2025 Sustainability Highlights Report

AMGEN

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About Amgen

Amgen harnesses the best of biology and technology to fight the world's toughest diseases and make people's lives easier, fuller and longer. We discover, develop, manufacture and deliver innovative medicines to help millions of patients focused on four therapeutic areas: General Medicine, Rare Disease, Inflammation and Oncology. Amgen helped establish the biotechnology industry more than 45 years ago and remains on the cutting-edge of innovation, using technology and human genetic data to push beyond what's known today. Learn more about Amgen and how we work to achieve our mission through actions that reflect our corporate values.

BY THE NUMBERS

1980
Year Founded

~30,000
Employees[1]

$36.8B
Total Revenues

$7.3B
R&D Investment

NASDAQ
Stock Listing

AMGN
Ticker Symbol

~100 Countries
Global Presence

Thousand Oaks, California
Headquarters

About This Report[2]

This report describes our progress from January 1, 2025, to December 31, 2025. The content is informed by internal and external stakeholder perspectives, relevant reporting standards and frameworks, and our strategy, mission and values. All of our worldwide business operations are considered in this report, unless otherwise stated. Throughout, we guide readers to additional online sources of information.

In preparing this report, we considered the principles of CDP and the Science Based Targets initiative (SBTi), as well as the recommendations outlined by the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Sustainability Accounting Standard. Our reporting also reflects alignment with the United Nations Global Compact and Sustainable Development Goals (SDGs).

Amgen has engaged a third party to provide reasonable assurance of selected environmental and safety data.

We value and welcome feedback from all stakeholders. Please send comments or questions about this report to Sustainability@Amgen.com.

ADDITIONAL DISCLOSURES

- CDP Disclosure
- SASB Index
- UN SDG Index
- UN Global Compact

1 Approximately, as of December 31, 2025.
2 Information contained on our website is not intended to be part of this report.

Leadership Message

At Amgen, we are building a company designed to endure—one that delivers for patients, advances science and creates long-term value for all those we serve.

In 2025, we marked an important milestone: our 45th anniversary. What began as a single-product biotech startup has grown into a global leader in human health. Today, more than 30,000 Amgen colleagues around the world support approximately 17 million patients annually. Our success in delivering value to patients and shareholders reflects decades of scientific excellence, operational discipline and a deep commitment to improving lives.

As our journey continues, so does our commitment to responsible and sustainable growth. Our Corporate Sustainability Framework—built on our pillars of Healthy Patients and Communities, Healthy Planet and Healthy Amgen—helps us do this.

By continuing to invest in Amgen Ecovation®, our approach to innovative and sustainable manufacturing, we are increasing operational efficiencies, decreasing costs and reducing our environmental impact. Through this initiative, we embed sustainability principles into the design of all new laboratory, manufacturing and administrative buildings. We also work to integrate these principles across our global network, with our focus anchored on U.S. expansion efforts in Ohio, North Carolina, Puerto Rico and California. In California, where we've achieved LEED certification on several of our buildings, we're working to make our new $600 million Science and Innovation Center the most environmentally friendly building on our headquarters campus.

Sustainability is also about people. Our future depends on a skilled, engaged workforce. We continue to invest in talent development through apprenticeship programs in Ohio and at our new drug substance facility in North Carolina, with the program designed so that participants have the opportunity to transition into full-time roles. We are also equipping employees across Amgen with the training and tools they need to integrate artificial intelligence and emerging technologies into their work responsibly and confidently.

Likewise, through the Amgen Foundation,[3] we are helping inspire the next generation of innovators. In 2025, 99,000 students worldwide participated in the Amgen Biotech Experience, one of several Foundation programs advancing science education.

Looking ahead, we are well positioned for our next chapter, in which we will seek to expand our capabilities, reach more patients than ever and amplify the impact of our science worldwide. I am grateful to our employees and partners who are helping us realize this vision. Patients are waiting for innovation, and this is how we deliver it for them.

I invite you to explore this report and learn how we are working together to build a healthier, more innovative and more sustainable future.

Sincerely,

Robert A. Bradway
Chairman and
Chief Executive Officer

2025 AWARDS AND ACCOLADES

America's Best Large Employers
by *Forbes*

World's Most Admired Companies
by *Fortune*

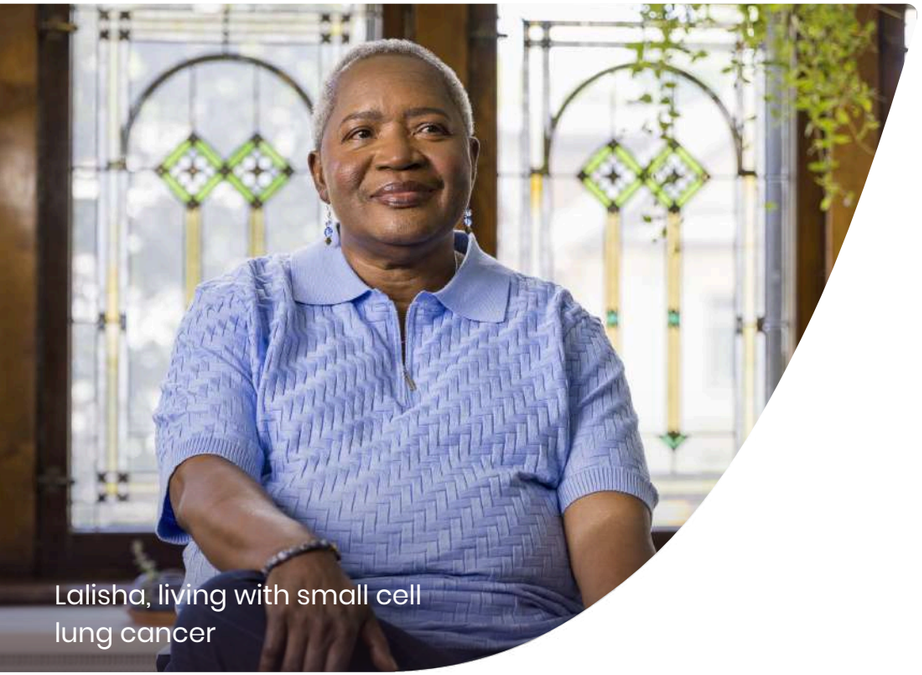
World's Greenest Companies
by *Newsweek*

[3] The Amgen Foundation, Inc. (Amgen Foundation) is a separate legal entity entirely funded by Amgen Inc.

Our Approach to Sustainability

We believe in making a difference, starting with our mission to serve patients and extending to our employees, our communities and the world in which we live.

Our approach to sustainability is brought to life through our Sustainability Framework, built on three pillars: Healthy Patients and Communities, Healthy Planet and Healthy Amgen. Within each pillar, we have identified sustainability priorities that reflect feedback from our stakeholders. Learn More.



Lalisha, living with small cell lung cancer

Our Sustainability Framework

Healthy Patients & Communities	Healthy Planet	Healthy Amgen
Key Program Elements		
Access to Healthcare	Environmental Sustainability	Our Workforce
Health Equity	Responsible Sourcing	Governance
Corporate Philanthropy		Business Ethics
Ethical Research & Development		

Sustainability Governance and Accountability

The Amgen Board of Directors (Board) and its committees oversee Amgen's sustainability strategy. Our cross-functional, executive-level Sustainability Council sets and reviews the Company's sustainability strategy and programs. This council also evaluates current and emerging sustainability-related risk topics that are relevant to our business. The Council is supported by our Sustainability Steering Committee, which oversees the implementation of our corporate sustainability strategy and programs, and by working groups aligned with our Sustainability Framework pillars. Learn More.

BOARD COMMITTEE OVERSIGHT RESPONSIBILITIES

- **Corporate Responsibility and Compliance Committee:** Assists the Board in overseeing areas that include environmental sustainability and access to healthcare.
- **Compensation and Management Development Committee:** Provides oversight of our approach to human capital resource management, including our talent strategy and organizational culture.
- **Governance and Nominating Committee:** Oversees the Company's corporate governance activities and Board membership.
- **Audit Committee:** Provides oversight of our disclosure controls and procedures, including those that support our sustainability reporting metrics.

Learn More.

Sustainability Alignment to Corporate Strategy

Amgen's long-term strategic objective is to create lasting value for patients and shareholders by discovering, developing, manufacturing and delivering innovative medicines for serious diseases. We pursue this objective through a disciplined approach that evaluates patient need, scientific opportunity, pipeline strength, commercial potential and capital allocation priorities, enabling us to focus our investments on the opportunities best positioned to drive long-term growth and deliver on our mission to serve patients. Summarized below and discussed further in this report are examples of how we are purposefully and continuously aligning our sustainability strategy with our strategic business priorities and values.

Strategic Priority	Description	Sustainability Alignment
Internal and External Innovation	Innovation is at the core of our strategy. Our focus on developing innovative medicines to address important unmet needs guides how we allocate resources across internal and externally acquired programs. This results in a productive balance of internal and external programs and collaborations reflected in our current product portfolio and pipeline.	**Investment in the future of science and innovation:** Amgen is building a state-of-the-art center for science and innovation at our global headquarters to bring together researchers, engineers and scientists across disciplines to enhance collaboration and accelerate the discovery of next-generation therapeutics for patients with the most serious diseases. The new center enhances the company's global network of sites, leveraging decades of operational expertise and technological advancements. **Innovation through collaboration:** Breakthroughs are built on collective effort, and Amgen creates opportunities for co-creation such as Amgen Connect, an event that brought together industry leaders from Southern California's vibrant biotech and tech communities for a practical look at artificial intelligence (AI) in drug discovery and development. **Merging biology, artificial intelligence and automation:** Amgen is working to create next-generation biologic medicines for patients that are more precise, effective and predictable through the use of AI, uniting technology with biology to help expand what's possible for patients. Read more in the Making the AI-Driven Future a Reality spotlight story. **Improving health outcomes:** In developing our medicines, we are working to ensure that clinical trial participants reflect the patient populations impacted by the serious illnesses that we seek to treat. We are also focused on facilitating health education, engaging with local community support systems and working with partners to connect more patients to clinical trials.
Branded Biosimilars	Our branded biosimilars build on our existing business capabilities and increase the efficient use of our existing resources by being fully integrated with, and supported by, our biologic development, manufacturing, and global commercial operations capabilities.	**Broadening options for patients:** Amgen is a leader in developing and manufacturing biosimilars, with a portfolio of 11 biosimilar products in market or under development. Biosimilars have the potential to offer more affordable treatment options for serious diseases. Our innovative and biosimilar medicine portfolios are serving millions of patients globally. With therapies advancing through our pipeline, we are well positioned to address the future needs of a rapidly aging global population.

Strategic Priority	Description	Sustainability Alignment
Global Impact	We established a global presence to capture the full value of our innovative capabilities globally. International expansion is an important part of our growth strategy. Amgen has a presence in approximately 100 countries around the world.	**Expanding access to medicines and science education:** Through the Amgen Safety Net Foundation,[4] our global patient support programs and our corporate philanthropy, we help eligible patients around the world to obtain the medicines they need but cannot afford. The science education programs funded by the Amgen Foundation[5] reached approximately 25 million learners and educators globally in 2025, including many in low- and middle-income countries, helping to inspire the next generation of innovators. **Uniting globally, inspired by patients:** At Amgen's annual Mission Week event, thousands of employees around the world joined in-person and online panel events to meet and to hear powerful stories from real patients about what it's like living with serious illnesses. Nearly all Amgen sites around the world held in-person events and hosted patients who shared their journeys living with conditions such as asthma, thyroid eye disease and small cell lung cancer. From frustrations with misdiagnosis to the hope of new treatments and the power of advocacy, patients' perspectives help guide our work and give employees a moment to pause and reflect on how their efforts support Amgen's mission to serve patients.
Manufacturing Excellence	We are strategically investing at every stage of manufacturing across our network to reliably and efficiently meet growing demand for our medicines while maintaining their high quality. As part of these investments, we are expanding our facilities using our innovative designs developed as part of Amgen Ecovation®, as well as applying our innovative process development advancements.	**Innovative and sustainable manufacturing:** Amgen's long-standing commitment to innovation and state-of-the-art operations is reflected in the expansion of our manufacturing network, with investments in Ohio, North Carolina, Puerto Rico and California. These sites leverage Amgen Ecovation®, our approach to innovative and sustainable manufacturing, in which we embed sustainability principles into the design, development and construction of new laboratory, manufacturing and administrative buildings. Read more in the Advancing Amgen Ecovation® spotlight story. **Built for sustainability:** Our biomanufacturing facility in Ohio was approved by the U.S. Food and Drug Administration in January 2024 and earned LEED Building Design and Construction Gold certification in 2025—our first-ever for a manufacturing site. The site incorporates our Amgen Ecovation® approach, which delivers operational and economic benefits and includes goals, strategies and metrics to measure and track our progress in minimizing our carbon footprint, conserving water and reducing landfill waste. We are applying these principles across our global network.
Continuous Improvement	We prioritize continuous operating improvements to fund innovation, advancing our digital transformation through automation, artificial intelligence (AI) tools and process simplification, as well as promoting collaborations across disciplines to accelerate our research productivity.	**Investing in our talent strategy:** We continued to invest in information technology, process simplification and automation to further enable speed and efficiencies throughout the Company, while also investing in learning resources and data analytics tools that help guide our employees and leaders in strengthening our culture. For example, our global online employee development portal, Talent Marketplace, provides development opportunities, and our Career Navigator tool offers customized, AI-driven career pathway suggestions. **Skills of the future:** We believe that new technologies—including AI, generative AI and machine learning—can benefit many aspects of our business when used responsibly following our AI governance. We invested in training and resources, such as digital fluency, to empower our employees to responsibly and confidently integrate approved AI tools into their daily work. Learn about our approach to using AI responsibly.
Return of Capital	Our strong cash flows and balance sheet allow us to make substantial investments for long-term growth. We also recognize that stockholders who support investment in developing innovative medicines require an appropriate return on the capital they commit to Amgen.	**Investing for long-term growth:** We executed on our capital allocation priorities, including investing substantially in our late-stage clinical programs, and innovative manufacturing facilities and our process development capabilities. We accomplished these objectives while advancing our other strategic priorities and our corporate sustainability efforts.

[4] The Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen Inc.

[5] The Amgen Foundation, Inc. (Amgen Foundation) is a separate legal entity entirely funded by Amgen Inc.

Access to Healthcare

For more than 45 years, Amgen has been dedicated to delivering life-changing medicines that help patients live longer, healthier lives. We work to bring the value of these medicines to patients through a range of initiatives, including patient support programs, targeted donations and partnerships that strengthen health systems.

AMBITION

Together with our collaborators and stakeholders, we are committed to helping more people experience the benefits of science via life-saving medicines. Providing the opportunity for better health is an extension of our mission to serve patients.

LEARN MORE

- Our Approach to Pricing, Access and Affordability
- Amgen Biosimilars
- Amgen Safety Net Foundation
- U.S. Reimbursement Support Services and Financial Assistance
- Amgen Patient Support Programs
- Product Donations
- Access to Healthcare Programs and Partnerships
- Related SASB Indicators

2025 HIGHLIGHTS

Working to halve the number of heart attacks and strokes by 2030 in the United States

- Spearheaded by Amgen, the Leading Awareness To action Through Implementation of Cardiometabolic Efforts Consortium (LATTICE™ Consortium) is helping transform cardiometabolic care by educating healthcare providers on evidence-based tools and methodologies. Since 2023, it has educated more than 35,400 clinicians, engaged in 13 collaborative projects, tested 35 novel implementation strategies, and reached 45 integrated delivery networks and more than 8,100 institutions.
- Amgen sponsored the Association of Black Cardiologists' Cardiology Deserts campaign to help bring education and resources to communities across the United States with high risk and limited access to cardiovascular health services. The campaign focuses on enabling earlier identification and management of heart disease risk factors, expanding access to low-density lipoprotein (LDL) cholesterol screenings, and promoting healthy lifestyles and awareness about heart disease prevention.

Supporting healthy outcomes for pediatric cancer patients in low- and middle-income countries

- The World Health Organization added BLINCYTO® (blinatumomab) for the treatment of CD19-positive B-lineage acute lymphoblastic leukemia to its Model List of Essential Medicines and Model List of Essential Medicines for Children.
- Together with St. Jude Children's Research Hospital and Direct Relief, we expanded the BLINCYTO® (blinatumomab) humanitarian access program to a new hospital in Paraguay—the partnership's first country in the Americas. Through 2025, the program reached more than 400 pediatric cancer patients in India, Pakistan, Paraguay and Vietnam.
- Through the Global Platform for Access to Childhood Cancer Medicines, Amgen signed agreements to provide medicines to children in Ecuador, Jordan, Mongolia, Nepal, Uzbekistan and Zambia.

Helping expand healthcare worker capabilities and health system capacity

- Amgen joined City Cancer Challenge, the International Society of Nurses in Cancer Care and the University of Health and Allied Sciences to launch the Oncology Nurse Leadership Program. This multiyear initiative helps nurses across sub-Saharan Africa build leadership and advocacy skills to shape policies, strengthen services and train the next generation of care providers.

ACCESS TO HEALTHCARE DATA

Value of medicines provided to eligible uninsured or underinsured patients in the United States at no cost	2025
Amgen Safety Net Foundation[6]	$1.7B

Medicines donated to qualified partners for distribution in low- and middle-income countries	2025
Units donated	10,347
Low- and middle-income countries receiving donations	12
Value donated[7]	$51
Value donated[7] in the previous five years	$483M

6 The Amgen Safety Net Foundation is a separate legal entity funded by Amgen Inc. Valued at wholesale acquisition cost.

7 Valued at wholesale acquisition cost.

Health Equity

Reducing health disparities is essential to improving health outcomes for people in underserved communities. Working with partners to do so provides us with unique perspectives and insights that can help us better meet the needs of patients.

AMBITION

We are working to expand access to quality healthcare for communities that have historically been underserved. Our efforts are guided and informed by community partners, local healthcare organizations, patient advocacy groups, nonprofit leaders and Amgen employees.

LEARN MORE

- Health Equity
- Clinical Trial Diversity and Representation
- Patient Advocacy and Strategic Alliances

2025 HIGHLIGHTS

Improving the representation of participants in clinical research

- Demonstrating our commitment to representative patient research, Amgen submitted plans to the U.S. Food and Drug Administration for 100% of our registrational Phase 2 and Phase 3 clinical studies to reflect real-world patient populations in our trials. The plans describe the activities we will undertake to expand patient representation by simplifying visit schedules, expanding remote options, selecting community-oriented sites and reimbursing travel and accommodations.
- We continued to work with trusted community partners via ROOTED™, a multiyear effort to raise awareness of and engagement in clinical research in underserved areas. Amgen partnered with a broad range of community-based organizations to engage over 3,000 people through approximately 24 events in Greensboro, North Carolina, and Los Angeles, California.
- Amgen joined Innovative Health Initiatives' Research in Europe and Diversity Inclusion (READI) Project, which aims to promote a holistic, integrated ecosystem for clinical and observational research studies in Europe. Amgen intends to propose a study as a use case to test the READI Project's tools, resources and methodologies developed to enable and promote the participation of underserved and underrepresented populations in clinical studies.

Advancing access to address unmet needs

- Together with BLKHLTH, we convened a group of leaders to discuss cardiovascular health in Black communities at the Congressional Black Caucus Foundation's Annual Legislative Conference. Black adults in the United States suffer disproportionately from heart disease, with nearly 60% having some form of cardiovascular disease.[8] Our support also encouraged attendees to visit the BLKHLTH booth, which offered educational resources and completed over 300 heart health screenings.
- Amgen sponsored the Black Heart Association's Guard Your Heart Tour for the second year in a row. We sponsored free cholesterol screenings and education for over 5,000 people at community events.
- Amgen launched partnerships with SuperVive and the National Hispanic Health Foundation to deliver culturally relevant Spanish-language cardiovascular disease education and free cholesterol screening resources to Spanish-speaking communities. In the United States, studies show that about 52% of Hispanic men 20 and older have some form of cardiovascular disease.[9]

ONE PATIENT'S GOUT STORY SHINES IN STRIKING NEW MURALS

Chris, a patient living with gout, was featured in a series of murals by local artists, commissioned by Amgen in Atlanta, Charlotte, Dallas and Phoenix. The murals aim to shed light on the hidden, systemic impact of the disease. By bringing these murals to communities across the United States, Amgen hopes to challenge misconceptions, inspire greater understanding and encourage proactive management of this often-stigmatized disease. Learn More.

8 U.S. Department of Health and Human Services, Office of Minority Health. Heart Disease and Black/African Americans. https://minority health.hhs.gov/heart-disease-and-blackafrican-americans.

9 American Heart Association. 2025 Heart Disease & Stroke Statistical Update Fact Sheet. https://professional.heart.org/-/media/phd-files-2/science-news/2/2025-heart-and-stroke-stat-update/factsheets/2025-stats-update-fact-sheet-hispanic-latino-and-cvd.pf.

Aanika, living with asthma

Spotlight: Connecting With Patients

Hearing directly from patients has a powerful impact on our teams and work. Their stories of living with some of the most challenging diseases provide us with important insights, connect us to our mission and motivate us to do more. Meet some of the patients who inspire us every day.

LIFE AFTER A SEVERE ASTHMA DIAGNOSIS

It was late at night and Aanika, an undergraduate student, was headed to the shower. As steam filled the bathroom, her chest tightened. Her breathing felt forced and she began to panic at the rebellion of her lungs.

Gasping, she collapsed to the floor. Dizzy, she stumbled and eventually crawled to her dorm room. She couldn't see.

Aanika's sole focus was to find the inhaler she'd picked up after noticing she had shortness of breath when walking across campus. Her roommate quickly retrieved the inhaler. Multiple puffs. As her breathing became easier, her panic began to subside.

"Nobody told me that this is what an asthma attack felt like," she said. "It felt like your chest is imploding and exploding at the same time. I thought I was having a heart attack."

After her first asthma attack, even accomplishing basic things came with additional challenges. She had to plan ahead for walking to class and managing her triggers, like cold weather. Soon came a series of treatments to try to combat the asthma.

For a full year, nothing worked well for her. Eventually, Aanika was prescribed TEZSPIRE® (tezepelumab-ekko) in addition to her other asthma medicines to help treat her severe asthma, and she began to notice an improvement.

AMPLIFYING PATIENT AND ADVOCATE VOICES

We engage with patient advocacy groups and professional medical societies to listen, learn and address areas of unmet patient need, and to gain perspectives starting early in the drug discovery process and continuing through the commercialization of our medicines. We do this through patient advisory councils, medical conferences and at our Annual Advocacy Summit. In 2025, Amgen welcomed 94 advocates from 88 global and cross-therapeutic patient advocacy organizations to our annual summit.

Spotlight: Connecting With Patients

Andy, living with IgG4-related disease

FINDING ANSWERS AND HOPE

Andy, an avid cyclist, experienced a bad biking accident that sent him to the emergency room.

Lying there with a broken collarbone and punctured lungs, he received devastating results: "Your lungs are filled with shadows. This looks like it could be a very aggressive advanced cancer," the doctor said. "Nobody wants to hear the words 'you have cancer,'" Andy remembers.

Over several months, he underwent multiple tests and was discussing the possibility of undergoing chemotherapy when a biopsy of his lung came back negative for cancer. After seeing various doctors, he met with a rheumatologist. It was only then—one year following his accident—that he finally got the correct diagnosis and began treatment for immunoglobulin G4-related disease, or IgG4-RD. IgG4-RD is a rare, chronic, systemic inflammatory disease that can affect nearly any and often multiple organs of the body.

Today, Andy reflects on his journey and future. His advice for others, particularly those with a rare disease, is to continue to advocate for yourself and keep reaching out—information and hope may be just around the corner.

VOICES THAT INSPIRE OUR MISSION

At Amgen's annual Mission Week event, thousands of employees around the world joined in-person and online panel events to meet and to hear powerful stories from real patients about what it's like living with serious illnesses. Nearly all Amgen sites around the world held in-person events and hosted patients who shared their journeys living with conditions such as asthma, thyroid eye disease and small cell lung cancer. From their frustrations with misdiagnosis to the hope of new treatments and the power of advocacy, patients' perspectives help guide our work and give employees a moment to pause and reflect on how their efforts support Amgen's mission to serve patients.

William (right, living with acute lymphoblastic leukemia) and Jay Bradner (Executive Vice President, R&D)

Product Quality and Patient Safety

PRODUCT QUALITY

With more than four decades of experience, we have a record of reliably supplying high-quality medicines to patients. We build in quality, beginning with the design of medicines, all the way through to their development, manufacturing, distribution and use by patients, to support optimal outcomes. Our Quality Management System is built in accordance with relevant regional, country and international standards and regulations covering pharmaceuticals, medical devices and combination products. We also maintain controls and procedures designed to deter, detect and disrupt criminal counterfeiting of our medicines.

PATIENT SAFETY

Our Global Patient Safety function conducts continuous signal detection, risk assessment and mitigation activities, supported by proactive and transparent communication, to enable the safe use of Amgen medicines. We prioritize operational efficiency and compliance by investing in technology that supports patient safety and product quality analysis and oversight. In alignment with our mission to serve patients, we are dedicated to establishing, monitoring and communicating the benefit-risk profile of Amgen products throughout their lifecycle.

LEARN MORE

- Product Quality
- Patient Safety
- Counterfeit Drug Statement
- Related SASB Indicators

> "Ensuring quality, safety and compliance is a collective promise we make to patients and to each other. Every day, across every function, Amgen teams around the world work together to discover, develop and deliver products that meet rigorous standards of quality."

JACKIE ELBONNE
Senior Vice President, Quality, and Chief Quality Officer

TRANSFORMING PATIENT SAFETY

Amgen's Global Patient Safety team is continuously improving the way we protect patients, including through our Safety Assessment Generation Engine (SAGE) initiative. Developed in 2025, SAGE is an AI-driven platform designed to enhance the quality, consistency and speed of safety signal assessments. When fully launched, the platform is intended to help scientists analyze Amgen safety datasets, identify potential risks earlier and provide high-quality insights.

At the heart of SAGE lies the mission of Global Patient Safety—to better serve patients by optimizing the safe use of Amgen medicines through continuous benefit-risk assessment. By transforming how we assess and address safety signals, we're not only accelerating our processes but also reinforcing our unwavering commitment to patient safety and meeting regulatory requirements. Learn how we protect patient data.

Community Investment

We work to inspire the next generation of innovators worldwide and to make a difference in our communities. Our goal is to empower young people to address humanity's most pressing challenges.

AMBITION

Through the Amgen Foundation and trusted local and global nonprofit organizations, we are reimagining science education to enhance science literacy and inspire the next generation of problem solvers. We also support organizations to build stronger communities where Amgen staff live and work and to respond to natural disasters around the world.

LEARN MORE

- The Amgen Foundation
- Amgen Foundation and Community Investment

2025 HIGHLIGHTS

Bringing science to more students

- **Amgen Biotech Experience:** A hands-on lab initiative that provides professional development, teaching materials and research-grade lab equipment to high school science teachers in Amgen communities around the world. In 2025, the program reached 99,000 students. Learn about the impact of hands-on science from one student's perspective.
- **LabXchange:** A free online education platform developed at Harvard University with support from the Amgen Foundation that offers personalized instruction, virtual lab simulations and resources from science-based organizations. It recently launched CareerXplorer, a free tool that connects LabXchange educational content with industry experience to prepare the next generation of innovators as they enter the workforce.
- **Amgen Scholars:** An annual summer research program in science and biotechnology. In 2025, the program hosted over 270 undergraduates from nearly 190 colleges and universities at premier institutions around the world. Learn why Amgen Scholars celebrate science.
- **Since 1990, the Amgen Foundation has committed $500 million** to advancing science education globally and supporting local communities where Amgen employees live and work via local grants, employee-driven matching gifts, volunteer programs and disaster relief efforts. In January 2025, Amgen, the Amgen Foundation and Amgen employees provided more than $10 million in disaster relief aid to those impacted by the Southern California wildfires.

A CULTURE OF GIVING

We are passionate about strengthening our local communities, and our employees keep the spirit of giving alive all year long by contributing their time, talents and financial support to nonprofits.

On **Giving Tuesday 2025**, we raised over $5 million for more than 2,000 nonprofits, with 28% more employees participating than in the prior year.

Employees volunteered approximately 25,000 hours in 2025. Examples include:

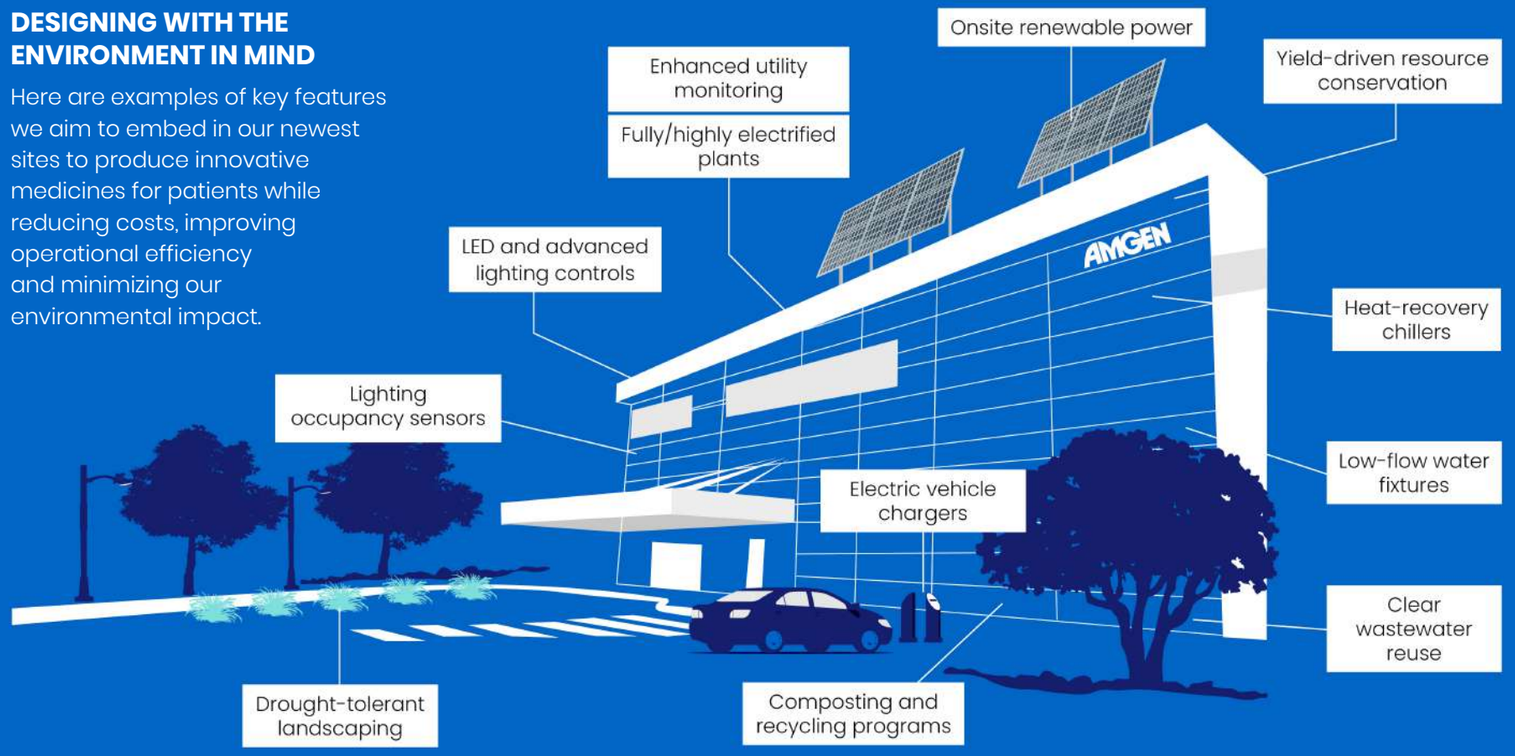
- Amgen Ireland's staff helped inspire over 800 students at the Young Scientist & Technology Exhibition, Europe's longest-running science event.
- Amgen's manufacturing staff teamed up with the Community Chest of Singapore to pack 8,000 essential care bags for seniors and families ahead of Lunar New Year.
- Amgen teams organized nearly 20 events around the world to mark 20 years of participation in the International Coastal Cleanup, collecting approximately 1,000 pounds of waste. "Around the globe, Amgen staff members are ready to take action to support a healthy planet," said Tanya Nunez, Environmental, Health and Safety Manager.

Spotlight: Advancing Amgen Ecovation®

Through Amgen Ecovation®, our approach to innovative and sustainable manufacturing, we embed sustainability principles into the design, development and construction of new laboratory, manufacturing and administrative buildings. Our approach delivers operational and economic benefits and includes goals, strategies and metrics to measure and track our progress in minimizing our carbon footprint, conserving water and reducing landfill waste. We are applying these principles across our global network, including our U.S. investments and expansion efforts in Ohio, North Carolina, Puerto Rico and California.

DESIGNING WITH THE ENVIRONMENT IN MIND

Here are examples of key features we aim to embed in our newest sites to produce innovative medicines for patients while reducing costs, improving operational efficiency and minimizing our environmental impact.



HOW OUR SITES ARE DRIVING OPERATIONAL EFFICIENCY AND ENVIRONMENTAL PROGRESS

Reaching our 2027 goals requires Company-wide engagement. Here are examples of how our sites advanced Amgen Ecovation® in 2025, allowing us to operate our facilities at lower cost and greater speed, while also reducing environmental impact:

- **Minimizing our carbon footprint:** In Thousand Oaks, we upgraded and optimized our large cooling systems, which helped lower our electricity use by approximately 1,027 metric tons (MT) of CO_2.
- **Reducing water consumption:** Also at our Thousand Oaks site, our advanced reverse osmosis water filtration system helped conserve approximately 142,805 cubic meters (m^3) of water. Additionally, we reduced our water use by over 53,000 m^3 per year at our facility in Juncos, Puerto Rico, through innovative reuse processes.
- **Diverting waste:** In Singapore, our manufacturing site improved its waste handling, diverting approximately 267 MT of waste from incineration. We are also reducing waste through reuse; in Thousand Oaks, we switched from disposable to reusable lab floor mats, saving over 18 MT of waste, and in Rhode Island we saved over 5 MT with reusable shipping containers.

BUILDING FOR SUSTAINABILITY

Our new Center for Science and Innovation at our headquarters in Thousand Oaks, California, aspires to be the most environmentally friendly building on our campus. Further, by applying Amgen Ecovation® principles in Ohio, we achieved our first LEED Building Design and Construction Gold certification for a manufacturing facility.

Environmental Sustainability

As a company committed to advancing human health, we recognize our responsibility to patients, employees, communities and shareholders to do our part to positively impact the health of our planet. We routinely engage in practices that strengthen our business while reducing our environmental impact, and we regularly set, and consistently meet, our environmental sustainability targets as we challenge ourselves to deliver further improvements.

AMBITION

Investing in sustainability allows us to grow to meet the future needs of patients and operate more efficiently while also minimizing our environmental impact. We are committed to reducing our impact on the environment in our enterprise operations and value chain by reducing the natural resources we use, the emissions we produce and the waste we generate.

LEARN MORE

- Environmental Sustainability
- CDP Disclosure
- Climate Change Position Statement
- Biodiversity Statement
- Amgen Ecovation®
- Product Sustainability
- Responsible Sourcing
- Supplier Code of Conduct
- Reporting and Metrics
- Related SASB Indicators

AMGEN'S 2027 GOALS

We are on track to achieve our 2027 environmental sustainability goals. In 2025, through project-based reductions, we achieved 82% of our targeted reduction for carbon, 85% of our targeted reduction for water and 79% of our targeted reduction for waste disposed, compared to a 2019 baseline.

Achieve Carbon Neutrality	Achieve carbon neutrality for Amgen-owned and -operated facilities and operations[10]
Reduce Water Consumed	Reduce water consumption by 40% from a 2019 baseline[11]
Reduce Waste	Reduce waste disposed by 75% from a 2019 baseline[11]

2025 HIGHLIGHTS

Making progress on our Scope 3 supplier engagement target

We are on track to reach our 2027 Science Based Targets initiative (SBTi) Scope 3 supplier target of engaging with 73% of our suppliers by spend in key categories to support their adoption of science-based targets. We continue to engage in industry partnerships, including Energize, the Pharmaceutical Supply Chain Initiative and the Responsible Health Initiative.

Understanding the carbon impact of our products

Through December 2025, we conducted life cycle assessments (LCAs) for over half of our commercial products to better understand their overall carbon impact, and we are working to complete assessments for our remaining commercial products by the end of 2026. LCA insights from these assessments can inform product design and packaging innovation, as well as the identification of resource-efficiency opportunities.

Advancing sustainable laboratory operations

- Through December 2025, 48 of our labs have achieved My Green Lab® Certification and 11 more are working toward certification. Among those certified, 40 have achieved the highest (Green) level. To achieve certification, labs demonstrate their ability to successfully adopt sustainable practices—such as reducing waste and lowering water and energy use—that improve resource efficiency, reduce operating costs and support more sustainable laboratory operations.
- Amgen received the Winning Streak Award in the 2025 International Freezer Challenge, a joint program of My Green Lab® and the International Institute for Sustainable Laboratories. The competition highlights participating organizations' sustained commitment to improving cold storage practices and reducing energy consumption. Amgen global sites earned the award by saving an estimated 5,000 kWh per day of energy—the equivalent used by more than 166 average U.S. households[12]—through continuous improvement in cold storage practices.

Earning recognition for our energy-saving efforts

Our Puerto Rico and Ohio sites received the U.S. Environmental Protection Agency's ENERGY STAR® certification, placing them among the most energy-efficient biomanufacturing sites in the United States. To earn the certification, the sites improved their energy performance through energy audits, high-efficiency technologies and staff engagement. These activities have made the sites more resource efficient and have reduced our environmental impact.

10 Carbon neutrality refers to Scope 1 and 2.

11 Water and waste reductions are measured against a 2019 baseline and take into account only verified reduction projects and not changes associated with the contraction or expansion of the Company.

12 U.S. Energy Information Administration. How much electricity does an American home use? FAQs. Updated January 8, 2024. Accessed March 5, 2026. https://www.eia.gov/tools/faqs/faq.php?id=97&t=3.

OUR ENVIRONMENTAL SUSTAINABILITY PROGRESS

We are actively reducing our environmental impact while continuing to grow—demonstrating measurable progress against our sustainability commitments. As we progress toward our 2027 environmental goals, we have reduced our impact by delivering 243,798 MT of carbon emission savings, achieving 730,417 CM of water savings, and reducing waste disposed by 2,063 MT.

Even while our business expands, we remain focused on reducing emissions from our operations in line with our SBTi targets. We are investing in energy-efficient projects and, in 2025, sourced 96% renewable electricity across our facilities. In 2025, we reduced our Scope 1 and 2 emissions by 48% from a 2019 baseline. To support our carbon neutrality goal, we retired high-quality carbon offsets equivalent to approximately 80,000 MT of carbon emissions in 2025. We are also reducing our carbon footprint by electrifying our fleet where possible, with 1,008 electric vehicles and 2,327 hybrid vehicles in our commercial fleet at the end of 2025.

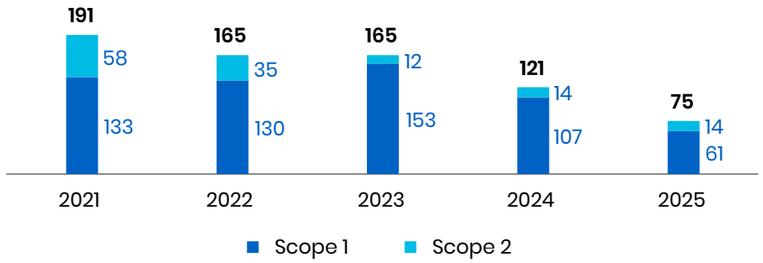
In 2025, although our total water use increased due to our owned and operated facilities expansion, we completed projects that saved 241,956 CM of water. We remain focused on reducing water use and minimizing impacts on local ecosystems.

We are also focused on reducing waste. In 2025, we reduced total waste by more than 338 MT via project based reductions, driven by recycling and beneficial reuse.

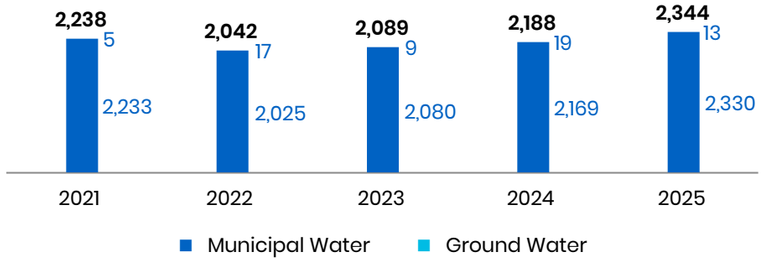
Together, these efforts demonstrate our continued progress toward our 2027 environmental goals and our commitment to reducing environmental impact while enabling long-term, sustainable business growth and the efficient use of resources.

ENVIRONMENTAL SUSTAINABILITY DATA[13]

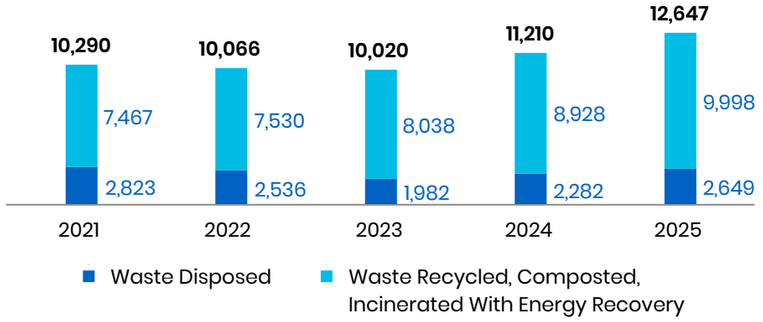
Total Scope 1 and 2 Carbon Emissions (1,000 MT)[14]



Total Water Usage (1,000 CM)[15]



Total Waste Generation (MT)



AMGEN EMPLOYEES CHAMPIONING SUSTAINABILITY

Meet Amgen employees who are supporting our environmental sustainability initiatives and increasing resource efficiencies:

- Lab Operations Manager **Paul Sinacori** led the My Green Lab® certification at our Cell Line Development lab in Thousand Oaks. The lab achieved the highest-level certification by completing actions such as installing new low-flow water aerators, upgrading lighting and adopting new recycling initiatives.
- Process Development Associate Scientist **Ioanna Rawlinson**, at Amgen Rhode Island, was part of the lab that earned the Top Small-Size Lab in the 2025 Freezer Challenge. "Participating in the Freezer Challenge has fundamentally changed how we approach sustainability in our lab," she said.
- Senior Associate of Transportation **Evgeni Ivanov** led the team behind Amgen's first electric truck shipment. The route in Breda, Netherlands, will now be serviced by electric vehicles and is expected to reduce carbon emissions. Data from this deployment will guide global e-truck qualification across our supply chain. "Seeing our first electric truck roll in was a proud moment," he said.

13 For more information on our 2019 baseline, see Reporting and Metrics.

14 Our Scope 1 carbon emissions included the following high-quality carbon offsets: 2024—40,000 MT; 2025 —80,000 MT.

15 Municipal Water and Ground Water may not be exactly equal to Total Water Usage due to rounding.

Our Workforce

Our employees are key to our success, driving innovation and bringing to life our mission of serving patients every day. Together, we create a vibrant workplace where we invest in developing talent and each individual is empowered to execute on our mission through actions aligned with our values and leadership attributes.

AMBITION

Our culture is driven by our sense of purpose to serve patients. We are dedicated to inspiring and empowering our employees to excel in their careers within an innovative and supportive environment.

LEARN MORE

- Our Workforce
- Employee Benefits
- Safe and Healthy Workplace
- Human Rights Position Statement
- Related SASB Indicators

2025 HIGHLIGHTS

Attracting the talent we need to succeed

- In North Carolina, our newest cutting-edge drug substance facility is expected to employ more than 350 full-time staff members. In 2025, we worked with Wake Technical Community College to launch an 18-month manufacturing apprenticeship program, which includes six months of classroom instruction followed by 12 months of on-the-job training. If they successfully complete the program, apprentices have the opportunity to become manufacturing associates at Amgen.
- We continued our successful apprenticeship program at our manufacturing facility in Ohio for candidates who have skills or experience without a four-year degree, with our first cohort transitioning to full-time positions. Apprentices learn via a hands-on approach and develop skills to support our manufacturing operations. Building on this success, the next cohort will support our $900 million manufacturing expansion in Ohio.
- Through our Military Fellowship Program—together with the government-based SkillBridge Program, the Hiring Our Heroes initiative and our newest partner, North Carolina Biotechnology's Military Outreach and Veterans Engagement initiative—100% of our 2025 fellows transitioned to full-time Amgen employment. We also introduced a skills translator tool to help veterans and military spouses match their experience and capabilities with Amgen opportunities.

> "Amgen's Military Fellowship Program enables Amgen to access a network of service members with valuable transferable skills that can support our mission of serving patients."

MIKE EDMONDSON
Vice President, U.S. Commercial Business Operations, and Marine Corps Veteran

Investing in employee development

- Approximately 60% of Amgen employees enrolled in our global online employee development portal, Talent Marketplace. Participating employees receive regular, personalized messages throughout the year, highlighting development opportunities such as rotational and stretch assignments aligned with their individual career aspirations.
- Approximately 8,000 Amgen employees tapped into our Career Navigator tool, which offers customized AI-driven career pathway suggestions, identifies skill gaps and targeted learning opportunities, and helps employees access networking opportunities.

SUPPORTING A WORLD-CLASS EMPLOYEE EXPERIENCE AND CULTURE

Listening to our employees

In 2025, we conducted two Global Engagement Surveys. Our engagement scores remained above general market benchmarks, with a significant majority of respondents feeling a sense of belonging at Amgen and recommending Amgen as a great place to work.

Supporting our culture

We completed the introduction of our 12 U-Belong behaviors—*Understand, Educate, Acknowledge, Create Safety, Listen, Articulate, Observe, Challenge, Consider, Step Up, Step Out* and *Celebrate*—as part of our global Behaviors That Matter initiative. We provide tools and resources to help employees understand and incorporate these behaviors into their day-to-day work.

Advancing employee health and safety

Amgen maintains top-tier safety performance driven by shared enterprise-wide accountability and a people-first mindset.

Engaging our local communities

Amgen employees and Employee Resource Groups volunteered their time and expertise to host a STEM entrepreneurship camp, mentoring and inspiring more than 300 students at our Tampa and Thousand Oaks sites. Through hands-on guidance and collaborative project work, students explored STEM concepts, developed entrepreneurial skills and presented innovative solutions to real-world challenges, helping to shape the next generation of scientific leaders.

CARING FOR EMPLOYEE HEALTH AND WELLBEING

- **Preventing injuries through fitness:** We launched a campaign encouraging employees to take time for ergonomic stretching guided by recommended exercises; introduced movement consultations with on-site fitness experts; provided access to a digital physical therapy program for joint and back pain; and, at several manufacturing sites, introduced pop-up work-fit zones with free massages and guidance on healthy movement.
- **Supporting employee health:** We hosted a webinar series called Women, Wellness and Healthy Aging. The series covered mental wellbeing, fitness and nutrition. To promote physical health and connection, we installed a pickleball court at our Thousand Oaks headquarters, and marked the occasion with a ribbon-cutting and exhibition games.
- **Bringing mental health services closer:** We introduced free onsite counseling at our Massachusetts and North Carolina sites, in addition to our Thousand Oaks campus. Globally, we offered webinars and other resources to help employees build strategies for resilience.

The federal government requires Amgen to file an Employer Information Report EEO-1 annually. The gender and race/ethnicity data categories contained in the EEO-1 are prescribed by the form and are self-reported by employees. The report also requires employers to classify employees into one of nine prescribed job types. Amgen has no employees in certain of the job types. Learn More.

Corporate Governance

Effective corporate governance is critical for both our long-term performance and maintaining stakeholder trust.

APPROACH

Amgen has an independent Board of Directors, consisting of a diverse group of highly qualified leaders in their respective fields, with significant management experience at large organizations. They are elected annually by a majority of our stockholders. We have a lead independent director with robust responsibilities. Only independent Board members serve on our key standing committees.

LEARN MORE

- Corporate Governance
- Amgen Board of Directors Corporate Governance Principles
- Global Code of Conduct
- Global Tax Strategy
- Proxy Statement

FOSTERING A CULTURE OF COMPLIANCE

Our Board of Directors is guided by its Amgen Board of Directors Corporate Governance Principles and Amgen Board of Directors' Code of Conduct (which applies to our Board) and receives training annually on Amgen's Global Code of Conduct.

BOARD OF DIRECTORS COMPOSITION[16]

Our Board possesses a broad set of skills and experiences that facilitate strong oversight and strategic direction for Amgen as a leading independent global biotechnology company.

All of our directors meet the qualifications and skills of our Board of Directors Guidelines for Director Qualifications, which require that each Board member possess a demonstrated breadth and depth of management and leadership experience; financial and/or business acumen or relevant industry or scientific experience; integrity and high ethical standards; sufficient time to devote to the Company's business; the ability to oversee, as a director, the Company's business and affairs for the benefit of our stockholders; the ability to comply with the Amgen Board of Directors' Code of Conduct; and a demonstrated ability to think independently and work collaboratively.

Reflecting our Board's commitment to refreshment, the Board has appointed eight new directors since 2016.

RISK MANAGEMENT

Our Board of Directors oversees our enterprise-wide approach to risk management, including how we monitor and adopt appropriate controls and mitigation activities for risks. Learn more in our 2026 Proxy Statement.

GOVERNANCE DATA

Composition of the Board

Current and Former Public Company CEOs/CFOs: 7	Scientific Research/ Technology Experience: 9
Healthcare Leadership Experience: 6	Financial Industry Experience: 4
Regulatory Compliance Experience: 9	Women: 4 Diverse: 3

For more information on our Board, see our 2026 Proxy Statement.

[16] As of April 1, 2026.

Business Ethics

We are privileged to develop and deliver medicines to treat seriously ill patients. That privilege comes with great responsibilities. We know it's not just what we do, but how we do it that matters. Operating ethically and with integrity—and abiding by local, regional, national and international/global regulatory and legal standards that govern our industry—is part of how we conduct business and is a commitment shared at all levels of our Company. We hold ourselves to these standards and expect the same of our partners and suppliers.

Amgen's commitment to business ethics is outlined in our Code of Conduct. Our comprehensive compliance program includes Board oversight, active senior leadership participation, written standards, monitoring and auditing, investigations and risk assessments, as well as training and communication designed to prevent and detect violations of our policies and applicable laws and regulations. Our compliance program covers important requirements, including those related to anti-bribery/anti-corruption, privacy, cybersecurity, trade and promotional activities.

We continuously enhance our compliance program by partnering with internal stakeholders and independent, third-party advisors to assess its maturity, effectiveness and alignment with regulatory guidance and best practices, while also addressing emerging compliance and risk trends.

LEARN MORE

- Business Ethics and Compliance
- Global Code of Conduct
- Reporting a Concern and the Business Conduct Hotline
- Anti-Bribery and Anti-Corruption
- Cybersecurity, Data Privacy, and Responsible Use of Trustworthy AI
- Political Activities
- Political Contributions
- Lobbying Disclosure Act Reports
- Lobbying Disclosure by State (PDF)
- Related SASB Indicators

Ethical Research and Development

Amgen is known as a worldwide leader in the research, development and manufacturing of high-quality complex biologic therapies. We have robust processes and standards in place that guide our efforts, from lab to patient. Our research and development practices are grounded in integrity, transparency and respect for patients and the scientific community. We are committed to advancing innovation responsibly, protecting patient safety, upholding ethical standards in clinical research and promoting the responsible use of emerging technologies.

LEARN MORE

- Ethical Research and Development
- Global Code of Ethics for Clinical Trials
- Clinical Trial Transparency, Data Sharing and Disclosure Practices
- Amgen Guidelines for Publications
- Commitment to the Ethical Use of Animals in Research
- Position Statement on Stem Cell Research
- Biobanking of Human Samples
- Biodiversity Statement
- Related SASB Indicators

PROTECTING BIODIVERSITY IN OUR RESEARCH

Amgen continues to make progress in reducing our use of endotoxin testing assays that rely on horseshoe crab–derived materials to decrease the impact on horseshoe crab populations.

Consistent with our adherence to the principles of Reduction, Refinement and Replacement (the 3Rs) in the required use of animal-derived products in research, Amgen has been judicious in our use of endotoxin testing and has lowered our usage over time. In addition, we have implemented technology from a third-party supplier that reduces the amount of horseshoe crab–derived limulus amebocyte lysate (LAL) to 1/20th of the LAL compared to that of traditional endotoxin testing assays. Amgen's use of this technology reduces the impact on horseshoe crab populations in support of protecting biodiversity.

In 2025, we took steps to further reduce our reliance on horseshoe crabs and to progress activities to replace compendial LAL endotoxin testing with a recombinant, non-animal-derived option, including the completion of feasibility studies. Learn More.

Spotlight: Making the AI-Driven Future a Reality

At Amgen, we believe that we are living through an age of exponentiality—where AI and emerging technologies are reshaping the future of biotechnology. Our vision is to thoughtfully apply these tools across our organization to deliver on our mission to serve patients, from drug discovery and development to regulatory filings and manufacturing.

RESHAPING HOW WE SERVE PATIENTS, FROM DISCOVERY TO DELIVERY

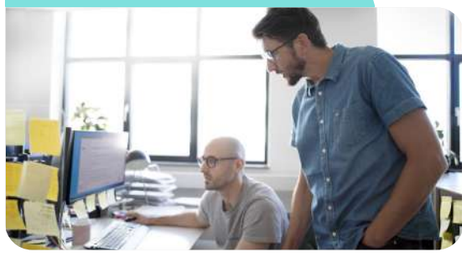
Research and Development

We are using AI to advance how we discover and develop new medicines, modeling complex biology and predicting how molecules will behave to help guide smarter decisions. For example, AI-driven design has tripled the speed of certain protein engineering processes, and machine learning models have helped some clinical trials enroll up to three times faster, helping us bring therapies to patients more quickly.

Manufacturing

AI tools are helping us design smarter manufacturing systems, strengthen supply chains and improve quality in real time. For example, at Amgen Ohio, we are using machine learning models to support real-time data analysis that can help identify potential equipment issues earlier, contributing to improved reliability and operational efficiency. Learn more about our approach to using AI responsibly.

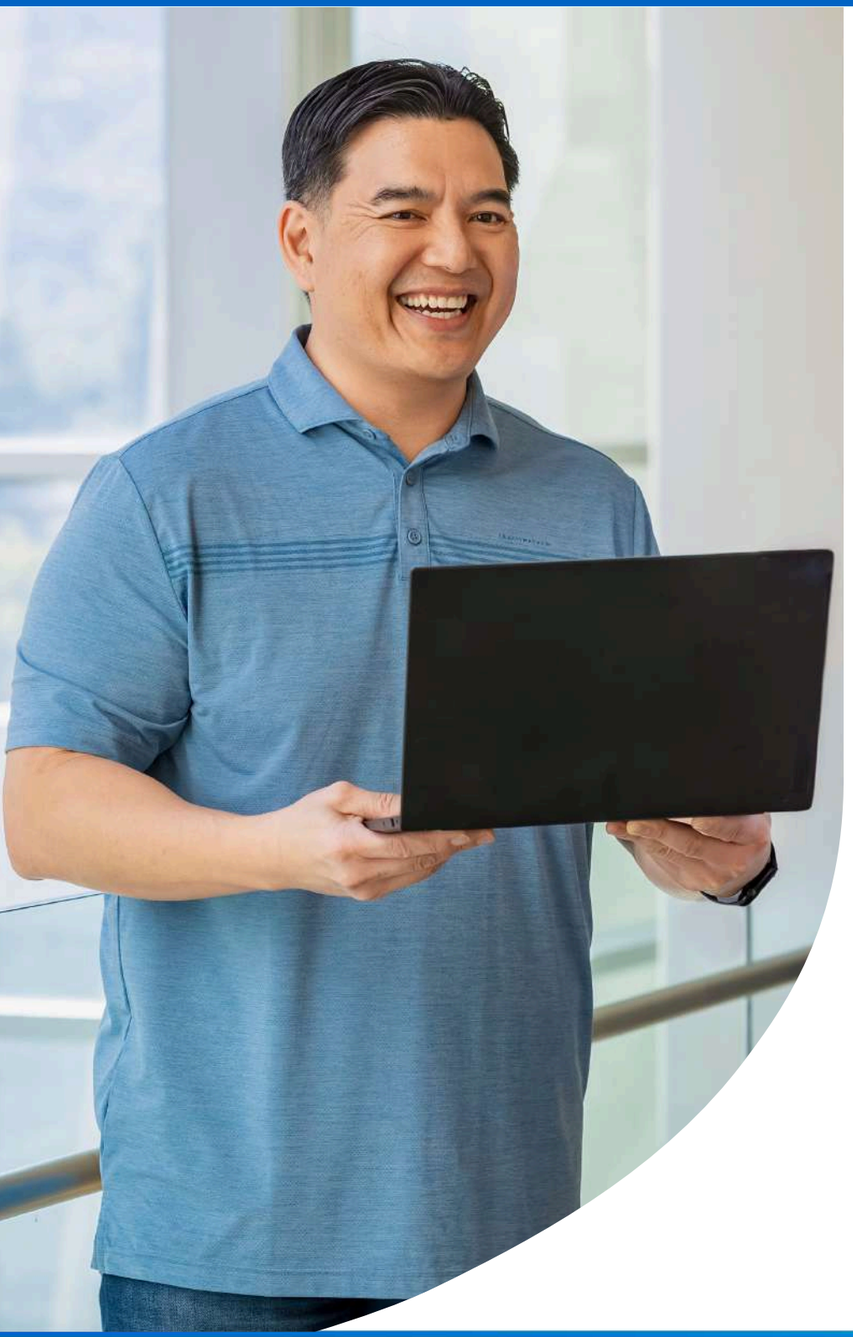
Commercial Operations



We are applying AI to improve how we connect with patients and customers. For example, in 2025, AI-powered tools helped our Patient Access and Reimbursement team get health insurance benefit verifications to patients nearly 30% faster during peak season without human intervention.

> It is incredible to see how much is already happening with AI at Amgen. The momentum, hands-on learning and real-world use cases show we're not just preparing for the future, we're building it."

CARMEN VAZQUEZ FONSECA
Senior Manager,
Information Systems



Spotlight: Building an AI-Fluent Workforce

Amgen was an early adopter of OpenAI's ChatGPT Enterprise and, in 2025, scaled the tool across the Company. We are also investing in training and resources to empower our employees to responsibly and confidently integrate approved AI tools into their daily work. One way was through our 2025 AI Symposium. The event covered a range of topics, from AI governance and compliance to practical examples of how Amgen employees are effectively putting AI to work in support of our mission to serve patients. In addition to building the AI skills of our existing teams, we are recruiting world-class experts beyond the biotechnology industry who have the skill sets we need to drive real impact with AI.

"Generative AI tools like ChatGPT Enterprise are helping our teams move faster, think bigger and tap into more creativity and productivity in their day-to-day work. Investing in AI skills enables our employees to thoughtfully experiment with and use new technologies more effectively, reflecting Amgen's Leadership Attributes: Inspire, Accelerate, Integrate and Adapt."

SEAN BRUICH
Senior Vice President, Artificial Intelligence and Data

RESPONSIBLE AI

Trust and safety are at the center of Amgen's AI journey.

The Senior Vice President of AI and Data works with the Amgen Responsible AI Governance Council, a cross-functional leadership forum dedicated to the safe and timely development and adoption of Amgen-specific AI tools, while our Chief Technology Officer provides leadership oversight. Our Board and its applicable committees also provide guidance to, and oversight of, management with respect to our AI use.

All Amgen employees are guided by the Trustworthy AI framework to promote appropriate and responsible use of AI. Employees across Amgen are required to complete training on the proper use of AI tools. Additional training is required for employees involved in system development activities. Learn More.

Corporate Performance Data

Report Section	Type	Unit	2021	2022	2023	2024	2025
Healthy Patients & Communities	Value of Medicines Provided at No Cost to Eligible Uninsured or Underinsured Patients in the United States Through the Amgen Safety Net Foundation[1]	$ (Billions)	2.2+	2.2	2.5	2.5	1.7
	Medicines Provided at No Cost in Low- and Middle-Income Countries Through Qualified Partners	Unit of Medicine	—	72,399	46,024	84,973	10,347
	Value of Medicines Provided at No Cost in Low- and Middle-Income Countries Through Qualified Partners[2]	$ (Millions)	5	91	112	224	51
	Low- and Middle-Income Countries Receiving Medicines Provided at No Cost Through Qualified Partners	Countries	—	8	6	25	12
	Contributions in Support of Advancing Health Equity Activities	$ (Millions)	11.7	15	10.7	16.8	25
	Organizations Supported Through Amgen-Funded Health Equity Initiatives	Organizations	60	68	95	53	136
	Health Equity Initiatives Supported by Amgen	Initiatives	82	111	127	78	118
	People Reached Worldwide by the Amgen Foundation's Core Science Education Programs	People (Millions)	27.4	23.4	25.1	24.5	25.5
	Total Cumulative LabXchange Users	Users (Millions)	16.2	28.1	42.5	56.1	68.6
	Amgen Foundation Giving	$ (Millions)	23	34	30	26	32
	Giving Tuesday: Amgen Staff Donations (Including the Amgen Foundation Double Gift Match)	$ (Millions)	—	3.7	3.1	4.1	5.2
	Giving Tuesday: Organizations Receiving Donations	Organizations	—	1,434	1,277	1,690	2,125
Healthy Planet[3]	Environmental Notices of Violation (NOVs)[4]	NOV	3	4	3	1	2
	Total Carbon Scope 1 and Scope 2 (Market-based)[5,6]	1,000 MT CO_2Eq	191	165	165	121	75
	Total Energy for On-site Facilities[5]	1,000 GJ	3,193	3,075	3,001	3,133	3,161
	Total Combustion On-site (Direct) - Natural Gas[5]	1,000 GJ	1,060	960	889	915	971
	Total Combustion On-site (Direct) - Diesel[5]	1,000 GJ	609	613	885	872	787
	Total Combustion On-site (Direct) - Propane[5]	1,000 GJ	1.4	1.4	1.7	3.4	3
	On-site Renewable Generation[5]	1,000 GJ	0	0	0.8	4.4	12
	Total Purchased Energy for On-site Use (Indirect Market-based) - Fossil Fuel[5]	1,000 GJ	383	382	135	132	135
	Total Purchased Energy for On-site Use (Indirect Market-based) - Nuclear[5]	1,000 GJ	7	7	0	0	0
	Total Purchased Energy for On-site Use (Indirect Market-based) - Renewable[5]	1,000 GJ	1,131	1,112	1,091	1,210	1,265
	Total Water Withdrawal[5]	1,000 CM	2,238	2,042	2,089	2,188	2,344
	Total Routine Waste Disposed[5]	MT	2,823	2,536	1,982	2,282	2,649
	Waste Recycled, Reused, Composted or Incinerated With Energy Recovery[5]	MT	7,467	7,530	8,038	8,928	9,998

Report Section	Type	Unit	2021	2022	2023	2024	2025
Healthy Amgen	Amgen Employees[7]	People	24,200	25,200	26,700	28,000	31,500
	Total Revenue[7]	$ (Millions)	25,979	26,323	28,190	33,424	36,751
	Product Sales[7]	$ (Millions)	24,297	24,801	26,910	32,026	35,148
	R&D Expenses[7]	$ (Millions)	4,819	4,434	4,783	5,964	7,272
	Employees Trained on Amgen's Global Code of Conduct	Percentage	100	100	100	100	100
	Languages Available for Amgen's Global Code of Conduct	Number	24	26	26	26	26
	Recordable Incident Rate (Amgen Staff)	Injuries per 100 Workers	0.19	0.14	0.17	0.13	0.16
	Recordable Incident Rate (Amgen Contractors)	Injuries per 100 Workers	0.62	0.80	0.34	0.54	0.52
	Fatalities (Amgen Staff)	People	0	0	0	0	0
	Fatalities (Contractors)	People	0	0	0	0	0
	Staff Lost Day Case Rate	Injuries per 100 Workers	0.09	0.05	0.09	0.05	0.07
	Motor Vehicle Safety[8]	Collisions per Million Miles	2.39	2.32	2.27	2.15	2.32

Data Notes

1 Valued at wholesale acquisition cost. The Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen Inc.

2 Valued at wholesale acquisition cost.

3 For more information on our 2019 baseline, see Reporting and Metrics.

4 Environmental NOVs reported that resulted from agency inspections.

5 See Reporting and Metrics on our website for an Independent Verification Statement for this data and reporting boundaries. In 2024, we updated the data metric titles for the listed energy metrics to align with Amgen's Independent Verification Statement.

6 In 2024, Scope 1 carbon emissions included 40,000 MT of high-quality carbon offsets. In 2025, Scope 1 carbon emissions includes 80,000 MT of high-quality carbon offsets.

7 As reported in Amgen's Form 10-K for the fiscal years ended December 31, 2019, through December 31, 2025. The 2023 and 2024 data include the acquisition of Horizon Therapeutics plc on October 6, 2023.

8 In 2023, Amgen restated its collisions per million miles (CPMM) data for 2021 and beyond to better reflect the business use of our vehicles. Amgen's CPMM metric is now calculated using business miles; previous calculations included both personal and business miles. The 2019 and 2020 data are calculated under the previous methodology.

Sustainability Accounting Standards Board Index

This Sustainability Highlights Report is part of Amgen's overall commitment to providing robust reporting on our sustainability performance. We also report information in our Form 10-K and our Proxy Statement (PDF). The table below indicates where Amgen reports on metrics in the Sustainability Accounting Standards Board (SASB) standard for the Biotechnology & Pharmaceuticals Industry (Industry standard -Version 2023-12). As our reporting evolves, we will continue to evaluate our ability to report on additional metrics.

Safety of Clinical Trial Participants		
Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210.a.1	Amgen's mission is to serve patients. Amgen's commitment to scientific innovation and conduct of clinical trials enable us to advance this mission. Amgen is committed to compliance with applicable laws and regulations, as well as to scientific and clinical standards, when conducting clinical trials globally. The rights, safety and well-being of research participants are paramount in the conduct of Amgen clinical trials. To that end, Amgen-sponsored trials are designed and conducted consistent with applicable local laws and regulations, including but not limited to the International Council for Harmonisation (ICH) E6 Good Clinical Practice (GCP) Guideline. Amgen governance, policies and procedures support compliance with these laws. All potential new Amgen medicines undergo preclinical and clinical testing to establish their safety and efficacy profiles and are reviewed by applicable health authorities. Once a product receives marketing approval from health authorities, Amgen continues to monitor the safety and quality of our products through our pharmacovigilance activities. Postmarketing safety and quality data collection, evaluation and reporting continue through multiple channels. These include assessment and review of adverse events reported by patients and healthcare professionals, as well as data collected from applicable clinical and/or postmarketing studies, registries and scientific literature. For more information, see the Ethical Research and Development section of our website.
Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	Amgen strives to maintain high ethical principles, as well as scientific and clinical standards in all its clinical trials regardless of where they take place. To that end, all Amgen-sponsored trials are designed and conducted to the standards that meet or exceed all applicable local laws and widely accepted international regulatory standards. Amgen maintains internal procedures to support compliance with these laws. For more information, see our Global Code of Ethics for Clinical Trials. In 2025, there were zero (0) inspections related to clinical trial management and pharmacovigilance that resulted in voluntary remediation or regulatory or administrative actions taken against Amgen by the U.S. Food and Drug Administration (FDA). FDA Compliance Actions can be found at the FDA Data Dashboard.
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Amgen discloses material legal proceedings in our FY2025 Form 10-K (See Part IV—Note 20).
Access to Medicines		
Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	See Access to Healthcare in this report and the Access to Healthcare section of our website.
List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Zero (0) as of December 31, 2025.

Affordability and Pricing		
Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous period	HC-BP-240b.2	Pertinent reporting can be found in the news releases associated with our quarterly earnings at investors.amgen.com; the Management's Discussion and Analysis and Risk Factors sections of our Form 10-K and 10-Qs; and the Our Approach to Pricing, Access and Affordability section of our website.
Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous period	HC-BP-240b.3	Pertinent reporting can be found in the news releases associated with our quarterly earnings at investors.amgen.com; the Management's Discussion and Analysis and Risk Factors sections of our Form 10-K and 10-Qs; and the Our Approach to Pricing, Access and Affordability section of our website.
Drug Safety		
Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	There were zero (0) MedWatch Safety Alerts for Amgen products posted on the FDA website in 2025.
Number of fatalities associated with products	HC-BP-250a.2	This information is available in the FDA Adverse Event Reporting System.
(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Amgen had one (1) firm-initiated recall in 2025 of 705,637 packs. The recall remains ongoing in the U.S. but has been closed in the other 15 countries where it was initiated.
Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	In 2025, Amgen's take-back program accepted 36.43 MT of product and sharps. Amgen is a member of the Pharmaceutical Product Stewardship Work Group, which oversees implementation of programs to fulfill drug product and sharps take-back requirements in the United States.
Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards, by type	HC-BP-250a.5	Not reported.
Counterfeit Drugs		
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Amgen's supply chain security program uses appropriate serialization and track-and-trace techniques to protect its products and patients, and implements procedures to meet internal and regulatory requirements, such as the Drug Supply Chain Security Act. See our Counterfeit Drug Statement.
Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Amgen has established processes and systems for global reporting concerning the safety and quality of our products. These procedures cover product quality and security, as well as related investigations for reported events (for example, counterfeit goods). Amgen has procedures in place to notify impacted trading partners and regulatory authorities in accordance with applicable laws and regulations, such as the Drug Supply Chain Security Act. See our Counterfeit Drug Statement.
Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Not reported.

Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Amgen discloses material legal proceedings in our FY2025 Form 10-K (see Part IV—Note 20).
Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	We strictly prohibit off-label promotion by Amgen employees or those working on our behalf. Amgen's policy on Communications with Members of the Healthcare Community (PDF) and our Code of Conduct (PDF) prohibit off-label promotion. Staff members are trained on these requirements annually.
Employee Recruitment, Development and Retention		
Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	See the Human Capital Resources section of Part I, Item 1 of Amgen's FY2025 Form 10-K; and the Human Capital Management subsection under the Our Sustainability Highlights section of our 2026 Proxy Statement (PDF).
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Not reported.
Supply Chain Management		
Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Amgen has a comprehensive supplier oversight program that includes a risk-based approach to the auditing and monitoring of our supply chain partners. Audits are conducted to help ensure that Amgen's supply chain is meeting both regulatory requirements and Amgen's internal requirements. See the Quality section of our website.
Business Ethics		
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Amgen discloses material legal proceedings in our FY2025 Form 10-K (see Part IV—Note 20).
Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a.2	In the United States, Amgen voluntarily complies with, and fully supports, the Pharmaceutical Research and Manufacturers of America's (PhRMA) Code on Interactions With Health Care Professionals (the Code). The Code provides guidance on such interactions, including the use of promotional materials, grants and consulting arrangements, meals and entertainment, continuing medical education, clinical practice guidelines, and sales and marketing training for company representatives.
General		
Number of patients treated	HC-BP-000.A	In 2025, our products reached approximately 17 million patients globally.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	As of December 31, 2025, 36 products were approved for commercial use in one or more countries. Our pipeline includes more than 48 candidates in Phases 1 through 3, many with multiple indications in development. See Our Products and our Pipeline.

Contributing to the United Nations Sustainable Development Goals

As a global biopharmaceutical company focused on improving human health, we recognize that we can play a role in contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). We contribute to nine of them through our core business, corporate philanthropy and the activities of our foundations.

Our Approach	2025 Progress	SDG
Healthy Patients & Communities		
Amgen strives to serve patients by transforming the promise of science and biotechnology into therapies that have the power to restore health or save lives. In everything we do, we aim to fulfill our mission to serve patients.	As of December 31, 2025, our portfolio included 36 approved medicines, with many new medicines in our pipeline. We invested $7.3 billion in research and development in 2025. See Our Products and our Pipeline.	
At a time when healthcare costs are rising, we aspire to contribute to a more sustainable healthcare system by providing more therapeutic options through our biosimilar medicines.	We have a portfolio of 11 biosimilar products in market or under development. See Biosimilars.	
We focus on improving healthcare and strengthening communities so more people can live their healthiest lives.	To help ensure broad access to our novel therapies for appropriate patients, we price our medicines responsibly, partner with payers to align on value, support prescriber choice, and develop patient support and assistance programs. In 2025, we provided $1.7 billion of Amgen medicines[1] at no cost to eligible uninsured or underinsured patients in the United States via the Amgen Safety Net Foundation.[2] Amgen, through its qualified partners, provided $51 million of Amgen medicines[1] at no cost to underserved patients in 12 low- and middle-income countries. See Healthy Patients and Communities.	
We bring clinical trial research directly to the communities where people live and work.	Amgen submitted plans to the U.S. Food and Drug Administration for 100% of our registrational Phase 2 and Phase 3 clinical studies to reflect real-world patient populations in our trials. The plans describe the activities we will undertake to expand patient representation by simplifying visit schedules, expanding remote options, selecting community-oriented sites, and reimbursing travel and accommodations. See Health Equity.	
We advance policies and practices in support of health equity so that more people have an opportunity to improve their health outcomes.	Amgen sponsored the Black Heart Association's Guard Your Heart Tour for the second year in a row. We sponsored free cholesterol screenings and education for over 5,000 people at community events. See Health Equity.	
We inspire the next generation of innovators and foster future problem solvers, wherever they are.	In 2025, with support from Amgen and the Amgen Foundation, the kidSTREAM Children's Museum broke ground on the first STEM-focused children's museum in Ventura County, California. See Community Investment.	
We engage students with diverse perspectives and backgrounds by helping to remove barriers to quality science education.	Since 1990, the Amgen Foundation has committed approximately $500 million to advancing science education globally. See Community Investment.	

Our Approach	2025 Progress	SDG
Healthy Planet[3]		
By 2027, we seek to achieve carbon neutrality for Amgen-owned and -operated facilities and operations. Our aim is for all Amgen facilities, wherever feasible, to procure 100% renewable energy by 2027. We also have an SBTi Scope 3 supplier engagement target to engage with 73% of our suppliers by spend in key categories to support their adoption of science-based targets by 2027.	Through 2025, we achieved 82% of our targeted reductions for Scope 1 and 2 carbon emissions from a 2019 baseline. At the end of 2025, renewable electricity accounted for 96% of our total purchased electricity consumption. We are also on track to reach our Scope 3 supplier engagement target. See Healthy Planet.	
By 2027, reduce water consumption by 40% from a 2019 baseline.	We decreased water use to achieve 85% of our 2027 targeted reduction from a 2019 baseline. See Healthy Planet.	
By 2027, reduce waste disposed by 75% from a 2019 baseline.	We decreased waste disposed to achieve 79% of our 2027 targeted reduction from a 2019 baseline. See Healthy Planet.	
Healthy Amgen		
We believe our differences lead to better science and business outcomes, enabling us to best serve patients. Amgen is an equal opportunity employer.	Amgen is committed to promoting and maintaining an innovative, high-performing culture where team members embrace and leverage each other's talents and experiences. See Our Workforce.	
Endeavor to create a work environment where each employee is able to bring their whole self to work, to have their voice heard and to feel a sense of belonging.	In 2025, we conducted two Global Engagement Surveys. Our engagement scores remained above general market benchmarks, with a significant majority of respondents feeling a sense of belonging at Amgen and recommending Amgen as a great place to work. See Our Workforce.	

Data Notes

1 Valued at wholesale acquisition cost.

2 Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen Inc.

3 Water and waste reductions are measured against a 2019 baseline and take into account only verified reduction projects and not changes associated with the contraction or expansion of the Company. Carbon neutrality goal refers to Scope 1 and 2.

Forward-Looking Statements

This report contains forward-looking statements that are based on the current expectations and beliefs of Amgen. All statements, other than statements of historical fact, are statements that could be deemed forward-looking statements, including any statements on the outcome, benefits and synergies of collaborations, or potential collaborations, with any other company (including BeOne Medicines Ltd.), the performance of Otezla® (apremilast), our acquisitions of ChemoCentryx, Inc., Dark Blue Therapeutics, Ltd. or Horizon Therapeutics plc (including the prospective performance and outlook of Horizon's business, performance and opportunities, and any potential strategic benefits, synergies or opportunities expected as a result of such acquisition), as well as estimates of revenues, operating margins, capital expenditures, cash, other financial metrics, expected legal, arbitration, political, regulatory or clinical results or practices, customer and prescriber patterns or practices, reimbursement activities and outcomes, effects of pandemics or other widespread health problems on our business, outcomes, progress, and other such estimates and results. Forward-looking statements involve significant risks and uncertainties, including those discussed below and more fully described in the Securities and Exchange Commission reports filed by Amgen, including our most recent annual report on Form 10-K and any subsequent periodic reports on Form 10-Q and current reports on Form 8-K. Unless otherwise noted, Amgen is providing this information as of the date of this report and does not undertake any obligation to update any forward-looking statements contained in this document as a result of new information, future events or otherwise.

No forward-looking statement can be guaranteed and actual results may differ materially from those we project. Our results may be affected by our ability to successfully market both new and existing products domestically and internationally, clinical and regulatory developments involving current and future products, sales growth of recently launched products, competition from other products including biosimilars, difficulties or delays in manufacturing our products and global economic conditions, including those resulting from geopolitical relations and government actions. In addition, sales of our products are affected by pricing pressure, political and public scrutiny and reimbursement policies imposed by third-party payers, including governments, private insurance plans and managed care providers and may be affected by regulatory, clinical and guideline developments and domestic and international trends toward managed care and healthcare cost containment. Furthermore, our research, testing, pricing, marketing and other operations are subject to extensive regulation by domestic and foreign government regulatory authorities. We or others could identify safety, side effects or manufacturing problems with our products, including our devices, after they are on the market. Our business may be impacted by government investigations, litigation and product liability claims. In addition, our business may be impacted by the adoption of new tax legislation or exposure to additional tax liabilities. Further, while we routinely obtain patents for our products and technology, the protection offered by our patents and patent applications may be challenged, invalidated or circumvented by our competitors, or we may fail to prevail in present and future intellectual property litigation. We perform a substantial amount of our commercial manufacturing activities at a few key facilities, including in Puerto Rico, and also depend on third parties for a portion of our manufacturing activities, and limits on supply may constrain sales of certain of our current products and product candidate development. An outbreak of disease or similar public health threat, and the public and governmental effort to mitigate against the spread of such disease, could have a significant adverse effect on the supply of materials for our manufacturing activities, the distribution of our products, the commercialization of our product candidates, and our clinical trial operations, and any such events may have a material adverse effect on our product development, product sales, business and results of operations. We rely on collaborations with third parties for the development of some of our product candidates and for the commercialization and sales of some of our commercial products. In addition, we compete with other companies with respect to many of our marketed products as well as for the discovery and development of new products. Discovery or identification of new product candidates or development of new indications for existing products cannot be guaranteed and movement from concept to product is uncertain; consequently, there can be no guarantee that any particular product candidate or development of a new indication for an existing product will be successful and become a commercial product. Further, some raw materials, medical devices and component parts for our products are supplied by sole third-party suppliers. Certain of our distributors, customers and payers have substantial purchasing leverage in their dealings with us. The discovery of significant problems with a product similar to one of our products that implicate an entire class of products could have a material adverse effect on sales of the affected products and on our business and results of operations. Our efforts to collaborate with or acquire other companies, products or technology, and to integrate the operations of companies or to support the products or technology we have acquired, may not be successful, and may result in unanticipated costs, delays or failures to realize the benefits of the transactions. A breakdown, cyberattack or information security breach of our information technology systems could compromise the confidentiality, integrity and availability of our systems and our data. Our stock price is volatile and may be affected by a number of events. Our business and operations may be negatively affected by the failure, or perceived failure, of achieving our sustainability objectives. The effects of global climate change and related natural disasters could negatively affect our business and operations. Global economic conditions may magnify certain risks that affect our business. Our business performance could affect or limit the ability of our Board of Directors to declare a dividend or our ability to pay a dividend or repurchase our common stock. We may not be able to access the capital and credit markets on terms that are favorable to us, or at all.