



Our 2022 Gender Pay Gap Report

Astellas Pharma Europe Limited



In our sixth year of reporting the Gender Pay Gap statistics for Astellas Pharma Europe Limited (Astellas UK), we continue to build on the progress that we have made but recognise that more work is still needed.

A healthy work environment is a diverse, equitable and inclusive one – and continuing to build towards this is key to our success. We are committed to taking actions to improve diversity within our business and continue to implement practical changes to see progress across Astellas, in the UK and globally.

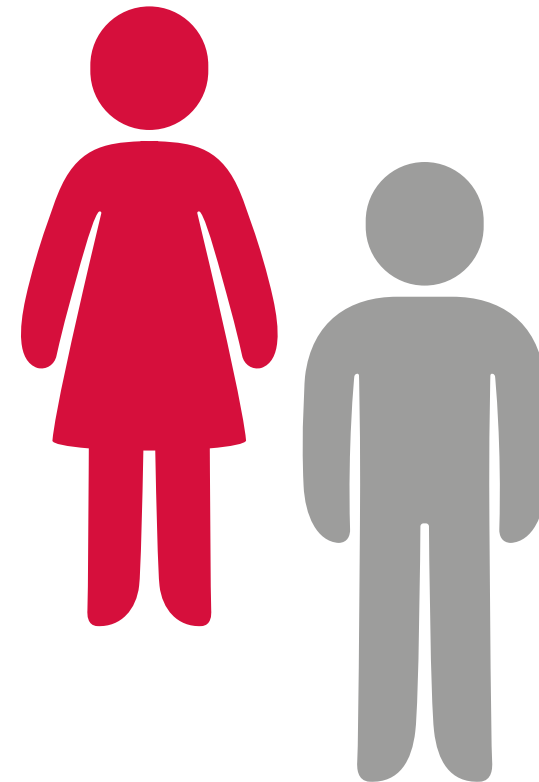
We know that we are on a journey and our initiatives will take time to be reflected in our Gender Pay Gap results. Together we are building a more diverse, equitable and inclusive organisation.

The work that Astellas UK has undertaken to increase female representation in more senior roles has led to over 80% of Global VP+ succession plans now having at least one female successor (19% increase year-on-year).

Signed by:

Kentaro Shimamoto
VP, HRBP

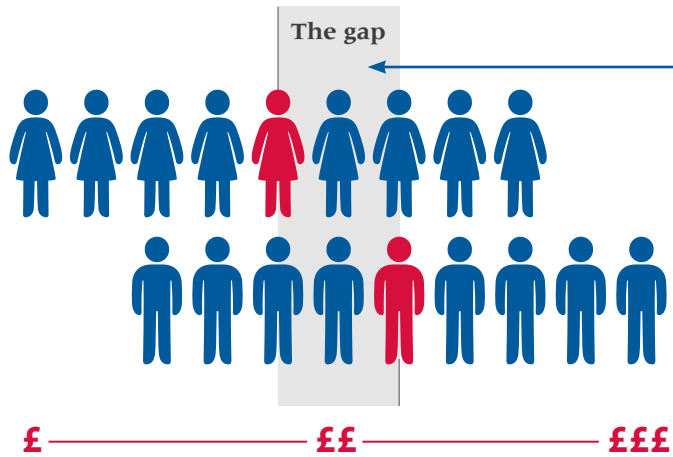
Damien Bailly
President, Established Markets



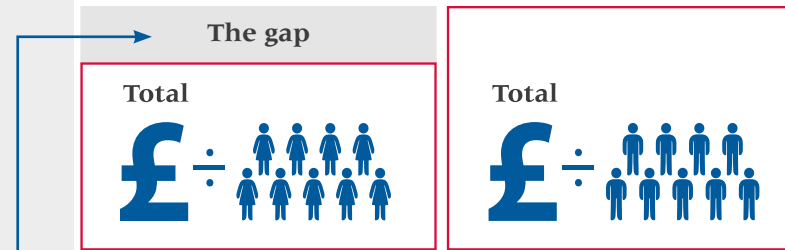
Understanding Gender Pay Gap

Legislation in the UK requires reporting of data points covering mean and median pay and bonus gap, proportion of males and females receiving a bonus payment and proportion of males and females in each quartile pay band.

The **median** Gender Pay Gap compares the pay of females in the middle to the pay of males 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 male and female. The total pay of all males, divided by the number of males, is compared to females 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 calculations?

How are pay quartiles calculated?

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

How are Pay Gap and Bonus Gap calculated?

The pay gap is the measure of the difference between men's and women's hourly earnings in a company. The bonus gap is the difference in all incentive pay received by men and women. This includes all bonuses, long-term incentives and sales commission payments.

What's included in our calculations?

The pay gap data for Astellas includes basic pay, any allowances and bonuses paid in April 2022. The bonus gap data includes the annual bonus, spot awards and long term incentives received in the 12 months up to April 2022.

The data to be used for the gap calculations is the pay and bonus data as at 5 April 2022. This data therefore takes into account pay before we implemented the 2022 pay review and bonus paid for performance year 2021 / 2022.

The regulations require any legal entities with more than 250 employees to publish their results. This only applies to Astellas Pharma Europe Limited ('APEL').



Our Actions

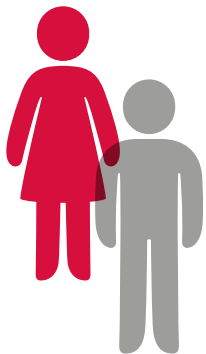
We are committed to closing our gaps and we have been taking actions to get closer to our goals.

Connect & Lift

In 2022, our then CEO, Dr Yasukawa, and our General Counsel, Catherine Brunton Levitt launched our global talent development program, 'Connect & Lift', solely focused on developing Female Leaders. Over 150 Female Leaders attended 17 sessions from July to November 2022, with the aims of:

- Creating exposure for our female talent to our CXOs;
- Encouraging open and transparent discussion in a more informal setting through 'Ask me Anything' and;
- Providing opportunity for our female talent to develop their network, demonstrate their expertise and discuss their career aspirations.

Due to the success a 2023 cohort will shortly be launched.

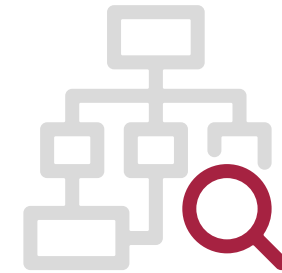


Stellar Women UK Update

Within the UK we continue to be proud of the work that our employees are undertaking to support our diverse workforce and embed inclusion across our organisation. In 2022, our Stellar Women UK employee group delivered a number of activities to support our employees, reinforcing the global work that we undertake to tackle our pay gaps. This included:

- Advocating successfully for the introduction of a new menopause policy.
- Women organising webinars on bias.
- Holding spotlight conversations with senior female leaders in the Region.

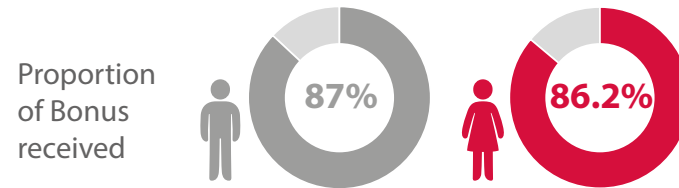
Through the implementation of these new policies and initiatives, we are actively working to improve on our current pay gaps. While we accept that it will take some time, we are confident that we are taking the right steps to foster a more inclusive culture, reduce our GPG and develop a more diverse team across Astellas.



Our results – APEL

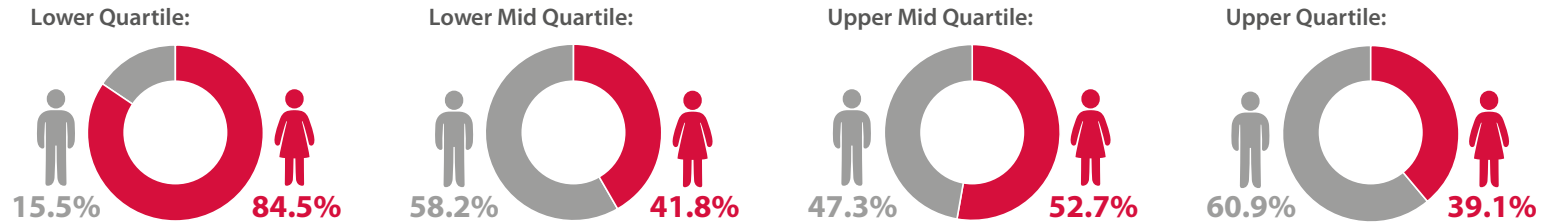
Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	25.0%	17.7%
Bonus gap	51.3%	48.0%



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

Statistical Context

Due to a relatively small headcount in the UK compared to our larger peers, Astellas APEL's GPG numbers are likely to see bigger year-on-year changes, due to small changes in our team makeup. When we consider our GPG trajectory since 2017 we see a steady decrease, although we continue to look for ways in which we can decrease our gaps further.

Gender Pay Gap 2017-2022

Astellas APEL has seen an improvement in the median Gender Pay Gap from 2021. The mean Gender Pay Gap is unchanged from 2021. The current pay gap is mainly driven by the composition of male/female representation in the lowest and the highest paid quartiles. In the lower quartile females are particularly highly represented, and in the upper quartile males are more highly represented. However, across 2017-2022 there has been a steady increase in the proportion of females in the upper quartile.

Gender Bonus Gap 2017-2022

At APEL, the mean and median Gender Bonus Gaps 2022 results are lower than the 2021 results for both the median and mean. As with the pay gap, the bonus gap is mainly driven by a significant number of female staff occupying the lower pay quartile of APEL, and a decrease in the proportion of female staff in higher pay quartiles. The reduction in the bonus gap is due to the increase in female representation in the higher brackets of pay & bonus.



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