

Press Release

Reviewing capabilities for sustainable growth

- *Astellas Will Offer an Early Retirement Incentive Program* -

TOKYO, June 3, 2021 - Astellas Pharma Inc. (TSE: 4503, President and CEO: Kenji Yasukawa, Ph.D., "Astellas") is constantly reviewing its management resource allocation in order to respond flexibly to rapid changes in the business environment and strengthen the sustainability of its medium- to long-term growth. As a result of reviewing the organization and capabilities necessary to execute the new "Corporate Strategic Plan 2021" announced on May 26, 2021, the company has decided to introduce an "early retirement incentive program".

The early retirement incentive program will be introduced for employees of the Japan-based legal entities, Astellas, Astellas Pharma Tech Co., Ltd., and Astellas Green Supply, Inc. The estimated number of applicants is about 450, and the targeted retirement date is the end of December 2021.

The impact of the program on Astellas' financial results for the fiscal year ending March 31, 2022, will be announced once it is finalized after examination of the application status in the future.

About Astellas

Astellas Pharma Inc. is a pharmaceutical company conducting business in more than 70 countries around the world. We are promoting the Focus Area Approach that is designed to identify opportunities for the continuous creation of new drugs to address diseases with high unmet medical needs by focusing on Biology and Modality. Furthermore, we are also looking beyond our foundational Rx focus to create Rx+[®] healthcare solutions that combine our expertise and knowledge with cutting-edge technology in different fields of external partners. Through these efforts, Astellas stands on the forefront of healthcare change to turn innovative science into value for patients. For more information, please visit our website at <https://www.astellas.com/en>.

Cautionary Notes

In this press release, statements made with respect to current plans, estimates, strategies and beliefs and other statements that are not historical facts are forward-looking statements about the future performance of Astellas. These statements are based on management's current assumptions and beliefs in light of the information currently available to it and involve known and unknown risks and uncertainties. A number of factors could cause actual results to differ materially from those discussed in the forward-looking statements. Such factors include, but are not limited to: (i) changes in general economic conditions and in laws and regulations, relating to pharmaceutical markets, (ii) currency exchange rate fluctuations, (iii) delays in new product launches, (iv) the inability of Astellas to market existing and new products effectively, (v) the inability of Astellas to continue to effectively research and develop products accepted by customers in highly competitive markets, and (vi) infringements of Astellas' intellectual property rights by third parties.

Information about pharmaceutical products (including products currently in development) which is included in this press release is not intended to constitute an advertisement or medical advice.

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