



September 7, 2023
JCR Pharmaceuticals Co., Ltd.

Translation

Notice Regarding Recognition in the 2nd Hyogo Kobe Women's Empowerment Business (Mimoza Certified Company) Accreditation

September 7, 2023-- JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; "JCR") announced that it has been recognized in the 2nd Hyogo Kobe Women's Empowerment Business (Mimoza certified company) Accreditation.

The Mimoza certified company is an accreditation system to promote women's active participation in companies within Hyogo Prefecture, and was created by the Hyogo prefectural and Kobe municipal governments. The system is comprised of 20 evaluation items composed around the four pillars: corporate initiatives, career formation support, promotion of women's advancement and promotion of women's retention (benefits and retention, support for diverse work styles). Companies achieving 70% of the 20 items (14 items) are recognized as a Mimoza certified company.

(For details, please refer to [the Hyogo Prefecture website](#) (Only in Japanese).)

JCR achieved 16 of the evaluation items and was seen to have set up systems and environments that make it easier to work while raising children regardless of gender.



[JCR's Main Initiatives]

1. Supporting Employees Raising Children
 - At the in-house childcare center JCR Kids Land, established in 2015, regular and temporary childcare services are provided for children aged 6 months through to starting elementary school.
 - A childcare subsidy is provided to users of external childcare centers.
2. Support for Diverse Work Styles
 - The savable paid leave system is available for childcare, nursing care or regular doctor visits.

JCR will continue to create environments enabling every employee to display their abilities to the maximum extent and actively and comfortably engage in their tasks.

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 48-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, 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), MPS II (Hunter syndrome), MPS III A and B (Sanfilippo syndrome type A and B), 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/>.

Contact:

Investors & Media:

JCR Pharmaceuticals Co., Ltd.

Corporate Communications

ir-info@jp.jcrpharm.com

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