

Chugai Receives Tokyo Governor Prize for Corporate Governance of the Year 2025

TOKYO, January 9, 2026 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced that the Company received the Tokyo Governor Prize for Corporate Governance of the Year in the Corporate Governance of the Year 2025 hosted by [Japan Association of Corporate Directors](#). The Corporate Governance of the Year award, implemented since FY2015 as part of the government's growth strategy to promote the earning power of Japanese companies, recognizes companies that have achieved sustainable growth in the medium-to long-term through effective corporate governance. Chugai received the award in recognition of its excellence in corporate governance, as well as its environmental initiatives, promotion of women's advancement, and contributions to Tokyo Metropolitan Government policies, all of which contribute to realizing a society where everyone can live fulfilling lives.



Corporate Governance of The Year

Reasons for Selection for the Tokyo Governor Prize for Corporate Governance of the Year:

- Chugai's mission is to "dedicate ourselves to adding value by creating and delivering innovative products and services for the medical community and human health around the world." Chugai contributes to the realization of a sustainable society through the creation of innovation and the resolution of social issues such as global environmental and human rights concerns.
- From a Social perspective, Chugai is committed to promoting diversity, including women's advancement. Chugai has achieved high levels with 47.1% of new graduate hires being women and the female-to-male wages ratio of 80% for regular workers. Chugai has also set a goal to achieve parity between the percentage of female managers and the percentage of female employees by the end of 2030, contributing to the realization of a society where women can play more active roles. In addition, Chugai encourages employees to take childcare leave, achieving a high rate of 98.2% for male employees taking childcare leave.

- From an Environmental perspective, Chugai has established medium- to long-term environmental goals in three material issues: climate change countermeasures, use of renewable/recycled resources, and protection of biodiversity. Chugai is actively engaged in environmental conservation efforts, including the introduction of eco-friendly product packaging materials. Chugai has also been recognized as an excellent business operator (AAA) under Tokyo Metropolitan Government's "Specified Tenant Business Operator" certification program, which promotes energy conservation in tenant buildings, thereby contributing to Tokyo's environmental initiatives.

While being a member of the Roche Group, Chugai maintains its managerial autonomy and independence as a publicly listed company. Chugai will constantly strive to perfect its corporate governance in order to fulfil the mandate of its many stakeholders appropriately and fairly.

[Reference]

- Chugai's Corporate Governance
<https://www.chugai-pharm.co.jp/english/ir/governance/index.html>
- Japan Association of Corporate Directors - Corporate Governance of the Year (Japanese only)
<https://www.jacd.jp/news/cgoy/>

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