Press Release

ASKA Pharmaceutical Holdings Co., Ltd.

ASKA Receives Highest Rating in DBJ Employees' Health Management Rated Loan Program by Development Bank of Japan and Financed by Same Loan

TOKYO, May 7, 2025 – ASKA Pharmaceutical Holdings Co., Ltd. (TSE:4886, Head Office: Minato-ku, Tokyo/ President, Representative Director: Takashi Yamaguchi), announced that the Company has received financing from Development Bank of Japan Inc. (Head Office: Chiyoda-ku, Tokyo; President: Seiji Jige, hereinafter "DBJ") through a health management rating loan, and has received the highest rating in the “DBJ Employees' Health Management Rated Loan Program” for the first time.



The DBJ Employees' Health Management Rated Loan Program is the world’s first financing menu to incorporate health management ratings. Using a proprietary screening system, DBJ rates enterprises on the quality of their care for employee health and working conditions. The Company received a rating of "particularly advanced and outstanding in its efforts to consider the health of its employees" for the following points.

■ The following three points were highly rated.

(1) The Company has positioned health management as the foundation for improving productivity and creativity with a view to becoming a "total healthcare company with a strong foundation as a specialty pharma company." Also, it has formulated a Medium-Term Management Plan to improve corporate value by developing priority measures based on changes in organizational awareness identified through an independent questionnaire survey.

(2) In order to reduce presenteeism, which is set as a health KPI, the Company is working to establish autonomous health management among employees through "corporate identity planning" using its own products, etc., and is also focusing on creating an environment where employees can continue to work willingly by introducing “Work Support Bonus” for employees who replace those on leave due to life events and other programs to promote mutual understanding of diverse work styles.

(3) In order to foster an organizational culture in which employees can change and grow on their own, the Company provides frequent opportunities for dialogue with management to reaffirm the Company's raison d'etre as a company that contributes to life and health, and also implements highly transparent personnel evaluations in which targets and evaluations are disclosed to employees, thereby building a system in which employees themselves can take on challenges voluntarily while gaining a sense of satisfaction.

■ ASKA Pharmaceutical Holdings' Health Management Initiatives

The Company promotes corporate activities based on its corporate philosophy; “Contribute toward the improvement of people's health and progress in society through the development of innovative products.” The Company believes that the driving force behind this is "human resources," so it views the health of all employees from a managerial perspective and aims to achieve sustainable growth by further improving productivity and creativity through both health management and work-style reforms.
In FY2024, thyroid function tests were conducted for all employees, and seminars were also held to deepen understanding of the importance of thyroid hormone testing in preconception care and thyroid disease. In addition, a “Work Support Bonus” was established to foster an organizational culture that positively accepts life events of colleagues. The system was introduced whereby employees who support leave of absence are evaluated by the entire organization and given support money. Furthermore, as a measure to help employees balance remedy and work, the Company has introduced a “cancer insurance” system for all employees, and is working to create an environment in which employees can continue to work with peace of mind.

The Company will continue to contribute to the realization of a healthy and prosperous society by promoting health management from every possible angle to support the vigorous work styles of each employee, to enhance the vitality of the entire organization, and to share the valuable happiness of "health" with society.

Reference

ASKA Pharmaceutical Holdings Co., Ltd. Health Management Initiatives

https://www.aska-pharma-hd.co.jp/english/csr/social/health.html

ASKA Pharmaceutical Co., Ltd. Health Lab Mint⁺ for Women's health (Japanese version only)

https://www.aska-pharma.co.jp/mint/

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