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THE OTSUKA WHATS & WHOS

Otsuka
people creating
new products
for better health
worldwide

Ministry of Economy, Trade & Industry Awards Otsuka for Diversity Initiatives



2014 "Diversity Management 100" Award Recipients

Otsuka Pharmaceutical is the first pharmaceutical company to be awarded the "Diversity Management Selection 100", for successfully creating a more female-friendly workplace.

This award is given by the Minister of Economy, Trade and Industry to companies that

have used diversity management to increase their value, as a way of increasing recognition and awareness of efforts to promote diversity and increasing the number of companies who promote diversity. The ministry plans to give this award to approximately 100 companies in total over a 3-year period, which started in 2012. In 2012, 43 companies received the award and 2013, 46 received it.

In the opening speech of the State Minister of Economy, Trade and Industry, Ms. Midori Matsushima said, "It is Otsuka's hope that the promotion of diversity by various means will contribute not only to the company's growth, but to the growth of the entire Japanese economy. Otsuka would like to see the best practices of the companies receiving this award spur the growth and expansion of Japanese industry."

Ms. Matsushima pointed out that, "Different companies are employing various means to achieve results. Otsuka Pharmaceuticals' SoyCarat, which is prominently displayed in many stores, was developed by a female researcher. The Japanese name for this snack, "SoyKara," comes from the rattling sound of the snack "kara kara", when the soybean pods are shaken." Making the product enjoyable to all five senses and a healthy one too, since it is baked and not fried.

Women account for 11.4% of Otsuka Pharmaceutical' executives, compared to industry average of 1.2%^{*1}. More than 20% of Otsuka's MRs are female, compared to an average of 10% at other companies.^{*2} The number of female Otsuka employees who continue to work after giving birth is

11 times higher than what it was 6 years ago in 2007 when Otsuka Women's Workshops were first held. Otsuka has also implemented flexible work arrangements to allow for child care and has made it its goal to open more company day care centers.

Mothers-to-be get full pay before and after birth (during maternity leave), including full bonus pay even though the law mandates two-thirds pay and can get up to 1.5 years of maternity/child care leave. To help Otsuka's employees who are parents with young children, they can opt for shortened work days, which are available to those with children not yet in first grade. Also flexible work hours, from confirmation of the pregnancy until the child enters 8th grade is available.



2014 Diversity Forum

Since the 1980s, when the concept of “diversity” was not yet widely recognized, Otsuka Pharmaceutical has believed that the creation of innovative products and ideas requires utilizing the talents of a diverse group of individuals. The Otsuka senior management has been promoting diversity aggressively since then.



Starting in the 1990s, Otsuka made a more female-friendly workplace a specific goal, with initiatives that included organizing “Women's Forums.” There's also Otsuka Women's Workshops for sharing information about child care with female MRs who are married, pregnant, or have given birth. These workshops have been held since 2007. Male employees are not left out. There are “Ikumen” seminars (“Ikumen” - a Japanese term that loosely means “involved dad”) aimed primarily at male employees to promote a healthy work—life balance.

*1: The “White Paper on Gender Equality 2011” issued by the Gender Equality Bureau Cabinet Office

*2: See the 2013 MR White Paper (MR Education and Accreditation Center of Japan)