



AMGEN

Our Differences Lead To Better Science

2023 Workforce Diversity, Inclusion and Belonging Report

DIVERSITY MATTERS AT AMGEN

We believe our differences lead to better science and better business outcomes, enabling us to better serve patients. Our global presence is strengthened by having a diverse workforce and creating a work environment where staff feel valued and able to contribute their full potential.



Our Commitment to Diversity, Inclusion and Belonging

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 organization. We define diversity as everything that makes each human being unique; it includes all aspects of a person's physical, emotional, experiential, and intellectual dimensions. Please take some time to read our [Commitment Statement](#) on Amgen.com.

Our Environmental, Social and Governance (ESG) framework, includes four pillars: Healthy People, Healthy Society, Healthy Planet and A Healthy Amgen. DI&B crosses the Healthy People and Healthy Society pillars.

"We are at a time when both the need for innovation and our ability to innovate have never been greater. Meeting this moment will require our enduring commitment to the idea that our differences lead to better science and business outcomes, which, in turn, help us advance our mission to serve patients."

BOB BRADWAY, Chairman and CEO



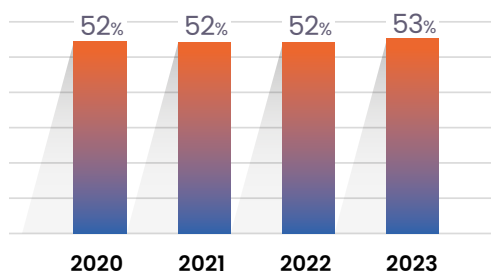
[Learn more about Amgen's Commitment to Diversity, Inclusion and Belonging.](#)

Amgen is an equal opportunity employer. We do not make employment decisions based on race, gender or any other protected characteristic.

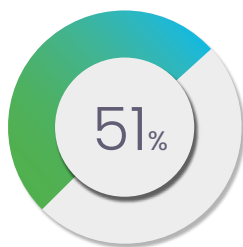
Supporting the Advancement of Women

Our goal is to be an industry leader where everyone feels welcome and has equal opportunity to thrive. Women make up **53% of our global workforce**, and we continue to focus on increasing women in leadership.

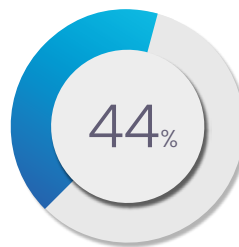
Our global focus area remains to **increase the representation of women in executive director and above roles.**



Women in Amgen's Global Workforce



Women at the Management Level
Senior Managers & Directors



Women at the Executive Level
Executive Directors & Above



Data reflects active employee head count as of December 31, 2023 including Horizon Therapeutics plc. Gender is self-reported by the employee. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female. Amgen deeply respects that gender is not binary; reporting in this manner should not represent our position on this issue.



2023 Amgen Leaders Honored by Healthcare Businesswomen's Association

Three Amgen employees are among those recognized this year by the Healthcare Businesswomen's Association

([HBA](#)) for their "significant contributions to the greater global good — specifically in advancing medicine, patient care, and equity."

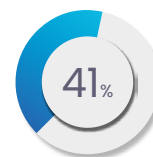
Nada Obeid (top) is a 2023 HBA Luminary award winner, while Marie-Sharmila Blandino (middle) and Linda Lai (bottom) were recognized as Rising Stars.

HBA is a global not-for-profit organization dedicated to furthering the advancement and impact of women in the business of healthcare. [Learn More.](#)



Amgen Employee Resource Group members celebrating International Women's Day.

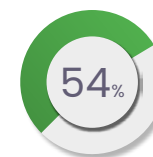
GENDER DIVERSITY BY JOB TYPE (U.S. ONLY)



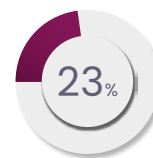
**Executive/
Senior
Officials &
Managers**



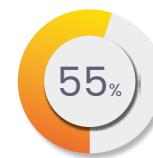
**First/Middle
Officials &
Managers**



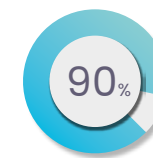
Professionals



Technicians



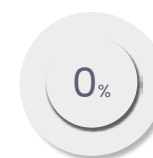
**Sales
Workers**



**Administration
Support**



**Craft
Workers**



Operatives



**Service
Workers**

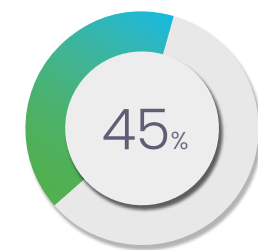
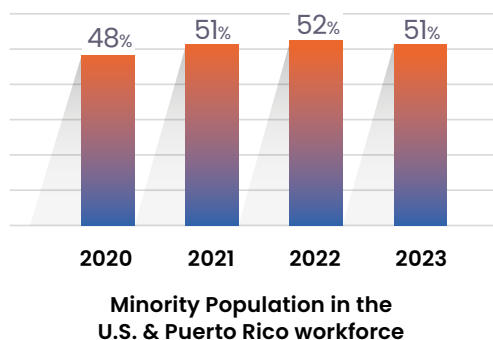
EEO-1 DATA: Though we do not use the [Federal Employer Information Report EEO-1](#) to measure progress, the data represented is what will be included in our 2023 filing. Gender is self-reported by the employee. The EEO-1 report requires that staff be classified into one of nine prescribed job types. We will post a link to the EEO-1 report as soon as it is available later this year.

In 2023, Amgen had no female employees in the "Operatives" category and zero employees in the "Service Workers" category.

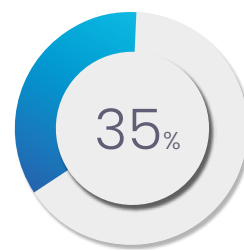
Building an Inclusive and Diverse Workforce

Our vision for building a competitive workforce is clear, and an increased investment in **inclusive hiring** processes and practices can establish us as a leader for our workforce, our patients, and our business.

One of our focus areas in the U.S. remains to **increase the percentage of Black talent in science, technology, engineering and mathematics-based roles** and to **increase the percentage of Black and Hispanic talent in executive director and above roles**.



2023
Minorities at the Management Level
Senior Managers & Directors
U.S. & Puerto Rico Only



2023
Minorities at the Executive Level
Executive Directors & Above
U.S. & Puerto Rico Only



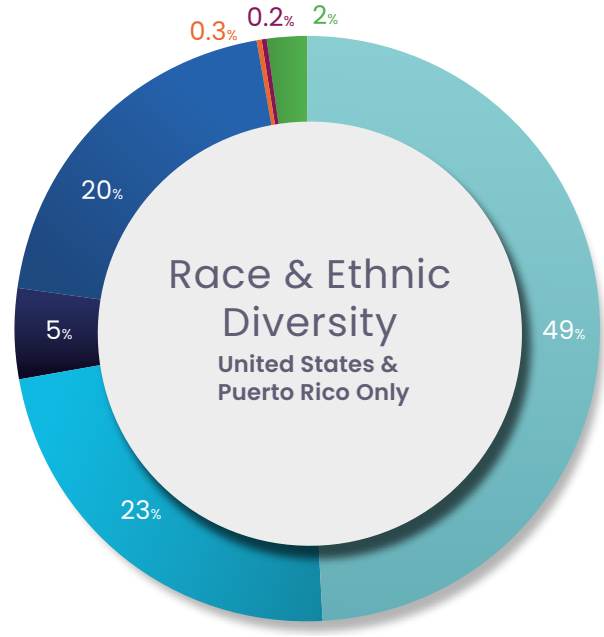
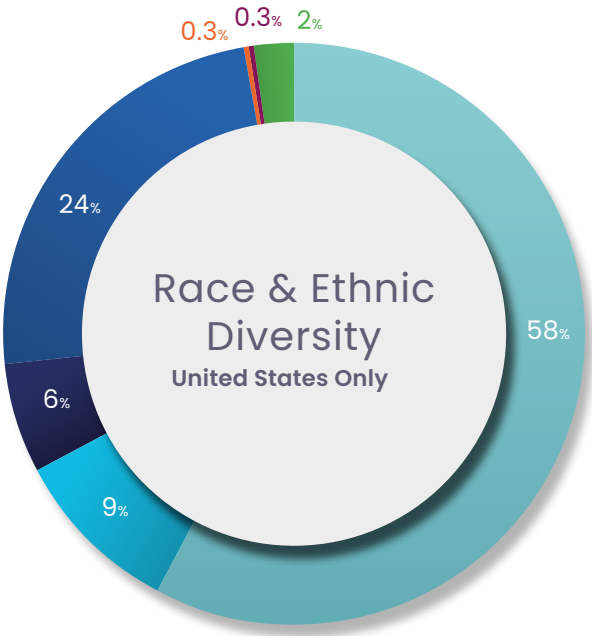
Data reflects active employee head count as of December 31, 2023 including Horizon Therapeutics plc. Race/ethnicity are self-reported by the employee.

ETHNIC DIVERSITY



DEREK MILLER,
Senior Vice
President, Human
Resources

“We have taken intentional steps and actions to build an inclusive and equitable workplace culture where employees feel like they belong and can thrive. This will better enable us to serve our patients.”



- White
- Latino
- Black/African American
- Asian
- Native Hawaiian/Other Pacific Islander
- Native American/Alaskan Native
- 2+ Races

EEO-1 DATA: Though we do not use the Federal Employer Information Report EEO-1 to measure progress, the data represented is what will be included in our 2023 filing. Race/ethnicity are self-reported by the employee. We will post a link to the EEO-1 report as soon as it is available later this year.
Due to rounding numbers, the total percentage exceeds 100%.

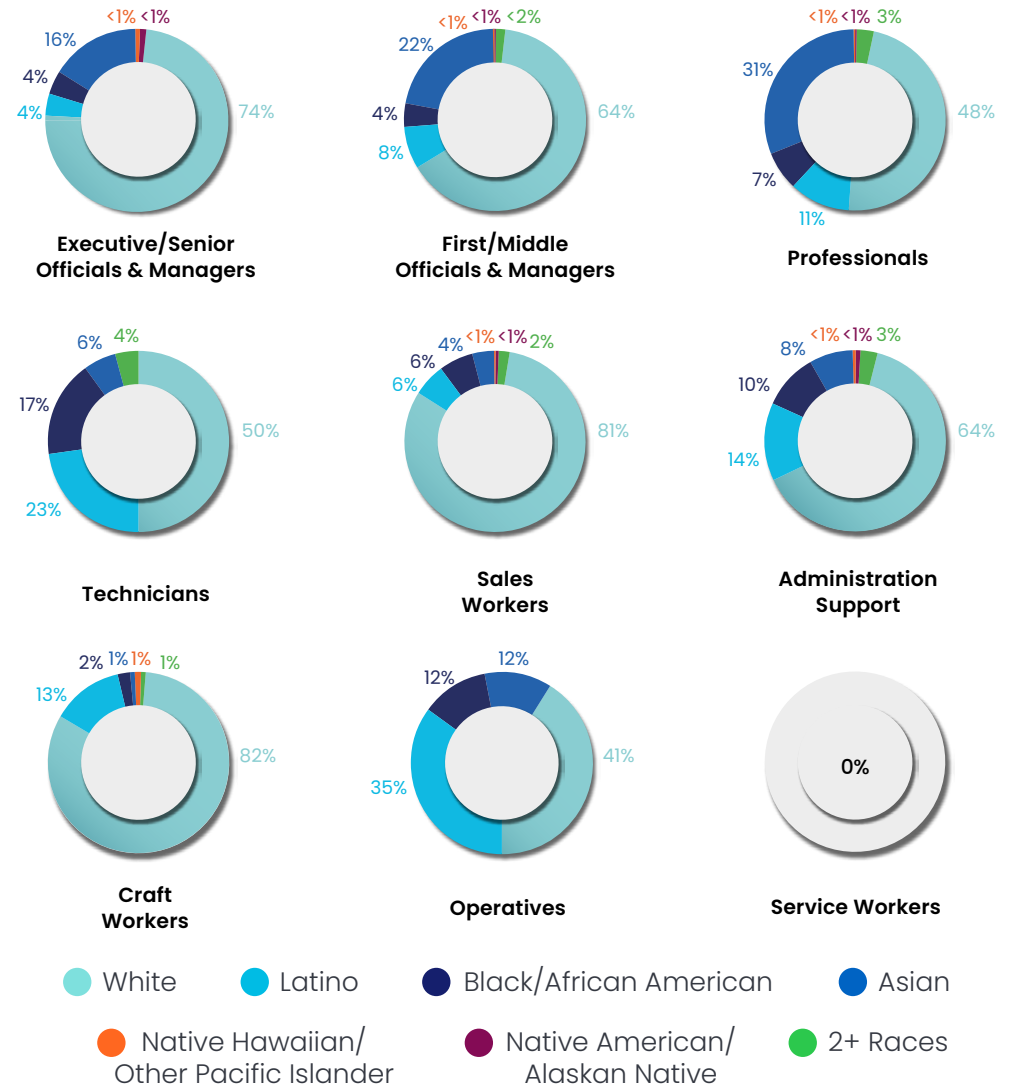


ETHNIC DIVERSITY

Our robust network of Employee Resource Groups (ERGs) promote, support and illustrate the impact that a diverse workforce has on our business and are a key component in helping us recruit and retain a diverse workforce. They're also essential in helping to create connections across Amgen's global locations and flexible work arrangements. They provide multiple opportunities for employees to bond across time zones and shared interests, while reinforcing Amgen's strong culture of belonging.



ETHNIC DIVERSITY BY JOB TYPE (U.S. ONLY)



EEO-1 DATA: Though we do not use the Federal Employer Information Report EEO-1 to measure progress, the data represented is what will be included in our 2023 filing. Race/ethnicity are self-reported by the employee. The EEO-1 report requires that staff be classified into one of nine prescribed job types. We will post a link to the EEO-1 report as soon as it is available later this year.

Innovating by Re-Integrating Talent into the Workforce

Traditionally, talent with gaps in their career experience have been excluded from job consideration despite their drive to return to work, their skills and past work experiences. Amgen's Career Re-Entry Program (ACRE) provides opportunity and access to talent that had to step away from their careers for at least two years and allows them to re-join the workforce. This program provides resources, guidance and support to acclimate to the new ways of working and our Amgen culture.



ACRE Program Success Story

Prior to joining ACRE, Jacqueline DSouza, a senior associate Business Analyst in the Digital, Technology & Innovation function, worked more than 10 years in the information systems industry. She left the workforce to work on her master's degree and after a 5 year gap, she returned in 2023. Jacqueline shares her experience in the program, how she navigated Amgen's culture, and the valuable learnings.

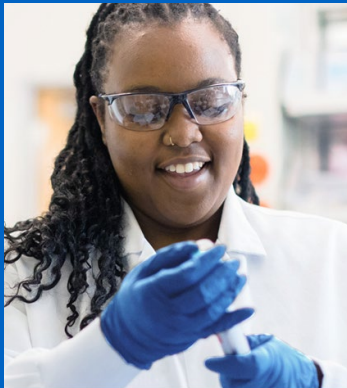
"I had a wonderful experience starting from the recruiter interactions. The best part of it was my manager, who reached out multiple times before my joining date to ensure I was welcome and had scheduled a 1-1 meeting on day one. Overall, even before I started, clear instructions were provided and felt like I was ready.

The ACRE Program Lead welcomed me and my counterpart and we got started on an ACRE

orientation. I thought it was well planned with access to various leaders, reducing any fear and nervousness of joining the workforce after such a long time. All the senior leaders and team were welcoming and answered questions we had on our mind. My manager had a well-defined plan/project that made me feel welcome. We aligned within the first week on what good looks like, and he introduced me to the team. This overall experience really helped me integrate into

Amgen. I would highly recommend the program at a larger scale to women and others entering the workforce. Amgen has a great culture, welcoming environment, and nice people. It was eye-opening how Amgen seamlessly integrated me into the workforce even though I had my own doubts with a gap of 5 years from work."

Connecting to the Community



Howard University Students Finish Amgen Fellows Program with New Skills and New Outlook on Career Paths

The Amgen Educational Fellowship Program shows students what a professional career looks like in biotech while also increasing the diversity of our pipeline for future

talent among the ranks of researchers within the Company. The six-month program allows students from Howard to do experiments on state-of-the-art equipment and to be mentored by professionals with years of experience in the world of biotech. We look forward to strengthening our connection with Historically Black Colleges and Universities through this program.

A senior scientist at Amgen, Bram Estes, mentored one of the fellows who took part in the fellowship program and said his mentee displayed, “a level of organization and independent thinking that was outstanding” as she shepherded her experiments and project over the course of six months. [Learn More.](#)

Health Equity Challenge

In 2023, Amgen held its first-ever [Health Equity Challenge](#) to identify and support community-based, non-profit organizations throughout the state of Florida that are advancing innovative solutions for reducing disparities in cardiovascular disease among Black communities. Each of the five Health Equity Challenge finalist organizations received funds from a pool of \$500,000 to implement a year-long cardiovascular disease health equity solution in their Florida communities.



[Meet](#) the five Florida-based finalists

Sustaining Our Efforts

Amgen is committed to fostering a culture of belonging, where diversity is celebrated and inclusion is the norm. Employee Resource Groups (ERGs) impact our business by providing diverse perspectives and expertise. They also promote our culture of inclusion, recognizing and celebrating the multiple layers of identity that make us each unique.



Being Choctaw Proud

In recognition of Native American Heritage Month, Amy Stanton, Quality Systems Specialist at Amgen, reflects on her journey as a Choctaw tribal member and shares the significance her culture holds for her daughter. Grateful for the supportive environment at Amgen, Stanton takes pride in her heritage and sharing more with her colleagues and friends.

[Learn More.](#)

External Recognitions In 2023

[“America’s Greatest Workplaces for Diversity”](#)

— *Newsweek*

[“Best Places to Work for Disability Inclusion”](#)

— *Disability Equality Index*

[“The World’s Best Companies”](#)

— *TIME*

[“America’s Greatest Workplaces for Women”](#)

— *Newsweek*

[“America’s Greatest Workplaces for Remote Work”](#)

— *Newsweek*

[“America’s Greenest Workplaces”](#)

— *Newsweek*

[100% score for the seventh year in a row](#)

— *Human Rights Foundation’s Corporate Equality Index*



"Through our actions, Amgen aims to become an industry leader in attracting all talent, and where everyone feels welcome, has a seat at the table and equal opportunities to thrive."

— TAMIKA JEAN-BAPTISTE, Chief Diversity Officer

AMGEN

