

Translation

Introduction of a Personnel Program to Provide Contract Workers with Opportunities to Change to Full Employment - To further promote motivated human resources -

October 15, 2010 (Tokyo) - Chugai Pharmaceutical Co., Ltd. ("Chugai") [Head Office: Chuo-ku, Tokyo. President: Osamu Nagayama] announced today that Chugai introduced the "Change Employment Status Program" that establishes procedures to provide contract workers to change their employment status to full employment as part of measures to secure and develop human resources toward the realization to become a leading pharmaceutical company and will put the program into effect from October 2010.

At Chugai, there are many contract workers who have been working for more than a certain period of time and making a steady contribution to the company, and Chugai has been considering the possibility on the new ways they can work at Chugai. As a result, Chugai has decided to introduce the "Change Employment Status Program" so that personnel who are expected to play active roles in the future can expand the scope of their job assignment.

The contract workers will apply to the program when they wish to become permanent employees, and among the applicants, those who meet certain criteria such as working attitude and job evaluations, candidates who have the potential and motivation to expand the scope of their jobs will be selected for evaluation by written examination and interview.

Chugai thinks that the introduction of this program allows it not only to secure motivated human resources but also to vitalize the organization by providing contract workers with an opportunity to think about their medium- and long-term careers and make new challenges.

At the same time, this program will also provide opportunities to return to permanent employment positions, for former employees who have retired due to such reasons as marriage, childbearing, child rearing, caring, etc. and were re-employed as contract workers under the "Registration Program for the Rehiring of Retired Employees," a program which was introduced in April 2006.

Chugai will continue to provide motivated employees with an opportunity to exercise their abilities by improving and strengthening various programs so that the company can respond to diversified individual life plans.