Press Release

ASKA Pharmaceutical Holdings Co., Ltd.

ASKA Selected under the FY2024 “Next Nadeshiko: Companies Supporting Dual-career and Co-parenting”

TOKYO, March 24, 2025 - ASKA Pharmaceutical Holdings Co., Ltd. (TSE 4886, Head Office: Minato-ku, Tokyo/ President, Representative Director: Takashi Yamaguchi) announced that the Company was selected under the FY2024 “Next Nadeshiko: Companies Supporting Dual-career and Co-parenting” which the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange jointly selected.

“Next Nadeshiko: Companies Supporting Dual-career and Co-parenting” is a program that selects companies based on their efforts related to the “support for dual-career and co-parenting,” and the Company marked the first recognition.

Based on the Company's corporate philosophy “Contribute toward the improvement of people's health and progress in society through the development of innovative products,” the Group is promoting corporate activities with the aim of becoming a total healthcare company that develops businesses in the areas of prevention, testing/diagnosis, treatment, and prognosis. The Group believes that “human resources” are the driving force behind these corporate activities, and it is working to create a workplace where all employees can play an active role.

共働き 共育て Work Style Diversity 2025

In order to be able to respond flexibly to employees' changes in life stage, the Company is working to realize a flexible work style that matches its employees' life plans by introducing a full-flexible work system, a shorter working hours system, a staggered working hours system, and a telecommuting system. It also encourages male employees to take childcare leave, and is working to create a corporate culture that supports dual-career and co-parenting. As a recent initiative to create an organizational culture that positively accepts the life events of colleagues, the Company has established a “Work Support Bonus” so that the entire organization evaluates employees who support their colleagues taking leave and the Company provides a bonus to them.
Furthermore, the Company strives to create an environment that supports the growth of its employees so that they can build their careers autonomously and play an active role in their own way. Specifically, it provides career design training at key milestones such as age 35, 45, and 55, as well as diversity training as an option. In addition, it has introduced an e-learning system and a service that summarizes business and general interest books for all regular employees, providing learning opportunities in response to changes in the environment and individual issues.

The Group aims to be a company where all employees can balance work and family life, play an active role with peace of mind, support each other, and grow together.

The Company's Health Management Initiatives
https://www.aska-pharma-hd.co.jp/english/csr/social/health.html

The Company's Initiatives to Promote the Advancement of Women
https://www.aska-pharma-hd.co.jp/english/csr/social/gender_diversity.html

Next Nadeshiko: Companies Supporting Dual-career and Co-parenting
As a new effort starting in FY2023, "Next Nadeshiko: Companies Supporting Dual-career and Co-parenting" started as an initiative that selects outstanding companies for their efforts related to the "support for dual-career and co-parenting" regardless of gender from listed companies that have applied for "Nadeshiko Brands."

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