

Chugai Selected as a “Nadeshiko Brand” for FY2025

TOKYO, March 19, 2026 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced that it has been selected as a “Nadeshiko Brand” by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) as a listed company with outstanding capabilities to promote women’s participation in the workplace. This is the ninth time Chugai has been selected for this honor, following its recognition for four consecutive years from FY2014 to FY 2017, and again in FY2020, FY2021, FY2023 and FY2024.

The Nadeshiko Brand has been jointly implemented with METI and TSE since FY2012. The aim of this initiative is to promote investment in selected companies and accelerate initiatives to empower women by introducing to investors who value “improvement in corporate value over the medium- to long-term” as listed companies that are outstanding in promoting women’s active participation.

In addition to emphasizing the linkage between management strategies and human resource strategies, including women's empowerment, and proactive disclosure of non-financial information, from FY2023, the evaluation also includes whether companies are advancing initiatives related to "consistent career support from recruitment to promotion" and "support for dual careers and co-parenting for both men and women."



Chugai’s basic policy is to grow and develop together with society with the aim to become a top innovator in the healthcare industry for advanced and sustainable patient-centric healthcare. Aiming to realize this goal, we have positioned the “promotion of diversity equity and inclusion (DE&I)” as an important management issue and actively work on the related initiatives. We believe that our selection as the “Nadeshiko Brand” is a continuing recognition of our efforts to date. By further promoting DE&I, Chugai will continue

developing an organizational culture that generates innovation through the active participation of diverse human resources.

[Reference]

Diversity, Equity and Inclusion (DE&I)

<https://www.chugai-pharm.co.jp/english/sustainability/diversity/vision.html>

Message from Management on DE&I

<https://www.chugai-pharm.co.jp/english/sustainability/diversity/message.html>

Promotion of women's active engagement

<https://www.chugai-pharm.co.jp/english/sustainability/diversity/system.html#sec04>

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