

## Employee Health

As a global healthcare company, the Otsuka group believes that it is important for employees to be involved in their own health, and the group strives to maintain and enhance employees' wellbeing. The group facilitates these goals through physical activity and health education programs.



Otsuka Pharmaceutical: 2017 certified Health and Productivity Management Organization (large enterprise category: White 500)



Taiho Pharmaceutical: TOKYO WORK CIRCLE PROJECT<sup>\*2</sup>

### Certification as a Health and Productivity Management Organization

Otsuka Pharmaceutical believes that each and every Otsuka employee should be able to work enthusiastically and be in the best of health. The company encourages employees to take charge of their own health.

To promote the maintenance and improvement of health of everyone, and to organize their workplaces, transforming them into worker-friendly environments. Specifically, employees 30 and older receive free medical checkups, and employees and their families have access to health seminars and programs augmented by the company's healthcare knowledge. In January

2017, top management issued an Otsuka Pharmaceutical Health Declaration to further promote employee health improvement activities.

In recognition of its diverse efforts to support employee health, Otsuka Pharmaceutical was recognized in February 2017 as a Certified Health and Productivity Management Organization (large enterprise category: White 500)<sup>\*1</sup>.

Otsuka Pharmaceutical

### Employment Support for Cancer Patients

As a company committed to developing treatments for cancer, Taiho Pharmaceutical aims to create a workplace where employees can continue working even during treatment for cancer and other diseases. The company provides employees with the necessary assistance through the Cancer Patient Employment Support Team formed by the Human Resources Department and industrial nursing staff. Additional measures include extended leave periods for employees with cancer, and a reemployment (return to work) system.

Taiho Pharmaceutical



Taiho Pharmaceutical: Lunchtime seminar on cancer screening



Otsuka Techno: Automated External Defibrillator course



Otsuka Pharmaceutical : POCARI/fresh

### Employee Health and Safety

Each company in the Otsuka group implements safety measures, consultation services, and diverse health programs to ensure that all employees are able to work in a safe environment and live a healthy lifestyle. The group offers health consultation by telephone, and distributes health newsletters. It also provides mental health counseling, stress management training, and training for managers on recognizing and managing mental health issues in employees. Mental and physical health management is actively promoted for employees and their families.

Otsuka Holdings holds health seminars for employees and their families, which draw on knowledge gained from its business activities.

The aim of these efforts is to create more supportive work environments that encourage working women to understand and monitor their health, especially to be mindful of changes in hormonal balance.

Taiho Pharmaceutical conducts educational activities for employees such as organizing lunchtime seminars on cancer screening, and distributing related booklets to all employees.

Each group company also provides training related to traffic safety and preparation for emergencies and natural disasters. This helps to create environments where employees can work with peace of mind.

### POCARI/fresh

Otsuka Pharmaceutical carries out various health education and physical fitness programs aimed at raising employee health awareness, and maintaining and promoting health. The POCARI/fresh exercise program was begun in 2007. An instructor visits each office once a week and leads the employees in an invigorating eight-minute workout they perform near their desks.

The theme of the workout changes each time, and can include things such as shoulder stretches and brain-stimulation exercises.

Otsuka Pharmaceutical

<sup>\*1</sup>: Health and Productivity Management Organization Recognition Program organized by the Ministry of Economy, Trade and Industry in Japan and the Nippon Kenko Kaigi (Japan Health Council) that identifies large corporations and small to medium enterprises that are practicing a high level of health and productivity management. Five hundred companies expect to be certified by 2020.

<sup>\*2</sup>: An award program of the Tokyo Metropolitan Government that recognizes companies with outstanding initiatives to help employees with cancer to keep a good balance between treatment and work. Taiho Pharmaceutical received an excellence award in February 2016.