

# Our Differences Lead To Better Science

**Diversity, Inclusion & Belonging**

2022 Workforce Diversity Report

**AMGEN**



## DIVERSITY MATTERS AT AMGEN

We believe that our differences lead to better science and strong inclusive leadership builds effective teams, increases engagement, and improves organizational performance.



### Diversity, Inclusion & Belonging (DI&B) Mission Statement

To create a culture where every staff member takes responsibility for creating a welcoming, inclusive and productive environment, and where all employees feel respected, valued and able to contribute to their full potential.

In 2019, Amgen renewed its DI&B commitment and in early 2020, we put a dedicated team in place. A few months later, the global pandemic began to take shape and throughout disruption and social movements, Amgen has remained committed to our DI&B priorities.

**“Diversity is critical to innovation – and innovation is essential to advancing our mission to serve patients.”**

**BOB BRADWAY,**  
Chairman and CEO



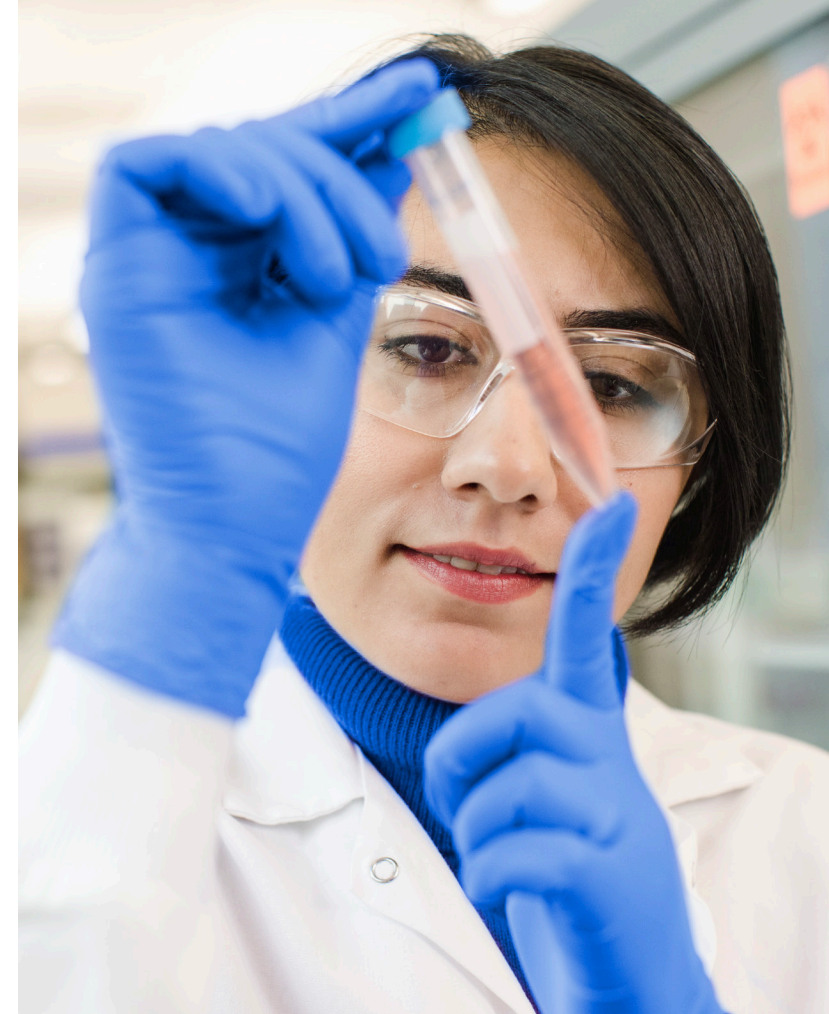
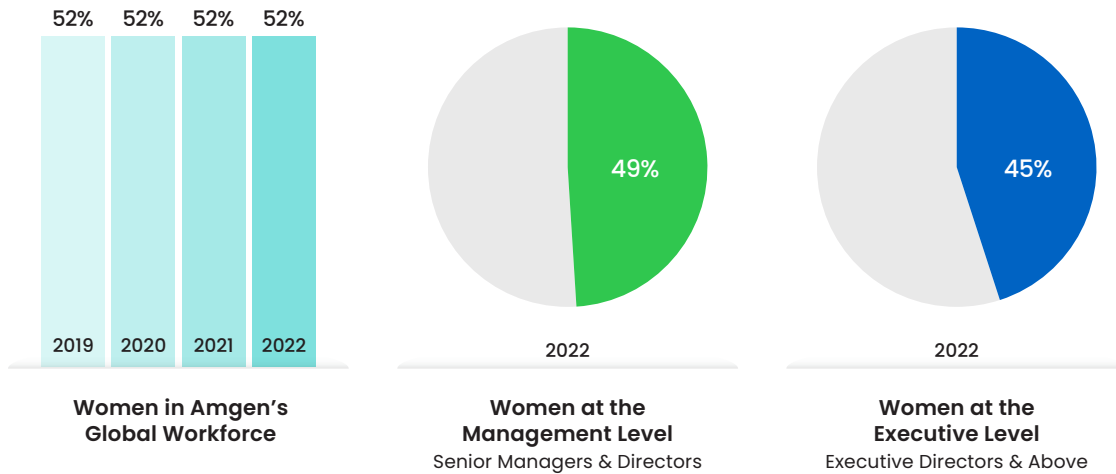
[Learn more about Amgen's Commitment to Diversity, Inclusion and Belonging](#)

**GENDER DIVERSITY**

# Supporting the Advancement of Women

Our goal is to be an industry leader where diverse talent is widely represented, where everyone feels welcome and has equal opportunities to thrive. Women make up **52% of our global workforce**, and we continue to make progress on increasing women in leadership.

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



Data as of December 2022. 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.

**GENDER DIVERSITY**



...sioning to serve patients

In 2022 our **Women Empowered to Be Exceptional (WE2)** employee resource group increased participation in its mentorship program by 50%, **with 845 global members** involved as a mentor or mentee.

**Support for working moms**, and for the families of Amgen's workforce, has long been part of the company's DNA. For decades, the company has offered a wide range of family-oriented benefits, everything from parental leave to counseling services for college admissions. [Learn More](#)



**Three Amgen Leaders Recognized for Advancing Gender Equity**  
[Learn More](#)

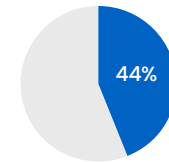


**Women Find Purpose - and Support - at Amgen**  
[Watch Video](#)

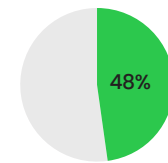


**Best Employer for Women in 2022**  
*Forbes*  
[Learn More](#)

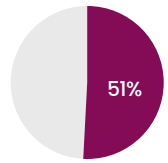
**GENDER DIVERSITY BY JOB TYPE (U.S.)**



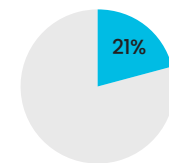
Executive/Senior Officials & Managers



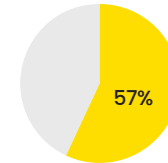
First/Middle Officials & Managers



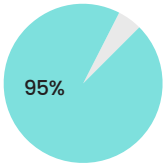
Professionals



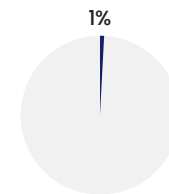
Technicians



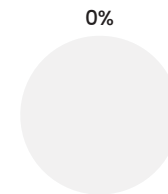
Sales Workers



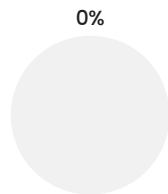
Administration Support



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 2022 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.

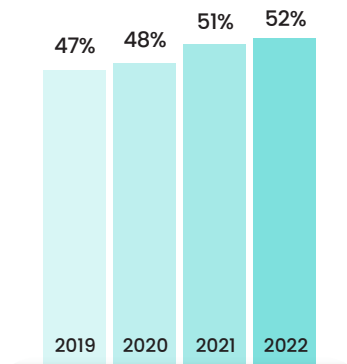
In 2022, Amgen had no female employees in the "Operatives" category and zero employees in the "Service Workers" category.

## ETHNIC DIVERSITY

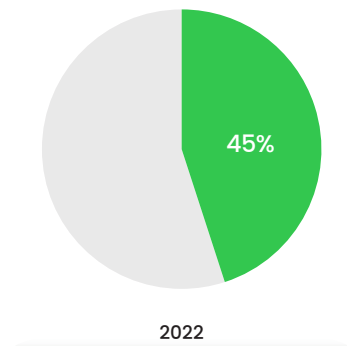
# Building an Inclusive and Diverse Workforce

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.

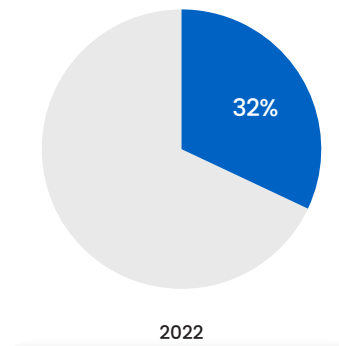
One of our strategic priorities in the U.S. remains to **increase the percentage of Black talent in science roles** and to **increase the percentage of Black and Hispanic talent in executive director and above roles**.



Minority Population in the U.S. & Puerto Rico workforce



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



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



Data as of December 2022. Race/ethnicity are self-reported by the employee.

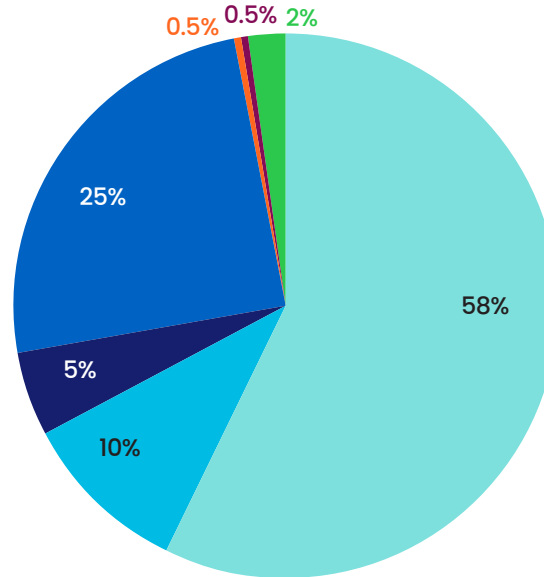
**ETHNIC DIVERSITY**

Amgen’s commitment to the **OneTen Coalition**, one of the largest private sector initiatives aimed at increasing the hiring of Blacks in the U.S., is a catalyst for change. We are **creating an apprenticeship program to grow talent**, no four-year degree required, and giving consideration to whether a four-year college degree is required for certain other roles.



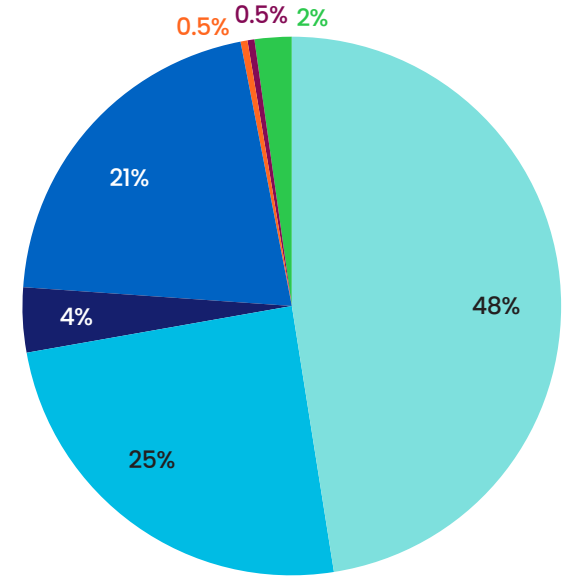
**RACE & ETHNIC DIVERSITY**

United States only



**RACE & ETHNIC DIVERSITY**

United States & Puerto Rico only



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

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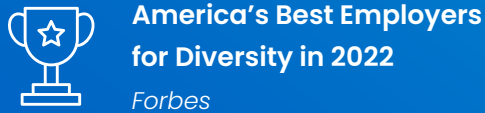
Due to rounding numbers, the total percentage exceeds 100%.

**ETHNIC DIVERSITY**

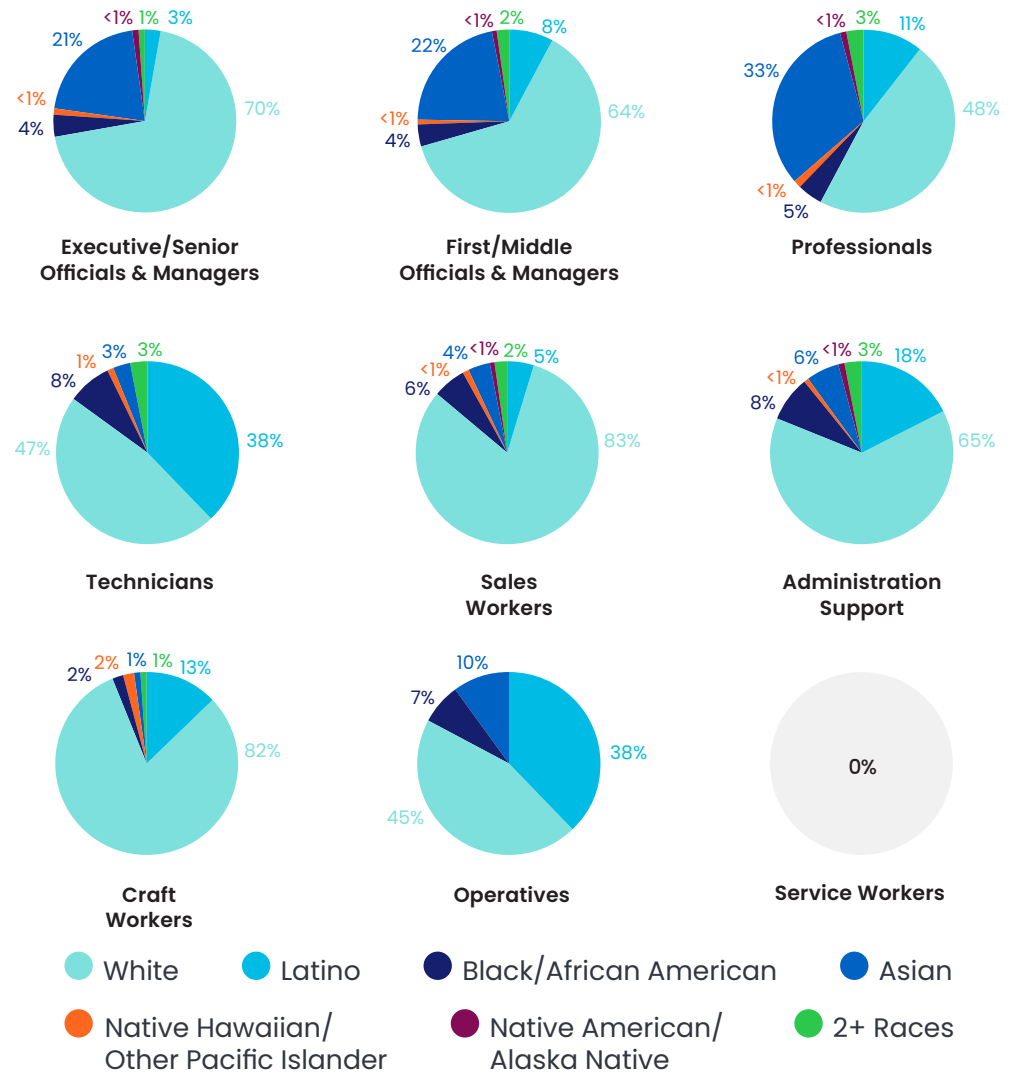
Employee Resource Groups (ERGs) promote, support and illustrate the impact that a diverse workforce has on our business. In 2022 Amgen launched our 12th ERG, known as **RIVER (Recognition of Indigenous Peoples, Values & Environmental Resources)** to share and continue the traditions, values and culture of Indigenous Peoples.

In recognition of Asian American and Pacific Islander Heritage Month – and in the face of a new wave of hate crimes in the U.S. – Ryan Futagaki, **an Amgen sales representative who has overcome racial stereotyping**, shared his story. He was one of the first Japanese-Americans to play professional soccer in the U.S.

[Learn More](#)



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



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# Future Forward: Investing in Skills

Traditionally, talent with less than a four-year degree have been excluded from job consideration despite their skills and experiences. A skills-based approach to hiring enhances access to the best talent, increases retention and builds inclusive and diverse talent pipelines.



## Skills-Based Hiring Success Story: Andrea Duke, Supply Chain Senior Associate

Andrea was a logistics specialist in the U.S. Navy before she was hired by Amgen in 2022 into the Operations organization through Amgen's Military Fellowship Program. She holds an Associate of Arts degree and 10 years of military experience.

"Many jobs I looked at required a bachelor's degree at minimum but the position I applied for at Amgen required 'an associates + equivalent experience,' which I had approximately 10 years of! This is what allowed me in the door to show exactly how that experience can be leveraged."

– **ANDREA DUKE,**  
Supply Chain Senior Associate

"Andrea is a team player who collaborates and communicates well. She learns fast, is dependable, and takes initiative. I am very impressed with her because she is proactive in her work and diligent. If I give her A to B, she will take it all the way to Z. It is energizing to see how the skills she honed outside the industry [in the military] are effectively driving forward our work here at Amgen."

– **CAROL BERRIOS,**  
Supply Chain Director  
Andrea's Manager

## WHY ARE WE DOING THIS?



A skills-based approach to hiring has been proven to lead to more successful employees and increase retention<sup>1</sup>



Talent shortage has more than tripled in 10 years



Skills-based hiring practices can help build inclusive and diverse talent pipelines

<sup>1</sup> Michigan State University, Hunter, John E. & Ronda F. Hunter, "Validity and Utility of Alternative Predictors of Job Performance"



## EMPLOYEE RESOURCE GROUPS (ERGS)

# Embracing Connectivity and Diverse Points of View Through Our ERGs

Amgen is committed to fostering a culture of belonging, where diversity is celebrated and inclusion is the norm. 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.



### **LGBTQ+ Experiences in the Military: A Cross-ERG Panel Featuring Lieutenant Colonel Michelle Macander**

Sponsored by PRIDE – LGBTQ and Allies Network, Amgen Veterans Employees Network and Women Empowered to be Exceptional ERGs.

Amgen employees heard from the inspiring Lieutenant Colonel Michelle Macander, an active-duty Marine Corps officer with over 20 years of service. The first female to command a combat arms battalion in the Marine Corps, Lt. Col. Macander has completed multiple tours in Iraq and Afghanistan and has been deployed throughout the Pacific.

### **Paths to Progress: Disrupting Health Disparities**

To honor Black History Month, the Amgen Black Employees Network and Women Empowered to be Exceptional ERGs hosted a lively panel discussion, including with our Executive Vice President of R&D, on health disparities and the role Amgen is playing to make a meaningful difference in such a challenging area.





"We remain committed to attracting, retaining and empowering a diverse workforce. When we bring talented people with different backgrounds together and foster a culture of inclusion, our employees bring their best to work, and our business thrives."

— TAMIKA JEAN-BAPTISTE, Chief Diversity Officer



**AMGEN**