

## **Eisai Selected for “Thought Leaders of Human Capital 2025” and “Human Capital Management Excellence 2025 Gold Award” for Third Consecutive Year, as a Company Committed to Excellent Management and Disclosure of Human Capital Initiatives**

Eisai Co., Ltd. has been selected for “Thought Leaders of Human Capital 2025” and “Human Capital Management Excellence 2025 Gold Award” in the “Human Capital Survey 2025” jointly conducted by HR Technology Consortium, HR Research Institute (ProFuture Inc.), and Association to Confirm the Human Investment Value for Enterprise. This is the third consecutive year that Eisai has been selected.

Of the 316 companies and organizations participating in the “Human Capital Survey 2025” (conducted September-December 2025), 16 highly rated companies were selected as “Human Capital Management Excellence 2025 Gold Award”, and 6 companies that were recognized by experts as having made particularly outstanding efforts were selected as “Thought Leaders of Human Capital 2025”. Eisai was highly evaluated for its various initiatives such as implementation of human capital management aligned with its Articles of Incorporation, proactive disclosure of human capital KPIs and financial indicators, employee impact accounting, and utilization of the alumni system. Eisai was also recognized for its efforts to build sustainable relationships both inside and outside the company through human capital management.

To increase the value of its employees, Eisai made a partial amendment to the Articles of Incorporation at the Ordinary General Meeting of Shareholders in 2022, clearly stating that it will strive to “ensure stable employment”, “respect human rights and diversity”, “provide full opportunities for growth to support self-fulfillment”, and “create an employee-friendly environment”. Eisai has also reinforced its human resource initiatives, including the formulation of an “Integrated Human Resource Strategy”, with the pillars of “Wellbeing including health of employees”, “Diverse work styles”, “Development and growth of employees”, and “Growth of the organization and businesses”, as well as introducing a compensation system based on employee roles from 2023, along with a personnel assessment system putting high value on employee actions with the aim of encouraging employees to grow autonomously and motivate them to serve in higher positions. Eisai promotes proactive information disclosure regarding initiatives on human capital management through the “[Value Creation Report](#)”, the corporate website’s “[Sustainability](#)” section, and the “[Human Capital Report](#)” which has been published since 2023 summarizing Eisai’s human capital initiatives and KPI linked to human resource strategies.

Eisai is seeking to provide impact not only to shareholders, but also to diverse stakeholders including customers and local communities by delivering new value to patients and the people in the daily living domain through the activities of its employees, who are the only stakeholders who can directly contribute to Eisai’s corporate concept, *human health care*.



## **Thought Leaders of Human Capital 2025**



## **Human Capital Management Excellence 2025 Gold Award**