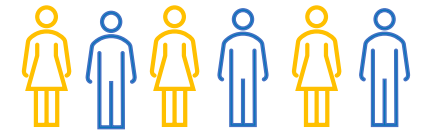


Amgen Ltd Gender Pay Report 2023



Our Commitment

At Amgen we're committed to making a positive difference; as a values-based company, deeply rooted in science and innovation we embrace and leverage our employees' unique backgrounds and talents to transform new ideas and discoveries into medicines for patients with serious illnesses.

This report sets out our 2023 gender pay gap and references the practices and initiatives we have put in place to continue to promote and maintain an inclusive, high performing culture where everyone feels able to contribute to their full potential.

Our Focus

Diversity matters at Amgen. We believe that an environment of inclusion fosters innovation, which drives our ability to serve patients. In the UK, our workforce perform roles in Commercial Operations, Research & Development and Corporate Functions; this diverse mix of roles provides us with a mix of unique talent, skills, and backgrounds reflecting the diversity of the communities and patients we serve.

We continue our efforts to embed a strong Diversity, Inclusion & Belonging ethos, where all employees feel respected and valued. In 2023, our people leaders signed up to inclusive actions plans to further embed an inclusive culture; our UK Pulse Survey (October 2023) recognised this commitment, with 81% of contributors responding positively on the visibility of leaderships commitment to diversity in our workplace.

Attracting Diverse Talent and Developing Our People

Amgen wants to be the Best Place for Talent; our flexible working practices continue to support us in accessing and engaging with a diverse talent pool. Our Talent Acquisition team provide unconscious bias training to ensure we adopt an inclusive approach on how we source and select talent to join our organisation. Our female talent have access to regional development programmes that support pathways to leadership; building business acumen through networking and mentoring relationships supporting female potential & career development in conjunction with a mix of broader leadership development programmes available to all staff, to ensure diversity in Amgen's future leadership talent pool. Our working practices strongly support flexible working, with our staff having the flexibility to work from home for the majority of the time, utilising the office on those occasions where there is a clear business need or personal preference to do so.

We are proud of the infrastructure we have created which allows us to continue our focus on identifying practical and relevant solutions which support an environment where the best versions of self, ideas and experiences are advancing innovation and accelerating growth. We welcome the opportunity to report our pay data and use the insights the data provides to continue this focus.

Our Pay Gap Data

In the 2023 reporting period, we saw a reduction in our median pay gap of over 10%, moving from 19.1% in 2022 to 8.67% in 2023. Our bonus gap shifted in favour of men in the same reporting period. 98.9% of males and 98% of females received bonus payments.

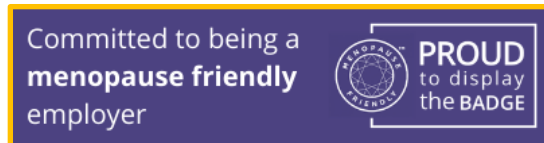
Mean Pay Gap 10.66%	Median Pay Gap 8.67%	Mean Bonus Gap 25.32%	Median Bonus Gap 26.65%
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These changes were influenced by several factors including the impact and timing of Long-Term Incentive (LTI) income when compared to previous reporting periods, tenure and personal career choices such as date of joining Amgen. 7% of women in Amgen in the UK, choose to work on a part time basis vs. less than 0.2% of men, this directly influences our bonus gap metric as the reporting guidance requires us to report actual bonus earned rather than pro-rated bonus earnings.

Women represent 68% of our workforce in the UK fulfilling 55% of senior leadership roles at the time of reporting and 62% of people leadership roles. We recognise that while women are well represented in leadership roles in Amgen in the UK, it is important that we continue to ensure strong representation of men and women across all job levels.

Our mission to serve patients is at the heart of everything we do. It is also vital that we serve our employees and wider communities just as faithfully. We have built a strong foundation to determine and manage our pay practices based on skills and external market data. We offer flexible working practices, training, development, wellbeing initiatives and mentoring programmes that benefit our workforce equally. We are proud to recognise the contribution that all colleagues make to our company goals and to improving people's lives.

Our pay gap data is reported in line with UK Legislation (specifying female compared to male), at Amgen we recognise and support all gender identities.



Gender Pay Gap

The gender pay gap is an assessment of the average earnings of 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.

Proportion of men and women who received a bonus		
	98.0%	
Pay Quartiles		
57.64%	Upper Quartile	42.36%
64.14%	Upper Middle Quartile	35.86%
73.10%	Lower Middle Quartile	26.90%
75.17%	Lower Quartile	24.83%

We confirm that the information contained in this report is accurate.



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