

Kirin Group's Basic Policy and Initiatives in Response to the Increasing Novel Coronavirus Infections

We sincerely hope for the best for everyone infected by the novel coronavirus or whose lives have been impacted by the pandemic. Also, we thank all of those people in the healthcare field who are working to diagnose, treat and prevent the infections.

The Kirin Group will continue to fulfill its manufacturing and supply responsibilities while complying with the local regulations and policies as a global company operating in the businesses across our world of food & beverages to pharmaceuticals and based on a desire that our products and services will benefit the world and all people.

The cooperation received from customers and all of the business partners involved in manufacturing and product supply has been vital in order to maintain and continue the corporate activities. We deeply thank everyone for their cooperation and support.

Going forward, through our products, services and partnering with external organizations, we will consider and implement responses based on the daily situation in order to support the health and daily lives of all stakeholders, including consumers, customers, local communities, employees and their families.

1. Kirin Group's Basic Policy in Response to the Novel Coronavirus Pandemic

- When formulating and implementing the responses, top priority will be given to the life and health of employees, their families and the stakeholders who support the daily business activities of the Kirin Group.
- In addition, directed at maintaining the group's social activities, the production and distribution operations necessary for a stable supply of food, beverages and pharmaceuticals will be continued while taking measures to reduce the risk of infections, and the Kirin Group will continue to fulfill its manufacturing and supply responsibilities.

2. Measures to Reduce the Risk of Infection and Prevent Further Infections

■ Japan

① Target: The approximately 10,000 Kirin Group employees in Japan

※ Target companies: Kirin Holdings Co., Ltd, Kirin Brewery Co., Ltd, Kirin Beverage Co., Ltd.

Mercian Corporation, Kyowa Hakko Bio Co., Ltd, Kyowa Kirin Co., Ltd, etc.

② Subject term: Until May 6, 2020 (Wednesday) (Tentative)

③ Details of the response:

- Excluding the business operations related to the production and distribution necessary for maintaining the social activities, including the stable supply of food, beverages and pharmaceuticals, all employees will be prohibited from coming to the office and shall work from home, in principle
- Thoroughly enforce the measures to reduce the risk of infection and prevent further infections
- Thoroughly implement measures such as washing hands, health management and coughing etiquette

- Avoid the 3Cs (closed spaces, crowded places and close-contact settings), including within daily life
- Thoroughly enforce the daily checks of personal health and reporting it to the company
- (For persons who must come to the office) Prohibit coming to the office in the event of even minor symptoms such as coughing or a fever
- In addition to when feeling unwell, promptly report to the company when communication from a public health center or customer (that close contact with an infected person may have occurred) has been received or the employee visited a facility in which a cluster of infections has occurred
 - Domestic business trips are prohibited, and international business trips and travel are also prohibited, including personal travel

■ Overseas

In accordance with the regulations and policies of each country and region, implement measures such as proactively promoting teleworking

3. Initiatives to Support the Health and Daily Life of Stakeholders

As the novel coronavirus pandemic is expected to continue impacting daily life, the Kirin Group will fulfill its social responsibilities by considering and implementing unique responses in accordance with the situation in order to support the health and daily lives of all stakeholders amid the spread of the coronavirus. These responses will be based on the Kirin Group CSV Purpose, which are guiding principles aimed at creating value together with people across society and achieving sustainable growth, as set forth in the Long-Term Management Vision “Kirin Group Vision 2027 (KV2027)”.

◇ Increase the number of healthy people, decrease the number of people afflicted with the illness and contribute to those people involved in finding a treatment.

- Within the Kirin Group, Mercian’s Yatsushiro Plant and Kyowa Hakko Bio’s Yamaguchi Production Center are manufacturing the raw alcohol that is the raw material for rubbing alcohol, and Daiichi Alcohol is selling the rubbing alcohol. Presently, various measures are being taken to increase production and supply of the raw alcohol to the extent possible in response to the government requests and increased demand for rubbing alcohol.
- Participate in “WeSupport”, which is aimed at supporting healthcare workers through food and beverages, and provide Kirin Beverage soft drink products.
 - Directed at continuation of the business, deliver iMUSE (*Lactococcus lactis* strain Plasma) to employees working in the manufacturing and distribution divisions at Kirin Brewery and Kirin Beverage and other Kirin Group.

- Mercian: “Social Distance doesn’t mean We aren’t together!” ~Exchanging messages of hope with overseas wineries~

<https://club.chateaumercian.com/article/fun/club/751/>

- Lion Australia

•In Australia and New Zealand, while complying with the government policies for the sales channels and securing the safety of employees, the company continues to manufacture and sell beer and dairy products, as well as fulfill its supply responsibility.

<https://www.lionco.com/media-centre/covid-19-response-30-march-20>

•The government’s social distancing message is being included in the newspaper and SNS advertisements for the main brands.

https://www.linkedin.com/posts/lion-co_over-the-weekend-we-used-the-power-of-our-activity-6650155889523331072-_KMM

※Kirin Group CSV Purpose



Kirin brings joy to society by crafting food and healthcare products inspired by the blessings of nature and the insights of our customers.