

Mitsubishi Tanabe Pharma Offers an Early Retirement Support Program

Mitsubishi Tanabe Pharma Corporation announced today that it decided to offer an early retirement support programs as described below.

1. Reason for implementation: The Company announced on November 28, 2008 that it will spin off its Kashima Plant (Kamisu, Ibaraki) into a separate company and merge it with Mitsubishi Tanabe Pharma Factory Ltd. on April 1, 2009 in order to construct a production system able to respond appropriately to environmental changes and optimize its production bases. Within this process, the Company will implement this early retirement support program aimed at supporting employees among those scheduled to transfer from Mitsubishi Tanabe Pharma Corporation to Mitsubishi Tanabe Pharma Factory Ltd. on April 1 this year, mainly employees at the Kashima Plant, who intend to start their own business or take on a new course of life based on their own life planning.
2. Details of the early retirement support program
 - 1) Eligibility: Employees scheduled to transfer from Mitsubishi Tanabe Pharma Corporation to Mitsubishi Tanabe Pharma Factory Ltd. on April 1, 2009 (about 150 employees)
 - 2) Number of employees to be offered the support program: Not stipulated in particular.
 - 3) Subscription period: From January 30, 2009 to February 10, 2009
 - 4) Date of retirement: March 31, 2009
 - 5) Preferential benefits: Those taking up the support program will receive from the Company a special retirement allowance in addition to the normal retirement allowance with support for reemployment upon their request.
3. Effects on business performance: The Company plans to book the expenses from the special retirement allowance as special retirement expenses in the settlement of accounts for the fiscal year ending March 31, 2009. The effects on business performance will be announced when the number of employees involved and the total amount of the special retirement allowance are confirmed.