

February 5, 2015

Enhancement of Astellas' Management Structure

TOKYO, February 5, 2015 - Astellas Pharma Inc. (Headquarters: Tokyo; President and CEO: Yoshihiko Hatanaka) announced today that it will enforce its top management committees, top management structure, and global functions and structures effective from April 1, 2015.

【1】 Top Management Committees

The top management committees will be reorganized as below so that we can resiliently respond to accelerating and elaborating environmental changes.

- The “Executive Committee (EC)” will be newly established for decision on significant matters in global management of the Astellas group. The EC consists of CEO, as chairperson, CAO & CCO, CFO, CSTO and CMO. The Heads of Drug Discovery Research, Global Development, Technology, Japan Sales & Marketing, Asia/Oceania Business, EMEA operations and Americas operations will join the EC as the extended member for discussion on its related matters upon the chairperson’s request.
- The “Japan Management Committee (JMC)” will be newly established for decision-making on the significant corporate governance matters of Astellas Pharma Inc. and its affiliates in Japan. The JMC consists of CAO & CCO, as chairperson, and Corporate Vice Presidents of Corporate Planning, Corporate Finance & Control, Human Resources and Legal & Compliance.
- The Global Management Committee, the Corporate Administration & Finance Committee and Global Human Resources Committee will be dismantled accordingly.

* CEO : Chief Executive Officer CAO : Chief Administrative Officer
CCO : Chief Compliance Officer CFO : Chief Financial Officer
CSTO : Chief Strategy Officer CMO : Chief Medical Officer
EMEA : Europe, Middle East and Africa

The members of each new committee are provided next.

Members		Executive Committee (EC) ◎: Member ○: Extended Member	Japan Management Committee (JMC)
CEO	Yoshihiko Hatanaka	◎Chairperson	
CAO & CCO	Yoshirou Miyokawa	◎	○Chairperson
CFO	Yasumasa Masuda	◎	
CSTO	Kenji Yasukawa	◎	
CMO	Sef Kurstjens	◎	
President, Drug Discovery Research	Wataru Uchida	○	
President, Global Development	Bernie Zeiher	○	
President, Technology	Mitsunori Matsuda	○	
President, Japan Sales & Marketing	Yukihiko Sato	○	
President, Asia/Oceania Business	Masatoshi Kuroda	○	
President & CEO, EMEA Operations	Ken Jones	○	
President & CEO, Americas Operations	Masao Yoshida	○	
Corporate Vice President, Corporate Planning	Chikashi Takeda		○
Corporate Vice President, Corporate Finance & Control	Yasuo Sakae		○
Corporate Vice President, Human Resources	Fumiaki Sakurai		○
Corporate Vice President, Legal & Compliance	Okimura Kazunori		○

【2】 Top Management Structure

Each top management responsibility will be changed as below, effective from April 1, 2015.

Title	Name	Divisional Responsibilities
CEO	Yoshihiko Hatanaka	Internal Auditing, Drug Discovery Research, Technology, Japan Sales & Marketing, Asia/Oceania Business, EMEA Operations, Americas Operations, GMS
CAO & CCO	Yoshirou Miyokawa	External Relations, General Affairs, Human Resources, Legal & Compliance, Executive Office
CFO	Yasumasa Masuda	Corporate Finance & Control, Accounting & Tax, Corporate Communications, Procurement, Information Systems
CSTO	Kenji Yasukawa	Corporate Planning, Product and Portfolio Strategy, Business Development, Innovation Management, Evolving Medical Solutions, Intellectual Property
CMO	Sef Kurstjens	GD, GPV, MA, GRA, GCRQA, GQA

*GMS : Global Marketing Strategy

GD : Global Development

GPV : Global Pharmacovigilance

MA : Medical Affairs

GRA : Global Regulatory Affairs

GCRQA : Global Clinical and Research Quality Assurance

GQA : Global Quality Assurance

[3] Global Functions and Structures

Enhancement of Global Marketing Strategy

Global Marketing Strategy under Product & Portfolio Strategy will move directly under CEO and the position of Head of Global Marketing Strategy will be newly established. We will provide the patients with the maximized value by enhancing the global market access function, and by promoting the internal collaboration with Medical Affairs, Global Development and regional Marketing.

Yukio Matsui will be appointed to Head of Global Marketing Strategy as of April 1, 2015 and Head of Global Marketing Strategy will be located in Illinois, the United States.

New Appointment of Head of Global Development

Bernie Zeiher will be newly appointed as Head of Global Development as of April 1, 2015. The current Head of Global Development, Sef Kurstjens, will continue to serve in his role as Chief Medical Officer.

Changes Associated with Medical Affairs Optimization

Medical Affairs is being organized into a new Medical Affairs organization across Astellas, and each regional Medical Affairs head will report on a solid-line basis to Head of Medical Affairs. This change will help optimize the prioritization and use of Medical Affairs resources at Astellas. Charlotte M.E. Kremer will be appointed as Head of new Medical Affairs.

Restructuring of Global Business Development

A single transaction execution function will be created in Business Development, Astellas Pharma Inc. so that we can align the globally consistent transactional operation.

The alliance management function will be split clearly between global and regional. The global alliance management function will be established in Business Development, Astellas Pharma Inc. and will become a primary contact to global/multi-regional strategic partners. This function will also be responsible for control of issues related to global alliances. The regional alliance management function will be established under the sales and marketing organization in each region and the Japan regional alliance management function will be under Japan Sales & Marketing, Astellas Pharma Inc.

Information Systems

The organization of Information Systems will be restructured to consolidate all of world-wide relevant functions and report directly to Head of Information Systems, Astellas Pharma Inc., while some matrix reporting relations will remain in region.

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