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# Press Release



## Notice regarding Introduction of Restricted Stock Incentive Plan for Employee Stock Ownership Association

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**TOKYO, March 2, 2026** - ASKA Pharmaceutical Holdings Co., Ltd. (TSE:4886, Head Office: Minato-ku, Tokyo/ President, Representative Director: Sohta Yamaguchi) hereby announces that, at the Board of Directors meeting held on March 2, 2026, it has resolved to introduce a new incentive plan (the "Plan") under which restricted stock will be granted through ASKA Pharmaceutical Holdings Employee Stock Ownership Association (the "Stock Ownership Association") for employees of the Group as an incentive to encourage them to work on improving corporate value over the medium to long term.

### 1. Purpose of introducing the Plan

The Plan provides Group employees with the opportunity to acquire the Company's common stock as restricted stock issued or disposed of by the Company through the Stock Ownership Association. This will not only help Group employees build their assets, but also raise awareness of the Company's performance and stock price, further promoting shared value with shareholders, and fully align medium- to long-term corporate value with employees' behavior and awareness from the perspective of human capital management and improving employee engagement.

### 2. Overview of the Plan

Employees of the Group who are members of the Stock Ownership Association (excluding Corporate Officers; the "Eligible Employees") will be granted monetary claims as special incentive payments for the granting of restricted stock (the "Special Incentive Payment") by the Company or its subsidiaries. The Company plans to introduce a Restricted Stock Incentive Plan for Employee Stock Ownership Associations (Stock Ownership Association RS) under which the Eligible Employees will contribute the Special Incentive Payment to the Stock Ownership Association, which will then contribute the Special Incentive Payment contributed by the Eligible Employees to the Company in kind, and the Eligible Employees will receive the Company's common stock as restricted stock issued or disposed of by the Company through the Stock Ownership Association. Further details will be provided without delay once they have been finalized.

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### Media Contacts

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