



Amgen UK Gender Pay Report

2020

AMGEN

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At Amgen, we firmly commit inclusivity in our work environment so that all our team members can be their best selves at work, fulfil their potential and feel that they belong.

In a unique 2020, we proactively embraced and diversified our approaches to existing flexible working opportunities to support our colleagues with individual arrangements to meet their personal needs. We are proud to have implemented a global diversity strategy and this is being customised for our local needs in the UK to foster our workplace diversity.

As we move forward into 2021, we continue to focus on diversity in our workplace, with the creation of a bespoke team, so that together we create an environment where we all feel included.

We have more than 560 employees in the UK working in Commercial Operations, Research and Development and Corporate Functions.

We welcome the opportunity to report our UK pay data and use the insights the data provides to continue to build a working environment where everyone can succeed and feels a part of our community. We also recognise that this is a complex, much-debated issue and that no single data set in isolation can ever tell a full story. The pay gap will continue to fluctuate from year to year as the shape of our workforce evolves – personal career choices such as joining Amgen, taking up different career opportunities or part-time working arrangements and the timing of our Long-Term Incentive programmes have a direct impact on our data set and will continue to do so.

This gender pay gap report is an assessment of the difference in average and median earnings of men and women across our UK business. 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.



Gender Pay Gap

Our gender pay gap remains below the national average. In the snapshot of data analysed, men were paid on average 14.6% more than women. The reasons for this gap are varied and explained below.

14.6%

Amgen Mean Pay Gap

12.4%

Amgen Median Pay Gap

15.5%*

National Median Pay Gap

**ONS, Annual Survey of Hours and Earnings
October 2020*

What does our gender pay gap tell us this year?

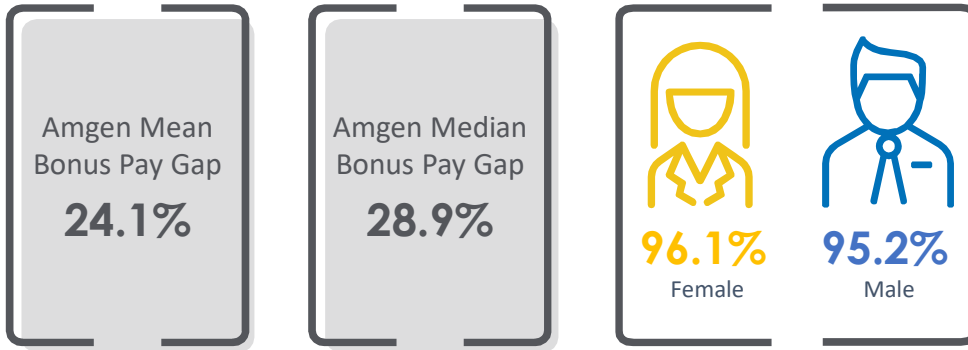
The timing of when the gap is measured, the impact of long-term incentive income and workforce changes directly influence our gender pay gap.

As in previous years, the legislation requires companies to report April payroll data. This timing means that Long-Term Incentive (LTI) income is captured in the snapshot of data used for the calculations and LTIs have a greater weighting in leadership roles.

We expect the timing of the data collection and workforce changes to continue to impact our gender pay gap. At Amgen in the UK, over 60% of our workforce is female, 54% of leadership roles are held by women. We recognise that whilst women are well represented in leadership roles, it is important that we

continue to ensure a strong representation of men and women across all job levels – particularly at management level and above, which in itself directly influences the gender pay gap.

Bonus Gender Pay Gap



Proportion of Men and Women employed on 5 April 2020 who received a Bonus

All employees across all levels at Amgen UK are participating in our bonus programmes.

Similarly to our pay gap data, the bonus gender pay gap this year is mainly driven by the higher proportion of women in roles below management level and a higher proportion of women working part-time, as working hours have a direct impact on the bonus gender pay gap at Amgen UK: over 13% of our female employees have chosen to work part time compared to just 1% of male employees. This impacts our data as part-time employees receive pro-rated payments based on their actual working hours.

We believe however that a commitment to offering flexible working solutions across our business, including part-time, has helped to create an environment where everyone at Amgen can thrive professionally and balance their unique personal commitments at the same time.

Our mission to serve patients is at the heart of everything we do. It is also vital that we serve our employees and wider society just as faithfully. We have built a strong foundation for determining and managing pay practices based on skills and external market data. We offer flexible working practices, training, development and mentoring programmes that benefit all employees equally. We are proud to recognise the contribution that all our employees make to improving people's lives, regardless of their gender or background.



Chris Walker
VP European Regulatory Affairs &
UK Sites Head



Russell Abberley
Executive Director General Manager



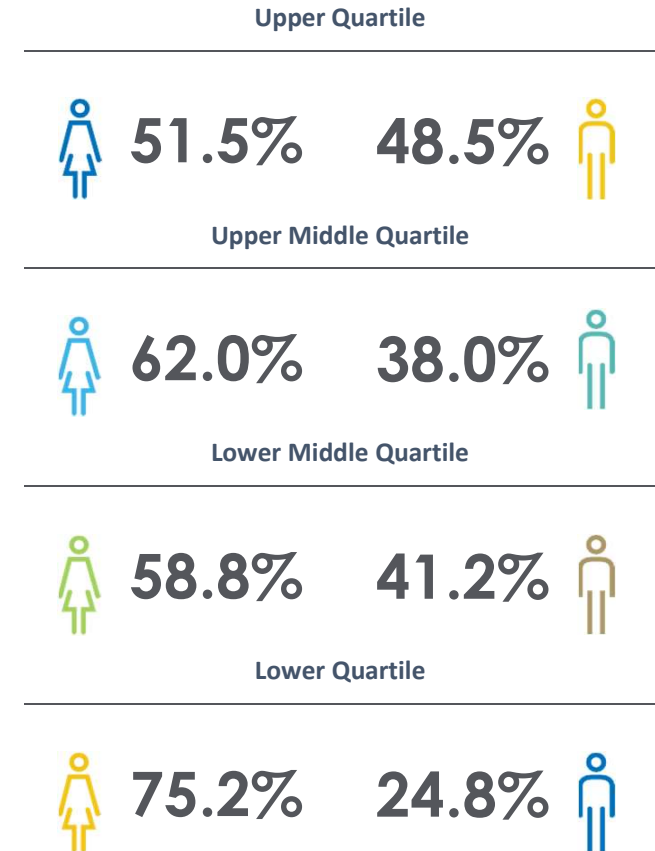
Kathryn Gould
Human Resources Director



Sophie Hodges
Finance Director

Population by Pay Quartiles

These diagrams show the balance of men and women in roles across a range of pay quartiles.



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www.careers.amgen.com/

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