

GRI standard Content Index

Information relevant to Global Reporting Initiative (GRI) standards on our Annual Report 2019 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 2019	Cross-reference section in corporate website
<b>1. Organizational profile</b>			
102-1	Name of the organization	p107-108 Corporate Information	<a href="#">Corporate Information</a>
102-2	Activities, brands, products, and services	p62-63 Main Products	<a href="#">Overview of Main Products</a>
102-3	Location of headquarters	p107-108 Corporate Information	<a href="#">Corporate Information</a>
102-4	Location of operations	p109-111 Subsidiaries & Locations	<a href="#">Subsidiaries &amp; Locations</a>
102-5	Ownership and legal form	p107-108 Corporate Information	<a href="#">Corporate Information</a>
102-6	Markets served	p2-4 CEO Message	<a href="#">CEO Message</a>
102-7	Scale of the organization	p100-102 Consolidated Financial Statements p107-108 Corporate Information	<a href="#">Financial Information</a> <a href="#">Corporate Information</a>
102-8	Information on employees and other workers	p69 Employee Ratio per Region and Ratio of Female Managers (The year ended March 2019)	<a href="#">Employee Ratio per Region and Ratio of Female Managers (The year ended March 2019)</a>
102-9	Supply chain	p54-66 Responsible Business Activities	<a href="#">Where Our Employees Work</a> <a href="#">Responsible Business Activities</a>
102-10	Significant changes to the organization and its supply chain	None	<a href="#">Financial Result (FY2018)</a> <a href="#">Consolidated Financial Statements and Footnotes (FY2018)</a>
102-11	Precautionary Principle or approach	p71 Occupational Health & Safety :	<a href="#">Occupational Health &amp; Safety</a> <a href="#">Environment</a>
102-12	External initiatives	p2-4 CEO Message : p 87-89 Access Accelerated :	<a href="#">CEO Message</a> <a href="#">United Nations Global Compact</a> <a href="#">Access Accelerated</a> <a href="#">GHIT Fund</a>
102-13	Membership of associations	None	None
<b>2. Strategy</b>			
102-14	Statement from senior decision-maker	p2-4 CEO Message	<a href="#">CEO Message</a>
102-15	Key impacts, risks, and opportunities	p2-4 CEO Message p12-16 Strategic Plan 2018 p20-25 Materiality in CSR Activities p31-32 Corporate Governance : :	<a href="#">CEO Message</a> <a href="#">Strategic Plan 2018</a> <a href="#">Materiality in CSR Activities</a> <a href="#">Corporate Governance</a> <a href="#">Financial Result (FY2018)</a> <a href="#">Consolidated Financial Statements and Footnotes (FY2018)</a>
<b>3. Ethics and integrity</b>			
102-16	Values, principles, standards, and norms of behavior	p7-8 Philosophy p 9-11 VISION & Strategy p67 HR Vision p73-81 Ethics & Compliance : :	<a href="#">Philosophy</a> <a href="#">VISION &amp; Strategy</a> <a href="#">HR Vision</a> <a href="#">Ethics &amp; Compliance</a> <a href="#">Charter of Corporate Conduct</a> <a href="#">Group Code of Conduct</a>
102-17	Mechanisms for advice and concerns about ethics	p74 Structured to Promote Ethics and Compliance p78 Helpline for Employees and Encouraging a Speak-Up Culture	<a href="#">Structured to Promote Ethics and Compliance</a> <a href="#">Helpline for Employees and Encouraging a Speak-Up Culture</a>
<b>4. Governance</b>			
102-18	Governance structure	p31-32 Corporate Governance p33-41 Board of Directors p45-46 Top Management	<a href="#">Corporate Governance</a> <a href="#">Board of Directors</a> <a href="#">Top Management</a>
102-19	Delegating authority	p17-19 CSR-Based Management p31-32 Corporate Governance	<a href="#">CSR-Based Management</a> <a href="#">Corporate Governance</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	p31-32 Corporate Governance p17-19 CSR-Based Management	<a href="#">Corporate Governance</a> <a href="#">CSR-Based Management</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	None	<a href="#">Environment</a> <a href="#">Stakeholder Communications</a>
102-22	Composition of the highest governance body and its committees	p31-32 Corporate Governance	<a href="#">Corporate Governance</a>
102-23	Chair of the highest governance body	p33-41 Board of Directors	<a href="#">Corporate Governance Report</a> <a href="#">Board of Directors</a>
102-24	Nominating and selecting the highest governance body	p31-32 Corporate Governance	<a href="#">Corporate Governance</a> <a href="#">Corporate Governance Report</a>
102-25	Conflicts of interest	p31-32 Corporate Governance	<a href="#">Corporate Governance</a> <a href="#">Corporate Governance Report</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	p31-32 Corporate Governance p17-19 CSR-Based Management	<a href="#">Corporate Governance</a> <a href="#">CSR-Based Management</a> <a href="#">Environment</a>
102-27	Collective knowledge of highest governance body	p31-32 Corporate Governance	<a href="#">Corporate Governance</a> <a href="#">Corporate Governance Report</a>
102-28	Evaluating the highest governance body's performance	p31-32 Corporate Governance	<a href="#">Corporate Governance</a> <a href="#">Corporate Governance Report</a>
102-29	Identifying and managing economic, environmental, and social impacts	p17-19 CSR-Based Management p31-32 Corporate Governance p20-25 Materiality in CSR Activities	<a href="#">CSR-Based Management</a> <a href="#">Corporate Governance</a> <a href="#">Materiality in CSR Activities</a>
102-30	Effectiveness of risk management processes	p31-32 Corporate Governance p4 Risk Management	<a href="#">Corporate Governance</a> <a href="#">Risk Management</a>
102-31	Review of economic, environmental, and social topics	p17-19 CSR-Based Management p31-32 Corporate Governance	<a href="#">CSR-Based Management</a> <a href="#">Corporate Governance</a>
102-32	Highest governance body's role in sustainability reporting	p31-32 Corporate Governance p17-19 CSR-Based Management	<a href="#">Corporate Governance</a> <a href="#">CSR-Based Management</a>
102-33	Communicating critical concerns	p31-32 Corporate Governance	<a href="#">Corporate Governance</a>
102-34	Nature and total number of critical concerns	None	None
102-35	Remuneration policies	None	<a href="#">Corporate Governance Report</a>
102-36	Process for determining remuneration	None	<a href="#">Corporate Governance Report</a>
102-37	Stakeholders' involvement in remuneration	None	<a href="#">Corporate Governance Report</a>
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	<a href="#">Stakeholder Communications</a>
	102-41	Collective bargaining agreements	None	None
	102-42	Identifying and selecting stakeholders	None	<a href="#">Relationship with the Labor Union</a>
	102-43	Approach to stakeholder engagement	None	<a href="#">Stakeholder Communications</a>
	102-44	Key topics and concerns raised	None	<a href="#">Stakeholder Communications</a>
6. Reporting practice				
	102-45	Entities included in the consolidated financial statements	p1 Editorial Policy -	- <a href="#">Financial Results of Astellas for Fiscal Year 2018</a>
	102-46	Defining report content and topic Boundaries	p1 Editorial Policy p17-19 CSR-Based Management p20-25 Materiality in CSR Activities	- <a href="#">CSR-Based Management</a> <a href="#">Materiality in CSR Activities</a>
	102-47	List of material topics	p17-19 CSR-Based Management	<a href="#">CSR-Based Management</a>
	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	p1 Editorial Policy	-
	102-51	Date of most recent report	Annual Report 2019 issued in December, 2019	-
	102-52	Reporting cycle	Annual	<a href="#">Annual (updated timely)</a>
	102-53	Contact point for questions regarding the report	<a href="#">Contact Us</a>	<a href="#">Contact Us</a>
	102-54	Claims of reporting in accordance with the GRI Standards	p1 Editorial Policy (N/A)	-
	102-55	GRI content index	p1 Contents	<a href="#">Annual Report</a>
	102-56	External assurance	None	<a href="#">Independent Assurance Report</a>
200: Economic Standards				
	205-1	Operations assessed for risks related to corruption	p74 Structured to Promote Ethics and Compliance	<a href="#">Structured to Promote Ethics and Compliance</a>
205 : Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	p79 Anti-Bribery Anti-Corruption Compliance	<a href="#">Anti-Bribery Anti-Corruption Compliance</a>
	205-3	Confirmed incidents of corruption and actions taken	p79 Anti-Bribery Anti-Corruption Compliance	<a href="#">Anti-Bribery Anti-Corruption Compliance</a>
206 : Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p81 Ensuring Fair Competition	<a href="#">Ensuring Fair Competition</a>
400: Social Standards				
401 : Employment	401-1	New employee hires and employee turnover	None	<a href="#">Where Our Employees Work</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	None	<a href="#">Major Programs (Japan)</a>
	401-3	Parental leave	None	<a href="#">Major Programs (Japan)</a>
402 : Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	None	None
	403-1	Workers representation in formal joint management-worker health and safety committees	p 57-58 Ensuring Occupational Health and Safety	<a href="#">Occupational Health &amp; Safety</a> <a href="#">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="#">Occupational Health &amp; Safety</a>
	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	p71 Occupational Health & Safety	<a href="#">Occupational Health &amp; Safety</a>
	403-6	Promotion of worker health	p70 Promoting Health Management	<a href="#">Promoting Health Management</a> <a href="#">Health Management</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p71 Occupational Health & Safety	<a href="#">Occupational Health &amp; Safety</a>
	403-8	Workers covered by an occupational health and safety management system	None	None
	403-9	Work-related injuries	p 57-58 Ensuring Occupational Health and Safety	<a href="#">Occupational Health &amp; Safety</a>
	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 68 Providing Opportunities for Employees to Succeed Globally	<a href="#">Providing Opportunities for Employees to Succeed Globally</a>
	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	-	<a href="#">Corporate Governance Report</a> <a href="#">Diversity Management</a>
	405-2	Ratio of basic salary and remuneration of women to men	None	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	None
408 : Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	p72 Respect for Human Rights	<a href="#">Respect for Human Rights</a>
409 : Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p72 Respect for Human Rights	<a href="#">Respect for Human Rights</a>
	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	p65 Responsible Business Activities > Procurement	<a href="#">Responsible Business Activities &gt; Procurement</a>
416 : Customer Health Safety	416-1	Assessment of the health and safety impacts of product and service categories	p64-65 Responsible Business Activities	<a href="#">Responsible Business Activities</a>
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p59-62 Responsible Business Activities > Quality and Reliability Assurance	<a href="#">Responsible Business Activities &gt; Quality and Reliability Assurance</a>
	417-1	Requirements for product and service information and labeling	None	<a href="#">Containers and Packaging Recycling</a>
417 : Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	p59-62 Responsible Business Activities > Quality and Reliability Assurance	<a href="#">Responsible Business Activities &gt; Quality and Reliability Assurance</a>
	417-3	Incidents of non-compliance concerning marketing communications	p78 Helpline for Employees and Encouraging a Speak-Up Culture	<a href="#">Helpline for Employees and Encouraging a Speak-Up Culture</a>
418 : Customer Privacy	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	p80 Data Privacy	<a href="#">Data Privacy</a>