

Press Release



Notice: Appointment of New President

TOKYO, June 24, 2025 – ASKA Pharmaceutical Holdings Co., Ltd. (TSE: 4886, Head Office: Minato-ku, Tokyo / President and Representative Director: Sohta Yamaguchi) is pleased to announce that it has resolved to appoint Sohta Yamaguchi as President and Representative Director at the Annual General Meeting of Shareholders and the Board of Directors held on June 24, 2025, as described in the “*Notice: Changes in Representative Directors, ASKA Pharmaceutical Holdings*” dated April 24, 2025.

1. Reasons for the changes

Under the Medium-Term Management Plan 2025, the Company has been developing its business with the goals to achieve sales of JPY 70 billion, operating profit margin of 8%, and ROE of 8%, aiming to become a “Total Healthcare Company with a Strong Foundation as a Specialty Pharma Company.” Along with completing the current Medium-Term Management Plan, the Company has started to formulate the next Medium-Term Management Plan starting from FY2026.

The Company believes that it must be appropriate to tackle corporate management with renewed top management team from the beginning of the next Medium-Term Management Plan. Therefore, it has resolved to appoint Sohta Yamaguchi as President and Representative Director. Even, Takashi Yamaguchi continues his service to supervise the management and governance as Chairman and Representative Director.

2. About the new President and Representative Director

Name	Sohta Yamaguchi
Place of birth	Yokohama, Kanagawa
Date of birth	December 17, 1983
Academic background	<ul style="list-style-type: none">- March 2020: Completed graduate studies, Graduate School of Business Administration, Hitotsubashi University- March 2008: Completed graduate studies, Graduate School of Science and Technology, Tokyo Metropolitan University



Message from the new President and Representative Director

I am honored to announce that, as of June 24, 2025, I have assumed the role of President and Representative Director. In alignment with the pioneering spirit and principles established since our founding, we are committed to advancing our expertise in the prescription pharmaceutical, animal health, and testing businesses. We will actively embrace the opportunities and challenges that arise from global changes. Together, we will strive to contribute toward the improvement of people's health and progress in society while diligently working to increase our corporate value.

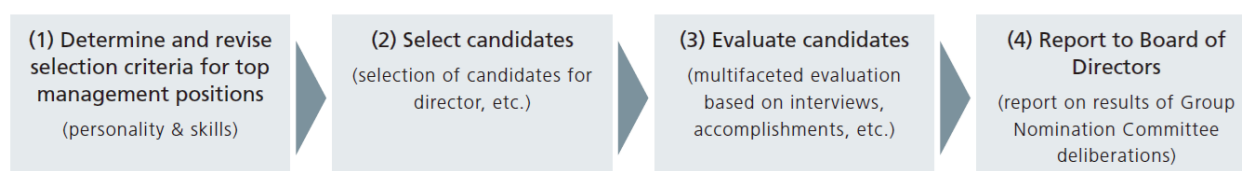
Biography

Jun. 2021	President, Member of the Board of Directors, Representative Director, ASKA Pharmaceutical Co., Ltd. (to Present)
Jun. 2021	Senior Managing Member of the Board of Directors and Representative Director of ASKA Pharmaceutical Holdings Co., Ltd.
Apr. 2021	Member of the Board of Directors, ASKA Pharmaceutical Holdings Co., Ltd.
Apr. 2020	Managing Member of the Board of Directors (in charge of Innovative Drug Discovery, Development, Business Development, and Medical Affairs), ASKA Pharmaceutical Co., Ltd.
Jun. 2019	Managing Member of the Board of Directors (in charge of Innovative Drug Discovery, Development, and Business Strategy), ASKA Pharmaceutical Co., Ltd.
Jun. 2017	Member of the Board of Directors, Executive Corporate Officer (in charge of Innovative Drug Discovery), ASKA Pharmaceutical Co., Ltd.
Feb. 2016	Joined ASKA Pharmaceutical Co., Ltd.
May 2011	Registered as Patent Attorney
Apr. 2008	Joined Hitachi, Ltd.

3. Background information on the changes

In the selection of the President, the Group Nomination Committee had been deliberating on the requirements for top management, the approach to the successor selection, and the nomination process from a long-term perspective, taking into consideration social conditions, the business environment, and the Company's management situation. The nomination process and the requirements for top management were established as shown below.

< Nomination Process >



< Top Management Requirements >

Personality attributes	<ul style="list-style-type: none">- courage, persistence, ability to make decisions and execute- moral character, charisma, integrity
Skills	<ul style="list-style-type: none">- business planning ability- capability to communicate and share a vision- strength in organizational development- reform-oriented leadership- strength in human resource development

The Group Nomination Committee selects candidates from inside and outside the Company to consider various aspects in appointing the President. The committee then checks the candidates against the established requirements for top management, skills, personalities, careers, backgrounds and performances from various perspectives, and conducts interviews and discussions with the final candidates.

The Group Nomination Committee selected the final candidate this time based on the process aforesaid and reported the result to the Board of Directors. Upon receiving the report, the Board of Directors passed a resolution as a result of comprehensive review and confirmation if the candidate satisfies the requirements for top management and qualities in personalities.

Media Contacts

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