

**ASTELLAS OPERATIONS IN THE UNITED STATES**

**Astellas Pharma US, Inc.**  
 Headquarters for Astellas US  
 Northbrook, Illinois

**Astellas Pharma Global Development, Inc.**  
 Northbrook, Illinois

**Policy and Government Affairs**  
 Washington, D. C.

**Astellas Venture Management LLC**  
 Menlo Park, California;  
 Cambridge, Massachusetts

**Astellas Innovation Management**  
 Menlo Park, California

**Mitobridge**  
 Cambridge, Massachusetts

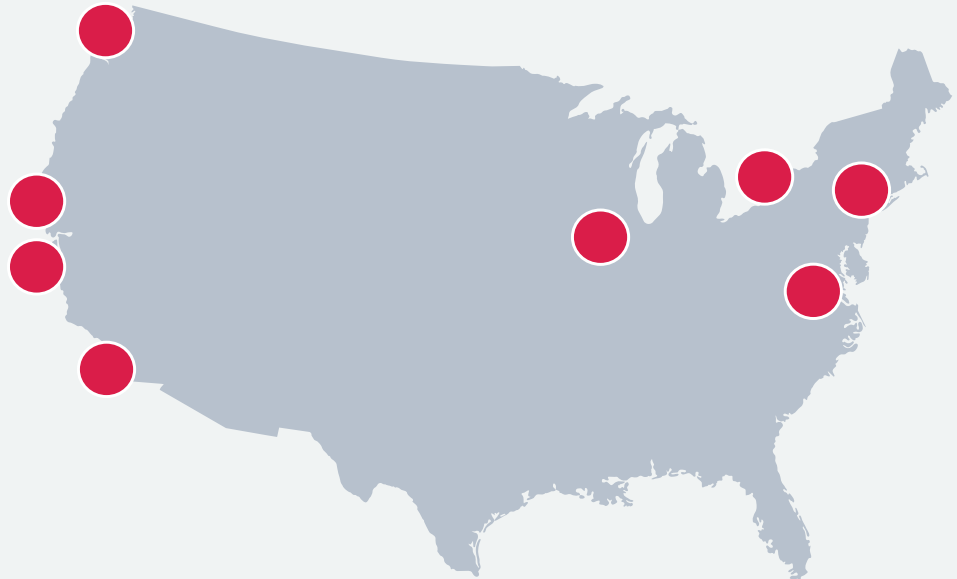
**Astellas Research Institute of America LLC**  
 San Diego, California

**Audentes Therapeutics**  
 San Francisco, California

**Xyphos Biosciences, Inc.**  
 San Francisco, California

**Astellas Institute for Regenerative Medicine**  
 Westborough, Massachusetts

**Universal Cells**  
 Seattle, Washington



**ASTELLAS US LEADERSHIP**

**Percival Barretto-Ko**  
 President, Astellas US

**Joseph Devaney**  
 Vice President, Policy and Government Affairs

**Shontelle Dodson**  
 Senior Vice President, Health Systems

**Lynn Fenicchia**  
 Vice President, US Commercial Strategy and Operations

**Moyra Knight**  
 Vice President, Corporate Communications and President of the Astellas Global Health Foundation

**Mark Reisenauer**  
 Senior Vice President, Oncology Business Unit

**Steve Sabus**  
 Senior Vice President, Medical Specialties Business Unit

Astellas US has been recognized as an employer of choice by Forbes and Working Mother magazines, as well as a Great Place to Work in the Pharma Industry and on the Human Rights Campaign's Corporate Equality Index.



Astellas has seven dynamic employee impact groups (EIGs) focused on empowering employees to establish diverse and inclusive support communities within the organization. These EIGs include: African American; Asian; Hispanic; LGBTQ+; Military; Abilities and Stellar Women.



**ASTELLAS US HEADQUARTERS**

**CORPORATE OVERVIEW**

Astellas Pharma US, Inc. is an affiliate of Tokyo-based Astellas Pharma Inc., a top 20 global pharmaceutical research company. Astellas is committed to turning innovative science into medical solutions that bring value and hope to patients and their families. Keeping our focus on addressing unmet medical needs and conducting our business with ethics and integrity enables us to improve the health of people throughout the United States and around the world.

**FY2019 FINANCIAL HIGHLIGHTS (USD)**

GLOBAL NET SALES	ASTELLAS US NET SALES	R&D INVESTMENT
<b>\$11.9 BILLION</b> (1,300,843 million yen)	<b>\$4.1 BILLION</b>	<b>17% OF SALES REVENUE</b>

\*Accurate as of April 2020

**HEADQUARTERS in the U.S.**

1 Astellas Way  
Northbrook, IL 60062-6111



**EMPLOYEES**

U.S.: 3,000+  
Global: 15,800



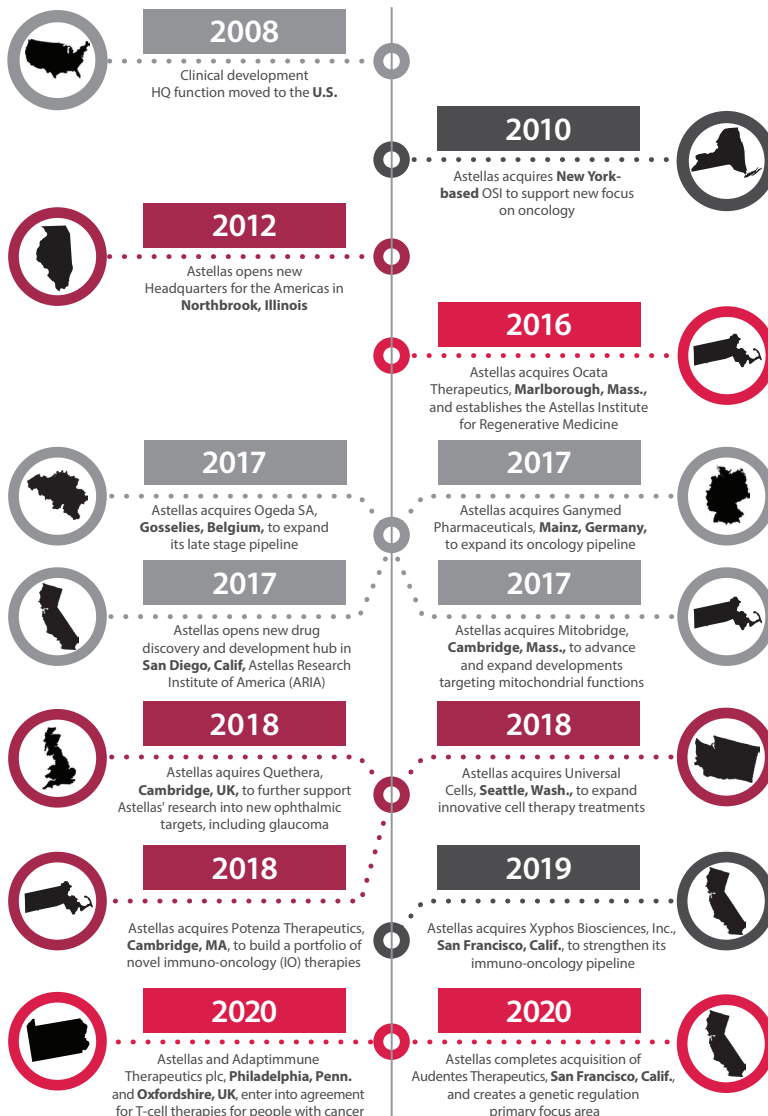
**TOKYO STOCK EXCHANGE**

Ticker Symbol **4503**

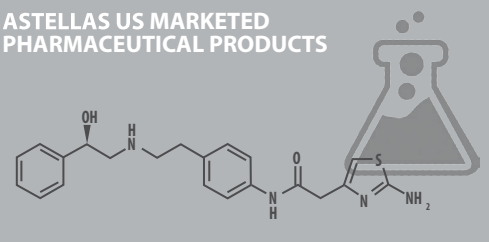


**ASTELLAS MILESTONES**

**IN 2005, FOLLOWING THE MERGER** of Yamanouchi & Fujisawa, two of Japan's largest and most respected pharmaceutical companies, Astellas established its U.S. headquarters near Chicago.



**ASTELLAS US MARKETED PHARMACEUTICAL PRODUCTS**



**CARDIOLOGY**

**LEXISCAN®**  
(regadenoson – injection)



**INFECTIOUS DISEASE**

**AMBISOME®**  
(amphotericin B – liposome for injection)



**CRESEMBA®**  
(isavuconazonium sulfate – capsules and injection)



**MYCAMINE®**  
(micafungin sodium – injection)



**ONCOLOGY**

**TARCEVA®**  
(erlotinib – tablets)



**XTANDI®**  
(enzalutamide – capsules)



**XOSPATA®**  
(gilteritinib)



**PADCEV™**  
(enfortumab vedotin-efjv)



**TRANSPLANT**

**ASTAGRAF XL®**  
(tacrolimus extended-release capsules)



**PROGRAF®**  
(tacrolimus – capsules, granules and injection)



**UROLOGY**

**MYRBETRIQ®** (mirabegron – extended-release tablets)



**VESICARE®**  
(solifenacin succinate – tablets)



## BENEFITS

### STELLAR REWARDS

Astellas' commitment to changing tomorrow includes operating in a socially responsible way every day, and making Astellas an elite place to work in the United States. We are constantly reviewing our total rewards package to ensure our employees receive valuable and highly competitive benefits and reward opportunities.

### PAY FOR PERFORMANCE

- Competitive Pay
- Performance-Driven Merit and Promotional Increases
- Performance Bonuses
- Long-Term Incentives

### WORK/LIFE BALANCE

#### **Paid Time Off**

- Vacation, Holidays & Sick Time
- Annual Company Holiday Shutdown
- Volunteer Time Off
- Parental School Time Off

#### **Paid Leaves**

- Maternity/Paternity Leave
- Bridge Back to Work Program After Maternity/Paternity
- Disability Leave
- Family Care Leave
- Military Leave

#### **Flexible Work Options**

- Flexible Work Schedule
- Telecommuting

#### **Family Care Solutions**

- Adult & Parental Care
- Child & Kid Care
- Military Support
- People Living with Disabilities
- Employee Assistance Program

### **Financial Benefits**

- Retirement
- 401(k) Savings with Company Match and Annual Contribution
- Retiree Medical Coverage
- Financial Wellness Programs
- Annual Financial Wellness Allowance
- Tuition Reimbursement
- Adoption Assistance
- Company Paid Life Insurance
- Voluntary Life and Dependent Life Insurance

### **Health Benefits**

- Medical/Prescription
- Retiree Medical
- Dental
- Vision
- Telemedicine Services
- Health Advocate
- Flexible Spending Account
- Short-Term/Long-Term Disability
- Wellness Program
- Onsite Corporate Fitness Center in Northbrook
- Wellbeats Membership

### **And more**

- Voluntary Legal Services
- Recognition Programs
- Employee Referral Bonus Program
- Relocation Programs
- Matching Gifts Program
- Executive Benefit Programs (for eligible positions)

## GIVING BACK



EMPLOYEES HAVE VOLUNTEERED MORE THAN

**155,000 HOURS**

GLOBALLY SINCE 2009



EMPLOYEES AND ASTELLAS HAVE  
DONATED MORE THAN

**\$1.38 MILLION**

THROUGH THE COMPANY'S MATCHING  
GIFTS PROGRAM

Our commitment to changing tomorrow is measured not only by our focus on bringing innovative and effective new medicines to patients and physicians, but also by the importance we place on the impact we make within the communities where we work and live.

Our employees participate and have access to the following programs as part of our efforts:

**Changing Tomorrow Day:** Throughout the year and around the world, our annual Astellas Changing Tomorrow Day events mobilize employees to commit to an entire day of service to local nonprofit organizations focused on key areas of need.

**Volunteer Time Off Program:** Astellas provides up to five days paid time off to full-time employees to volunteer for charitable organizations. The Volunteer Time Off leave is in addition to holiday or vacation time.

**Matching Gifts Program:** Astellas will match, dollar for dollar, employee contributions made to four organizations: American Cancer Society, American Red Cross, Habitat for Humanity and Starlight Children's Foundation.