

The Otsuka Group is promoting diversity in its workforce based on the idea that utilizing the strengths of a wide variety of human resources leads to innovation and a flexible organization that is better able to adapt to a changing environment.

## Employees

# Diversity



Otsuka Pharmaceutical Factory: Female MR Forum



Otsuka Pharmaceutical: BeanStalk Kids Center Osaka

### VOICE



### Happy that Child Is Being Cared for Near Workplace

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In March, when my granddaughter was one year old, we enrolled her at the BeanStalk Kids Center Osaka, close to my office. After about two weeks of familiarization, she is now used to playing at the center, and she falls asleep as soon as she gets home.

My daughter and her husband take turns dropping her off and picking her up, and I feel reassured knowing that I can be there right away if anything happens. I hope that she will continue to enjoy the daycare experience.

\*1: The ratio of female corporate officers at listed companies in Japan is 1.2% (Source: Cabinet Office White Paper on Gender Equality 2011) Proportion of female corporate officers at Otsuka Pharmaceutical Co., Ltd. is 13.3% (as of December 31, 2014)

\*2: Medical Representatives

### Priority Initiatives

#### Supporting Women in the Workplace

The Otsuka Group believes that employee diversity is a driving force for company growth. Along with the establishment of various programs, including reduced working hours for childcare and on-site daycare, the Group is actively promoting the recruitment of female managers. At Otsuka Pharmaceutical diversity promotion measures have been in place since the 1980s. In 2007, the Diversity Promotion Project was launched, and the company is actively engaged in measures to maintain and enhance employee motivation. Today, Otsuka Pharmaceutical has a greater number of projects and organizations with female leaders, in areas ranging from research to production, to marketing. Its proportion of female corporate officers\*<sup>1</sup> is also above the average for listed companies. A Female MR Forum (held at Otsuka Pharmaceutical Factory) included small-group activities and presentations on career advancement and work-life balance. Through this kind of initiative, the company is working to create more supportive work environments for MRs.\*<sup>2</sup> At Taiho Pharmaceutical, a working group for women in the workplace was begun in 2012. It is now promoting activities to motivate employees regardless of gender. At Otsuka Chemical, a diversity promotion committee was established as part of initiatives for the active promotion of women. At JIMRO, a consultation service has been set up to help female employees balance work and home responsibilities. As part of efforts to revise employee work styles, it provides support to women especially when they return to work after maternity and parenting leave.

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Taiho Pharmaceutical: Sukusuku Nursery

### Priority Initiatives

#### Workplace Daycare Creation

The Otsuka Group began setting up on-site day care centers in 2011, in order to support employees with young children. Otsuka Pharmaceutical has opened a BeanStalk Kids Center in Tokushima and one in Osaka, while Taiho Pharmaceutical has established the Sukusuku Nursery in Ibaraki. The management of these daycares is based on a desire to promote the unique strengths of Otsuka through creativity and flexible thinking. The programs have been designed to facilitate new enrollments each month, enabling parents to return to work at any time. They also offer temporary childcare, care for sick children, and extended-hour care, in order to respond to the rapidly changing needs of parents. As a result, female employees can maintain their career activities, and male employees can actively participate in childcare as well. Management of the BeanStalk Kids Centers was transferred from an external to an internal administrator. The centers provide highly unique care that fosters creativity while contributing to the overall healthy development of the children, the leaders of tomorrow.

Otsuka Pharmaceutical, Taiho Pharmaceutical



Otsuka Pharmaceutical Factory: Exercise class by a certified health and exercise instructor



Heartful Kawauchi: Magokoro Farm "Cosmos"

### Support for Senior Employment

The Otsuka Group provides opportunities for employees to continue working past the retirement age of 60, and the Group has developed a program for senior employees to apply their wealth of experience and knowledge and transfer those skills to other employees. With the aim of incorporating new ideas and perspectives while also activating business and developing human resources, trial recruitment of external senior workers who have reached 60 is also being carried out. In order to support the success of these senior employees, the Group is working to enable work styles that can respond flexibly to specific circumstances. This includes efforts such as assistance for accessing the telecommuting and caregiver leave programs.

The Group also holds life planning seminars for employees who have reached the age of 58. These seminars offer information on how to enjoy a rewarding second career after the retirement age. It also provides them with opportunities to prepare and plan for life after 60.

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### Normalization

The Otsuka Group embraces normalization to enable persons with disabilities to live on equal terms with others, and not to suffer any discrimination or inappropriate treatment. Heartful Kawauchi Co., Ltd.,\*1 a special subsidiary of Otsuka Pharmaceutical, in order to provide these employees with a comfortable working environment, the company has consultation and support staff with specialized knowledge and ample experience in helping those with physical and mental challenges. The employees enjoy flexible employment rules making it easy to obtain paid time off. In recognition of these efforts, the company was certified as an excellent employer for people with mental disabilities\*2 in April 2015. Heartful Kawauchi completed Magokoro Farm Cosmos in July 2014 for the purpose of providing more employment for people with disabilities while helping to revive the agriculture industry in Japan. With the full cooperation of Agribest, a member of the Otsuka Group, the farm began cultivation of greenhouse tomatoes. This is the first initiative for employees with disabilities carried out with another Group company.

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\*1: As of March 31, 2015, Heartful Kawauchi employs 15 persons with mental health conditions, 7 persons with physical disabilities, and 7 persons with intellectual disabilities.



\*2: The Excellent Employer of Persons with Mental Disabilities mark is bestowed on companies accredited for their employment practices. The design evokes the concept of the yellow ribbon, highlighting the strong ties between society and persons with mental health conditions and symbolizing the company's active approach to fulfilling its social responsibilities. The mark conveys the idea that society and its enterprises understand well the hiring of persons with mental health conditions and provide the optimal support for employment.

#### Percentage of female managers

	As of March 31, 2014	As of December 31, 2014
Otsuka Pharmaceutical	7.11%	7.75%
Otsuka Pharmaceutical Factory	3.01%	3.54%
Taiho Pharmaceutical	3.16%	3.94%
Otsuka Chemical	6.87%	7.19%
Otsuka Warehouse	4.82%	7.59%
Otsuka Foods	3.16%	4.76%

#### Employees with disabilities

	As of March 31, 2014	As of December 31, 2014
Otsuka Pharmaceutical	2.32%	2.39%
Otsuka Pharmaceutical Factory	1.82%	1.91%
Taiho Pharmaceutical	1.69%	1.85%
Otsuka Chemical	2.39%	2.03%
Otsuka Warehouse	1.12%	1.54%
Otsuka Foods	1.95%	1.97%