

ESG Indices

Scope of data : Eisai Group (Eisai Co., Ltd. and Group companies in and outside Japan)

Eisai Co., Ltd. Eisai Group in Japan (Eisai Co., Ltd. and Group companies in Japan)

(Data for subsidiaries and businesses transferred is included until the date the transfer was completed)

Corporate Governance and Compliance

Index		Period	fiscal 2012	fiscal 2013	fiscal 2014	fiscal 2015	fiscal 2016	fiscal 2017	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021
Ratio of outside directors to directors (Outside directors/Directors)		At fiscal year end	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	63.6% 7/11	66.7% 8/12
		At fiscal year end	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	9.1% 1/11	8.3% 1/12
Ratio of female directors to directors (Female directors/Directors)		At fiscal year end	0% 0/18	4.3% 1/23	9.1% 2/22	8.0% 2/25	14.8% 4/27	11.1% 3/27	13.8% 4/29	10.0% 3/30	13.3% 4/30	13.8% 4/29
Ratio of female corporate officers to corporate officers (Female corporate officers/Corporate officers)		At fiscal year end	52.9	53.0	53.1	53.6	52.9	52.9	53.2	54.2	54.4	54.7
Average age of corporate officers	Directors (inside) (Millions of yen)	At fiscal year end	118	116	114	113	113	113	113	113	113	113
	Directors (outside) (Millions of yen)	At fiscal year end	86	82	76	74	74	74	88	92	93	103
	Corporate officers (Millions of yen)	At fiscal year end	872	1,055	976	1,310	1,247	1,203	1,219	1,378	1,049	1,180
Compensation (Base compensation, bonuses and retirement allowances)	Number of times offered	Annually	120	65	56	47	62	65	92	172	83	89
	Number of executive training courses	Annually	2	2	2	2	2	2	3	2	2	2
	Total participants (approx.)	Annually	8,500	5,800	5,000	4,600	5,800	4,800	6,200	7,200	5,000	6,000
Submission rate of compliance oath		At fiscal year end	—	—	—	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Human rights training	Number of times offered	Annually	28	23	28	30	34	34	34	29	16	15
	Participants	Annually	3,123	2,452	2,405	5,001	5,457	5,477	5,686	6,220	5,145	5,295
Number of cases subject to investigation by the authorities due to violation of anti-corruption acts		At fiscal year end	0	0	0	0	0	0	0	0	0	0 *
Number of employee disciplinary dismissals due to violation of anti-corruption acts		At fiscal year end	0	0	0	0	0	0	0	0	0	0 *
Fines, penalties and costs of settlement related to violation of anti-corruption acts		At fiscal year end	0	0	0	0	0	0	0	0	0	0 *

* The U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, the Unfair Competition Prevention Act in Japan, etc.

Involvement with Patients

Index		Period	fiscal 2012	fiscal 2013	fiscal 2014	fiscal 2015	fiscal 2016	fiscal 2017	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021
Number of prescription drugs approved	Japan	At fiscal year end	5	4	4	3	1	4	2	5	2	5 *
	Americas (North America)	At fiscal year end	2	0	2	2	3	1	2	2	0	2 *
	EMEA (Europe, Middle East, Africa, Russia and Oceania)	At fiscal year end	2	1	1	2	3	0	1	0	1	2 *
	China	At fiscal year end	0	0	1	0	0	1	1	2	1	2 *
	Asia	At fiscal year end	0	0	0	2	1	0	1	0	1	2 *
Number of patents (number of patent applications)		Annually	109	88	87	65	55	51	63	54	54	78
Number of inquiries to <i>hhc</i> Hotline		Annually	108,298	99,471	91,286	97,444	90,742	82,028	71,568	58,088	59,754	55,643
Number of inquiries posted on the website		Annually	995	797	739	719	749	1,077	1,450	1,918	2,344	3,305
Number of complaints (concerning product quality)		Annually	222	368	336	314	323	309	525	342	297	294

* Includes additional indications and formulations

Involvement with Society

Index		Period	fiscal 2012	fiscal 2013	fiscal 2014	fiscal 2015	fiscal 2016	fiscal 2017	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021
Diethylcarbamazine (DEC) tablets supplied (billion tablets)		Annually	—	0.01	0.26	0.32	0.37	0.37	0.32	0.32	0.03	0.04
Cumulative quantity of DEC tablets supplied (billion tablets)		Annually	—	0.01	0.28	0.60	0.97	1.35	1.66	1.99	2.02	2.05
Amount of funds donated (millions of yen)		Annually	1,988	2,377	2,073	2,602	2,118	2,505	2,765	3,502	2,355	2,738

Involvement with Employees

Index		Period	fiscal 2012	fiscal 2013	fiscal 2014	fiscal 2015	fiscal 2016	fiscal 2017	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021
Eisai group number of employees by region	Total	At fiscal year end	10,495	10,419	10,183	9,877	10,452	10,456	10,683	10,998	11,237	11,322
	Japan	At fiscal year end	5,320	5,200	4,712	4,523	5,009	4,914	4,888	4,593	4,613	4,591
	Americas (North America)	At fiscal year end	1,815	1,763	1,719	1,290	1,296	1,240	1,261	1,682	1,820	1,982
	EMEA (Europe, Middle East, Africa, Russia and Oceania)	At fiscal year end	831	811	893	913	983	1,022	1,046	1,113	1,166	1,200
	China	At fiscal year end	1,454	1,559	1,607	1,875	1,909	1,906	2,069	2,087	2,060	2,044
	Asia and Latin America	At fiscal year end	1,075	1,086	1,252	1,276	1,255	1,374	1,419	1,523	1,578	1,505
Eisai group ratio of women (in management)	Ratio of women	At fiscal year end	—	—	—	—	—	—	—	—	40%	41%
	Ratio of women in management	At fiscal year end	—	—	—	—	—	—	—	—	28%	33%
Number of employees of Eisai Co., Ltd.	Total	At fiscal year end	4,163	4,130	3,583	3,577	3,508	3,436	3,411	3,212	3,212	3,200 *
	Male	At fiscal year end	3,228	3,202	2,845	2,838	2,775	2,708	2,679	2,479	2,435	2,367 *
	Female	At fiscal year end	935	928	738	739	733	728	732	733	777	833 *
Number of temporary employees		At fiscal year end	22.5%	22.5%	20.6%	20.7%	20.9%	21.2%	21.5%	22.8%	24.2%	26.0% *
Ratio of temporary employees to total employees		At fiscal year end	306	222	215	136	156	217	272	293	357	263
Number of managers		At fiscal year end	6.8%	5.1%	5.7%	3.7%	4.3%	5.9%	7.4%	8.4%	10.0%	7.6% *
Number of managers	Total	At fiscal year end	1,369	1,370	1,282	1,292	1,206	1,228	1,250	1,203	1,198	1,187
	Female	At fiscal year end	53	59	61	65	72	86	100	116	125	137
Ratio of women in management	Total	At fiscal year end	3.9%	4.3%	4.8%	5.0%	6.0%	7.0%	8.0%	9.6%	10.4%	11.5% *
	Newly appointed managers	At fiscal year end	16.3%	17.4%	15.4%	11.6%	17.6%	21.3%	23.9%	23.1%	18.3%	28.1% *
Average age		At fiscal year end	8/49	8/46	6/39	5/43	9/51	13/61	17/71	15/65	11/60	18/64
Average age		At fiscal year end	43.4	42.5	43.7	44.1	44.8	45.3	45.3	45.0	44.4	43.4 *

Index		Period	fiscal 2012	fiscal 2013	fiscal 2014	fiscal 2015	fiscal 2016	fiscal 2017	fiscal 2018	fiscal 2019	fiscal 2020	fiscal 2021	
Average years of employment	Total	At fiscal year end	19.5	20	19.4	19.9	20.4	20.8	21.2	19.9	18.9	17.8	*1
	Male		20.1	20.7	20.3	20.8	21.4	21.9	22.3	21.3	20.4	19.6	*1
	Female		17.3	17.8	15.9	16.2	16.9	16.9	17.3	15.4	14.3	12.6	*1
Turnover rate (resignation)		Annually	1.7%	1.8%	1.4%	2.6%	3.1%	2.5%	2.2%	2.1%	2.0%	3.1%	*1,3
		Annually	—	—	—	—	—	—	—	—	—	11%	*3
Total turnover rate		Annually	2.8%	14.2%	1.9%	3.0%	3.8%	3.4%	11.4%	7.5%	7.6%	4.0%	*1,4
		Annually	—	—	—	—	—	—	—	—	—	15%	*4
Employee engagement/satisfaction		Annually	—	—	—	—	—	—	—	—	—	85%	
Number of users of childcare leave program	Total	Annually	78	78	90	95	89	97	105	91	110	133	*1,5
	Male		1	1	1	2	0	5	6	8	20	40	*1,5
	Female		77	77	89	93	89	92	99	83	90	93	*1,5
Number of users of spousal maternity leave program		Annually	—	—	—	—	—	58	78	49	59	*1,6	
Number of users of short working hours program for childcare		Annually	82	86	73	93	80	75	90	69	61	50	*1
Average annual salary (Thousands of yen) (according to the annual securities report)		Annually	11,063	10,401	10,403	10,939	10,389	10,446	10,992	10,370	10,424	9,202	
Personal development expenses (thousands of yen)(per employee)		Annually	162	177	176	198	210	214	221	259	213	188	*1,7
Percentage of handicapped employees		Annually	2.37%	2.39%	2.56%	2.53%	2.65%	2.84%	2.88%	2.62%	2.63%	2.33%	
Share of annual female hires (Female/Total)		Annually	50.0%	36.9%	14.3%	33.3%	38.2%	44.3%	36.3%	39.8%	39.7%	45.1%	*1
			14/28	31/84	2/14	35/105	21/55	31/70	33/91	74/186	100/252	116/257	
Number of hired new graduates	Total	Annually	21	76	3	100	39	43	57	97	130	197	*1,8
	Male		12	46	2	66	20	23	32	50	67	93	*1,8
	Female		9	30	1	34	19	20	25	47	63	104	*1,8
Retention rate of hired new graduates after 3 years	Total (10 years average 92.1%)	At fiscal year end	93.9%	98.2%	90.5%	94.7%	100%	93.0%	89.7%	86.0%	81.4%	93.8%	*1,8,9
	Male (10 years average 94.2%)		92/98	55/56	19/21	72/76	3/3	93/100	35/39	37/43	48/59	91/97	
	Female (10 years average 90.0%)		96.5%	97.4%	91.7%	100%	100%	95.5%	90.0%	87.0%	87.5%	92.0%	*1,8,9
Retention rate of hired new graduates after 5 years	Total (10 years average 84.4%)	At fiscal year end	55/57	38/39	11/12	46/46	2/2	63/66	18/20	20/23	28/32	46/50	
	Male (10 years average 89.2%)		90.2%	100%	88.9%	86.7%	100%	88.2%	89.5%	85.0%	74.1%	95.7%	*1,8,9
	Female (10 years average 75.3%)		37/41	17/17	8/9	26/30	1/1	30/34	17/19	17/20	20/27	45/47	
Retention rate of hired new graduates after 10 years	Total (10 years average 68.0%)	At fiscal year end	85.3%	88.1%	82.7%	83.9%	81.0%	82.9%	66.7%	84.0%	76.9%	81.4%	*1,8,9
	Male (10 years average 89.2%)		209/245	155/176	81/98	47/56	17/21	63/76	2/3	84/100	30/39	35/43	
	Female (10 years average 75.3%)		92.4%	89.3%	89.5%	92.3%	75.0%	91.3%	50.0%	87.9%	80.0%	78.3%	*1,8,9
Retention rate of hired new graduates after 10 years	Total (10 years average 80.4%)	At fiscal year end	157/170	109/122	51/57	36/39	9/12	42/46	1/2	58/66	16/20	18/23	
	Male (10 years average 80.4%)		69.3%	85.2%	73.2%	64.7%	88.9%	70.0%	100%	76.5%	73.7%	85.0%	*1,8,9
	Female (10 years average 48.6%)		52/75	46/54	30/41	11/17	8/9	21/30	1/1	26/34	14/19	17/20	
Average monthly overtime hours (per non-management employee)		Annually	10h27m	10h46m	12h11m	9h11m	8h34m	9h44m	10h28m	11h10m	12h32m	13h59m	
Number of work-related accidents (lost time injuries, traffic accidents)		Annually	42	16	9	16	23	19	17	11	21	21	*10
		Annually	—	—	—	—	—	—	—	—	—	66	*10
Frequency of work-related injuries that resulted in more than 4 days of work lost (per million hours of actual work)	Employee	Annually	0.19	0.10	0	0	0.10	0.10	0.20	0	0	0.31	*10
	Contractor		0	0	0	0	0	0	0	0	0	0	
Frequency of work-related injuries that resulted in more than 1 day of work lost (per million hours of actual work)	Employee	Annually	—	—	—	—	—	—	—	—	—	0.52	*10,11
	Contractor		0	0	0	0	1	0	0	0	0	0	*10
Number of work-related fatalities	Employee	Annually	0	0	0	0	0	0	0	0	0	0	*10
	Contractor		0	0	0	0	0	0	0	0	0	0	
	Employee		—	—	—	—	—	—	—	—	—	—	0
Percentage of employees who underwent health checks	Employee	Annually	99.75%	99.83%	99.75%	99.86%	99.48%	99.56%	99.91%	99.94%	98.20%	98.74%	
	Family members		72.01%	76.57%	74.45%	71.16%	80.57%	78.10%	80.27%	76.40%	78.35%	89.35%	*12
Average days of paid holidays taken (per non-management employee)		Annually	12.7	12.3	12.1	12.1	12.4	12.9	13.5	12.5	11.5	11.2	

*1 Based on the number of fulltime Eisai Co., Ltd. employees including employees dispatched to Eisai Network Companies (ENW)

*2 Based on the number of employees disclosed in the Annual Securities Report (Eisai Co., Ltd. employees include those dispatched from ENW and exclude those dispatched to ENW)

*3 Voluntary termination only, not including mandatory retirement due to age, voluntary retirement, etc.

*4 Covering all forms of leaving the Company, such as voluntary termination, mandatory retirement due to age, voluntary retirement, etc.

*5 Childcare leave program Entitlement: Workers who have served the company for 1 year or more and requested childcare leave for child/children under the age of 3 Period: Until the day specified by the employee, provided that this is before the child's 3rd birthday

*6 Spousal maternity leave program (Launched in April 2018) Entitlement: Workers whose partner has given birth Period: Up to 5 days of special paid holiday

*7 Personal development expenses include training, studying abroad, and participation in academic conferences

*8 Not including employees who joined the company midway through the year

*9 At the beginning of next fiscal year (e.g. The number of retention rate after 3 years for fiscal 2020 indicates the rate of retention of the new graduates hired in fiscal 2018 as of April 1, 2021)

*10 These figures cover employees, part-time workers, and temporary workers.

*11 In order to promote the prevention of global occupational accidents and injuries, a new standard for calculating the frequency rate was established in fiscal 2021.

Eisai Group Lost-time injury frequency rate (per million hours worked) = Number of casualties resulting from occupational and traffic accidents (absence of 1 day or more) ÷ Total working hours × 1,000,000

According to the 2021 Survey of Occupational Accident Trends conducted by the Ministry of Health, Labour and Welfare, Lost-time injury frequency rate for the manufacturing industry was 1.31. The number of occupational illnesses was also counted in the number of occupational and traffic accidents, so it was removed from the table in fiscal 2022.

*12 Health check eligibility includes dependent spouses and dependent family members aged 40 or older.

☐ These information is guaranteed by SGS Japan K.K. Years for which no data were obtained are indicated by "—".



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the Eisai Value Creation Report 2022 and Eisai Environmental Report 2022

NATURE AND SCOPE OF THE ASSURANCE

SGS Japan Inc. was commissioned by Eisai Co., Ltd. (hereinafter referred to as "the Organization") to conduct an independent assurance of the Value Creation Report 2022 and the Environmental Report 2022 (hereinafter referred to as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, includes the stakeholder management process, water consumption and wastewater discharge, waste generation, number of employees by region, ratio of women employees, number of male and female employees, ratio of women in management, percentage of handicapped employees, number of work-related accidents, frequency of work-related injuries that resulted in more than 1 day of work lost, and management systems supporting the reporting process. Refer to the attached sheet for the detailed scope of assurance.

The information contained in the Report and its presentation are the responsibility of the directors or governing body and the management of the Organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data and statements within the scope of assurance with the intention to inform all the Organization's stakeholders. The organization is responsible for the preparation and fair presentation of the scope of the assurance.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 Series of Standards and Guidance for Assurance Providers.

The Report has been assured at a moderate level of scrutiny using our protocols for:

- Evaluation of content veracity;
- AA1000 Assurance Standard (V3) Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018);

The assurance comprised a combination of pre-assurance research, interviews with the management and the person in charge of producing the Report, onsite visits (Kashima Plant, EA Pharma Co., Ltd. Fukushima Plant**) and confirmation of vouchers, review of related materials and records, and analytical procedures.

*On-site verification and vouchers review carried out remotely by connecting the Organization's Headquarters with EA Pharma Co., Ltd. Fukushima Plant via the Internet as special measures due to COVID-19 outbreak.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the organization, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on the knowledge, experience and qualifications of the each team member for this assignment, and comprised auditors registered with auditors of ISO9001, ISO14001, ISO45001 and lead verifiers of greenhouse gas emissions.

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ASSURANCE OPINION

Within the scope of the assurance activities employing the methodologies described above, nothing has come to our attention that caused us to believe that the information and data contained within the Report does not provide a fair and balanced description of the Organization's sustainability activities from 1 April, 2021 to 31 March, 2022.

The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the Organization has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

The organization identifies relationships with various media and social needs, such as SASB standards, GRI guidelines, SDGs, and communication with stakeholders, tackling issues and creating social value as business issues. Stakeholders are identified as patients, shareholders, and employees, and regular communication activities are conducted. The needs and expectations of stakeholders are input into the organization through these activities, and responses are considered.

From the above, this verification confirmed that the organization corresponds to the principles of inclusivity.

Materiality

Identified issues are prioritized from the three axes of "impact on business", "long-term investors' interests", and "social value creation ability". The materiality issues are determined, and the entire organization and relevant departments implement measures to address issues through business activities. These processes and materiality issues are disclosed through the report.

From the above, this verification confirmed that the organization is identifying important issues.

Responsiveness

Responses to identified materiality issues are implemented as business activities. Stakeholders are communicated with through various means, including direct dialogue. The content of the responses to the 22 materiality issues are disclosed through the report and other.

From the above, this verification confirmed that the organization is addressing issues.

Impact

Performance results related to the identified materiality issues are provided in the report, which includes detailed examples. This report also includes content on environmental and social impacts.

From the above, this verification confirmed that the organization corresponds to the principles of impact.

For and on behalf of SGS Japan Inc.
Senior Executive & Director
Certification and Business Enhancement

20 July, 2022

Signed: Yuji Takeuchi



AA1000
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The details of the scope of verification

The scope		The boundary and period	The assertion
1	Water consumption and wastewater discharge	14 sites in domestic and overseas (Major manufacturing and research laboratories)	Water consumption: 3,194 km ³ Wastewater discharge: 2,898 km ³
2	Waste generation	14 sites in domestic and overseas (Major manufacturing and research laboratories)	4,858 t
3	Number of employees by region	Eisai Group 31 March 2022	Japan : 4,591 Americas : 1,982 EMEA : 1,200 China : 2,044 Asia and Latin America : 1,505
4	Ratio of women employees	Eisai Group 31 March 2022	41 %
5	Ratio of women in management	Eisai Group 31 March 2022	33 %
6	Number of male and female employees	The organization 31 March 2022	Male: 2,367 Female: 833
7	Percentage of handicapped employees	The organization Average for FY2021	2.33 %
8	Number of work-related accidents	Eisai Group	66
9	Frequency of work-related injuries that resulted in more than 1 day of work lost	Eisai Group	0.52

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