

This material is an English translation of the press release announced on Feb. 3, 2025 in Japanese, and the Japanese release is given priority about the content and the interpretation.

Feb. 3, 2025

**Notification regarding New Work Uniforms**  
**New design that is gender-neutral and higher in functionality aimed**  
**at realizing an employee-friendly work environment**

Hisamitsu Pharmaceutical Co., Inc. (Head Office: Tosu City, Saga Prefecture; President and CEO: NAKATOMI, Kazuhide; hereinafter "Hisamitsu Pharmaceutical") hereby announces that we renewed our work uniforms with the aim of realizing an employee-friendly work environment.

Under our Sustainability Policy\*<sup>1</sup>, "TE-A-TE Creates Smiles" Hisamitsu Pharmaceutical has established "Promoting DE&I and work style reform" and "Promoting environmental management" as key material management issues. As part of such efforts, this renewal embodies the concepts of "Gender-neutral," "Functionality" and "Sustainable", reflecting the results of an employee survey. The design pursues comfortability at work by adopting highly breathable and stretchable materials in addition to gender-free colors and shape.

<Concept Behind the New Work Uniforms>

Gender-neutral : Gender-free work uniforms in terms of colors and outlines, etc.

Functionality : Highly breathable, stretchable, and comfortable work uniforms

Sustainable : Sustainable work uniforms in terms of the environment, society, and the economy



Moreover, Hisamitsu Pharmaceutical has adopted the uniform recycling system "BRING UNIFORM™"<sup>\*\*2</sup> offered by JEPLAN, INC., whereby used work uniforms worn by its employees are sorted and recycled in various ways. Work clothes made using 100% polyester fiber are processed into recycled polyester, and we have started a recycling initiative to convert them into new resources.

Through this initiative, we aim to reduce CO<sub>2</sub> emissions and realize a recycling-oriented society.

Hisamitsu Pharmaceutical will continue efforts to create an employee-friendly work environment in order to continue to offer innovative products and services to customers around the world.

\*1 Hisamitsu Pharmaceutical Integrated Report



[https://global.hisamitsu/ir/pdf/annual/Integrated\\_report2024\\_E.pdf](https://global.hisamitsu/ir/pdf/annual/Integrated_report2024_E.pdf)

\*2 "BRING UNIFORM™"

BRING UNIFORM™, operated by JEPLAN, INC., is a platform to collect and recycle uniforms that are no longer needed. Collected uniforms are recycled into raw polyester for use in clothing and other resources, in an effort to reduce CO<sub>2</sub> emissions and recycle resources.

**BRING**  
**UNIFORM**



★ポリエステル繊維対象