



**Chugai Selected as a “Nadeshiko Brand” for the Third Consecutive Year**  
 -- Active Diversity and Inclusion Measures Continue to be Highly Appreciated  
 by Outside Agencies --

TOKYO, March 23, 2017 -- [Chugai Pharmaceutical Co., Ltd.](http://www.chugai-pharm.co.jp) (TOKYO: 4519) announced today that the company was selected as the Nadeshiko\* Brand, a designation granted to listed companies that are exceptional in promoting the success of women in the workplace for the third consecutive year by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE).

\*Nadeshiko, a pink carnation with delicate frills, is used metaphorically to refer to an idealized Japanese woman.

Nadeshiko Brands have been selected and published jointly by METI and TSE since FY2012. This initiative aims to introduce certain listed companies that are outstanding in terms of encouraging the empowerment of women in the workplace as attractive stocks to investors who put emphasis on improving corporate value in the mid- and long-term. In the selection process, companies are first screened according to the scoring criteria for “conducting career support for women,” and “supporting women in balancing work and family.” METI and TSE then select one company per industry basically, based on candidate companies’ financial indices (last 3-year average ROE is either 8% or above, or higher than the median value of the industry).

The logo of the Nadeshiko Brand



Chugai aims to become a top Japanese pharmaceutical company that provides a continuous flow of innovative new medicines in Japan and overseas and places priority on the promotion of diversity and inclusion so that our diverse human assets may play active roles in creating new values. We believe that the Nadeshiko Brand designation for the third consecutive year was awarded in recognition of our continuous efforts.

With the fundamental principle that human assets constitute the core capital which generates corporate growth and development, Chugai will continue to develop a working environment and organizational culture to ensure that each employee can work enthusiastically and achieve success in the workplace.

## Reference

[Major activities of Chugai in the empowerment of women]

- 2010: Organized a working team on the subject of gender under the direct control of CEO, and began considering various issues
- 2012: Established the Diversity Office to strengthen and promote efforts in a broad range of fields
- 2013: Began holding the Chugai Diversity Promotion Forum where top management and department members gather to discuss and further promote diversity (held every year since 2013)

[Promotion of female careers]

Our goal for 2018 is to raise the ratio of female managers to 13 percent. In addition to the “Female Leaders’ Program” which has been implemented to foster senior leaders, the company initiated a new development program to enhance the number of female managers in 2016. The ratio of female managers was 11.3 percent as of the end of December 2016 and Chugai will continue its efforts to develop manager candidates to increase next generation female leaders.

[Support for balancing work and family]

Since summarizing our approach to work-life balance as “the pursuit of work-life synergy” in 2013, we have been promoting the concept to our employees. Under this concept, when individuals and workplaces come up with unique ways to work and live, and pursue synergy between the two, it helps to expand the potential of individuals and raise the productivity of the organization, thus becoming a win-win relationship for the company. Chugai has been continuously improving working systems to enable each employee to realize their own style of work and life autonomously regardless of life events such as birth, child-rearing or elderly nursing.