



Our 2025 Gender Pay Gap Report

Astellas Pharma Europe Limited
(APEL)

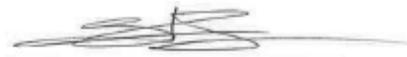


As we enter our reporting the Gender Pay Gap statistics for Astellas Pharma Europe Limited (APEL), we reaffirm our unwavering commitment to closing our pay gaps. We have, overall, made further strides in reducing these gaps this year.

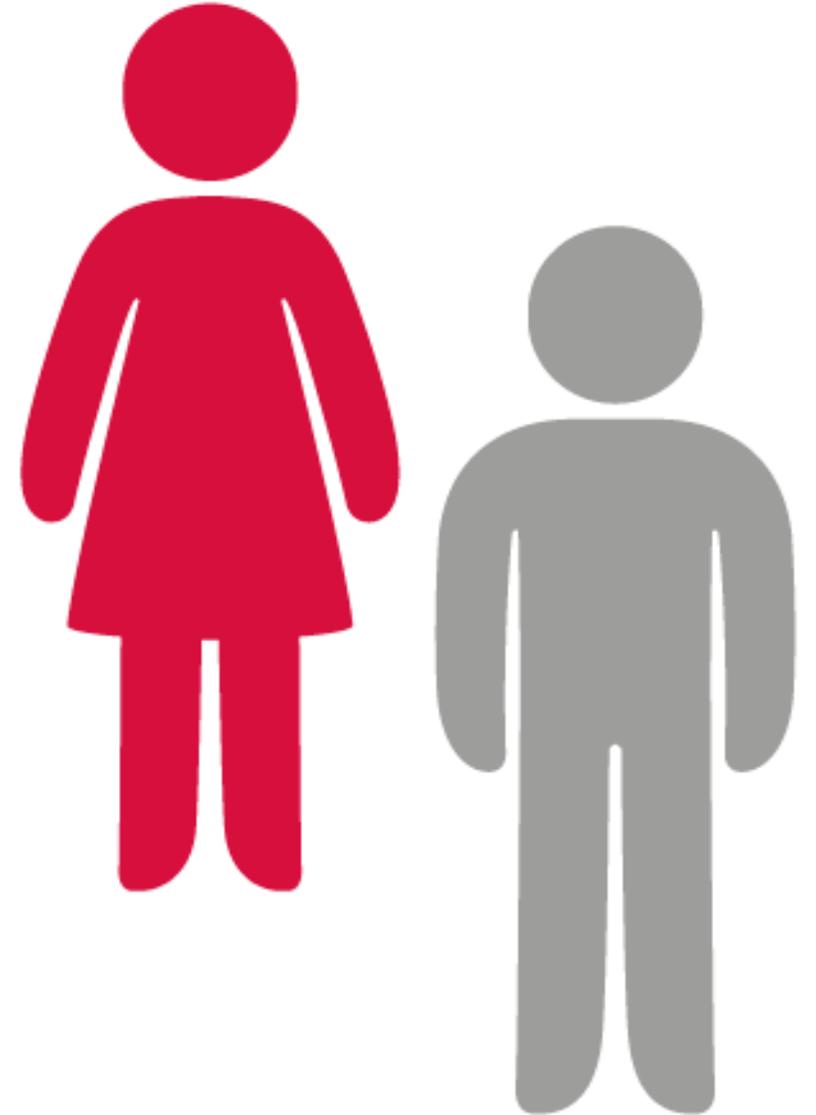
Our long-term vision for Engagement, Diversity, Equity, and Inclusion (EDEI) is to cultivate a workforce across the EST-M region that mirrors the rich diversity of our patients, encompassing people, leaders, and suppliers alike. Our employees are the cornerstone of our success as an organisation. By conducting an annual review of our Gender Pay Gap data, we can pinpoint areas for improvement, reinforcing our dedication to embedding EDEI into our organisational culture and creating enhanced opportunities for all our team members. While these initiatives require time to manifest in our Gender Pay Gap results, we are steadily progressing towards a more diverse, equitable, and inclusive organisation year after year.
Signed by:



Charlotte Raabe-Hielscher
HRBP Lead, Established Markets Commercial



Damien Bailly
Head, Established Markets Commercial



Introduction & Methodology



Introduction

Astellas Pharma Europe Limited (APEL) employs over 250 employees. As such, APEL is subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for this entity.

Metrics to be reported:

- Mean and median hourly remuneration gap between relevant male and female employees
- Mean and median bonus remuneration gap between relevant male and female employees
- Percentage of relevant male and female employees receiving a bonus
- Percentage of male and female relevant employees falling into each quartile pay band

How We Conduct 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 APEL, ordinary pay includes base salary, additional pay, statutory pay and allowances. 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 5th April 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 6th April 2024 and 5th April 2025 have been included for this analysis, aligned with the regulations.

The quartile analysis ranks females and males from the lowest to highest earners. This is then divided into four even groups to show the proportions of females and males in each of these four earnings groups.

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 APEL, bonus pay includes European Bonus, LTIP, sign-on bonus, long service and retention awards.

If the employee was employed on the snapshot date of 5th April 2025, they are included in the calculations. A sum of all payments categorised under Bonus Pay made in the period between 6th April 2024 and 5th April 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.

Understand Gender Pay Gap

The Gender pay gap (unadjusted) measures the difference between the difference between men's and women's average pay, irrespective of job title or work carried out. It is not the same as equal pay, which compares the pay of men and women carrying out the same, similar, or equivalent jobs. It's important to note, that due to the unadjusted nature of the calculations, the overall gap does not show that associates are paid unfairly for work of the same value.

Common reasons for the Gender pay gap

Organisation that complies with the law and pays men and women equal pay for equal work can still have a gender pay gap, if for example, there are a disproportionate number of men in senior positions.

It is important to note that the UK Gender Pay Gap legislative requirements are binary regarding gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, we recognise and support all gender identities.

How Gender pay gap is different to Equal pay ?

Equal pay is about men and women being paid the same for the same work:

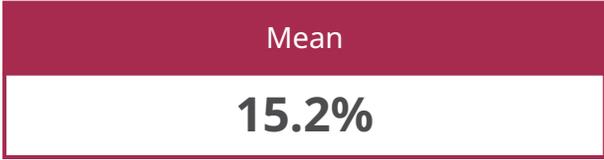
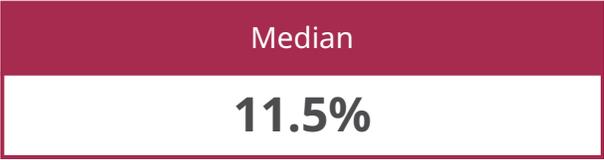
- Equal pay law means that men and women in the same employment performing equal work must receive equal pay, assuming nothing else justifies a difference
- Organisations may differentiate pay for similar work so long as the criteria does not discriminate based on gender, ethnicity, age, sexual orientation, or disability
- These factors may include:
 - Individual Performance
 - Market premiums for specialist roles in high demand
 - Skill set/expertise required in the role

Gender Pay Gap Results 2025

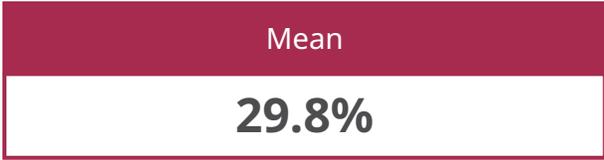
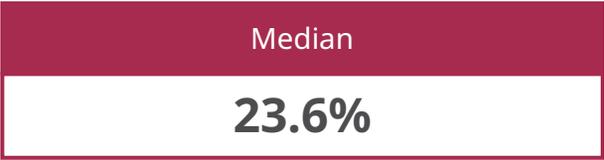


Our Results

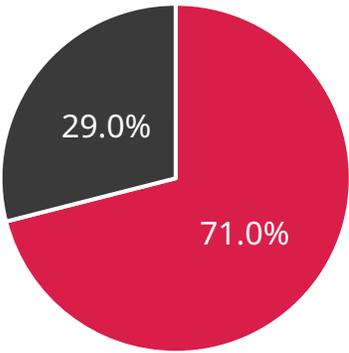
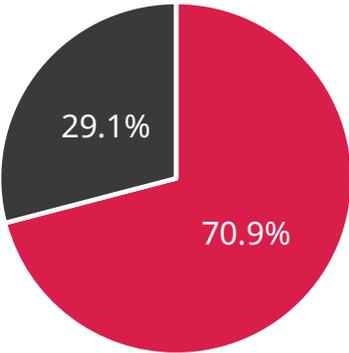
Gender Pay Gap



Gender Bonus Gap



Percentage receiving Bonus Payment

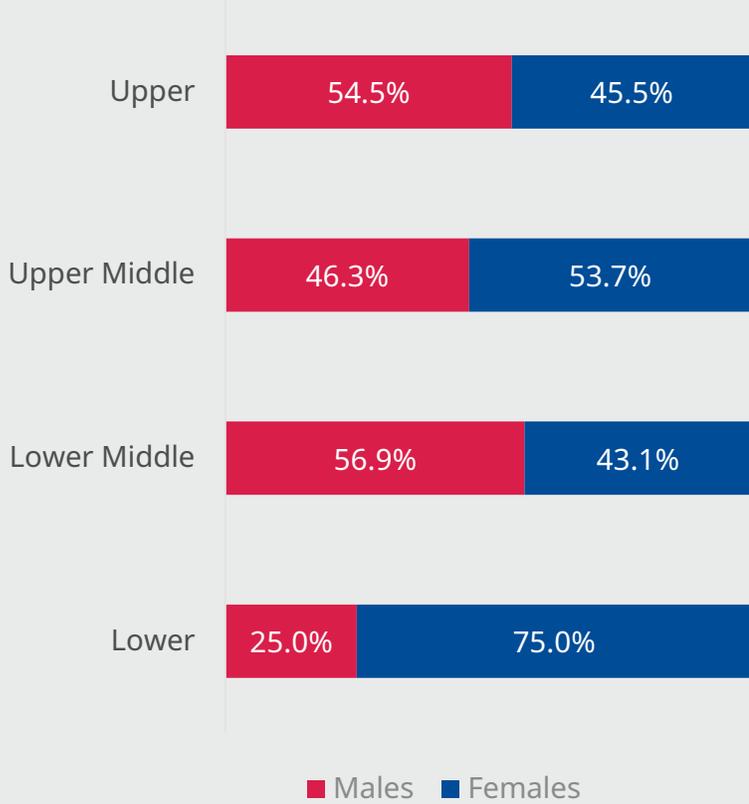


- Received a bonus
- Did not receive a bonus

Males

Females

Pay Quartile Positioning of Males and Females



■ Males ■ Females

Year on Year Trends

Year on Year Analysis: Mean and Median Hourly Pay and Bonus Pay

Year	Median hourly pay gap	Mean hourly pay gap
2025	11.5% (-1.6%)	15.2% (-7.8%)
2024	13.1%	23.0%
2023	11.8%	23.8%
2022	17.7%	25.0%

Year	Median bonus pay gap	Mean bonus pay gap
2025	23.6% (-13.5%)	29.8% (-8.2%)
2024	37.1%	38.0%
2023	47.3%	49.9%
2022	48.0%	51.3%

Pay Quartile	Percentage of males				Percentage of females			
	2025	2024	2023	2022	2025	2024	2023	2022
Upper	54.5% (-3.5%)	58.0%	61.9%	60.9%	45.5% (+3.5%)	42.0%	38.1%	39.1%
Upper Middle	46.3% (-4.1%)	50.4%	46.9%	47.3%	53.7% (+4.1%)	49.6%	53.1%	52.7%
Lower Middle	56.9% (+0.3%)	56.6%	57.5%	58.2%	43.1% (-0.3%)	43.4%	42.5%	41.8%
Lower	25.0% (+3.8%)	21.2%	19.5%	15.5%	75.0% (-3.8%)	78.8%	80.5%	84.5%

- On average, male employees are paid more than female employees, with an hourly pay gap of 15.2%. However, this is a 7.8% decrease from last year, where the mean hourly gender pay gap was 23.0%. The median hourly pay gap has also decreased, by 1.6% this year (11.5%) compared to last year (13.1%). This is because there is a decrease in the proportion of females in the lower and lower middle pay quartile combined, compared to last year.
- In terms of the bonus gap, the mean has decreased by 8.2% relative to last year, and the median has decreased by 13.5%.

Note: in the table above, in accordance with the regulations, hourly pay gap figures are based on all full-pay relevant employees, whereas bonus pay gap figures are based on all relevant employees

Statistical Context

Due to our relatively small UK headcount compared to our larger peers in our industry, APEL's Gender Pay Gap and Gender Bonus Gap numbers are likely to see bigger year-on-year changes due to small differences in our team makeup.

Gender Pay Gap 2017-2025

When we consider our Gender Pay Gap trajectory since 2017, we are pleased to see fairly consistent improvements. APEL has seen changes to our median and mean Gender Pay Gap figures, compared to our 2024 report. Our pay gap continues to be primarily driven by female and male representation in the lowest and the highest paid quartiles. In the lower quartile, females are particularly highly represented, and male employees are more highly represented in all other quartiles. However, across 2017-2025 we saw a general upward trend in the proportion of females in the upper quartile, driving the decreased gap.

Gender Bonus Gap 2017-2025

At APEL in 2025, the mean and median Gender Bonus Gaps have continued to improve since 2022. As with the pay gap, the bonus gap is mainly driven by a significant number of female employees in the lower bonus brackets, although this has been decreasing over the last 3 years, driving the reduced gaps.

We know that we are making progress on our journey and that the initiatives we have in place will take some time to be reflected in our results. We remain fully committed to reducing our Gender Pay Gap figures and are working to continue improving results over the coming years. Together we are building a more diverse, equitable and inclusive organisation.