

GRI standard Content Index

Information relevant to Global Reporting Initiative (GRI) standards on our Annual Report 2018 and website is listed below. This is not intent to show that our report is prepared in accordance with the GRI standards.

100 : Universal Standards		Cross-reference section in Annual report 2018 and corporate website
<b>1. Organizational profile</b>		
102-1	Name of the organization	p 92-93 Corporate Data / Principal Subsidiaries and Affiliates
102-2	Activities, brands, products, and services	p 49-52 Overview of Main Products
102-3	Location of headquarters	p 92 Corporate Data
102-4	Location of operations	p 92-93 Corporate Data / Principal Subsidiaries and Affiliates
102-5	Ownership and legal form	p 92-93 Corporate Data / Principal Subsidiaries and Affiliates
102-6	Markets served	p 3-7 CEO Message
102-7	Scale of the organization	p 86-90 Consolidated Financial Statements p 92-93 Corporate Data / Principal Subsidiaries and Affiliates
102-8	Information on employees and other workers	p 57 Male/Female Employee Ratio per Region and Ratio of Female Managers (Fiscal 2017) Website: <a href="#">Where Our Employees Work</a>
102-9	Supply chain	p 47-48 CSR Activities in Research and Development p 53-54 CSR Activities from Manufacturing to Sales
102-10	Significant changes to the organization and its supply chain	<a href="#">Securities report (in Japanese, N/A)</a>
102-11	Precautionary Principle or approach	p 69-72 Environmental Preservation Website: <a href="#">Environmental Report</a>
102-12	External initiatives	p 3-7 CEO Message Website: <a href="#">United Nations Global Compact</a>
102-13	Membership of associations	p 92 Corporate Data Professional Institution Affiliation
<b>2. Strategy</b>		
102-14	Statement from senior decision-maker	p 3-7 CEO Message
102-15	Key impacts, risks, and opportunities	p 3-7 CEO Message p 11-14 Mid-Term Strategy p 21 CSR Materiality Matrix p 23-28 Corporate Governance, Risk Management p 85 Business Risks <a href="#">Securities report (in Japanese)</a>
<b>3. Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	p 2 Business Philosophy p 56 HR Vision p 59-62 Ethics & Compliance Website: <a href="#">Charter of Corporate Conduct</a> Website: <a href="#">Astellas Group Code of Conduct</a>
102-17	Mechanisms for advice and concerns about ethics	p 59 Monitoring System for Compliance Issues p 61 Helpline for Employees
<b>4. Governance</b>		
102-18	Governance structure	p 23-27 Corporate Governance p 29-30 Directors p 35 Executive Committee Website: <a href="#">Our CSR-Based Management</a>
102-19	Delegating authority	p 23-27 Corporate Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	p 23-27 Corporate Governance Website: <a href="#">Our CSR-Based Management</a> Website: <a href="#">Environmental Report</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	p 73 Stakeholders Engagement Website: <a href="#">Communications with Our Stakeholders</a>
102-22	Composition of the highest governance body and its committees	p 23-27 Corporate Governance Website: <a href="#">Corporate Governance Guidelines</a>
102-23	Chair of the highest governance body	p 29-30 Directors
102-24	Nominating and selecting the highest governance body	p 23-27 Corporate Governance Website: <a href="#">Corporate Governance Guidelines</a>
102-25	Conflicts of interest	p 23-27 Corporate Governance Website: <a href="#">Corporate Governance Guidelines</a> Website: <a href="#">Independence Standards for Outside Directors and Outside Audit &amp; Supervisory Board Members</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	p 23-27 Corporate Governance Website: <a href="#">Our CSR-Based Management</a> Website: <a href="#">Environmental Report</a>
102-27	Collective knowledge of highest governance body	p 23-27 Corporate Governance p 31-33 Interview with an Outside Director
102-28	Evaluating the highest governance body's performance	p 23-27 Corporate Governance p 31-33 Interview with an Outside Director
102-29	Identifying and managing economic, environmental, and social impacts	p 19-21 CSR-Based Management p 23-27 Corporate Governance Website: <a href="#">Materiality</a>
102-30	Effectiveness of risk management processes	p 23-27 Corporate Governance p 28 Risk Management
102-31	Review of economic, environmental, and social topics	p 19-21 CSR-Based Management p 23-27 Corporate Governance
102-32	Highest governance body's role in sustainability reporting	p 23-27 Corporate Governance Website: <a href="#">Our CSR-Based Management</a>
102-33	Communicating critical concerns	p 23-27 Corporate Governance
102-34	Nature and total number of critical concerns	None
102-35	Remuneration policies	p 27 A System of Remuneration for Directors That Contributes to Sustainable Enhancement in Enterprise Value
102-36	Process for determining remuneration	p 27 A System of Remuneration for Directors That Contributes to Sustainable Enhancement in Enterprise Value
102-37	Stakeholders' involvement in remuneration	p 27 A System of Remuneration for Directors That Contributes to Sustainable Enhancement in Enterprise Value
102-38	Annual total compensation ratio	None
102-39	Percentage increase in annual total compensation ratio	None

5. Stakeholder engagement			
	102-40	List of stakeholder groups	p 73 Stakeholders Engagement <a href="#">Website: Communications with Our Stakeholders</a>
	102-41	Collective bargaining agreements	None <a href="#">Website: Relationship with the Labor Union</a>
	102-42	Identifying and selecting stakeholders	p 73 Stakeholders Engagement <a href="#">Website: Communications with Our Stakeholders</a>
	102-43	Approach to stakeholder engagement	p 73 Stakeholders Engagement <a href="#">Website: Communications with Our Stakeholders</a>
	102-44	Key topics and concerns raised	p 73 Stakeholders Engagement <a href="#">Website: Communications with Our Stakeholders</a>
6. Reporting practice			
	102-45	Entities included in the consolidated financial statements	p 2 Editorial Policy <a href="#">Securities report (in Japanese)</a>
	102-46	Defining report content and topic Boundaries	p 2 Editorial Policy p 19-21 CSR-Based Management <a href="#">Website: Materiality</a>
	102-47	List of material topics	p 19-21 CSR-Based Management
	102-48	Restatements of information	N/A (no re-statements of information)
	102-49	Changes in reporting	N/A (no such changes addressed)
	102-50	Reporting period	p 2 Editorial Policy
	102-51	Date of most recent report	Annual Report 2018 issued in September, 2018
	102-52	Reporting cycle	p 2 Editorial Policy
	102-53	Contact point for questions regarding the report	Back cover
	102-54	Claims of reporting in accordance with the GRI Standards	p 2 Editorial Policy (N/A)
	102-55	GRI content index	p1 Contents
102-56	External assurance	<a href="#">Website: Independent Assurance Report</a>	
200: Economic Standards			
205 : Anti-corruption	205-1	Operations assessed for risks related to corruption	p 59 Structured to Promote Ethics and Compliance
	205-2	Communication and training about anti-corruption policies and procedures	p 62 Anti-Bribery and Anti-Corruption Initiatives
	205-3	Confirmed incidents of corruption and actions taken	p 62 Anti-Bribery and Anti-Corruption Initiatives
206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p 62 Commitment to Fair Competition
400: Social Standards			
401 : Employment	401-1	New employee hires and employee turnover	<a href="#">Website: Where Our Employees Work</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Website: Major Programs (Japan)</a>
	401-3	Parental leave	<a href="#">Website: Major Programs (Japan)</a>
402 : Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	None
403 : Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	p 57-58 Ensuring Occupational Health and Safety <a href="#">Website: Relationship with the Labor Union</a>
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	p 57-58 Ensuring Occupational Health and Safety <a href="#">Website: Developing Rewarding and Safe Work Environments</a>
	403-3	Workers with high incidence or high risk of diseases related to their occupation	None
	403-4	Health and safety topics covered in formal agreements with trade unions	None
	403-5	Worker training on occupational health and safety	<a href="#">Website: Occupational Safety and Health (OSH)</a>
	403-6	Promotion of worker health	p 57 Promoting Health Management <a href="#">Website: Health Management</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Website: Occupational Safety and Health (OSH)</a>
	403-8	Workers covered by an occupational health and safety management system	None
	403-9	Work-related injuries	p 57-58 Ensuring Occupational Health and Safety <a href="#">Website: Occupational Safety and Health (OSH)</a>
	403-10	Work-related ill health	None
404 : Training and Education	404-1	Average hours of training per year per employee	None
	404-2	Programs for upgrading employee skills and transition assistance programs	p 56-58 Our People, Our Organization
	404-3	Percentage of employees receiving regular performance and career development reviews	None
405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p31-33 Interview with an Outside Director p57 Diversity Management
	405-2	Ratio of basic salary and remuneration of women to men	None
407 : Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
408 : Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	p58 Respect for Human Rights
409 : Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p58 Respect for Human Rights
412 : Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	None
	412-2	Employee training on human rights policies or procedures	None
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None
414 : Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	None
	414-2	Negative social impacts in the supply chain and actions taken	p 54 Promoting CSR Procurement
416 : Customer Health Safety	416-1	Assessment of the health and safety impacts of product and service categories	p 47-48 CSR Activities in Research and Development p 53-54 CSR Activities from Manufacturing to Sales
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p 53 Product Recalls
417 : Marketing and Labeling	417-1	Requirements for product and service information and labeling	<a href="#">Website: Containers and Packaging Recycling</a> <a href="#">Website: Environmental Report</a>
	417-2	Incidents of non-compliance concerning product and service information and labeling	None
	417-3	Incidents of non-compliance concerning marketing communications	p61 Helpline for Employees and Encouraging a Speak-Up Culture
418 : Customer Privacy	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	None