

## Corporate Philosophy of the Otsuka Group

### Otsuka-people creating new products for better health worldwide

These words embody our commitment to:

Creating innovative products

Improving human health

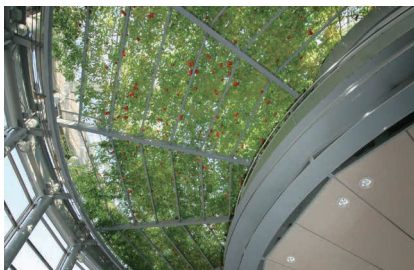
Contributing to the lives of people worldwide

In keeping with this corporate philosophy and Otsuka's guiding principles of *Jissho* (actualization) and *Sozosei* (creativity), the Otsuka group strives to utilize its unique assets and skills to develop differentiated scientific solutions which contribute to the lives of people worldwide in the form of innovative and creative products ranging from pharmaceuticals to consumer products. We are striving to cultivate a culture and a dynamic corporate climate reflecting our vision as a healthcare company. As such we are dedicated to achieving global sustainability, relationships with local communities, and protection of the natural environment.

### Monuments embodying the Otsuka Group Philosophy Giant Tomato Trees / Bent Giant Cedar / Floating Stones

“Our mission is the development of creative human resources who can break the mold”

The Otsuka group established the “Human Resource Development Institute”, an employee training center in Tokushima City, Japan, in March 1988. The institute's mission is to foster the development of creative employees who can break the mold of conventional thinking and contribute to Otsuka's ongoing success as a “big venture” company. The institute features three monuments that symbolize the Otsuka group philosophy, conveying the message that Otsuka will continue to be a richly creative force.



#### Giant Tomato Trees

The giant tomato tree that covers the entire ceiling of the hall can produce more than 10,000 fruit per year, as a result of maximizing the fruit-producing potential through hydroponics that frees the roots from normal soil. The tomato tree is symbolic of employing new ideas to draw out potential.



#### Bent Giant Cedar

Here a giant cedar trunk bends sharply in the middle as a second cedar trunk balances on top. Although the formation appears unstable at first glance, it is actually perfectly balanced and even withstood powerful tremors during the Great Hanshin Earthquake of 1995. It speaks to the importance of not being limited by preconceived ideas.



#### Floating Stones

In this water garden, which gives a nod to the rock gardens of Japan, large stones seem to defy the laws of nature and float above the surface of a large pool, while others seem to oddly bend. The garden was created to capture people's interest, enrich their hearts and give them the ability to think about things. It encourages us to change our perceptions, and break free of conventional thinking.