

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)

▲ Items for improvement in future

● Corporate Governance and Compliance Indices

Index		Period	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Ratio of outside directors to 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	63.6% 7/11
Ratio of female directors to directors		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	9.1% 1/11
Ratio of female corporate officers to corporate officers		At fiscal year end	0% 0/27	0% 0/18	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
Average age of corporate officers		At fiscal year end	54.8	52.9	52.9	53.0	53.1	53.6	52.9	52.9	53.2	54.2
Remuneration (base salary, bonuses, retirement benefits)	Directors (internal) (millions of yen)	At fiscal year end	116	118	118	116	114	113	113	113	113	113
	Directors (outside) (millions of yen)	At fiscal year end	87	85	86	82	76	74	74	74	88	92
	Corporate officers (millions of yen)	At fiscal year end	1,138	876	872	1,055	976	1,310	1,247	1,203	1,219	1,378
Number of times compliance training offered	Number of times offered	Annually	70	84	120	65	56	47	62	65	92	172
	Number of executive training courses	Annually	2	2	2	2	2	2	2	2	3	2
	Total participants (approx.)	Annually	6,000	6,000	8,500	5,800	5,000	4,600	5,800	4,800	6,200	7,200
Submission rate of Eisai Network Companies compliance oath		At fiscal year end	–	–	–	–	–	100.0%	100.0%	100.0%	100.0%	100.0%
Number of times human rights training offered	Number of times offered	Annually	23	15	28	23	28	30	34	34	34	29
	Participants	Annually	16,370	5,096	3,123	2,452	2,405	5,001	5,457	5,477	5,686	6,220
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	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Number of prescription drugs approved	Japan	At fiscal year end	8	6	5	4	4	3	1	4	2	5 *
	Americas (North America)		3	0	2	0	2	2	3	1	2	2 *
	EMEA (Europe, Middle East, Africa, Russia and Oceania)		2	2	2	1	1	2	3	0	1	0 *
	China		0	0	0	0	1	0	0	1	1	2 *
	Asia		1	0	0	0	0	2	1	0	1	0 *
Number of patents (number of patent applications)		Annually	151	125	109	88	87	65	55	51	63	54
Number of inquiries to hhc Hotline		Annually	98,650	103,675	108,298	99,471	91,286	97,444	90,742	82,028	71,568	58,088
Number of inquiries posted on the website		Annually	1,581	1,080	995	797	739	719	749	1,077	1,450	1,918
Number of complaints (concerning product quality)		Annually	238	256	222	368	336	314	323	309	525	342

\* Includes additional indications and formulations

● Involvement with Society

Index		Period	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Number of regional agreements		Annually	–	–	–	3	20	34	31	43	21	15
Diethylcarbamazine (DEC) tablets supplied (billion tablets)		Annually	–	–	–	0.01	0.26	0.32	0.37	0.37	0.32	0.32
Cumulative quantity of DEC tablets supplied (billion tablets)		Annually	–	–	–	0.01	0.28	0.60	0.97	1.35	1.66	1.99
Amount of funds donated (millions of yen)		Annually	3,583	2,185	1,988	2,377	2,073	2,602	2,118	2,505	2,765	3,502

● Involvement with Employees

Index		Period	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Number of employees by region	Total	At fiscal year end	11,560	10,730	10,495	10,419	10,183	9,877	10,452	10,456	10,683	10,998
	Japan		5,636	5,472	5,320	5,200	4,712	4,523	5,009	4,914	4,888	4,593
	Americas (North America)		2,559	1,843	1,815	1,763	1,719	1,290	1,296	1,240	1,261	1,682
	EMEA (Europe, Middle East, Africa, Russia and Oceania)		1,015	873	831	811	893	913	983	1,022	1,046	1,113
	China		1,407	1,498	1,454	1,559	1,607	1,875	1,909	1,906	2,069	2,087
	Asia and Latin America		943	1,044	1,075	1,086	1,252	1,276	1,255	1,374	1,419	1,523

Index		Period	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	
Number of employees of Eisai Co., Ltd.	Total	At fiscal year end	4,415	4,305	4,163	4,130	3,583	3,577	3,508	3,436	3,411	3,212	*1
	Male		3,393	3,331	3,228	3,202	2,845	2,838	2,775	2,708	2,679	2,479	*1
	Female		1,022	974	935	928	738	739	733	728	732	733	*1
			23.1%	22.6%	22.5%	22.5%	20.6%	20.7%	20.9%	21.2%	21.5%	22.8%	
Number of temporary employees		At fiscal year end	328	307	306	222	215	136	156	217	272	293	
Ratio of temporary employees to total employees		At fiscal year end	6.9%	6.7%	6.8%	5.1%	5.7%	3.7%	4.3%	5.9%	7.4%	8.4%	*1
Number of managers	Total	At fiscal year end	1,392	1,376	1,369	1,370	1,282	1,292	1,206	1,228	1,250	1,203	*2
	Female		42	43	53	59	61	65	72	86	100	116	*2
Ratio of women in management	Total	At fiscal year end	3.0%	3.1%	3.9%	4.3%	4.8%	5.0%	6.0%	7.0%	8.0%	9.6%	*2
	Newly appointed managers		3.6%	6.5%	16.3%	17.4%	15.4%	11.6%	17.6%	21.3%	23.9%	23.1%	*2
			2/56	3/46	8/49	8/46	6/39	5/43	9/51	13/61	17/71	15/65	
Average age		At fiscal year end	42.3	42.8	43.4	42.5	43.7	44.1	44.8	45.3	45.3	45.0	*1
Average years of employment	Total	At fiscal year end	18.5	19.0	19.5	20	19.4	19.9	20.4	20.8	21.2	19.9	*1
	Male		19.3	19.7	20.1	20.7	20.3	20.8	21.4	21.9	22.3	21.3	*1
	Female		16.1	16.8	17.3	17.8	15.9	16.2	16.9	16.9	17.3	15.4	*1
Turnover rate (self-directed retirement)		Annually	1.5%	2.4%	1.7%	1.8%	1.4%	2.6%	3.1%	2.5%	2.2%	2.1%	*1,3
Total turnover rate		Annually	2.5%	4.8%	2.8%	14.2%	1.9%	3.0%	3.8%	3.4%	11.4%	7.5%	*1,4
Number of users of childcare leave program	Total	Annually	70	76	78	78	90	95	89	97	105	91	*1,5
	Male	Annually	1	0	1	1	1	2	0	5	6	8	*1,5
	Female	Annually	69	76	77	77	89	93	89	92	99	83	*1,5
Number of users of spousal maternity leave program		Annually	-	-	-	-	-	-	-	-	58	78	*1,6
Number of users of short working hours program for childcare		Annually	80	79	82	86	73	93	80	75	90	69	*1
Average annual salary (thousands of yen) (according to the annual securities report)		Annually	10,936	11,094	11,063	10,401	10,403	10,939	10,389	10,446	10,992	10,370	
Personal development expenses (thousands of yen)(per employee)		Annually	192	157	162	177	176	198	210	214	221	259	*1,7
Percentage of handicapped employees		Annually	2.02%	2.03%	2.37%	2.39%	2.56%	2.53%	2.65%	2.84%	2.88%	2.62%	
Female rate in the annual hired (Female/Total)		Annually	40.8%	28.3%	50.0%	36.9%	14.3%	33.3%	38.2%	44.3%	36.3%	39.8%	*1
			42/103	17/60	14/28	31/84	2/14	35/105	21/55	31/70	33/91	74/186	
Number of hired new graduates	Total	Annually	98	56	21	76	3	100	39	43	57	97	*1,8
	Male	Annually	57	39	12	46	2	66	20	23	32	50	*1,8
	Female	Annually	41	17	9	30	1	34	19	20	25	47	*1,8
Retention rate of hired new graduates after 3 years	Total (10 years average 94.2%)	At fiscal year end	95.5%	94.9%	93.9%	98.2%	90.5%	94.7%	100%	93.0%	89.7%	86.0%	*1,8,9
	Male (10 years average 96.4%)	At fiscal year end	98.2%	95.9%	96.5%	97.4%	91.7%	100%	100%	95.5%	90.0%	87.0%	*1,8,9
	Female (10 years average 90.0%)	At fiscal year end	89.3%	92.6%	90.2%	100%	88.9%	86.7%	100%	88.2%	89.5%	85.0%	*1,8,9
			67/75	50/54	37/41	17/17	8/9	26/30	1/1	30/34	17/19	17/20	
Retention rate of hired new graduates after 5 years	Total (10 years average 82.9%)	At fiscal year end	77.2%	81.9%	85.3%	88.1%	82.7%	83.9%	81.0%	82.9%	66.7%	84.0%	*1,8,9
	Male (10 years average 91.1%)	At fiscal year end	94.4%	92.1%	92.4%	89.3%	89.5%	92.3%	75.0%	91.3%	50.0%	87.9%	*1,8,9
	Female (10 years average 68.6%)	At fiscal year end	55.9%	64.4%	69.3%	85.2%	73.2%	64.7%	88.9%	70.0%	100%	76.5%	*1,8,9
			57/102	47/73	52/75	46/54	30/41	11/17	8/9	21/30	1/1	26/34	
Retention rate of hired new graduates after 10 years	Total (10 years average 69.0%)	At fiscal year end	85.7%	83.1%	72.8%	78.0%	65.4%	57.9%	67.3%	72.2%	72.7%	64.3%	*1,8,9
	Male (10 years average 81.6%)	At fiscal year end	85.7%	93.1%	88.2%	86.7%	86.1%	76.2%	79.4%	82.9%	75.4%	73.7%	*1,8,9
	Female (10 years average 48.9%)	At fiscal year end	85.7%	60.0%	46.7%	61.3%	46.9%	35.3%	46.6%	48.0%	66.7%	51.2%	*1,8,9
			24/28	69/83	59/81	71/91	159/243	132/228	134/199	177/245	128/176	63/98	
			18/21	54/58	45/51	52/60	99/115	96/126	100/126	141/170	92/122	42/57	
			6/7	15/25	14/30	109/131	60/128	36/102	34/73	36/75	36/54	21/41	
Average monthly overtime hours (per non-management employee)		Annually	13h 3m	11h 1m	10h 27m	10h 46m	12h 11m	9h 11m	8h 34m	9h 44m	10h 28m	11h 10m	
Number of work-related accidents		Annually	35	31	42	16	9	16	23	19	17	11	
Frequency of work-related injuries that resulted in more than 4 days of work lost (per million hours of actual work)	Employee	Annually	0.44	0.27	0.19	0.10	0	0	0.10	0.10	0.20	0.15	
	Contractor	Annually	0	0	0	0	0	0	0	0	0	0	
Number of work-related fatalities	Employee	Annually	0	0	0	0	0	0	1	0	0	0	
	Contractor	Annually	0	0	0	0	0	0	0	0	0	0	
Number of cases of work-related occupational illness	Employee	Annually	0	0	0	0	0	0	1	0	0	0	
	Contractor	Annually	0	0	0	0	0	0	0	0	0	0	
Percentage of employees who underwent health checks	Employee	Annually	99.76%	99.93%	99.75%	99.83%	99.75%	99.86%	99.48%	99.56%	99.91%	99.94%	
	Family members	Annually	71.88%	73.22%	72.01%	76.57%	74.45%	71.16%	80.57%	78.10%	80.27%	76.40%	*10
Average days of paid holidays taken (per non-management employee)		Annually	13.7	13.9	12.7	12.3	12.1	12.1	12.4	12.9	13.5	12.5	

\*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 Annual Securities Report (Eisai Co., Ltd. employees include those dispatched from ENW and exclude the ones to ENW)

\*3 Self-directed retirement only, not including mandatory retirement due to age, voluntary retirement, etc.

\*4 Covering all types of retirement such as self-directed retirement, 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: By the day of the employee's request before the child/children reach the age of 3

\*6 Spousal maternity leave program (Commenced in April 2018) Entitlement: Workers whose partner gave birth Period: Up to 5 days of special paid holidays

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

\*8 Not including employees who joined the company midway

\*9 At the beginning of next fiscal year (e.g. The number of retention rate after 3 years for FY2019 indicates the rate of retention of the new graduates hired in FY2017 as of April 1, 2020)

\*10 Health check eligibility includes dependent spouses and dependent family members aged 40 or older.