



Our 2022 Gender Pay Gap Report

Astellas Ireland



Astellas Ireland are reporting Gender Pay Gap (GPG) statistics for the first time this year, on the back of new legislation that requires all Irish companies with 250 or more employees to report their GPG.

As a company, we believe that a healthy work environment is a diverse, equitable and inclusive one – and this is key to our success. So this regulation provides us with an opportunity to review and reinforce our commitment to having a diverse and gender balanced workforce.

The nature of our business in Ireland, which is heavily focused on manufacturing, means we need to do more to achieve this balance, which is why we continue to support gender diversification within STEM (Science, Technology, Engineering & Mathematics) fields. One of our key areas of focus to address this industry-wide issue is through our Corporate Social Responsibility initiatives and educational programmes. We are also proud of the work that we have undertaken to provide policies that allow flexibility for all our employees.

Astellas Ireland Co. Ltd (AICL), making up the vast majority of our Irish workforce, is the only entity that we are legally required to report on. However, we are working across Astellas in Ireland to build our diverse and inclusive workforce. So in this report, we explain our GPG numbers in relation to Astellas Ireland, and what we are doing as a business to further improve on these.

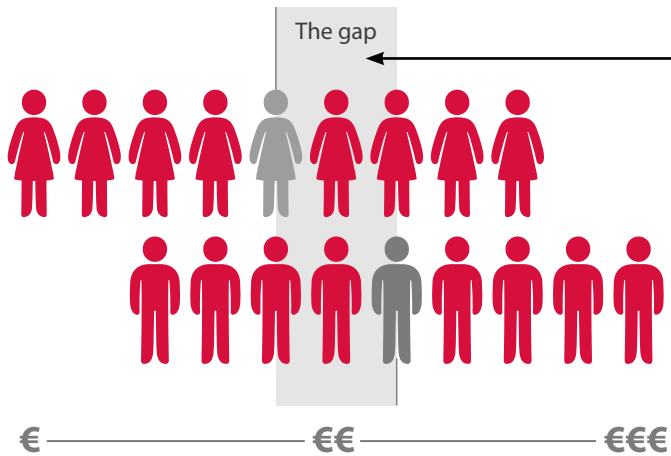
We confirm that these results are accurate and have been subject to third party review.



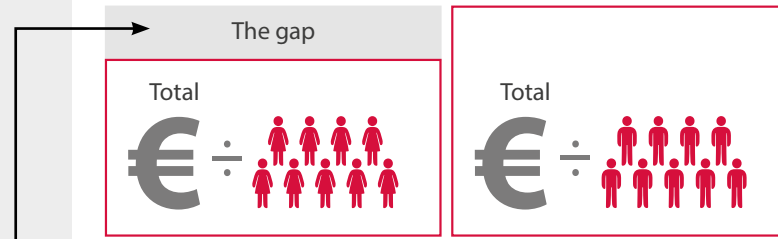
Understanding Gender Pay Gap

Legislation in Ireland requires us to report 11 key data points covering mean and median pay and bonus gap, temporary employee pay gap, part-time pay gap, benefits in kind gap, and the proportion of males and females in each pay band reported in quartiles.

The **median** gender pay gap compares the pay of the female in the middle to the pay of the male in the middle, if all employees were lined up by female and male, in order of pay from highest to lowest.



The **mean** gender pay gap shows the difference in the average hourly rate of pay between men and women. The total pay of all men, divided by the number of men, is compared to women on the same basis.



As different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap emerges if, for example, more men are in higher paid roles or more women are in lower paid roles.

It is important to note that the **gender pay gap is different from 'equal pay'**: Equal Pay is the difference in pay between men and women who carry out **the same or similar jobs**.



What is included in our calculations?

This report covers the 12-month period to 30 June 2022. 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 earning 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 earning 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

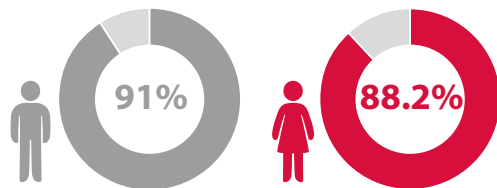
How to read the differences:

- Negative (-) figures show when a man is paid less than a woman
- Positive (+) figures show when a man is paid more than a woman

Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	4.3%	14%
Bonus gap	-13.5%	5.7%
Temporary Worker Gap	8.7%	25.8%

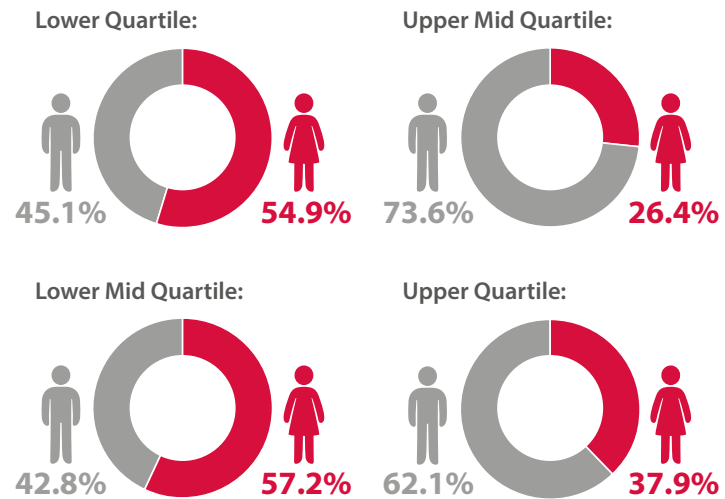
Benefits in Kind



As we have no male part-time workers, we cannot report a GPG.

Pay Quartiles

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



Key drivers of our Gender Pay Gap

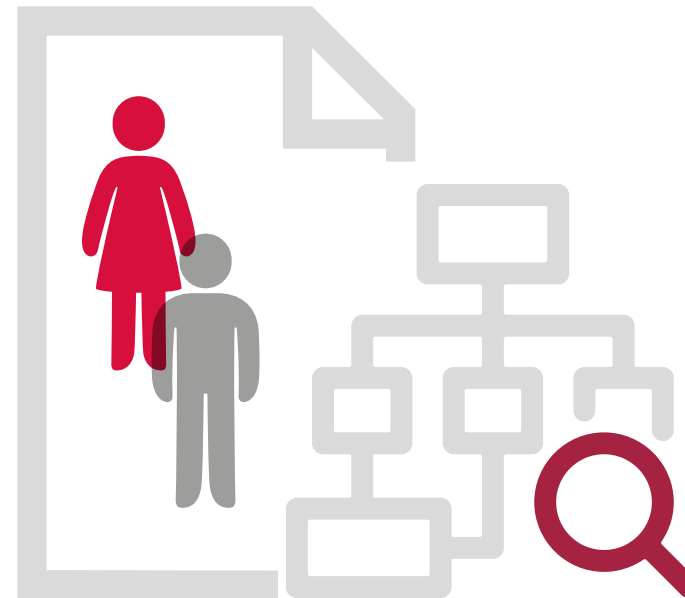
To provide a fair view of our results, we asked Mercer, an external reward consultancy, to carry out analysis of the causes of our GPG.

The analysis clearly shows that our gap is driven by the representation of our employees across the organisation at different levels, and not pay differences within a level. We continue to work together with our leaders and colleagues to drive diversity across our gaps.

The key drivers of our GPG results are:

- Many of our Astellas Ireland roles sit within our **manufacturing operations**, which are traditionally more male oriented. Manufacturing also operates **shift working and overtime** giving these roles the opportunity to earn additional pay pushing them into the higher pay quartiles.
- Our temporary contract roles, are predominantly made up of **early career professional positions** including interns and student placements. The temporary employees falling into the higher pay quartiles are those **temporary manufacturing employees working shifts**.
- There are **no male part-time employees** in Astellas Ireland so no GPG data can be produced for part-time employees.
- We have many **flexible working options** available, **some of which are unpaid**. These options are generally utilised by female employees and, therefore, impact pay.

- We are proud of the diversity we have at the top of our organisation with the current male / female representation ratio.



Our commitments

We are committed to encouraging greater diversity across our workforce, both current and future. Achieving this through various initiatives both globally and locally.

These include:

- **Female Successors.** Astellas is committed to identifying top female talent through succession planning programs.
- **Connect and Lift Programme.** Designed to develop future female leaders by giving exposure opportunities for our female talent to network with top management and senior leaders and showcase their skills.
- **STEM (Science, Technology, Engineering & Mathematics) Initiatives.** We are proactively supporting government policies to promote greater diversity in STEM careers. Astellas employees from all levels of our business regularly participate in STEM events. The Astellas graduate programme is now in its fourth year, and over 60% of our graduate intake is female. Through these initiatives, our aim is to encourage more females to explore a career in STEM fields by giving them a real understanding of the various roles we have across our diverse business.
- **Family friendly policies.** We have made it a priority to ensure our policies are family friendly to encourage a better work-life balance for everyone.



Our goal is to ensure our employees have equal access to opportunity and success across the organisation, and this is something we will continue to work towards. We are pleased with the steps we have taken so far and remain focused on addressing the GPG.

AICL Data

The AICL data provided is in accordance with our legislative requirements for GPG reporting in Ireland. Our AICL gaps are very similar to the overall Astellas Ireland results, and share similar drivers. Although we acknowledge the different challenges across our employee groups, we will continue to build on our diverse and inclusive workforce across Astellas.

How to read the differences:

- Negative (-) figures show when a man is paid less than a woman
- Positive (+) figures show when a man is paid more than a woman

Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	7.0%	14.3%
Bonus gap	-7.1%	4.9%
Temporary Worker Gap	8.7%	25.8%

Benefits in Kind



As we have no male part-time workers, we cannot report a GPG.

Pay Quartiles

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

