Press Release

ASKA Pharmaceutical Holdings Co., Ltd.

Notice: Changes in Representative Directors, ASKA Pharmaceutical Holdings

TOKYO, April 24, 2025 – ASKA Pharmaceutical Holdings Co., Ltd. (TSE: 4886, Head Office: Minato-ku, Tokyo / President and Representative Director: Takashi Yamaguchi) is pleased to announce that the board of directors has resolved to change positions and roles of Representative Directors at its meeting held on April 24, 2025.

1. Reasons for the changes

Under the Medium-Term Management Plan 2025, the Company has been developing its business with the goals to achieve sales of JPY 70 billion, operating profit margin of 8%, and ROE of 8%, aiming to become a "Total Healthcare Company with a Strong Foundation as a Specialty Pharma Company". Along with completing the current Medium-Term Management Plan, the Company has started to formulate the next Medium-Term Management Plan starting from FY2026.

The Company believes that it must be appropriate to tackle corporate management with renewed top management team from the beginning of the next Medium-Term Management Plan. Therefore, it has resolved to appoint Sohta Yamaguchi as President and Representative Director. Even, Takashi Yamaguchi continues his service to supervise the management and governance as Chairman and Representative Director.

2. Changes of positions and roles

Name	Newly appointed as	Current position, role
Takashi Yamaguchi	Chairman and Representative Director	President and Representative Director
Sohta Yamaguchi	President and Representative Director	Senior Managing Director and Representative Director

3. Effective date of the changes

The changes above mentioned are to be effective as from June 24, 2025, upon resolutions at the Annual General Meeting (AGM) of shareholders and at a meeting of the Board of Directors to be held right after the AGM.

4. **Background information on the changes**

In the selection of the President, the Group Nomination Committee had been deliberating on the requirements for top management, the approach to the successor selection, and the nomination process from a long-term perspective, taking into consideration social conditions, the business environment, and the Company's management situation. The nomination process and the requirements for top management were established as shown below.

< Nomination Process >



< Top Management Requirements >

Personality attributes	- courage, persistence, ability to make decisions and execute - moral character, charisma, integrity
Skills	- business planning ability - capability to communicate and share a vision - strength in organizational development - reform-oriented leadership - strength in human resource development

The Group Nomination Committee selects candidates from inside and outside the Company to consider various aspects in appointing the President. The committee then checks the candidates against the established requirements for top management, skills, personalities, careers, backgrounds and performances from various perspectives, and conducts interviews and discussions with the final candidates.

The Group Nomination Committee selected the final candidate this time based on the process aforesaid and reported the result to the Board of Directors. Upon receiving the report, the Board of Directors passed a resolution as a result of comprehensive review and confirmation if the candidate satisfies the requirements for top management and qualities in personalities.

5. Brief personal history of the new President and Representative Director



Appointed Position	President, Member of the Board of Directors, Representative Director, ASKA Pharmaceutical Holdings Co., Ltd.
Name	Sohta Yamaguchi
Place of birth	Yokohama, Kanagawa
Date of birth	December 17, 1983
Academic background	- March 2020: Completed graduate studies, Graduate School of Business Administration, Hitotsubashi University - March 2008: Completed graduate studies, Graduate School of Science and Technology, Tokyo Metropolitan University

Jun. 2021	President, Member of the Board of Directors, Representative Director, ASKA Pharmaceutical Co., Ltd. (to Present)
Jun. 2021	Senior Managing Member of the Board of Directors and Representative Director, ASKA Pharmaceutical Holdings Co., Ltd. (to Present)
Apr. 2021	Member of the Board of Directors, ASKA Pharmaceutical Holdings Co., Ltd.
Apr. 2020	Managing Member of the Board of Directors (in charge of Innovative Drug Discovery, Development, Business Development, and Medical Affairs), ASKA Pharmaceutical Co., Ltd.
Jun. 2019	Managing Member of the Board of Directors (in charge of in charge of Innovative Drug Discovery, Development, and Business Strategy), ASKA Pharmaceutical Co., Ltd.
Jun. 2017	Member of the Board of Directors, Executive Corporate Officer (in charge of Innovative Drug Discovery), ASKA Pharmaceutical Co., Ltd.
Feb. 2016	Joined ASKA Pharmaceutical Co., Ltd.
May 2011	Registered as Patent Attorney
Apr. 2008	Joined Hitachi, Ltd.

Number of shares held by Sohta Yamaguchi: 141,300 shares (as of March 31, 2025)

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