

November 4, 2020.

Kirin Holdings Endorses EMPOWER Women's Initiative

Commitment to promoting women's participation in decision-making positions

TOKYO, Wednesday November 4, 2020 –Kirin Holdings Company, Limited (Kirin Holdings) endorsed the objectives of EMPOWER*¹, a global organization formed in 27 countries and regions, mainly in the G20, to promote women's participation in the decision-making process and to carry out activities in Japan. The Kirin Group participates as an “EMPOWER Advocate” through its individual companies, management and supporting organizations.

*1 : Private sector alliance for the Empowerment and Progression of Women's Economic Representation.

<https://www.empowerglobal.net>

An alliance of private sector companies to increase the number of women in key roles in the economy and accelerate their empowerment mainly in G20 countries established in June 2019. Launched with the confidence of world leaders at the Osaka Summit, it is a private sector initiative that will begin two years of activities in April 2020. The G20 is chaired by Saudi Arabia, the G20 Presidency for 2020, and the G20 Presidency for the previous year and the following year, Japan, then Italy. Canada, the proposing country, was the vice-chair of the Summit.

Kirin Holdings has joined the EMPOWER Advocate program - the purpose of which is to raise awareness of and promote efforts to promote diversity and women's success within the Kirin Group, as well as to create a network and foster a global mindset through information sharing with participating companies in Japan and abroad.

In the future, Kirin Holdings plans to share best practices, provide information, cooperate in surveys conducted by EMPOWER, and participate in related events and meetings.

The Kirin Group has formulated the Kirin Group Vision 2027 (KV 2027), its Long-Term Management Vision, with the goal of becoming a global leader in CSV*², creating value across our world of Food & Beverages to Pharmaceuticals. The EMPOWER initiative supports KV2027 by fostering organizational diversity and inclusion, and a culture of innovation.

The Kirin Group has systematically trained and promoted women in accordance with the Kirin Group Women's Network 2021*³ (KWN2021), which was formulated in 2013 prior to the Act on Advancement of Women's Careers enacted by the Japanese government in 2015.

In addition, Kirin Holdings joined the 30% Club Japan*⁴ in May 2019, and has set a goal of increasing the percentage of women on the Board of Directors to 30% by 2030, thereby strengthening the pipeline of women in a wide range of fields. The top management is committed to strengthening the pipeline.

*2: Abbreviation for "Creating Shared Value." Creating value that can be shared with customers and society.

*3: https://www.kirinholdings.co.jp/english/csv/human_resources/diversity_women.html

*4: <https://30percentclub.org/about/chapters/japan> (Japanese) The 30% Club is a global non-profit campaign founded in 2010 in the United Kingdom to increase the percentage of women on companies' boards of directors. It is a framework in which top executives of companies voluntarily join to work with diverse stakeholders to increase the ratio of women, established on May 1,

2019. The 30% Club Japan, which was established to increase the percentage of women on the boards of directors of TOPIX 100 companies to 30% by 2030, through a similar initiative to the UK. The goal is to strengthen corporate governance, but also to promote sustainable growth, improve international competitiveness, and build a sustainable Japanese society.

The Kirin Group views gender diversity as an urgent business issue that companies must address and will continue to promote it as part of its management strategy based on KV2027.

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