

Opening Feature:

Importance of Women's Healthcare and Related Social Issues

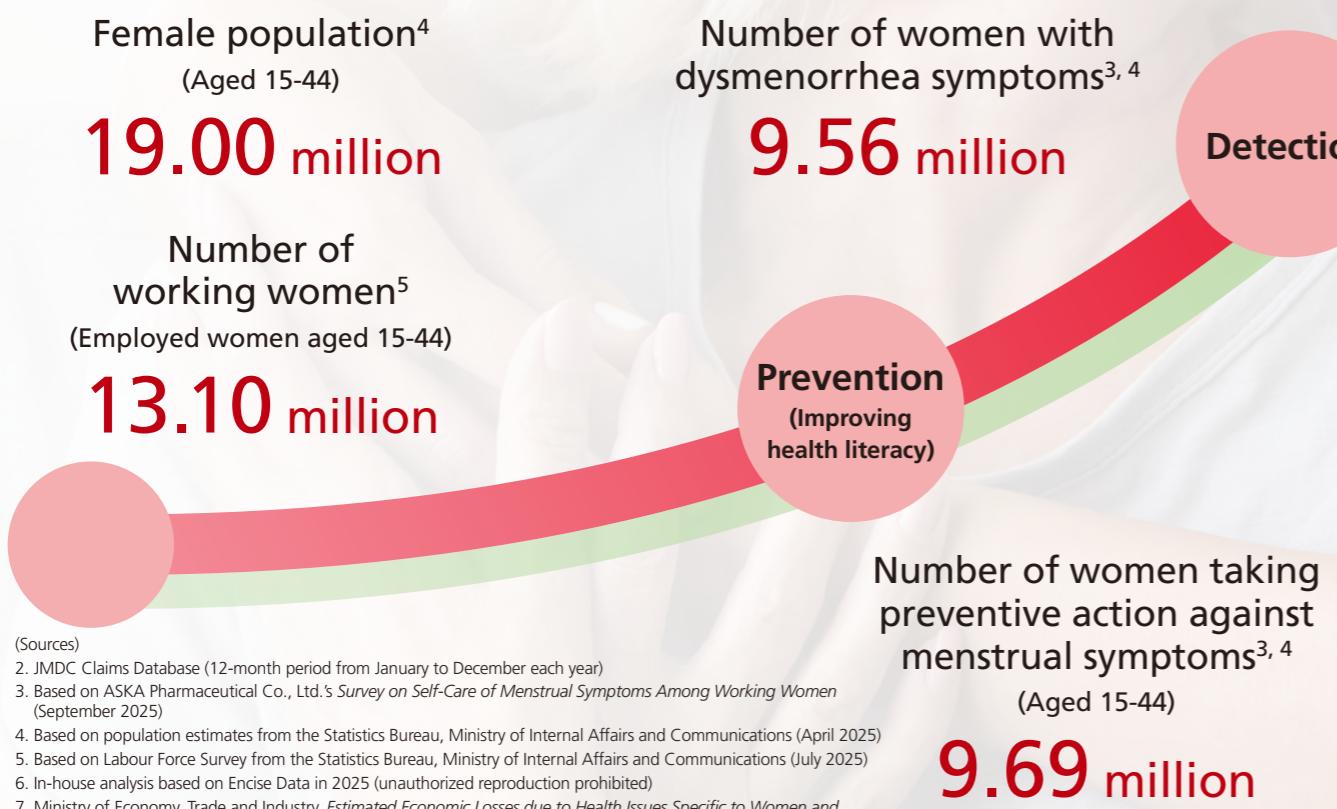
Shaping the Future through Women's Health

As a company committed to supporting "life," the ASKA Pharmaceutical Holdings Group contributes to the sustainable development of society by providing high-value pharmaceutical products and advancing its sustainability initiatives. Among our areas of focus, women's health is a critically important theme for building a better future for everyone. Health conditions specific to women—such as uterine fibroids, endometriosis, and dysmenorrhea—are growing in prevalence and are estimated to result in an annual economic loss of ¥461.7 billion. As a leading company in women's healthcare, we continue to address social issues related to women's health with a view to the entire continuum of care, from prevention, testing and diagnostics, and treatment to post-treatment care. ASKA Pharmaceutical has also conducted the Survey on the Self-Care of Menstrual Symptoms among Working Women (see page 10 for details), clarifying how menstrual symptoms affect the productivity of working women.



One of the underlying factors behind the rising incidence of health conditions specific to women, such as uterine fibroids, endometriosis, and dysmenorrhea, is the increase in the number of menstrual cycles over a woman's lifetime. As women's participation in the workforce has increased, marriages and childbirths have tended to occur later in life. As a result, the average number of childbirths has declined from five in the past to two today, and the number of lifetime menstrual cycles is said to have increased nine-fold, from about 50 in the past to approximately 450 today.¹

1. Short, R.V. The evolution of human reproduction. Proc R Soc Lond B Biol Sci. 1976;195: 3-24



(Sources)

2. JMDC Claims Database (12-month period from January to December each year)

3. Based on ASKA Pharmaceutical Co., Ltd.'s Survey on Self-Care of Menstrual Symptoms Among Working Women (September 2025)

4. Based on population estimates from the Statistics Bureau, Ministry of Internal Affairs and Communications (April 2025)

5. Based on Labour Force Survey from the Statistics Bureau, Ministry of Internal Affairs and Communications (July 2025)

6. In-house analysis based on Encise Data in 2025 (unauthorized reproduction prohibited)

7. Ministry of Economy, Trade and Industry, *Estimated Economic Losses due to Health Issues Specific to Women and the Necessity of Health and Productivity Management* (February 2024)

Prognosis
(Contributing to women's health)

Value provided by Mint⁺

Number of persons taking ASKA's pharmaceutical products⁶
600 thousand
(In 2024: 520 thousand)

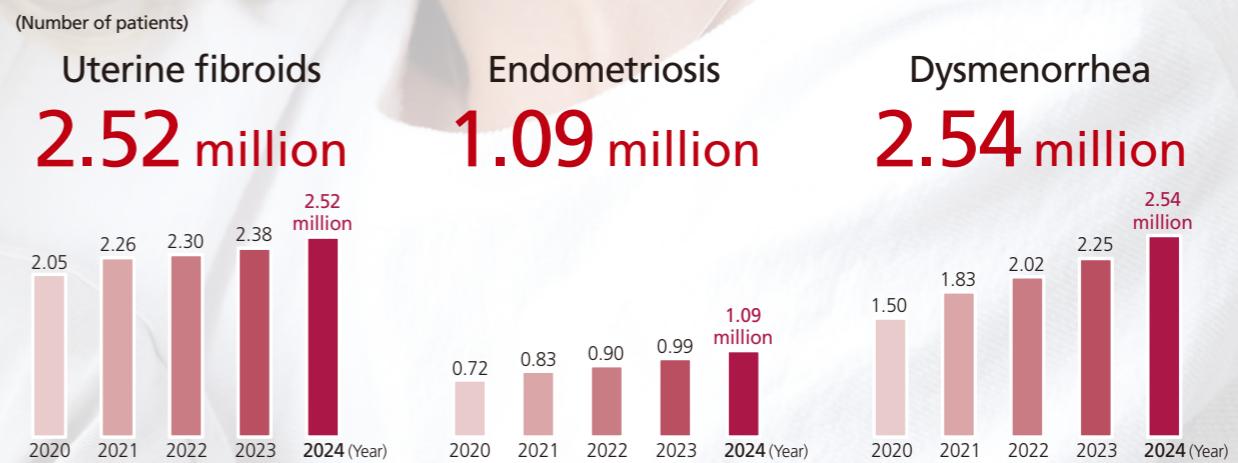
Value provided by ASKA

Treatment

Number of patients receiving treatment for dysmenorrhea²
2.54 million

Testing and diagnostics
(Visits to Ob/Gyn departments)

Health Conditions Specific to Women (In 2024)²



Annual Economic Losses due to Women's Menstrual Symptoms^{3, 7}

¥461.7 billion

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In FY2024, ASKA Pharmaceutical's domestic initiatives in the area of menstrual symptoms made a social contribution of ¥81.3 billion.

The Group reviewed the report released by the Ministry of Economy, Trade and Industry in February 2024, titled *Estimated Economic Losses Due to Health Issues Specific to Women, and the Necessity of Health and Productivity Management*. Based on the report's estimates of the impact of menstrual symptoms on productivity and economic activity, we once again calculated, as in the previous fiscal year, the economic impact of symptom relief achieved through our pharmaceuticals and information dissemination initiatives, and for the first time, quantified the effects of our disease awareness activities. Based on ASKA Pharmaceutical's Survey on Self-Care of Menstrual Symptoms Among Working Women (see page 10 for details), the Group

calculated the economic loss due to menstrual symptoms in FY2024 and quantified the extent of our contribution in monetary terms.

By providing pharmaceuticals and disseminating information to raise awareness, ASKA Pharmaceutical reduced economic loss due to menstrual symptoms by an estimated ¥81.3 billion in FY2024. Of this, information dissemination initiatives through the Health Lab Mint⁺ for Women's health and Mint⁺ Femknowledge contributed ¥32.5 billion. Our goal is not merely to treat illness when it occurs, but to help build a society where women can fully realize their potential by ensuring access to accurate information, early recognition of symptoms, and appropriate care and support.

Annual Economic Loss due to Women's Menstrual Symptoms and the Reduction in Loss Due to ASKA Pharmaceutical (Social Impact) in FY2024

① Estimated annual economic loss in the absence of medical care for women's menstrual symptoms

¥1,054.3 billion

Reduction through Medical Care

② Reduction in annual economic loss due to medical care for women's menstrual symptoms

¥592.6 billion

③ Of which, reduction in annual economic loss due to ASKA Pharmaceutical

¥81.3 billion

④ Of which, reduction in annual economic loss due to ASKA Pharmaceutical's medicines

¥48.8 billion

⑤ Of which, reduction in annual economic loss due to ASKA Pharmaceutical's awareness-raising initiatives

¥32.5 billion

Remaining Challenges

Current annual economic loss due to women's menstrual symptoms

¥461.7 billion

Addressing women's health issues not only improves the quality of life of individual working women but also contributes to sustainable growth of society as a whole.

As a company dedicated to supporting women's health, ASKA Pharmaceutical integrates the development of pharmaceuticals and femtech solutions with information dissemination initiatives through the Health Lab Mint⁺ for

Women's health to pursue a new model of healthcare—one that provides comprehensive support from prevention to testing and diagnosis, treatment, and post-treatment care.

Toward realizing a society where everyone can shine in their own way, we are committed to co-creating the future from the perspective of women's health.

▶ See pages 9-10 for details on Mint⁺ Series initiatives

Basis for Calculation

Current annual economic loss due to women's menstrual symptoms: ¥461.7 billion

a. Work productivity loss due to absenteeism among female workers (regular/non-regular): ¥63.8 billion/¥46.8 billion

b. Work productivity loss due to reduced performance among female workers (regular/non-regular): ¥228.2 billion/¥122.9 billion

Number of female workers¹ (7.62 million/5.48 million) x Percentage of women experiencing symptoms without taking action^{2,3} (43.8%) x Percentage of women absent from work due to menstrual symptoms³ (22.1%) x Average number of days absent per year due to menstrual symptoms³ (7.1 days/9.4 days) x Average daily wage⁴ (¥12,190/¥9,380)

Number of female workers¹ (7.62 million/5.48 million) x Percentage of women experiencing symptoms without taking action^{2,3} (43.8%) x Percentage of women going to work despite menstrual symptoms³ (77.9%) x Percentage of women going to work whose performance suffers due to menstrual symptoms³ (95.8%) x Degree of decline in performance due to menstrual symptoms³ (40.2%) x Number of days per year on which performance was affected by menstrual symptoms³ (18.7 days/18.2 days) x Average daily wage⁴ (¥12,190/¥9,380)

① Estimated annual economic loss in the absence of medical care for women's menstrual symptoms: ¥1,054.3 billion

Replace the "Percentage of women experiencing symptoms without taking action³ (43.8%)" in a and b with 100% (representing all women experiencing symptoms) and label the resulting values as a' and b', respectively.

a'. Work productivity loss due to absenteeism among female workers (regular/non-regular): ¥145.8 billion/¥106.8 billion

b'. Work productivity loss due to reduced performance among female workers (regular/non-regular): ¥521.1 billion/¥280.7 billion

② Reduction in annual economic loss due to medical care for women's menstrual symptoms: ¥592.6 billion

① Estimated annual economic loss in the absence of medical care for women's menstrual symptoms: (¥1,054.3 billion) – ⑥ Current annual economic loss due to women's menstrual symptoms: (¥461.7 billion)

③ ASKA Pharmaceutical contribution to total reduction in annual economic loss: ¥81.3 billion

④ Reduction in annual economic loss due to ASKA Pharmaceutical medicines: ¥48.8 billion + ⑤ Reduction in annual economic loss due to ASKA Pharmaceutical's awareness-raising initiatives: ¥32.5 billion

④ Reduction in annual economic loss due to ASKA Pharmaceutical medicines: ¥48.8 billion

② Reduction in annual economic loss due to medical care for women's menstrual symptoms: ¥592.6 billion x c. Percentage of annual economic loss avoided through ASKA Pharmaceutical's products: 8.2%

c. Percentage of annual economic loss avoided through ASKA Pharmaceutical's products: 8.2%

Number of people taking ASKA Pharmaceutical's products⁵: 606,673 ÷ d.
Number of female workers who have symptoms and take action: 7,360,000

d. Number of female workers who have symptoms and take action: 7,360,000

Total female workers² (13.1 million = 7.62 million regular employees + 5.48 million non-regular employees) x Percentage of women experiencing symptoms and taking action³ (56.2% = 100% - 43.8%)

⑤ Reduction in annual economic loss due to ASKA Pharmaceutical's awareness-raising initiatives: ¥32.5 billion

e. Total reduction in annual economic loss due to awareness-raising initiatives: ¥308.6 billion⁶

f. Share of ASKA Pharmaceutical's activities in total awareness initiatives: 10.5%

a. Positive impact on mitigating work productivity loss due to absenteeism among regular/non-regular female workers (¥63.8 billion/¥46.8 billion) + b.
Positive impact on mitigating work productivity loss due to reduced performance among regular/non-regular female workers (¥128.7 billion/¥69.3 billion)

Understanding Positive Impact

a. Work productivity loss due to absenteeism among regular/non-regular female workers (¥63.8 billion/¥46.8 billion) is assumed to be eliminated through a reduction in absent days achieved by awareness-raising initiatives.
b. Work productivity loss due to reduced performance among regular/non-regular female workers (¥228.2 billion/¥122.9 billion) is assumed to improve as follows: Degree of decline in performance due to menstrual symptoms³ improves from 40.2% to 28.5%, and the number of days per year on which performance was affected by menstrual symptoms³ (18.7 days/18.2 days) is reduced by 61.76% to 11.5 days/11.2 days.

Source: Ministry of Economy, Trade and Industry, *Estimated Economic Losses due to Health Issues Specific to Women, and the Necessity of Health and Productivity Management* (February 2024)
(Other sources)

- Calculated from the Ministry of Internal Affairs and Communications, *Labour Force Survey (Basic Tabulation)*: Employees (Excluding Executive Officers) by Employment Type and Age Group, using 2024 data for ages 15-44
- Women who experience menstrual symptoms but have not taken any measures to address them
- Based on ASKA Pharmaceutical Co., Ltd.'s Survey on Self-Care of Menstrual Symptoms Among Working Women (released September 19, 2025)
- Calculated from the Ministry of Health, Labour and Welfare, 2024 *Basic Survey on Wage Structure*, Table 6-1, assuming 260 annual working days, using the average wage of women aged 15-44
- Calculated from the monthly average number of cases for dysmenorrhea agents (DroEthi, FREWELL, Jenima) and uterine fibroids and endometriosis agents (RELUMINA, LEUPROREIN 1.88mg)
- Ministry of Economy, Trade and Industry, *FY2023 Project for Advancement of Healthcare Industry Infrastructure*
- Based on FY2024 activities of Health Lab Mint⁺ for Women's health (total website users, number of Mint⁺ cards distributed, number of high school health education materials provided, and Mint⁺ Femknowledge views and adoptions)
- Based on population estimates from the Statistics Bureau, Ministry of Internal Affairs and Communications

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Example of Value Creation

Health Lab Mint⁺ for Women's health — Knowing yourself is protecting yourself

Overview of Health Lab Mint⁺ for Women's health

Background and Purpose

Since its founding more than 100 years ago, ASKA Pharmaceutical has been providing pharmaceutical products to support women's health. Amid Japan's declining birthrate, aging population, and increasingly diverse lifestyles, there is a growing need to continue fostering a society where women can access accurate information about their own health and approach life events with peace of mind. To help address these social challenges, we launched Health Lab Mint⁺ for Women's health.

Mint⁺ was launched with the goal of broadly disseminating accurate information about women's health, based on the recognition that women find it surprisingly difficult to discuss bodily concerns even with other women, and end up dealing with these problems alone without ever accessing accurate information.

Overview of Mint⁺ Series Initiatives and Activities over the Past Five Years

Launched in June 2020, Health Lab Mint⁺ for Women's health celebrated its fifth anniversary in 2025. The platform consists of three pillars to support women's health across different life stages. Through the different focuses of these pillars, we provide information and promote public awareness to enhance women's wellbeing.

Mint⁺

As the core component of the series, delivers health and lifestyle information for women of all ages (From June 2020)



- Disseminates information via a dedicated website to improve women's health literacy
- Content: 38 articles
- Videos: 7
- Exhibitions: 5
- Offline events: 6
- Online seminars: 8
- Research reports: 3
- Annual web traffic: 4,000,000+PV
- LINE friends (followers): 5,800

(As of September 2025)

Mint⁺ teens

Supports sex and health education for teenagers (From August 2021)



- Content on sex education for adolescents: 18 articles
- Supplementary materials for health education developed and provided free of charge have been adopted by 2,255 schools (982,000 copies distributed); Teacher review: 92% good, 8% average, 0% poor
- Participation in events: 2
- Instagram (from 2023): 52 posts, 198 followers (As of September 2025)
- Online seminars: 1

Mint⁺ Hug

Provides information and support for women in pregnancy, childbirth, and parenting stages (From October 2024)



- Provides information on health and childcare for expectant mothers and families with young children
- Columns for mothers: 14
- Columns related to newborns and infants: 14
- Shared LINE account with Mint⁺

Survey on Self-Care of Menstrual Symptoms among Working Women

(Released September 19, 2025)

Amid growing social attention on promoting women's participation in the workplace, we conducted this survey to better understand the menstrual symptoms working women experience, how they practice self-care, and how these symptoms affect job performance.

Survey period: August 6–7, 2025

Method: Online survey

Respondents: 1,000 working women nationwide who experience menstruation and are aware of accompanying menstrual symptoms (500 regular and 500 non-regular female employees aged 15–44)

Summary of Survey Results

About 80% of women endure menstrual symptoms

- 78.6% reported they have endured menstrual symptoms without treatment.
- Main coping methods include over-the-counter (OTC) medications (46.6%), rest (16.9%), and enduring without treatment (15.1%); only 9.6% visited a gynecologist.
- Satisfaction levels were high for OTC medications (77.6%) and gynecologist visits (65.5%).

Women seek reliable, evidence-based information

- The most common source of information was internet search at 57.9%, followed by close family members (17.9%) and friends (14.5%).
- The top criterion for determining credibility, cited by 47.0% of respondents, was whether the information came from a reliable source (e.g., local governments and medical institutions), indicating that many prioritized evidence and source reliability.

Menstrual symptoms reduce work performance by about 40%

- 22.1% of respondents had taken leave due to menstrual symptoms.
- 77.9% reported never having taken leave due to menstrual symptoms. Of those, 95.8% of them said their performance was affected.
- Performance during menstruation was perceived to be 40.2% lower than during non-menstrual periods.

Women called for improvements in workplace systems and environments, as well as broader social understanding of menstruation and women's health, including among men

- 6.4% had left jobs due to menstrual symptoms. Reasons included physically demanding work, a lack of flexible work options, and a lack of workplace understanding.
- Beyond self-care (OTC medications and rest) and gynecologist visits, women called for improvements in workplace environments, including greater understanding from others and stronger workplace support.
- Specific requests for support made to workplaces and society included menstrual leave or flexible leave options, flexible work arrangements such as remote work, and the free provision of menstrual products.

Conclusions

The survey revealed that 78.6% of working women continued working despite menstrual discomfort, and menstrual symptoms were perceived to reduce work performance by 40% on average.

Many relied on OTC medications such as painkillers and herbal remedies, and reported high satisfaction with these self-care options. However, this suggests that instead of addressing the root causes of menstrual discomfort, women are often managing only the symptoms.

Despite recent progress in initiatives to promote women's participation and broadening social understanding of

menstruation, overall awareness remains insufficient. Many women voiced expectations for improved working environments, including flexible work arrangements and greater workplace understanding.

Through Health Lab Mint⁺ for Women's health, we will continue disseminating information on health conditions specific to women that may underlie painful menstrual symptoms, as well as broader women's health topics, to promote early detection and treatment and to help working women perform at their full potential.



Mint⁺ Femknowledge (From October 2023)

As part of our femtech business, we offer training videos for corporations and organizations to promote women's participation in the workplace.

- Addressing factors that hinder women's participation in the workplace
- Improving workplace comfort and reducing turnover
- Fostering mutual understanding of health issues specific to women and enhancing job performance

More than 130,000 people across 20 companies and organizations have utilized these videos

(As of September 2025)