

April 24, 2026

Name of listed company: Chugai Pharmaceutical Co., Ltd.
Code number: 4519 (Prime Market of Tokyo Stock Exchange)
Head office: 1-1, Nihonbashi-Muromachi 2-Chome, Chuo-ku,
Tokyo
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Determination of Details Regarding Share Acquisition Associated with the Introduction of the Trust-Based Stock Compensation System

TOKYO, April 24, 2026 – [Chugai Pharmaceutical Co., Ltd.](#) announced that, at the meeting of the Board of Directors held today, it resolved details regarding the introduction of the trust-based stock compensation system, including the scale and timing of acquisition of the Company's shares, as follows.

The revision of the stock compensation system, including the introduction of this system for the Company's directors and the Company's subsidiaries' directors, as announced in the "Revision of the Stock Compensation System" dated January 29, 2026, was approved at the 115th Annual General Meeting of Shareholders held on March 26, 2026, as well as at the Extraordinary General Meetings of Shareholders of the Company's subsidiaries that are subject to this system.

●Details of the Executive Compensation BIP Trust Agreement

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| (1) Type of Trust | Monetary trust other than a specified solely-administered monetary trust |
| (2) Purpose of Trust | Granting incentives to Directors, etc. |
| (3) Trustor | The Company |
| (4) Trustee | Mitsubishi UFJ Trust and Banking Corporation
(Co-Trustee: The Master Trust Bank of Japan, Ltd.) |
| (5) Beneficiaries | The Company's directors*, and the Company's subsidiaries' directors who meet the beneficiary requirements
* Excluding non-executive directors |
| (6) Trust Administrator | A third party with no interest relationship with the Company |
| (7) Trust Agreement Date | April 27, 2026 |
| (8) Trust Period | April 27, 2026 to the end of May, 2030 |

- (9) System Commencement Date April 27, 2026
- (10) Exercise of Voting Rights No
- (11) Type of Shares to Be Acquired Common shares of the Company
- (12) Trust Fund Amount 1,860 million yen
(Including the trust funds, trust fees, and trust expenses for the Company's subsidiaries' directors)
- (13) Timing of Share Acquisition May 1, 2026 to the end of May, 2026
- (14) Method of Share Acquisition From the stock market

●Details of the Stock Grant ESOP Trust Agreement

- (1) Type of Trust Monetary trust other than a specified solely-administered monetary trust
- (2) Purpose of Trust Granting incentives to Employees, etc.
- (3) Trustor The Company
- (4) Trustee Mitsubishi UFJ Trust and Banking Corporation
(Co-Trustee: The Master Trust Bank of Japan, Ltd.)
- (5) Beneficiaries Executive officers and employees of the Company, and employees of the Company's subsidiaries who meet the beneficiary requirements
- (6) Trust Administrator A third party with no interest relationship with the Company
- (7) Trust Agreement Date April 27, 2026
- (8) Trust Period April 27, 2026 to the end of May, 2030
- (9) System Commencement Date April 27, 2026
- (10) Exercise of Voting Rights No
- (11) Type of Shares to Be Acquired Common shares of the Company
- (12) Trust Fund Amount 2,500 million yen
(Including the trust funds, trust fees, and trust expenses for the Company's subsidiaries' employees)
- (13) Timing of Share Acquisition May 1, 2026 to the end of May, 2026
- (14) Method of Share Acquisition From the stock market

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