



Our 2023 Gender Pay Gap Report

Astellas Pharma Europe Limited



In our seventh year of reporting the Gender Pay Gap statistics for Astellas Pharma Europe Limited (Astellas UK), we remain fully committed to closing our pay gaps. We are pleased to announce that we've seen some further progress in reducing our gaps this year.

Our long-term Engagement, Diversity, Equity and Inclusion (EDEI) vision is to encourage a workforce of people, leaders, and suppliers that reflects the rich diversity of our patients.

We know that our people are at the heart of our success as an organisation. By annually reviewing our Gender Pay Gap data, we can identify and address areas of improvement, reinforcing our commitment to embedding EDEI into our culture and offering greater opportunities for all our employees.

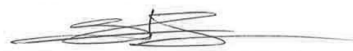
These initiatives take time to be reflected in our Gender Pay Gap results and, as we continue on this journey, year-on-year we are forming a more diverse, equitable and inclusive organisation.

We are proud to confirm our female representation is **46%** globally. Through various local and global initiatives, we are securing a pipeline for the future and fostering a diverse and inclusive environment where everyone has the opportunity to grow and develop.

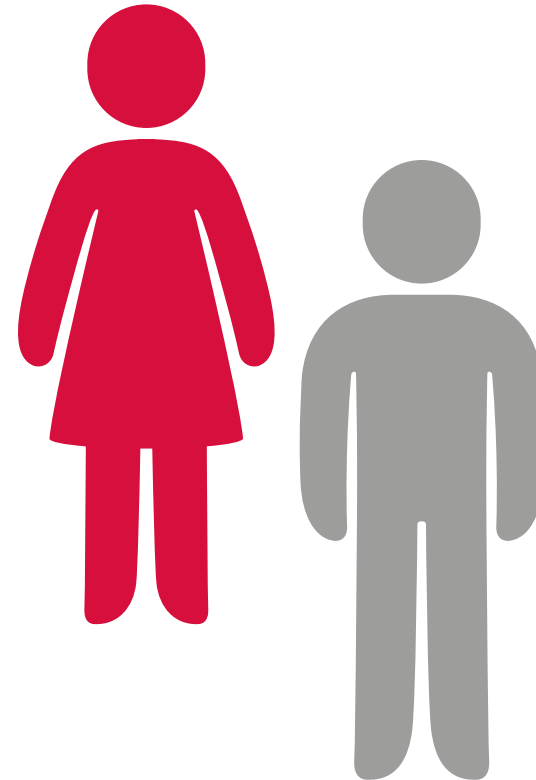
Signed by:



Charlotte Raabe-Hielscher
HRBP Lead, Established Markets Commercial



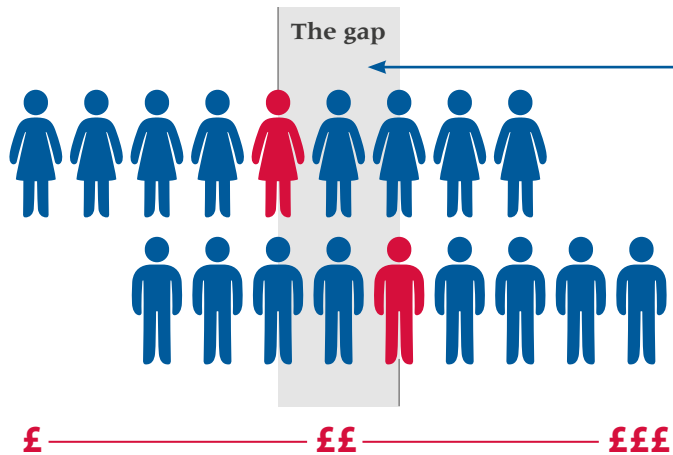
Damien Bailly
Head, Established Markets Commercial



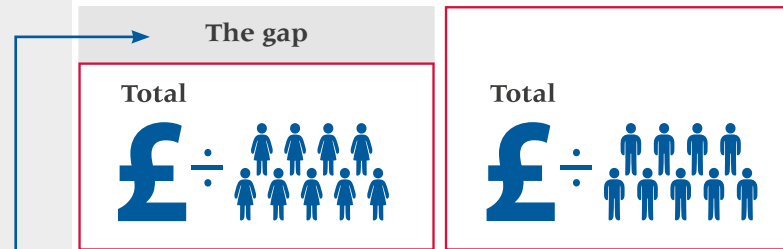
Understanding Gender Pay Gap

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

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 females and males. The total pay of all females, divided by the number of females, is compared to males on the same basis.



As different jobs pay differently and the number of females and males performing these jobs varies, a Gender Pay Gap emerges if, for example, more males are in higher paid roles in comparison to females.

The **Gender Pay Gap** is different from **'Equal Pay'**.
Equal Pay refers to the principle that women and men who perform the same job or work of equal value should receive the same compensation.



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.

What is included in calculations?

How are Pay Quartiles calculated?

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.

How are the Gender Pay Gap and Bonus Pay Gap calculated?

The Gender Pay Gap is the measure of the difference between females and males hourly earnings in a company. The Bonus Pay Gap is the difference in all incentive pay received by females and males. This includes all bonuses, long-term incentives and sales commission payments.

What's included in our calculations?

The Gender Pay Gap data for Astellas includes base pay and allowances paid in April 2023. The Bonus Pay Gap data includes the annual bonus, spot awards and long-term incentives received in the 12 months up to April 2023. Therefore, this data takes into account pay before we implemented the 2023 pay review and bonus paid for performance year 2022 / 2023.

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 pay gaps and have been taking action to get closer to our goals. We are confident that our EDEI initiatives, both on a local and global level, will help reduce our gaps over time and foster an inclusive environment for our people.

Local initiatives

Astellas Recruitment Policies

Our Recruitment Policy and the Equal Employment Opportunity Policy reinforce our commitment to fair and equitable recruitment practices.

Family Friendly Policies

We have many Family Friendly Policies available, including: **Hybrid Working** and **Flexible Working Policies**. We have seen an increase in the uptake of these policies and are confident that they play a positive role in attracting and retaining the best talent.

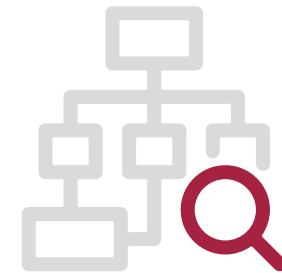
Global initiatives

Connects & Lift Programme

Available to women in leadership roles, this programme is dedicated to recognising and addressing the challenges they face in the workplace. It helps develop women for future leadership roles by giving exposure opportunities to network with senior management. It also acts as a community that can guide other women in leadership and help create a more equitable culture across the organisation.

Stellar Women UK

Stellar Women is an Employee Impact Group (EIG) that advocates and celebrates the importance of EDEI. With over 1,000 members, this community is an excellent support resource for employees across Astellas.



Female Successors

Identifying talented women through succession planning programmes is a priority at Astellas. Vice Presidents and other high-level executives are committed to ensuring that at a minimum, one woman is considered for succession planning, taking into account internal and external talent.

Accelerate Programme

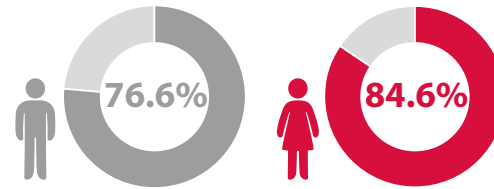
The Accelerate Programme is a talent accelerator programme that strategically fosters intentional championship of Female, Black, Asian and Hispanic / Latine / Arabic top talent. It cultivates inclusive leadership of Managers, advances the cross-cultural competency of Executive leaders and fundamentally changes the future landscape of leadership and culture of Astellas. Through this programme we hope to develop a diverse talent pool of leaders that will help Astellas grow.

Our Results

Pay Gap Results

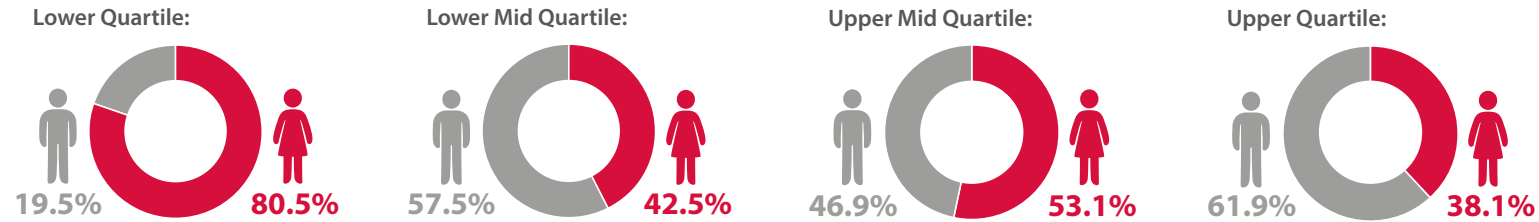
	MEAN	MEDIAN
Gender Pay Gap	23.8%	11.8%
Bonus gap	49.9%	47.3%

Proportion receiving Bonus Payments



Pay Quartiles

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

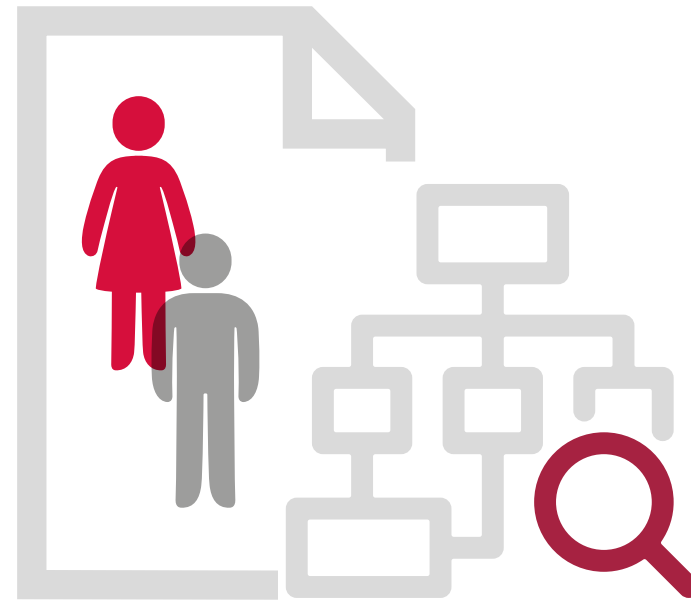


How to read the differences:

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

Key drivers of our Gender Pay Gap

- An increase in proportion of females in the highest pay bracket when compared to 2023. This has contributed to the reduction in our mean pay gap.
- A decrease in female representation in the lower quartile and an increase of representation in the upper middle quartile. These changes have contributed to the decrease in our median gap figure.
- A decrease in the number of both females and males receiving the highest bracket of bonus payments. This decrease has been more significant for males and so has contributed to the reduction in our mean bonus gap.
- An increase in the number of employees receiving bonus payouts in the lower brackets in 2023. This increase is more significant for males than females and this drives the lower median bonus gap.



Statistical Context

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

Gender Pay Gap 2017-2022

When we consider our Gender Pay Gap trajectory since 2017, we are pleased to see a consistent downward trend.

APEL has seen continued improvement on both our median and mean Gender Pay Gap figures, building on the progress made from our 2022 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 in the upper quartile males are more highly represented. However, across 2017-2022 we saw a general upward trend in the proportion of females in the upper quartile.

In 2023, we have seen a slight increase in the proportion of females in our highest pay bracket and a decrease in the proportion of females in the lowest hourly bracket. These changes drive the slight decrease in our mean and median figures.



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.

Gender Bonus Gap 2017-2022

At APEL in 2023, the mean and median Gender Bonus Gaps have continued the downward trend seen in 2022. As with the pay gap, the bonus gap is mainly driven by a significant number of female employees in the lower bonus brackets. While this overall trend remains, we have seen a greater increase in the number of males in the lower bonus brackets, creating a reduction in the median bonus gap.

This is primarily driven by a decrease in the number of both females and males receiving the highest bracket of bonus payments. This decrease has been more significant for males, resulting in a reduction in our mean bonus gap.