News Release

# Chugai Receives Gold Rating in PRIDE Index 2026 for Fifth Consecutive Year and Rainbow Certification for the First Time

- Received the highest Gold rating for the fifth consecutive year in the PRIDE Index, which evaluates workplace initiatives related to LGBTQ+ inclusion
- Received Rainbow Certification for the first time in recognition of collaboration extending beyond individual companies and organizations
- Continues to foster an inclusive corporate culture in which diverse talent can work with confidence and thrive

TOKYO, November 25, 2026 -- Chugai Pharmaceutical Co., Ltd. (TOKYO: 4519) announced that it has received the highest Gold rating for the fifth consecutive year in the PRIDE Index 2026, an index established by the general incorporated association work with Pride (https://workwithpride.jp/) to evaluate workplace initiatives related to LGBTQ+ inclusion. Chugai has also received Rainbow Certification for the first time, recognizing collaboration extending beyond individual companies and organizations.

Chugai aims to be recognized both internally and externally as a company where diverse talent, including LGBTQ people, can work with confidence and thrive. To achieve this goal, the company has continued to enhance its policies and workplace environment, provide education and awareness-building programs, and promote employee-led ally activities.[*1]
At the center of these efforts is Chugai's "Ally Group," which promotes volunteer-led ally activities among employees. The group organizes internal events, shares information, and encourages employees to identify themselves as allies. As of November 2026, 540 employees have registered as internal allies, reflecting the continued expansion of these activities across the company.
Through its participation in "Pharma Ally Japan,"[*2] a network composed primarily of pharmaceutical companies, Chugai also works to promote understanding of LGBTQ+ issues and build networks of allies across corporate boundaries. Chugai believes that its

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first Rainbow Certification recognizes these sustained efforts, including their broader impact outside the company.

*1 Ally activities: Initiatives through which individuals express and act on their commitment to understanding and supporting LGBTQ+ people and other sexual minorities.
*2 Pharma Ally Japan: A cross-company network comprising LGBTQ+ ally employee resource groups, primarily from pharmaceutical companies. Its ten participating companies are Bristol-Myers Squibb K.K.; Chugai Pharmaceutical Co., Ltd.; Eli Lilly Japan K.K.; GlaxoSmithKline K.K.; Kyowa Kirin Co., Ltd.; Medtronic Japan Co., Ltd.; Novartis Pharma K.K.; Pfizer Japan Inc.; Takeda Pharmaceutical Company Limited; and ViiV Healthcare K.K.

Chugai will continue to advance its LGBTQ+ initiatives by strengthening collaboration with internal and external stakeholders, contributing to the realization of an inclusive workplace and society in which diverse talent can work with confidence and thrive.

**About the PRIDE Index**
The PRIDE Index was established by the general incorporated association work with Pride to evaluate initiatives undertaken by companies and organizations in relation to LGBTQ+ people and other sexual minorities.
Organizations are evaluated across five areas: Policy, Representation, Inspiration, Development, and Engagement/Empowerment. The Gold rating is awarded to companies and organizations that meet specified criteria in each area.
Rainbow Certification recognizes activities undertaken collaboratively across corporate and organizational boundaries to address social issues affecting LGBTQ+ people.
About the PRIDE Index: https://workwithpride.jp/pride-i/ (Japanese only)
About Rainbow Certification: https://workwithpride.jp/pride-i/rainbow/ (Japanese only)

**Chugai's Key Initiatives**
- Enhancing policies and the workplace environment, including measures covering same-sex partners
- Providing company-wide education and awareness-building programs, internal events, and information sharing
- Promoting employee-led ally activities through the volunteer-based Ally Group
- Participating in and exhibiting at Tokyo Pride, and making allyship more visible through ally stickers and other tools
- Participating in Pharma Ally Japan and collaborating across corporate and organizational boundaries

[Reference]
Diversity, Equity & Inclusion (DE&I):
https://www.chugai-pharm.co.jp/english/sustainability/diversity/vision.html

Chugai Participates in Tokyo Pride 2026: Expanding Inclusion through Smiles and Messages, June 30, 2026: https://www.chugai-pharm.co.jp/sustainability/activity/detail/20260625000000_216.html (Japanese only)

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