

February 1, 2007

## Astellas Will Offer an Early Retirement Program to Japanese Employees

Japan, February 1, 2007 - Astellas Pharma Inc. (“Astellas”; Headquarters: Tokyo; President and CEO: Masafumi Nogimori) today announced that Astellas has decided to offer an early retirement program to employees of Astellas and its group companies in Japan to realize optimal organization.

### 1. Background

Astellas has decided to execute the early retirement program as part of the optimal organization policy which aims to establish the platform for sustainable growth and further enhancement of its enterprise value by building up an agile and highly productive organizational structure. In addition, transfer of employees from the parent company to its group companies will be implemented to improve group company’s management in Japan.

### 2. Details of the early retirement program

- (1) Eligibility: full-time employees served for 5 years and above (excluding Medical Representatives and some group companies such as production subsidiaries)
- (2) Number of employees to be offered: 500
- (3) Premium: a premium is offered in addition to the normal retirement allowance
- (4) Offer period: June, 2007 – September, 2007
- (5) Date of retirement: September 31, 2007 – March 31, 2008 as be ready

Separately from this early retirement program, Astellas will start providing another package to employees in managerial positions in February, 2007.

### 3. Transfer to its group companies

Transfer of employees from the parent company to its group companies in Japan will be executed on October 1, 2007 in order to realize efficient group management with mobility.

### 4. Effects on Astellas’ business performance

Total premiums of ¥20 billion both for the early retirement and the transfer are expected. Most of these expenses will be reported as an extraordinary loss for the fiscal year ending March, 2008; however, some parts of its expense will be reported as an extraordinary loss for the fiscal year ending March, 2007.

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