

## Translation

### Chugai Receives Two Awards in “Commendation of Companies Promoting Gender Equality and Work-Family Balance 2014” Hosted by the Ministry of Health, Labour and Welfare

September 25, 2014 (Tokyo) - Chugai Pharmaceutical Co., Ltd. [Head Office: Chuo-ku, Tokyo; Chairman & CEO: Osamu Nagayama] (hereafter, “Chugai”) announced today that it received two awards in “Commendation of Companies Promoting Gender Equality and Work-Family Balance 2014,” an initiative hosted by the Ministry of Health, Labour and Welfare (MHLW). One award is “Minister’s Prize for Excellence, MHLW (Companies promoting gender equality).” Another is “Prefectural Labor Bureau Chief’s Prize for Excellence (Family-friendly companies).”

“Commendation of Companies Promoting Gender Equality and Work-Family Balance” are initiatives sponsored by the MHLW to award companies that are making exemplary efforts to proactively encourage women to demonstrate their potential in full, and to support a balance between work, child care and nursing care. Chugai positions the promotion of diversity as a most important management challenge in company’s mid-term business plan “ACCEL 15,” and has been carrying out the following programs. Chugai believes that the awards were presented on this occasion in recognition of these activities.

- Chugai’s effort

To encourage women to demonstrate their full potential at work, Chugai organized a working team in 2010, and began implementing programs to double the number of female managers in five years. In January 2012, Chugai has set up the Diversity Office in the Human Resources Management Department. In addition to that, Chugai implemented a talent management system to spot the persons based on the objective criteria regardless of gender and revised an employee compensation system. Furthermore, the teams set up at each department to promote diversity, have been working to tackle the challenges. As the fruit of this program, the percentage of women increased at all managerial levels, i.e., deputy managers, section managers, and department managers.

- The percentage of women at managerial level:
  - Deputy manager class: 20.0% in 2011 → 22.1% in 2013
  - Section manager class: 7.3% in 2011 → 9.2% in 2013
  - Department manager class: 3.6% in 2011 → 5.5% in 2013

- “Commendation of Companies Promoting Gender Equality and Work-Family Balance” by the MHLW (available only in Japanese)

Please refer to further details for “Commendation of Companies Promoting Gender Equality and Work-Family Balance.”

<http://www.mhlw.go.jp/general/seido/koyou/kintou/ryouritsu.html>

Chugai’s mission is to “dedicate itself to adding exceptional value through the creation of innovative medical products and services for the benefit of the medical community and human health around the world.” The company will strive to focus on “promotion of diversity” by positioning it as the most important management challenge, so as to allow people having diverse sets of value, including gender, age and nationalities, to work with vigor and create new values therefrom. At the same time, Chugai will make efforts to enhance the life and work for a variety of employees so as to create a synergy each other, and thus leads to high productivity.