

## The Foundation for Our Path Forward

By aspiring to be a total healthcare company with a strong foundation as a specialty pharma company and based on our corporate philosophy, “Contribute toward the improvement of people’s health and progress in society through the development of innovative products,” we are helping to resolve social issues and to build a sustainable society. We will continue to meet the expectations of our stakeholders by maximizing economic value while also enhancing social value.

### Material Issues

Priority issues ASKA Pharmaceutical Holdings aims to resolve

Contribution to women’s health and animal health

Promotion of environmental management

Development of diverse human resources for enhancing corporate value

Stable supply of high-quality products and proper information provision

Respect for human rights

Strengthening governance



### Vision

**A Total Healthcare Company with a Strong Foundation as a Specialty Pharma Company**

ASKA Pharmaceutical Holdings Co., Ltd. was established in April 2021, marking a major step forward. Under the five-year Medium-Term Management Plan 2025, we will implement seven strategies based on the three foundations of “specialty,” “ability to create,” and “social contribution.” In doing so, we aim to become a total healthcare company that focuses on prevention, testing and diagnostics, treatment, and prognosis.

### Corporate Philosophy

**Contribute toward the improvement of people’s health and progress in society through the development of innovative products**

Since our founding in 1920 as a pioneer in hormone preparations, we have unerringly continued on our journey, while always keeping in mind our essential mission as a company that is directly linked to life and health. Backed by the drug discovery capabilities we have developed over our century-long history, we will adapt to the changing times and environment as we continue contributing to society by responding to diverse needs.

### Medium-Term Management Plan 2025

Net sales: **¥70 billion**

Operating profit margin: **8%**

ROE: **8%**

#### Four Visions

- 1 Expand business scope centered on pharmaceutical products
- 2 Improve business operations by promoting open innovation (from R&D to production and sales)
- 3 Become the top domestic company in our specialty areas for pharmaceutical products
- 4 Continue to be a company that is trusted by society

#### Seven Strategies

1. Enhance corporate value by strengthening initiatives in the specialty areas
2. Continuously create new drugs through advanced drug discovery
3. Overseas operations
4. Provide new value to realize total healthcare
5. Improve operational efficiency, cut costs, and reinforce our financial base
6. Foster an organizational culture that emphasizes thorough compliance and accountability
7. Develop human resources to realize growth strategies