

Amgen Dun Laoghaire Gender Pay Report 2023

Diversity matters at Amgen. We believe that an environment of inclusion fosters innovation, which drives our ability to serve patients. Our global presence is strengthened by having a workforce that reflects the diversity of the patients we serve.

We believe our differences lead to better science. To help ensure our ongoing success, Amgen is committed to promoting and maintaining an inclusive, high-performing culture where team members embrace and leverage each other's talents and backgrounds. Our commitment to diversity is articulated in our values and reflected throughout our organisation. We will continue to drive our overall mission on diversity, inclusion and belonging through:

- Realising a diverse workforce, more reflective of the marketplace we are competing in.
- Promoting an environment where the best versions of self, ideas and experiences are advancing innovation and accelerating growth.
- Accountability for an attractive and inclusive culture is embraced and owned by everyone in the organisation.
- There is a sense of belonging and value felt by every employee towards the goals and objectives of the organisation.



This report sets out our 2023 gender pay gap, in line with the Irish Gender Pay Gap Information regulations. We will summarise in this report our gender pay gap metrics and the reasons behind them along with some of the practices, projects, and initiatives that we employ to ensure that Amgen is a place in which people of all backgrounds, races and genders can progress successful careers.

The Gender Pay Gap explained.

Under new rules in Ireland applying for the first time in 2022, Amgen along with all other employers of more than 250 people will be reporting on its gender pay gap. The gender pay gap is an assessment of the differences, on a mean and median basis, of the earnings of the male and female populations across our Irish manufacturing organisation. 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.

Understanding Amgen's Gender Pay Gap figures.

Our gender pay gap calculations were based on a snapshot date of 30 June 2023. At this time there were 962 employees, of whom 602 (62.6%) were men and 360 (37.4%) were women. Of these, 196 were temporary workers, of whom 135 were men and 61 were women. While we do have part time workers, all are of one gender and there is no separate gender pay gap to report for this category.

Hourly Remuneration refers to the difference in total earnings (any form of money remuneration, not just base pay) between the male and female populations on a mean (average) and median (middle ranking) basis. The positive percentage indicates a gap in favour of men.

*Based on the latest data provided by Mercer, we are better than the Irish national figure reported of 11.3%

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in Kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value. Employees at Amgen, regardless of gender are eligible for the same benefits; however on occasion an employee may choose not to partake in an available benefit.

Bonus Recipients sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes items such as share awards and vouchers as well as regular annual bonuses.

Bonus Gap refers to the gap between the male & female population on the value of all bonuses. The positive percentage indicates a gap in favour of men. For gender pay gap purposes, bonus includes items such as LTI income and Bravos as well as annual bonus.

It is important to note that the Irish legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, at Amgen we recognise and support all gender identities.

Hourly Remuneration – All Employees

9.2%
Mean

10%
Median

Population by Pay Quartiles

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Benefits in Kind



91.7% Female 92% Male

Bonus Recipients



96.4% Female 95.8% Male

Bonus Gap



15.9% Mean 4.7% Median

Hourly Remuneration - Temporary Employees

12%
Mean

1.6%
Median

The reasons that we have a gender pay gap.

Amgen pays men and women equitably for the work that they do and the role they perform, taking into account factors such as experience, tenure, and performance.

We see underlying causes for our gender pay gap under the Irish reporting rules. There is a slightly greater representation of men amongst our working population which includes Shift Workers, those with apprenticed trades experience and those with STEM qualifications: in all cases, women are under-represented in the potential pool of recruits in the prevailing labour market. This manifests itself in lower female representation in the roles concerned. In 2023 we went through an increase in our manufacturing capacity. A significant proportion of our hires were front line shift manufacturing and maintenance roles. The female hires in this subgroup were lower vs the total female hires across the site in year to date.

Addressing the gender pay gap.

Of our people overall, 37.4% are women. This is higher than in many firms where STEM qualifications are prized, but it is not as high as we would like.

Through a number of initiatives, which we discuss below, we aim for more even representation of men and women in senior positions and in our most well-remunerated roles, including shift roles. Part of the solution lies in our hands. Part of it, particularly that part relating to women in STEM, working shift and in the trades, relies on broader societal change.

Support for women in STEM disciplines

Amgen's efforts to improve gender diversity will be influenced by the efforts of the government and educational institutions of Ireland to increase the numbers of women receiving education, qualifications, and experience in STEM disciplines.

Just over a quarter of almost 120,000 people in Ireland working in STEM are women*. This relatively low proportion inevitably shapes the pool of talent from which we can recruit. Amgen wishes to play its part in redressing this balance, and we do so through our own diversity initiatives in talent advancement and acquisition.

Growing Future Talent

With our Amgen Foundation we seek to advance excellence in science education to inspire the next generation of innovators, promote STEM careers and invest in strengthening communities where Amgen staff members live and work. In Ireland, the Amgen Foundation offers two flagship programmes: the Amgen Biotech Experience and the Amgen Scholars Programme.

The Amgen Biotech Experience is an innovative science education programme aimed at providing secondary school teachers with professional development, curriculum materials, and research-grade equipment and supplies at no cost. To date in Ireland, 185 teachers have now implemented

*Recommendations on Gender Balance in Stem Education, Department of Education, March 2022

the programme in 145 schools and 19,357 students have benefited. The Amgen Foundation has invested a total of €600,000 in science education in Ireland.

The Amgen Scholars provides hundreds of undergraduate students each year with the opportunity to conduct research in a lab environment and network with other undergraduates with similar research interests.

Attracting Diverse Talent

Amgen is committed to being a truly diverse and inclusive organization. We strive to attract, engage, and develop diverse talent at the executive, professional and early career levels.

- We are partnering with industry (IBEC) and trade representative groups (Connect) to create greater gender diversity among the shift and trade qualified workforce across our industry sector.
- Amgen Talent Acquisition team provide training to ensure that we have an inclusive approach to how we source and select talent. In addition, Amgen now trains all hiring managers to mitigate the effects of unconscious bias.
- We have developed a Front-Line Manager learning academy which has an emphasis on Diversity, Inclusion and Belonging.

Developing Our People

Amgen wants to be the Best Place for Talent: a crucial aspect of this is to foster the development of a diverse and inclusive workforce.

- The diversity council at Amgen, comprising of representatives from all areas of the business, has as one of its main aims the advancement of gender balance.
- As part of our Diversity Council, we have established the Women Empowered to be Exceptional chapter, an Employee Resource Group at Amgen, that provides a network and support for women in our workforce. In 2023 we continue to develop and grow our IGNITE mentoring program that aims for the enhancement of the careers of all employees equally.
- Amgen Dun Laoghaire has also launched a development programme within the manufacturing organisation. This forum was created to enable the shift teams to network with business leaders and discuss career development and growth.

Dealing with Unconscious Bias

We are mindful of the way in which unconscious bias can work against creating truly diverse workforces at both the attraction and development stages. For this reason, unconscious bias training has been rolled out across our business, with a particular focus on hiring managers and leadership. The training is designed to help increase understanding of unconscious bias: how it shows up in various societal systems, in the workplace, and the cognitive science behind it. Specific actions and strategies are reviewed that each individual can take to create a more inclusive work environment.

Leadership Commitment to Diversity

All senior leaders in Amgen have a diversity objective within their annual performance goals. The Senior Leadership team holds regular 'Best Place for Talent' meetings to identify our top talent and to explore development opportunities for our employees. Amgen provides multiple leadership development programmes, such as Ignite, Horizon, Fuel & Elevate which give employees the opportunity to expand their network, build influence and capabilities, and drive excellence. Review of the gender breakdown at different levels and in different roles in Amgen is a key consideration in the selection process for our development programmes. The ultimate aim is to ensure diversity in our future leadership talent pool and to use diversity to help Amgen to build the best teams, deliver results and positively shape our future.

We welcome the opportunity to report our pay data and use the insights the data provides to continue to build a working environment where everyone can succeed.



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