

2020 WORKFORCE DIVERSITY

OUR DIFFERENCES LEAD TO BETTER SCIENCE

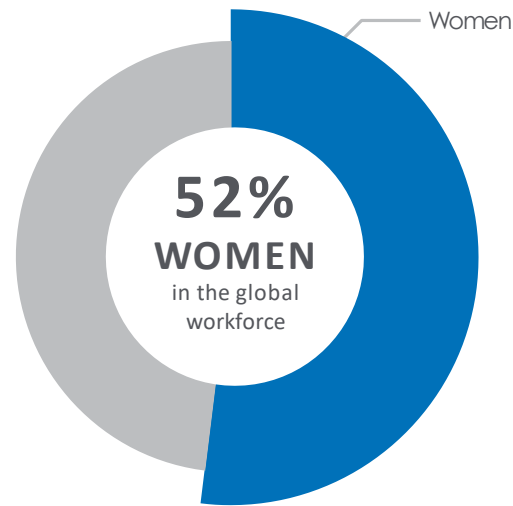




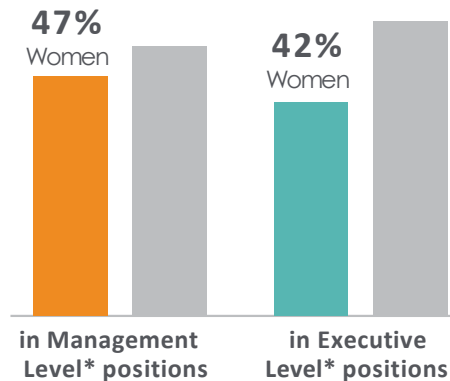
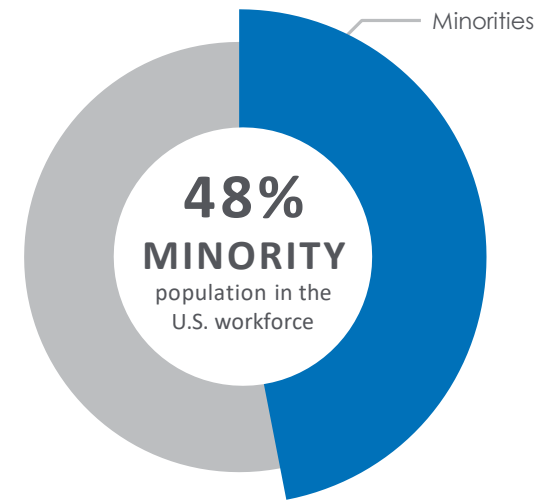
COMMITMENT TO DIVERSITY, INCLUSION & BELONGING (DI&B)

We are committed to fostering a culture of belonging, where diversity is celebrated and inclusion is the norm. Our global strategy is designed to leverage our diversity and create a more inclusive workplace. Our priority areas of focus include increasing representation and development of women in leadership, Black Talent and establishing strong fundamental values to sustain DI&B commitments. We continue to make progress and are establishing rigorous metrics to hold ourselves accountable for our DI&B efforts.

WOMEN IN OUR GLOBAL WORKFORCE



ETHNIC MINORITIES IN OUR U.S. & PUERTO RICO WORKFORCE

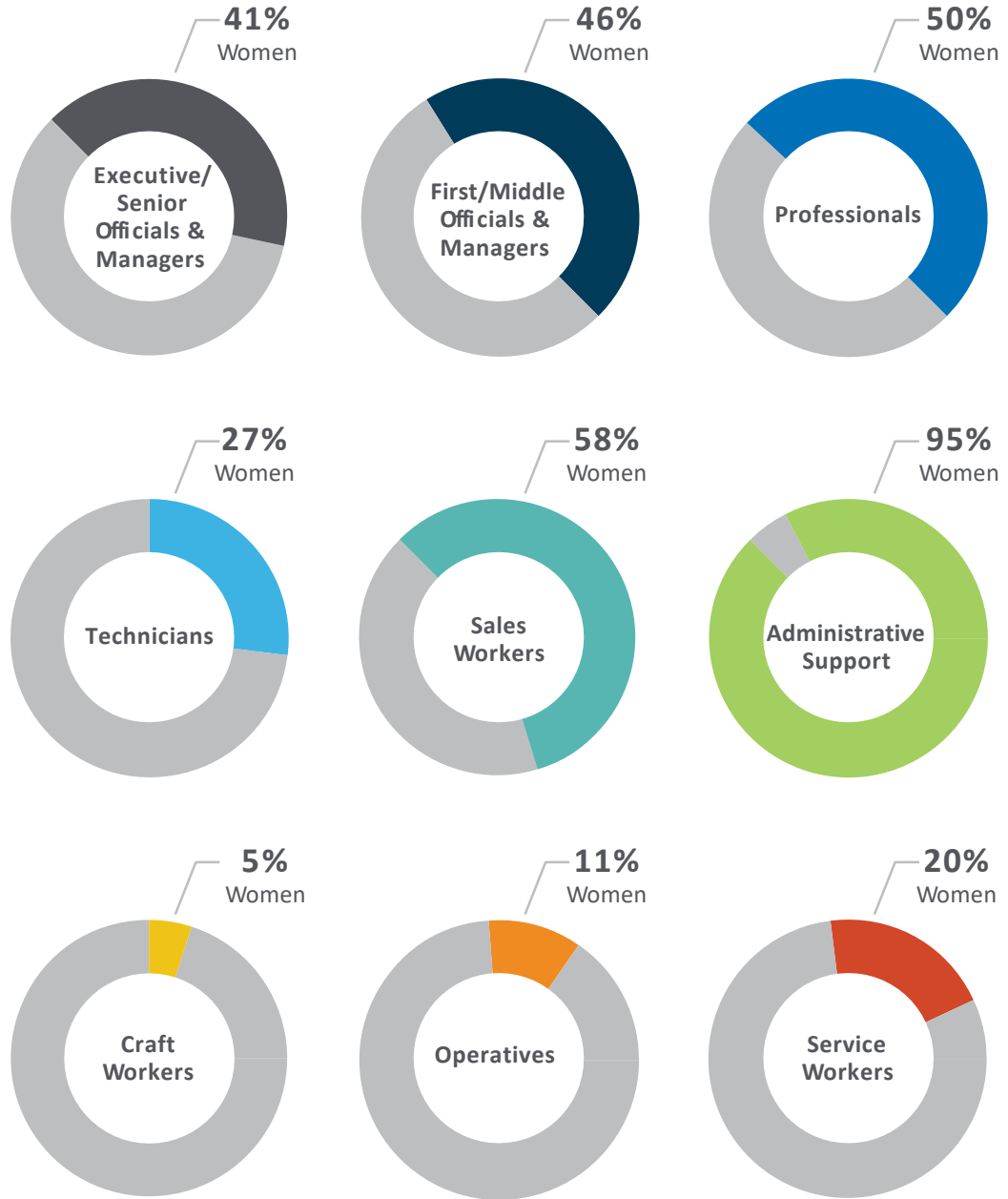


*Management Level – Senior Managers & Directors, Executive Level - Executive Director & Above
Data as of December 2020. Gender and race/ethnicity are self reported by the employee. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female. Amgen deeply respects that gender is not binary; reporting in this manner should not represent our position on this issue.



GENDER DIVERSITY BY JOB TYPE (U.S.)

Bending the gender curve on diversity is a key priority of Amgen's DI&B efforts. Forty-one percent of Amgen's executives and senior managers are women. Amgen's Women Empowered to be Exceptional (WE2) Employee Resource Group (ERG), the Company's largest ERG with more than 4,000 members, has mentored more than 700 Amgen women since its formation in 2003.



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.



ETHNIC DIVERSITY

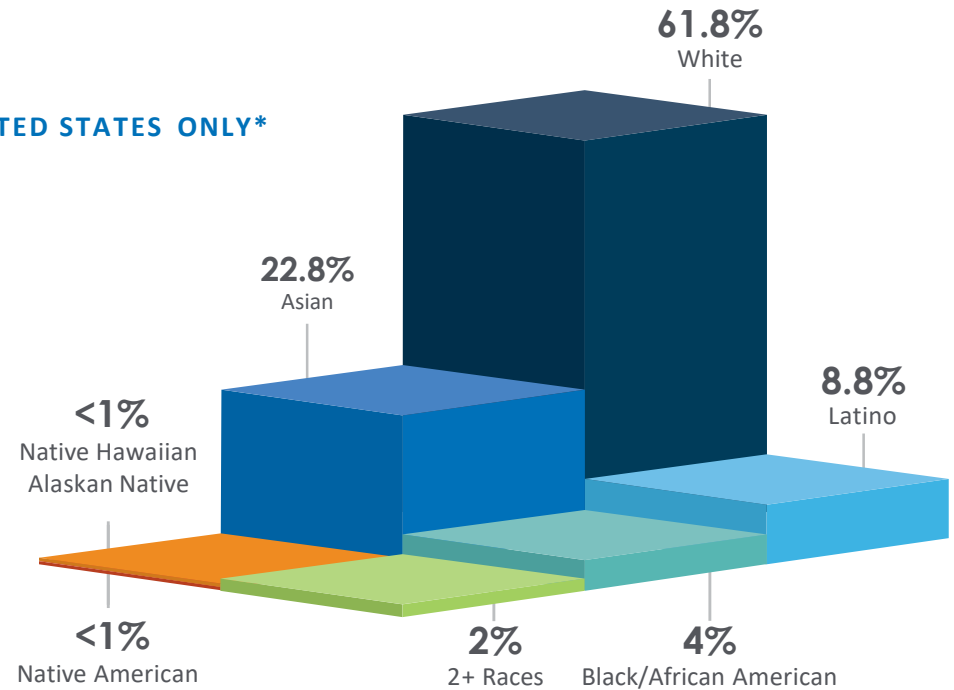
RACE & ETHNICITY

An inclusive and diverse workforce helps fuel scientific innovation and problem solving. While we have made progress, there is still much more work to do. 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.

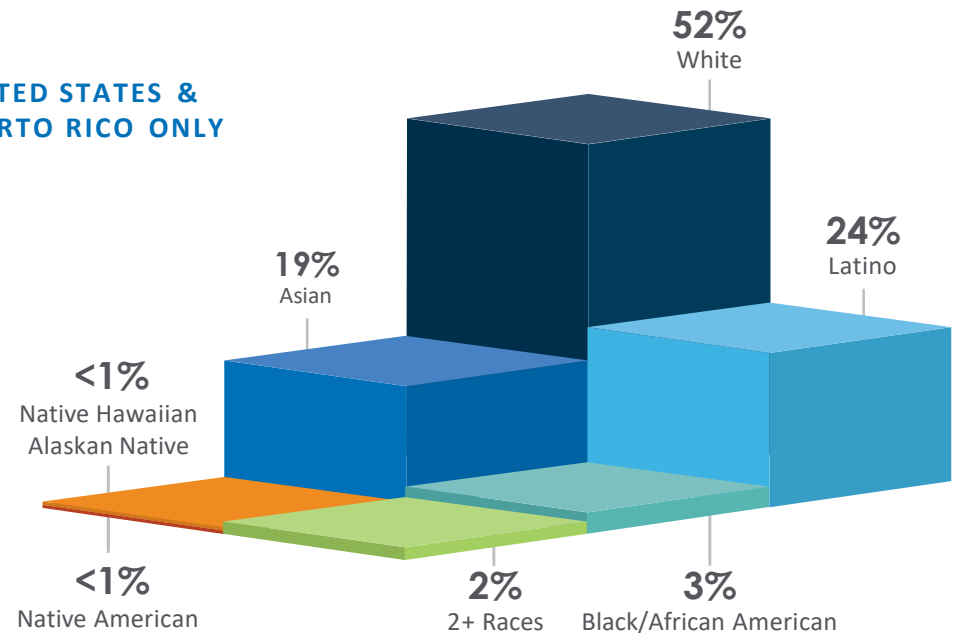
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UNITED STATES ONLY*



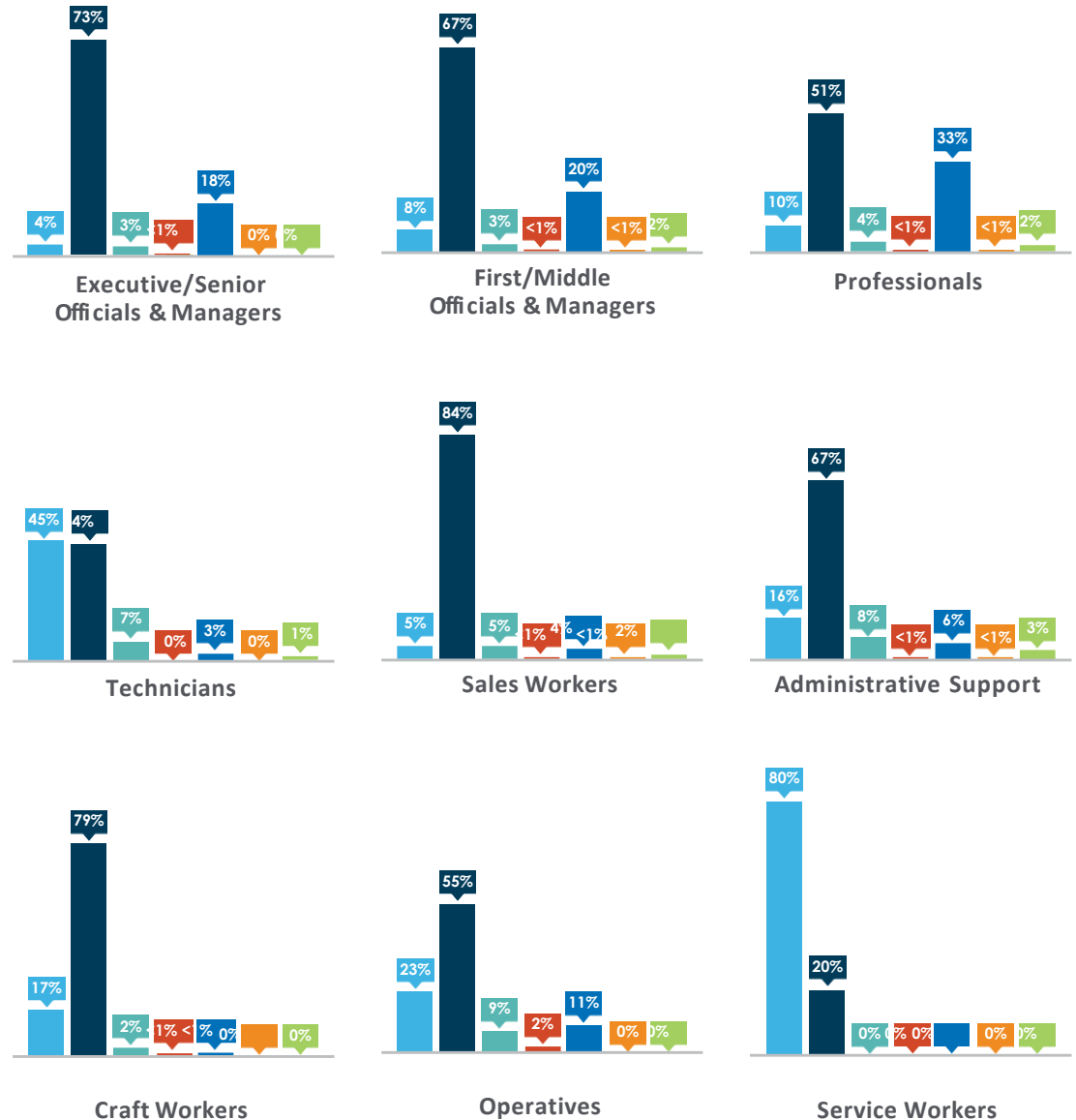
UNITED STATES & PUERTO RICO ONLY





ETHNIC DIVERSITY BY JOB TYPE (U.S.)

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



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

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