

## Translation

### Assisting Work-Life Balance

To actively help female employees balance marriage/childbirth/childcare, and work

July 30, 2010 (Tokyo) - Chugai Pharmaceutical Co., Ltd. [Head Office: Chuo-ku, Tokyo; President: Osamu Nagayama (hereafter, Chugai)] has introduced various programs to assist Work-Life Balance\* of its employees, and as one of the series of programs, Chugai will start operation of a program to assist medical representative(MR)s to live together with their spouses after marriage, starting October this year<sup>1)</sup>.

In recent years, the proportion of female MRs has been rising each year in the pharmaceutical industry, and the number of female workers is steadily growing at Chugai as well. Compared with female workers engaged in other jobs or male workers, however, many female MRs quit their jobs on marriage or childbirth. We therefore believe it is important to improve their work environments for their long working life so that they can pursue their careers as MRs even in the course of experiencing marriage, childbirth and childcare.

Chugai has actively promoted assistance in terms of working environment including both review of existing programs and introduction of new ones. In January this year, "spouse's job transfer" is added to the conditions for the "Registration Program for the Rehiring of Retired Employees," which had included only "marriage," "childbirth," "childcare," and "nursing care," expanding its scope of application to respond to diversified life plans of individuals, and provide them more fields to play active roles.<sup>2)</sup> Also, Chugai will start operation of the "assistance plan for medical representative(MR)s to live together with their spouses after marriage" starting October, for MRs who cannot live together with their spouses after marriage if working at current office locations.

Furthermore, in addition to these programs, Chugai organized Chugai Attractive MRs Forum for Women (CHARM Forum), in which 300 female MRs participated to discuss and think about their careers.

In April 2005, Chugai worker's Union and Chugai launched a joint working team to provide assistance for employees in "balancing work and childcare" and the team has been working to promote measures to assist the nurturing of the next generation of people in an effort "to provide a work environment that encourages employees who are taking care of their children to realize their full potential at work" as well as "to respond to the diversification of their individual needs and establish a program to assist their independence." As a result, Chugai acquired in May 2008 the Next-Generation Nurturing Accreditation Mark (nicknamed "Kurumin") from the Ministry of Health, Labour and Welfare.

We will continue to create positive work environments which encourage accomplishment of employees and help us all fulfill our social responsibilities.

\* Assisting Work-Life Balance means providing a positive work environment that helps our employees balance work and family.

[Reference]

Chugai's Programs to Assist Work-Life Balance of Employees

Program	Description	Remarks
<b>Assistance Programs in Terms of Marriage and Childcare</b>		
Assistance plan for MRs to live together after marriage <sup>1)</sup>	MR is transferred to a location, where MR can live together with his or her spouse after marriage.	Application started in June 2010; program is scheduled to be implemented in October
Registration program for the rehiring of retired employees <sup>2)</sup>	When employees retire from the company on grounds of marriage, childbirth, childcare or nursing care, they can be registered upon their request to get information for their reemployment opportunity with priority.	"Spouse's job transfer" added as a condition for the registration in January 2010.
Child nursing leave	Employees are given a leave up to 10 days for their child's illness, injury, vaccination or health checkup. 10 days are given regardless of the number of children.	Revisions in the conditions and the number of days in June 2010
Childcare leave	Female employees are given a leave up to 14 months after childbirth. Male employees are also given a childcare leave if the conditions are fulfilled.	Extension of the leave in June 2010
Short-time working for childcare	Working hours can be shortened by 1-3 hours until the child has completed the third year of elementary school (at the end of March). They can be shortened by 3 hours only for female employees having an infant of 0-1 year old.	Changes in the period and the hours in June 2010
Flexible working hours for childcare	Flexible working hours in case there is an accident in childcare.	—
Suku-Suku Square: website to assist the	An intranet website to provide internal and external information assisting the nurturing of the next	—

nurturing of the next generation of people	generation of people for its better understanding.	
Program to assist return to work after childcare leave	During the childcare leave, the employees are given corporate information as well as seminars via the Internet so that they will find no difficulty in being reemployed after childcare.	—
Use of the Shinkansen for commuting after marriage or his or her spouse's job transfer	The use of the Shinkansen for commuting is permitted for an employee who lives with his or her spouse after marriage or his or her spouse's job transfer.	Implemented in June 2010
<b>Assistance Programs in Terms of Nursing Care</b>		
Nursing care leave	Employees are given a leave up to 10 days for nursing care of family members, who are certified as being in need of nursing care. 10 days are given regardless of the number of such family members.	Implemented in June 2010
Long-term nursing care leave	Employees are given a leave up to a total of 12 months for nursing care of each family member, who is certified as being in need of nursing care.	—
Short-time working for nursing care	Employees are given a leave up to 36 months including a long-term nursing care leave for nursing care of each family member, who is certified as being in need of nursing care	—
Use of the Shinkansen for commuting on grounds of nursing care	The use of the Shinkansen for commuting is permitted for employees who live with and provide nursing care for family members, who are certified as being in need of nursing care.	Implemented in June 2010