

## GRI Content Index

Our Annual Report 2017 and website contain Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

100 : Universal Standards			Cross-reference section in Annual report 2017 and corporate website
<b>1. Organizational profile</b>			
	102-1	Name of the organization	p 100-101 Corporate Data / Principal Subsidiaries and Affiliates
	102-2	Activities, brands, products, and services	p 7-8 Astellas Today p 43-48 Review of Operations by Therapeutic Area
	102-3	Location of headquarters	p 100 Corporate Data
	102-4	Location of operations	p 100-101 Corporate Data / Principal Subsidiaries and Affiliates
	102-5	Ownership and legal form	p 100-101 Corporate Data / Principal Subsidiaries and Affiliates
	102-6	Markets served	p 7-8 Astellas Today p 13-16 CEO Message p 49-50 Business Environment and Strategy by Region
	102-7	Scale of the organization	p 7-8 Astellas Today p 9-10 Financial and Non-Financial Highlights p 94-98 Consolidated Financial Statements p 100-101 Corporate Data / Principal Subsidiaries and Affiliates
	102-8	Information on employees and other workers	p 7-8 Astellas Today p 9-10 Financial and Non-Financial Highlights p 65 Male/Female Employee Ratio per Region and Ratio of Female Managers (Fiscal 2016) p 65 Number of Employees per Region and Turnover Rate <a href="#">Website: Where Our Employees Work</a>
	102-9	Supply chain	p 51-52 CSR Activities from Manufacturing to Sales p 61-62 CSR Activities in Research and Development
	102-10	Significant changes to the organization and its supply chain	None
	102-11	Precautionary Principle or approach	p 77-80 Environmental Preservation <a href="#">Website: Environmental Report</a>
	102-12	External initiatives	p 13-16 CEO Message <a href="#">Website: United Nations Global Compact</a>
	102-13	Membership of associations	p 100 Corporate Data <a href="#">Website: Corporate Data</a>
<b>2. Strategy</b>			
	102-14	Statement from senior decision-maker	p 13-16 CEO Message
	102-15	Key impacts, risks, and opportunities	p 13-16 CEO Message p 17-20 Medium Term Strategy p 24 CSR Materiality Matrix p 25-29 Corporate Governance p 93 Business Risks
<b>3. Ethics and integrity</b>			
	102-16	Values, principles, standards, and norms of behavior	p 2 Business Philosophy p 64 HR Vision p 67-70 Ethics & Compliance <a href="#">Website: Charter of Corporate Conduct</a> <a href="#">Website: Astellas Group Code of Conduct</a>
	102-17	Mechanisms for advice and concerns about ethics	p 68 Helpline for Employees p 69 Monitoring System for Compliance Issues

4. Governance			
	102-18	Governance structure	p 37 Executive Committee p 31 Directors and Audit & Supervisory Board Members p 25-29 Corporate Governance <a href="#">Website: Our CSR-Based Management</a>
	102-19	Delegating authority	p 25-29 Corporate Governance
	102-20	Executive-level responsibility for economic, environmental, and social topics	p 25-29 Corporate Governance <a href="#">Website: Our CSR-Based Management</a> <a href="#">Website: Environmental Report - EHS Management System(p6)</a>
	102-21	Consulting stakeholders on economic, environmental, and social topics	p 81 Dialogue with Stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
	102-22	Composition of the highest governance body and its committees	p 25-29 Corporate Governance <a href="#">Website: Corporate Governance Guidelines</a>
	102-23	Chair of the highest governance body	p 31 Directors and Audit & Supervisory Board Members
	102-24	Nominating and selecting the highest governance body	p 25-29 Corporate Governance <a href="#">Website: Corporate Governance Guidelines</a>
	102-25	Conflicts of interest	p 25-29 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>
	102-26	Role of highest governance body in setting purpose, values, and strategy	p 25-29 Corporate Governance <a href="#">Website: Our CSR-Based Management</a> <a href="#">Website: Environmental Report - EHS Management System(p6)</a>
	102-27	Collective knowledge of highest governance body	p 33-35 Interview with an Outside Director p 25-29 Corporate Governance
	102-28	Evaluating the highest governance body's performance	p 33-35 Interview with an Outside Director p 25-29 Corporate Governance
	102-29	Identifying and managing economic, environmental, and social impacts	p 22-24 CSR-Based Management p 25-29 Corporate Governance <a href="#">Website: Materiality</a>
	102-30	Effectiveness of risk management processes	p 25-29 Corporate Governance p 30 Risk Management
	102-31	Review of economic, environmental, and social topics	p 22-24 CSR-Based Management p 25-29 Corporate Governance
	102-32	Highest governance body's role in sustainability reporting	p 25-29 Corporate Governance <a href="#">Website: Our CSR-Based Management</a>
	102-33	Communicating critical concerns	p 25-29 Corporate Governance
	102-34	Nature and total number of critical concerns	None
	102-35	Remuneration policies	p 29 A System of Remuneration for Directors and Audit & Supervisory Board Members that Contributes to Sustainable Improvements in Enterprise Value
	102-36	Process for determining remuneration	p 29 A System of Remuneration for Directors and Audit & Supervisory Board Members that Contributes to Sustainable Improvements in Enterprise Value
	102-37	Stakeholders' involvement in remuneration	p 29 A System of Remuneration for Directors and Audit & Supervisory Board Members that Contributes to Sustainable Improvements 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 81 Dialogue with Stakeholders <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 81 Dialogue with Stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
	102-43	Approach to stakeholder engagement	p 81 Dialogue with Stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
	102-44	Key topics and concerns raised	p 81 Dialogue with Stakeholders <a href="#">Website: Communications with Our Stakeholders</a>
6. Reporting practice			
	102-45	Entities included in the consolidated financial statements	p 11 Editorial Policy
	102-46	Defining report content and topic Boundaries	p 22-24 CSR-Based Management p 11 Editorial Policy <a href="#">Website: Materiality</a>
	102-47	List of material topics	p 22-24 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 11 Editorial Policy
	102-51	Date of most recent report	Annual Report 2017 issued in Aug,2017
	102-52	Reporting cycle	p 11 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 11 Editorial Policy
	102-55	GRI content index	N/A
	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	None
	205-2	Communication and training about anti-corruption policies and procedures	p 69 Anti-Bribery and Anti-Corruption Initiatives
	205-3	Confirmed incidents of corruption and actions taken	None
206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p 70 Commitment to Fair Competition
400: Social Standards			
401 : Employment	401-1	New employee hires and employee turnover	p 65 Number of Employees per Region and Turnover Rate <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>
403 : Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	p 65-66 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 65-66 Ensuring Occupational Health and Safety <a href="#">Website: Occupational Safety and Health (OSH)</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
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 64-66 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	p 65 Male/Female Employee Ratio per Region and Ratio of Female Managers p 65 Number of Employees per Region and Turnover Rate
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 52 Promoting CSR Procurement
416 : Customer Health Safety	416-1	Assessment of the health and safety impacts of product and service categories	p 51-52 CSR Activities from Manufacturing to Sales p 61-62 CSR Activities in Research and Development
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p 51 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 (p 32)</a>
	417-2	Incidents of non-compliance concerning product and service information and labeling	None
	417-3	Incidents of non-compliance concerning marketing communications	None
418 : Customer Privacy	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	None