

May 19, 2022

Consolidated Financial Results for the Year Ended in March 31, 2022 (FY2021)

Presentation for Investors



Stock code : 4886 (TSE)

ASKA Pharmaceutical Holdings Co., Ltd.

Forward Looking Statement

- The forward-looking statements contained in this presentation are based on the Company's assumptions and beliefs in the light of information currently available to it and involves known and unknown risks and uncertainties.
- Accordingly, there is a possibility that actual results and development programs may differ largely from these forecasts, due to a variety of factors.
- This report contains information on Pharmaceuticals Products (including those under development), and the content of this report is not intended for medical promotion or medical advice.
- This translation is provided solely as a reference material. In the case of any discrepancy between the two versions, the original Japanese version shall prevail.

Financial Results Summary for FY2021



Atsushi Maruo,

Senior Managing Member of the Board of Directors, Representative Director

ASKA Pharmaceutical Holdings Co., Ltd.

Consolidated Statements of Income

*The figures announced as ASKA Pharmaceutical Co., Ltd.

(Millions of yen)	*FY2020 Apr - Mar Actual	FY2021 Apr - Mar Actual	Actual +/-	Growth +/-
Net sales	55,181	56,607	1,425	2.6%
Cost of sales	29,798	30,255	457	1.5%
Gross profit	25,383	26,351	968	3.8%
Selling, general and administrative expenses	21,773	21,556	(217)	(1.0%)
Operating profit	3,609	4,795	1,185	32.9%
Ordinary profit	3,092	4,880	1,788	57.8%
Profit attributable to owners of parent	2,713	4,290	1,576	58.1%

* Put a current exchange rate and the reference: (1 US dollar = 128.32 yen, as of May 12th 2022)
(1 Euro = 135.88 yen, as of May 12th 2022)

Net Sales by Business (Consolidated)

*The figures announced as ASKA Pharmaceutical Co., Ltd.

(Millions of yen)	*FY2020 Apr - Mar Actual	FY2021 Apr - Mar Actual	Breakdown	Actual +/-	Growth +/-
Pharmaceutical drugs	50,314	50,791	89.7%	477	0.9%
Animal health drugs	4,742	5,630	9.9%	888	18.7%
Others	125	185	0.3%	60	48.4%
Total	55,181	56,607	100%	1,425	2.6%

Sales of Main Products

(Millions of yen)

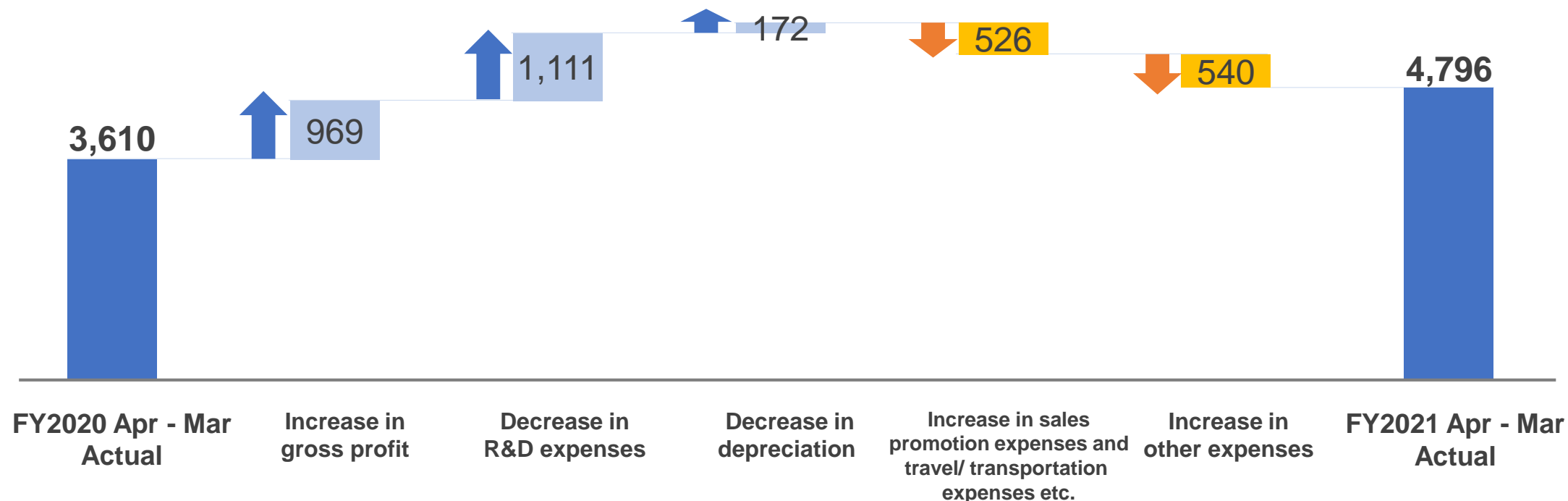
Area	Products (generic name)	FY2020 Apr - Mar	FY2021 Apr - Mar		FY2022	
		Actual	Actual	YOY	Forecast	YOY
Internal Medicine	*1, *2 CANDESARTAN (candesartan)	12,329	12,394	0.5%	10,840	(12.5%)
	THYRADIN (levothyroxine)	7,209	7,499	4.0%	7,714	2.9%
	RIFXIMA (rifaximin)	4,334	4,854	12.0%	5,289	9.0%
	MERCAZOLE (thiamazole)	1,401	1,458	4.0%	1,440	(1.2%)
	*1 AMLODIPINE (amlodipine)	1,294	1,073	(17.1%)	963	(10.3%)
	LIPIDIL (fenofibrate)	1,096	919	(16.2%)	673	(26.8%)
Obstetrics and Gynecology	RELUMINA (2019.3-) (relugolix)	5,709	7,334	28.4%	9,779	33.3%
	*1 FREWELL (2018.12-) (norethindrone/ethinylestradiol)	2,952	3,463	17.3%	3,083	(11.0%)
	ANGE (levonorgestrel/ethinylestradiol)	908	854	(5.9%)	896	4.9%
	*3 MAGSENT (2020.3-) (magnesium sulfate)	908	850	(6.4%)	682	(19.8%)
	LUTEUM (progesterone)	531	661	24.5%	836	26.5%
Urology	*1, *4 LEUPRORELIN (leuprorelin)	4,502	5,183	15.1%	4,589	(11.5%)

* 1 Generic drugs * 3 Total value of magnesium sulfate preparation

* 2 Including compounding agents * 4 1.88mg formulation is for gynecological indications only, but combined with 3.75mg formulation

Analysis of Operating Profit (YOY)

(Millions of yen)



Analysis of key factors

- Gross profit increased due to higher net sales
- Despite an increase in operating and other expenses, depreciation and R&D expenses decreased as initially expected, and overall SG&A expenses decreased YoY

Consolidated Balance Sheet

End of FY2020

(Millions of yen)

Current assets 39,932	Current liabilities 16,737
Property, plant and equipment 12,675	Non-current liabilities 21,334
Intangible assets 11,893	Net assets 44,510
Investments and other assets 18,081	
Total assets 82,582	

End of FY2021

(Millions of yen)

Current assets 49,557 (+9,625)	Current liabilities 16,011 (-725)
Property, plant and equipment 10,936 (-1,739)	Non-current liabilities 18,393 (-2,941)
Intangible assets 6,183 (-5,710)	Net assets 48,892 (+4,381)
Investments and other assets 16,620 (-1,461)	
Total assets 83,297 (+714)	

■ Assets

Cash and deposits	1,589
Notes and accounts receivable	1,329
Securities	5,000
Intangible assets	-5,710

■ Liabilities / Net Assets

Notes and accounts payable-trade (Include electronically recorded obligations operating)	386
Long-term loans	-1,424
Provision for environmental measures	-850
Retained earnings	5,216

Analysis of key factors

- (Assets) Decrease in intangible assets due to the discontinuation of development, and increase in cash and deposits, etc. due to the transfer of tangible fixed assets
- (Liabilities / Net Assets) Decrease in short-term and long-term debt and increase in retained earnings

FY2022 Forecast (Consolidated)

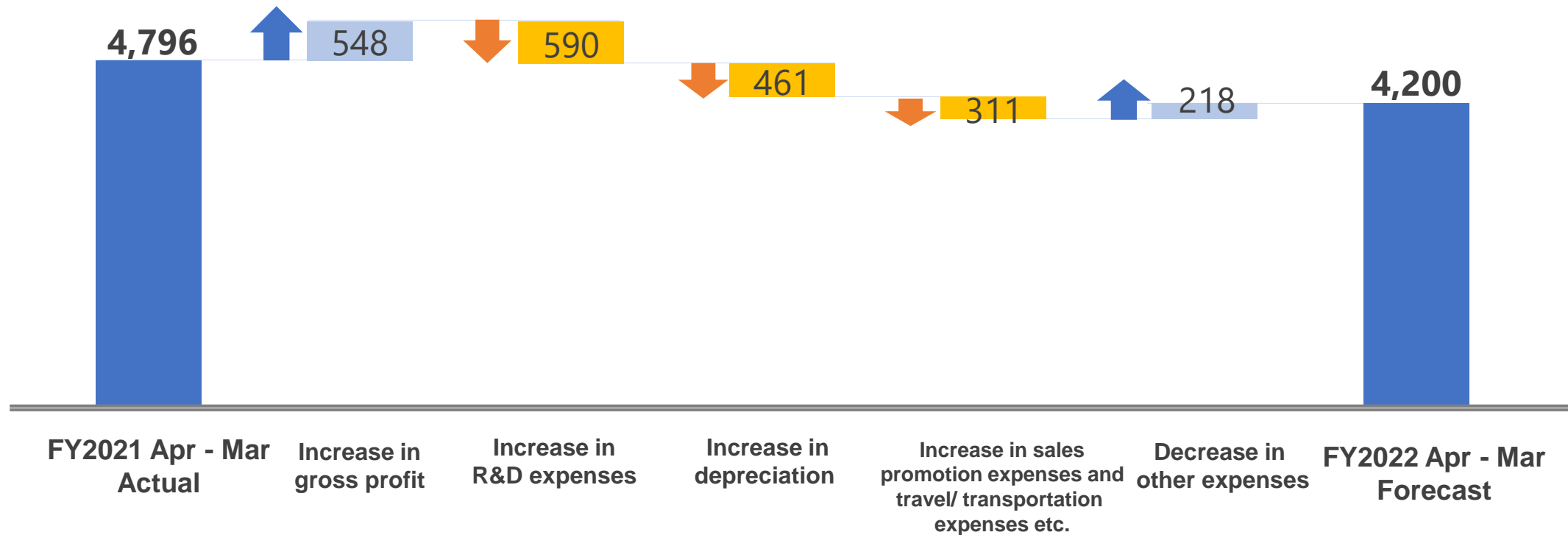
(Millions of yen)	FY2021 Actual	FY2022 Forecast	YOY Actual +/-	YOY % +/-
Net sales	56,607	57,500	892	1.6%
Operating profit	4,795	4,200	(595)	(12.4%)
Ordinary profit	4,880	4,300	(580)	(11.9%)
Profit attributable to owners of parent	4,290	3,300	(990)	(23.1%)

Major factors

- Sales are expected to increase due to the continued growth of RELUMINA and RIFXIMA, as in the previous fiscal year, as well as the launch of DroEthi Combination Tablets scheduled for this fiscal year, despite the impact of the NHI price revision
- Operating profit is expected to decrease due to an expected increase in SG&A expenses, mainly R&D expenses
- Profit attributable to owners of parent is also expected to decrease due to the absence of extraordinary gains that occurred in the previous fiscal year

Forecast of Operating Profit (YOY)

(Millions of yen)



Analysis of key factors

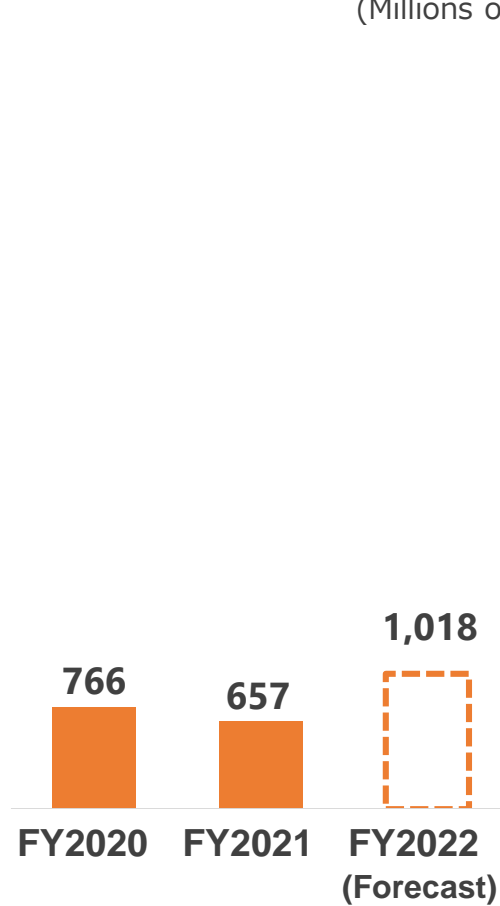
- Increase in gross profit due to higher sales
- Overall SG&A expenses increased YoY due to higher R&D and depreciation expenses

Capital Expenditures, Depreciation and Amortization, R&D expenses

Capital Expenditures

(Tangible and software transfer basis)

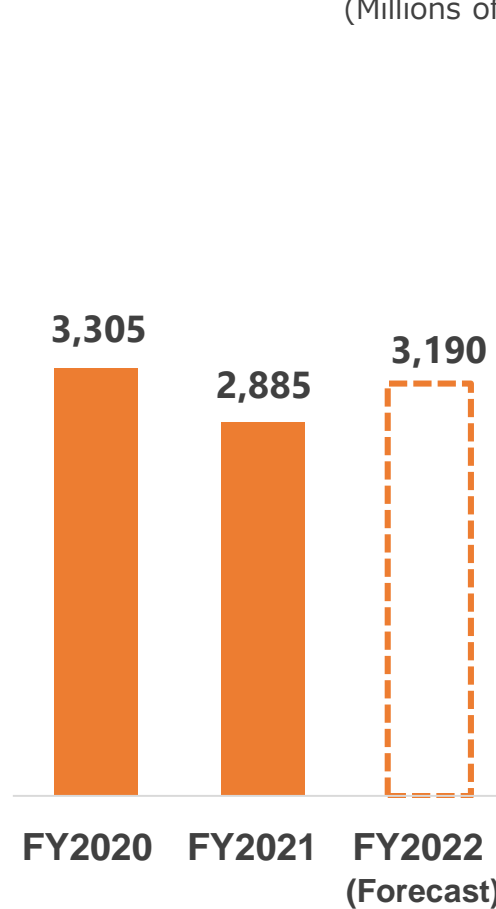
(Millions of yen)



Depreciation and Amortization

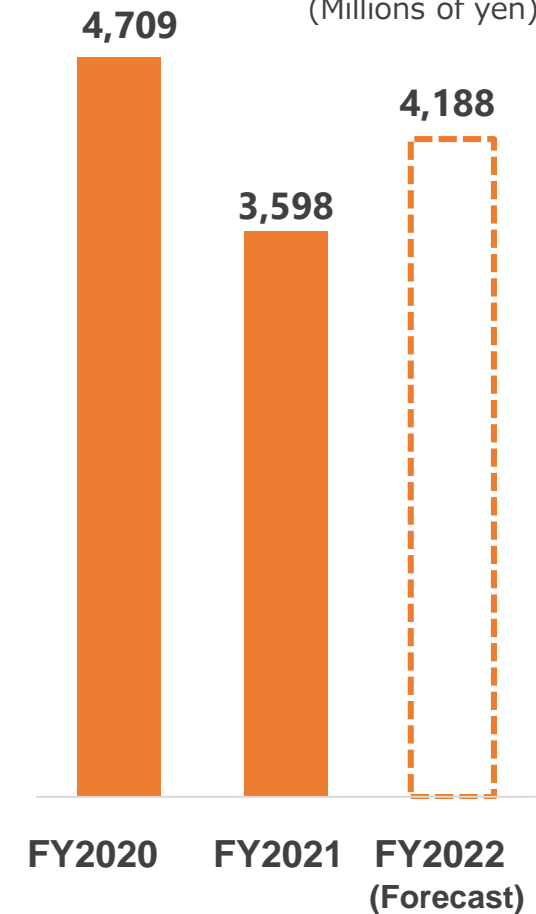
(Tangible/intangible total)

(Millions of yen)



R&D expenses

(Millions of yen)



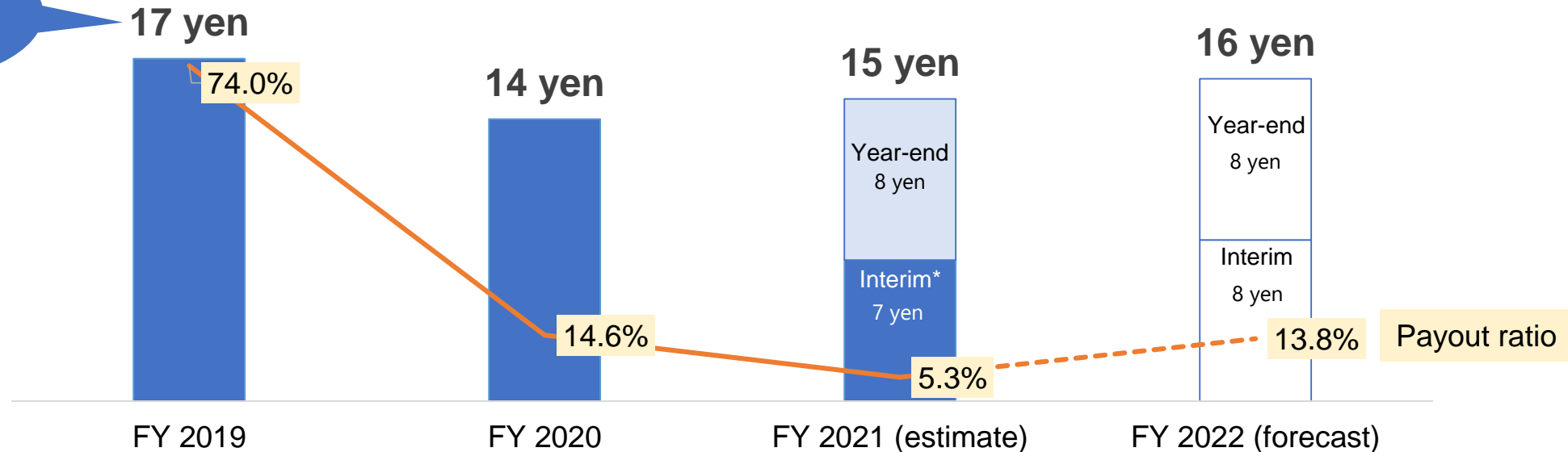
Return to Shareholders

Return to shareholders

The Company's basic policy is to provide stable and continuous dividends to shareholders for appropriate return of profits.

Changes in dividends per share

Dividend for commemoration of 100th anniversary 3 yen



Cross-shareholdings

In view of capital efficiency, The Company will verify whether or not to continue holding cross-shareholdings, and reduce shares whose significance is determined not necessarily adequate.

Overview of FY2021 Annual Report



Takashi Yamaguchi,

President, Managing Member of the Board, Representative Director

ASKA Pharmaceutical Holdings Co., Ltd.

ASKA Pharmaceutical Holdings Co., Ltd.

Summary of Fiscal Year Ended March 31, 2022

After the First Year of the Medium-Term Management Plan

The Goals of the Medium-Term Management Plan 2025

**"Become a Total Healthcare Company with
a Strong Foundation as
a Specialty Pharma Company"**

The Medium-Term Management Plan 2025 Numerical Targets
Net sales: 70 billion yen, Operating profit rate: 8%, ROE: 8%

Based on this foundation, The Medium-Term Management Plan 2025 was
designed with four visions and seven strategies.

Three foundation cornerstones to carry out the Medium-Term Management Plan 2025
Specialty Ability to create Social contribution

The Medium-Term Management Plan 2025 Numerical Targets

	FY2020 Actual	FY2021 Actual		FY2025 Targets
Sales (millions of yen)	55,181	56,607		70,000
Operating profit ratio	6.54%	8.47%		8%

This is the first year of ASKA Pharmaceutical Holdings and the first year of its Medium-Term Management Plan. The fiscal year ended March 31, 2022 had a favorable start due to the growth of new drugs such as RELUMINA and increased alternative demand for generics. In the fiscal year ending March 31, 2023, the second year of the Medium-Term Management Plan, the Company will continuously work to achieve its goals.

Initiatives and Outcomes of Seven Strategies in The Medium-Term Management Plan 2025

1

Enhancing Corporate Value by Strengthening Initiatives in the Specialty Areas

- Increase in presence in the field of Ob/Gyn with the additional indication of RELUMINA for endometriosis
- Only ASKA Pharmaceutical obtained a marketing authorization of DroEthi Combination Tablets
- Riona (Ferric Citrate Hydrate) Co-Promotion
- Rapid SP (Gonococcal Infection) Co-Promotion

2

Continuous Creation of New Drugs through Advanced Drug Discovery

- Licensing Agreement on Relugolix Combination Tablet / Business Collaboration Agreement for adhesion barrier
- Achieved milestone in ongoing research with RaQualia Pharma and entered into new joint research agreement

3

Overseas Operations

- Provided technical support to Hataphar for the construction of a new factory in Vietnam

4

Providing New Value to Realize “Total Healthcare”

- ASKA Animal Health launched new feed additive
- ASKA Pharmaceutical launched a new kit for measuring hair hormone levels in the healthcare business

Initiatives and Outcomes of Seven Strategies in The Medium-Term Management Plan 2025

5

Improving Operational Efficiency, Cutting Costs, and Reinforcing Our Financial Base

- Implemented initiatives to reduce cost of sales
- Implemented RPA practices to improve operational efficiency

6

Foster an Organizational Culture that Emphasizes thorough Compliance and Accountability

- Ongoing supply chain inspections to maintain stable supply
- Ongoing training on quality and safety management

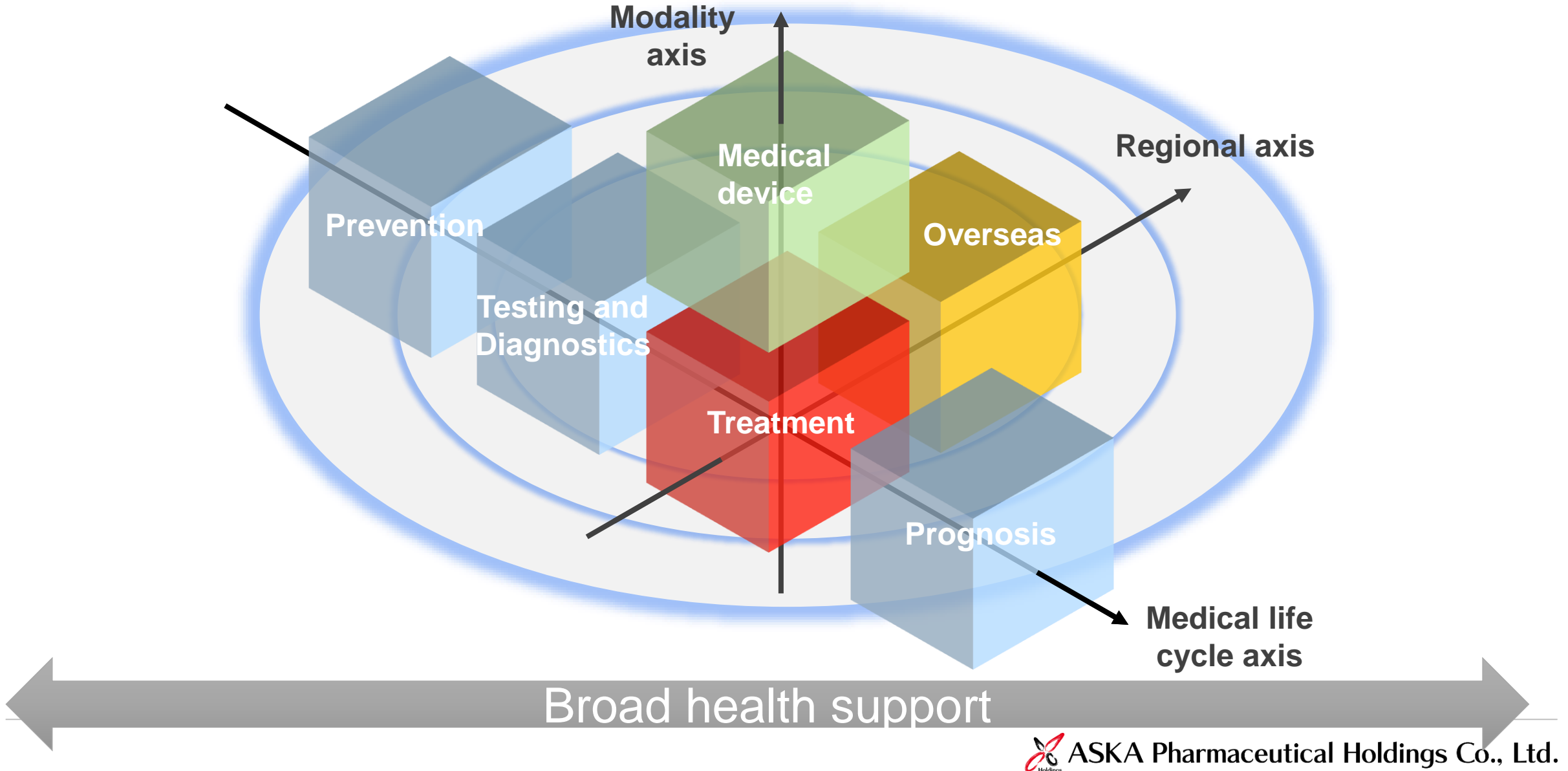
7

Develop Human Resources to Realize Growth Strategies

- Introduced a new human resource system to maximize human capital
- Introduced learning tools to support autonomous growth

Company-wide efforts to achieve the Medium-Term Management Plan

Become a Total Healthcare Company with a Strong Foundation as a Specialty Pharma Company



FY2022

Group Companies Initiatives

ASKA Pharmaceutical Co., Ltd.

■ Major Initiatives

- Specialty Areas
- Development Pipeline
- Overseas Business Development

ASKA Pharmaceutical Co., Ltd.

■ Major Initiatives

- Specialty Areas
- Development Pipeline
- Overseas Business Development

Environmental Changes Related to Women's Healthcare

Changes in healthcare administration

- Insurance coverage for fertility treatments
- Expansion of telemedicine
- Discussion on OTC emergency contraceptives

Increased awareness of Femtech

- Advancement in women's participation in society
- Technological progress
- Increase of participating companies

Promotion of advancement in active roles of women

- ESG・SDGs
- Health management
- Diversity & Inclusion

Improvement in health literacy

- Dissemination of information related to menstruation
- Increasing importance of sexual education
- Promotion of understanding of menopausal disorders

Expansion of obstetrics and gynecology market*

2021 forecast 73.9 billion yen

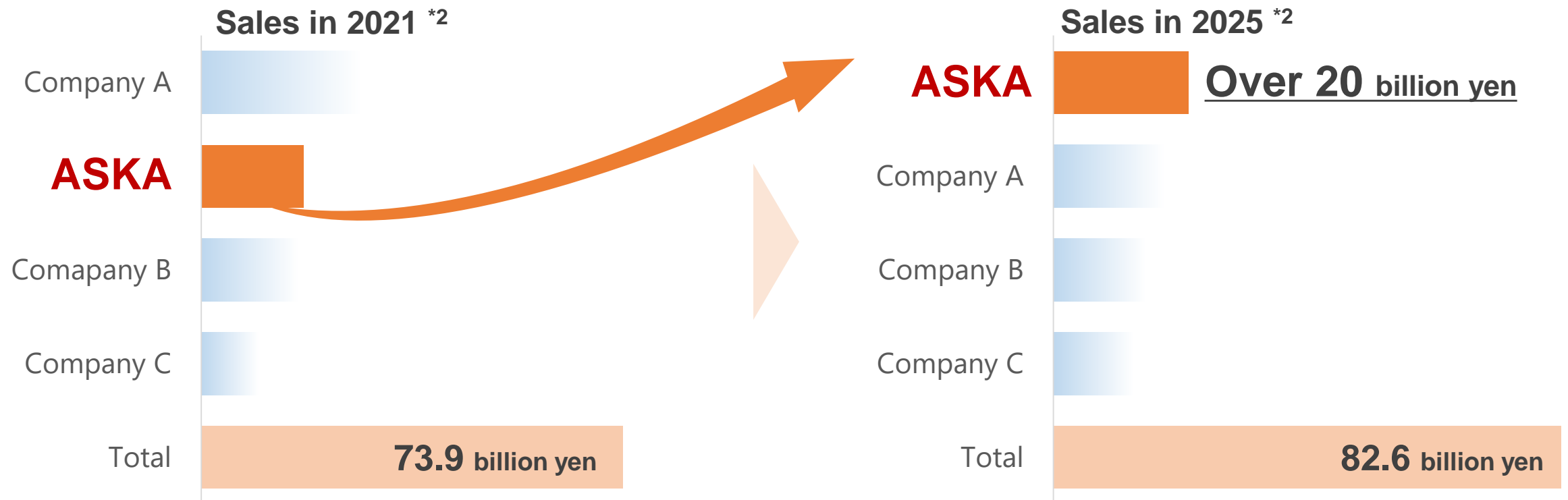


2025 forecast **82.6** billion yen

Copes with environmental changes and aims for sustainable growth

Becoming a Leading Company in the Field of Obstetrics and Gynecology

The domestic obstetrics and gynecology market is projected to grow from 73.9 billion yen to 82.6 billion yen during 2021-2025 ^{*1}



Become a Top Company in the Field of Obstetrics and Gynecology

^{*1} Source: Fuji Keizai (unauthorized reproduction prohibited)

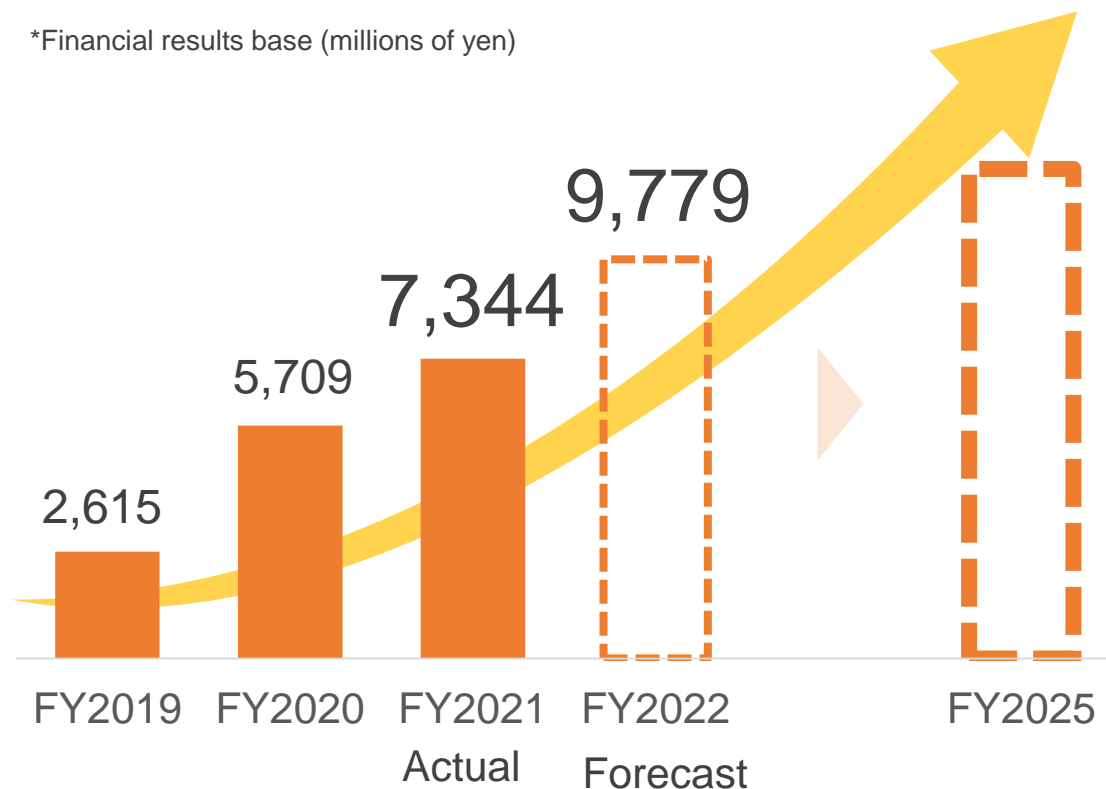
^{*2} Graphs based on in-house analysis

Growth Driver - The Potential of RELUMINA (relugolix) -

RELUMINA sales trend

*Financial results base (millions of yen)

RELUMINA
over 10 billion yen



Aims to achieve 10 billion yen in the early stage of the Medium-Term Management Plan

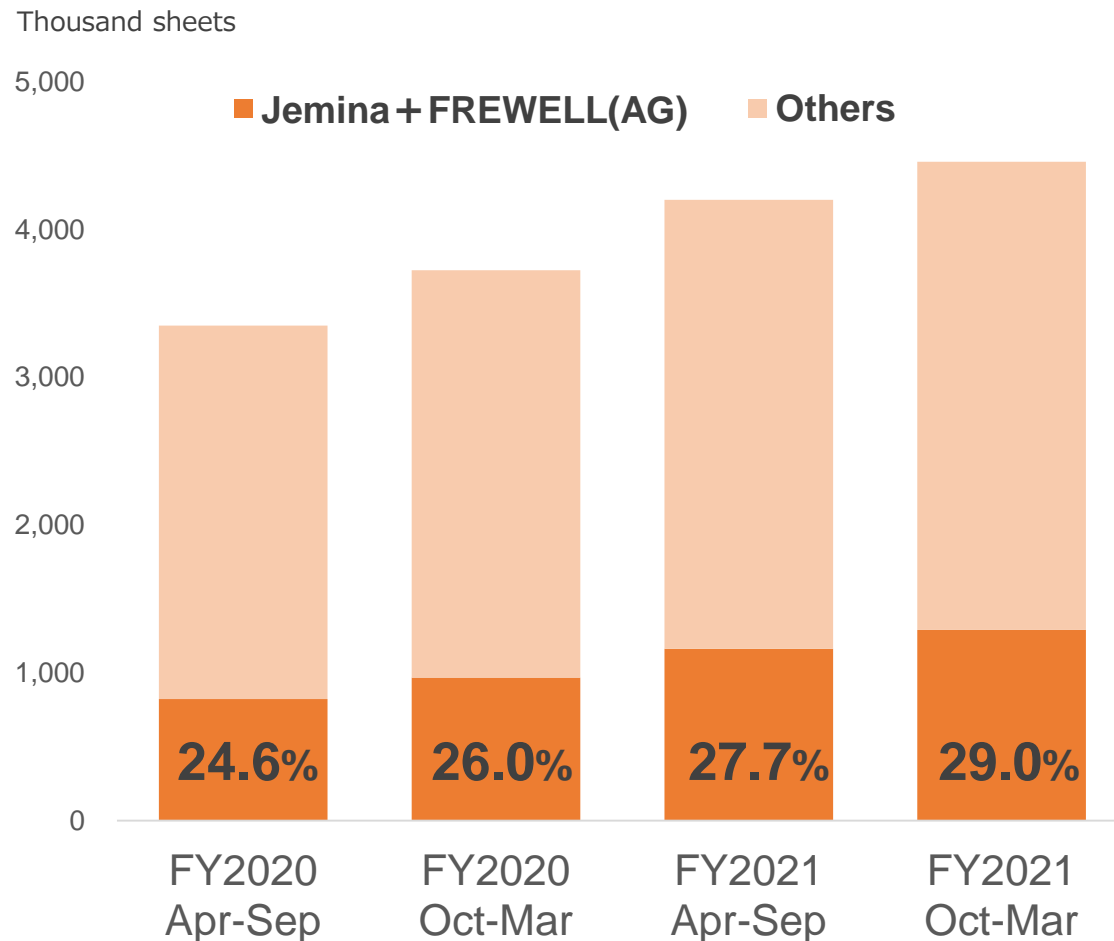
Received additional Indication approved within the marketing authorization for endometriosis (December 24, 2021)

Provide a new option for the treatment of endometriosis

Contribute to the treatment of endometriosis and uterine fibroids

Further Contribution to the Treatment of Dysmenorrhea

LEP* market continues to expand



Source: Encise Inc. (unauthorized reproduction prohibited)

*Low-dose Estrogen/Progestin combination

Acquired DroEthi® Combination Tablets' marketing authorization

(announced on February 15, 2022)

- ✓ The first generic drug in Japan to combine Drospirenone / Ethinylestradiol
Only ASKA Pharmaceutical obtained a marketing authorization
- ✓ Three LEP* formulations lineup with the launch of DroEthi in addition to Jemina and FREWELL

**Providing options for
dysmenorrhea patients**

Insurance Coverage of ASKA Pharmaceutical drugs for the Indication of Infertility Treatment

From April 2022, infertility treatments have been covered by insurance, and the following drugs are now covered by insurance and listed on the NHI drug price list for infertility treatment

Newly insured products in the NHI drug price

PLANOVAR® TABLETS

uFSH INJECTION

HMG INTRAMUSCULAR INJECTION

GONATROPIN® FOR INJECTION

GONATROPIN® FOR INTRAMUSCULAR INJECTION

Meeting medical needs
in the area of infertility
treatment

Newly listed product in the NHI drug price

LUTEUM® VAGINAL SUPPOSITORIES

Obstetrics and Gynecology Products by Life Stage

Early childhood	Puberty	Reproduction age			Menopause	Old age
	Oral contraception	Now on sale Drospirenone (LF111)	In preparation ANGE	In preparation NORLEVO	Menopause	In preparation HOLIN
	Iron deficiency anemia	In preparation Riona (Co-Pro*)				
	Hypozincemia	In preparation NOBELZIN (Co-Pro*)				
	STD/infection	Under development Cervical dysplasia drugs	In preparation Rapid SP Chlamydia (Co-pro*)			
	Uterine fibroids Endometriosis Dysmenorrhea	In preparation RELUMINA	In preparation LEUPRORELIN			
		In preparation Jemina (Co-Pro)	In preparation FREWELL (AG)	In preparation DroEthi		
	Menstrual disorder	Under development PMS/PMDD drug	In preparation PLANOVAR			
				Under development TRM-270		
	Miscarriage Premature birth Childbirth	In preparation Magsent	In preparation MAGNESOL			
		In preparation RITODRINE	In preparation ATONIN			
	Infertility	In preparation HMG	In preparation uFSH	In preparation SEXOVID		
		In preparation LUTEUM	In preparation GONATROPIN			

RELUMINA Tablets
Additional indication for Endometriosis (December, 2021)

DroEthi Combination Tablets
In preparation for launch

Expand the lineup and contribute to women's healthcare

Now on sale

In preparation

Under development

*Mainly in the field of obstetrics and gynecology



知ることは、自分を守ること。



Key message

Knowing yourself, is protecting yourself

The Company has been operating "Health Lab Mint+ for Women's health" since 2020 on the occasion of the 100th anniversary of foundation of its company, with the desire to stay with and support women who suffer from female-specific symptoms by gathering knowledge about "female hormones" that it has accumulated over the years.

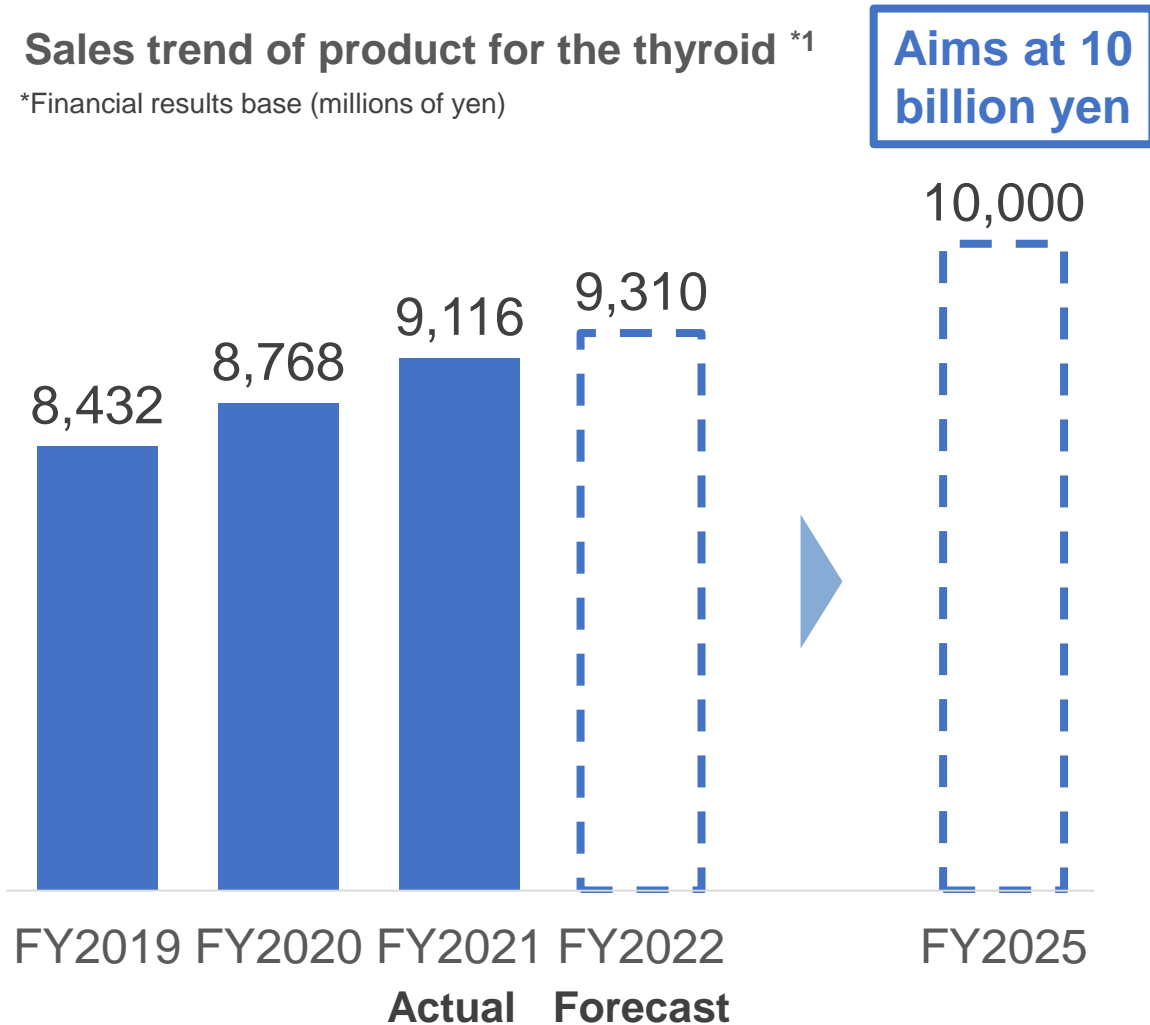
With information to stay with women, the Company offers hints for positive, healthy, and rich lives of women every day.

Total support for women's health

As a Leading Company for Thyroid Treatment

Sales trend of product for the thyroid *1

*Financial results base (millions of yen)



100th anniversary of the birth of THYRADIN (levothyroxine) in 2022



Approach to related academic societies

Co-sponsored commemorative seminar to be held in Japan Thyroid Association

Activities for raising awareness of the disease

- (1) For ordinary people
Distribution of videos using media to improve the recognition of the thyroid gland
- (2) For primary physicians
Holding seminars of lecture by specialists to improve skills for primary physicians

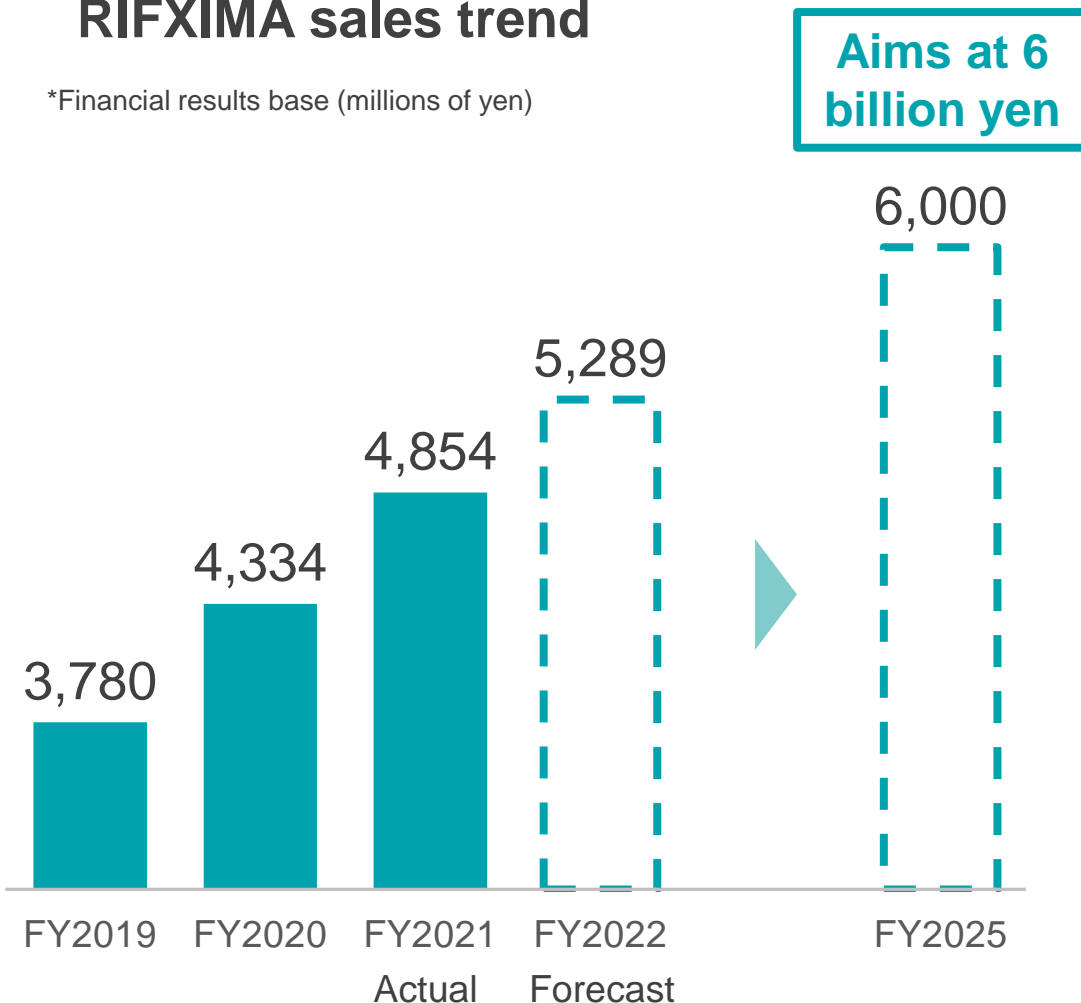
Promotes activities to raise awareness and contributes to treatments for patients

*1 THYRADIN, MERCAZOLE, PROPACIL

Contributing to Unmet Medical Needs by RIFXIMA (rifaximin)

RIFXIMA sales trend

*Financial results base (millions of yen)



Clinical Practice Guidelines for Liver Cirrhosis 2020

Strength of recommendation:
Strongly recommended

Evidence level:
A

(Applicable partial summary)

Because RIFXIMA is an effective treatment for hepatic encephalopathy, as is synthetic disaccharides, It has been recommended as a "basic therapeutic agent"

Establish itself as the standard treatment for hepatic encephalopathy

Further commitment to meet unmet medical needs
Ph II/III clinical trial for pediatric indication for hepatic encephalopathy ongoing


ASKA Pharmaceutical Co., Ltd.

■ Major Initiatives

- Specialty Areas
- Development Pipeline
- Overseas Business Development

Development Pipeline

R&D Status (as of May 2022)

Development code (generic name) Indication	Ph I	Ph II	Ph III	Application	Approval
LF111 (drospirenone) Contraception			Ph III Ongoing		
(Option agreement) Under development at Renascience Inc. Treatment for PMS/PMDD			Investigator-initiated clinical Ph II trial Ongoing		
(Option agreement) Under development at KinoPharma, Inc. Treatment for Cervical Dysplasia			Ph I/II Ongoing in Korea		
TRM-270 (adhesion barrier) (Gastroenterology, and obstetrics and gynecology)			Preparing for Clinical trial		
L-105 (rifaximin) Hepatic encephalopathy (pediatrics) 			Ph II/III Ongoing		
AKP-009 (ludaterone acetate) Benign prostatic hyperplasia			Ph IIa Completed*		
Relugolix Combination Tablet Uterine fibroid	Preparing Development				

Approval for marketing authorization of TAK-385 (Relugolix) for indication of endometriosis was obtained

* The additional Phase I clinical trial conducted to confirm maximum efficacy was terminated based on the results of Phase IIa clinical trial

 Changes from last time

Building the next core products

Relugolix Combination Tablet

Licensing agreement with Takeda Pharmaceutical Company Limited.

September 27, 2021

Summary

- ✓ Entered into a license agreement for exclusive development and commercialization for uterine fibroids in Japan.
- ✓ Combination of relugolix, estradiol-INN and norethindrone acetate-INN.
- ✓ Expected to be used for a long term treatment.
- ✓ The number of patients with uterine fibroids is estimated to be around 2 million in Japan.
- ✓ Other companies have already obtained approval in Europe and in the United States.

**Proposing a new option for
uterine fibroid treatment**

Building the next core products

Adhesion Barrier* (TRM-270)

Signed business collaboration agreement with Toray Industries, Inc.

Summary

October 5, 2021

- ✓ **Jointly develop the Product to obtain a marketing approval.**
- ✓ **Commercialization exclusively for Japan.**
- ✓ **Use during medical procedures such as laparotomies and laparoscopies in obstetrics and gynecology as well as in gastroenterology procedures.**
- ✓ **It has a laminated structure that comprises anti-adhesive layers as well as supportive layers. Different properties provides the necessary flexibility and adhesiveness to target organs.**
- ✓ **The market size of adhesion barrier is estimated to be around 13-14 billion yen per year in Japan.**

* When tissues are sutured together in surgery, it is normal for the sutured tissues to adhere and heal spontaneously. However, during the healing process after surgery, postoperative adhesion can occur, whereby tissues that should be separated, can adhere to one another. These postoperative adhesions can cause complications such as, small bowel obstruction, secondary infertility, and chronic pelvic pain. Adhesion barriers are applied to areas effected by surgeries to prevent such adhesions.

Contribute to improving treatment prognosis of surgical patients

ASKA Pharmaceutical Co., Ltd.

■ Major Initiatives

- Specialty Areas
- Development Pipeline
- Overseas Business Development

Business Development in Asia

Vietnam

Equity-method affiliate

Ha Tay Pharmaceutical Joint Stock Company

(Hataphar)



Support for construction of a new plant underway

- Construction of a new plant compliant with PIC/S GMP to start in January 2022 (production capacity of 2 billion tablets/year, operation scheduled for FY2023)
- Dispatch personnel from our company to assist in the preparation of GMP procedures
- Manufacture and sell Hataphar's products in a PIC/S GMP compliant plant, support the construction for a new factory compatible with PIC/S GMP.



Expand personnel exchange

- Accept trainees from Vietnam to acquire production technology (entered in May)



China

Preparing to file for import and marketing authorization for “Altat” *

Harbin Pharmaceutical Group Co., Ltd. (China Heilongjiang Province)

* H₂ receptor antagonist

ASKA Animal Health Co., Ltd.

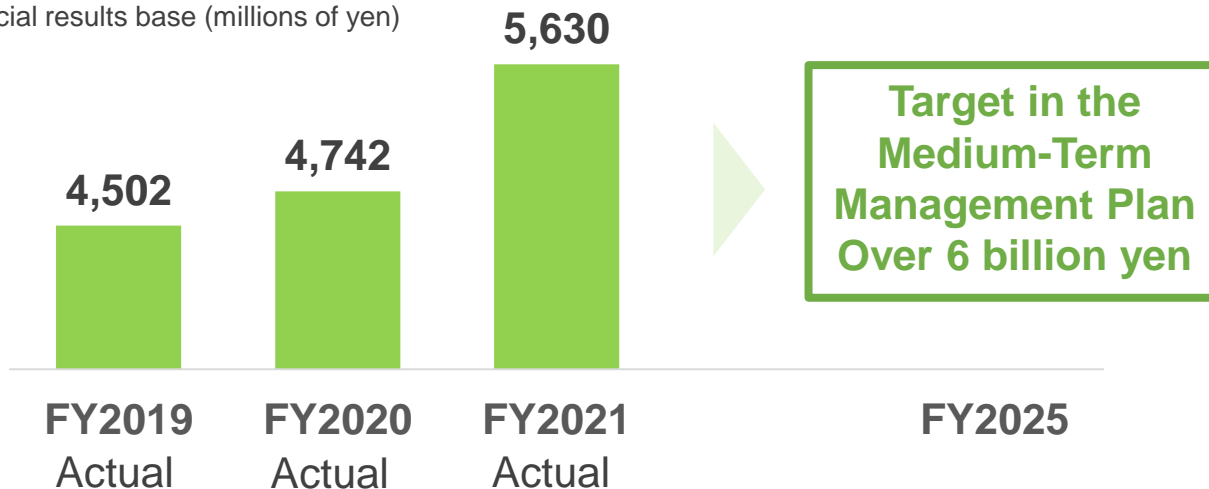
ASKA Animal Health

Vision

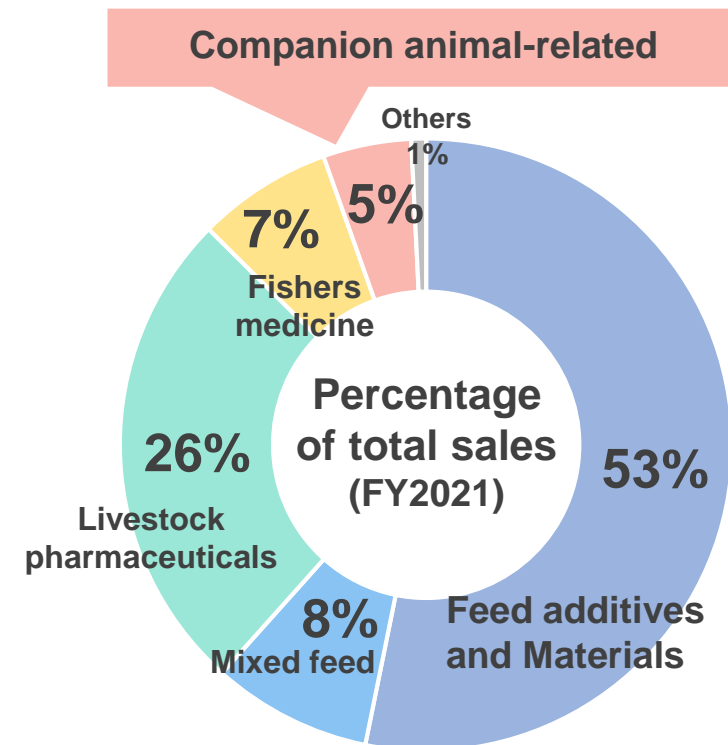
Contributing to the creation of a society where humans and animals can coexist by protecting animal health and food safety

Sales of ASKA Animal Health

*Financial results base (millions of yen)



Sales in FY2022 are expected to be comparable to FY2021



ASKA Animal Health: Initiatives of Major Themes for FY2022

Priority actions

- Preparation for sales of new drugs for companion animals scheduled to be launched this year
- Market acquisition for three major products, L-methionine (feed additive), AIVLOSIN (antibiotic), PRID DELTA (drug for livestock)
- Acquisition of new customers through presentation at large exhibitions and Web seminars

Topics

Herbal mixed feed to control *dermanyssus gallinae* (red mite) **"WAKUMO HATE"** (launched in April 2021)

It was launched to reduce damage to chickens such as anemia and deaths due to sucking blood by *dermanyssus gallinae* ≡ mite, decrease in egg-laying rate due to stress, and contamination of eggs, as well as burden on people who address them. It is a mixed feed that can reduce the stress of *dermanyssus gallinae* on chickens without relying on drugs, resulting in improved laying rate.

Received IPPS* AWARD 2022

ハーブ系ワクモ対策混合飼料 **A飼料**

ワクモヘイト

- 飼料添加タイプの“ワクモ対策混合飼料”
ワクモ対策作業の軽減
- 鶏体へのワクモ付着数が減ります
産卵率の改善
- ワクモが原因の卵殻汚染が減ります
鶏卵商品化率の改善
- 8種の天然ハーブ配合(安心安全)
鶏卵鶏肉への着臭はありません

ASKA Pharma Medical Co., Ltd.

ASKA Pharma Medical: Initiatives of Major Themes for FY2022

Hair-growth diagnostics

Initiatives to expand test items

Launched hair-growth hormone analysis kit “DHT” (July, 2021)

Thyroid disease business

Collaboration with ASKA Pharmaceutical's sales headquarters

Total support for thyroid disease (testing and treatments)



Structure reinforcement

Certification of Hygienic Laboratories

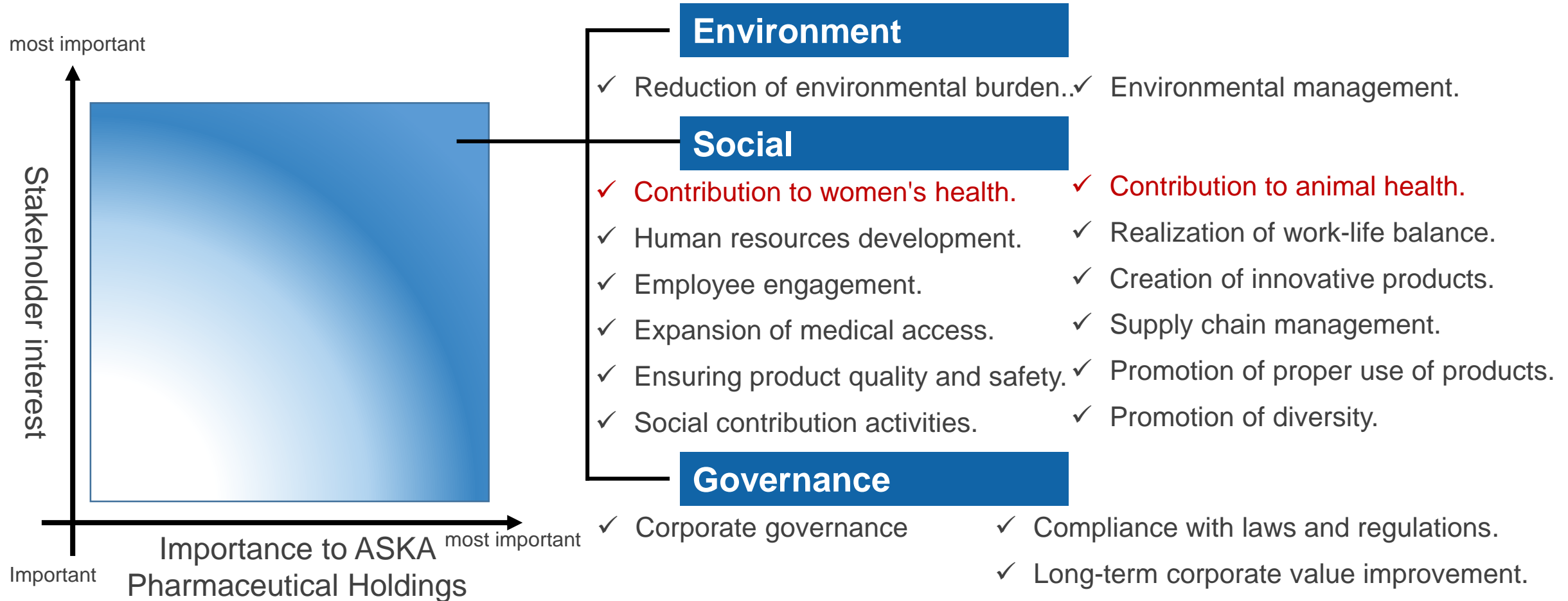
Increase corporate value and strengthen ties with major testing companies

Contributing to the creation of a vibrant, healthy society through the latest measurement technologies.



Promote ESG Management

Promote ESG Management and Identify Materiality

We have established an ESG committee and identified 17 materialities from the perspective of relevance to our business and social contribution.



Company-wide Action Plan and KPI for Materiality (Excerpts)

ESG	NO	Materiality	Company-wide action plan	KPI	SDGs
S	(8)	Contributions to women's health	Total support for women's health	Expansion of product lineup for each life stage of women, i.e., puberty, reproductive age, menopause, and late life Contributions to female healthcare through provision of products Activities to raise awareness of women's health and diseases: Efforts in "Health Lab Mint+ for Women's health"	
	(9)	Contribution to animal health	Contribution to creation of a society where people and animals can live together	Promotion of animal welfare Development of products useful for maintaining health of companion animals	

We determined a company-wide action plan for 17 material issues and 42 KPI items, including characteristic materiality that we, ASKA Pharmaceutical Holdings can achieve, i.e., “contributions to women’s health” and “contribution to animal health.” From now on, we will regularly follow up our company-wide action plans for 17 material issues and KPI.

Promotes ESG management and solves issues

**ASKA Pharmaceutical Holdings Group
Corporate Message**

For a Healthy Tomorrow and Future.

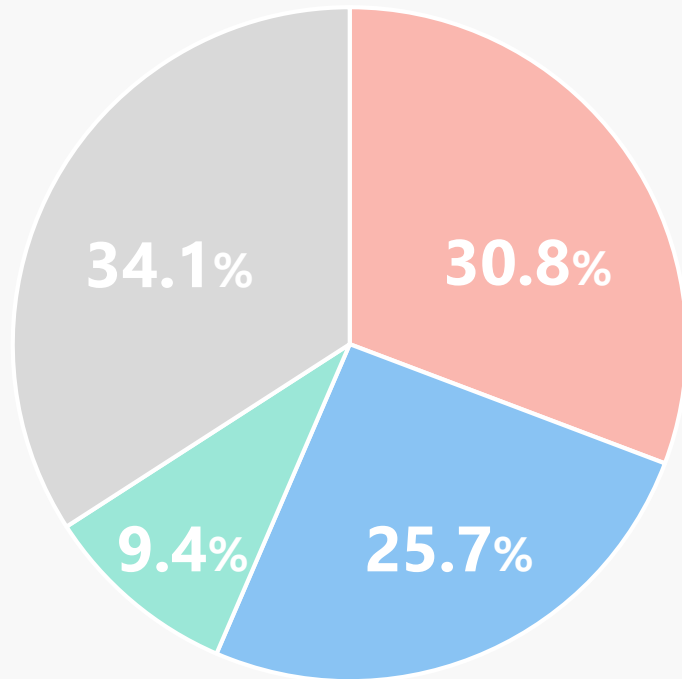


ASKA Pharmaceutical Holdings Co., Ltd.

Appendix

Sales Ratio by Area and Sales Proportion of Brand-name Drugs

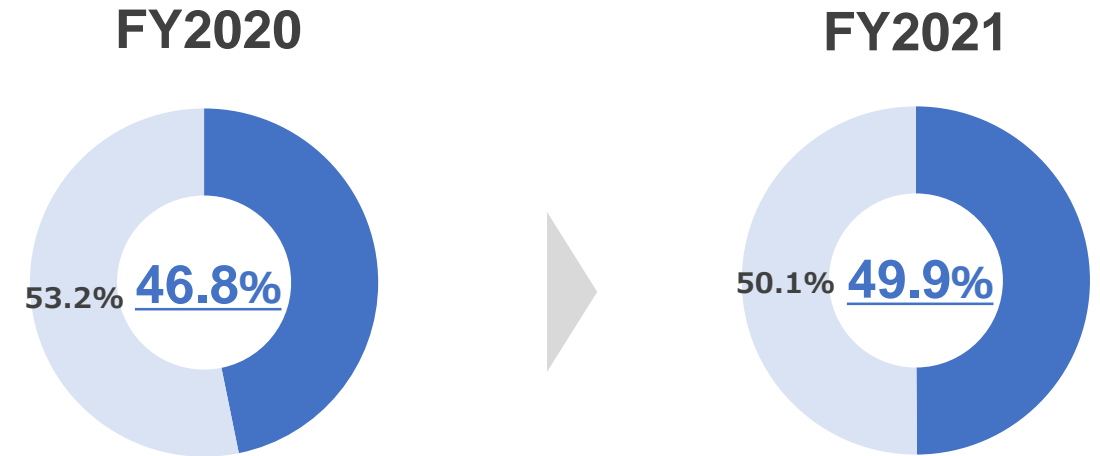
Sales Ratio by Area(FY2021)



- Obstetrics and Gynecology
- Internal medicine (digestive organs and thyroid glands)
- Urology
- Other

Sales Proportion of Brand-name Drugs

- Brand-name drugs
- Generic drugs

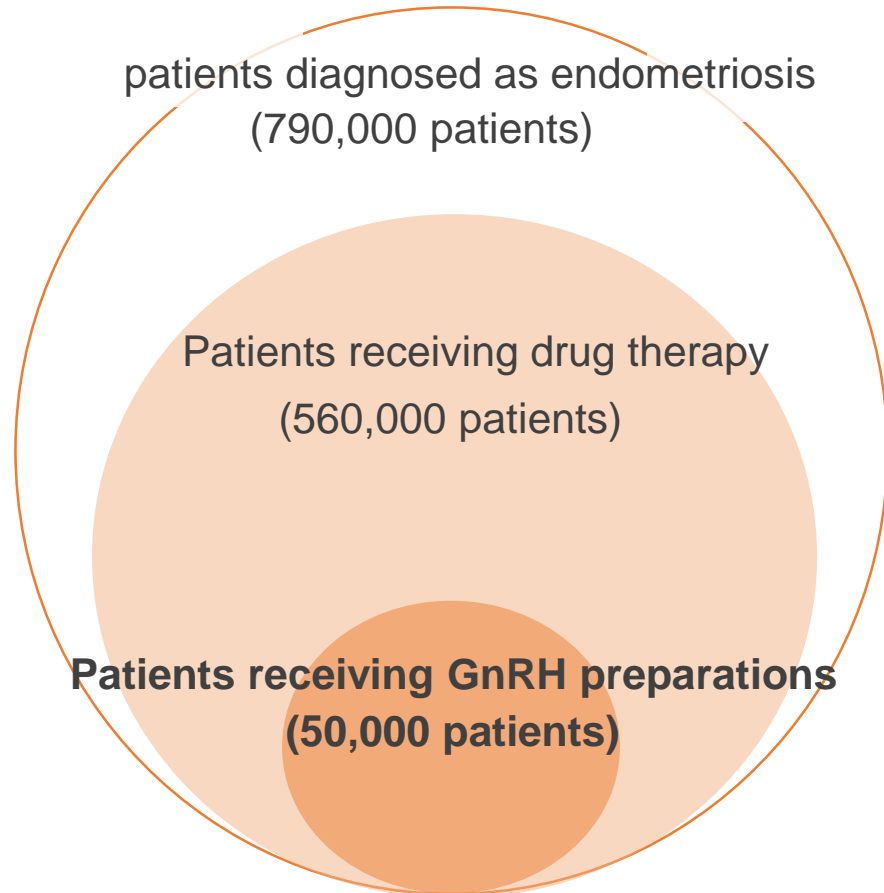


Aim to increase the ratio of brand-name drugs
(Numerical target in The Medium-Term
Management Plan 2025 : 70%)

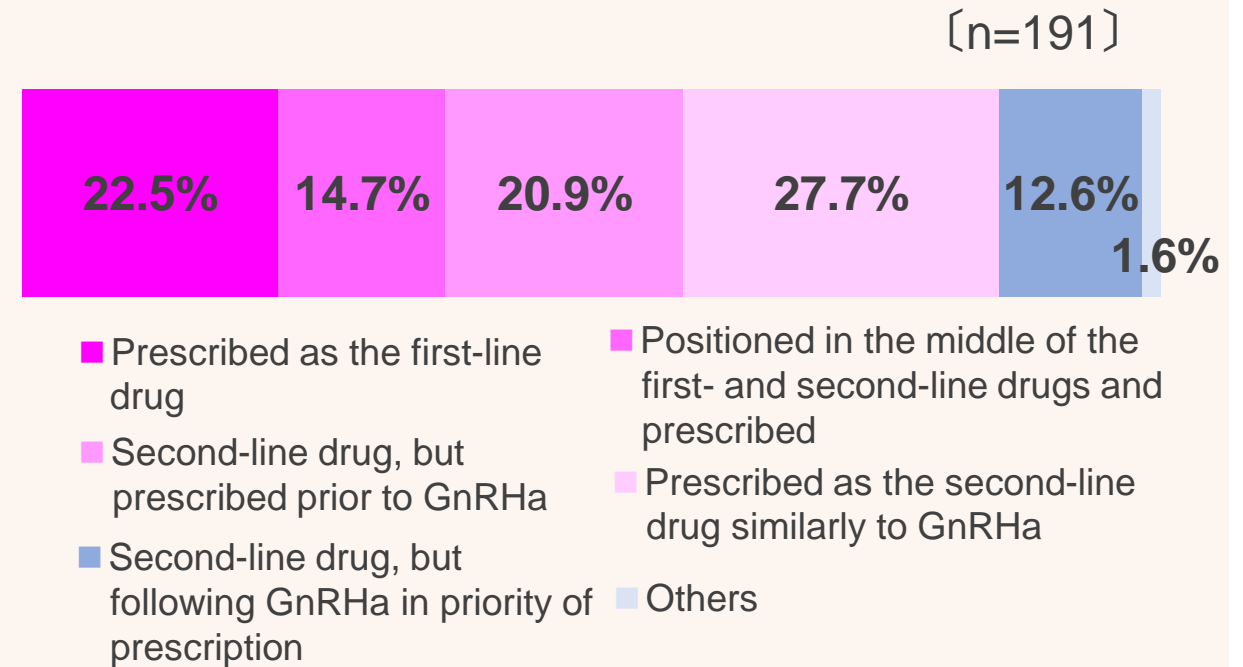
Expectations for RELUMINA in the Treatment of Endometriosis

Reality of treatment of endometriosis*1

(Estimation from electronic health insurance claims data)



Position of RELUMINA Tablets in the treatment of endometriosis*2









A position equivalent or superior to GnRH preparations is expected.


*1 2020 survey by JMDC Inc.

*2 SSRI survey in March 2022







Company-wide Action Plan and KPI for Materiality

ESG	NO	Materiality	Company-wide action plan	KPI	SDGs
E	(1)	Reduction of environmental load	Environmental protection and continuous reduction of environmental load	Reduction of CO2 emissions : Reduction of 46% from FY 2013 (FY 2030) Reduction of total waste Improvement in recycling rates	
	(2)	Environmental management	Promotion of environmental management	Promotion of environmental measures by company-wide environmental management conferences Environmentally conscious business operations	
S	(3)	Human resource development	Development of human resources to realize growth strategies	Promotion of job rotation and in-house recruitment system Support for employee growth through in-house training system	
	(4)	Achievement of work-life balance	Achievement of work-life balance while respecting the health and diversity of employees	Optimization of working hours: Promotion of use of annual paid leave as planned, guidance for promotion of use of annual leave, provision of annual leave on an hourly basis, etc. Efforts for measures to support development of the next generation: Maternity leave (utilization rate 100%), childcare leave for male employees (utilization rate 100%) Efforts for health management Promotion of various working styles: telecommuting, telework, flextime, short-time work, etc.	
	(5)	Employee engagement	Promotion of creation of an environment that responds to understanding of organization, sympathy, and motivation to take action	Conduct of regular stress checks and surveys for engagement	
	(6)	Creation of innovative products	Expansion of pipeline through open innovation	Promotion of in-house research themes Reinforcement of alliance activities	

Company-wide Action Plan and KPI for Materiality

ESG	NO	Materiality	Company-wide action plan	KPI	SDGs
S	(7)	Increased access to healthcare	Contributions to specialties by taking advantage of our own strengths	Stable supply and improvement of information in the specialty areas (obstetrics and gynecology, thyroid gland) Dissemination of correct knowledge through activities to raise awareness of the disease Early detection of disease by tests	
	(8)	Contributions to women's health	Total support for women's health	Expansion of product lineup for each life stage of women, i.e., puberty, reproductive age, menopause, and late life Contributions to female healthcare through provision of products Activities to raise awareness of women's health and diseases: Efforts in "Health Lab Mint+ for Women's health"	 
	(9)	Contribution to animal health	Contribution to creation of a society where people and animals can live together	Promotion of animal welfare Development of products useful for maintaining health of companion animals	 
	(10)	Supply chain management	Stable procurement and supply	Reinforcement of supply chain management Strengthening cooperation with distributors	 
	(11)	Ensuring product quality and safety	Ensuring product quality and safety for end users	Reinforcement of the reliability assurance system through continuous arrangement of regulations and various documents for procedures Proper conduct of trials (GCP compliance) Securing proper GMP audit Adequate implementation of GQP, GVP and RMP (effective operation of the system of three key managerial positions)	 

Company-wide Action Plan and KPI for Materiality

ESG	NO	Materiality	Company-wide action plan	KPI	SDGs
S	(12)	Promotion of proper use of products	Provision of information on proper use	<p>Compliance with GVP and guidelines for activities for provision of sales information</p> <p>Proactive use of materials for proper use and reinforcement of product education for MRs, etc.</p> <p>Prompt provision of latest information through website</p>	
	(13)	Social contribution activities	Contribution to the health of human and animals and the society in the future as corporate citizen	<p>Donation for social contributions to solve social issues</p> <p>Participation in open lectures for citizens</p> <p>Efforts for sexual education for young people</p>	
	(14)	Promotion of diversity	Creation of values with diverse talents	<p>Promotion of advancement in active roles of women: Percentage of female managers (FY 2025 target: 15%), percentage of female MRs (FY 2010 - change)</p> <p>Promotion of advancement in active roles of diverse human resources</p>	
G	(15)	Corporate governance	Establishment of corporate system for continuous growth	<p>Fostering corporate culture and climate that respect healthy business activity ethics</p> <p>Ensuring real equality of shareholders</p>	
	(16)	Secure obedience of laws and regulations, compliance	Thorough maintenance of compliance and fostering an organizational climate that emphasizes reliability	<p>Compliance system mainly promoted by Group Compliance Promotion Committee</p> <p>Implementation of measures to prevent serious incidents</p>	
	(17)	Long-term improvement of corporate value	Gaining appropriate appreciation and trust from stakeholders	<p>Constructive dialogue with stakeholders</p> <p>Appropriate disclosure and explanation of management strategy, performances, financial conditions, capital policy, etc.</p>	

"Health Lab Mint+ for Women's health" that delivers information about the woman's body and health Releases video contents on "Mint+ teens," a website for young people

Video contents: Six episodes

(Approximately 10 minutes each) with Japanese subtitles)

Episode 1 Female body and female hormones

Episode 2 Menstrual problems, first half

Episode 3 Menstrual problems, second half

Episode 4 Realize early! Diseases and symptoms frequently occurring in women

Episode 5 Basic knowledge about pregnancy

Episode 6 Basic knowledge about contraception



This video shows a story in school; Teacher Aska invites four students to a special lesson, where the students deepen their knowledge about their bodies and female hormones step by step, and solve their “real” questions and worries with the help of Teacher Aska.

Four influencers who are in the same generation as audiences are delivering messages to urge young people to have correct knowledge and protect themselves.

Mint+ will continue to deliver correct information on the body and health of women, including young people in order to improve women’s QOL.

ESG Initiatives and External Evaluation

WE SUPPORT



ASKA Pharmaceutical Holdings has signed the United Nations Global Compact (UNGC) advocated by the United Nations and announces that it has been registered as a participating company on January 18th, 2022

ASKA Pharmaceutical Holdings has been selected for inclusion in the following ESG indexes in recognition of its ESG activities



**FTSE Blossom
Japan Sector
Relative Index**

FTSE Blossom Japan Sector Relative Index
<https://www.ftserussell.com/products/indices/blossom-japan>



S&P/JPX Carbon Efficient Index
<https://www.jpjx.co.jp/english/markets/indices/carbon-efficient/>

Work Environment and External Evaluations

ASKA Pharmaceutical Holdings has been implementing various measures and obtaining external evaluations so that its employees, the organization and society as a whole can share a mutually valuable happiness



ASKA Pharmaceutical Holdings aims to create new corporate value for each and every one of its employees by providing a work environment where a diverse range of people can play an active role in their own right

*1 Certified as ASKA Pharmaceutical Holdings (for the fourth consecutive year as ASKA Pharmaceutical)

*2 Certified as ASKA Pharmaceutical on a single company basis

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