

Amgen UK Gender Pay Report

2018

AMGEN[®]

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At Amgen we are proud to have this opportunity to demonstrate that our company has an environment where all of our employees in the UK can achieve success and fulfil their potential. We recognise that ensuring diversity – in all its forms – in our UK workforce is critical to enabling a pipeline of talent that helps to shape our organisation for success today and in the future.

This report details Amgen UK's 2018 gender pay gap data. The gender pay gap is an assessment of the difference in average and median earnings of men and women across all levels of our UK business. We recognise that 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 and the timing of our Long-Term Incentive programmes have a direct impact on our data set and will continue to do so.

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.

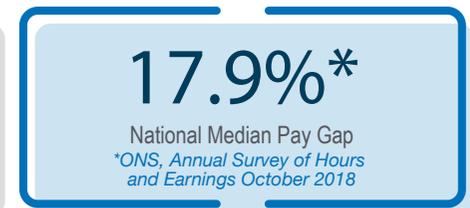
We have over 500 employees in the UK in commercial, research and development and corporate functions and have embraced agile working practices. This approach enables us to provide flexible and meaningful part-time work across our business and retain our best talent – regardless of gender – over the long-term. More than 20% of our female employees have chosen to work part-time and 2% of our male employees. A commitment to offering flexible and part-time working has helped us to create an environment where everyone at Amgen can thrive professionally whilst balancing personal commitments.

We have a strong commitment to a diverse and inclusive environment. While we support any approach grounded in transparency and integrity on issues around equality, diversity and inclusion, 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.



Gender Pay Gap

At Amgen, our gender pay gap is significantly below the national average. In the snapshot of data analysed, **men were paid 1.4% on average more than women.**



What does our gender pay gap tell us this year?

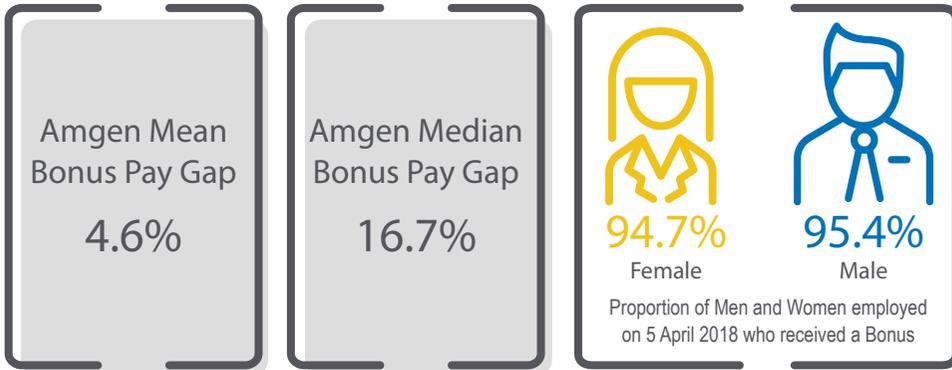
The Timing of Data Collection, Impact of Long-Term Incentive Income and Workforce Changes Impact our Gender Pay Gap

Our April payroll captures Long Term Incentive (LTI) income, which traditionally benefits staff with longer service. In April 2018, we had less LTI income to report compared to April 2017. In addition, in 2018, we benefited from a higher number of new hires joining our organisation and this change in our workforce had a direct impact

on our pay gap. We expect this dynamic to continue to drive a fluctuation in our reporting over time. At Amgen in the UK, over 60% of our overall workforce is female and we continue to be proud to report that 54% of our leadership roles are held by women.



Bonus Gender Pay Gap



All staff at Amgen UK are eligible to participate in Amgen's bonus programmes. It is important to note that working hours have a direct impact on the bonus gender pay gap at Amgen UK. As mentioned, over 20% of our female employees work part time compared to just 2% of male employees. This impacts our data as part-time employees receive pro-rated payments based on their working hours. If we review bonus payments on a like for like basis across our UK business we are satisfied that bonus payments for men and women are well aligned.

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



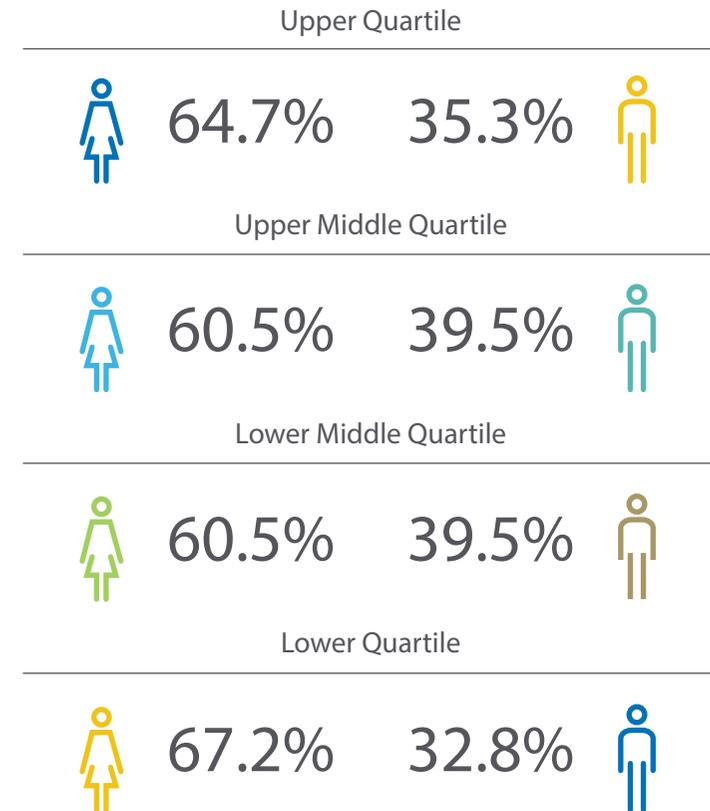
Chris Walker
VP Regulatory Affairs/UK Site Lead



Chris Fox
VP General Manager UK & Ireland

Population by Pay Quartiles

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



Glossary

Gender Pay Gap – A statistic which reports on the difference in earnings across men and women based on a set of defined data and time period (April 2018)

Mean – The average value from a set of data

Median – The middle value of a range of data