Note: This document is a translation of the original Japanese version and provided for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.

Press Release

ASKA Pharmaceutical Holdings Co., Ltd.

ASKA Pharmaceutical Receives “Platinum Kurumin Plus” Certification

TOKYO, April 10, 2025 - ASKA Pharmaceutical Co., Ltd. (Head Office: Minato-ku, Tokyo/ President, Representative Director: Sohta Yamaguchi, hereinafter “ASKA”), a subsidiary of ASKA Pharmaceutical Holdings Co., Ltd. (TSE 4886), announced that ASKA has received “Platinum Kurumin Plus” certification, a special certification system based on the Act on Advancement of Measures to Support Raising Next-Generation Children, from the Tokyo Labor Bureau, Ministry of Health, Labor and Welfare on March 31, 2026.

The “Platinum Kurumin Plus” certification is awarded to companies that meet certain criteria and are committed to providing a high level of childcare support, as well as support for balancing work and infertility treatment.
The Group promotes corporate activities with the aim of becoming a total healthcare company that covers “prevention, testing and diagnosis, treatment, and prognosis” under the corporate philosophy of “contribute to people's health and tomorrow's society through cutting-edge drug discovery”. Based on the idea that “people” are the driving force behind these corporate activities, ASKA is working to create a workplace where all employees can play an active role.

Examples of ASKA Pharmaceutical Efforts

- Top management setting of "100% childcare leave utilization rate" target
- Establishment of a support system for balancing infertility treatment and a work support bonus system
- Fully flexible work schedule with no minimum hours
- Telecommuting system with no cap on days
- Hourly accrual of paid annual leave
- Paid childcare leave for five consecutive days
- In-house study sessions and e-learning on women's health

Platinum Kurumin Plus

ASKA will continue to support the balance of work and various life events, including child-rearing and infertility treatment, and will further promote a workplace where employees can demonstrate their abilities. As a company committed to women's health, ASKA will also help create a healthier society through internal and external initiatives.

For more information on the Group's initiatives for health and productivity management and the advancement of women, please visit the website.

Health and productivity management Initiatives
https://www.aska-pharma-hd.co.jp/csr/social/health.html
The Company's Initiatives to Promote the Advancement of Women
https://www.aska-pharma-hd.co.jp/csr/social/gender_diversity.html
ASKA Pharmaceutical Co., Ltd.. Health Lab Mint+ for Women
https://www.aska-pharma.co.jp/mint/

About "Platinum Kurumin"
Launched in 2015, this system certifies companies as childcare support companies at an even higher level than "Kurumin" certification.
The certification was granted in recognition of ASKA's efforts to increase the rate of male employees taking childcare leave, to encourage employees who have taken childcare leave and are raising children to continue working and to actively participate in their careers.

About "Plus" certification
Launched in 2022, this system certifies companies that are actively working to create a workplace environment that facilitates both infertility treatment and work.
The certification was granted in recognition of ASKA's efforts including the fertility treatment compatibility support system, the development of a work support bonus system, and in-house training sessions.

Media Contacts
ASKA Pharmaceutical Holdings Co., Ltd.
Corporate Planning Department
Tel: +81-3-5484-8366
Email: kouhou@aska-pharma.co.jp