

Amgen Limited UK Gender Pay Gap 2024

Gender Pay Gap Summary

The gender pay gap measures the mean and median pay differences between men and women. The gender pay gap is not the same as an assessment of equal pay, which compares the pay rates of men and women carrying out the same job or work of equal value.

The gender pay gap assessment reflects how roles are distributed in an organisation; more specifically, it reflects the distribution of women across all levels as compared to the distribution of men.

At Amgen, internal equity and fostering a workplace where all team members can thrive enables us to better serve patients. We have built a strong foundation for determining and managing our pay practices based on external market data and internal relativity. We offer flexible working practices, training, development, wellbeing initiatives and mentoring programmes that benefit our workforce equally.

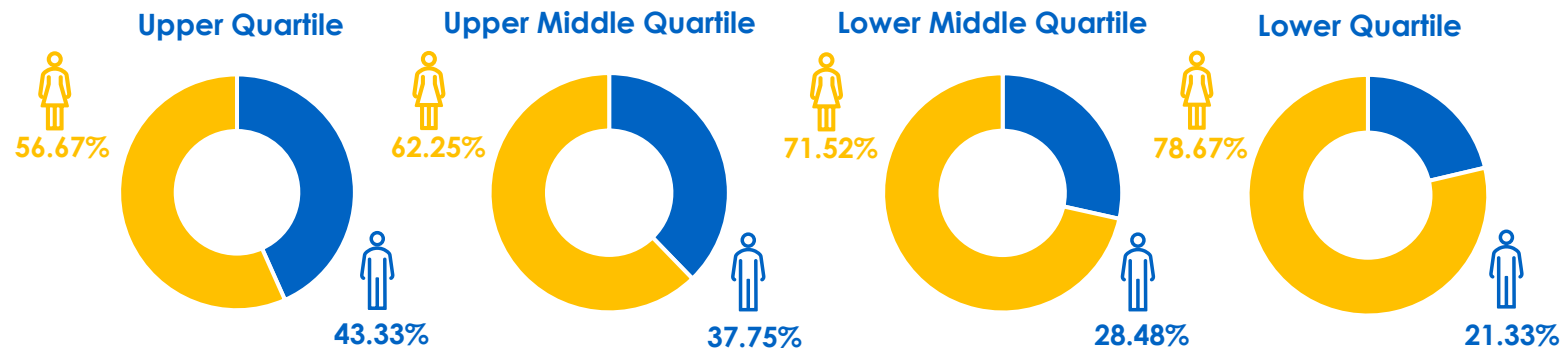
Our Workforce

Women fulfil **68%** of roles at Amgen in the UK in our April 2024 data set. While female talent is strongly represented in senior roles at Amgen UK, it is also strongly represented across all levels in the organisation compared to male talent which is concentrated at more senior levels. The distribution of male and female talent across all roles in Amgen UK continues to drive our gender pay gap.

Our Data

Mean Pay Gap 15.41%
Median Pay Gap 18.52%
Mean Bonus Gap 26.89%
Median Bonus Gap 22.77%

Proportion of Men and Women in each Pay Quartile



We confirm that Amgen UK's gender pay gap calculations are accurate and meet the requirements of the regulations.

Proportion of men and women who received a bonus



94.03% of eligible male employees receiving a bonus



93.68% of eligible female employees receiving a bonus



Russell Abberley
VP General
Manager
UK&I



Kathryn Gould
Human
Resources
Director



Sophie Hodges
Finance
Director



Chris Walker
VP Head of
Regulatory Affairs
for ELMAC