



Our 2021 Gender Pay Gap Report

Astellas Pharma Europe Limited



In our fifth year of reporting the Gender Pay Gap statistics for Astellas Pharma Europe Limited (APEL) 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 this is key to our success. We are committed to taking actions to improve diversity across our business, and continue to implement practical changes to see progress across Astellas, in the UK and globally.

We are proud of the work that our employees have undertaken to support our diverse workforce and embed inclusion across our organisation. Our Stellar Women UK employee group has undertaken a number of activities to support our employees, reinforcing the global work that we undertake to tackle our pay gaps.

From Stellar Women (UK):

“ In partnership with APEL UK we have held Gender Pay Gap discussions and Spotlight sessions that have enabled colleagues to ask leaders questions in a safe environment. We have also contributed to the People Plan and partnered with HR to deliver a month-long programme of Learning & Development initiatives.

As part of our awareness raising programmes and initiatives for International Women's Day and World Menopause Day, we have been working with senior male allies to promote a diverse and inclusive workforce, where individuals are valued for their unique contributions. ”

This report sets out our Gender Pay Gap results for APEL UK. We can confirm that these are accurate and have been subject to third party review.

Signed by

Claus Zieler

President, Established Markets Commercial

Keith Lambert

Executive Director Human Resources,
Established Markets

“ At Astellas, we strongly believe in opportunities for everyone and working as One Astellas. Our vision is to be at the **forefront of healthcare change to turn innovative science into value for patients.** ”

Our Corporate Strategic Plan 2021 is an evolution of our strategy and drives us to be the most ambitious, innovative and execution-capable that we have ever been. Honing in on our diversity and inclusion commitments is fundamental to achieving our strategic goals and realising our vision. ”

Claus Zieler

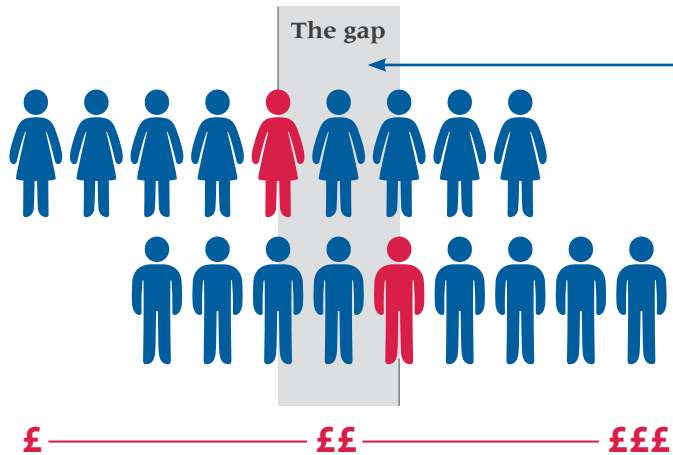
President, Established Markets Commercial



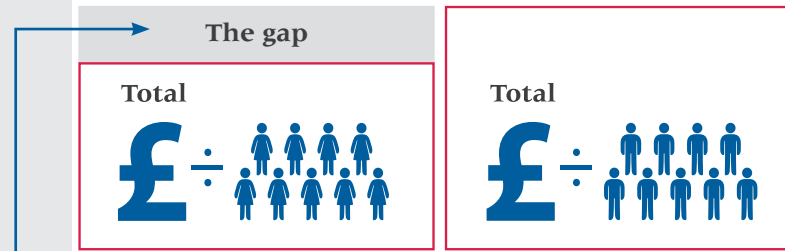
Understanding Gender Pay Gap

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 the female in the middle to the pay of the man 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 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 2021. The bonus gap data includes short-term and long-term incentives, sales plans and one-off awards received in the 12 months up to April 2021.

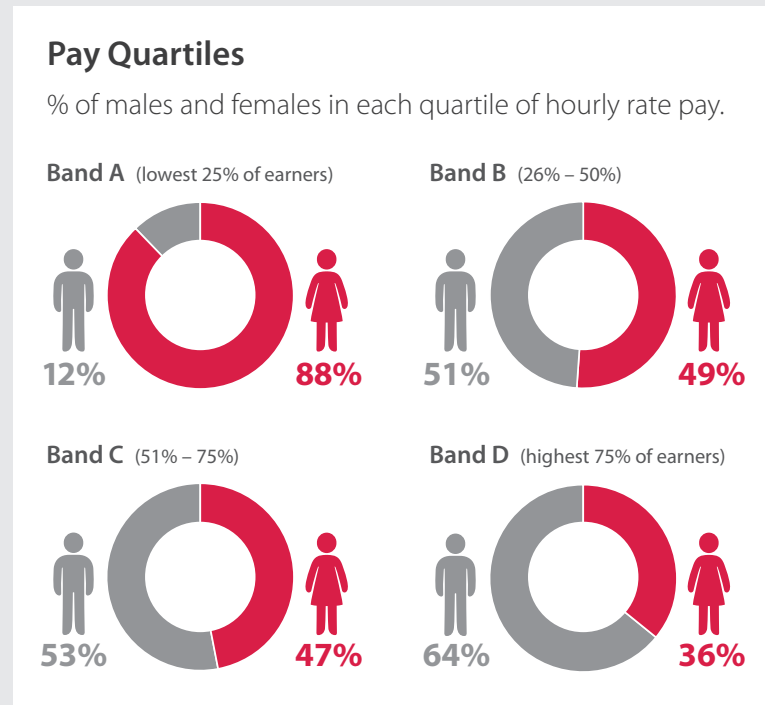
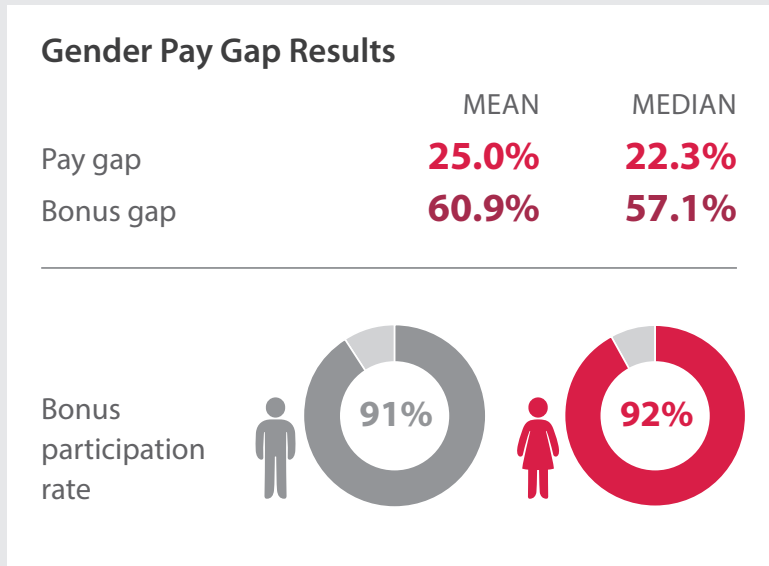
The data used for the gap calculations is the pay and bonus data as at 5 April 2021. This data therefore takes into account pay before we implemented the 2021 pay review and bonus paid for performance year 2019 / 2020.

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 results

Our median pay gap is higher than the UK (12%¹) and for our pharmaceutical comparator group (13%¹).



Note: APEL's Band A numbers add up to greater than 100% due to rounding

Equal Pay

In order to provide a fair view of our results, we asked Mercer, an external reward consultancy, to carry out analysis of the causes of the gap. The analysis clearly shows that the gap is driven by the representation of employees across the organisation and not pay differences within a level. As the pay quartile diagram illustrates, we have larger proportion of females at lower grades and the higher proportion of men in higher levels. Further, employees at senior levels tend to have a higher percentage of variable pay.

The results highlight the need to consider our broader People practices, which we are committed to continuing to work on.

¹ Source of comparative data: Mercer UK Gender Pay Gap – Sector Results And Responses 2020