


Supplementary Materials for ESG Related Information (2)

(June 24, 2024)

Innovation all for the patients



CHUGAI PHARMACEUTICAL CO., LTD.

 A member of the Roche group

1. Gender Pay Indicators (DJSI 3.1.4)

<FY2023>

(JP-Yen)

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)*	☑22,410,000	☑24,835,639
Executive level (base salary + other cash incentives) *	☑38,076,202	☑51,285,849
Management level (base salary only)	☑7,712,326	☑7,844,418
Management level (base salary + other cash incentives)	☑15,300,555	☑15,692,022
Non-management level (base salary only)	☑4,427,824	☑4,719,749

<Standards for Calculation>

The boundary of calculation: CHUGAI PHARMACEUTICAL CO., LTD. and Chugai Pharma Manufacturing Co., Ltd.

Employees included in the calculation: Executive officers and full-time employees who were employed from January 1, 2023, to December 31, 2023, however excluding below.

- Senior employees, full-time contract employees, mid-career hires, early retirement, external loaned employees, and full-time employees whose salaries or bonuses have been reduced due to leave of absence or short-time workers.

Definition of base salary and other cash incentives included in the calculation:

(Executive Level) Regular compensation, bonus and restricted stock compensation paid in FY2023.

The amounts of restricted stock compensation are based on FY2023 financial result.

(Management level) Base salary, bonus and restricted stock compensation paid in FY2023. The amounts of restricted stock compensation are based on FY2023 financial result.

(Non-management level) Base salary paid in FY2023.

*

The gender gap at the executive level is because CEO compensation has been included the base of calculation.

The compensation for Executive Vice Presidents who also serve as Directors is excluded from the aggregation, as it is not possible to clearly distinguish between compensation for serving as a director and compensation for serving as an executive officer.



Independent Assurance Report

To the Representative Director, President & CEO of Chugai Pharmaceutical Co., Ltd.

We were engaged by Chugai Pharmaceutical Co., Ltd. (the “Company”) to undertake a limited assurance engagement of the social performance indicators marked with “☒” (the “Indicators”) for the period from January 1, 2023 to December 31, 2023 included in its ‘Supplementary Materials for ESG Related Information (2)’ (the “Materials”) for the fiscal year ended December 31, 2023.

The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Materials.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Materials, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Materials and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Materials are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Materials.

Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Keisuke Inoue, Director

KPMG AZSA Sustainability Co., Ltd.

Osaka, Japan

June 24, 2024