamin BG, vitam dietary fibre content of the product is below the Nutriton Labeling Standard (Japan) and Australia New Zealand Food Standards Code (the upper limit at which a 'low' label is allo	nin C or 4 the Includes Lien Dise Dise Dise forume until 2010 due to dispersal	1,338 1,1	142	337	331	_	
Sales revenue from reduced-portion-size products (¥	As for Japan, only products with a calorific value of 60 kcal or less per package.	Kirin Beverage, Koiwai Dairy Alcoholic beverages are not included. Includes Lion-Dairy&Drinks figures until 2019 due to disposal			200	200		
y Amount of community investments (¥ million)	Excludes temporary investments including support for disaster-stricken areas Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Lion and Kyowa Kirin Group cond	kutod bu	1,193 1,2	223 1,	009 1		Social contribution activities	https://www.kirinholdings.com/en/impact/csv_management/social_co https://www.kirinholdings.com/en/impact/procurement/promotion/
Percentage of suppliers to which risk assessment has (%)	been applied questionnaire to suppliers. Kini Holdings, Kini Brewery, Kini Beveragie, net and a kyow and Group come guestionnaire to suppliers. Kini Holdings, Kini Brewery, Kini Beverage and Neercian con assessments every other year, so the number of assessments from the previous year is for years when assessments have not been conducted.	nduct	49	56	69	90	Sustainable supply chain	nttps://www.kinnholaings.com/en/impact/procurement/promotion/
Percentage of Procurement Department staff trained chain policy (%)	in supply		95 1	100	100	100		
Percentage of self-assessed suppliers	Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin Group conduct assessments every other year, so the number of assessments from the previous year is for years when assessments have not been conducted.	added up	36	45	54	62		
Reported number of incidents of child labor on supply			0	0	0	0		
Reported number of incidents of forced labor on supp	ly chain Scores from employee engagement surveys conducted by the target companies are calc	ulated as	68	64	0	0	Diversity and inclusion, culture for innovation	https://www.kirinholdings.com/en/drivers/hr/
Employee engagement score (%) Average number of actual nours worked per year	a weighted average based on the number of respondents.					/0		
Japan		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Kyowa Hakko Bio and Kyowa Kirin	1,810 1,8				Ensuring occupational health and safety	https://www.kirinholdings.com/en/impact/well-being/1_5a/
Overseas		Lion and Myanmar Brewery	1,684 1,7					
Percentage of employees to whom health and safety been applied (%)	policy has Kirin Group Occupational Health and Safety Policy established in July 2022 Total number of employees covered by the occupational safety policy stipulated by each company until 2021		100 1	100	100	100		
Employee fatalities due to accidents at work		All Group companies except part of Kirin Holdings.	1	0	0	0		
Employee fatalities due to accidents at work Lost time injury rate (LTIR) (number/million hours)	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. S00 employee equivalents).		1	0	0	0		
	Number of occupational accidents with at least one day's absence from work per million	and a second sec				0 0.93 0.55	- - -	
Lost time injury rate (LTIR) (number/million hours)	Number of occupational accidents with at least one day's absence from work per million	actual Production and distribution centres of the main operating companies of Kirin Holdings.	0.50 0	.61 (.70			
Lost time injury rate (LTIR) (number/million hours) Japan	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents).	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies.	0.50 0	.61 (.70	0.55	Respect for human rights	https://www.krinholdings.com/en/impact/community/2_1/
Lost time injury rate (LTIR) (number/million hours) Japan Overseas Percentage of employees covered by collective bargal agreements (%) Percentage of employees to whom human rights polic	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents). Ining For employees in career and general employment positions at each companies.	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies. Production and logistics bases of Kirin Holdings' main overseas operating companies.	0.50 0 3.30 4 49	.61 (.19 4 57	.70	0.55 2.45	Respect for human rights	https://www.krinholdings.com/en/impact/community/2_1/
Lost time injury rate (LTIR) (number/million hours) Japan Overseas Percentage of employees covered by collective bargal agreements (%) Percentage of employees to whom human rights pole applied (%)	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents). ining For employees in career and general employment positions at each companies. The Kirin Group's overall human rights protection policy is set out in the Kirin Group Hur Rights Policy. http://www.kirinbidings.com/en/impact/human.rightspicilies/	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies. Production and logistics bases of Kirin Holdings' main overseas operating companies.	0.50 0 3.30 4 49 100 1	.61 0 .19 4 57 100	.70 .93 62 93	0.55 2.45	Respect for human rights	https://www.kirinboldings.com/en/impact/community/2_1/.
Lost time injury rate (LTIR) (number/million hours) Japan Overseas Percentage of employees covered by collective bargal agreements (%) Percentage of employees to whom human rights polic	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents). Ining For employees in career and general employment positions at each companies. Ty has been The Krim Group's overall human rights protection policy is set out in the Krim Group Hur Bights Policy. Hy work kinnbidings com/en/impact/human rights/policies/ Implemented by target companies through group training, online training, etc.	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies. Production and logistics bases of Kirin Holdings' main overseas operating companies.	0.50 0 3.30 4 49 100 1 80 1	.61 (.19 4 57	.70 .93 62	0.55 2.45 55 93 83	Respect for human rights 	https://www.kinihoklings.com/en/impact/community/2_1/ https://www.kinihoklings.com/en/psrpose/governance/compliance/ https://www.kinihoklings.com/en/psrpose/governance/compliance/
Lost time injury rate (LTIR) (number/million hours) Japan Overseas Percentage of employees covered by collective bargal agreements (%) Percentage of employees to whom human rights poli applied (%) Percentage of employees trained in human rights poli Number of greenaces about labor protectices or human	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents). Ining For employees in career and general employment positions at each companies. Ty has been The Krim Group's overall human rights protection policy is set out in the Krim Group Hur Bights Policy. Hy work kinnbidings com/en/impact/human rights/policies/ Implemented by target companies through group training, online training, etc.	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies. Production and logistics bases of Kirin Holdings' main overseas operating companies. man Image:	0.50 0 3.30 4 49 100 1 80 1		.70 .93 62 93 82	0.55 2.45 55 93 83 44	Compliance	https://www.kirinholdings.com/en/purpose/governance/compliance/
Lost time injury rate (LTIR) (number/million hours) Japan Overseas Percentage of employees covered by collective bargal agreements (%) Percentage of employees to whom human rights poli applied (%) Percentage of employees trained in human rights poli number of greances about labor protectices or human inputs filed, addressed, and resolved through form areachantems	Number of occupational accidents with at least one day's absence from work per million working hours per year (approx. 500 employee equivalents). Ining For employees in career and general employment positions at each companies. The Kirin Group's overall human rights protection policy is set out in the Kirin Group Hur Bights Policy. (c) Implemented by target companies through group training, online training, etc. 1 grevine Total number of directors of Kirin Holdings Company Limited and the subject companies	actual Production and distribution centres of the main operating companies of Kirin Holdings. Production and distribution centres of Kirin Holdings' main domestic operating companies. Production and logistics bases of Kirin Holdings' main overseas operating companies. man Image:	0.50 0 3.30 4 49 - 100 1 80 1 79 - 11 -	.61 (.19 4 57 100 100 58 7	.70 .93 62 93 82 45	0.55 2.45 55 93 83 44	Compliance Respect for human rights Diversity and inclusion, culture for innovation	https://www.kiniholdinas.com/en/purpose/governance/compliance/ https://www.kiniholdinas.com/en/purpose/community/2_1/
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The following companies are included in the score of the Boundary. Ficien Holdings, Kin Brevery, Kino Bearge, Mercala, Juo, Myanam Ferevery, Kyowa Kirin, and Kyowa Hakko Bio Cick on the ⁴ in the "Indicator" column for a supplementary explanation of the indicators and where the boundary differs from the above. Note that Lino's data until 2019 also includes Lino-DayRominks.

NOTE	triat Libr	I S Udld	unui	2019	9120	includes	LIUII	-Dair	yadrinks.	

Indicator	(Supplement)	Boundary	2018	2019	2020	2021	Reference Page	(Link)
michor	Number of permanent employees who left their jobs during the year / Number of permanent	boundary	2010	2015	2020	2021	Hererence i bije	(Link)
	employees at the end of the year (leaving includes employees for personal reasons, company							
Full-time staff turnover rate (%)	reasons, retirement and death while in service), but non-permanent employees are also counted		13.1	16	11	13.	3	
	for some overseas locations.							
Japan		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Kyowa Hakko Bio and Kyowa Kirin	3.7		4.7		4	
Overseas		Lion and Myanmar Brewery					4	
Return to work rates after parental leave (%)							4	
Man			100	99				
Woman			94.8	92.5	98.6	97.	5	
Percentage of employees receiving regular performance and career development reviews (%)	Percentage of total number of employees, including non-permanent employees.		74.5	77.8	80.5	78.	3	
Man			75.8	78.8	82.6	82.	5	
Woman			71.6	75.5	75.8	69.	4	
Percentage of people taking periodic health check-ups		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	100	100	100	10	Implementation of health management	https://www.kirinholdings.com/en/impact/well-being/1_7/
Percentage of people taking full medical examination after a periodic health check-ups		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	67.8	81.0	72.5	74.	5	
Percentage of people taking stress check examination		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	97.1	97.1	98.5	98.	7	
Percentage of people taking specific health guidance		Companies that are members of the Kirin Health Insurance Association (30 Group companies in Japan, including the Kirin Labour Union).	64.1	79.3	77.1	-		
Percentage of smoking people		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	24.9	20.5	15.6	17.	7	
Percentage of people with exercise habits		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	36.9	25.7	28.5	32.	1	
Percentage of people at high risk who have received a medical examination		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian, Kyowa Hakko Bio and Kyowa Kirin	-	100	100	98.	3	
Percentage of people maintaining an appropriate weight		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	63.8	65.7		63.	9	
number or employees absent from work or on leave for long		Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Kirin	83	122	91	10	2	
Presenteeism(absolute presenteeism according to WHO-HPQ)		All Group companies except part of Kirin Holdings	60.96	60.8	60.65	61.4	5	
Absenteeism (absent due to injury or illness)			-	-	1.16	1.2	1	
Work Engagement: level of Iki-Iki		All Group companies except part of Kirin Holdings	111	112	117	11	5	
Aggregate results of stress checks (overall health risk)		All Group companies except part of Kirin Holdings	84	85	82	8	2	
Drinking habits screening test (AUDIT less than 10 points) Percentage of non-drinkers and low-risk drinkers		All Group companies except part of Kirin Holdings	78.6	77.1	83.1	84.	5	
Indicator	(Supplement)	Boundary	2019					
e Percentage of health literacy check-ups	*Started in 2022	Kirin Holdings, Kirin Brewery, Kirin Beverage, Mercian and Kyowa Hakko Bio	-	-	-	76.	7 Implementation of health management	https://www.kirinholdings.com/en/impact/well-being/1_7/