


Messages from Outside Directors

With a focus on the sustainable growth of ASKA Pharmaceutical Holdings, we present messages from three Outside Directors. They provide insights from their professional and objective perspectives, as well as their expectations for the future of the Group.



Working for women's well-being

Yasunori Yoshimura
Member of the Board of Directors, Outside Director
ASKA Pharmaceutical Holdings

People are born, grow up, mature, raise children, grow old, and their lives eventually come to an end. In recent years, women's roles in this lifecycle have undergone major changes. A growing number are choosing to build careers. And as more women enter higher education, they are delaying marriage and having children later in life. These trends, combined with the fact that a growing number of women remain single, have led to a decline in the birthrate. As the social landscape for women changes, so too does the nature of the health issues they face, and addressing those health issues is becoming increasingly important. In a society with an extremely low birthrate, and one with a declining working-age population, there are high expectations for women to play active roles. Companies need to provide environments and foster cultures in which women can work comfortably. As we are a flagship company for women's medicine in Japan, it is more important than ever that we consider the life and career plans of women and provide supportive working conditions. We must put the principles of healthcare into practice on our own so that we can improve productivity.



Providing opportunities for women to play an active role in the Company leads to innovation, revitalization of the organization through reforms in work styles, reduction in corporate risks through diversity, and improvement in corporate value. Diversity is vital not only in terms of fairness but also for promoting corporate growth and technological innovation. Recognizing this, we will fulfill our responsibility to incorporate the concept of "Co-creation" into our management perspective. This concept means generating things that contribute to the future by cooperating with a diverse group of stakeholders.

A passive approach to growth is not an option for ASKA Pharmaceutical Holdings or many other Japanese companies in this era of declining birthrates and aging populations. "Vertical expansion" is limited to current products and the domestic market. A second, perhaps more effective strategy for growth is "Horizontal expansion." This would include adding new products and services to the existing customer base or expanding the sales channels of existing products in specialized fields to overseas markets.

One of ASKA Pharmaceutical Holdings' missions is to contribute to women's health and medical care using its long-standing relationships of trust and its network with obstetricians and gynecologists. To this end, it is also important to add new and outstanding products and services in this field. As an Outside Director with expertise in identifying and introducing new overseas businesses, I will help create a mechanism for gathering new business opportunity information. When the Company analyzes and judges the information gathered, it is my mission to offer business advice while leaving technical judgments to the experts.

Contributing to women's health by learning from overseas Femtech projects

Minoru Awabayashi
Member of the Board of Directors, Outside Director
ASKA Pharmaceutical Holdings

Toward further sustainable growth

Yasuji Enokido
Member of the Board of Directors, Outside Director
ASKA Pharmaceutical Holdings

The two main focuses of ASKA Pharmaceutical Holdings are women's empowerment and animal welfare. By quickly identifying the trends of these two focuses, and allocating management resources appropriately, ASKA has continually achieved sound business growth. In the future, people's awareness of social issues will deepen further, and stakeholders will assess companies more strictly. With this in mind, I am committed to making sound business decisions while constantly raising and answering the simple questions, "Is this good or bad for society? Is it right or wrong?" The business environment is also changing dramatically as technology evolves. As industry and country boundaries continue to diminish, it is increasingly crucial to adopt a forward-thinking strategy. This entails focusing on monitoring technological trends like AI and quantum computing, while actively pursuing international expansion. I recognize that a key role of Outside Directors is to oversee the development and implementation of strategies from a broad perspective, and to develop human resources and organizations to achieve these goals. I am determined to fulfill my duties with this overarching perspective in mind.