



# Our 2024 Gender Pay Gap Report

Astellas Pharma Europe Limited

As we enter our eighth year of reporting the Gender Pay Gap statistics for Astellas Pharma Europe Limited (APEL), we reaffirm our unwavering commitment to closing our pay gaps. We have, overall, made further strides in reducing these gaps this year.

Our long-term vision for Engagement, Diversity, Equity, and Inclusion (EDEI) is to cultivate a workforce across the EST-M region that mirrors the rich diversity of our patients, encompassing people, leaders, and suppliers alike.

Our employees are the cornerstone of our success as an organisation. By conducting an annual review of our Gender Pay Gap data, we can pinpoint areas for improvement, reinforcing our dedication to embedding EDEI into our organisational culture and creating enhanced opportunities for all our team members.

While these initiatives require time to manifest in our Gender Pay Gap results, we are steadily progressing towards a more diverse, equitable, and inclusive organisation year after year.

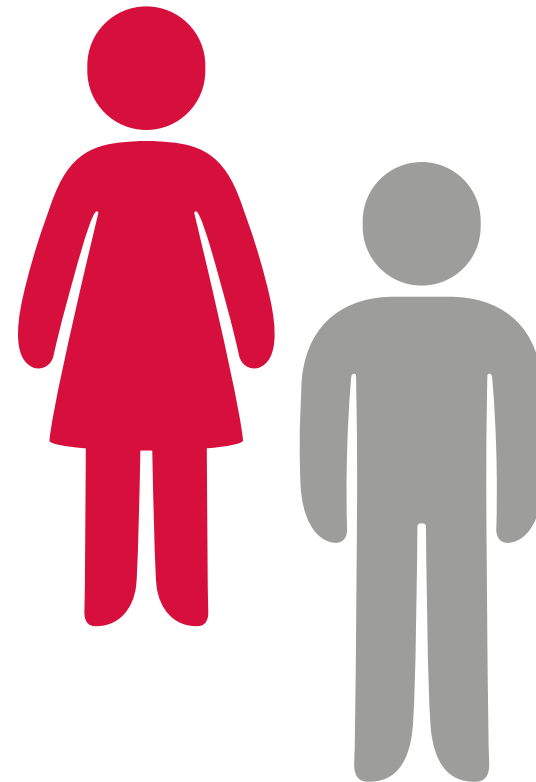
Signed by:



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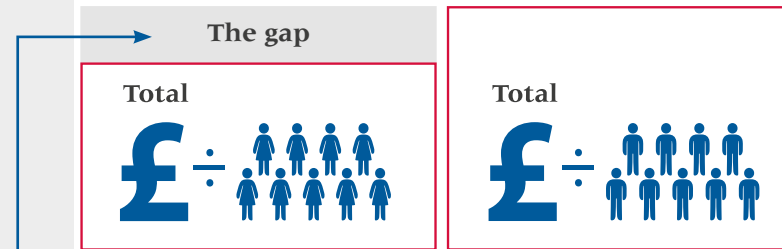
## Understanding Gender Pay Gap

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 males, divided by the number of males, is compared to females 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 includes base pay and allowances paid in April 2024. The Bonus Pay Gap data includes the annual bonus, spot awards and long-term incentives received in the 12 months up to April 2024. Therefore, this data takes into account pay before we implemented the 2024 pay review and bonus paid for performance year 2023 / 2024.

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 dedicated to closing our pay gaps and have been actively implementing measures to move closer to our objectives. We are confident that our Engagement, Diversity, Equity, and Inclusion (EDEI) initiatives, across the EST-M region, will contribute to reducing these gaps over time while fostering an inclusive environment for all our employees.**

### Local initiatives

#### Astellas Recruitment Policies

Our Recruitment Policy, alongside our Equal Employment Opportunity Policy, underscores our commitment to fair and equitable recruitment practices.

#### Family Friendly Policies

We offer a range of Family-Friendly Policies, including Hybrid Working and Flexible Working arrangements. We have observed a notable increase in the uptake of these policies, and we believe they play a significant role in attracting and retaining top talent.

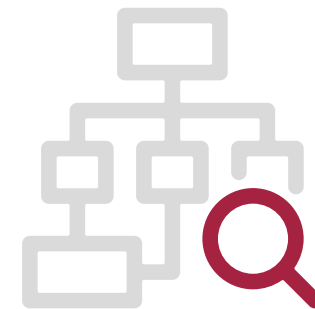
### Global initiatives

#### Stellar Women UK

Stellar Women is an Employee Impact Group (EIG) that champions and celebrates the significance of EDEI. With over 1,000 members, this community serves as an invaluable support resource for employees across Astellas globally.

### Female Successors

Identifying and nurturing talented women through succession planning programmes is a key priority at APEL. Our Vice Presidents and other senior executives are committed to ensuring that at least one woman is considered for succession planning, taking into account both internal and external talent and applicable regional legislation.



### Accelerate Programme

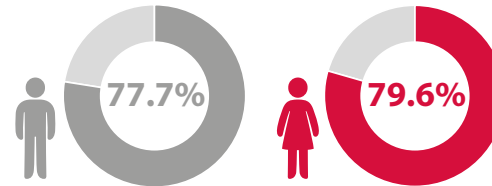
The 'Accelerate Programme' is a talent accelerator initiative that strategically promotes the intentional development of Female, Black, Asian, and Hispanic/Latine/Arabic top talent. It aims to cultivate inclusive leadership among managers, enhance the cross-cultural competency of executive leaders, and fundamentally transform the future landscape of leadership and culture at APEL. Through this programme, we aspire to build a diverse pool of leaders that will drive the Company's growth.

## Our Results

### Pay Gap Results

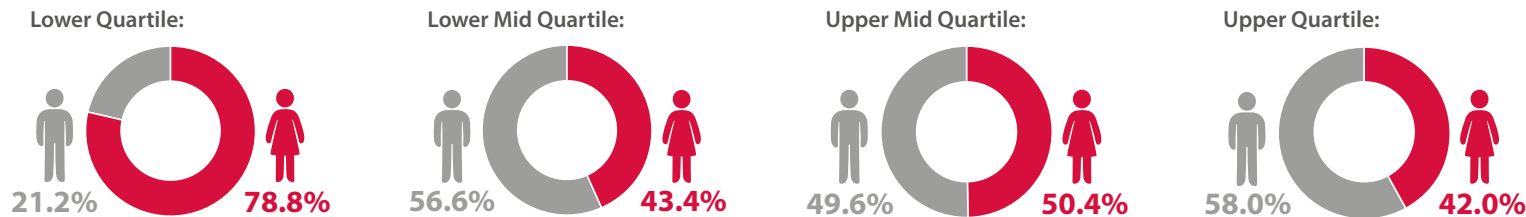
	MEAN	MEDIAN
Gender Pay Gap	<b>23.0%</b>	<b>13.1%</b>
Bonus Pay Gap	<b>38.0%</b>	<b>37.1%</b>

Percentage  
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

- We have also seen a greater decrease in male representation within the lower pay brackets compared to females. These changes have contributed to the increase in our median GPG figure. Our mean GPG has seen little change.
- A larger increase in the number of females receiving the highest bracket of bonus payments compared to males is the primary driver in the reduction of our mean Gender Bonus Gap (GBG).
- We have seen a decrease in the number of employees receiving bonus payouts in the lower bonus brackets this year. This decrease is more significant for males than females and this drives the lower median GBG.

## Statistical Context

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

### Gender Pay Gap 2017-2024

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

APEL has seen changes to our median and mean Gender Pay Gap figures, compared to our 2023 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 male employees are more highly represented in all other quartiles. However, across 2017-2023 we saw a general upward trend in the proportion of females in the upper quartile, driving the decreased gap.

In 2024, we have seen a slight increase in the proportion of males in our upper-middle quartile which contributed to the increase in our median GPG, however a similar increase in the proportion of females in the upper quartile has helped reduce our mean GPG.

### Gender Bonus Gap 2017-2024

At APEL in 2024, the mean and median Gender Bonus Gaps have continued the downward trend seen since 2022.

As with the pay gap, the bonus gap is mainly driven by a significant number of female employees in the lower bonus brackets, although this has been decreasing over the last 3 years, driving the reduced gaps.



**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.**