

2021 Workforce Report

Diversity, Inclusion & Belonging

OUR DIFFERENCES LEAD
TO BETTER SCIENCE



AMGEN[®]

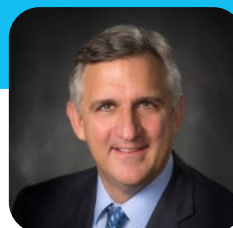
DIVERSITY MATTERS AT AMGEN

We believe our differences fuel innovation and lead to better scientific solutions that benefit patients.



“We are building a more diverse and inclusive culture at Amgen—one in which all our people feel they belong and can achieve their full potential.”

BOB BRADWAY
CHAIRMAN AND CEO



DI&B MISSION

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



AMGEN'S DI&B JOURNEY:
A Mid-Year Progress Report

[CLICK HERE TO VIEW REPORT](#)



GENDER DIVERSITY

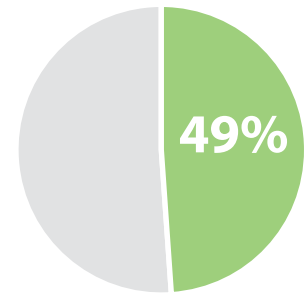
Women make up 52% of our global workforce, and we continue to make progress on increasing women in leadership. Our global priority remains to increase the representation of women in executive director and above roles.

“Research shows us that when women are as prevalent as men in the workforce, the business benefits. Talent sticks around. And innovation increases.”

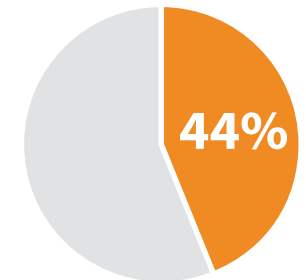
— DEREK MILLER, SENIOR VICE PRESIDENT, HUMAN RESOURCES



Women in the Workforce
U.S. & Puerto Rico Only

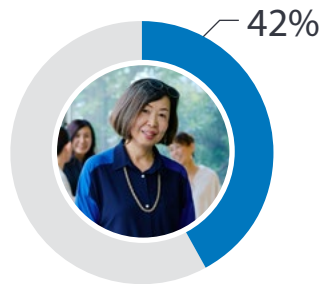


Management Level
Senior Managers & Directors
U.S. & Puerto Rico Only

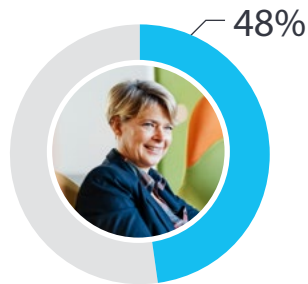


Executive Level
Executive Director & Above
U.S. & Puerto Rico Only

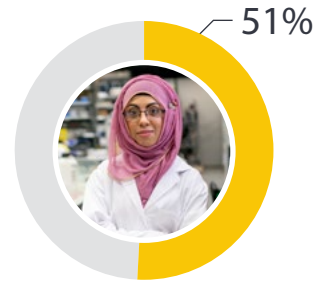
GENDER DIVERSITY BY JOB TYPE (U.S.)



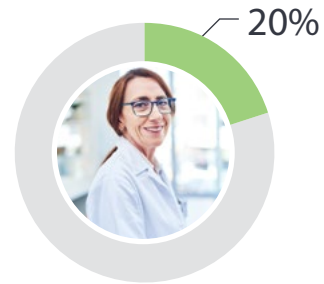
**Executive/Senior
Officials & Managers**



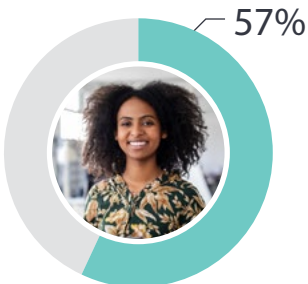
**First/Middle
Officials & Managers**



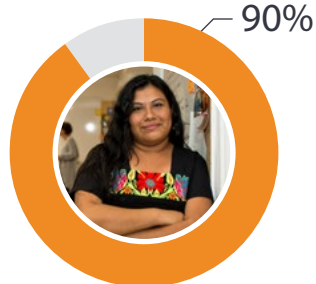
Professionals



Technicians



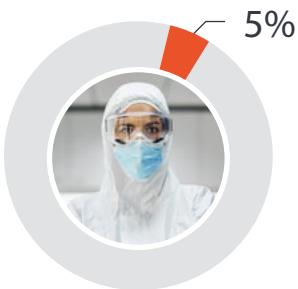
Sales Workers



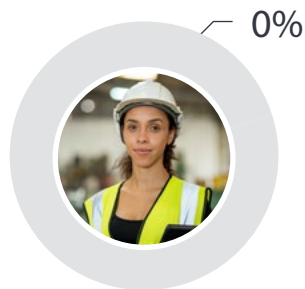
Administration Support



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 from our most recent filing. Gender and race/ethnicity are self-reported by the employee. Totals may not add up to 100% due to rounding or employees who have not reported their race/ethnicity. The EEO-1 report requires that staff be classified into one of nine prescribed job types.

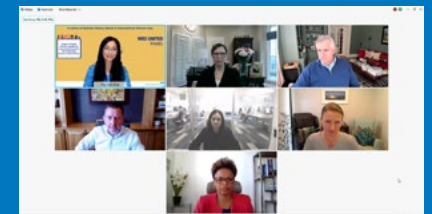


DEVELOPING DIVERSE LEADERS

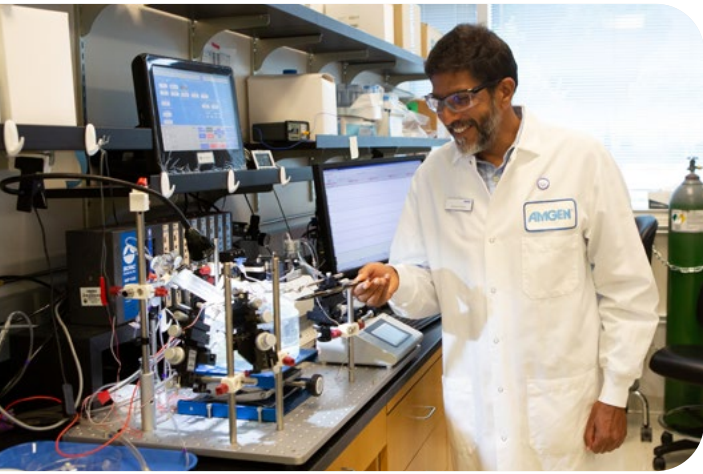
Learn how Amgen's efforts to increase mentoring for women has seen great success.

[CLICK HERE TO LEARN MORE](#)

CANDID CONVERSATIONS WOMEN EMPOWERED TO BE EXCEPTIONAL



[CLICK HERE TO LEARN MORE](#)



“To transform our thinking, all of us need to do more to diversify the representation of our workforce and create a culture where everyone has the ability to thrive.”

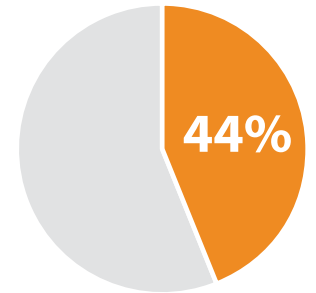
— TAMIKA JEAN-BAPTISTE, CHIEF DIVERSITY OFFICER

MINORITIES IN OUR WORKFORCE

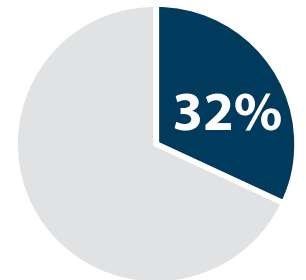
An inclusive and diverse workforce fuels scientific innovation and problem solving. One of our strategic priorities in the U.S. is to increase the percentage of Blacks in science titles and to increase the percentage of Blacks and Hispanics in executive director and above roles.



Minority Population
U.S. & Puerto Rico Only



Management Level Positions
U.S. & Puerto Rico Only



Executive Level Positions
U.S. & Puerto Rico Only



Amgen is among Forbes Best Employers for Diversity 2021



[Candid Conversations](#) with our Employee Resource Groups (ERGs)

ETHNIC DIVERSITY

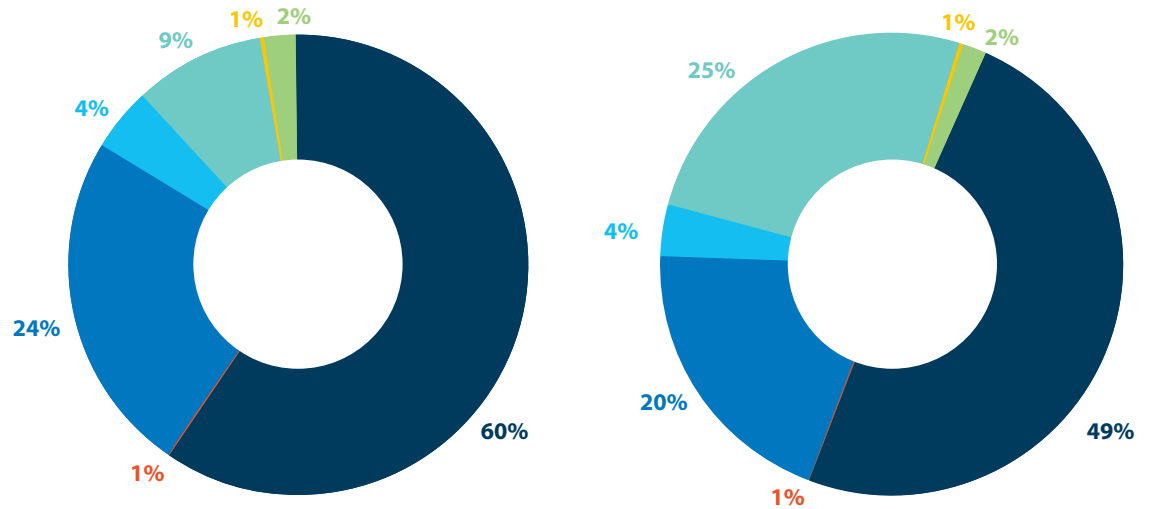
We have strengthened our ongoing commitment to become a truly diverse and inclusive organization. We strive to increase our talent sourcing to attract, better engage and develop diverse talent at the executive, professional and early career levels. And, we work to expand science education to more students of color through the Amgen Foundation.*



“Amgen continues to strengthen and build relationships with vendors to expand our diverse talent pipeline. We’ve implemented new technologies designed to enhance our outreach to diverse talent, measure our progress in real-time and help us remain competitive in the industry.”

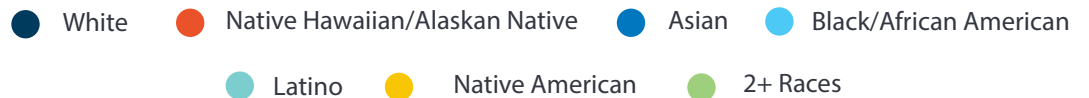
— KRISTIN FISCHER, EXECUTIVE DIRECTOR OF TALENT ACQUISITION

RACE & ETHNIC DIVERSITY



United States Only

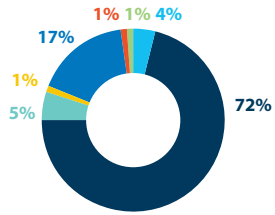
United States & Puerto Rico Only



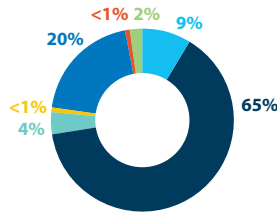
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*The Amgen Foundation, Inc. is a separate legal entity entirely funded by Amgen.

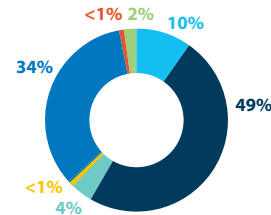
ETHNIC DIVERSITY BY JOB TYPE (U.S.)



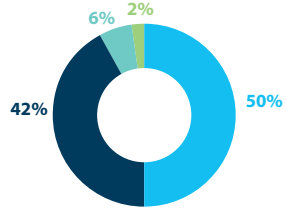
Executive/Senior Officials & Managers



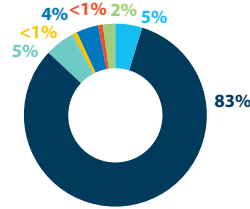
First/Middle Officials & Managers



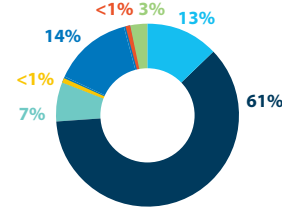
Professionals



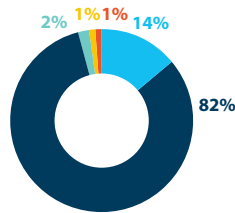
Technicians



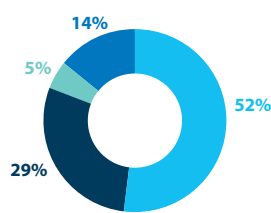
Sales Workers



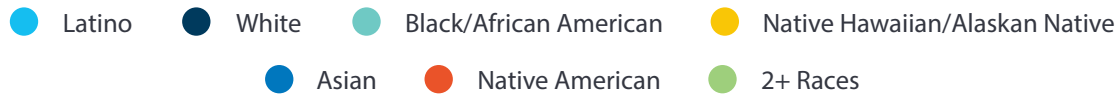
Administration Support



Craft Workers



Operatives




 By 2023, increase spend with
DIVERSE SUPPLIERS
BY 2X AND 3X FOR
BLACK-OWNED SUPPLIERS*

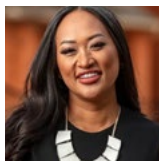
*Compared to a 2019 baseline.


INVESTING \$1B
IN 2 NEW SITES
 based in North Carolina and Ohio
 that will create hundreds of jobs
 and draw from a diverse talent pool

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INSIDE AMGEN'S PUSH FOR GREATER DIVERSITY IN CLINICAL TRIALS

Through an internal program known as RISE (Representation in Clinical Research), Amgen is looking to create greater equity related to clinical trial diversity.



RACQUEL RACADIO, who also has a background in public health policy, began writing the paper in 2017 that would become foundational for RISE and the push to diversify clinical trials.



JUDE NGANG saw the issue of diversity in clinical trials as personal to him. He began meeting with Amgen Black Employee Network (ABEN) leadership in 2016 about trying to help Amgen diversify its clinical trials.



PONDA MOTSEPE-DITSHOGO, VP Medical Director at Amgen and Amgen Black Employee Network's Global Chair, is leading RISE. She said RISE's three-year plan is making progress, but it will "take a village" to reach the initiative's goals.

\$2M

Donated by Amgen in 2018 to Lazarex Cancer Foundation's Improving Patient Access to Cancer Clinical Trials program. The results of the grant helped the program achieve:

- **59%** minority participation
- **48%** of participants coming from household earning \$25K per year or less.



RAISING THE SPOTLIGHT ON HEALTH INEQUITIES

For nearly a decade, the Amgen Health Equity Summit has fostered solution-focused dialogue among diverse thought leaders and patients to overcome health disparities.

[CLICK HERE TO LEARN MORE](#)

EMPLOYEE RESOURCE GROUPS (ERGS)

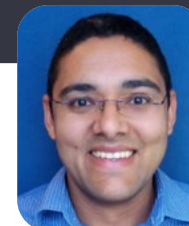
ERGs promote, support and illustrate the impact that a diverse workforce has on our business. Monthly ERG Global Leadership meetings build a community of practice and increase cross ERG advocacy. Currently, we have eleven Global ERGs at Amgen, all with executive sponsorship, and all organized around the primary focus of diversity.

OVER 11,000 EMPLOYEES
PARTICIPATE IN ERGS
throughout our global network.

- AAA - Amgen Asian Association
- ABEN - Amgen Black Employee Network
- ABLE - Ability Bettered Through Leadership and Education
- AECP - Amgen Early Career Professionals
- AISN - Amgen Indian Subcontinent Network
- AIN - Amgen International Network
- ALEN - Amgen Latin Employee Network
- PRIDE - Amgen PRIDE - LGBTQ and Allies Network
- AVEN - Amgen Veterans Employees Network
- WE2 - Women Empowered to be Exceptional
- WISE - Women Information Systems Enrichment

"Here at Amgen we feel safe to express ourselves as we are, without fear of judgments and prejudice. And this environment is only possible thanks to DI&B initiatives, which makes Amgen a great place to work and pursue our career objectives!"

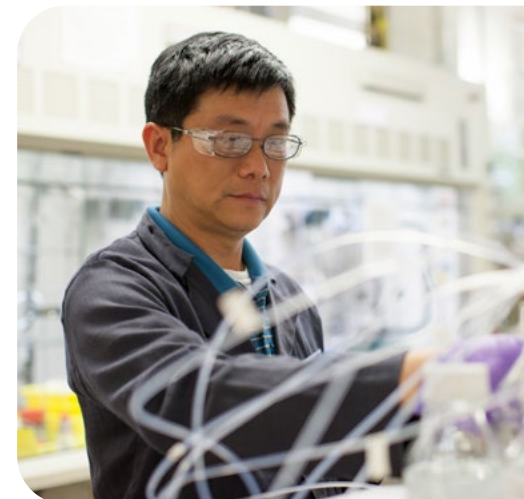
WILTON
AMGEN BLACK
EMPLOYEE NETWORK,
BRAZIL



Best Places to Work for
LGBTQ+
EQUALITY
for the sixth
consecutive year.



Silver Designations recipient
MILITARY
FRIENDLY
EMPLOYER



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

Diversity and inclusion are critical to our ability to thrive and successfully operate as a team. We approach this on-going, important work by drawing inspiration from science. Continuous learning drives discovery and innovation and will ultimately create profound change.



To relieve mental and emotional stress during the pandemic, our ERG communities have partnered to create forums to share personal experiences, peer-to-peer support groups and activities that promote a sense of community. Through our ERGs, staff can come together without the fear of judgment to discuss personal challenges and find a support system during difficult times.

“People with disabilities bring a unique way of thinking, a unique way of reacting to personal relationships, that we could all learn from. Ability Bettered through Leadership and Education exists to attract, support, develop, and retain this talent.”

—NOEMI ROMERO, VICE PRESIDENT,
OPERATIONS AND ABLE'S GLOBAL CHAIR