

March 31, 2016

Eisai Co., Ltd.

Promoting Active Participation and Advancement of Women of Eisai
(Reference data updated on June 16, 2016)

Eisai Co., Ltd. (Headquarters: Tokyo, CEO: Haruo Naito, “Eisai”) announced that it has set targets and action plans associated with the enforcement of “Act for Promotion of Women’s Participation and Advancement in the Workplace”.

Aiming for creation of innovation by employees with a diverse set of values and expansion in contribution for patients, Eisai has put efforts into developing female leaders, including implementation of a leadership program for selected employees. Under the new strategic plan “EWAY 2025”, Eisai will strengthen initiatives to develop female employees and actively encourage the promotion of those who are eager to realize the corporate philosophy and have leadership skills to management roles, thereby increasing corporate value and realizing greater contribution to patients.

Target:

Double the number of female managers and achieve a 10% ratio of females in management roles by FY2020

Action Plans:

- 1) Continue leadership program for selected female employees to develop their career vision
- 2) Newly established Career Support Center will promote efforts to enhance female employees’ career vision through mentoring and career counseling services
- 3) Promote time-management for value-added output

Reference Data: Facts about Eisai’s female employees

	As of the end of September, 2015	As of June 1, 2016
Ratio of female employees	20.8%	21.0%
Ratio of females in management roles	4.8%	5.2%
Ratio of females in corporate officer roles	3.7%	7.0%
Average working years of female	15.9 years	16.1 years

employees	(20.4 years for male)	(20.7% for male)
Ratio of female employees' returning work after nursing care leave	100.0% (0.8% for male)	—