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**Gender Pay Gap
Report
2025**

Astellas Ireland Co., Limited



Contents

Introduction & Methodology	3
Gender Pay Gap Results 2025	7
Summary and Next Steps	10



1

Introduction & Methodology

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The Regulations and Reporting

- Astellas Ireland Co., Limited has asked Aon to independently calculate and summarise its Gender Pay Gap in line with the gender pay reporting regulations in Ireland
- Astellas Ireland Co., Limited has one legal entity in Ireland with over 50 employees. As such, Astellas Ireland Co., Limited is subject to the **Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022**
- To conduct this review, Aon took the following steps:
 - Collected and reviewed the required data from Astellas Ireland Co., Limited for one entity
 - Developed gender pay gap calculations and results for publication, as outlined by regulations in Ireland
 - Developed this document, which outlines the methodology, summarises the findings, and provides context for the results
- Astellas Ireland Co., Limited must report their results by **30th November 2025** to ensure compliance with the regulations and the chosen **snapshot date of 30th June 2025**
- Reporting is an **annual obligation** and organisations will be required to submit their report to a government portal, and publish it on their website in an easily accessible manner to employees and the public for at least **3 years**
- When considering the regulations, it must be remembered that there are a number of areas where the regulations leave room for some interpretation. In such instances, any advice provided by Aon is based on practical experience in conducting calculations and audit processes alongside the regulations and advice provided on the government website. As such, it should not be interpreted as legal advice, which Aon is not in a position to provide

Metrics to be reported:

- Mean and median hourly remuneration gap between relevant male and female employees
- Mean and median hourly remuneration gap between relevant male and female part-time employees and those on temporary contracts
- Mean and median bonus remuneration gap between relevant male and female employees
- Percentage of relevant male and female employees receiving a bonus
- Percentage of relevant male and female employees receiving a benefit in kind
- Percentage of male and female relevant employees falling into each quartile pay band

Methodology: How Aon conducted the calculations

Gender Pay Gap (GPG)

The Gender Pay Gap uses **Ordinary Pay** to show the difference between the average (mean and median) earnings of males and females within the reporting period. For Astellas Ireland Co., Limited, ordinary pay includes base salary, shift premiums, statutory pay, allowances, and certain gross-up payments. Bonus payments (defined below) are also included alongside Ordinary pay to calculate the hourly pay gap.

If an employee was employed on the snapshot date of 30th June 2025, they will be included in the calculations. A sum of all payments categorised under Ordinary Pay and Bonus Pay made in the period between 1st July 2024 and 30th June 2025 have been included for this analysis, aligned with the regulations.

The differences between the average (mean and median) pay of part-time males and females and males and females working under a temporary contract should also be included in the analysis.

Gender Bonus Gap (GBG)

The Gender Bonus Gap uses **Bonus Pay** to show the difference between the average (mean and median) bonus earnings of males and females within the reporting period. For Astellas Ireland Co., Limited, bonus pay includes annual bonus, retention bonus and milestone bonus.

If the employee was employed on the snapshot date of 30th June 2025, they are included in the calculations. A sum of all payments categorised under Bonus Pay made in the period between 1st July 2024 and 30th June 2025 have been included for this analysis, aligned with the regulations.

The proportion of male and female relevant employees who were paid any amount of bonus pay is also highlighted within the analysis and this report.

Benefits in Kind (BIK)

The proportion of male and female relevant employees who received any Benefit in Kind (BIK) is included in the analysis and this report. For Astellas Ireland Co., Limited, BIKs include voluntary health insurance, company car and employer pension contributions.

Gender Pay is not Equal Pay

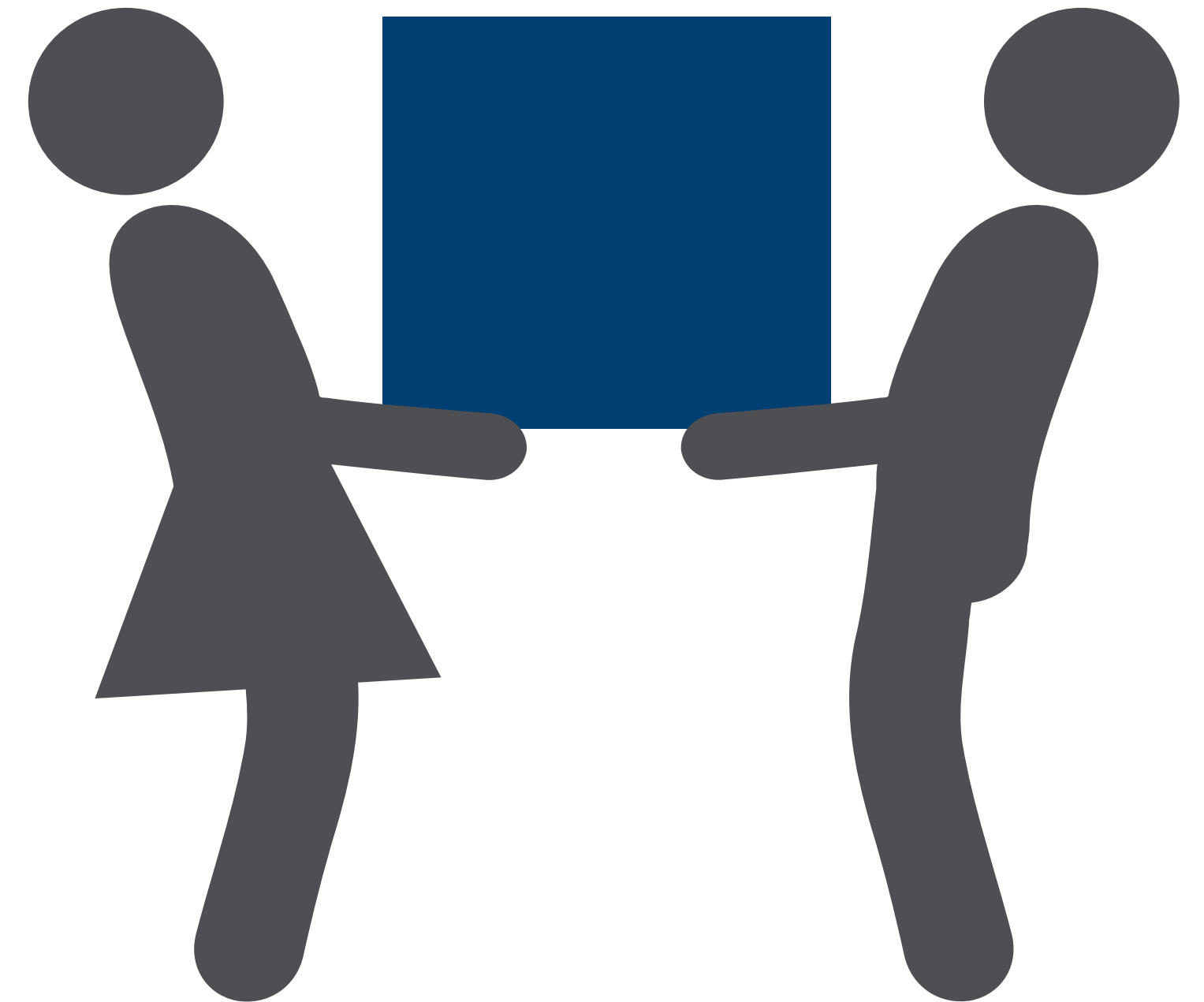
The Gender Pay Gap

- Gender Pay Gap calculations are based on the pay differences between male and female employees across the organisation
- Gender Pay Gap calculations do not consider employee levels or job types
- Organisations with more males in senior posts and more females in junior posts will typically have a *positive* gender pay gap (i.e., where males are paid more than females)

VS.

Equal Pay

- Equal pay is measured by comparing the pay for employees carrying out the same or similar work, or work of equal value, taking into account level and job type
- Organisations may somewhat differentiate pay for similar work so long as the criteria do not discriminate based on gender, ethnicity, age, sexual orientation, or disability
- These factors may include; Individual Performance, Market premiums for specialist roles in high demand, and skillset/expertise required in the role



2

Gender Pay Gap Results
2025

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Gender Pay Gap Results 2025

Overall

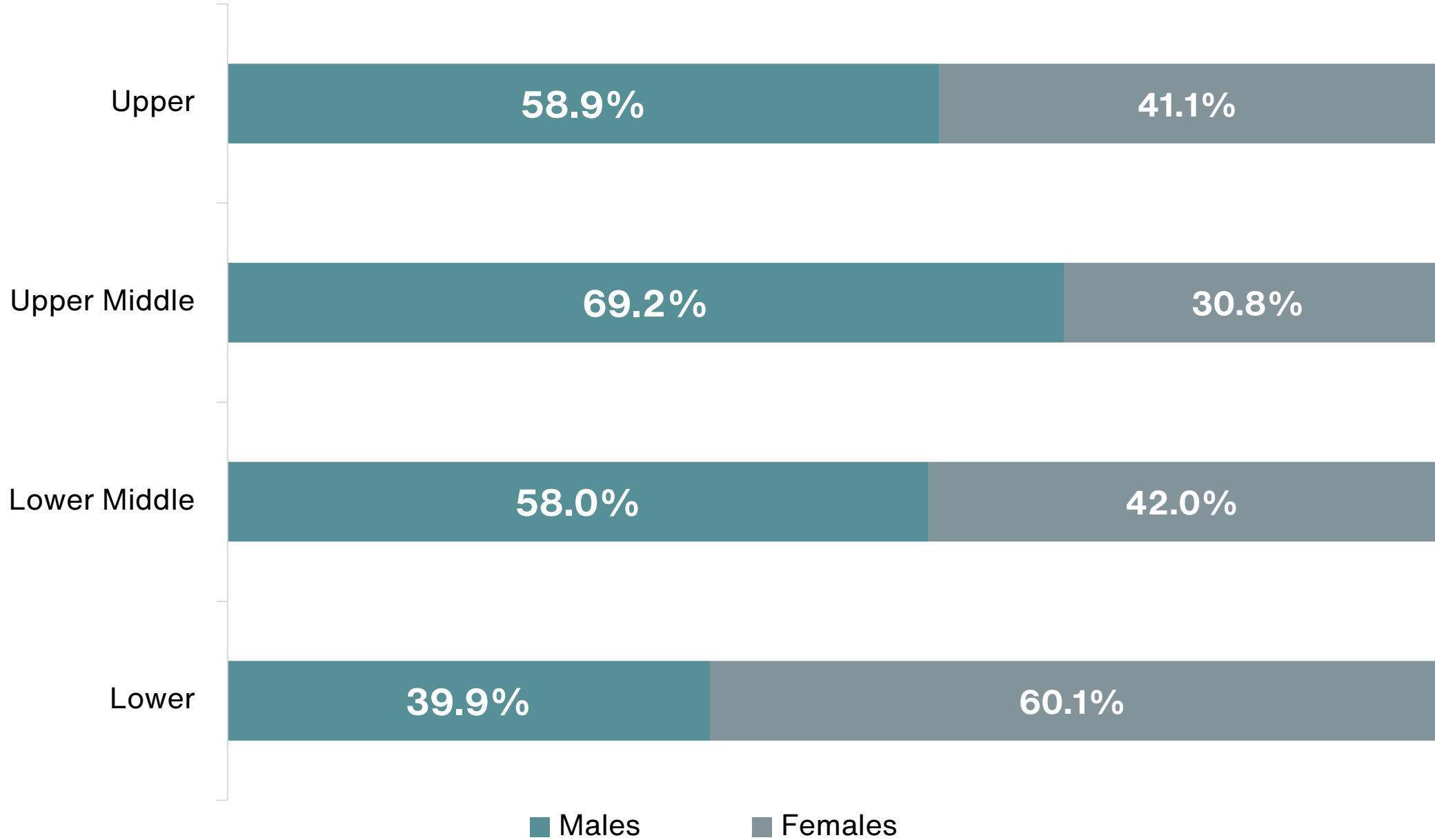
The figures below represent the results of the Gender Pay Gap analysis for Astellas Ireland Co., Limited, Ireland. There are 575 relevant employees included in the Gender Pay Gap calculations, of which 57% are males and 43% are females.

Gender Pay Gap

	Mean	Median
All Employees	2.6%	9.3%
Part Time Employees	2.5%	9.2%
Temporary Contract Employees	12.5%	19%

- The mean gender pay gap for hourly pay stands at 2.6%, while the median gap is higher at 9.3%. This indicates that, on average, women earn less per hour than men, with the gap being more pronounced at the median level.
- These figures show that men are overrepresented in higher-paying quartiles, particularly in the upper middle quartile, while women are more prevalent in the lower quartile. This distribution suggests a concentration of female employees in lower-paid roles, which contributes to the overall gender pay gap.
- Among part-time staff, the mean gap is 2.5% and the median is 9.2%, suggesting a similar disparity for women in part-time roles.
- The gender pay gap is most significant among the temporary contract employees, with a mean of 12.5% and a median of 19.0%, highlighting a need for targeted action among temporary staff.

Pay Quartile Positioning of Males and Females



Gender Bonus Gap Results 2025

Overall

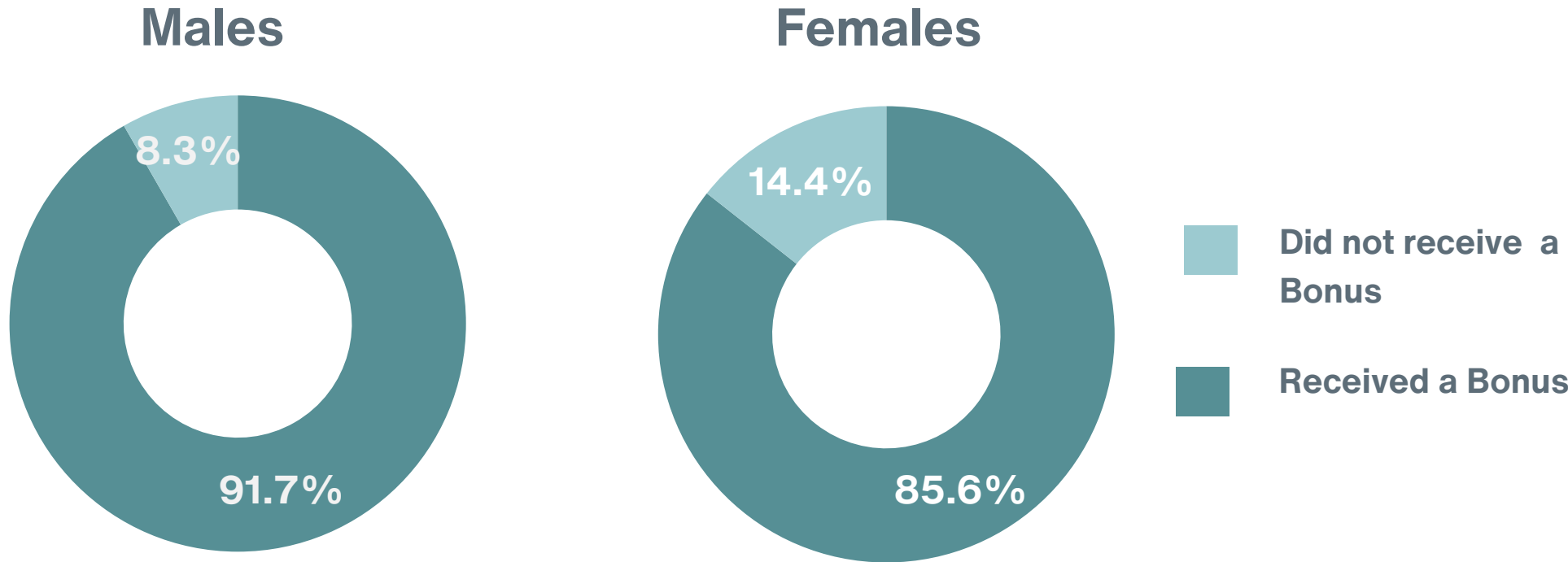
The figures below represent the results of the Gender Bonus Gap analysis for Astellas Ireland Co., Limited, Ireland. There are 512 employees included in the Gender Bonus Gap calculations, of which 58% are males and 42% are females.

Gender Bonus Gap

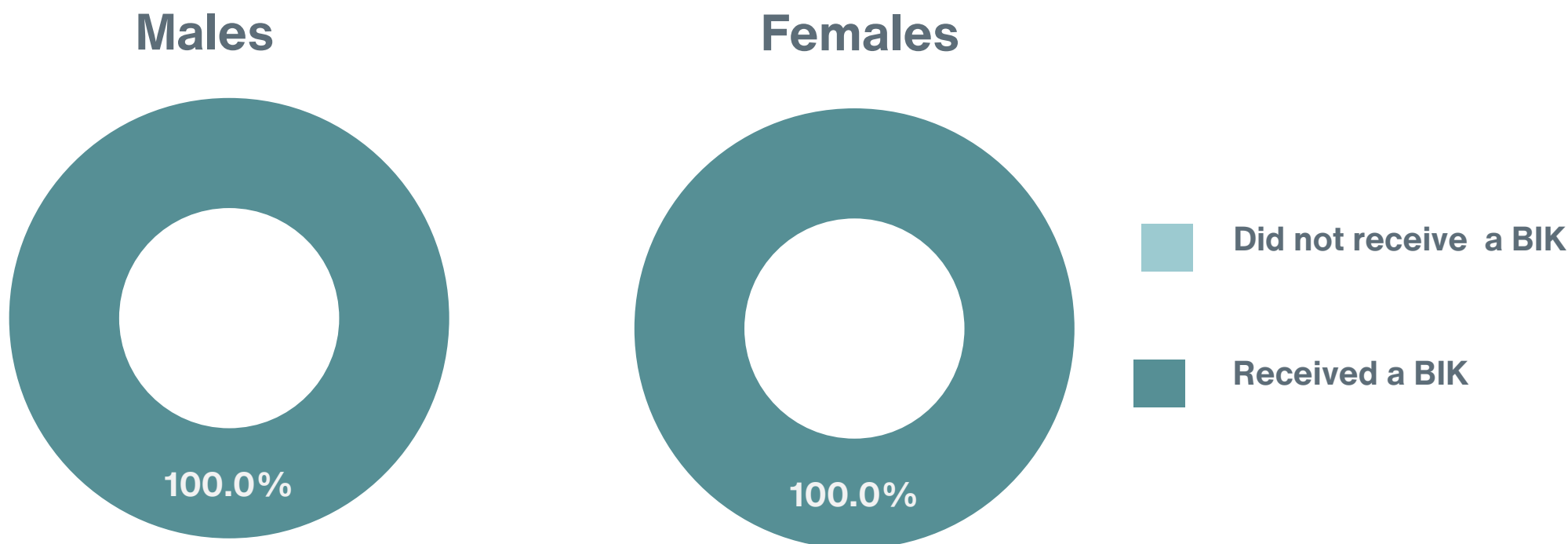
	Mean	Median
All Employees	-26.7%	-94.6%

- Overall, there is a higher percentage of male employees receiving a bonus (91.7%) at Astellas Ireland Co., Limited in comparison to female employees (85.6%).
- The mean bonus pay gap is -26.7% and the median is -94.6%, indicating that, on average, women received higher bonus payments than men. This may be influenced by a small number of high-value bonuses awarded to female employees or differences in eligibility criteria.
- In all cases where both males and females aren't receiving bonuses this is because they are either temporary employees, had a period of unpaid leave, or started employment during 2025.
- All male and female employees were in receipt of BIK.

Proportion of Males and Females receiving a bonus



Proportion of Males and Females receiving a Benefit in Kind



Gender Pay Gap Results Year-on-Year Analysis

		All Employees															
		Hourly Remuneration		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Bonus Proportion		Bonus Gap		Benefits in Kind	
Entity	Year	Mean	Median	M%	F%	M%	F%	M%	F%	M%	F%	M%	F%	Mean	Median	M%	F%
Astellas Ireland Co., Ltd	2025	2.6%	9.3%	39.9%	60.1%	58%	42%	69.2%	30.8%	58.9%	41.1%	91.7%	85.6%	-26.7%	-94.6%	100%	100%
	2024	5.4%	15%	41.8%	58.2%	46.4%	53.6%	73%	27%	62.1%	37.9%	88.2%	84.7%	-10.6%	-5.5%	99.4%	100%
	2023	7.1%	14.3%	35%	65%	47%	53%	63%	37%	79%	21%	88.6%	83.1%	-10.2%	1.8%	93.4%	86.3%
	2022	7%	14.3%	46%	54%	42%	58%	72%	28%	65%	35%	84.5%	83.3%	-10.6%	-7.1%	90.6%	87.5%

		Part-Time Employees		Temporary Employees	
		Hourly Remuneration			
Entity	Year	Mean	Median	Mean	Median
Astellas Ireland Co., Ltd	2025	2.5%	9.2%	12.5%	19.0%
	2024	-3.9%	3.6%	14.4%	1.2%
	2023	-91.9%	-71.7%	0.2%	-3%
	2022	-	-	8.7%	25.8%

- The Gender Pay Gap uses Ordinary Pay to show the difference between the average (mean and median) earnings of males and females within the reporting period. The mean gender pay gap for hourly pay stands at 2.6%, while the median gap is higher at 9.3%. This indicates that, on average, women earn less per hour than men, with the gap being more pronounced at the median level.
- To calculate gender distributions across pay quartiles, all hourly pay rates are listed from low to high and the list is then divided into four groups with an equal number of employees in each quartile. These figures show that men are overrepresented in higher-paying quartiles, particularly in the upper middle quartile, while women are more prevalent in the lower quartile. This distribution suggests a concentration of female employees in lower-paid roles, which contributes to the overall gender pay gap.
- Among part-time staff, the mean gap is 2.5% and the median is 9.2%, suggesting a similar disparity for women in part-time roles.
- The gender pay gap is most significant among the temporary contract employees, with a mean of 12.5% and a median of 19.0%, highlighting a need for targeted action among temporary staff.

Summary and Next Steps

- This year's gender pay gap analysis provides a comprehensive overview of pay and bonus disparities between male and female employees within our Irish operations. The results highlight both areas of progress and those requiring further attention to achieve true gender parity.
- The gender pay gap is primarily driven by the underrepresentation of women in higher-paying roles. Female employees are more likely to be found in lower pay quartiles, while males dominate the upper quartiles.
- Although a greater proportion of males receive bonuses, females who do receive bonuses tend to receive higher average amounts.
- While the bonus pay gap favours women, the overall pay gap and pay quartile distribution indicate that men occupy a greater share of higher-paying roles. This underlines the need for continued focus on career progression opportunities for women, particularly in advancing to senior roles.
- No gender differences are observed in the allocation of benefits in kind.
- The gap is more pronounced among temporary employees which suggests that further examination of employment practices in this category is warranted. It should be noted that the low headcounts in these employee segments can mean that a small number of outliers can have a greater impact on the results.

To address these disparities, Astellas will undertake several actions:

- Review talent development and promotion pathways to support women's progression into higher-paid roles.
- Assess the criteria for bonus allocation to ensure transparency and fairness.
- Continue to monitor and report on gender pay and bonus gaps to track progress over time.
- **Our commitment remains firm:** Astellas will continue to monitor these metrics, promote equal opportunities, and implement targeted initiatives to support gender balance at all levels of the organization.

Human Capital Solutions

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