



Our 2024 Gender Pay Gap Report

Astellas Ireland



As we enter our third year of reporting Gender Pay Gap (GPG) statistics for Astellas Ireland Co., Ltd., we remain committed to fostering an inclusive and equitable workplace that empowers all colleagues to engage fully and showcase their talents.

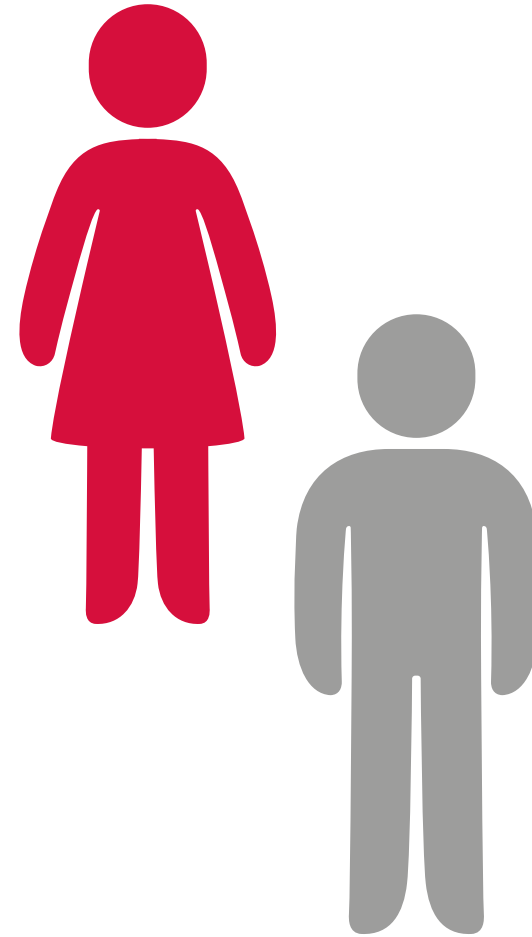
Our on-going vision for Engagement, Diversity, Equity, and Inclusion (EDEI) is to cultivate a workforce of individuals, leaders, and suppliers that mirrors the rich diversity of our patients. We recognise that our people are central to our success as an organisation. By conducting an annual review of our GPG data, we can pinpoint areas of achievement and identify where further focus is needed, in so doing strengthening our commitment to integrating EDEI throughout the organisation and ensuring equal opportunities for all our people.

Through our Corporate Social Responsibility (CSR) initiatives and educational programmes, we support gender diversification within Science, Technology, Engineering & Mathematics (STEM), and are actively encouraging more females to enter this field. We are pleased with the continuing success of our Graduate Programme, offering further experience and variety of learning through a rotation system to the students that will make up our future workforce.

In this report, we provide an overview of our GPG figures for Astellas Ireland Co., Ltd. (AICL), outlining the key factors influencing these numbers and detailing the initiatives we are implementing to gradually reduce the gap.

We confirm that these results are accurate and have undergone third-party review.

At Astellas, we firmly believe in creating opportunities for all and fostering a collaborative environment as **One Astellas**.



How we calculate our Gender Pay Gap

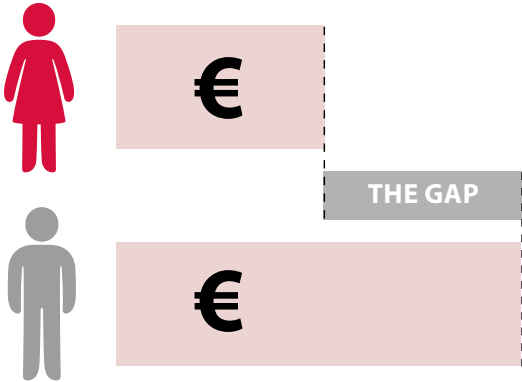
Legislation in Ireland 'The Gender Pay Gap Information Act 2021' requires us to report 11 key data points covering mean and median pay and bonus gaps, temporary employee pay gaps, part-time pay gaps, the proportion of male and female employees receiving benefits in kind, and the proportion of male and female employees in each pay band reported in quartiles.

Our AICL entity exceeds the legislative threshold of 250 or more employees; therefore, we are reporting on the Gender Pay Gap for AICL in accordance with legislative requirements.

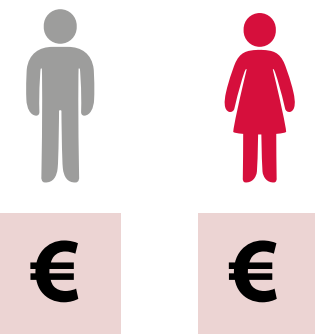


It is important to understand that the **Gender Pay Gap** is not the same as **Equal Pay**, and the two concepts should not be confused.

Explaining the Gender Pay Gap



The **Gender Pay Gap** measures the difference in earnings of males and females, reflecting the makeup of our organisation as a whole. It does not measure the difference in pay within individual roles.

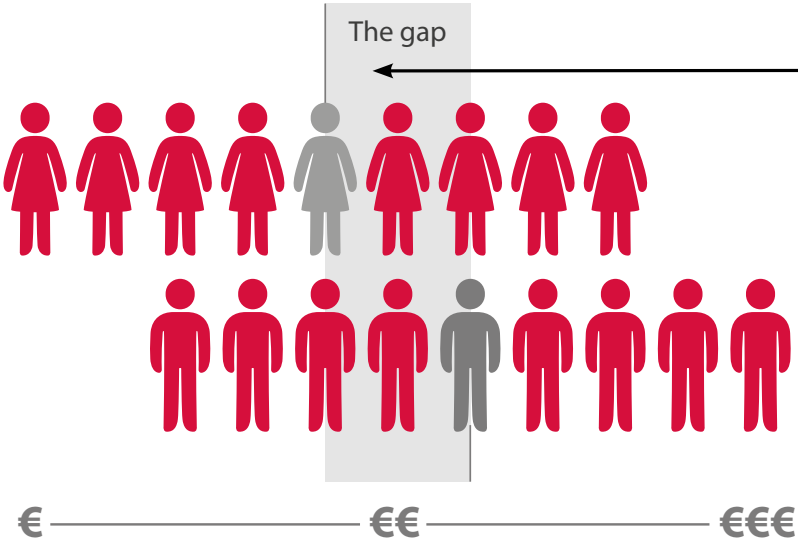


Equal Pay requires that females and males carrying out the same or similar work, under the same conditions, must receive the same pay.

It is important to note that the Gender Pay Gap legislative requirements in Ireland are binary in regard to gender (specifying female compared to male – which is the terminology we use throughout this report). Whilst we are reporting our statistics in accordance with the legislation, of the Gender Pay Gap Information Act 2021, we recognise and support all gender identities.

Explaining Mean and Median:

Median: The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for males and females and the medians are compared.



Mean: The **mean** is calculated by adding up the total pay of employees and dividing by the number of employees. This is completed separately for males and females, and the means are compared.



What is included in our calculations?

This report covers the 12-month period to 30 June 2024. The data used for gap calculations covers pay, allowances, bonuses and other incentives received in that 12-month period.

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 earnings 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 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 earnings groups.

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

Gender Pay Gap Results

	MEAN	MEDIAN
Pay gap	5.4%	15.0%
Bonus gap	-10.6%	-5.5%
Temporary Contracts Gap*	14.4%	1.2%
Part-Time Gap*	-3.9%	3.6%



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

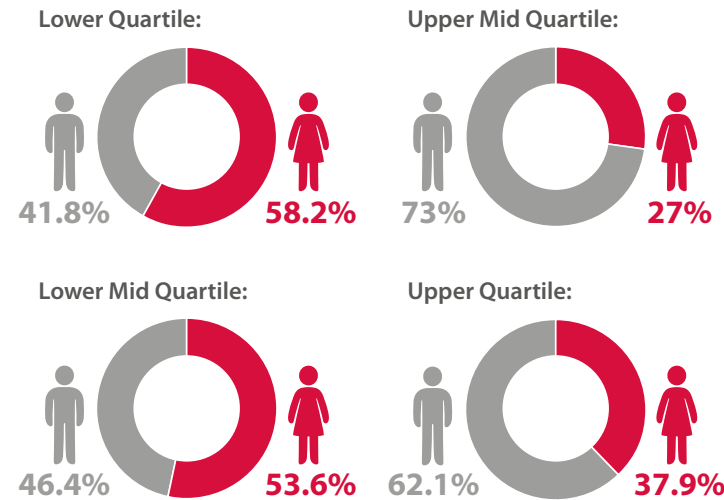
How to read the differences:

- Negative (-) figures show when a pay gap favours females.
- Positive (+) figures show when a pay gap favours males.

* These population sizes are extremely small so will significantly change year on year.

Pay Quartiles

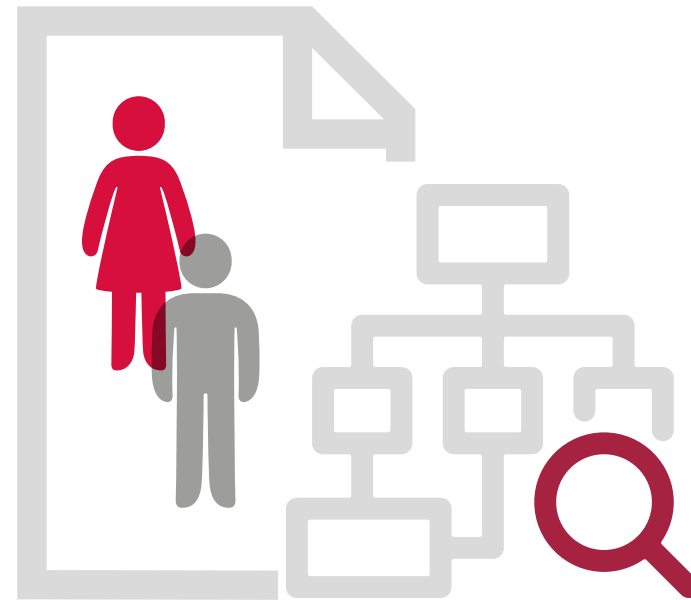
% of males and females in each quartile of hourly rate pay.



Key drivers of our Gender Pay Gap

- Our manufacturing operations make up a large majority of Astellas Ireland roles. Manufacturing operations also have a lot of shift work, and overtime positions, giving individuals in these roles the opportunity to earn additional pay. Typically, male employees are more likely to occupy these positions, contributing to the gap.
- We have seen an increase in female representation in the Upper Quartile compared to last year.
- There has also been a decrease in female representation in the Lower Quartile compared to last year.
- Overall, a higher proportion of males received a bonus payment this year than females. This reflects similar results for last year and predominantly reflects our new hires who were not yet eligible, or employees who were ineligible due to being on long-term sick leave, however;
- Our median Gender Bonus Gap has widened compared to last year and is now in favour of females. This has been driven by the significant increase female representation in the Upper Quartile this year.

- Almost all employees received Benefits in kind for 2024, with those who didn't receive them being either on international assignment or a student who are not eligible.
- We also have small Part-Time and Temporary Contract populations, resulting in significant fluctuations in results year to year.



Actions we are taking to address our gaps

We have seen changes in female representation across all our Quartiles this year. While this has not resulted in a significant change in our overall gaps, we are confident that our EDEI initiatives, both on a local and global level, alongside fostering an inclusive environment, will help reduce our gaps over time.

Local initiatives

- **Science, Technology, Engineering & Mathematics (STEM) Initiatives** – In March, we invited female secondary school students to attend our event for International Women's Day. This included, Live Tours and a Panel Interview of Women in STEM to continue to inspire diversity into STEM fields.
- **Astellas Ireland Graduate Programme** – This two-year programme continues to reflect our goals for diversity within the STEM field. Many of the new graduates joining this programme annually are female. With high conversion rates to long-term AICL positions, we are pleased to be securing a diverse pipeline of future leaders.
- **Family friendly policies** – We have many 'Family Friendly Policies' available, including Career break, Protective Leave and Flexi Working. We have seen an increase in the uptake of these policies and are confident that they play a positive role in attracting the best talent to Astellas.

Global initiatives

- **Stellar Women** – Stellar Women is an Employee Impact Group (EIG) that celebrates the importance of Engagement, Diversity, Equity and Inclusion. Globally there are over 1,000 members within this community who can support their fellow colleagues in a professional capacity.
- **Female Successors** – Astellas is committed to identifying top female talent through succession planning programmes. Vice Presidents and other high-level executives must ensure that there is at least one female candidate considered for succession planning, taking into account internal and external talent.
- **Connect and Lift Programme** – Available to senior female leaders, this programme is designed to recognise and address the challenges female leaders face, develop future female leaders by giving exposure opportunities to network with senior management, as well as build a community that can nurture other female leaders and help create a more equitable culture across the organisation.

Workplace Awards

- **The KeepWell Mark** – Astellas are proud to lead the way in workplace wellbeing through our achievement of the 'The KeepWell Mark' and our continued participation in this initiative. Our commitment to instilling best practice approach to wellbeing and the importance we place on health and prosperity in the workplace is a priority we will be bringing into 2025.