

# Horizon Therapeutics

Gender Pay Gap Report  
2024



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# Introduction to the gender pay gap

During 2023 and 2024, we made significant strides in reducing our gender pay gap. We have a 14.1% reduction in gender pay gap since our last report.

We have prepared this gender pay gap report in line with our obligations as a relevant employer under the Gender Pay Gap Information Act 2021.

In this report, we provide details of our gender pay gaps, the reasons we believe these exist and our ongoing actions to address the gaps.

Horizon Therapeutics became part of the Amgen group in 2023. We continue to be a global biotechnology company that is driven by the objective of transforming lives and working towards a better future.

To put this report in context, a gender pay gap is the difference in the average pay and bonuses of all males and females across an organisation.

The gender pay gap calculations do not account for differences in pay due to the nature of the role, grade or years of service. All these factors impact the results. The gender pay gap is different to equal pay which means paying women and men the same salary for performing the same, similar or work of equal value.



# What is gender pay gap reporting

## Overview of the reporting regulations

### ❖ WHO

A “relevant employee” means an employee of a relevant employer on the relevant date and includes part-time and temporary employees. Agency staff that are contracted and paid by an agency are excluded.

### ❖ WHEN

Based on our snapshot date of 30 June 2024, the deadline for this year's reporting is 30 December 2024. The findings are based on 12 months of data from 1 July 2023 to 30 June 2024.

### Quartile Bands

The quartile bands graph on page 5 in the report represents the proportion of male and female employees in four quartile hourly pay bands ranked from lowest hourly rate to the highest hourly rate. It is achieved by dividing our workforce into four equal parts

### ❖ Where

This report is published on our website (kept online and publicly available for three years from the date of publication).

### ❖ What

This report includes the statutory figures, analysis of same and our measures to address the gaps.



# The Data

These calculations are based on a split of 50.4% female employees and 49.6% male employees employed by Horizon Therapeutics on the snapshot date of 30 June 2024. These findings are on the basis of pay over the requisite 12-month period.

Pay gap of **mean** hourly remuneration of **all** employees

**15%**

Pay gap of **median** hourly remuneration of **all** employees

**5.5%**

Pay gap of **mean** hourly remuneration of **temporary** employees

**20.9%**

Pay gap of **median** hourly remuneration of **temporary** employees

**24.7%**

## Bonus Gap

Bonus gap of **mean bonus** remuneration of **all** employees **19.4%**

Bonus gap of **median bonus** remuneration of **all** employees

**6.2%**

## Bonus & BIK Recipients

Percentage of population of men and women paid bonuses

**Male 98.3%**  
**Female 98.3%**

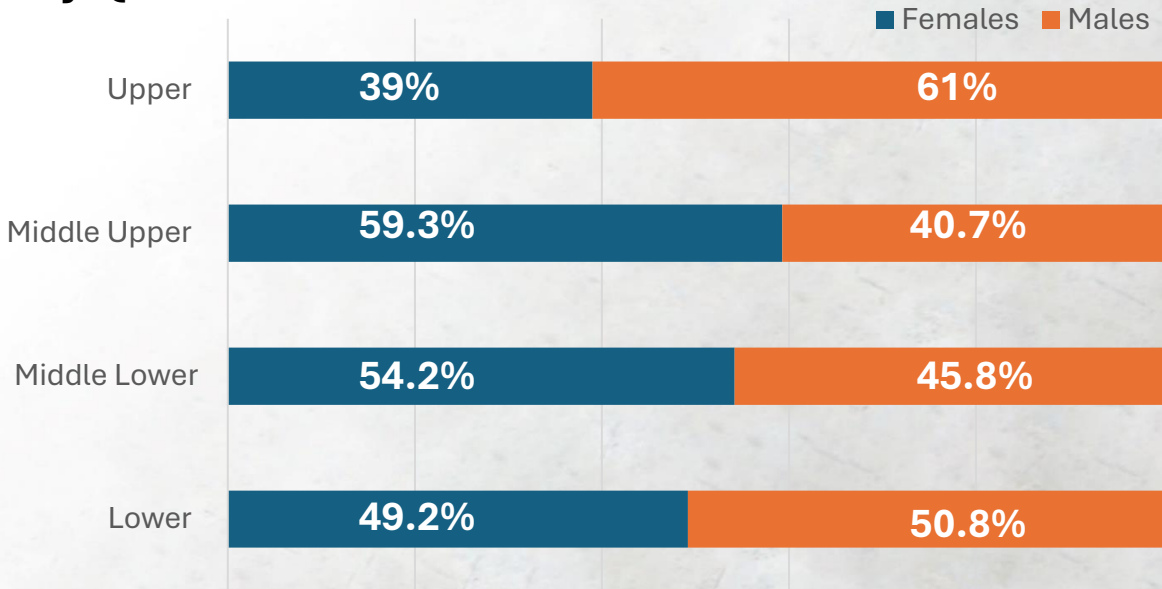
Percentage of population of men and women who received BIK\*

**Male 100%**  
**Female 100%**

\*Horizon's remuneration package provides all staff with various non-cash benefits including Health Insurance and our Employee Assistance Programme.



## Pay Quartiles



Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid employee to the lowest hourly paid employee. Pay gap of **median** hourly remuneration of **part-time employees**

**N/A\***

Pay gap of **mean** hourly remuneration of **part-time employees**

**N/A\***

\*Part-time employee numbers were insufficient to provide metrics for the 2024 reporting period.



## What our results mean

In 2023, Horizon Therapeutics became part of the Amgen group.

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.

Because pay gaps are about the distribution of people across different roles in an organization, 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.



## Appendix 1 – Statutory Reporting results 2024

Data	2024 Metrics
All Employees Pay Gap – Mean	15.0%
All Employees Pay Gap – Median	5.5%
All Employees Bonus Gap – Mean	19.4%
All Employees Bonus Gap – Median	6.2%
BIK Receipts – Female	100.0%
BIK Receipts – Male	100.0%
Bonus Receipts – Female	98.3%
Bonus Receipts – Male	98.3%
Part-Time Employees Pay Gap – Mean	N/A
Part-Employees Pay Gap – Median	N/A
Temporary Employees Pay Gap – Mean	21.3%
Temporary Employees Pay Gap – Median	25.3%
Quadrants, Q1 – Female Lowest 25%	49.2%
Quadrants, Q1 – Male Lowest 25%	50.8%
Quadrants, Q2 – Female Lower Middle 25-50%	54.2%
Quadrants, Q2 – Male Lower Middle 25-50%	45.8%
Quadrants, Q3 – Female Upper Middle 50-75%	59.3%
Quadrants, Q3 – Male Upper Middle 50-75%	40.7%
Quadrants, Q4 – Female Highest 75-100%	39.0%
Quadrants, Q4 – Male Highest 75-100%	61.0%