

August 2, 2012

**Notification regarding Acquisition of Kurumin Mark Certification Based on the Law for Measures to Support the Development of the Next Generation**

Hisamitsu Pharmaceutical Co., Inc. (Headquarters: Tosu city, Saga prefecture, President: Hirotaka Nakatomi) is pleased to announce that the Company has received the Kurumin Mark Certification from the director of the Saga Labor Bureau, certifying the Company as a “corporation promoting child raising support” based on the Law for Measures to Support the Development of the Next Generation. The details of the certification are as follows:

Notice

1. Term (evaluation)  
From April 1, 2010 To March 31, 2012 (two years)

[Kurumin Mark]



2. Date of certification  
July 2, 2012

3. Main Activities

- Establishment and Management of the workplace nursery named “Hisamitsu Pharmaceutical Sakura-saku Nursery” available to employees raising a child (children).
- Provision of financial assistance to employees raising a child (children) for the costs required to utilize childcare services.
- Allow employees to take a day off in their birthday month for a fulfilling time with their family. Implementation of the project entitled “the day to strengthen family ties.”
- Establishment of “the family get-together day/ self-enlightenment day” on every Wednesday to promote leaving work on time.
- Achievement of the following targets of taking the childcare leave:
  - Male employees taking childcare leave: One (the target is one or more employees)
  - Female employees taking childcare leave: 97% (the target is 70 % or more)

4. Future plans

The General Business Owner Action Plan based on the Law for Measures to Support the Development of the Next Generation after April 1, 2012, shall mainly consists of as follows:

(1) Plan Period: From April 1, 2012, to March 31, 2015 (three years)

- (2) Details of activities:
1. Improvement of the framework to enhance awareness of the system and to provide information and consultation in order to ensure the health of female employees during pregnancy or after delivery
  2. Provision of information to ensure that employees are fully informed of the benefits during the childcare leave and the terms and conditions of employment after the leave.
  3. Provision of information to ensure that employees are fully informed of the laws and regulations including the childcare leave based on the Child Care and Family Care Leave Act, the child raising benefits based on the Employment Insurance Act and the maternity leave based on the Labor Standards Act.