

Contents

Value Creation Story

- 2 Vision/Corporate Message/Corporate Philosophy
- 4 Importance of Female Healthcare and Social Issues
- 6 History of Value Creation
- 8 At a Glance
- 10 Value Creation Process
- 12 Message from the President
- 16 Material Issues

Explanation of Strategy

- 18 ASKA Pharmaceutical Holdings' Medium-Term Management Plan 2025
- 20 Financial and Capital Strategy
- 22 Overview of ASKA Pharmaceutical Holdings
- 24 Business Conditions
 - 24 ASKA Pharmaceutical
 - 30 ASKA Animal Health
 - 32 ASKA Pharma Medical

Foundation for Value Creation

- 34 Human Resources
- 40 R&D for Sustainable Growth
- 42 Reliability Assurance/Sales
- 43 Activities of Health Lab Mint⁺ for Women's health
- 44 Messages from Outside Directors
- 46 Corporate Governance/Compliance/Risk Management
- 52 Board Members and Corporate Officers
- 54 Environment

Data Section

- 56 11-Year Summary of Consolidated Financial Results
- 58 Stakeholder Communication – Editorial Postscript
- 59 Company Information/Shareholder Information

Editorial Policy

ASKA Pharmaceutical Holdings Co., Ltd. issues the ASKA HD Report as an Integrated Report (Annual Report) to communicate messages from management on the Company's management strategies and priority issues. It also includes information on the Company's environmental, social and governance (ESG) initiatives and finances. Information based on the seven core principles of ISO 26000, the international standard for social responsibility, and its classifications, is presented on the Company's website. ASKA HD REPORT 2023 introduces the initiatives of ASKA Pharmaceutical, ASKA Animal Health and ASKA Pharma Medical under the theme of clarifying and promoting a better understanding of the strengths of ASKA Pharmaceutical Holdings. In producing this report, we narrowed down the most important information, based on the opinions and inquiries of our stakeholders. We hope this report will help promote dialogue with our stakeholders.

Referenced Guidelines and Frameworks

- GRI Standards
- IFRS Foundation *Integrated Reporting Framework*
- ISO 26000 *Guidance on Social Responsibility*
- Ministry of Economy, Trade and Industry, *Guidance for Integrated Corporate Disclosure and Company-Investor Dialogue for Collaborative Value Creation*
- Ministry of the Environment, *Environmental Reporting Guidelines (2018)*
- *Recommendations of Task Force on Climate-related Financial Disclosures (TCFD) (Final Report)*, and others

Reported Matters

- Period: April 1, 2022 to March 31, 2023 (includes some information from outside the period)
- Scope: ASKA Pharmaceutical Holdings Co., Ltd. and Group companies

Note: In principle, this report covers the activities of the ASKA Pharmaceutical Holdings Group. However, when activities and data are for ASKA Pharmaceutical Co., Ltd. (non-consolidated), "ASKA Pharmaceutical" is indicated.

Note on Forward-Looking Statements in This Report

Information on the Group's business outlook and other forward-looking statements presented in this report are based on the judgment of the Group's management, which relies on various information at the time of publication. Actual results may differ significantly from the outlook presented due to changes in market trends, economic conditions or other factors.

