

YOU ARE WELCOME

KYOWA KIRIN SUPPORTS  
INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

## Kyowa Kirin Chief International Business Officer Abdul Mullick's Message on UN's International Day of Persons with Disabilities

This weekend, on Sunday 3 December 2023, the Kyowa Kirin Group will join communities worldwide to celebrate the ***United Nation's International Day of Persons with Disabilities (IDPD)***.

First celebrated in 1992, the ***International Day of Persons with Disabilities*** was established to promote an understanding in the community around disabilities, and to mobilise support for access, rights and wellbeing of persons with disabilities, which comprise around 16% of the world's population, around 1.3 billion people<sup>1</sup>. This year's theme is: "United in action to rescue and achieve the SDGs for, with and by persons with disabilities."

### ***At the Kyowa Kirin Group, You are Welcome***

We all have different abilities; some are seen, and some are hidden. Many of us have hidden or physical disabilities, and others are carers for loved ones who may be differently abled. At the Kyowa Kirin Group, we are committed to making everyone feel welcome: welcome to be their authentic selves, be heard, feel valued and create spaces where we can grow together equally and thrive.



Kyowa Kirin Chief International Business Officer  
Abdul Mullick

Fundamental to our commitment is Wa (和) – one of the Kyowa Kirin Group's values. Wa is a Japanese term for group harmony; essential in any team, group or community for individuals to grow, thrive and achieve great things. In any connection we have at the Kyowa Kirin Group –whether with patient groups, stakeholders, colleagues or the communities we serve—we are all responsible for seeking and achieving group harmony. Wa is the thread that binds all of us together and welcomes everyone to be their true authentic selves.

By embracing our collective difference, our abilities and disabilities, and by using Wa as our guide, we can continue to build a more inclusive society together, where **everyone is welcome, no matter our different abilities**.

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### *IDPD activities across the Kyowa Kirin Group network*

This year, the Kyowa Kirin Group remains committed to supporting persons with disabilities across the globe.

- Kyowa Kirin International plc(our EMEA region) is a proud member of PurpleSpace, the world's only networking and professional development hub for disabled employees and their allies.
- Kyowa Kirin Co., Ltd. (Japan) is proud to be a member of the Accessibility Consortium of Enterprise (ACE), a Japan-based consortium and non-governmental organisation that aims to 'establish a new model for employing people with disabilities to contribute to corporate growth'.
- Kyowa Kirin Asia Pacific Pte. Ltd. (APAC) colleagues recently participated in the Purple Parade, Singapore's largest movement to support inclusion and celebrate abilities of persons with disabilities.

If you have a visible or hidden disability, or care for loved ones who are differently abled – on International Day of Persons with Disabilities, and every day – **You are Welcome.**

1. World Health Organization. Disability. <https://www.who.int/en/news-room/fact-sheets/detail/disability-and-health>  
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