

**LIVE.
WIN.
THRIVE.**

Amgen UK Gender Pay Report

2021

AMGEN

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At Amgen, we believe an environment of inclusion which drives our ability to serve patients. 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.

We recognise that listening to our people and providing an inclusive environment is critical to our ongoing success. We have seen strong engagement in our DI&B initiatives and our flexible working opportunities. At the same time, the impact of the pandemic continues to bring significant changes to how we work and collaborate.

Amgen has embraced a new global hybrid working policy Flexspace – supporting greater choice on work location in the UK. For many employees, particularly those with caring responsibilities, this increased flexibility helps us to nurture and retain our existing talent across the organisation in addition to helping us attract and bring in new and diverse talent. The launch of new office workspaces has also been designed to support wider collaboration through different technologies, helping our workforce to stay connected and feel part of our Amgen community wherever they are located.

With more than 530 employees in the UK working in Commercial Operations, Research and Development and Corporate Functions, we continue to report on our UK pay data and use the insights to strengthen our Amgen community and working environment.

We recognise that the Gender Pay Gap 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 taking up different career opportunities or part-time working arrangements and the timing of our Long-Term Incentive Programme have a direct impact on our data set and will continue to do so.

Gender Pay Gap

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.

10.74%

Amgen Mean Pay Gap

15.63%

Amgen Median Pay Gap

15.4%*

National Median Pay Gap

*ONS, Annual Survey of Hours and Earnings
November 2021

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 and with longer serving employees.

Over the reporting period 2021, we are proud that promotions for women into leadership roles increased, as did the proportion of female new starters at all levels across the organization. In 2021, we reinforced our commitment to the mental wellbeing of our workforce, offering weekly paid wellbeing hours to all our staff in addition to dedicated Wellbeing Days, recognising the importance of balance and work-life integration. We invested in

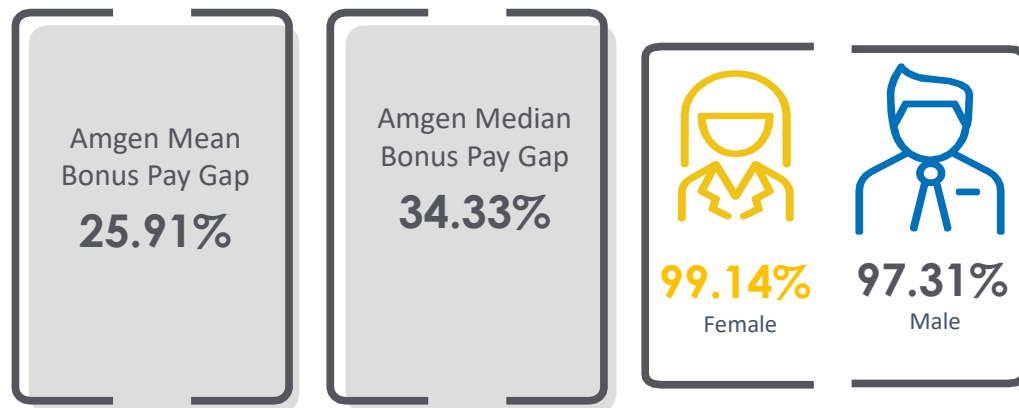
the training and development of a network of Mental Health First Aiders and continue to develop wellbeing solutions to support our employees needs. Moving into 2022, we are committed to further supporting employee wellbeing by providing more guidance and understanding of the menopause and through participation in the MIND Workplace Wellbeing Index.

In 2021, across our region, Amgen initiated a women's mentoring scheme, in which several female leaders from the UK participate. The scheme is intended to increase female staff's potential through personal and professional development as well as enhance cross-country and cross-functional

relationships amongst our female leaders to positively influence our business.

We expect the timing of the data collection and workforce changes to continue to impact our gender pay gap. At Amgen in the UK, 65% of our workforce is female, and 57% of leadership roles are held by women. We recognise that while women are well represented in leadership roles in our company in the UK, 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.

Bonus Gender Pay Gap



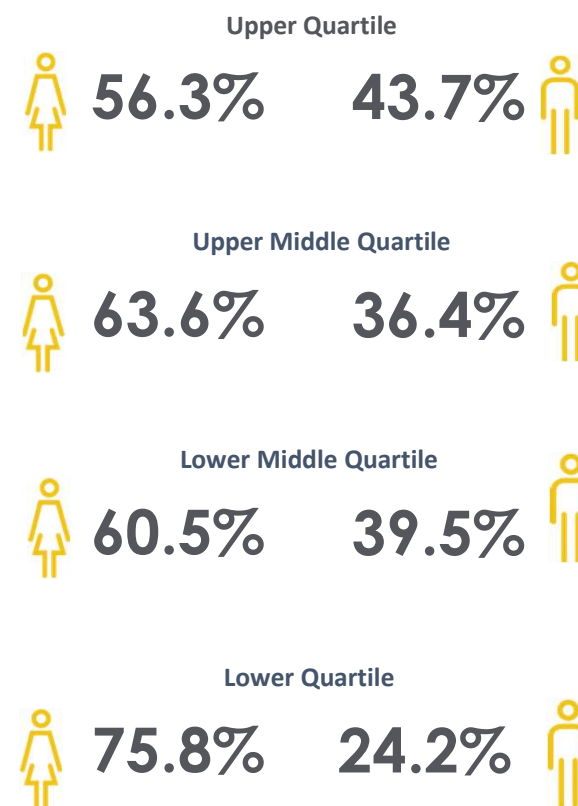
Whilst all employees at Amgen UK are eligible to participate in Amgen's bonus programmes, the Gender Pay and Bonus Gap reporting requires us to consider a certain snapshot period only, which includes the time when shares vest for certain employee groups within our company in the prior year. For us, this means that despite a reduced pay gap in favour for women compared to last year, the mean bonus pay gap widened in favour of men, as the biggest influence was the timing and proportion of men being eligible to vested share awards.

Separately, it is important to note that working hours have a direct impact on the bonus gender pay gap at Amgen UK: 13% of our female employees 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. Amgen remains committed to offering flexible working solutions, as we believe it helps 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.

Population by Pay Quartiles

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



Chris Walker
VP, Head of Regulatory Affairs for ELMAC



Russell Abberley
Executive Director
General Manager



Kathryn Gould
Human Resources
Director



Sophie Hodges
Finance Director