

Major CSR Data

Environment

Scope: Calculated for the consolidated subsidiaries of the Otsuka group, and the companies that constitute the top 95% or more of CO₂ emissions originating from energy.

Classification	Sources	Scope	Unit	FY2016	FY2017		
Energies	Electricity	Global total	thousand	749,136	792,850		
		Japan	kWh	380,632	379,647		
		Outside Japan		368,504	413,203		
	Natural gas	Global total	thousand	53,092	50,734		
		Japan	m ³	0	0		
		Outside Japan		53,092	50,734		
	City gas	Global total	thousand	31,565	31,900		
		Japan	m ³	31,565	31,900		
		Outside Japan		0	0		
	Coal	Global total	t	32,263	28,201		
		Japan		0	0		
		Outside Japan		32,263	28,201		
Steam	Global total	t	338,061	366,448			
	Japan		160,028	158,398			
	Outside Japan		178,033	208,050			
CO ₂	CO ₂ emissions	Global total	thousand	800	818		
		Japan	t-CO ₂	343,031	325,175		
		Outside Japan		457,465	492,773		
	CO ₂ emissions per sales	Global total	t/¥ mil	0.67	0.66		
	GHG emissions throughout the value chain	Japan ^{*1}	thousand tons-CO ₂			1,344	
			%			7.1	
			%			13.3	
			%			79.6	
		Supply chain GHG emission (Scope 3)	Purchased goods and services	%			53.2
			Capital goods	%			4.9
			Fuel-and-energy-related activities (not included in Scope 1 or 2)	%			2.3
			Upstream transportation and distribution	%			5.5
			Waste generated in operations	%			0.9
			Business travel	%			0.9
			Employee commuting	%			0.5
			Upstream leased assets	%			0.9
			Downstream transportation and distribution	%			1.6
			Processing of sold products	%			-
Use of sold products			%			6.3	
End of life treatment of sold products	%			2.5			
Downstream leased assets	%			-			
Franchises	%			-			
Investments	%			-			
Others	%			-			
Water resources	Water usage	Global total	thousand	18,668	19,768		
		Japan	m ³	12,480	12,353		
		Outside Japan		6,188	7,415		
Waste	Total amount of waste	Japan ^{*2}	t	35,563	45,501		
		Resource recycling rate	%	98.5	99.1		
		Final disposal	t	453	358		
PRTR Substances	Handling	Japan ^{*1}	t	2,387	2,266		
				Releases in atmosphere and water	23	20	
				Transfer(as waste)	426	385	

*1 : 5 companies (non-consolidated): Otsuka Pharmaceutical, Otsuka Pharmaceutical Factory, Taiho Pharmaceutical, Otsuka Chemical, and Otsuka Foods

*2 : Figures of 13 major consolidated subsidiaries in Japan.

Employees

Classification	Items	Scope	Unit	FY2016	FY2017	
Employees	by region	153 consolidated companies	total	persons	31,787	32,817
		Japan	%		43.8%	42.3%
		Outside Japan	%		56.2%	57.7%
	by gender ^{*1}	9 major companies ^{*4}	Men	%	-	73.4%
			Women	%	-	26.6%
	Newly hired ratio by gender ^{*2}	9 major companies ^{*4}	Men	%	-	61.3%
			Women	%	-	38.7%
	Turnover ratio ^{*3}	9 major companies ^{*4}	total	%	-	3.6%
	Female manager ratio	6 major companies ^{*5}	Women	%	7.7%	7.8%
	Employees taking parental leave	6 major companies ^{*5}	Men	persons	63	101
			Women	persons	202	177
	Employees with disabilities	6 major companies ^{*5}	Japan	%	2.1%	2.0%

*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,

*5 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	2017MAR	2018MAR
Structure	Board of Directors	Directors	persons	9	11
		Outside directors	persons	3	3
		Female directors	persons	0	2
	Audit & Supervisory Board	Audit & Supervisory Board	persons	4	4
		Outside Audit & Supervisory Board	persons	3	3
	Corporate Governance Committee	Members	persons	5	5
Outside directors		persons	3	3	
Chair		-	CEO	CEO	

Classification	Items	Scope	Unit	FY2017	FY2018
Remuneration	Directors (excluding outside directors)	Officers who receive basic remuneration	persons	6	7
		Total remuneration	¥ mil	497	580
		Basic remuneration	¥ mil	256	259
		Amount charged as cost of stock options	¥ mil	118	197
		Bonus	¥ mil	121	123
		Audit & Supervisory Board (excluding outside Audit & Supervisory Board members)	Officers who receive basic remuneration	persons	2
	Outside directors	Total remuneration	¥ mil	28	30
		Officers who receive basic remuneration	persons	7	6
		Total remuneration	¥ mil	52	54

Shareholders ^{*1}	Name of shareholders	Number of shares held (thousand) ^{*2}	Unit	Ratio ^{*3}
FY2017	The Nomura Trust and Banking Co., Ltd.	61,955	%	11.43
	The Master Trust Bank of Japan, Ltd. (trust account)	36,257	%	6.69
	Japan Trustee Services Bank, Ltd. (trust account)	26,954	%	4.97
	Otsuka Estate Co., Ltd.	23,296	%	4.29
	Otsuka Group Employee Shareholding Fund	13,661	%	2.52
	The Awa Bank, Ltd	10,970	%	2.02
	STATE STREET BANK WEST CLIENT - TREATY 505234	7,993	%	1.47
	Japan Trustee Services Bank, Ltd. (trust account 5)	7,925	%	1.46
	Otsuka Asset Co., Ltd.	7,380	%	1.36
	Japan Trustee Services Bank, Ltd. (trust account 9)	6,931	%	1.27

*1 Although the Company holds 15,986,878 of its own shares, treasury shares are excluded from the above list.

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

*3 Shareholding ratio is calculated after treasury shares are deducted.