

Press Release



ASKA Pharmaceutical Receives Highest-Level Three-Star “Eruboshi” Certification for Excellence in Promoting Women's Empowerment

TOKYO, August 17, 2026 – ASKA Pharmaceutical Holdings Co., Ltd. (Head Office: Minato-ku, Tokyo / President, Representative Director: Sohta Yamaguchi) announced that its subsidiary, ASKA Pharmaceutical Co., Ltd. (Head Office: Minato-ku, Tokyo / President, Representative Director: Sohta Yamaguchi; hereinafter “ASKA Pharmaceutical”), received the highest-level third-tier (three-star) certification under the “Eruboshi” certification program from the Tokyo Labour Bureau of the Ministry of Health, Labour and Welfare on July 31, 2026, in recognition of its outstanding efforts to promote women's empowerment in the workplace.

1. About the Eruboshi Certification

The Eruboshi Certification is a recognition program established under the Act on Promotion of Women's Participation and Advancement in the Workplace. Under this program, the Minister of Health, Labour and Welfare certifies companies that have formulated and submitted action plans and have demonstrated excellence in promoting women's active participation in the workplace.



Companies are evaluated based on five criteria: recruitment, continued employment, working styles including working hours, ratio of women in managerial positions, and diverse career paths. Certification is awarded in three levels according to the number of criteria satisfied.

ASKA Pharmaceutical satisfied the certification standards for all five evaluation criteria and therefore received the highest-level third-tier (three-star) certification.

2. Initiatives to Promote Women's Empowerment at ASKA Pharmaceutical

ASKA Pharmaceutical regards “contributing to women's health” as one of its important missions and is committed to providing healthcare that supports women throughout all stages of life. To fulfill this mission, the Company believes it is essential for diverse talent to maximize their abilities and for a variety of perspectives to be reflected in business activities. Based on this belief, ASKA Pharmaceutical has continuously implemented the following initiatives:

Initiatives to Promote Women's Empowerment

- Career development programs and training designed to support women's career advancement and promotion to management positions

- Promotion of flexible working arrangements through the use of flextime and other workstyle initiatives
- Support for balancing work with childcare, family caregiving, fertility treatment, and other personal responsibilities
- Development of systems that support both employees experiencing major life events and those who support their work
- Creation of an inclusive workplace environment where diverse talent can fully demonstrate their abilities regardless of gender or other personal attributes

In addition, ASKA Pharmaceutical has established a target of increasing the ratio of female managers to 20% by March 31, 2030, and is actively promoting the development and advancement of future female leaders.

Under its Medium-Term Management Plan 2028, the ASKA Pharmaceutical Holdings Group has identified “development of diverse human resources to enhance corporate value” as one of its material issues. The Group will continue to strengthen support for women’s career development, advancement into management positions, flexible work arrangements, and work-life balance initiatives.

Furthermore, regardless of gender, age, nationality, or other attributes, the Group will continue fostering a corporate culture in which all employees can fully realize their individuality and capabilities. Through value creation driven by a diverse workforce, the Group aims to achieve sustainable growth and enhance corporate value.

For more information on the ASKA Pharmaceutical Holdings Group’s initiatives for women’s empowerment and health and productivity management, please visit:

- Women’s Empowerment Initiatives
https://www.aska-pharma-hd.co.jp/csr/social/gender_diversity.html
- ASKA Pharmaceutical “Mint+” Women’s Health Information Website
<https://www.aska-pharma.co.jp/mint/>
- Health and Productivity Management Initiatives
<https://www.aska-pharma-hd.co.jp/csr/social/health.html>

Media Contacts

ASKA Pharmaceutical Holdings Co., Ltd.
Corporate Planning Department
Tel: +81-3-5484-8366
Email: kouhou@aska-pharma.co.jp