

Major CSR Data

Environment

Classification	Sources	Scope	Unit	FY2017	FY2018	FY2019	
Energies	Electricity	Global total	thousand kWh	792,850	800,413	800,413	
		Japan		379,647	381,748	381,748	
		Outside Japan		413,203	418,665	418,665	
	CO2 free electricity	Global total	thousand kWh			82,549	
		Japan				74,805	
		Outside Japan				7,744	
	Natural gas & City gas	Global total	thousand m ³	50,734	75,892	72,075	
		Japan		0	32,812	32,014	
		Outside Japan		50,734	43,080	40,061	
	Coal	Global total	t	28,201	58,695	67,707	
		Japan		0	0	0	
		Outside Japan		28,201	58,695	67,707	
	Steam	Global total	t	366,448	374,805	363,460	
		Japan		158,398	163,871	158,207	
		Outside Japan		208,050	210,934	205,253	
	LNG	Global total	t	12,316	12,061	13,337	
		Japan		12,201	11,887	13,055	
		Outside Japan		115	174	282	
	A, B-C HFO	Global total	kL	11,762	10,350	9,516	
		Japan		11,326	10,113	9,516	
		Outside Japan		436	237	0	
	LPG	Global total	t	5,075	5,486	6,046	
		Japan		4,745	5,154	5,776	
		Outside Japan		330	332	270	
	Diesel	Global total	kL	767	968	543	
		Japan		44	54	69	
		Outside Japan		723	914	474	
Pet coke	Global total	t	12,882	317	0		
	Japan		0	0	0		
	Outside Japan		12,882	317	0		
Kerosene	Global total	kL	143	148	145		
	Japan		143	148	145		
	Outside Japan		0	0	0		
Gasoline	Global total	kL	52	56	50		
	Japan		52	56	50		
	Outside Japan		0	0	0		
Steam (non industrial)	Global total	GJ	1,253	988	1,033		
	Japan		1,253	988	1,033		
	Outside Japan		0	0	0		
RPF	Global total	t	29	48	0		
	Japan		0	0	0		
	Outside Japan		29	48	0		
Hot water	Global total	GJ	538	193	2,408		
	Japan		267	192	163		
	Outside Japan		271	1	2,245		
Cold water	Global total	GJ	11,556	5,842	11,400		
	Japan		11,556	5,842	11,400		
	Outside Japan		0	0	0		
Renewable Energies	Solar power	Global total	thousand kWh	307	420	1,674	
		Japan		185	342	356	
		Outside Japan		122	78	1,318	
	Solar water heater	Global total	GJ	271	271	222	
		Japan		0	0	0	
		Outside Japan		271	271	222	
Biomass power	Global total	thousand tons	22	7	1		
	Japan		0	0	0		
	Outside Japan		22	7	1		
CO ₂	CO ₂ emissions	Global total	thousand tons-CO ₂	818	842	821	
		Japan		325,175	324,162	282,243	
		Outside Japan		492,773	518,329	538,525	
	CO ₂ emissions per sales	Global total	t/¥ mil	0.66	0.65	0.59	
	GHG emissions throughout the value chain	Japan*1	thousand tons-CO ₂	1,344	1,399	1,320	
	Scope1			95,612	98,308	138,583	
	Scope2			178,987	179,389	92,444	
	Scope3	Category 1		t-CO ₂	714,306	748,933	730,219
		Category 2			66,448	84,157	85,119
		Category 3			31,100	31,518	29,633
		Category 4			74,016	82,176	79,981
		Category 5			12,040	12,143	11,851
		Category 6			11,918	11,677	10,882
		Category 7			6,407	5,801	5,888
		Category 8			12,137	9,121	8,463
		Category 9			21,938	22,936	22,484
		Category 10			N/A		
		Category 11		t-CO ₂	85,262	78,554	81,034
		Category 12			33,350	34,766	23,681
Category 13				N/A			
Category 14				N/A			
Category 15				N/A			
Water resources	Water usage	Global total	thousand m ³	19,768	19,462	18,756	
		Japan		12,353	13,010	12,274	
		Outside Japan		7,415	6,452	6,482	
	Water use efficiency	Global total	m ³ /¥ mil	15.2	15.1	13.4	

Waste*2	Total (Including valuables)	Total amount of waste	Global total		t			
			Japan	Outside Japan				
			45,501	38,378				97,441
								43,083
								54,358
		Recycled materials	Global total		t			74,618
			41,430	34,930				
								35,813
		Final disposal (landfill)	Global total		t			11,075
			358	166				
								10,960
	Hazardous*3	Total amount of waste	Global total		t			9,761
			3,628	4,250				
								5,990
		Recycled materials	Global total		t			5,318
			2,236	2,480				
								3,680
		Final disposal (landfill)	Global total		t			1,572
			2	2				
								1,563

Otsuka Group's subsidiaries' acquisition of ISO14001 certification -Acquisition rate 50% (Japan75%, Outside Japan29%) -

Japan : 9 Companies	①Otsuka Pharmaceutical Co., Ltd.②Otsuka Pharmaceutical Factory, Inc ③Taiho Pharmaceutical Co., Ltd.④Otsuka Chemical Co., Ltd.⑤Otsuka Food Co., Ltd.⑥Otsuka Techno Corporation, ⑦EN Otsuka Pharmaceutical Co., Ltd.⑧Otsuka Packaging Industries Co., Ltd.⑨Higashiyama Film Co., Ltd.
Outside Japan : 11 Companies	①Euriso-Top SAS ②Korea Otsuka Pharmaceutical Co., Ltd. ③N&S SAS ④Otsuka Pakistan Ltd. ⑤P.T. Amerta Indah Otsuka ⑥P.T.Otsuka Indonesia ⑦ Zhejiang Otsuka Pharmaceutical Co., Ltd. ⑧Egypt Otsuka Pharmaceutical Co., S.A.E. ⑨P.T.Widatra Bhakti ⑩P.T.Lautan Otsuka Chemical ⑪Zhangjiagang Otsuka Chemical Co., Ltd.

*1 : Otsuka Pharmaceutical, Otsuka Pharmaceutical Factory, Taiho Pharmaceutical, Otsuka Chemical, and Otsuka Foods

*2 : Since 2019, the scope of disclosure has expanded from Japan to Global.

*3 : Hazardous waste is counted by Japanese regulation, outside of Japan is sorted by their country's rules.

Employees

Classification	Items	Scope	Unit	FY2017	FY2018	FY2019		
Employees	by region	168 consolidated companies	total	persons	32,817	32,935	32,992	
			Japan	%	42.3%	41.8%	40.5%	
			Outside Japan	%	57.7%	58.2%	59.6%	
	by gender *1	9 major companies *4		Men	%	73.4%	72.7%	72.0%
				Women	%	26.6%	27.3%	28.1%
	Newly hired ratio by gender *2	9 major companies *4		Men	%	61.3%	62.9%	60.1%
				Women	%	38.7%	37.1%	39.9%
	Turnover ratio *3	9 major companies *4		total	%	3.6%	4.1%	4.5%
	Female manager ratio	9 major companies *5		Women	%	7.8%	8.1%	10.3%
	Employees taking parental leave	9 major companies *5		Men	persons	101	136	210
			Women	persons	177	151	303	
Employees with disabilities	6 major companies *9		Japan	%	2.0%	2.2%	2.3%	

*1 Regular employees including operating officers

*2 Newly hired regular employees including mid-career recruitment

*3 Ratio of employees retiring for personal reasons

*4 Otsuka Pharmaceutical, Otsuka Pharmaceutical Factory, Taiho Pharmaceutical, Otsuka Warehouse, Otsuka Chemical, Otsuka Foods, Otsuka Pharmaceutical Development & Commercialization, Otsuka America Pharmaceutical, Pharmavite

*5 FY2017-2018 ; The data of 6 major companies (*6) FY2019 The data of 9 major companies (*4)

*6 Otsuka Pharmaceutical, Otsuka Pharmaceutical Factory, Taiho Pharmaceutical, Otsuka Warehouse, Otsuka Chemical, Otsuka Foods

Corporate Governance

Organization Company with an Audit & Supervisory Board

Term of Directors One year

Classification	Items	Scope	Unit	2018MAR	2019MAR	2020MAR
Structure	Board of Directors	Directors	persons	11	12	13
		Outside directors	persons	3	3	4
		Female directors	persons	2	2	3
	Audit & Supervisory Board	Audit & Supervisory Board	persons	4	4	4
		Outside Audit & Supervisory Board	persons	3	3	3
	Corporate Governance Committee	Members	persons	5	5	6
		Outside directors	persons	3	3	4
Chair		-	CEO	CEO	CEO	

Classification	Items	Scope	Unit	FY2017	FY2018	FY2019
Remuneration	Directors (excluding outside directors)	Officers who receive basic remuneration	persons	7	8	9
		Total remuneration	¥ mil	580	350	544
		Basic remuneration	¥ mil	259	273	296
		Amount charged as cost of stock options	¥ mil	197	-45	-
		Remuneration provided through restricted stock remuneration plan	¥ mil	-	-	104
		Bonus	¥ mil	123	123	144
	Audit & Supervisory Board (excluding outside Audit & Supervisory Board members)	Officers who receive basic remuneration	persons	1	2	1
		Total remuneration	¥ mil	30	25	24
	Outside directors	Officers who receive basic remuneration	persons	6	8	7
		Total remuneration	¥ mil	54	54	54

Shareholders*1	Name of shareholders	Number of shares held (thousand)*2	Shareholding ratio (%)*3
FY2019 (As of December 31, 2019)	The Nomura Trust and Banking Co., Ltd.		
	Otsuka Founders Shareholding Fund Trust Account	57,815	10.66
	The Master Trust Bank of Japan, Ltd. (trust account)	40,246	7.42
	Otsuka Estate Co., Ltd.	23,296	4.29
	Japan Trustee Services Bank, Ltd. (trust account)	22,991	4.23
	Otsuka Group Employee Shareholding Fund	12,998	2.39
	The Awa Bank, Ltd.	10,970	2.02
	Japan Trustee Services Bank, Ltd. (trust account 5)	7,728	1.42
	Otsuka Asset Co., Ltd.	7,380	1.36
	Japan Trustee Services Bank, Ltd. (trust account 9)	6,920	1.27
JP MORGAN CHASE BANK 385151	6,755	1.24	

1. Number of shares held is rounded down to the nearest thousand.

2. The company holds treasury stock (15,564,187shares) but is excluded from the principal shareholders listed above.

3. Shareholding ratio is calculated after treasury stock is deducted.