

February 6, 2012

## **Astellas Pharma Inc.: Reorganization of Astellas' Global Management Structure**

Astellas Pharma Inc. (Headquarters: Tokyo, President and CEO: Yoshihiko Hatanaka, "Astellas") announced that it will implement revisions to its global management structure including top management effective from April 1, 2012. The details of the revisions are provided below.

### **【Top Management Structure】**

#### **Newly Established Positions of Corporate Executives Responsible for Corporate Strategy and Finance, Reporting Directly to the President**

(Objectives)

Delegates authority and enhances corporate function by increasing the speed of management judgement processes

(Implementations)

	Title	Divisional Responsibilities
President	Chief Executive Officer (CEO)	Internal Auditing, <u>GMA*1</u> (Newly Established), Drug Discovery Research, <u>APGD*2</u> , QA, RA and Pharmacovigilance, Technology, Sales & Marketing, Asia International, <u>APEL*3</u> , <u>APUS*4</u> , <u>AGS*5</u>
Executive Vice President	Chief Administrative Officer & Chief Compliance Officer (CAO&CCO)	External Relations, General Affairs, Human Resources, Legal & Compliance (changed from Legal), Executive Office
Corporate Executive of Finance (Newly Established)	Chief Financial Officer (CFO)	Corporate Finance & Control, Accounting & Tax, Corporate Communications, Procurement, Information Systems
Corporate Executive of Corporate Strategy (Newly Established)	Chief Strategy Officer (CSTO)	Corporate Planning, Product and Portfolio Strategy, Licensing & Alliances, Intellectual Property, Global Vaccine Business (Newly Established)

\* 1: Global Medical Affairs, \* 2: Astellas Pharma Global Development, Inc.,

\* 3: Astellas Pharma Europe Ltd., \* 4: Astellas Pharma US, Inc., \* 5: Agensys, Inc.

## 【Global Management Structure】

### Global Human Resources Committee Newly Established

(Objectives)

In response to the advances in globalization, a new structure will be established to allow for the deliberation of various human resources related issues, including the appointment of personnel for major positions across various functions and geographical regions.

(Implementations)

		Global Human Resources Committee (Newly Established)	Global Management Committee	Corporate Administration & Finance Committee
Issues for Deliberation		Selection, Promotion, Demotion, Dismissal and Succession Planning for major positions	Global Important Issues Spanning Function and Geographical Regions	Primarily Domestic Finance and Accounting, Corporate Administration Issues
Committee Members	Current Position *6			
President	Yoshihiko Hatanaka	○ Chairman	○ Chairman	
Executive Vice President	Yoshiro Miyokawa	○	○	○ Chairman
Corporate Executive of Finance	Yasumasa Masuda	○	○	○
Corporate Executive of Corporate Strategy	Kenji Yasukawa	○	○	○
Senior VP, Drug Discovery Research	Shinichi Tsukamoto		○	
APGD President	Steven Ryder		○	
Senior VP, QA, RA and Pharmacovigilance	Masaharu Asano		○	
Senior VP, Technology	Mitsunori Matsuda		○	
Senior VP, Sales & Marketing	Yukihiko Sato		○	
Senior VP, Asia International	Shinichiro Katayanagi		○	
APEL CEO	Ken Jones		○	
AUS*7/APUS CEO	Masao Yoshida		○	
VP, Corporate Planning	Chikashi Takeda			○
VP, Corporate Finance & Control	Hiroshi Nogawa			○
VP, Human Resources	Yoshiaki Nakashima			○
VP, Legal & Compliance	Kazunori Okimura			○
Secretariat		Human Resources (Japan, US, Europe)	Corporate Planning, Product and Portfolio Strategy	Corporate Planning

\*6: As of April 1, 2012, \*7: Astellas US LLC

## **Enhancement of Global Compliance Structure**

(Objectives)

Promotes further enhancement of compliance and cooperation between various geographical regions

(Implementations)

- Newly Established Positions:  
Chief Compliance Officer (“CCO”) and \* trilateral Regional Compliance Officer (“RCO”)
- Newly Established Committee Structures:  
Global Compliance Committee (Committee Chairman: CCO) and  
\*trilateral Compliance Committee (Committee Chairman: RCOs)  
\* Japan; Asia and Oceania; North, Central and South Americas; Europe, Middle East, Africa (EMEA)

	Global Compliance Committee (Newly Established)	CSR Committee	IR Committee	Risk Management Committee
Deliberation Issues	Global compliance policy creation, and promotion and implementation	CSR activities policy creation and evaluation	External disclosure policy creation, etc.	Risk management policy creation, countermeasures considered
Committee Chairman	Executive Vice President (CCO)	Vice Deputy Chairman	Corporate Executive of Finance	Executive Vice President
Committee Members	RCO (Japan; Asia and Oceania), RCO (Americas), RCO (EMEA)	Executive Vice President, 2 Corporate Executives, 4 Function Heads, 2 Regional Heads, 4 Vice Presidents	Executive Vice President, Corporate Executive of Corporate Strategy, 7 Vice Presidents	16 Vice Presidents

## **Newly Establish Global Medical Affairs Structure and Global Marketing Strategy Structure**

(Objectives)

From the medical and scientific perspectives of the developmental stage, create total product lifecycle plans on a global basis in each prioritized therapeutic area, and maximize global product value in each therapeutic area.

(Implementations)

The Global Medical Affairs (GMA) and the Global Marketing Strategy (GMS) organizations will be newly established. The APGD, GMA and GMS organization will be located at the same site, synergies and improvements with speed and efficiency in each therapeutic area are expected in the creation of strategies.

## **GMA Overview**

- Operations:
  - ◆ GMA develops medical strategy and supports the execution of global medical strategy in partnership with stakeholders and in collaboration with regions to optimize medical/scientific value across the product lifecycle.
  - ◆ Medical and scientific evaluation in the key therapeutic area of urology, oncology, transplantation, immunology and infectious diseases through the promotion of organic collaboration between various functions from the development stage onwards across various regions
- Function Head: Charlotte M. E. Kremer, MD (Appointed January 9, 2012)

## **GMS Overview**

- Operations:
  - ◆ Global product market launch strategy (Pre-market launch branding strategy, therapeutic area strategy, market launch planning), and post-market launch lifecycle plan creation
  - ◆ Create positions of Therapeutic Area Head for the promotion of collaboration with the APGD and GMA in the key therapeutic area of urology, oncology, transplantation, immunology and infectious diseases
- Function Head: VP, Product and Portfolio Strategy

<b>For inquiries or additional information</b>
Astellas Pharma Inc. Corporate Communications TEL: +81-3-3244-3201, FAX:+81-3-5201-7473 <a href="http://www.astellas.com/en">http://www.astellas.com/en</a>