

# 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. As we continue to grow and evolve as a company within the Amgen group of companies, we are more committed than ever to promoting equality and diversity and lowering the gender pay gap in our organisation.

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%**

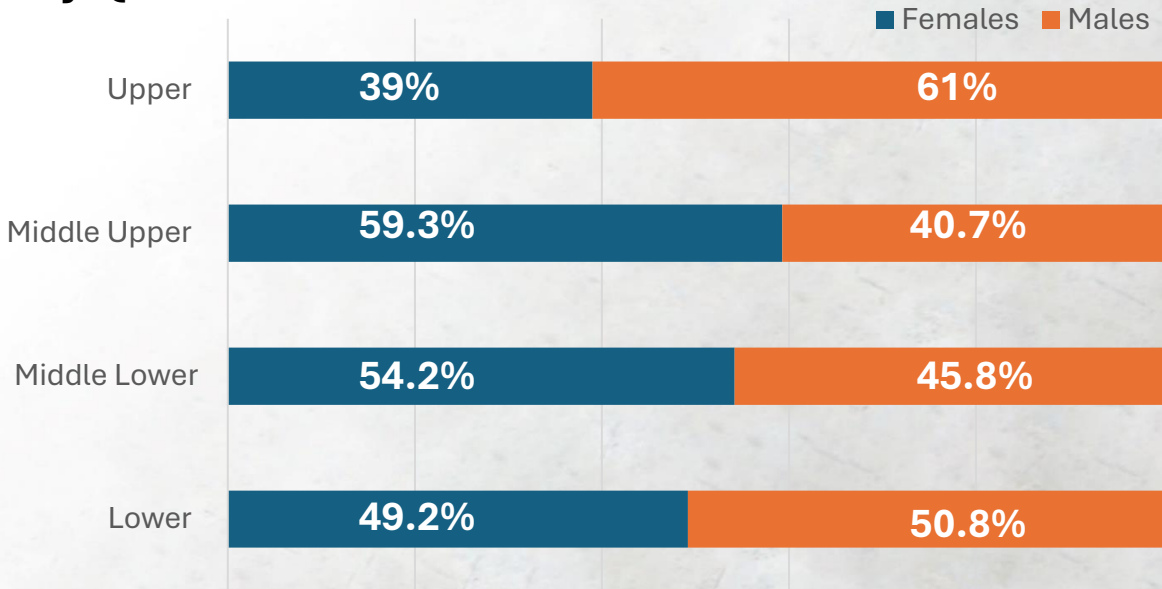
Percentage of population of men and women who received BIK\*

**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. This year has seen significant change in our workforce, and we report significant progress in our efforts to reduce the gender pay gap.

We have an uneven representation of males and females in the most senior roles within the business. There are proportionally more males in senior leadership positions within the business. This results in a greater overall pay gap across the organisation.

Organisational structure remains a key contributor to our gender pay gap.

We acknowledge our legacy as a sector which has historically involved more males; there is still a smaller pool of female candidates for the most senior roles in our business.

We recognise that the imbalance in these senior roles contributes most to our gender pay gap. Progress for women in STEM is something we are passionate about and will continue to work towards.



## Addressing our gender pay gap

We believe that attracting and retaining diverse talent is what will help us grow the future of our business. Diversity and an environment based on inclusion helps foster innovation leading to our ability to be market leaders in our sector.

### Female Career Progression

We support our colleagues through a number of internal development programmes. The WE2, 'Women Empowered to be Exceptional' is an employee resource group that is a keystone for supporting female colleagues to achieve exceptional results.

The WE2 group currently has hundreds of members across Amgen. One of the main objectives of this group is to support female colleague in personal and career development. We invest in our colleagues to assist those with leadership aspirations to find a support system and to progress their careers.

Another key programme which we continue to develop is our IGNITE employee mentoring program. We believe that mentoring and open communication are key to change within the organisation and this is something we will continue to invest in and support. A lack of females in STEM is an ongoing challenge in our sector. We provide supports to our female colleagues through the Women in STEM Enrichment (WISE) programme. This leading programme cultivates future STEM leaders through professional development and by fostering a sense of community and belonging.

### Diversity and Inclusion

We believe that diversity of talent is what cultivates innovation. The Diversity Council at Amgen is composed of representatives from all areas of business across the group. Achieving the advancement of gender balance is a key objective of the council. Our Talent Acquisition teams have also provided training on ensuring we have an inclusive approach to discovering new talent.



## Diversity and Inclusion

The Leadership Team has a diversity objective within their annual performance goals and host regular meetings to discuss development opportunities within the business. We have a number of leadership development programmes to support this growth, including Ignite (as outlined above), Horizon, Fuel & Elevate which provide supports to foster internal career progression for our colleagues. We aim to improve the gender balance in our most senior roles and to develop a diversity of thought and experiences to help deliver the best results and to have a positive impact not only for the business but for future generations in this sector.

## Early Career Development

Our data shows that one of the key reasons we have a gap is due to an underrepresentation of females in senior leadership roles. We strive to engage and grow diverse employee talent across the executive, professional and early career levels. We foster female career progression from an early stage. One of our milestone programmes we have in place to facilitate this is our AECP (Amgen Early Career Professionals Employee Representative Group). The AECP group act as a support for early career professionals through networking, discussion groups and forming new skills and pushing 'non-comfort zone' experiences. We seek to foster leadership attributes at an early career stage to encourage employee progression and skills development.



## 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%        |