

**FOR IMMEDIATE RELEASE**

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Representative Corporate Officer and CEO  
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**Notification Regarding Implementation of Voluntary Retirement Program**

Eisai Co., Ltd. (Headquarters: Tokyo, CEO: Haruo Naito, “Eisai”) today resolved to offer a voluntary retirement program to eligible employees, as follows:

1. Reason for Voluntary Retirement Program

Amidst the significant global changes in the environment surrounding pharmaceutical companies, such as strengthening trends toward health and welfare system reform accompanying the transition toward an aging society in each country including fundamental revision of the drug pricing system in Japan, Eisai is steadily moving ahead with the execution of its current medium-term business plan EWAY2025, which sets out Eisai’s goal to become a “Medico-Societal Innovator” in 10 years’ time.

Aiming to further accelerate the discovery of new medicines and maximize their value, Eisai believes that its shift to new business models and promotion of strategic partnerships marks a significant change in direction. As the company is in a period of transformation, Eisai has resolved to offer a voluntary retirement program as an option for employees who are considering a change in their career direction or who are looking to begin their post-retirement “second life.”

2. Outline of Voluntary Retirement Program

- 1) Eligibility Criteria: Employees 45 or older who will have worked at Eisai for five consecutive years or more as of April 1, 2018
- 2) Effective Date of Retirement:  
First round: March 31, 2019; Second round: March 31, 2020;  
Third round: March 31, 2021
- 3) Number of Eligible Applicants:  
First round: Approximately 100\*
- 4) Application Period: First round: From December 11, 2018 to December 21, 2018 (may be subject to change based on the number of applicants, etc.). The application periods for the second and third rounds will cover a similar period of time each fiscal year.

- 5) Preferential Conditions: A premium will be added to the normal retirement allowance of eligible applicants. In addition, eligible applicants will also have the option to receive job-placement assistance.

\*The number of people eligible for the second and third round will be determined in consideration of the outcome of the first round and other factors

### 3. Impact on Financial Performance

The premium retirement payments associated with the implementation of the first round of this program will be reflected as expenses in the settlement of accounts for the period ending March 31, 2019. Projections regarding the impact of this program on Eisai's consolidated financial results forecasts for the fiscal year ending March 31, 2019 will be disclosed at a later date, as soon as the number and demographics of eligible applicants can be confirmed.

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