



# Letter from our President

**From a cancer patient being cheered up by a care package...to students welcomed to their school with a bright mural...to a family not worrying about a meal when a child is hospitalized** – this is how our employees changed tomorrow for so many in the last year. At Astellas, our commitment to improving the lives of others is at the core of what we do. And our employees are at the heart of this commitment. We strive to be kind to one another, and to the communities where we work and live.

Last year, some of our employees served on the frontlines during an unprecedented hurricane season, which devastated multiple communities. Employees across the company readily volunteered to travel to the affected areas, making Astellas **one of only four companies nationwide** to deploy coordinated employee responder teams to disaster relief efforts.

This response was made possible through our employee volunteerism time off program, which provides full-time employees five days of paid time off per year to volunteer. Every year, our employees continue to increase their level of service to the community – **over 2,000 employees in the Americas participated in our global day of service, Changing Tomorrow Day, in 2017.**

I'm proud of our team's efforts, which is why I'm pleased to share our Corporate Social Responsibility (CSR) report card which outlines how we gave back in key focus areas as part of our **Living SMART®** social responsibility initiative.

**I look forward to building on this momentum and to continuing to help those in need.**



Best regards,

**Percival Barretto-Ko**

*President, Americas Operations*

[Click here](#) to see the impact we made in communities across Chicago, Washington, DC and Colombia.



**At Astellas, we recognize our responsibility extends beyond our medicines,** so we strive to build a brighter future for our patients, our people, our community and our partners. The Living SMART<sup>®</sup> framework maximizes the impact of the **Astellas USA Foundation** ("Foundation") and our CSR efforts by aligning under three priority focus areas and creating opportunities for Astellas employees to volunteer with organizations the Foundation supports.

The Living SMART<sup>®</sup> framework concentrates our philanthropic and corporate efforts across three pillars: **Health and Well-Being; Science WoRx<sup>®</sup>**, the company's commitment to Science, Technology, Engineering and Mathematics (STEM) Education; and **Disaster Relief**.



In 2017, the Foundation provided nearly

**\$2 million**

funding

**25 grants**

to organizations that support the three **Living SMART<sup>®</sup>** pillars



Astellas employees volunteered more than

**16,000 hours**

in the community in 2017–

raising our total employee volunteerism hours to more than

**107,000 hours since 2009**



## Providing Disaster Relief

The Foundation aims to help communities prepare for disaster and respond immediately to ease the burden of those most affected. The Foundation provides funding for disaster response efforts while Astellas employees support these efforts through volunteerism.

- **Red Cross Disaster Responder Program**– the Foundation and Astellas worked together to train and send ten employee volunteers to aid hurricane victims in Houston, Texas, Orlando, and Florida to aid in the recovery. In addition, 60 Astellas employees were also trained to be deployed when disaster strikes in the future.
- **American Red Cross**– took immediate action in the hurricane relief efforts to provide funding to **Americares** to help deliver critical medications and to the American Red Cross to help provide meals and supplies.
- **American Red Cross**– purchased and installed smoke detectors in **18,000 homes** in Chicago as part of the **Red Cross Home Fire Campaign**.

“I was so proud of our Astellas team. There were many different levels of employees from across many functions, and it didn't matter what the Red Cross asked us to do – **we did it as a team**... Everyone should take a step out of their comfort zone and try something like this. It was an amazing experience.”

**Richard Strong**, Senior Sales Representative I, PCP Sales





## Enhancing Health and Well-Being

The Foundation helps to deliver access to health and well-being to people of all ages and to enrich the quality of care for people living in the communities we serve. Our focus aligns with the United Nation's Sustainable Development Goals aimed at achieving healthy lives for all. In 2017, the Foundation provided grants to the following partners:

- **Miracle Flights** – helped children and adults with rare and life-threatening conditions gain access to the distant, specialized medical care they need, by providing nearly **140 flights** to-date.
- **United Nation Foundation's Shot@Life** – helped vaccinate **300,000 children** in Latin America against measles for the third consecutive year.
- **World Food Program USA** – supported 800 pregnant and nursing women and young children in El Salvador, so they **received proper nutrition** during the first 1,000 days of life.



## Increasing STEM Education

The Foundation seeks to feed curiosity and ignite imaginations through hands-on STEM education programs. The Foundation's STEM education program, Science WoRx® aims to address critical gaps in STEM education and set the next generation of scientists up for success. As of 2017, **more than 53,000 schools** across the U.S. received Science WoRx partner programming. The Foundation supported several STEM initiatives in 2017 including:

### **Rural Spark Project™**

launched in 26 rural Illinois schools through a

**\$1 million**

grant to **Project Lead The Way (PLTW)** as part of the 2017-2018 school year.

Through the grant, more than

**2,120**

middle and high school students enrolled in one of PLTW's **32 STEM education programs** focused on computer science, engineering, and biomedical science.

- **iBIO Institute EDUCATE Center** – introduced 200 girls to exciting opportunities in STEM as part of STEMgirls. Astellas employees further supported this effort by serving as the Foundation's Science WoRx® Mentors, by volunteering at the camps and sharing their success stories.
- **Museum of Science and Industry** – engaged 3rd-8th grade students in ongoing small group scientific exploration in their own neighborhoods through the After-School Science Club Network.

To support the **United Nations Sustainable Development Goals**, in particular Goal #3 (Good Health and Well-Being), the Foundation works to address global access to health issues through our **"Health and Well-Being" Living SMART® pillar**. For more information about access to health programs and our contribution to other Sustainable Development Goals, please visit our global [website](#).

# Our Patients

At Astellas, patients are at the center of everything we do. We actively collaborate with patients, patient advocacy organizations, professional associations, caregivers, employees, and others to help address patients' unmet needs and find new ways to improve patient experiences and outcomes.

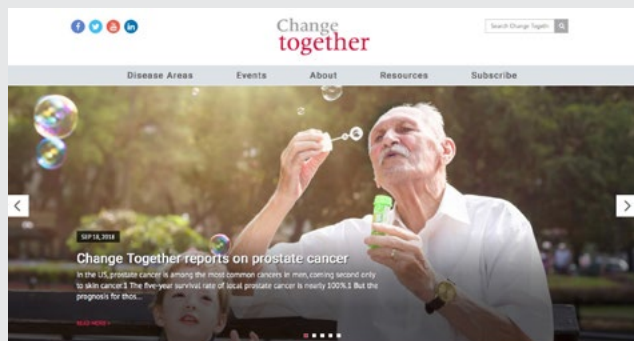
We seek to infuse the patient voice throughout everything we do. Here are some of the ways we facilitated a two-way dialogue with the patient community in 2017:

- **The 2017 Patient Advocacy Summit** brought together patient advocates and health policy leaders from across the U.S. and Canada to discuss how to elevate the patient voice in healthcare decision-making. Additionally, our Patient Advocates Advisory Committee meets regularly to build ideas, identify strategies and develop relationships to enable us to better understand and support the need of patients.
- **Our Patient Experience team** actively sought opportunities to work across functions to implement health literacy guidelines and training; improve the helpline service experience for patients and caregivers who contact Astellas; engage employees through an inaugural **Patient and Caregiver Week** event and launch the Astellas Patient Focus Experience workshop.
- **Astellas' Medical and Development teams** launched a new clinical trial awareness platform to ensure patients and caregivers have access to information about actively recruiting Astellas trials. The platform was developed with input from multiple stakeholders and with consideration of the average patient's health literacy level to help ensure the information was easy-to-understand.



## CHANGE TOGETHER

**Change Together** is a dynamic, online resource, which creates opportunities to share information, inspiration, and ideas across the advocacy community. The Change Together community is a group of advocacy organizations who contribute to the Change Together website to foster patient-focused collaboration, share best practices and provide resources aimed at improving patient care.



**200K+**  
UNIQUE  
VISITORS

**30+**  
ARTICLES FROM  
PARTNERS

**500**  
E-NEWSLETTER  
SUBSCRIBERS

## BRIGHTER TOMORROWS

We understand the critical importance of providing communities with access to health and wellness information to support patients and their caregivers struggling with diseases. One aspect of **Brighter Tomorrows** is our corporate charitable grant program designed to improve health literacy for aging populations and to support patients and their caregivers. To date, Astellas has donated approximately **\$4.5 million in charitable grants** to patient-focused organizations. 2017 corporate charitable grants in two funding categories include:

- **Aging Healthy** – supported projects that promote heart health in partnership with the Nurse Practitioner Healthcare Foundation (NPHF) through nurse practitioner innovations in clinical practice, research, or education.
- **Patient and Caregiver Community Support** – provided funding to the LIVESTRONG Foundation to help cancer survivors regain their mind, body, and spirit after completing cancer treatment.



# Our Patients

## PATIENT AND CAREGIVER WEEK



Astellas hosted its inaugural **Patient and Caregiver Week**, a series of events which helped to **educate 1,000 employees on the patient's journey** and how Astellas can help them.



**100**

ORGANIZATIONS



**150**

ATTENDEES



**94%**

VERY TO FAIRLY  
SATISFIED WITH  
PROGRAM



For the second annual **Astellas Oncology C3 Prize**, Astellas awarded \$50,000 to the winner, Hernâni Oliveira of Porto, Portugal. Oliveira's winning proposal, **the HOPE PROJECT**, is a two-part app designed to help pediatric cancer patients by addressing issues related to medication adherence and their sedentary lifestyles.

**21**

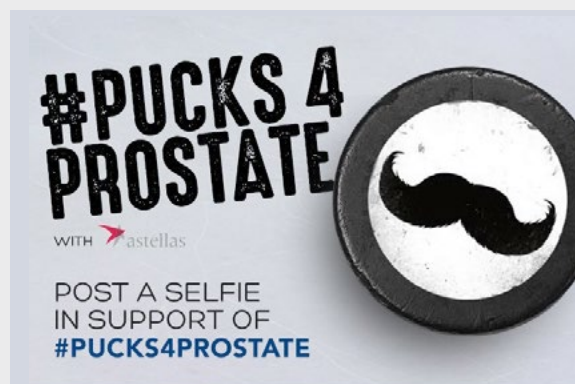
COUNTRIES

**161**

AWARD SUBMISSIONS

**\$100,000**

IN C<sup>3</sup> PRIZE® GRANTS



Astellas Pharma Canada partnered with the Movember Foundation and the Toronto Maple Leafs on **#Pucks4Prostate**, a social media campaign to raise awareness of prostate cancer.

Through #Pucks4Prostate, **Astellas Canada donated \$50,000** to the Movember Foundation.


# Our People

**Our nearly 3,000 dedicated employees** in the U.S., Canada, Colombia, and Brazil come to work every day with a single goal of improving the lives of patients. At Astellas, we care for our own people and that care is reflected in our commitment to the thousands of people who rely on our medicines.


The results of the first-ever **One Astellas Global Engagement Survey** reaffirmed Astellas as an employer of choice. The Americas region overall engagement score of 89% was roughly 10 points above the pharmaceutical industry benchmark. In addition, the data showed:




**96%**  
of employees  
are proud to be  
associated with Astellas



**96%**  
of employees  
are proud of Astellas'  
contributions to the  
community and society



**94%**  
of employees  
agree that Astellas  
supports the well-being  
of its employees



**92%**  
of employees  
believe that Astellas  
is committed to being  
truly patient-centric

## DIVERSITY & INCLUSION

Our company is built on fostering an inclusive and diverse environment. Reflecting the diverse perspectives of our employees is what makes us unique and continues to drive innovation for patients. In 2017, leaders from across the company participated in Diversity & Inclusion workshops focusing on uncovering potential biases and the need for accountability in ensuring an inclusive environment. **Our Astellas Employee Resource Groups (ERGs)** are dedicated to promoting diversity and inclusion at the company. Throughout the year, ERGs engage with the local community in meaningful ways. Below is just a sample of some of the ways the ERGs helped in 2017.



### 2017 ERG highlights include:

AAERG

**AFRICAN  
AMERICAN**  
EMPLOYEE RESOURCE  
GROUP

AAERG distributed **15,210** meals at the STOP HUNGER NOW philanthropy event for Rise Against Hunger.

AERG

**ASIAN**  
EMPLOYEE RESOURCE  
GROUP

AERG partnered with the Asian Health Coalition to host an event in Northbrook for high school and college-aged students from the **Program in Research for Outstanding Minority Young Scientists** to learn about STEM careers through an employee-led discussion.

HERG

**HISPANIC**  
EMPLOYEE RESOURCE  
GROUP

Astellas' HERG raised **\$6,500** to support Hispanic Youth education and hosted their first volunteer event to support people living with disabilities in the Chicagoland area.

TAO

**LGBTQ&ALLIES**  
EMPLOYEE RESOURCE  
GROUP

TAO created the first-ever Ally Week to build visible and informed support for lesbian, gay, bisexual, transgender and queer/questioning employees. More than **400 employees** took the **"Ally Pledge"**.

MERG

**MILITARY**  
EMPLOYEE RESOURCE  
GROUP

MERG collected over two million frequent flyer miles, raised more than **\$10,000** for Fisher House, and helped engage Astellas volunteers who supported and cheered on **113 wounded-warrior cyclists** at the 2017 Department of Defense Warrior Games.

LEAD

**LEADERSHIP, EDUCATION  
& ALLIES FOR DISABILITIES**  
EMPLOYEE RESOURCE  
GROUP

During **Mental Health Awareness Month**, LEAD promoted the importance of mental and emotional wellness, as well as the extensive, nationally recognized mental health benefits available to Astellas employees.

SWERG

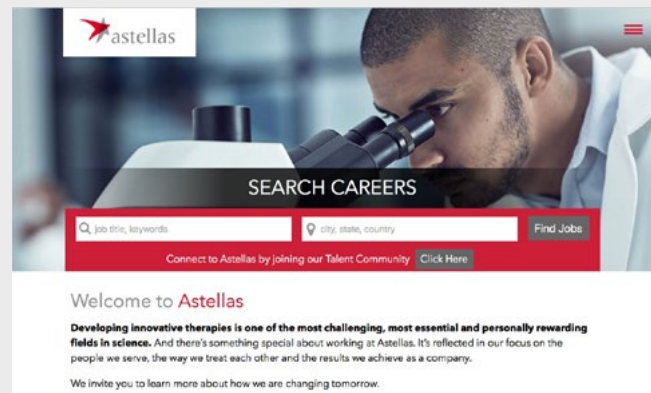
**STELLAR  
WOMEN**  
EMPLOYEE RESOURCE  
GROUP

To celebrate **International Women's Day**, the Stellar Women ERG hosted events celebrating the achievements and contributions of women at Astellas, attended by more than **135 members**.

# Our People

## Attracting and Supporting Astellas Employees

- ▶ **Astellas supported employees** impacted by natural disasters by providing temporary housing and reimbursement for food, and laundry costs until insurance took effect. Additionally, employees who were evacuated received post-disaster temporary housing, food and laundry reimbursement for up to 30 days and for those whose houses were habitable but without power, Astellas covered the costs of generators, food, and toiletries.
- ▶ **In 2017, Astellas launched** a new job search **website** and recruitment page that emphasizes our belief that, by hiring a diverse and talented team of employees, we can better help patients in need.
- ▶ **Human Resources introduced** the Taking Charge of Your Career online tool to support employee development. **Nearly 1,300 employees** have used the tool since its launch in November 2017.



## Awards & Recognition

We are consistently ranked as one of the top places to work globally by organizations such as:



For more information on Astellas accomplishments, [click here](#).



# Our Community

## COMMUNITY ENGAGEMENT

Serving the community is a core value at Astellas. Our employees give their time and their support to countless organizations across the Americas in order to help build healthier and more sustainable communities.

**Changing Tomorrow Day** unites our employees in a common purpose, to give back to the communities where we work and live. In 2017, **more than 2,000 Astellas Americas employees** in the U.S., Colombia, Brazil, and Canada came together to support the local community and patient support organizations as part of Changing Tomorrow Day.

### Changing Tomorrow Day by the numbers:

- In the Chicago area, more than **500 employees** volunteered to benefit 12 nonprofits throughout the Chicago area, including the American Cancer Society, Ronald McDonald House, and the American Red Cross. Activities supported health and wellness, patient literacy and education. Activities included creating 1,800 care packages for cancer patients, sorting 280,000 books to distribute to underserved communities, completing renovation projects at patient facilities and more.
- In Washington, DC, Astellas employees joined Food & Friends to package nutritious meals for men, women, and children facing HIV/AIDS, cancer and other life-challenging illnesses.
- In Colombia, more than **90%** of Astellas Farma Colombia employees participated in their first-ever Changing Tomorrow Day to benefit a local hospital, Hospital Hilario Lugo. Employees worked to beautify the facility and build an outdoor playground for young patients.
- In Brazil, **70 employees** led career and health workshops for children and teenagers in partnership with Projeto Casulo, an organization that works with children, young people, and families from Sao Paulo.
- In Canada, **140 Astellas Pharma Canada employees** came together to focus on diversity and inclusion by volunteering at the Abilities Centre in Whitby, where people of all ages and abilities enrich their lives by engaging in sports, fitness, arts and life skills programming.

“We share a commitment with Astellas – we’re both about making things better for patients and their families. The amazing Astellas volunteers will help us both to have a positive impact on the patients we serve.”

**Phil Zielke**, Founder and President of Phil's Friends



## STARGIVING MATCHING GIFTS PROGRAM

Astellas offers a Matching Gifts program that allows employees to amplify the impacts their dollars make in the community. Through this program, we match employee contributions to four partner organizations:



**In 2017, Astellas donated more than \$155,000 to our four Matching Gifts partner organizations to support patients and communities.**

# Our Community

## As part of our Changing Tomorrow Day efforts...

Approximately

# 1,000

**Astellas employees**

attended the company's

**2017 National Sales Forum**

and assembled nearly

# 2,800 items

for children's charities in Southern Nevada.



More than

# 500

**Astellas employees**

participated in the company's

second annual **One Astellas Spirit Run**,

and raised a total of nearly

# \$60,000

for charities supported by our  
employee resource groups.



## Paid Volunteer Time Off Program #TakeADay

We encourage Astellas employees to bring what they are passionate about to the workplace – that's why Astellas offers our full-time employees **up to five days of paid time off** per year to volunteer at qualified charitable and community-based organizations.



**Employees from Astellas Farma Brasil took a day to volunteer at Festa Junina (Fall Festival)**, a charity fundraising event organized by Grupo da Fraternidade Emmanuel, a local shelter that supports children and youth. **More than 250 people from the community** and volunteers participated in the event, helping the organization raise more than \$2,800 U.S. dollars.



**CLEARBROOK**  
Creating Opportunities for People with Disabilities

**40 employees from Astellas US Technologies (AUST) took a day to volunteer in support of Clearbrook**, a nonprofit dedicated to offering services and support for people with disabilities. Astellas employees led activities and served lunch at the Clearbrook Funfest, an annual event that **welcomed more than 500 Clearbrook clients** and their families.

# Our Responsibility

## ETHICS AND COMPLIANCE

We conduct our business with the highest sense of ethics and integrity. Our Ethics and Compliance function is dedicated to ensuring that we have an effective and comprehensive program. **To learn more, [click here.](#)**

Astellas is committed to ethical and responsible operations in every stage of our business. We ensure our business partners understand, support and promote Astellas' commitment to responsible business activities. **To learn more, [click here.](#)**

## ENVIRONMENTAL SUSTAINABILITY

For us, sustainability includes our facilities and the way we conduct day-to-day operations, but also extends to the people we serve, our surrounding communities, and the environment from which we derive our resources.



**In the Americas, we took numerous steps in 2017 to advance our commitment to environmental sustainability. Some highlights include:**

## Integrity in Action

Launched in 2016, Integrity in Action is a **global initiative developed by the Ethics and Compliance department** that focuses on reinforcing a corporate culture where Astellas leaders and employees take responsibility, act ethically and lead by example.

In 2017, we expanded this initiative by globally launching nine Integrity in Action toolkits, providing managers with **resources to help reinforce employee understanding of Astellas' compliance policies.** We offer toolkits on a variety of topics including anti-corruption, conflicts of interest, data privacy and more.

### WASTE DIVERSION



Increased landfill waste diversion to  
**52%**  
from 41% in the previous year

BY:

Reduced bath tissue waste by  
**3,107 lbs.**  
at our Americas' headquarters

Implemented a new  
**Plastic Bag Recycling Program**  
added bag recycling stations to each floor pantry



### ENERGY & EMISSIONS

Used  
**11.4%**  
less energy  
&  
reduced emissions

**11.9%**  
over the prior year



Retrofitted the HQ parking garage with LED bulbs and occupancy sensors, **reducing electricity consumption 9%** from the previous year

BY:

Maintained our Energy Star certification and  
increasing our score  
from **85** to **89**



Launched the Green Fleet program aimed at reducing **Green House Gas emissions by approx. 4,700 tons**



### RECYCLING



The annual **Earth Day Recycling Event** at the Northbrook campus resulted in **over 650 cans of paint** being recycled, **10 skids of e-waste** recycled, and **1,000 pounds of clothing, shoes, office supplies and toys** being reused or donated.

**More info: [CSR](#) [Environment](#) [U.S.](#)**

