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.

**FY2020 FINANCIAL HIGHLIGHTS (USD)**

- **GLOBAL NET SALES**
  - $11.8 BILLION
  - (1,249,528 million yen)

- **ASTELLAS US NET SALES**
  - $4.5 BILLION

- **R&D INVESTMENT**
  - 18% OF SALES REVENUE
  - $4.5 BILLION

**HEADQUARTERS in the U.S.**

- 1 Astellas Way
- Northbrook, IL 60062-6111

**EMPLEYEOES**

- 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.

- **2008**
  - Clinical development HQ function moved to the U.S.

- **2012**
  - Astellas opens new Headquarters for the Americas in Northbrook, Illinois

- **2017**
  - Astellas acquires Ogeza SA, Gosselies, Belgium, to expand its late stage pipeline
  - Astellas opens new drug discovery and development hub in San Diego, Calif., Astellas Research Institute of America (ARIA)

- **2018**
  - Astellas acquires Otsuka
  - Astellas and Adaptil purchase Quidel, Cambridg, UK, to further support Astellas’ research into new ophthalmic targets, including glaucoma

- **2019**
  - Astellas acquires Mithridge, Cambridge, Mass., to advance and expand developments targeting mitochondrial functions
  - Astellas acquires Audentes Therapeutics, San Francisco, Calif., and creates a genetic regulation primary focus area

**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**
  - XTANDI® (enzalutamide – capsules)
  - XOSPATA® (gilteritinib)
  - PADCVEV™ (enformutab vedotin-ejfv)

- **TRANSPLANT**
  - ASTAGRAF XL® (tacrolimus extended-release capsules)
  - PROGRAF® (tacrolimus – capsules, granules and injection)

- **UROLOGY**
  - MYRBETRIQ® (mirabegron – extended-release tablets)
  - VESICARE® (solifenacin succinate – tablets)

*Accurate as of April 2021*
Astellas has seven dynamic employee 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 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 several headquarters and offices across the United States, including:

- **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

- **Astellas Gene Therapies**
  San Francisco, California (formerly Audentes)

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

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

- **Universal Cells**
  Seattle, Washington

- **Astellas Gene Therapies**
  San Francisco, California (formerly Audentes)

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

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

- **Universal Cells**
  Seattle, Washington
GIVING BACK

Our commitment to changing tomorrow is measured not only by our focus on bringing innovation 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 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.

Astellas time employees to volunteer for charitable giving 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.

BENEFITS

STEMLAR 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)

EMPLOYEES HAVE VOLUNTEERED MORE THAN 173,000 HOURS GLOBALLY SINCE 2009

EMPLOYEES AND ASTELLAS HAVE DONATED MORE THAN $1.46 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.