

Amgen Dun Laoghaire Gender Pay Report 2024

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.



- 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 2024 gender pay gap, in line with the Irish Gender Pay Gap Information regulations.

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 150 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 2024. At this time there were 1036 employees, of whom 673 (65%) were men and 363 (35%) were women. Of these, 145 were temporary workers, of whom 103 were men and 42 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.

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.

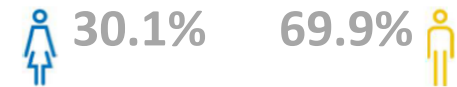
Hourly Remuneration – All Employees

9.4%
Mean

6%
Median

Population by Pay Quartiles

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Benefits in Kind



90.4% 92%
Female Male

Bonus Recipients



95.9% 94.9%
Female Male

Bonus Gap



10.7% -11%
Mean Median

Hourly Remuneration - Temporary Employees

9%
Mean

6.1%
Median

What our results mean.

As part of our total rewards program, we have built a strong foundation for determining and managing our pay practices based on both relevant market data and internal equity among our employees.

At Amgen, internal equity and fostering a workplace where all team members can thrive enables us to better serve patients.

We believe our efforts to source the best talent, offer learning and mentorship opportunities to help all our team members reach their fullest potential, and provide opportunities for all our team members to grow professionally will help address pay gaps over time.



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Interested in learning more about our culture @ Amgen?

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