

January 19, 2018

Otsuka Holdings Signs Statement of Support for Women's Empowerment Principles

Otsuka Holdings Co., Ltd. (Head Office: Tokyo, Japan; President and Representative Director, CEO: Tatsuo Higuchi) announced the signing of a Statement of Support for the Women's Empowerment Principles (WEPs), a set of Principles focusing on corporate action to promote gender equality and women's empowerment in the workplace, marketplace and community. The WEPs are the result of collaboration between and the UN Global Compact (UNGC) ^{*1} and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)^{*2}.

Under its corporate philosophy of "Otsuka-people creating new products for better health worldwide," the Otsuka Group is a total health care group active on a global stage. Convinced that maximizing the talents of a diverse group of individuals becomes the driving force for growth, Otsuka promotes diversity throughout the Group, including proactively encouraging the participation and advancement of women in the workplace. The signing of the Statement of Support for the WEPs is an opportunity to further reinforce efforts to ensure gender equality and women's empowerment.

Women's Empowerment Principles (WEPs)

The Women's Empowerment Principles are a set of voluntary principles offering guidance for corporate practices to promote equality and women's empowerment, launched in 2010 as the result of collaboration between the UGC and UN Women. By signing a Statement of Support for the WEPs, a company demonstrates its dedication to contributing to workplace, marketplace and community environments that encourage advancement and empowerment of women. The Women's Empowerment Principles are a set of seven principles as outlined below.

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination
3. Ensure the health, safety and well-being of all women and men workers
4. Promote education, training and professional development for women
5. Implement enterprise development, supply chain and marketing practices that empower women
6. Promote equality through community initiatives and advocacy
7. Measure and publicly report on progress to achieve gender equality

References:

Women's Empowerment Principles: <http://www.weprinciples.org/>



*1 UN Global Compact(UNGC)

The UN Global Compact is a voluntary initiative encouraging participation in a worldwide principle-based framework, aiming to promote sustainability through creative leadership and responsible corporate citizenship. Otsuka Holdings became a signatory to the United Nations Global Compact in 2016.

*2 UN Women (United Nations Entity for Gender Equality and the Empowerment of Women)

UN Women is a United Nations entity working for the empowerment of women, established in 2010 through the merger of the Division for the Advancement of Women (DAW), the International Research and Training Institute for the Advancement of Women (INSTRAW), the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), and the United Nations Development Fund for Women (UNIFEM).

About Otsuka Holdings Co., Ltd.

Otsuka Holdings Co., Ltd. is the holding company of the Otsuka Group, a global healthcare group headquartered in Tokyo, Japan. With operations in pharmaceuticals, nutraceuticals, medical devices and other health-related businesses, the group generated worldwide sales of approximately JPY1,196 billion in the fiscal year ended December 2016. Under its corporate philosophy, “Otsuka-people creating new products for better health worldwide”, the Otsuka Group conducts research, development, manufacturing and marketing of innovative products that are uniquely positioned to provide advanced therapy, improve quality of life and support a healthy lifestyle. Additional information can be obtained on <https://www.otsuka.com/en/>