

GRI standard Content Index

Information relevant to Global Reporting Initiative (GRI) standards on our Annual Report 2020 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 2020	Cross-reference section in corporate website
1. Organizational profile			
102-1	Name of the organization	p142 Corporate Information	Corporate Information
102-2	Activities, brands, products, and services	p79-81 Main Products	Main Products
102-3	Location of headquarters	p142 Corporate Information	Corporate Information
102-4	Location of operations	p143-145 Subsidiaries & Locations	Subsidiaries & Locations
102-5	Ownership and legal form	p142 Corporate Information	Corporate Information
102-6	Markets served	p2-5 CEO Message	CEO Message
102-7	Scale of the organization	p134 Financial Information	Financial Information
		p142 Corporate Information	Corporate Information
102-8	Information on employees and other workers	p100-101 Employee Ratio per Region and Ratio of Female Managers (The year ended March 2020)	Employee Ratio per Region and Ratio of Female Managers (The year ended March 2020)
		none	Where Our Employees Work
102-9	Supply chain	p82-95 Responsible Business Activities	Responsible Business Activities
102-10	Significant changes to the organization and its supply chain	none	Financial Result(FY2019)
102-11	Precautionary Principle or approach	p132-133 EHS: Environment, Health & Safety	Consolidated Financial Statements and Footnotes(FY2019)
		p132-133 EHS: Environment, Health & Safety	Occupational Health & Safety
			Environment
102-12	External initiatives	p2-4 CEO Message	CEO Message
			United Nations Global Compact
			GHIT Fund
102-13	Membership of associations	p119-121 Access Accelerated	Access Accelerated
		none	none
2. Strategy			
102-14	Statement from senior decision-maker	p2-4 CEO Message	CEO Message
		p2-4 CEO Message	CEO Message
		p13-17 Strategic Plan 2018	Strategic Plan 2018
102-15	Key impacts, risks, and opportunities	p21-25 Materiality in CSR Activities	Materiality in CSR Activities
		p31-32 Corporate Governance	Corporate Governance
		p42-44 Risk Management	Risk Management
		none	Financial Result(FY2019)
		none	Consolidated Financial Statements and Footnotes(FY2019)
3. Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	p8-9 Philosophy	Philosophy
		p10-12 VISION & Strategy	VISION & Strategy
		p97 HR Vision	HR Vision
		p104-113 Ethics & Compliance	Ethics & Compliance
		none	Charter of Corporate Conduct
		none	Group Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	p105 Structured to Promote Ethics and Compliance	Structured to Promote Ethics and Compliance
		p109 Helpline for Employees and Encouraging a Speak-Up Culture	Helpline for Employees and Encouraging a Speak-Up Culture
4. Governance			
102-18	Governance structure	p31-32 Corporate Governance	Corporate Governance
		p33-41 Board of Directors	Board of Directors
		p47-48 Top Management	Top Management
102-19	Delegating authority	p18-20 CSR-Based Management	CSR-Based Management
		p31-32 Corporate Governance	Corporate Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	p31-32 Corporate Governance	Corporate Governance
		p18-20 CSR-Based Management	CSR-Based Management
		none	Environment
102-21	Consulting stakeholders on economic, environmental, and social topics	none	Stakeholder Communications
102-22	Composition of the highest governance body and its committees	p31-32 Corporate Governance	Corporate Governance
		none	Corporate Governance Report
102-23	Chair of the highest governance body	p33-41 Board of Directors	Board of Directors
102-24	Nominating and selecting the highest governance body	p31-32 Corporate Governance	Corporate Governance
		none	Corporate Governance Report
102-25	Conflicts of interest	p31-32 Corporate Governance	Corporate Governance
		none	Corporate Governance Report
102-26	Role of highest governance body in setting purpose, values, and strategy	p31-32 Corporate Governance	Corporate Governance
		p18-20 CSR-Based Management	CSR-Based Management
		none	Environment
102-27	Collective knowledge of highest governance body	p31-32 Corporate Governance	Corporate Governance
		none	Corporate Governance Report
102-28	Evaluating the highest governance body's performance	p31-32 Corporate Governance	Corporate Governance
		none	Corporate Governance Report
102-29	Identifying and managing economic, environmental, and social impacts	p18-20 CSR-Based Management	CSR-Based Management
		p31-32 Corporate Governance	Corporate Governance
		p21-25 Materiality in CSR Activities	Materiality in CSR Activities
102-30	Effectiveness of risk management processes	p31-32 Corporate Governance	Corporate Governance
		p42-44 Risk Management	Risk Management
102-31	Review of economic, environmental, and social topics	p18-20 CSR-Based Management	CSR-Based Management
		p31-32 Corporate Governance	Corporate Governance
102-32	Highest governance body's role in sustainability reporting	p31-32 Corporate Governance	Corporate Governance
		p18-20 CSR-Based Management	CSR-Based Management
102-33	Communicating critical concerns	p31-32 Corporate Governance	Corporate Governance
102-34	Nature and total number of critical concerns	none	none
102-35	Remuneration policies	none	Corporate Governance Report
102-36	Process for determining remuneration	none	Corporate Governance Report
102-37	Stakeholders' involvement in remuneration	none	Corporate Governance Report
102-38	Annual total compensation ratio	none	none
102-39	Percentage increase in annual total compensation ratio	none	none

5. Stakeholder engagement				
	102-40	List of stakeholder groups	none	Stakeholder Communications
	102-41	Collective bargaining agreements	none	none
	102-42	Identifying and selecting stakeholders	none	Stakeholder Communications
	102-43	Approach to stakeholder engagement	none	Stakeholder Communications
	102-44	Key topics and concerns raised	none	Stakeholder Communications
6. Reporting practice				
	102-45	Entities included in the consolidated financial statements	p1 Editorial Policy none	none Financial Result(FY2019)
	102-46	Defining report content and topic Boundaries	p1 Editorial Policy p18-20 CSR-Based Management p21-25 Materiality in CSR Activities	none CSR-Based Management Materiality in CSR Activities
	102-47	List of material topics	p18-20 CSR-Based Management	CSR-Based Management
	102-48	Restatements of information	N/A (no re-statements of information)	none
	102-49	Changes in reporting	N/A (no such changes addressed)	none
	102-50	Reporting period	p1 Editorial Policy	none
	102-51	Date of most recent report	Annual Report 2020 issued in November, 2020	none
	102-52	Reporting cycle	Annual	Annual (updated timely)
	102-53	Contact point for questions regarding the report	none	Contact Us
	102-54	Claims of reporting in accordance with the GRI Standards	p1 Editorial Policy (N/A)	none
	102-55	GRI content index	p1 Contents	Annual Report
	102-56	External assurance	none	Independent Assurance Report
200: Economic Standards				
205 : Anti-corruption	205-1	Operations assessed for risks related to corruption	p105 Structured to Promote Ethics and Compliance	Structured to Promote Ethics and Compliance
	205-2	Communication and training about anti-corruption policies and procedures	p110-111 Astellas Anti-Bribery and Anti-Corruption Program	Astellas Anti-Bribery and Anti-Corruption Program
	205-3	Confirmed incidents of corruption and actions taken	p110-111 Astellas Anti-Bribery and Anti-Corruption Program	Astellas Anti-Bribery and Anti-Corruption Program
206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p113 Ensuring Fair Competition	Ensuring Fair Competition
400: Social Standards				
401 : Employment	401-1	New employee hires and employee turnover	none	Where Our Employees Work
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	none	Major Programs (Japan)
	401-3	Parental leave	none	Major Programs (Japan)
402 : Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	none	none
	402-1	Workers representation in formal joint management-worker health and safety committees	none	Occupational Health & Safety
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	none	Occupational Health & Safety
	403-3	Workers with high incidence or high risk of diseases related to their occupation	none	none
	403-4	Health and safety topics covered in formal agreements with trade unions	none	none
403 : Occupational Health and Safety	403-5	Worker training on occupational health and safety	none	Occupational Health & Safety
	403-6	Promotion of worker health	p102 Promoting Health Management	Promoting Health Management
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	none	Occupational Health & Safety
	403-8	Workers covered by an occupational health and safety management system	none	none
	403-9	Work-related injuries	none	Occupational Health & Safety
	403-10	Work-related ill health	none	none
404 : Training and Education	404-1	Average hours of training per year per employee	none	none
	404-2	Programs for upgrading employee skills and transition assistance programs	p 96 Our People, Our Organization	Providing Opportunities for Employees to Succeed Globally
	404-3	Percentage of employees receiving regular performance and career development reviews	none	none
405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	none	Corporate Governance Report
	405-2	Ratio of basic salary and remuneration of women to men	p100-101 Diversity Management	Diversity Management
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	none
408 : Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	p103 Respect for Human Rights	Respect for Human Rights
409 : Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p103 Respect for Human Rights	Respect for Human Rights
	412-1	Operations that have been subject to human rights reviews or impact assessments	none	none
412 : Human Rights Assessment	412-2	Employee training on human rights policies or procedures	none	none
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	none	none
414 : Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	none	none
	414-2	Negative social impacts in the supply chain and actions taken	p94-95 Responsible Business Activities > Procurement	Responsible Business Activities > Procurement
416 : Customer Health Safety	416-1	Assessment of the health and safety impacts of product and service categories	p82-95 Responsible Business Activities	Responsible Business Activities
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p87-90 Responsible Business Activities > Quality and Reliability Assurance	Responsible Business Activities > Quality and Reliability Assurance
	417-1	Requirements for product and service information and labeling	none	Containers and Packaging Recycling
417 : Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	p87-90 Responsible Business Activities > Quality and Reliability Assurance	Responsible Business Activities > Quality and Reliability Assurance
	417-3	Incidents of non-compliance concerning marketing communications	p109 Helpline for Employees and Encouraging a Speak-Up Culture	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	p112 Data Privacy	Data Privacy