



November 18, 2021
JCR Pharmaceuticals Co., Ltd.

Translation

Notice Regarding Hyogo Work-life Balance Company Award

JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; “JCR”) announced that it received the Hyogo Work-Life Balance Company Award in the 2021 business year.

This award is bestowed by the Hyogo Work-Life Center to companies and organizations carrying out advanced initiatives to further realize a work-life balance, such as the introduction of diverse workstyles and promotion of a balance between work and private life. So far, a total of 127 organizations have been awarded over 12 years.

JCR has continuously engaged in workstyle reforms. In 2020, it made a declaration to the Hyogo Work-Life Center and received certification. Recently, JCR was evaluated in particular for the initiatives listed below, leading to the company receiving the award in the 2021 business year.

[JCR’s Evaluated Initiatives]

Creating a workplace environment where it is easy to balance childcare and work, based on a fundamental policy regardless of gender differences

- Established in-house daycare centers and introduced a system of childcare subsidies for employees who are unable to use the centers
- Engaged in initiatives such as a cafeteria space to support childcare and Ikuboss training (bosses supportive of employees raising children), and promoted the use of childcare leave by male employees

Going forward, JCR will actively undertake initiatives that promote workstyle reforms and realize a work-life balance to enable each member of Team JCR to focus on their jobs actively and comfortably and to fully demonstrate their individual abilities.

About JCR Pharmaceuticals Co., Ltd.

JCR Pharmaceuticals Co., Ltd. (TSE 4552) is a global specialty pharmaceuticals company that is redefining expectations and expanding possibilities for people with rare and genetic diseases worldwide. We continue to build upon our 46-year legacy in Japan while expanding our global footprint into the US, Europe, and Latin America. We improve patients’ lives by applying our scientific expertise and unique technologies to research, develop, and deliver next-generation therapies. Our approved products in Japan include therapies for the treatment of growth disorder, Fabry disease, MPS II (Hunter syndrome), acute graft-versus host disease, and renal anemia. Our investigational products in development worldwide are aimed at treating rare diseases

including MPS I (Hurler, Hurler-Scheie and Scheie syndrome), Hunter syndrome, Pompe disease, and more. JCR strives to expand the possibilities for patients while accelerating medical advancement at a global level. Our core values – reliability, confidence, and persistence – benefit all our stakeholders, including employees, partners, and patients. Together we soar. For more information, please visit <https://www.jcrpharm.co.jp/en/site/en/>.

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 are 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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