



DIVERSITY, INCLUSION & BELONGING AT AMGEN CAMBRIDGE

OLIVER THIEL, EXECUTIVE DIRECTOR PROCESS DEVELOPMENT
SAM TAYLOR, DIRECTOR, HUMAN RESOURCES
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AMGEN TODAY



- One of the world's leading biotechnology companies
- Fortune 500
- Reached millions of patients

OUR VALUES



Be science-based
Compete intensely and win
**Create value for patients,
staff and stockholders**
Be ethical
Trust and respect each other
Ensure quality
Work in teams
**Collaborate, communicate
and be accountable**



AMGEN MASSACHUSETTS SCIENCE SPANS FROM PRODUCT & PROCESS DEVELOPMENT TO PATIENT EXPERIENCE



Primarily small and large molecule development capabilities

Drug Substance
Drug Product
Attribute Sciences

DIPT
Product Quality
Reg CMC

HR
Law



VISION: RE-IMAGINE AMGEN MASSACHUSETTS AS OPERATIONS INNOVATION CENTER

Leveraging our presence in a location that is rich in talent and innovation to build an **East Coast Operations Innovation Center** with leading capabilities across six fundamental pillars



Amgen Massachusetts science spans development of products and processes through patient experience

OUR STRATEGIC FOCUS AREAS

FOR BECOMING A DIVERSE ORGANIZATION THAT FOSTERS INCLUSION AND BELONGING



PEOPLE

Recruit, develop & retain a diverse workforce representative of the global communities we serve



CULTURE

Create a welcoming, inclusive & productive environment where all staff members feel valued and respected



COMMUNITY

Expand external efforts to promote justice & equity for our patients and society



SUSTAIN

Embed DI&B in business practices, policies & processes that establishes ongoing leadership accountability

AMGEN'S DIVERSITY, INCLUSION & BELONGING PRIORITIES

Global Priority

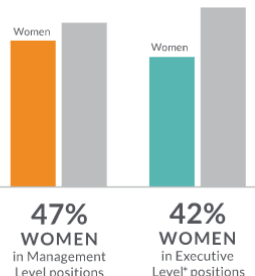
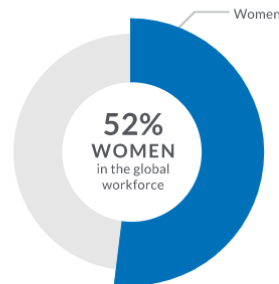
Increase the representation and development of women in executive director and above roles

US Priorities

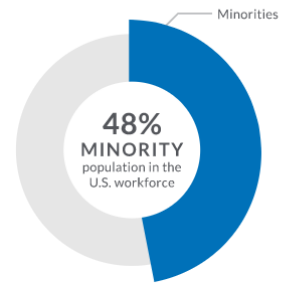
Increase the representation of **Blacks** in science, technology, engineering, and mathematics based roles

Increase the representation and development of **Blacks and Hispanics** in executive director and above roles

Women in Our
Global Workforce



Ethnic Minorities in Our
U.S. and Puerto Rico Workforce



OUR DIFFERENCES LEAD TO BETTER SCIENCE.

We are committed to fostering a culture of belonging, where diversity is celebrated, and inclusion is the norm. This is central to our ability to thrive, and is critical to operate as a team, to best serve our patients and to reduce inequities globally. We approach this ongoing, important work by drawing inspiration from science, where continuous learning builds knowledge over time to drive discovery and innovation and ultimately create profound change.

AT AMA, OUR STAFF ENGAGES THROUGH SEVEN DIFFERENT EMPLOYEE RESOURCE GROUPS

- Amgen Asian Association (AAA)
- Amgen Black Employee Network (ABEN)
- Amgen Early Career Professionals (AECPP)
- Amgen Latin Employee Network (ALEN)
- Amgen PRIDE
- Amgen Women in Chemistry (AWIC)
- Women Empowered to be Exceptional (WE2)



AMGEN PROVIDED GENEROUS SUPPORT FOR STAFF DURING THE PANDEMIC

- Enhanced safety & protocol on site
- Ergonomic support & stipend for work from home
- New mental health and well-being programs
- Additional holidays for staff in the U.S. and Puerto Rico
- “No meetings on Friday afternoons”
- Updated, relevant, on-demand learning resources to help staff with time management and effective ways of working remotely
- Expanded childcare subsidy for in home nannies
- Virtual all site-based engagement events
- Virtual team building and engagement activities

MOVING TOWARD "FLEXSPACE"

What FlexSpace is:

Staff that need to access equipment and technology will continue to have unfettered access to what they need to do their job...

Staff that haven't been regularly onsite over the last year will default to working from home and access the site for intentional activities that would benefit from face-to-face interaction...

Managers, like all staff, will come onsite with intentionality, incl. managing their teams and doing specific activities that benefit from face-to-face interactions. We will also provide the tools to help teams work better virtually in the long-term...

Face-to-face interactions should be planned with intentionality. We will invest time for critical interactions and collaboration (e.g., project kickoffs, project reviews that benefit from face-to-face interactions, celebrating results, etc.)...

Employees will still come to campus for critical interactions that benefit from face-to-face interaction. However, instead of defaulting to on-campus work, staff that were remote during the pandemic will default to work from home, and access the site for intentional activities that would benefit from face-to-face interaction...

What FlexSpace is not:

...We aren't saying staff that need to access equipment and technology onsite won't be able to do so.

...We aren't saying no one can come onsite anymore

...We aren't saying managers will be unable to mentor and supervise onsite staff

...We aren't saying you won't be able to meet with colleagues from other functions

...We aren't saying we are all remote now and there's no plan to return to campus

"Most site-based staff working from home today will continue to work from home for the majority of their time – even after the pandemic has ended."

Survey of global workforce

Cross-functional and cross-regional team of leaders designing specifics

Test and learn approach

"Thank you for hearing us and taking the feedback and learnings from this year to intentionally incorporate enhanced flexibility into our workplace and workspace. This flexible home office mindset, combined with the Work Empowered Initiative, are incredibly encouraging in fostering a diverse and inclusive work environment regardless of our personal geography and/or family dynamics. Thank you for hearing our collective voices and following up with thoughtful initiatives that create a lasting, enjoyable work environment and culture. I am encouraged."

- Tina Prescott, Executive Oncology Specialist



FIVE WORKSPACE APPROACHES IDENTIFIED FOR CONSIDERATION



Successful Status Quo

Amgen continues to thrive on in-person collaboration and provides a productive on-site experience for employees.



Limited Off-Site

Amgen builds flexibility by identifying what work can already easily take place off-site and inviting people to do that work off-site.



Hybrid On/Off-site

Amgen expands flexibility by encouraging and enabling more work to happen successfully off-site while retaining strong in-person collaboration where needed.



Expanded Off-site

Amgen emphasizes off-site work and encourages employees to work off-site while investing in virtual collaboration and productivity.



Off-site First

Amgen leads the charge in off-site work that leverages off-site as the default workplace with no physical office location required for staff.

BENEFITS FROM WORK-FROM-HOME TO BE MAINTAINED POST-PANDEMIC



Improved employee engagement due to an assist from new technologies, we're better now at bringing together geographically diverse teams than we've ever been



Meeting virtually via tools like Webex has leveled the playing field, giving everyone an equal voice and space in the "meeting room"



Potential to work asynchronously to deliver results, often faster and more efficiently than we have in the past



Ability to balance home and life better, e.g., from time back due to no commute, ability to step away and attend family events, etc.



Ability to reach talent for more roles in locations that aren't commutable to Amgen sites without requiring relocation

INTENTIONAL PRESENCE AT AMGEN CAMPUS



Access to equipment and technology that only exists onsite (e.g., laboratory and manufacturing work and supervision)



To have conversations where speed and ability to connect are critical to achieve business outcomes (e.g., complex, non-routine problem solving with enterprise level criticality that requires rapid collaboration and breakout sessions to work through)



To build a strong basis for new relationships (e.g., onboarding new staff and immersing them in our community and values, occasional meetings with strategic vendors or external partners)



For activities that strengthen trust and relationships (e.g., celebrating wins and large successes as a group)



QUESTIONS?

AMGEN[®]

Public Information