



Our 2023 Gender Pay Gap Report

Astellas Ireland



In our second year of reporting Gender Pay Gap (GPG) statistics for Astellas Ireland, we reiterate our commitment to creating an inclusive and equitable workplace that encourages all employees to be fully engaged and be best version of themselves.

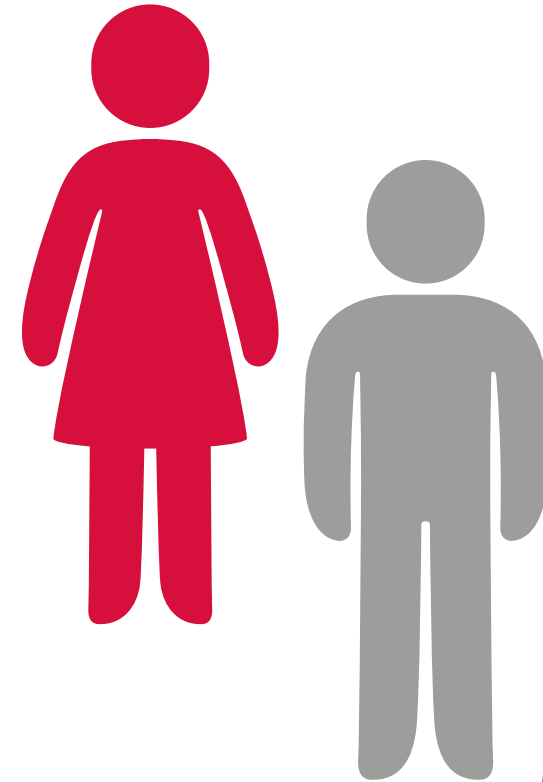
Our long-term Engagement, Diversity, Equity and Inclusion (EDEI) vision is to build a workforce of people, leaders, and suppliers that reflect the rich diversity of our patients. We know our people are at the heart of our success as an organisation. By reviewing our GPG data annually, we can identify areas of progress and where we need to focus our attention, reinforcing our commitment to embedding EDEI into the organisation and providing equal opportunities for all our employees.

Our female representation is **46%** globally and, we are pleased to have a very similar proportion in Ireland. Through a number of initiatives both on a local and global level, we are building a talent pipeline for the future, providing a diverse and inclusive environment where everyone has the opportunity to grow and develop at Astellas.

In particular, through our Corporate Social Responsibility (CSR) initiatives and educational programmes, we support gender diversification within Science, Technology, Engineering & Mathematics (STEM), and are actively encouraging more females to enter this field. In 2023, we also increased our Graduate Programme to two years, offering further experience and variety of learning through a rotation system to the students that will make up our future workforce.

In this report, we explain our GPG numbers in relation to Astellas Ireland, explain the key drivers as well as what we are doing as a business to, over time, reduce our gap. We confirm that these results are accurate and have been subject to third party review.

At Astellas, we strongly believe in opportunities for everyone and **working as One Astellas.**



How we calculate our Gender Pay Gap

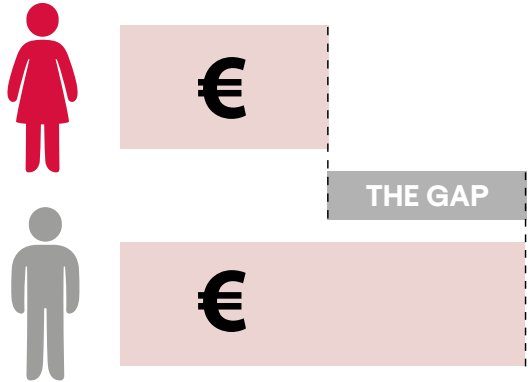
Legislation in Ireland, 'The Gender Pay Gap Information Act 2021', requires us to report 11 key data points covering mean and median pay and bonus gaps, temporary employee pay gaps, part-time pay gaps, the proportion of male and female employees receiving benefits in kind, and the proportion of male and female employees in each pay band reported in quartiles.

Astellas Ireland Co. Ltd (AICL), makes up the vast majority of our Irish workforce, and is the only entity that exceeds the reporting requirement of 250+ colleagues, however we are continuing to report our results for all of Astellas Ireland.

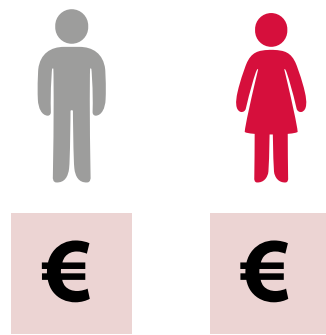


It is important to understand that the **Gender Pay Gap** is not the same as **Equal Pay**, and the two concepts should not be confused.

Explaining the Gender Pay Gap



The **Gender Pay Gap** measures the difference in earnings of males and females, reflecting the makeup of our organisation as a whole. It does not measure the difference in pay within individual roles.

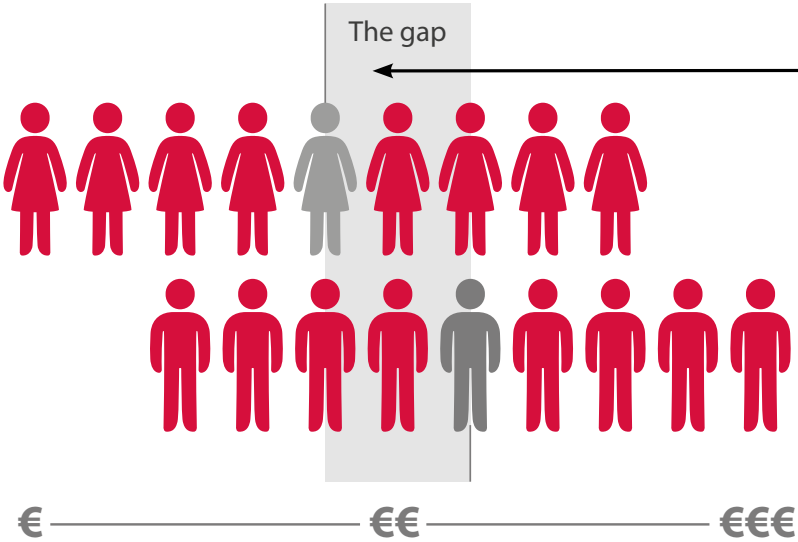


Equal Pay requires that females and males carrying out the same or similar work, under the same conditions, must receive the same pay.

It is important to note that the Gender Pay Gap legislative requirements in Ireland are binary in regard to gender (specifying female compared to male – which is the terminology we use throughout this report). Whilst we are reporting our statistics in accordance with the legislation, of the Gender Pay Gap Information Act 2021, we recognise and support all gender identities.

Explaining Mean and Median:

Median: The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for males and females and the medians are compared.



Mean: The **mean** is calculated by adding up the total pay of employees and dividing by the number of employees. This is completed separately for males and females, and the means are compared.



What is included in our calculations?

This report covers the 12-month period to 30 June 2023. The data used for gap calculations covers pay, allowances, bonuses and other incentives received in that 12-month period.

How are pay quartiles calculated?

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

How are Pay Gap and Bonus Gap calculated?

The pay gap is the difference between male's and female's hourly earnings in a company. The hourly earnings are based upon a total of all pay across the 12-month period including basic pay, allowances, overtime payments, bonuses and other incentives.

Legislation in Ireland states that in addition to calculating figures covering all of our employees, the hourly earnings gaps should be calculated for temporary contract workers and part-time workers separately.

The bonus gap is the difference in all incentive pay received by males and females. This includes all bonuses, long-term incentives and sales commission payments.

How are Benefits in kind calculated?

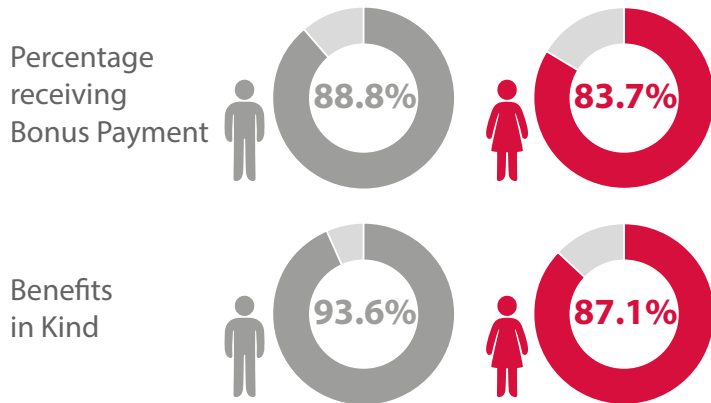
Benefits in kind are non-monetary benefits that eligible employees receive from the business. This is reported as the percentage of males and females who received any benefit in kind in the past 12 months.



Our results

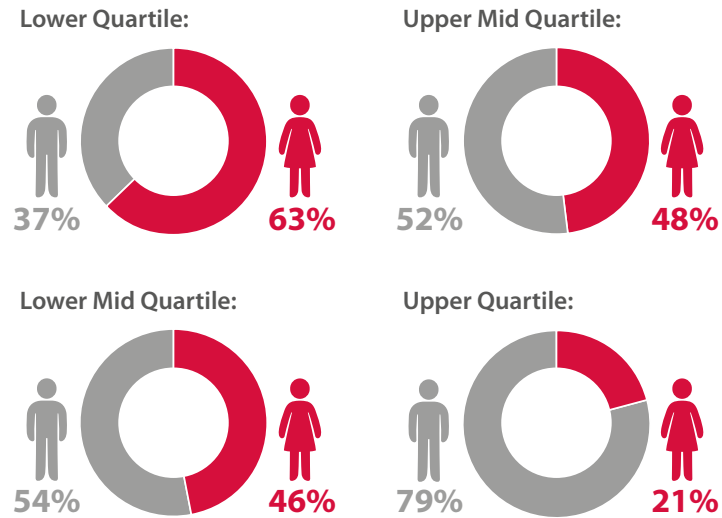
Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	4.1%	14.2%
Bonus gap	-16.1%	1.9%
Temporary Contracts Gap*	-11.5%	-3.0%
Part-Time Gap*	-91.9%	-71.7%



Pay Quartiles

% of males and females in each quartile of hourly rate pay.



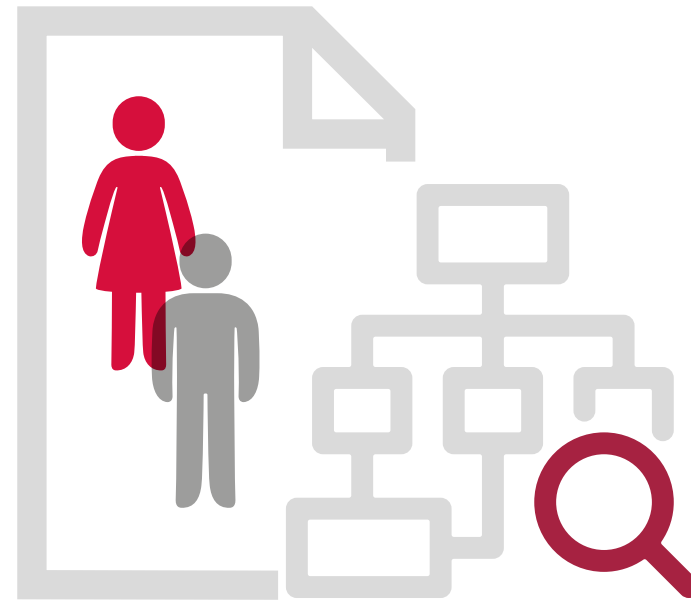
How to read the differences:

- Negative (-) figures show when a male is paid less than a female
- Positive (+) figures show when a male is paid more than a female

* These population sizes are extremely small so will significantly change year on year.

Key drivers of our Gender Pay Gap

- Our manufacturing operations make up a large majority of Astellas Ireland roles. Manufacturing operations also have a lot of shift work, and overtime positions, giving individuals in these roles the opportunity to earn additional pay. Typically, male employees are more likely to occupy these positions, contributing to the gap.
- We have seen a fall in female representation in the Upper Quartile from last year. A primary driver for this is that we have family friendly policies in place which have had a high level of take up across the organisation which can affect our results.
- There has been a series of promotions this year resulting in an increase in female representation in the Upper-Middle Quartile. This is also the primary explanation for the decrease in female population in the Lower-Middle Quartile as they have become more senior.
- We have seen an increase in our female population at the Lower Quartile, this is driven by the expansion of the Graduate programme with a higher percentage of female graduates joining our organisation.
- Due to the shift in our population, and where they sit within the business, a higher proportion of males received a bonus payment and benefit in kind this year than females. This is driven by an increase in the number of females on student placements. Student placements are not eligible for a bonus or benefit in kind.
- We have a small number of employees in our Part-time and Temporary Contract populations, resulting in significant fluctuation in results year to year.



Actions we are taking to address our gaps

We have seen changes in female representation across all our Quartiles this year. While this has not resulted in a significant change in our overall gaps, we are confident that our EDEI initiatives, both on a local and global level, alongside fostering an inclusive environment, will help reduce our gaps over time.

Local initiatives

- **Science, Technology, Engineering & Mathematics (STEM) Initiatives** – In March, we invited 500 female secondary school students to attend our event for International Women's Day. This included, Live Tours and a Panel Interview of Women in STEM to continue to inspire diversity into STEM fields.
- **Astellas Ireland Graduate Programme** – This year the Astellas graduate programme has been extended in size and changed to a two-year programme. This continues to reflect our goals for diversity within the STEM field. In 2023, 62% of new graduates were female. With high conversion rates to long-term AICL positions, we are pleased to be securing a diverse pipeline of future leaders.
- **Family friendly policies** – We have many 'Family Friendly Policies' available, including: AICL Hybrid Working, Career break, Protective Leave and Flexi Working. We have seen an increase in the uptake of these policies and are confident that they play a positive role in attracting the best talent to Astellas.
- **Astellas recruitment policies** – The 'AICL Recruitment Policy' and the 'Equal Employment Opportunity Policy' reinforce our commitment to fair and equitable recruitment practices.

Global initiatives

- **Stellar Women** – Stellar Women is an Employee Impact Group (EIG) that celebrates the importance of Engagement, Diversity, Equity and Inclusion. Globally there are over 1,000 members within this community who can support their fellow colleagues in a professional capacity.
- **Female Successors** – Astellas is committed to identifying top female talent through succession planning programmes. Vice Presidents and other high-level executives must ensure that there is at least one female candidate considered for succession planning, taking into account internal and external talent.
- **Connect and Lift Programme** – Available to senior female leaders, this programme is designed to recognise and address the challenges female leaders face, develop future female leaders by giving exposure opportunities to network with senior management, as well as build a community that can nurture other female leaders and help create a more equitable culture across the organisation.

Workplace Awards

- **The KeepWell Mark** – Astellas Ireland are proud to have secured a place on the 'Top 100 Companies 2023' by leading the way in workplace wellbeing through our 'The KeepWell Mark' initiative. Our commitment to instilling best practice approach to wellbeing and the importance we place on health and prosperity in the workplace is a priority we will be bringing into 2024.

AICL Data

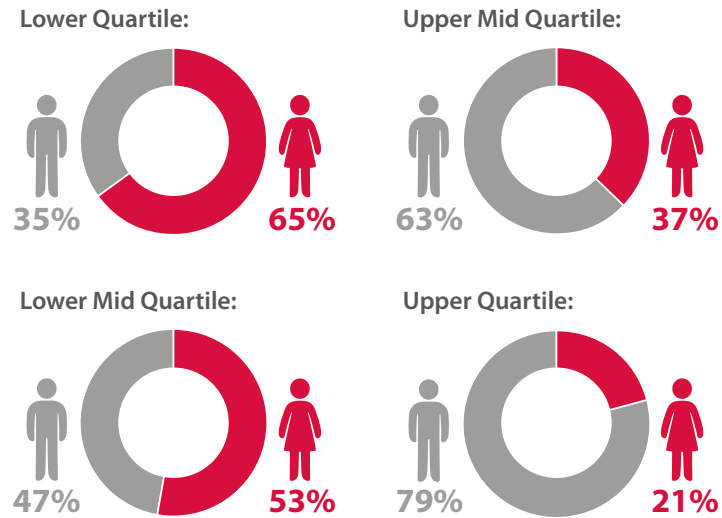
Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	7.1%	14.3%
Bonus gap	-10.2%	1.8%
Temporary Contracts Gap*	0.2%	-3.0%
Part-Time Gap*	-91.9%	-71.7%



Pay Quartiles

% of males and females in each quartile of hourly rate pay.



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