

Amgen Limited UK Gender Pay Gap 2025

Gender Pay Gap Summary

The gender pay gap measures the difference in mean and median earnings between men and women across an organisation. It is not the same as equal pay, which compares pay for the same job or work of equal value.

Gender pay gap reflects the distribution of women and men across different levels and functions within an organisation.

At Amgen, we maintain a robust framework for determining and managing pay practices based on external market data and internal equity. Because the gender pay gap reflects workforce composition, our focus is on supporting career progression into senior roles and fostering an inclusive environment for all employees. This includes initiatives such as flexible working, wellbeing support and development opportunities that enable colleagues to thrive throughout their careers.

Our Workforce

Women represent 69.30% of employees across Amgen Limited UK while men comprise 30.70%. This reflects a broad range of the workforce across the organisation.



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

Proportion of men and women who received a bonus



95.85% of eligible male employees receiving a bonus

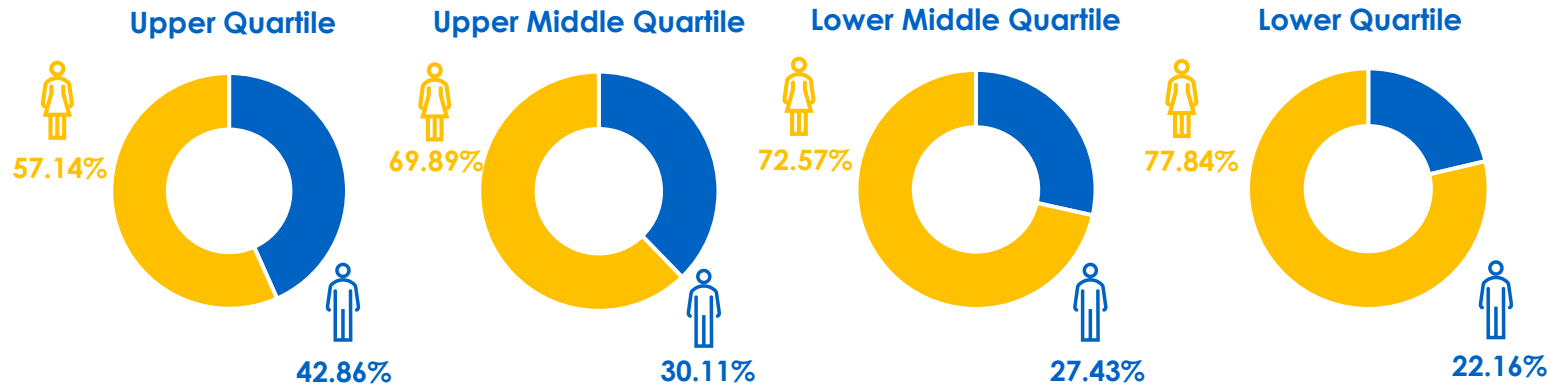


96.19% of eligible female employees receiving a bonus

Our Data

Mean Pay Gap 9.70%
Median Pay Gap 9.98%
Mean Bonus Gap 22.86%
Median Bonus Gap 33.79%

Proportion of Men and Women in each Pay Quartile



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