

Employees

In conducting its business worldwide, the Otsuka Group is committed to developing creative human resources that can break out of the mold and lead our corporate activities for continued growth and innovation.

Development of Human Capital



Human Resource Development Institute



Otsuka Chemical: Safety demonstration fire staged by mixing hazardous materials

Human Resource Development Institute

The Otsuka Group founded the Human Resource Development Institute in Tokushima. The aim is to pass on the Otsuka Group Corporate Philosophy and develop creative human resources in order to continue thriving as a unique company. The institute implements employee training programs that leverage its research into creativity, Otsuka corporate culture, and the development of future managers. The institute instills dynamic thinking in its employees through classes that explore the importance of diverse perspectives and workshops on Otsuka corporate culture in order to teach the Group's Corporate Philosophy, values, and decision-making criteria. Employees are also trained in leadership and management skills in order to promote corporate strategy. The aim is to develop unique Otsuka thinking and to put it into practice.

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Personal Development

Each Otsuka Group company has a variety of training programs for employees to show their individuality and to improve their skills and abilities. In addition to practical on-the-job training, there is systematic training by job rank and job duty in order to develop professional human resources. Other programs include WING, a voluntary female leadership workshop, and a global MBA program that provides opportunities for employees to study at U.S. business schools. A range of e-learning programs are also available, plus CASEC (English proficiency testing) and a foreign language qualification incentive system. Therefore, the Group is supporting employees in their personal development with training.

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Safety Training Center

With a belief in safety first, Otsuka Chemical opened its *Anzen Dojo* (Safety Training Center) in 2012. Through lectures and simulations of past accidents, participants experience safety mistakes and reaffirm their safety knowledge. They develop a higher sensitivity to hazards while learning to anticipate and prevent accidents before they happen. In light of the *Anzen Dojo*'s enhanced health and safety training and activities to create a culture of safety, Otsuka Chemical was recognized with an award in 2014 at the 8th Responsible Care Awards sponsored by the Japan Chemical Industry Association.

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Career Planning

The Otsuka Group provides support for individual career planning, so that all employees can enjoy active and rewarding careers. In November 2014, Taiho Pharmaceutical established a career counseling office staffed by HR personnel with specialized qualifications. The office provides a wide range of career advice to individual employees, including information on transfers, workplace stress, and personal development targets.

For three years, EN Otsuka Pharmaceutical has operated a personal self-reporting system. Rather than just ascertaining the current work situations and career plans of employees, the program strives to assess other individual factors such as health and family circumstances. The program serves as a data resource for work environment improvement and program revision.

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The Otsuka Chemical was recognized at the 8th Responsible Care Awards sponsored by the Japan Chemical Industry Association, for "improving health and safety education through the establishment of the Anzen Dojo (Safety Training Center)"