

FOR IMMEDIATE RELEASE

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Notification Regarding Implementation of Voluntary Retirement Program

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

1. Reason for Voluntary Retirement Program

In order to contribute to a greater number of patients worldwide at a time when the global pharmaceutical market is undergoing a dramatic transition into an era of great globalization characterized in part by slow growth in advanced countries and increased growth opportunities in emerging and developing countries, Eisai is steadily moving ahead with the execution of its current midterm strategic plan, Hayabusa, under which it maintains a strong emphasis on transformation through measures such as product portfolio changes based on new product launches and the expansion of new and existing businesses in emerging and developing countries.

Eisai believes that its progress in implementing this transformation provides an opportunity for employees who are considering a change in their life or career direction or who are looking to begin their post-retirement "second life," and for this reason has resolved to offer a voluntary retirement program as an option for eligible employees.

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 March 31, 2014
- 2) Number of Eligible Applicants: Not determined
- 3) Application Period: From January 14, 2014 to January 24, 2014 (may be subject to change based on the number of applicants, etc.)
- 4) Effective Date of Retirement: March 31, 2014
- 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.

3. Impact on Financial Performance

The implementation of this program is expected to have an impact on the consolidated financial performance of the Eisai Group, with the premium retirement payments described above to be reflected as special loss in the settlement of accounts for the period ending on March 31, 2014. Projections regarding the impact of this program on future financial performance will be disclosed at a later date, as soon as the number and demographics of eligible applicants and total amount to be paid can be confirmed.
