



January 25, 2019  
JCR Pharmaceuticals Co., Ltd.

Translation

## **JCR Acquired “Eruboshi” Certification Based on the Act on Promotion of Women's Participation and Advancement in the Workplace**

JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; “JCR”) was recently granted “Eruboshi” (Grade 2) company certification by the Minister of Health, Labour and Welfare in compliance with certification criteria based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

The “Eruboshi” certification system requires a company to compile and report to the ministry an action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace. The minister certifies companies outstanding in the promotion of women's advancement. Judgement on the grade of certification is made on the degree of satisfying the five evaluation criteria of recruitment, employee retention, working hours, ratio of women in management, and diversity of career progression. JCR was evaluated to satisfy four of the five criteria and awarded “Eruboshi” (Grade 2) certification.

### JCR's Main Initiatives

1. Actively recruited female employees with the objective of raising the ratio of female employees within the entire workforce
2. Conducted career formation support training with the objective of developing female managers
3. Created workplace environments to promote harmony between work and private lives with the objective of realizing diverse workstyles



“Eruboshi” (Grade 2)

JCR received “Kurumin” Certification in July 2018 and will give its undivided attention to maintaining energetic and secure work for all employees going forward. It will actively undertake initiatives that promote workstyle reforms and the promotion of diversity to enable employees to demonstrate their individual talents to the fullest extent possible.

### **[About JCR Pharmaceuticals]**

JCR is a specialty pharma engaged in the research, development, manufacture and marketing of biopharmaceuticals and regenerative medicine with a focus on rare diseases. Its philosophy, “Contributing towards people's healthcare through pharmaceutical products” drives JCR to create

innovative pharmaceutical products as value-added treatment options for the under-served patient community.

**[Cautionary Statement Regarding Forward-Looking Statements]**

*This document contains forward-looking statements that are subject to known and unknown risks and uncertainties, many of which are outside our control. Forward-looking statements often contain words such as “believe,” “estimate,” “anticipate,” “intend,” “plan,” “will,” “would,” “target” and similar references to future periods. All forward-looking statements regarding our plans, outlook, strategy and future business, financial performance and financial condition are based on judgments derived from the information available to us at this time. Factors or events that could cause our actual results to be materially different from those expressed in our forward-looking statements include, but not limited to, a deterioration of economic conditions, a change in the legal or governmental system, a delay in launching a new product, impact on competitors’ pricing and product strategies, a decline in marketing capabilities relating to our products, manufacturing difficulties or delays, an infringement of our intellectual property rights, an adverse court decision in a significant lawsuit and regulatory actions.*

*This document involves information on pharmaceutical products (including those under development). However, it is not intended for advertising or providing medical advice. Furthermore, it is intended to provide information on our company and businesses and not to solicit investment in securities we issue.*

*Except as required by law, we assume no obligation to update these forward-looking statements publicly or to update the factors that could cause actual results to differ materially, even if new information becomes available in the future.*

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