

## GRI Content Index

Our Annual Report 2016 and website contain Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines G4.

General Standard Disclosures		Cross-reference section in Annual report 2016 and corporate website
<b>Strategy and Analysis</b>		
1	Statement from the most senior decision-maker of the organization.	p 13-16 CEO Message
2	Description of key impacts, risks, and opportunities.	p 13-16 CEO Message p 19 Business Environment p 20-23 Strategic Plan 2015-2017 p 97 Business Risks
<b>Organizational Profile</b>		
3	Name of the organization.	p 104-105 Corporate Data, Principal Subsidiaries and Affiliates
4	Primary brands, products, and/or services.	p 5-6 Astellas Today p 41-46 Review of Operations by Therapeutic Area
5	Location of organization's headquarters.	p 104 Corporate Data
6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	p 104-105 Corporate Data, Principal Subsidiaries and Affiliates
7	Nature of ownership and legal form.	p 104-105 Corporate Data, Principal Subsidiaries and Affiliates
8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	p 5-6 Astellas Today p 10-29 Our Strategy p 30-51 Performance 1. Business Review
9	Scale of the organization	p 5-6 Astellas Today p7-8 Financial and Non-Financial Highlights p 98-102 Consolidated Financial Statements p 104-105 Corporate Data, Principal Subsidiaries and Affiliates
10	Number of employees	p 5-6 Astellas Today p7-8 Financial and Non-Financial Highlights p 64 Male/Female Employee Ratio per Region and Ratio of Female Managers (Fiscal 2015) p 65 Number of Employees per Region and Turnover Rate  <a href="#">Website: Where Our Employees Work</a>
11	Percentage of total employees covered by collective bargaining agreements.	<a href="#">Website: Relationship with the Labor Union</a>
12	Organization's supply chain.	p 57-62 Responsible Business Activities
13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	None
14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	p 71-74 Environment <a href="#">Website: Environmental Report</a>
15	Economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	p 13-16 CEO Message <a href="#">Website: United Nations Global Compact</a>
16	Memberships of associations and national or international advocacy organizations in which the organization: •Holds a position on the governance body •Participates in projects or committees •Provides substantive funding beyond routine membership dues •Views membership as strategic	p 104 Corporate Data Professional Institution Affiliation  <a href="#">Website: Professional institution affiliation</a>
<b>Identified Material Aspects and Boundaries</b>		
17	•Entities included in the organization's consolidated financial statements or equivalent documents. •Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	p 9 Editorial Policy
18	•Process for defining the report content and the Aspect Boundaries. •How the organization has implemented the Reporting Principles for Defining Report Content.	p 9 Editorial Policy <a href="#">Website: Materiality in CSR Activities</a>
19	•Material Aspects identified in the process for defining report content.	p 53-54 Overview of CSR Activities
20	Aspect Boundary within the organization	p 9 Editorial Policy
21	Aspect Boundary outside the organization	p 53-54 Overview of CSR Activities <a href="#">Website: Materiality in CSR Activities</a>
22	Restatements of information provided in previous reports, and the reasons for such restatements.	N/A (no re-statements of information)
23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	N/A (no such changes addressed)
<b>Stakeholder Engagement</b>		
24	List of stakeholder groups engaged by the organization.	p 79 Dialogue with stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
25	Basis for identification and selection of stakeholders with whom to engage.	p 79 Dialogue with stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	p 79 Dialogue with stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Stakeholder groups that raised each of the key topics and concerns.	p 79 Dialogue with stakeholders <a href="#">Website: Communications with Our Stakeholders</a>

Report Profile		
28	Reporting period (such as fiscal or calendar year) for information provided.	p 9 Editorial Policy
29	Date of most recent previous report	Annual Report 2016 issued in August, 2016.
30	Reporting cycle (such as annual, biennial).	p 9 Editorial Policy
31	Contact point for questions regarding the report or its contents.	back cover
32	<ul style="list-style-type: none"> <li>•'in accordance' option the organization has chosen.</li> <li>•GRI Content Index</li> <li>•Reference to the External Assurance Report, if the report has been externally assured.</li> </ul>	p 9 Editorial Policy
33	<ul style="list-style-type: none"> <li>•Organization's policy and current practice with regard to seeking external assurance for the report.</li> <li>•If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</li> <li>•Relationship between the organization and the assurance providers.</li> <li>•Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</li> </ul>	<a href="#">Website: Independent Assurance Report</a>
Governance		
34	Governance structure of the organization, including committees of the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts.	p 25-26 Management Structure p 80-87 Corporate Governance <a href="#">Website: Organizational Structure to Promote CSR</a>
35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	p 80-87 Corporate Governance
36	Explanation of whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	p 80-87 Corporate Governance
37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	p 80-87 Corporate Governance <a href="#">Website: Organizational Structure to Promote CSR</a> <a href="#">Website: Environmental Report Environmental and Safety Management System (p 6)</a>
38	Composition of the highest governance body and its committees.	p 80-87 Corporate Governance <a href="#">Website: Corporate Governance Guidelines</a>
39	Explanation of whether the Chair of the highest governance body is also an executive officer.	p 81 Directors and the Board of Directors
40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	p 80-87 Corporate Governance <a href="#">Website: Corporate Governance Guidelines</a>
41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	p 80-87 Corporate Governance <a href="#">Website: Corporate Governance Guidelines</a> <a href="#">Website: Independence Standards for Outside Directors and Outside Audit &amp; Supervisory Board Members</a>
42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	p 80-87 Corporate Governance <a href="#">Website: Organizational Structure to Promote CSR</a> <a href="#">Website: Environmental Report Environmental and Safety Management System (p 6)</a>
43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	p 27-29 Interview with an Outside Director p 80-87 Corporate Governance
44	<ul style="list-style-type: none"> <li>•Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.</li> <li>•Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.</li> </ul>	p 27-29 Interview with an Outside Director p 80-87 Corporate Governance
45	<ul style="list-style-type: none"> <li>•Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</li> <li>•Explanation of whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.</li> </ul>	p 80-87 Corporate Governance <a href="#">Website: Materiality in CSR Activities</a>
46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	p 80-87 Corporate Governance
47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	p 80-87 Corporate Governance
48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	p 80-87 Corporate Governance <a href="#">Website: Organizational Structure to Promote CSR</a>
49	Process for communicating critical concerns to the highest governance body.	p 80-87 Corporate Governance
50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	None
51	Remuneration policies for the highest governance body and senior executives.	p 83 Remuneration for Directors and Audit & Supervisory Board Members
52	Process for determining remuneration.	p 83 Remuneration for Directors and Audit & Supervisory Board Members
53	Explanation of how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	p 83 Remuneration for Directors and Audit & Supervisory Board Members
54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	None
55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	None

Ethics and Integrity			
	56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	p 63 One Astellas with the Astellas Way p 66 Respect for Human Rights p 75-78 Ethics & Compliance  <a href="#">Website: Astellas Charter of Corporate Conduct</a> <a href="#">Website: Astellas Group Code of Conduct</a>
	57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	p 76 Helpline for Employees p 78 Message from the Head of Ethics & Compliance
	58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	p 76 Helpline for Employees
Specific Standard Disclosures			
Material Aspects	DMA and Indicators		Cross-reference section in Annual Report 2016 and corporate website
Category Social			
Labor practices and decent work			
Employment	LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	p 65 Number of Employees per Region and Turnover Rate <a href="#">Website: Where Our Employees Work</a>
	LA2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by significant locations of operation	<a href="#">Website: Major Programs (Japan)</a>
Occupational health and Safety	LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs	p 65-66 Ensuring Occupational Safety and Health <a href="#">Website: Occupational Safety and Health (OSH)</a>
	LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	p 65-66 Ensuring Occupational Safety and Health <a href="#">Website: Occupational Safety and Health (OSH)</a>
	LA7	Workers with high incidence or high risk of diseases related to their occupation	None
	LA8	Health and safety topics covered in formal agreements with trade unions	<a href="#">Website: Occupational Safety and Health (OSH)</a>
Training and education	LA9	Average hours of training per year per employee by gender, and by employee category	None
	LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	p 63-66 Employees
	LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	None
Diversity and equal opportunity	LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	p 64 Male/Female Employee Ratio per Region and Ratio of Female Managers (Fiscal 2015) p 65 Number of Employees per Region and Turnover Rate
Supplier assessment for labor practices	LA14	Percentage of new suppliers that were screened using labor practices criteria	None
	LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	p 62 Promoting CSR Procurement
Human rights			
Supplier human rights assessment	HR10	Percentage of new suppliers that were screened using human rights criteria	None
	HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	p 62 Promoting CSR Procurement
Society			
Anti-corruption	SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	None
	SO4	Communication and training on anti-corruption policies and procedures	p 77 Anti-bribery/Anti-corruption Initiatives
	SO5	Confirmed incidents of corruption and actions taken	None
Anti-competitive behavior	SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	p 77 Commitment to Fair Competition
Product Responsibility			
Customer health and safety	PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	p 57-62 Responsible Business Activities
	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	p 60 Product Recalls
Product service and labeling	PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	p 57-62 Responsible Business Activities <a href="#">Website: Containers and Packaging Recycling</a> <a href="#">Website: Environmental Report (p. 32)</a>
	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	None
	PR5	Results of surveys measuring customer satisfaction	None
Marketing communications	PR6	Sale of banned or disputed products	None
	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	None
Customer privacy	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None