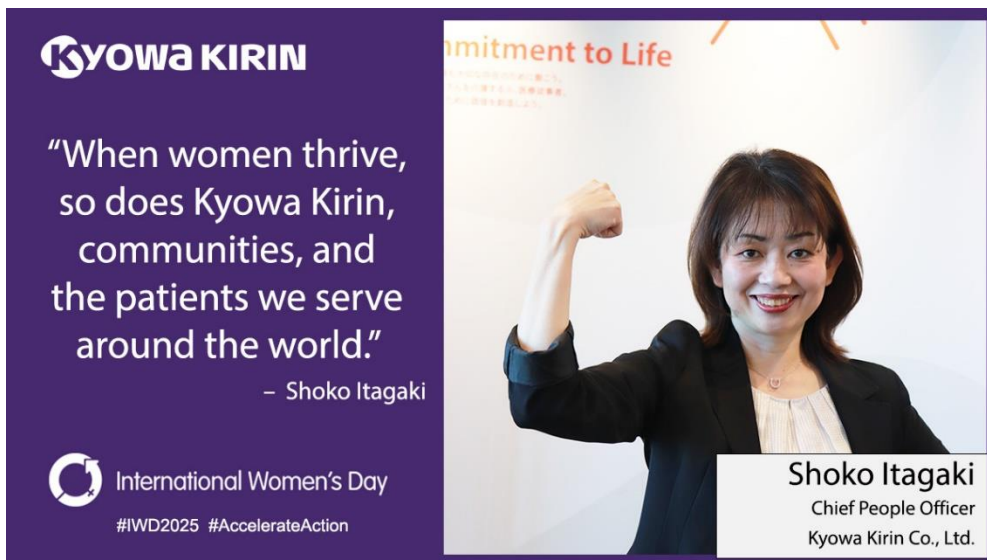


International Women's Day 2025: Accelerate Action for Women's Health and Wellbeing

Happy International Women's Day!

This Saturday, March 8th marks International Women's Day (IWD). It is a global day dating back over a century to 1911, dedicated to honoring the achievements of women. As a female leader of Kyowa Kirin, I am grateful to all the pioneering women who have paved the way for us and our future female leaders.



Here at Kyowa Kirin, Diversity is embedded in our DNA. Our Diversity efforts create a 'safe space' for all, ensuring everyone can bring their full self to work. As this year's IWD theme emphasizes—'Accelerate Action'—it is also a call to pay attention to women's health and wellbeing, which has a huge impact on women's lives, careers, and futures.

Being physically and mentally resilient and energized to do one's best work isn't a luxury—it should be the norm for everyone. When women have access to the care they need, they thrive. And when women thrive, so does Kyowa Kirin, communities, and the patients we serve around the world.

So, let's break down barriers and start championing women's health and wellbeing. Whether it's supporting workplace wellbeing, advocating for better policies, or simply checking in on the women around us—every action counts. And it starts simply with caring about each other.

A successful, super team is a diverse one, and it drives innovative and life-changing value creation. At Kyowa Kirin we are dedicated to creating spaces where all voices are heard and valued, and everyone feels respected and included, regardless of gender. Our commitment to Diversity remains unwavering, and we strive to provide equal opportunities for everyone to grow and thrive.

Finally, I encourage you to show your support for IWD by striking the #AccelerateAction pose and sharing your photos. Let's lift each other up, celebrate the wins, and keep pushing for a healthier, fairer future. Let's work together to accelerate action and create a more inclusive future for all.

Shoko Itagaki,
Chief People Officer