

Awarded "Human Capital Leaders 2024" and "Human Capital Management Quality 2024 (Gold)" in the "Human Capital Survey 2024"

TOKYO, February 20, 2025 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced that it has been awarded the "Human Capital Leaders 2024" and "Human Capital Management Quality 2024 (Gold)" in the "Human Capital Survey 2024," which evaluates the initiatives and disclosure practices of companies and organizations regarding human capital management.



人的資本リーダース
2024



人的資本経営品質
2024

The "Human Capital Survey 2024" is the largest survey in Japan aimed at promoting and raising awareness of high-quality human capital management that leads to increased corporate value. It is jointly conducted by HR Technology Consortium, HR Research Institute (ProFuture Inc.), MS&AD InterRisk Research & Consulting, Inc., and Association to Confirm the Human Investment Value for Enterprise. A panel of academic experts has recognized companies demonstrating excellence in human capital management and information disclosure. Chugai is honored to be among the 10 firms selected as "Human Capital Leaders 2024" for the fiscal year 2024.

Chugai has been honored with this award in recognition of our efforts to align our management strategy with our focus on the individual (Envisage, Enhance, and Enable Excellence of Individuals). This approach, along with our continuous monitoring, has been acknowledged for its role in driving continuous innovation and creating corporate value.

In addition, based on a quantitative analysis of the survey responses, 17 companies were selected as having the highest level of human capital management and disclosure

practices for the fiscal year 2024. These companies have been designated as "Human Capital Management Quality 2024 (Gold)".

Chugai operates on the principle that our people are irreplaceable assets driving the company's growth and development, placing human-centric management at our core. Moving forward, we will continue to advance our human capital management by fostering a culture that encourages each employee's proactive growth and willingness to take on challenges. Our aim is to empower every individual to reach new heights as they play a pivotal role in realizing our growth strategy, "TOP I 2030."

[Reference]

- Human Capital Survey 2024 official website (Japanese Only)
https://www.hrpro.co.jp/human_capital_survey/
- Chugai's People & Culture Report
https://www.chugai-pharm.co.jp/english/sustainability/diversity/people_and_culture_report.html

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