

Initiatives/External Evaluation/Third-Party Opinion

Initiatives

WE SUPPORT



United Nations
Global Compact



Taskforce on Nature-related
Financial Disclosures (TNFD) Forum



Partnership
Building Declaration



Renewable Energy 100
Declaration RE Action

External Evaluation



FTSE Blossom
Japan Index

FTSE Blossom Japan Index



FTSE Blossom
Japan Sector
Relative Index

FTSE Blossom Japan Sector
Relative Index



S&P/JPX
Carbon Efficient
Index



CDP2024



Digital Transformation
Certification

DX Certification



Recognized as White 500 enterprise
under Certified Health &
Productivity Management Outstanding
Organizations Recognition Program



DBJ Health Management
Rating Highest Rank



Healthy Company Declaration
Gold Certificate



Next Nadeshiko
Company Supporting Dual
Careers and Co-parenting



Kurumin Certification



Tokyo Women's
Empowerment Award
Excellence Award



Top Hundred Telework
Pioneers Certification



NIKKEI Sustainable
Management Survey 2025,
Smart Work Edition



NIKKEI Sustainable
Management Survey 2025,
SDGs Edition



"Best IR Award for
Encouragement" of
the 2024 IR Award



"Most Liked!"
IR Award of the
2023 IR Award



Daiwa Internet IR Awards
Commendation Award



Nikko Investor Relations Co., Ltd.,
All Japanese Listed Companies'
Website Ranking 2024
All Markets Ranking in Japan
AAA Corporate Website



Gomez IR Website Ranking
2024 Silver Prize



Gomez ESG
Website Awards 2025
Excellent Company

Third-Party Opinion

See the Company's website for third-party opinion.
<https://www.aska-pharma-hd.co.jp/english/csr/opinion.html>

Editorial Postscript

Thank you for reading ASKA HD Report 2025. In this report, under our corporate message, "For a Healthy Tomorrow and Future," we present the initiatives of the Group to address health challenges and help build a sustainable society, conveyed through messages from our officers and employees.

We updated our assessment of the value created by the Group in addressing "Annual Economic Losses due to Women's Menstrual Symptoms," first featured in 2024. We also disclosed for the first time the social impact of "information related to women's health" in the feature article. By presenting our strengths in women's healthcare in a clear, story-driven format, we have communicated our contribution to society in a more tangible way.

The report also features an interview with our new president, appointed in June 2025, in which he shares his aspirations and vision. On governance, the

report provides a detailed account of the selection process for the new president.

In addition, we conducted two roundtable discussions with outside directors, focusing on themes such as women's healthcare and governance, to share their perspectives and discuss the Group's direction. The report also highlights our current initiatives and challenges undertaken with an eye to the future.

We hope this report helps you gain a deeper understanding of the Group's initiatives. We will continue to value dialogue with our stakeholders and strive to further enhance our disclosures.

Corporate Communication Section
Corporate Planning Department
ASKA Pharmaceutical Holdings Co., Ltd.