

CORPORATE PROFILE

Korea Otsuka Pharmaceutical Co., Ltd.



Otsuka

Otsuka-people creating new products
for better health worldwide

CORPORATE PROFILE



Otsuka
Korea Otsuka Pharm.

www.otsuka.co.kr

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Korea Otsuka
Pharmaceutical Co., Ltd.



A company contributing to the healthy life of Koreans

Korea Otsuka Pharmaceutical supplies innovative and outstanding pharmaceutical products contributing to patient treatment and valuable healthcare products that help maintain and promote health in everyday life. At a multinational pharmaceutical company equipped with large-scale production facilities in Korea, we contribute to the growth of national economy through domestic production as well as export. With understanding of customers, markets and social responsibilities, we are fulfilling our role and mission to become a company that contributes to the healthy life of Koreans and provide sustainable values.

Otsuka-people creating new products for better health worldwide



History

Otsuka-people creating new products
for better health worldwide



Korea Otsuka Pharmaceutical will be a **Total Healthcare Company that contributes to the healthy life of Koreans** by developing and supplying innovative and excellent products and services.



CEO & President
Moon, Sung-ho

문성호

Founded in 1982, Korea Otsuka Pharmaceutical is a Japanese-affiliated joint corporation supplying excellent and innovative pharmaceutical and healthcare products to not only treat diseases but also help maintain and improve health in everyday life with the mission to become 'a company that contributes to the healthy life of Koreans'. Korea Otsuka Pharmaceutical is a multinational pharmaceutical company, but built large-scale production facilities in Korea and continued to invest in facilities and enhance global production competitiveness to expand the role as a production base of Otsuka Pharmaceutical and we at Korea Otsuka Pharmaceutical have contributed to job creation and growth of Korean national economy through export.

We have also participated in multinational (Korea-China-Japan) clinical research & development projects and thereby taken the lead in improving Korea's clinical capabilities and expanding the medical market and at the same time, promptly introduced new pharmaceuticals to the Korean market. It happens rarely for a Korean subsidiary of a multinational pharmaceutical company but we are named an innovative pharmaceutical company in recognition of our R&D investment, domestic production and global expansion efforts. We will continue to grow as a Total Healthcare Company fulfilling the mission of a company that contributes to good health of Koreans and thereby making their lives healthier and happier.

Corporate Philosophy

Otsuka-people creating new products for better health worldwide

Creating innovative products that contribute to the health of people worldwide

These words embody our dedication to “creating unique and original products with our own hands”, “promoting health” and “contributing to the lives of people worldwide”. We think deeply into “what Otsuka can make possible” and “what only Otsuka can do” and strive to take a new leap forward with Otsuka’s DNA and spirit - that’s ‘Actualization’ and ‘Creativity’.



‘Human Resource Development Institute’, the employee training center established in Tokushima (Japan) and the birthplace of Otsuka Group has three monuments that represent this philosophy. They serve to remind us to break through preconceived notion and keep a mindset for creativity.

Cradle of Otsuka’s human resource development Human Resource Development Institute (Tokushima, Japan)



Giant Tomato Tree

In the Tomato Hall at the Human Resource Development Institute, thousands of red tomatoes growing on only a few tomato plants look down at the visitors, with each tomato tree stretching its stalk over 10 meters.

In general, a tomato tree only produces 50-60 fruits with a common method of cultivation, but tomato trees here produce thousands of fruits a year and grow as freely as trees in the wild but with their roots in water and growth-inhibitors removed through hydroponics. Once you let yourself free from preconceived notions, you will be able to live up to your full potential.



Giant Bent Cedar

Located at the entrance of the multi-purpose auditorium Vega Hall of Human Resource Development Institute is a giant bent cedar trunk with another straight cedar trunk lying across it that seem unstable but maintain a perfect balance. This nameless piece of art constantly reminds us of the importance of thinking differently, outside the box.



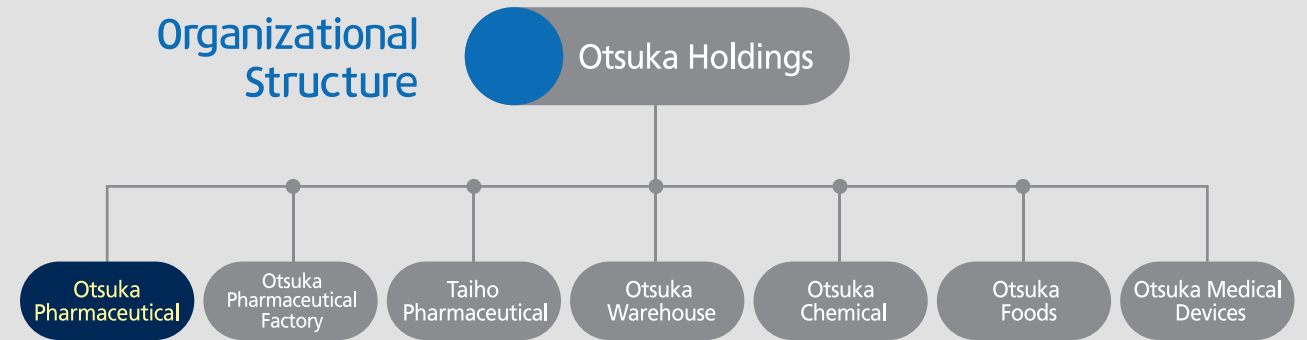
Floating Stones

This aquatic garden calls us to explore new ideas. There are large stones floating on water and some of stones pushed to the water surface by the gush of water of the fountain. These gently curved stones represent Otsuka Pharmaceutical’s love for humanity and commitment for better health of people.

Otsuka Group

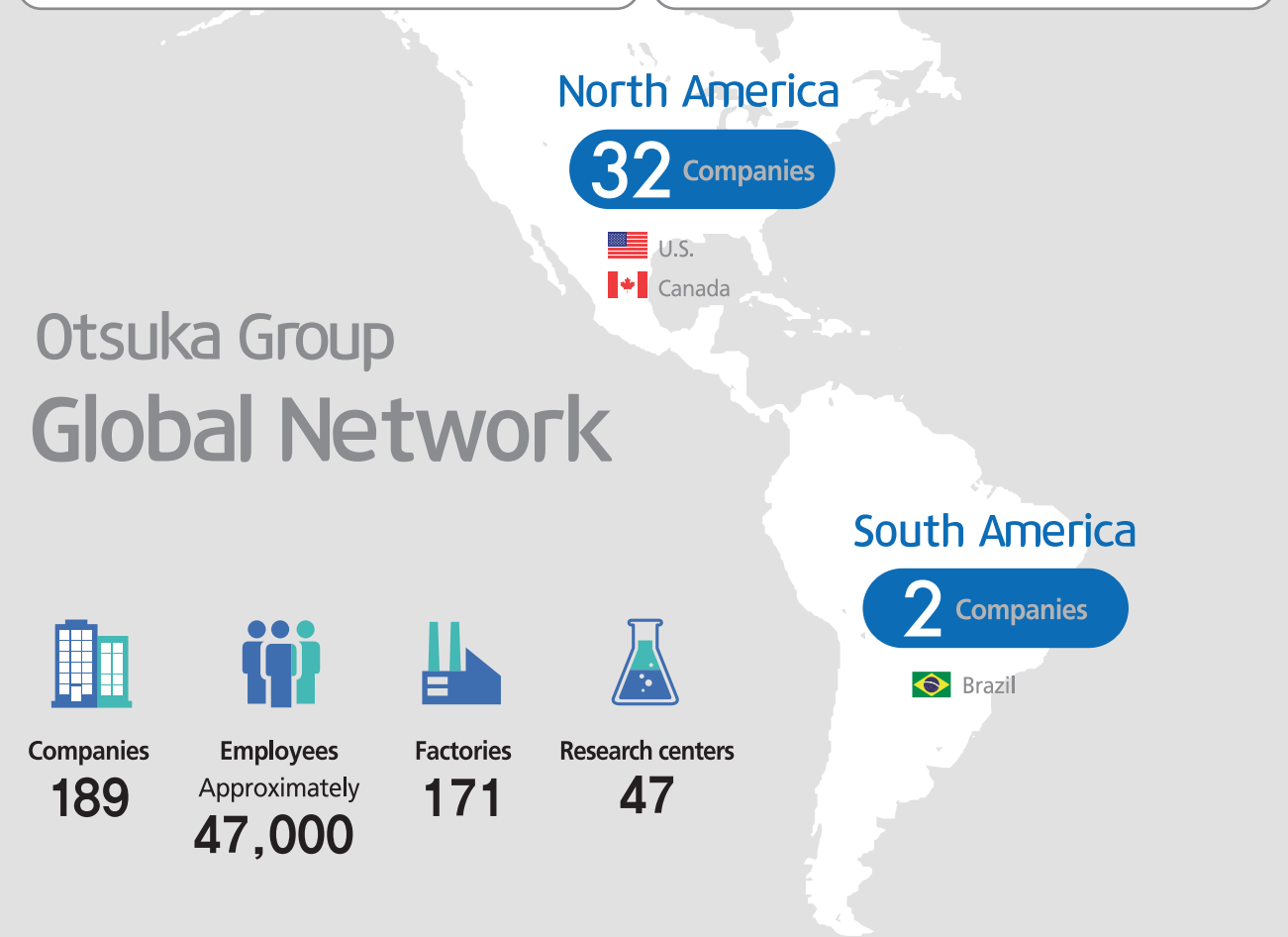
Otsuka Group is a total healthcare enterprise that aims to contribute to the health of people around the world with the corporate philosophy, 'Otsuka-people creating new products for better health worldwide' operating healthcare business through two main pillars: the pharmaceutical business for diagnosis and treatment of diseases, and the nutraceutical*1 business to help maintain and promote health in everyday life. 47,000*2 employees of Otsuka Group across 189 companies in 30 countries worldwide are taking on challenges in various fields to help fulfill the universal wish of humanity to be healthy. We at Otsuka Group are striving to provide outstanding innovative products and services that only we can make and thereby achieve sustainable growth.

Organizational Structure



• Otsuka Holdings	
Established	July 8, 2008
CEO	Tatsuo Higuchi
Capital	81.69 billion Yen
Business Description	Strategic management and oversight of the group companies, And provision of specialized business services as a holding company of the group

• Otsuka Pharmaceutical	
Established	August 10, 1964
CEO	Makoto Inoue
Capital	20 billion Yen
Business Description	Manufacture, distribution, export, and import of pharmaceuticals, clinical testing equipment, medical devices and equipment, food products, cosmetics, and other relate products



*1. Nutraceuticals : nutrition+pharmaceuticals

*2. As of end of December, 2018

Otsuka Group CI



A symbolic representation of Otsuka Pharmaceutical's corporate philosophy, our corporate symbol adopts the initial 'O' of Otsuka Pharmaceutical as a motif.

Two O's in different sizes are combined with the soft and friendly typeface of 'Otsuka' in balance, representing 'Otsuka Pharmaceutical's energetic commitment to human happiness through good health'.

Otsuka
BLUE

PANTONE 660C

「Big O」 in Otsuka BLUE

Representing the blue sky outstretched above us with depth and width rendered through gradations, it signifies openness, freedom, intelligence and future.

Otsuka
RED

PANTONE 187C

「Small O」 in Otsuka RED

It represents the focused energy of Otsuka Pharmaceutical, the wellspring of its vision.

MISSION



Korea Otsuka Pharmaceutical company building
Otsuka Vision Building

A company that contributes to the healthy life of Koreans

We at Korea Otsuka Pharmaceutical supply excellent and innovative pharmaceutical products for treatment of patients and good health of people in Korea and though we are a subsidiary of multinational pharmaceutical company, we are equipped with large-scale production facilities in Korea to contribute to job creation and growth of Korean national economy through manufacturing and export. Furthermore, we have built the foundation for independent management in Korea and invested the profits from the sale of our pharmaceutical products into clinical research for development of new drugs. We will continue to faithfully fulfil the mission of becoming a company that contributes to the healthy life of Koreans and thereby make their lives healthier and happier.

Strategy

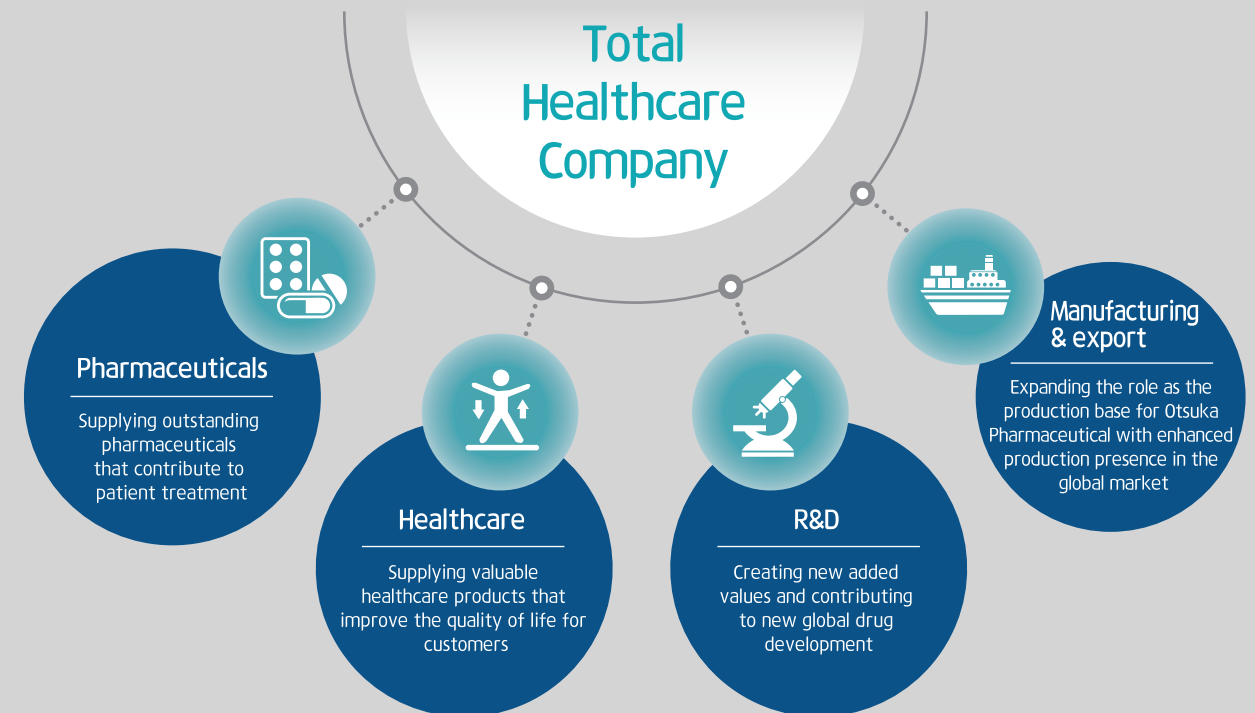
We have 4BPs strategy for fulfilling the mission to become a company that contributes to the healthy life of Koreans: Best People, Best Product, Best Process and Best Partner



Total Healthcare Company VISION 2021

KRW 200 billion in sales by 2021
Total Healthcare Company

Korea Otsuka Pharmaceutical is a diversified multinational Total Healthcare Company engaged in healthcare business particularly pharmaceuticals but differentiated from other multinational pharmaceutical companies. We at Korea Otsuka Pharmaceutical creates profits in four areas: domestic production and export with large-scale production facilities in Korea contributing to the economic growth of Korea, R&D for new drug development and creating added values.



Pharmaceutical Products



Playing a significant role in preventing and treating different types of diseases, **Korea Otsuka Pharmaceutical's pharmaceutical products** are recognized for their excellence in relevant markets, contributing to improving the quality of life for patients suffering from illnesses.



Samsca Tab.
Hyponatremia and ADPKD treatment drug



DELTYBA Tab.
Anti-tuberculosis agent

UBIT[®] tablet



UBIT Tab.
Agent for diagnosis of H. pylori infection



Abilify Tab.
Antipsychotic



Abilify Maintena Inj.
Antipsychotic



Abilify ODT
Antipsychotic



IV Busulfex Injection
Conditioning agent prior to hematopoietic stem cell transplantation



ICLUSIG Tab.
Anticancer agent



POCone
Expired gas analyzer



Pletaal SR Cap.
Antiplatelet agent



Pletaal Tab.
Antiplatelet agent



Mucosta Tab.
Anti-gastritis and anti-gastric ulcer agent



Meptin Tab.
Bronchodilator



OBUCORT Swinghaler
Bronchodilator



Mikelan Tab.
Antiarrhythmic agent



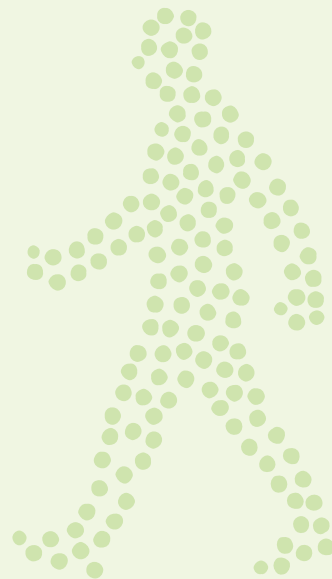
Mikelan LA ophthalmic solution
Antiglaucoma and intraocular antihypertensive drug

For men UL·OS



UL·OS means 'to moisturize the skin' and 'enrich life' in Japanese, and it is a skincare brand developed for the healthy skin of men by Otsuka Pharmaceutical's skin research center. UL·OS is not just cosmetic products for beauty, but under the theme "Healthy Skin is Beautiful Skin," to provide simple and yet effective skincare solutions for their healthy skin.

UL·OS BRAND STORY



Moisturizing



Skin Lotion / Skin Milk

Instantly absorbed to keep the skin moisturized all day long

- All-in-one moisturizer for simple skincare routine
- Powerful skin moisturizing & conditioning AMP makes skin smooth
- 9 herbal extracts soothe men's skin damaged from shaving and external irritants
- Free of parabens (6 types), synthetic fragrances, artificial dyes
- Helps recover healthy skin turnover and keep the skin smooth and soft
- Completed skin irritation testing



Skin Lotion

For oily & combination skin
Refreshing water type
200ml / 60ml



Skin Milk

For combination & dry skin
Fluid milk type
200ml / 60ml

Moisturizing



Skin Conditioner

All-in-one moisturizer with enhanced firming and brightening effect : 60g

- All-in-one moisturizer for optimum skin condition
- Enhanced powerful moisturizing effect of skin conditioning AMP and emollient ingredients
- Enhanced skin firming and brightening
- 9 herbal extracts soothe men's skin damaged from shaving and external irritants
- Free of parabens (6 types), synthetic fragrances, artificial dyes
- Completed skin irritation testing

Shampoo



Scalp Shampoo

Mild scalp care solution for healthy scalp : 300ml / 500ml

- Helps remove dead skin cells, dandruff and itchiness
- Free of sulfates, silicones, parabens (6 types), synthetic fragrances, artificial dyes
- Clear and mild liquid-type shampoo for healthy scalp
- Alleviates hair damage for soft, smooth hair
- Completed skin irritation testing

Cleansing



Skin Wash

Face & body cleanser to remove sebum, body odors and oily feeling : 300ml / 500ml

- Rich lather and non-slimy, refreshing finish
- Keeps skin healthy and smooth by reducing dead skin cells and oiliness
- Helps remove body odors and smell of sweat with yeast/persimmon juice fermented extracts
- Both refreshing and moist
- Free of parabens (6 types), synthetic fragrances, artificial dyes
- Completed skin irritation testing
- Good for acne-prone skin



Face Wash

Rich, dense lather to remove dead skin cells, sebum and blackheads : 100g

- Removes dead skin cells and reduces blackheads and whiteheads (sebum)
- Powerful cleansing that thoroughly removes even BB cream and sunscreen
- Gives a refreshing sensation without leaving the skin feeling right and dry
- Free of parabens (6 types), synthetic fragrances, artificial dyes
- Completed skin irritation testing

UV Protection



Plus Sunblock

Sunblock as refreshing as toner but strong against water and UV rays (SPF50+ / PA+++): 25ml

- Light and non-oily texture that's spreading easily over the skin without white cast
- Strong waterproof formula resistant to sweat and water
- Easy cleansing using common cleanser (no need for double cleansing)
- Formulated with skin conditioning AMP providing moisture to the skin that's exhausted by UV rays
- Mild and natural herbal scent

Refreshing



Face Sheet

Face refreshing sheet for both cleansing and moisturizing : sheets

- Thoroughly removes sebum, sweat and dirt (sebum absorbing ingredients contained)
- Formulated with skin conditioning AMP, providing the effects of toner and lotion after cleansing
- Citrus herbal scent and menthol ingredients for a refreshing, cooling sensation
- Simple skincare solution before important business meetings, date and when going out



America's no. 1 selling national health functional food brand

Nature Made



Why Nature Made?

NO.1



America's no. 1 selling national health functional food brand

45



Over 45 years of research on health solutions

3



Strict 3-step standard for ingredient (formulation), process and production

Source : Nielsen Scantrack Dec. 29, 2018 52 weeks/US X AOC channel
Total Vitamins and Supplements category ©2019 The Nielsen Company

Active Daily Multi for Women



From the number of nutrients to nutritional content
Nature Made multivitamin for women

- 100% of Reference Daily Intake of iron and folic acid, important nutrients for women
- Designed based on the recommended nutrient intake of Koreans



Reinforced iron and folic acid necessary for women



Antioxidant effect



Provides vitamins A, B, C, D, E, K

Active Daily Multi for Men



From the number of nutrients to nutritional content
Nature Made multivitamin for men

- 100% or more of Reference Daily Intake of 20 nutrients
- Designed based on the recommended nutrient intake of Koreans



Boosts energy and vitality



Promotes health of muscles, nerves and bones



Provides vitamins A, B, C, D, E, K

Active Daily Multi for All



From the number of nutrients to nutritional content
Nature Made multivitamin for all family members

- 100% or more of Reference Daily Intake of 20 nutrients
- Designed based on the recommended nutrient intake of Koreans



Required for normal immune functions



Boosts energy and vitality



Provides vitamins A, B, C, D, E, K

Super B Energy Complex



Vitamin B complex with eight B vitamins to boost energy



Vitamin B complex with eight B vitamins



Boosts energy and vitality

Super D Plus Zinc Immune Complex



Required for normal immune functions



Essential nutrient for normal immune functions



Zinc for normal immune functions and cell division

Calcium, Magnesium, Zinc with Vitamin D



Promotes health of bones, nerves and muscles



Calcium and vitamin D to reduce osteoporosis



Magnesium for healthy nerves and muscles



Zinc for normal immune functions and cell division

Super Omega-3



Helps improve neutral lipids in blood and promote blood circulation, with EPA and DHA 740mg



Provides two omega-3 fatty acids such as EPA and DHA



Refined to eliminate risk of heavy metal pollution



Enteric-coated capsules that melt in the intestines without leaving odor

Research & Development

We are participating in global clinical R&D projects and promptly introducing excellent new drugs, **striving for good health of Korean patients**

We at Korea Otsuka Pharmaceutical have been conducting clinical research since 2007 based on Otsuka Group's global clinical business strategies, by building a cooperative system with Japan and China starting from Phase 1. Through this clinical research, we are contributing to the advancement of clinical trial and innovative new drug development in Korea. With the foundation for independent management in Korea, we have been investing the profit from selling our pharmaceutical products into clinical research and thereby taking the lead in new drug development. As a result, we developed new indications (Abilify for Tourette syndrome of infants and children) and new formulas (Pletaal SR Cap.) through independent domestic clinical trials, releasing them in Korea for the first time in the world. Korea's approval and clinical data are used as data for international approval including the US FDA, through which we could increase exports.

Moreover, through two MOUs for investment cooperation from 2009 to 2018 between Otsuka Pharmaceutical and the Korean Ministry of Health & Welfare (1st : 2009-2013, approximately \$90 million / 2nd : 2014-2018, approximately \$80 million), we actively have used the excellent clinical infrastructure in Korea for global R&D investments and expanded manufacturing facilities, contributing to the growth of the Korean pharmaceutical industry. In recognition for this contribution, we became the only Korean subsidiary of a multinational pharmaceutical company to be selected as the Korea Innovative Pharmaceutical Company in 2012, reauthorized in 2015 and 2018. We also received the K-Inno Pharm Minister of Health & Welfare Prize in 2017, given to innovative pharmaceutical companies for contribution to the improvement of national health and development of the pharmaceutical industry.



Korean Ministry of Health & Welfare authorized
K-Inno Pharm
KOREA INNOVATIVE PHARMACEUTICAL COMPANY



Otsuka Group Global Clinical Trials

- Early adoption of innovative new products
- Introduction of advanced technologies
- Contribution to the national economy



2016 Korea Inno Pharm Achievement Ceremony
Received the Korea Health Industry Development Institute President Prize



2017 Korea Inno Pharm Achievement Ceremony
Received the Korean Minister of Health & Welfare Prize

Otsuka Production

From synthesis of pharmaceutical raw materials to manufacturing of finished products

Production facilities with global manufacturing competitiveness

Established in 1989, Korea Otsuka Pharmaceutical's Hyangnam Factory has acquired relevant GMPs in many Asian countries including Japan, starting with KGMP (Korea Good Manufacturing Practice) in 1990. In 2003, when multinational pharmaceutical companies were rushing to close their factories in Korea, Hyangnam Factory built a Rebamipide synthesis plant, the largest in Korea for manufacturing a single pharmaceutical preparation, further securing its position as Otsuka Pharmaceutical's global production base. In addition, we have world-class technologies acquired through continuous facility investment to enhance the manufacturing equipment and upgrade the processes. We have been striving to diversify and expand the scope of our exports of finished pharmaceutical products and raw medicinal materials based on our competitive in quality and technology.



Panorama of Korea Otsuka Pharmaceutical's Hyangnam Factory



Pharmaceutical preparation building



Rebamipide synthesis building

A GMP certified facility, Korea Otsuka Pharmaceutical's Hyangnam Factory manufactures and supplies excellent pharmaceuticals with a production system that is consistent throughout all processes from synthesis of raw materials to manufacturing of finished products. In addition to the domestic supply of products, we have also acquired relevant GMPs in many Asian countries including Japan and have been further expanding our role as Otsuka Pharmaceutical's global production base. In 2014, we expanded our scope of exports to the EU in addition to Asia by obtaining EU-GMP, thereby contributing to the development of the Korean economy.

This is the result of the constant efforts we put into investing in developing excellent talent and establishing a production system that has global quality competitiveness by constantly investing the revenue we earned from the sales of pharmaceuticals back into our production equipment to build a foundation for independent management in Korea and grow into a company that is balanced overall, from production to sales. Korea Otsuka Pharmaceutical's Hyangnam Factory will continue to grow together with Koreans by contributing to their health and striving to improve the quality of life for Korean patients suffering from diseases through stable production and supply of excellent pharmaceuticals, while also contributing to the advancement of the national economy through exports.

Advanced automation system

With an automation system to produce excellent pharmaceutical products, we have been operating an optimal production line with stability and reliability in all processes including the synthesis of solid formulations (tablets and capsules), liquid formulations, and pharmaceutical raw materials. In addition, we have sent talented individuals overseas every year to acquire more advanced technologies, thereby establishing and maintaining a world-class pharmaceutical production system.

Perfect quality control system

We are striving for perfection in quality control of all pharmaceutical products manufactured to attain the best quality in the world. We are also supplying pharmaceutical products in Korea and overseas through an independent quality control system that handles everything from raw materials to production, packaging and shipment with the latest, most advanced equipment and specialized manpower.

HSE(Health, Safety & Environment)system

With deep insights and understanding of customers, markets and society, we strive to build an eco-friendly production system that also respects humanity as the best partner to grow with the local community. We have adopted HSE as a proactive system to protect workers' health and safety as well as the surrounding natural environment since 1996. Having obtained certifications such as ISO1400 Environmental Management System and ISO45001 Occupational Health and Safety Management System, we are winning recognition as a leading company in the field of HSE (Health, Safety and Environment).



MFDS KGMP certification



ANSM(EMA) EU-GMP certification



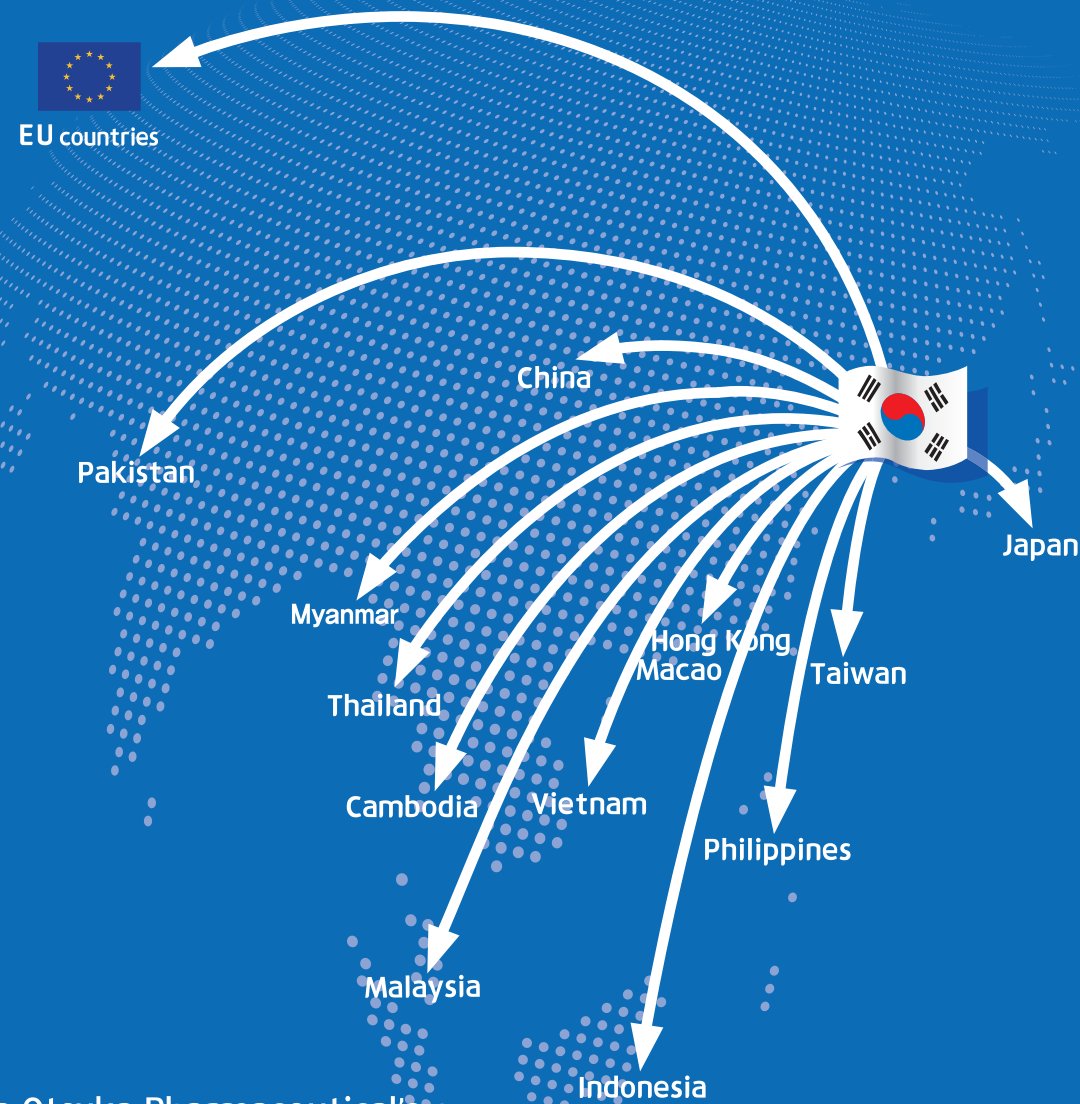
ISO14001 Environmental Management System



ISO45001 Occupational Health and Safety Management System certification

Otsuka Export

We contribute to creating jobs and developing the national economy through export of excellent pharmaceutical products.



Korea Otsuka Pharmaceutical's main countries of export
Over 30 countries in Asia and EU countries

Located in Hyangnam Pharmaceutical Industries Complex (Gyeonggi-do), Korea Otsuka Pharmaceutical's Hyangnam Factory has world-class technologies acquired through continuous facility investment for advancement of manufacturing equipment and process. Raw materials and finished pharmaceutical products manufactured here have begun to be reexported back to Japan in 1991, where the parent company is located. Since then, we have strived to expand the channel for exports to more and more countries, including Japan, Taiwan, Malaysia, Vietnam, Indonesia and China. With EU-GMP certification obtained in 2014, our manufacturing technology gained recognition even in Europe, through which we have expanded the scope of exports to Europe beyond Asia, and strengthened our role as the production base for Otsuka Pharmaceutical. As a result, we became the only multinational pharmaceutical company win '\$10 Million Export Tower' in 1998, '\$20 Million Export Tower' in 2009, and '\$30 Million Export Tower' in 2015. Moreover, in 2018, Hyangnam Factory has been selected as the production site for the digital pill of antipsychotic drugs to treat schizophrenia, which is Otsuka Pharmaceutical's digital medicine. We are preparing to take another bold leap with the goal of exporting to the US as well.



삼진인생을 수출의 탑

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35th Trade Day \$10 Million Export Tower (1998) 46th Trade Day \$20 Million Export Tower (2009) 52nd Trade Day \$30 Million Export Tower (2015)

Ethical management

To become a good company through the establishment of a healthy organizational culture that contributes to the health of Koreans, we at Korea Otsuka Pharmaceutical have adopted ISO37001 (Anti-Bribery Management System) as of June 27, 2019 to strengthen ethics. Our resolution and practice prove that our company not only pursues profits but also fulfils our social responsibilities.

Code of ethics

We at Korea Otsuka Pharmaceutical aim to contribute to the health of Koreans through supply of high-quality pharmaceutical products, and furthermore improve the quality of life and health of people all over the world. Therefore, we will make our utmost efforts into introducing new high quality pharmaceutical products, ensuring the quality of products their smooth supply and delivering correct medical information. We are striving to become a reliable company that is trusted by our colleagues, customers, partners and even society by actively complying with the general rules and social ethics in all corporate activities. Here, code of ethics and practical guidelines for Korea Otsuka Pharmaceutical and employees are specified for the purpose of establishing an ethical organizational culture and ultimately becoming a reliable and trustworthy company.



Anti-Bribery Management System ISO37001 certification (2019)

Anti-corruption policies

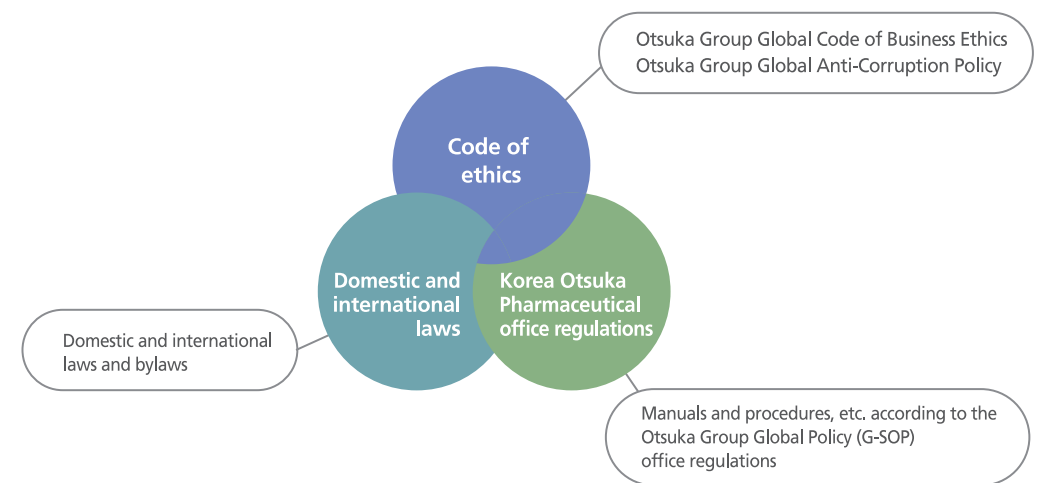
Korea Otsuka Pharmaceutical aims to practice the following anti-corruption and anti-bribery policies to faithfully fulfil the corporate mission of becoming 'a company that contributes to the healthy life of Koreans'.

Korea Otsuka Pharmaceutical anti-corruption policies

- 1 All corrupt acts including bribery such as money and valuables, hospitality, entertainment and convenience are prohibited.
- 2 All related domestic and international laws, internal regulations, and requirements of the Anti-Bribery Management System must be obeyed.
- 3 The company shall establish anti-corruption goals, establish and operate the Anti-Bribery Management System, and make continuous improvement.
- 4 Those involved in corrupt acts that violate the anti-corruption policies shall take responsibility and accept any punishment imposed.
- 5 Those recognizing corrupt acts shall notify the company immediately, and the company shall strictly protect them so that they are not given any disadvantages.
- 6 Anti-corruption policies must be obeyed to promote the development of the company.
- 7 The President & CEO shall assign the responsible anti-corruption officer with authority related to anti-corruption and ensure independence.

Compliance Program

Korea Otsuka Pharmaceutical is a pharmaceutical company engaged in the industry for valuable and healthy life of humanity, and thus has prohibited all acts that hinder fair trade and operated the Compliance Program (CP) since 2007 to practice fair and transparent trade in strict compliance with the laws.



Otsuka People

We are running various systems to discover outstanding individuals to grow together with our company and enjoy a happy work life.

deal employee

Employees with a sense of ownership

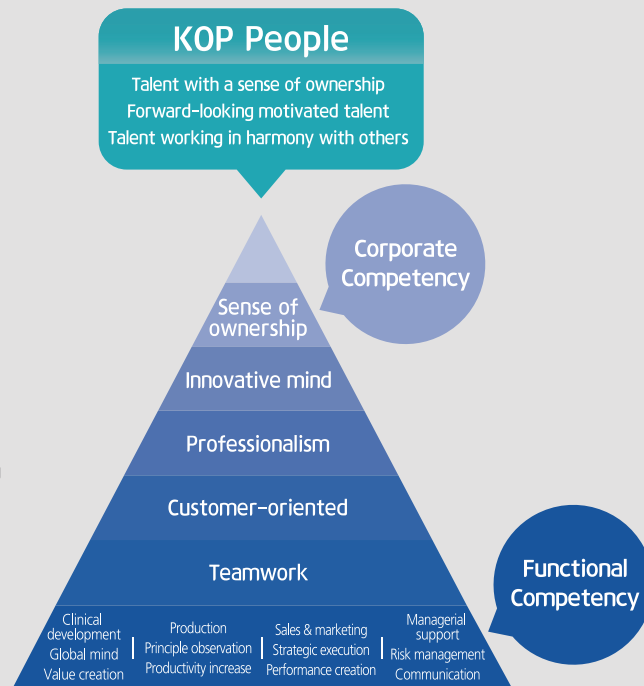
Those who are willingly carrying out the company's vision and strategies with high level of ethical awareness and a sense of ownership

Risk-taking and go-ahead employees

Those who lead the company's growth by performing and completing tasks despite difficulties with a risk-taking and go-ahead attitude

Employees working in harmony with others

Those who resolve mutual conflicts or problems with an open mind that respects and considers diversity of others, thereby creating synergy



HR system

Best People

Developing human resources with expertise

Performance-oriented

Running a fair and differential reward system for performance

Enhanced rewards for high performance (promotion and reward, etc.)

Job-centered

Running an HR system based on the job framework

Differentiated job specific rank/promotion and reward systems

Development-oriented

Strengthening competencies of employees to improve organizational performance

Strengthening leadership competencies

Voluntary motivation

Improving organizational culture to increase employee engagement

Increasing the level of motivation through participation and growth



Panorama of Saemmul Hall on 1F HQ

Human resource development



Welfare benefits

Korea Otsuka Pharmaceutical's welfare benefits are supported by the company and in-house labor welfare fund

Company's welfare system

- 4 major insurances
- Comprehensive health examination
- Expenditure for congratulations and condolences
- Middle/high school scholarships
- Rewards for long-term employed workers (10, 20, 30 years)
- Celebratory gifts (childbirth, national holidays, company's foundation day)
- Flexible benefit plan
- Group accident insurance
- Year-end parties and athletic meets
- Family visits to the factory
- Wedding anniversary gifts
- Long-/short-term training programs in Japan
- Health keepers

In-house labor welfare fund

- Home loans (renting, purchasing)
- Life stabilization fund loans
- Early childhood educational expenses
- Expenditure for congratulations and condolences
- College scholarships
- Purchase costs for backpacks of children about to enter elementary school
- Family health examination
- Personal pension support
- Childbirth subsidy
- Membership resort
- Gifts on Labor Day and national holidays

Otsuka CSR

Korea Otsuka Pharmaceutical is carrying out various CSR activities to become the best partner that grows with the community based on understanding of customers, markets and social responsibility and faithfully fulfilling the mission of becoming 'a company that contributes to the healthy life of Koreans'.

Café Saemmul Hall

Opened on the 1st floor of Korea Otsuka Pharmaceutical's HQ building, 'Saemmul Hall' is a cafeteria for employees. However, it is not only a gathering place that provides beverages for employees at reasonable, but also donates all its proceeds for projects providing drinking water to countries facing high water stress and educational fund for children in developing countries. For Korea Otsuka Pharmaceutical employees, the small act of drinking tea at Saemmul Hall makes employees feel proud to take part in providing clean water to someone in the world or educational opportunities for children. These continuous and consistent CSR activities will go on based on the voluntary participation of employees.

Drinking water supply project for countries with water shortages

Since 2010, Korea Otsuka Pharmaceutical has donated over 100 wells and water tanks to countries facing high water stress such as Indonesia, Sri Lanka and Cambodia using the proceeds from Saemmul Hall, enabling people to use clean and safe water.



Education support project for developing countries

Since 2013, CSR activities using proceeds from Saemmul Hall have been carried out in the form of educational fund for developing countries in addition to supplying drinking water for countries facing water stress, for which parts of the proceeds have been saved up. Accordingly, Korea Otsuka Pharmaceutical was able to use the fund in 2017 to sponsor reconstruction of Prohm Elementary School in Cambodia as the first education support project. The school, which could not provide proper education due to old and poor facilities, is now transformed into a school with new classrooms and playgrounds through the rebuilding. We also presented necessary equipment for education such as desks and chairs. Korea Otsuka Pharmaceutical is maintaining the bond with Prohm Elementary School students by sponsoring them continuously and in diverse ways even after completion, in addition to merely sponsoring them once.



Health campaign

Sponsoring the mental health awareness improvement project

Korea Otsuka Pharmaceutical is sponsoring various events such as the 'Mental Health Day' hosted by Gyeonggi Mental Health Welfare Center to promote awareness on the need for mental health and eliminate prejudice against mental illnesses, as well as the 'Suicide Prevention Project' by the Korea Association for Suicide Prevention, and the 'Mental Health Awareness Improvement Training Project' run by Happy Mind and Korean Neuro Psychiatric Association.



Operating the tour program for patients at mental health welfare centers

Korea Otsuka Pharmaceutical is running a tour program every year through which patients in regional mental health promotion centers and their families are invited to Korea Otsuka Pharmaceutical's Hyangnam Factory for tour of the pharmaceutical manufacturing process and meal service.

Donating pharmaceuticals for overseas medical services

Korea Otsuka Pharmaceutical is donating Otsuka Pharmaceutical's medicinal products essential for medical volunteer abroad programs.

Employee Payroll Giving

Every month, all employees participate in collecting small money of less than KRW 5,000 from their wages and donate the amount after adding the company's special donations at the end of the year. The donations have been made to UNICEF every December since 2012, which are used in health programs for children all over the world.

Osunji* activities

Green Campaign

Started in 2010, Green Campaign is comprised of various environmental cleanup activities such as planting trees every year with the participation of all employees and their families to increase awareness of environmental protection.



Volunteer program with social welfare organizations

Korea Otsuka Pharmaceutical carries out long-term sharing and volunteer program that's not a one-time event through partnerships with social welfare organizations. Korea Otsuka Pharmaceutical employees take part in various activities including annual weekday volunteer program for mental health improvement of the disabled and elderly living alone, improvement of residential environment and visit to the senior citizens living alone. Employees and their families also make kimchi every summer and winter and donate it people in need.



Choir talent donation

The KOP Choir, an in-house club to promote harmony among employees has been carrying out talent donation activities since 2014 to share and enjoy heartwarming music with the underprivileged through singing.

* Osunji _ Otsuka Pharmaceutical CSR organization