

PRIVACY NOTICE

For Kyowa Kirin Job Applicants, Employees, and Contractors

Last Updated: August 2023

The California Consumer Privacy Act, as amended by the California Privacy Rights Act, and its implementing regulations (collectively, the “CCPA”), gives California residents certain rights and requires businesses to make certain disclosures regarding their Collection, use, and disclosure of Personal Information. This Privacy Notice describes the personal information that Kyowa Kirin collects about you, the purposes for which such information is collected, and your rights relating to such Personal Information.

Please note that this Policy only addresses Kyowa Kirin’s Collection, use, and disclosure of employment-related Personal Information about job applicants (“Applicants”) and employees, independent contractors, and other individuals who interact with Kyowa Kirin in an employment-related capacity (collectively, “Employees”), and their beneficiaries who are residents of California. This Policy does not apply to individuals who are residents of other U.S. states or other countries and/or who do not interact with Kyowa Kirin in an employment-related capacity. For further details about our general privacy practices, please see our Privacy Policy at <https://kkna.kyowakirin.com/privacy-policy/>

As used in this Privacy Notice, “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. “Sensitive Personal Information” includes Personal Information that reveals, among other things, social security number, driver’s license number, state identification card number, passport number, racial or ethnic origin, union membership, or the contents of a Consumer’s mail, email, and text messages, unless Kyowa Kirin is the intended recipient of the communication. Sensitive Personal Information also includes information concerning the Applicant or Employee’s health, sex life, or sexual orientation. Personal Information includes Sensitive Personal Information but does not include protected health information covered by the Health Insurance Portability and Accountability Act (“HIPAA”), nonpublic personal information under the Gramm-Leach-Bliley Act (“GLBA”), or any other information which is exempt from the CCPA.

As used in this Privacy Notice, the terms “Collect,” “Processing,” “Service Provider,” “Third Party,” “Sale,” “Share,” “Consumer,” and other terms defined in the CCPA and their conjugates, have the meanings afforded to them in the CCPA, whether or not such terms are capitalized herein, unless specifically defined in this Privacy Notice.

If you have any questions regarding this Privacy Notice or Kyowa Kirin’ collection and use of your personal information, please call at 908-375-2300 or email us at usprivacyoffice@kyowakirin.com. Individuals who are unable to review or access this notice due to a disability may contact the privacy office or Kyowa Kirin’s Human Resource department to request access to this notice in an alternative format.

I. Collection and Processing of Personal Information

We, and our Service Providers, may have collected and processed the following categories of personal information from you in the **preceding 12 months**:

JOB APPLICANTS

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION	CATEGORIES OF ENTITIES TO WHOM WE DISCLOSE PERSONAL INFORMATION
Identifiers, such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol (IP) address, email address, account name, or other similar identifiers.	<ul style="list-style-type: none"> - Evaluate a potential employment or contractor relationship with you. - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Evaluate, determine, and arrange compensation, payroll, and benefits. - Assess your fitness and physical capacity for work. - Contact you regarding your application and potential employment or contractor relationship with us. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, website services, as well as other products and services, such as web hosting, data analysis, customer service, infrastructure services, technology services, email delivery services, legal services, and other similar services. - Third parties with your consent or at your direction ("Third Parties"). - Other entities as reasonably necessary to facilitate a merger, sale, joint venture or collaboration, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings) (collectively, "Successors, Acquirers, Assignors"). - Government authorities, including regulatory agencies and courts, as reasonably necessary for our business operational purposes, to assert and defend legal claims, and otherwise as permitted or required by law ("Government Authorities").
Characteristics of protected classifications under California or federal law, such as gender and physical or mental disability.	<ul style="list-style-type: none"> - Provision of accessibility facilities, equipment, and services. - Provide this Privacy Notice and other informational forms to you in an accessible format as needed. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, website services, as well as other products and services, such as web hosting, data analysis, customer service, infrastructure services, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Professional or employment-related information.	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Assess your fitness for employment with the company. - Evaluate, determine, and arrange compensation, payroll, and benefits. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, as well as other products and services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Education information or other academic information.	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Assess your fitness for employment with the company. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, as well as other products and services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION	CATEGORIES OF ENTITIES TO WHOM WE DISCLOSE PERSONAL INFORMATION
	<ul style="list-style-type: none"> - Evaluate, determine, and arrange compensation, payroll, and benefits. 	
Written signatures.	<ul style="list-style-type: none"> - Execute written contracts, including offers of employment. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, as well as other products and services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Sensitive Personal Information, including information that reveals your: <ul style="list-style-type: none"> - Social security number, driver’s license number, passport number, and - Race, ethnic origin, and religious beliefs. 	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Evaluate, determine, and arrange compensation, payroll, and benefits. - Legal or regulatory compliance and reporting purposes. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and related hiring services, benefits and wellness services, as well as other products and services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.

Sources from which we collect your personal information: We collect personal information directly from you, as well as from joint marketing partners, public databases, providers of demographic data, publications, professional organizations, educational institutions, social media platforms, service providers and third parties that help us screen and onboard individuals for hiring purposes, and service providers and third parties when they disclose information to us.

Additional purposes to use or disclose your personal information: In addition to the purposes identified above, Kyowa Kirin may use and disclose any and all personal information that we collect as necessary or appropriate to:

- Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws.
- Monitor, investigate, and enforce compliance with and potential breaches of Kyowa Kirin’ policies and procedures and legal and regulatory requirements.
- Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons.
- Exercise or defend the legal rights of Kyowa Kirin and its employees, affiliates, customers, contractors, and agents.

EMPLOYEES & CONTRACTORS

(CURRENT AND FORMER)

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION	CATEGORIES OF ENTITIES TO WHOM WE DISCLOSE PERSONAL INFORMATION
<p>Identifiers, such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol (IP) address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.</p>	<ul style="list-style-type: none"> - Manage your employment or contractor relationship with us. - Compensation, payroll, tax, and benefits planning, enrollment, and administration. - Provide you access to Kyowa Kirin systems, networks, databases, equipment, and facilities. - Workforce and performance management, including personnel planning, productivity monitoring, and evaluation. - Workforce development, education, training, and certification. - Monitor, maintain, and secure Kyowa Kirin systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions. - Arrange, confirm, and monitor work-related travel, events, meetings, and other activities. - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting). - Contact and communicate with you regarding your employment, job performance, compensation, and benefits, or in the event of a natural disaster or other emergency. - Contact and communicate with your designated emergency contacts in the event of an emergency, illness, or absence. - Contact and communicate with your dependents and designated beneficiaries in the event of an emergency or in connection with your benefits. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, as well as other products and services, such as web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
<p>Health insurance information, including an individual’s insurance policy number or subscriber identification number, any unique identifier used by a health insurer to identify the individual, or any information in the individual’s application and claims history.</p>	<ul style="list-style-type: none"> - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting). - For the administration of benefit programs. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, as well as other products and services, such as web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties.

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		<ul style="list-style-type: none"> - Successors, Acquirers, Assignors. - Government Authorities.
<p>Financial information, including bank account number, credit or debit card number, or other financial information.</p>	<ul style="list-style-type: none"> - Manage and comply with employment contract. - Compensation, payroll, and expense management. - Contact and communicate with your dependents and designated beneficiaries in the event of an emergency or in connection with your benefits. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, as well as other products and services, such as web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
<p>Characteristics of protected classifications under California or federal law, such as gender and physical or mental disability.</p>	<ul style="list-style-type: none"> - For the administration of benefit programs. - Provision of accessibility facilities, equipment, and services. - Provide this Privacy Notice and other informational forms to you in an accessible format as needed. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, as well as other products and services, such as web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	<ul style="list-style-type: none"> - Assess compliance with company policies or procedures. - Gather information for the purposes associated with legal proceedings. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, as well as other products and services, such as web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
<p>Biometric information, including an individual's physiological, biological, or behavioral characteristics (including DNA) to the extent it can be used to establish individual identity. Biometric information consists of, but is not limited to, imagery of the iris, retina, fingerprint, face, hand, palm,</p>	<ul style="list-style-type: none"> - For the security purposes of the employee, company, or both. - Monitor, maintain, and secure Kyowa Kirin systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide infrastructure services and technology services. - Third Parties.

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vein patterns, and voice recordings, from which an identifier template (such as a faceprint, a minutiae template, or a voiceprint) can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information.		<ul style="list-style-type: none"> - Successors, Acquirers, Assignors. - Government Authorities.
Internet or other electronic network activity information, such as browsing history, search history, and information regarding an individual's interaction with an internet website, application, or advertisement.	<ul style="list-style-type: none"> - Manage access to, use of, and security of Kyowa Kirin information systems, facilities and property for public safety and health purposes (which may, in some instances, include video monitoring of commonly-shared spaces). - Ensure network and information security (e.g., preventing malicious code distribution, information system attacks, preventing damage to computer or electronic communications systems). - Conduct internal investigations and other compliance activities (e.g., audit, assessing employee adherence to Kyowa Kirin policies and procedures). 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Audio, electronic, visual, thermal, olfactory, or similar information (e.g., a recording of a customer service call or employee profile photograph).	<ul style="list-style-type: none"> - Manage access to, use of, and security of Kyowa Kirin information systems, facilities and property for public safety and health purposes (which may, in some instances, include video monitoring of commonly-shared spaces). - Authenticate your identity and verify your access permissions. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with web hosting, data analysis, technology services, email delivery services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Professional or employment-related information.	<ul style="list-style-type: none"> - Evaluate, determine, and arrange compensation, payroll, and benefits. - Workforce development, education, training, and certification. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Education information or other academic information.	<ul style="list-style-type: none"> - Evaluate, determine, and arrange compensation, payroll, and benefits. - Workforce development, education, training, and certification. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
Written signatures.	<ul style="list-style-type: none"> - Execute written agreements with or on behalf of Kyowa Kirin. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with Applicant selection and

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		<p>related hiring services, benefits and wellness services.</p> <ul style="list-style-type: none"> - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.
<p>Sensitive personal information, including:</p> <ul style="list-style-type: none"> - social security number, driver’s license number, passport number; - Account log-in; - Geolocation data; - Race, ethnic origin, and religious beliefs; - The content of your email and text messages transmitted on Kyowa Kirin devices or network (excluding when Kyowa Kirin is the intended recipient of the communication); - Medical information, including any information in possession of or derived from a healthcare provider, healthcare service plan, pharmaceutical company, or contractor regarding an individual’s medical history, mental or physical condition, or treatment. 	<ul style="list-style-type: none"> - Manage your employment or contractor relationship with us. - Compensation, payroll, tax, and benefits planning, enrollment, and administration. - Provide you access to Kyowa Kirin systems, networks, databases, equipment, and facilities. - Monitor, maintain, and secure Kyowa Kirin systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions. - For security and building access purposes. - Equipment assignment and tracking. - Manage access to, use of, and security of Kyowa Kirin information systems. - Legal or regulatory compliance and reporting purposes. - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting). (This includes, for example, the collection from you of future global pandemic vaccination status in order to assess your eligibility for working on premises.) - For the administration of benefit programs. 	<ul style="list-style-type: none"> - Our affiliates. - Service providers to the extent needed for them to provide us with hiring services, benefits and wellness services, legal services, and other similar services. - Third Parties. - Successors, Acquirers, Assignors. - Government Authorities.

Sources from which we collect your personal information: We collect personal information directly from you, as well as from joint marketing partners, public databases, providers of demographic data, publications, professional organizations, educational institutions, social media platforms, service providers and third parties that help us screen and onboard individuals for hiring purposes, and service providers and third parties when they disclose information to us.

Additional purposes to use or disclose your personal information: In addition to the purposes identified above, Kyowa Kirin may use and disclose any and all personal information that we collect as necessary or appropriate to:

- Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws.
- Monitor, investigate, and enforce compliance with and potential breaches of Kyowa Kirin policies and procedures and legal and regulatory requirements.
- Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons.
- Exercise or defend the legal rights of Kyowa Kirin and its employees, affiliates, customers, contractors, and agents.

II. DATA SUBJECT RIGHTS

- **Data Subject Rights Available to You.** As an Applicant or Employee, you have the following rights regarding our Collection and use of your Personal Information, subject to certain exceptions:
 - **Right to Receive Information on Privacy Practices:** You have the right to receive the following information at or before the point of Collection:
 - The categories of Personal Information to be Collected;
 - The purposes for which the categories of Personal Information are Collected or used;
 - Whether or not that Personal Information is Sold or Shared;
 - If the business Collects Sensitive Personal Information, the categories of Sensitive Personal Information to be Collected, the purposes for which it is Collected or used, and whether that information is Sold or Shared; and
 - The length of time the business intends to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period.

We have provided such information in this Policy, and you may request further information about our privacy practices by contacting us as at the contact information provided above.

- **Right to Deletion:** You may request that we delete any Personal Information about you that we Collected from you.
- **Right to Correction:** You may request that we correct any inaccurate Personal Information we maintain about you.
- **Right to Know:** You may request that we provide you with the following information about how we have handled your Personal Information in the 12 months preceding your request:
 - The categories of Personal Information we Collected about you;
 - The categories of sources from which we Collected such Personal Information;
 - The business or commercial purpose for Collecting, Selling, or Sharing Personal Information about you;
 - The categories of Third Parties with whom we disclosed such Personal Information; and
 - The specific pieces of Personal Information we have Collected about you.
- **Right to Receive Information About Onward Disclosures:** You may request that we disclose to you:
 - The categories of Personal Information that we have Collected about you;
 - The categories of Personal Information that we have Sold or Shared about you and the categories of Third Parties to whom the Personal Information was Sold or Shared; and
 - The categories of Personal Information we have disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose.
- **Right to Non-Discrimination:** You have the right not to be discriminated against for exercising your data subject rights. We will not discriminate against you for exercising your data subject rights. For example, we will not make hiring, firing, promotion, or disciplinary decisions based on or in consideration of your exercise of your data subject rights. We also will not deny goods or services to you, charge you different prices or rates, or provide a different level of quality for products or services as a result of you exercising your data subject rights.
- **Rights to Opt-Out of the Sale and Sharing of Your Personal Information and to Limit the Use of Your Sensitive Personal Information:** You have the right to opt-out of the Sale and Sharing of your Personal Information. You also have the right to limit the use of your Sensitive Personal Information to the purposes authorized by the CCPA. However, we do not Sell or Share Personal Information. Further, we do not use Sensitive Personal Information for purposes beyond those authorized by the CCPA. Relatedly, we do not have actual knowledge that we Sell or Share Personal Information of California Consumers under 16 years of age. For purposes of the CCPA, a “Sale” is the disclosure of Personal Information to a

Third Party for monetary or other valuable consideration, and a “Share” is the disclosure of Personal Information to a Third Party for cross-context behavioral advertising, whether or not for monetary or other valuable consideration.

- **Exercising Data Subject Rights.** Applicants and Employees may exercise your data subject rights by contacting the Privacy Office at usprivacyoffice@kyowakirin.com to make an online request or by calling 908-375-2300. You may also authorize an agent to make a data subject request on your behalf, and the authorized agent may do so via the above-listed submission methods.
- **Verification of Data Subject Requests.** We may ask you to provide information that will enable us to verify your identity in order to comply with your data subject request. In particular, if you authorize an agent to make a request on your behalf, we may require the agent to provide proof of signed permission from you to submit the request, or we may require you to verify your own identity to us or confirm with us that you provided the agent with permission to submit the request. In some instances, we may decline to honor your request if an exception applies under the CCPA. We will respond to your request consistent with applicable law.

III. OTHER DISCLOSURES

- **Retention of Personal Information:** We retain each of the above-listed categories of Personal Information for the duration of your Applicant and/or Employee relationship with us, as applicable, and longer as may be required by applicable laws or necessary for our legitimate business purposes.
- **Financial Incentives for Applicants/Employees.** We do not provide financial incentives to Applicants or Employees who allow us to Collect, retain, Sell, or Share their Personal Information. We will describe such programs to you if and when we offer them to you.

Changes to this Policy. We reserve the right to amend this Policy at our discretion and at any time. When we make material changes to this Policy, we will notify you by posting an updated Policy on our website and listing the effective date of such updates.