

Press Release



ASKA Selected under FY2025 “Next Nadeshiko: Companies Supporting Dual-career and Co-parenting”

TOKYO, March 25, 2026 - ASKA Pharmaceutical Holdings Co., Ltd. (TSE 4886, Head Office: Minato-ku, Tokyo/ President, Representative Director: Sohta Yamaguchi) announced that on March 19, 2026, the Company was selected under the FY2025 “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 has received this recognition for two consecutive years.

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.



Under this approach, the Company is promoting organizational development based on the premise of balancing life events and work. Regarding paternity leave for men, the Company is working not only to achieve a 100% uptake rate but also to increase the average number of days taken. As part of this effort, the Company has introduced the “Work Support Bonus” as a mechanism for supporting childcare, caregiving, and other leaves at the organizational level rather than leaving them to individual choice. This makes the contributions of those who provide support visible and helps foster an organizational culture premised on dual-career and co-parenting.

Furthermore, under an environment designed for work–life compatibility, the Company is working to promote women's career development and advancement. The Company has set the ratio of female managers and the ratio of female manager candidates as KPIs, and to achieve these targets it supports autonomous career development through level-specific training, e-learning, and volunteer-based career training.

The Company will continue to create an environment where all employees can confidently thrive while balancing work and family life, and steadily promote organizational development based on dual-career and co-parenting, as well as the career development of female managers.

Please see the website for information about ASKA Pharmaceutical Group's initiatives on health and productivity management promoting women's participation.

The Company's Health and Productivity 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."

Media Contacts

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