



2023

Environmental, Social & Governance Report

AMGEN

Table of Contents

INTRODUCTION 2

About This Report	2
Leadership Message	3
About Amgen	4
Our Approach to ESG	5
ESG Alignment With Corporate Strategy	7

HEALTHY PEOPLE 9

Access to Healthcare	10
Health Equity	15

HEALTHY SOCIETY 19

Human Capital Management	20
Diversity, Inclusion & Belonging	24
Community Investment	28

HEALTHY PLANET 31

Environmental Sustainability	32
------------------------------	----

A HEALTHY AMGEN 37

Corporate Governance	38
Business Ethics	39
Ethical Research & Development, Product Quality and Patient Safety	41

APPENDIX 42

Company Performance Data	43
Sustainability Accounting Standards Board Index	44
Contributing to the United Nations Sustainable Development Goals	47
Forward-Looking Statements	49

ABOUT THIS REPORT

This report describes our progress from January 1, 2023, to December 31, 2023. The content is informed by our ongoing monitoring of internal and external stakeholder perspectives, direct interactions with stakeholders, a review of relevant reporting standards and frameworks, and internal analyses of the alignment of environmental, social & governance (ESG) topics with our strategy, mission and values. All our worldwide business operations, excluding Horizon Therapeutics plc, which we acquired on October 6, 2023, are included in this report unless otherwise stated. Throughout this report, we guide readers to additional sources of information online.

In preparing this report, we have considered the principles of the Carbon Disclosure Project (CDP), the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Sustainability Accounting Standard, and the Science Based Targets initiative (SBTi), as well as the Task Force on Climate-Related Financial Disclosures (TCFD) reporting standard. Our reporting also reflects our alignment with the United Nations (UN) 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 ESG@Amgen.com.

Cover image: Amgen bioanalytical scientists working on automation technology development.

Additional disclosures

[CDP Disclosures](#)

[SASB Index](#)

[UN SDG Index](#)

[UN Global Compact](#)



Information contained on our website is not intended to be part of this report.

Leadership Message



I am delighted to introduce Amgen's 2023 Environmental, Social and Governance Report. Our mission is to serve patients, and we do that through the discovery, development, manufacture and delivery of innovative medicines that make a big impact on some of the world's most serious and prevalent diseases. Our approach to ESG helps us achieve this mission.

In 2023, our medicines reached more than 11 million patients globally, and our commitment to improving lives through innovative medicines has never been greater. In the United States, we announced a bold ambition to halve the number of heart attacks and strokes by 2030, working together with leading healthcare institutions and other stakeholders. We also held our first-ever Health Equity Challenge, awarding grants to community-based organizations to help improve the health of patients in Black communities.

In support of our strategic priority of innovation, we are advancing our approach to diverse clinical trial design, site selection and patient enrollment so that our clinical study participants are more characteristic of the broader patient population. Our Representation in Clinical Research (RISE) team is helping Amgen study medicines in patients who better reflect the populations impacted by the relevant diseases.

As part of our efforts to creatively address our future workforce needs, we began an apprenticeship program that does not require a four-year college degree to participate. Our Ohio and Florida sites welcomed the first cohort of apprentices in 2023.

To inspire the next generation of innovators, I am proud to share that the Amgen Foundation¹ has engaged over 25 million learners globally with world-class, no-cost science education programs. In 2023, the Foundation announced new multiyear funding commitments that will enable two of its flagship programs — the Amgen Biotech Experience and Amgen Scholars — to make an even greater impact.

A sustainable business is good for all of our stakeholders and also for the bottom line. We are tracking toward achieving carbon neutrality in our operations, and through Amgen Ecovation™ — our approach to innovative and sustainable manufacturing — we continue to make progress toward achieving our 2027 environmental sustainability goals. We are delighted that our newest biomanufacturing facility in Central Ohio, licensed by the U.S. Food and Drug Administration in January 2024, was built to LEED Gold standards and includes solar arrays and advanced systems for indoor air quality.

These are just a few examples of the inspiring dedication of our approximately 27,000 employees worldwide² toward our mission. I invite you to read the full report to learn more. We are pleased with the progress we've made and are committed to even greater achievements.

Sincerely,

Robert A. Bradway
Chairman and Chief Executive Officer

¹ The Amgen Foundation, Inc. (Amgen Foundation) is a separate legal entity entirely funded by Amgen Inc.

² As of December 31, 2023. Includes the acquisition of Horizon Therapeutics plc on October 6, 2023.

About Amgen

Our mission is to serve patients.

For more than 40 years, Amgen has been committed to unlocking the potential of biology for patients suffering from serious illnesses by discovering, developing, manufacturing and delivering innovative medicines. This approach begins by using tools such as advanced human genetics to unravel the complexities of disease and understand the fundamentals of human biology.

Our belief — and the core of our strategy — is that innovative, highly differentiated medicines that provide large clinical benefits in addressing serious diseases are medicines that will not only help patients but also help reduce the social and economic burden of disease on society today.

We are focused on four therapeutic pillars: inflammation, oncology, general medicine and rare disease. Amgen is also a leader in developing and manufacturing biosimilars (medications that are biologically similar to existing biologic treatments), which have the potential to offer more affordable treatment options for serious diseases.

OUR VALUES

We work to achieve our mission through actions that reflect our corporate values.



Be science-based



Compete intensely and win



Create value for patients, employees and stockholders



Collaborate, communicate and be accountable



Be ethical



Trust and respect each other



Ensure quality



Work in teams

BY THE NUMBERS

Year Founded:
1980

Employees:
~26,700*

Total Revenues:
\$28.2B*

R&D Investment:
\$4.8B*

Headquarters:
Thousand Oaks, Calif.

Global Presence:
~100 Countries

Stock Listing:
NASDAQ

Ticker Symbol:
AMGN

* As of December 31, 2023. Includes the acquisition of Horizon Therapeutics plc on October 6, 2023.

Select 2023 Awards and Rankings

America's Best Employers for New Grads, America's Best Large Employers

by *Forbes*

America's Greatest Workplaces, America's Greatest Workplaces for Diversity, America's Greatest Workplaces for Women

by *Newsweek*

Best Places to Work for Disability Inclusion

by the Disability Equality Index

America's Climate Leaders

by *USA Today*

America's Most JUST Companies

by Just Capital

The 14 Most Important Players in Corporate Philanthropy

by *Inside Philanthropy*

View our complete list of [Awards and Accolades](#).



Celebrating what matters during [Mission Week](#) at our Thousand Oaks headquarters.

Our Approach to ESG

We believe in making a difference every day, starting with our mission to serve patients and extending to our employees, communities and the world in which we live. We believe that developing innovative medicines that address unmet medical needs while acting as a good corporate citizen serves to create value for our business and our shareholders.

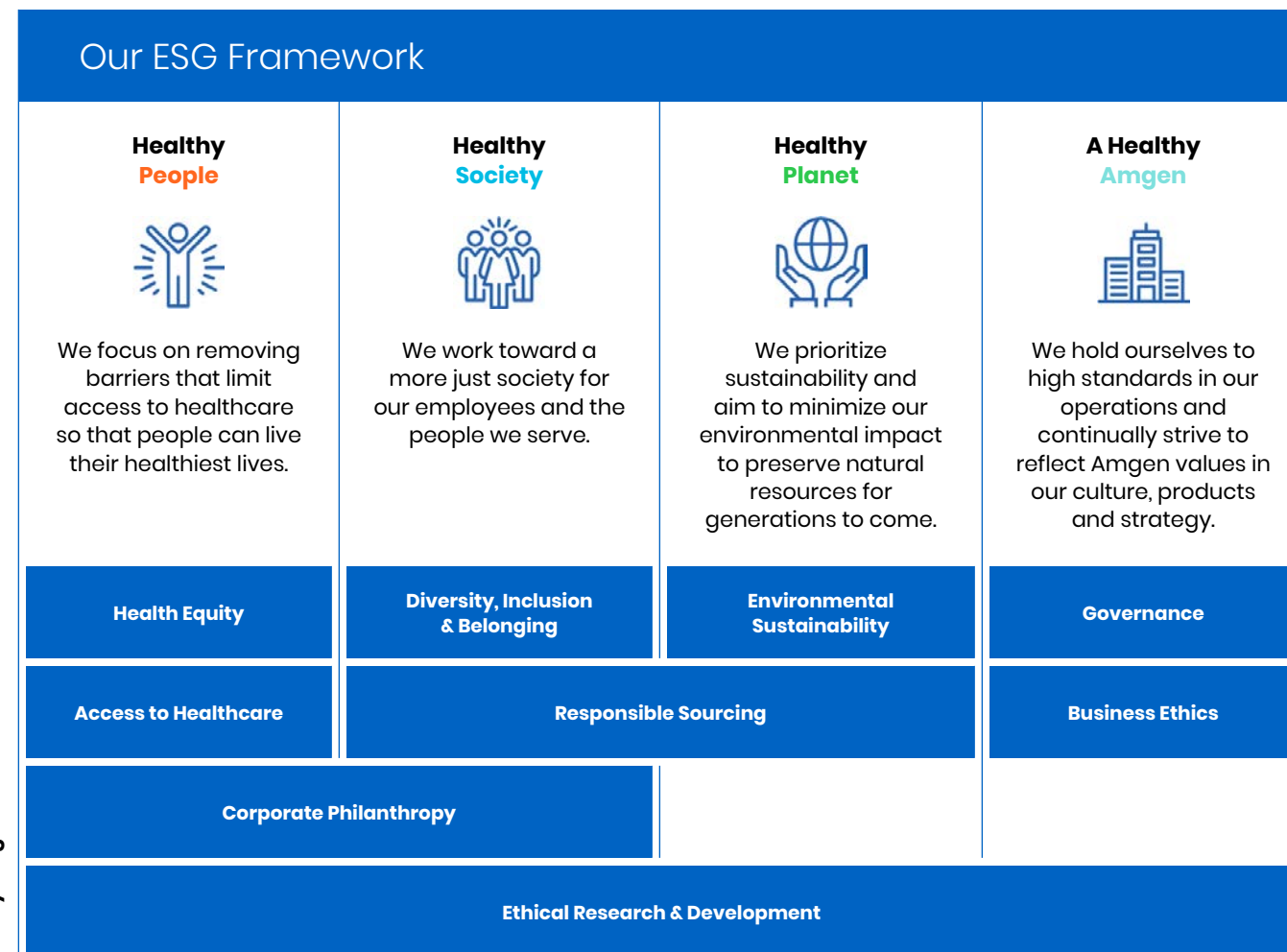
Our approach to ESG is brought to life through our ESG framework, built on four pillars: Healthy People, Healthy Society, Healthy Planet and A Healthy Amgen.

Within each pillar, we have identified ESG priorities reflecting feedback from stakeholders, including our employees, investors, patients, healthcare professionals and patient advocacy organizations. Amgen uses a variety of analytical tools to identify, evolve and monitor ESG topics, including periodic stakeholder-perspective assessments, which analyze the perspectives of both internal and external stakeholders. The results of our 2023 assessment reaffirm that our framework remains relevant. We share our performance in these areas in this report and through other public disclosures.

Connecting our Mission, Strategy and ESG Framework

Our leadership is focused on building a sustainable business, and our approach to ESG is aligned with our strategic business priorities and values. For example, our 2023 Company annual incentive plan performance goals included an ESG goal designed to hold ourselves accountable for, and systematically advance toward, the timely achievement of our 2027 environmental sustainability targets, to drive measurable achievement in our representation in clinical research objectives, and to expand ownership and accountability for our culture of inclusion deeper into the organization. See the table on page 7 for examples of our integration of ESG into our corporate strategy.

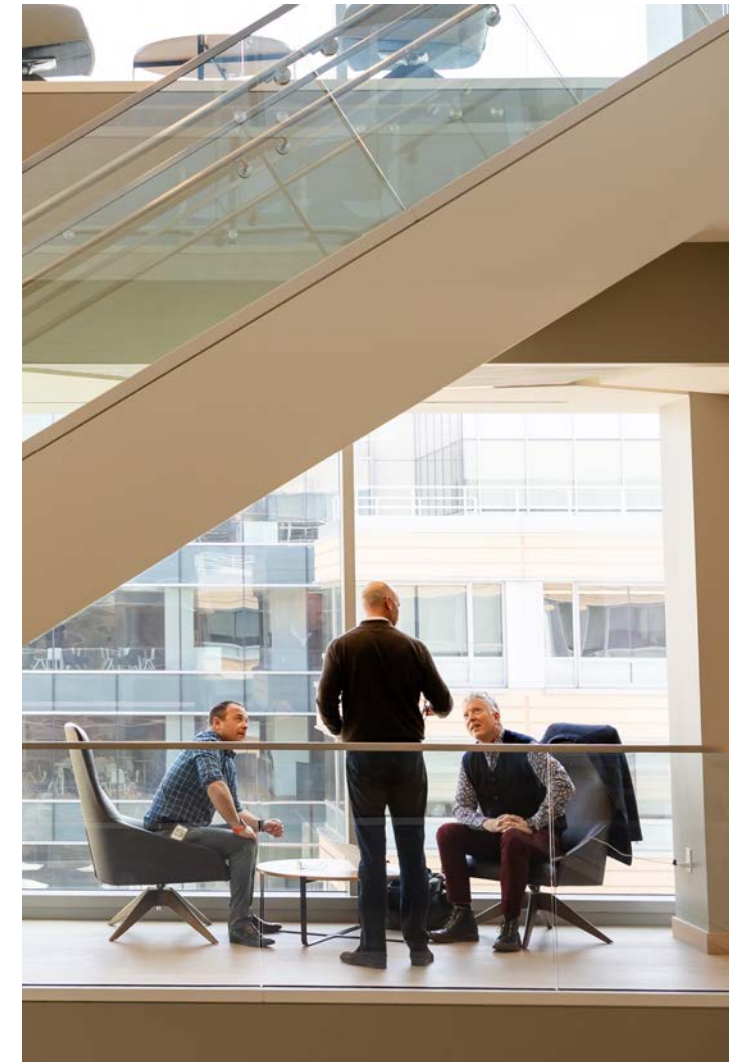
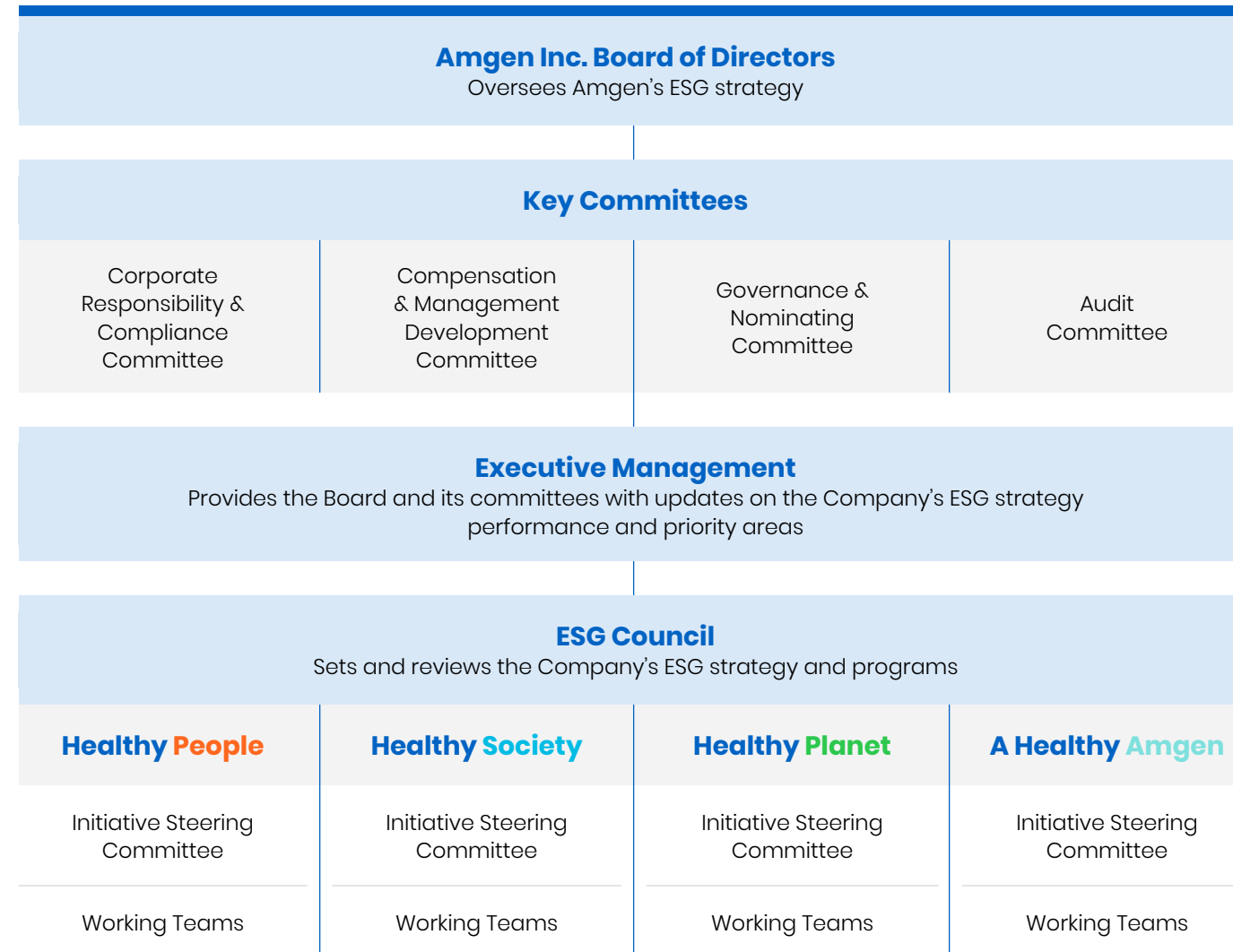
The Amgen Board of Directors (Board) and its committees oversee Amgen's ESG strategy. Amgen's executive management provides regular updates to the Board and its committees on the status and progress of the Company's ESG activities.



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 management, including labor and employment, succession plans, and diversity, inclusion and belonging.
- **Governance and Nominating Committee:** Oversees corporate governance activities and Board membership.
- **Audit Committee:** Provides oversight of our disclosure controls and procedures, including those that support our ESG goals.

Our cross-functional, executive-level ESG Council sets and reviews the Company's ESG strategy and programs. Four initiative steering committees (ISCs), each aligned with one of our four pillars, support the ESG Council. Each ISC coordinates the implementation of the strategy for its respective pillar and integrates our ESG strategy into the Company's activities with the support of subject-matter-expert working teams. ISC members also help identify emerging ESG issues that could impact Amgen's business, employees, communities or stakeholders and, when appropriate, raise them with the ESG Council for discussion and analysis.



ESG Alignment With Corporate Strategy

Amgen's corporate strategy is the integrated set of actions we take to improve our competitive position in the industry. Our focus is inherently long-term in nature. Summarized below and discussed further in this report are examples of how we are purposefully and continuously aligning our ESG strategy with our strategic business priorities and values.

	Strategic Priorities	ESG 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 external programs. This results in a productive balance of internal and external programs and collaborations reflected in our current product portfolio and pipeline.	<p>Supporting Representative Clinical Trials: Amgen is working to improve the diversity and representation of racial and ethnic minority populations in our clinical trial research and to advance dialogue regarding this area across the industry. By addressing some of the barriers to achieving representative patient enrollment in clinical trials, we hope to better reflect the diverse populations impacted by the relevant diseases. For example, we have partnered with the American Cancer Society Cancer Action Network to screen potential patients at smaller, community-based sites.</p> <p>Reducing Cardiovascular Events: In 2023, Amgen announced its bold ambition alongside other key community stakeholders at the American College of Cardiology Annual Meeting to halve the number of heart attacks and strokes by 2030 in the United States. With our partners, we intend to focus on improving the quality and effectiveness of cardiometabolic patient care and accelerating the implementation of evidence-based approaches into clinical practice.</p>
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.	<p>Providing More Treatment Options: We believe that as biosimilars become more widely available, they have the potential to help reduce costs for patients, payers and health systems while offering life-altering treatment options for serious diseases. Amgen has a portfolio of 11 biosimilar products in market or under development.</p>
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 more than 100 countries around the world.	<p>Investing in the Next Generation of Innovators Worldwide: The Amgen Foundation seeks to advance excellence in science education to inspire the next generation of innovators and invest in strengthening communities where our employees live and work. Since its inception more than 30 years ago, the Amgen Foundation has committed over \$450 million to nonprofit organizations around the world that reflect our core values and complement Amgen's dedication to impacting lives in inspiring and innovative ways.</p> <p>Reaching Patients in Low- and Middle-Income Countries: Over the last five years, Amgen has donated approximately \$281 million of Amgen medicines¹ for distribution via leading nongovernmental organizations to patients in low- and middle-income countries. These medicines supplement local healthcare system needs and are also supplied to countries in response to humanitarian crises.</p>

¹ Valued at wholesale acquisition cost.

Strategic Priorities

Manufacturing Excellence

We are pioneering advanced technologies and implementing more environmentally responsible approaches throughout the Company to increase operational efficiency and reduce our environmental impact. Amgen Ecovation™ is our proprietary approach to innovative and sustainable manufacturing that is integrated into the upfront design, development and execution of our new laboratory, manufacturing and administrative buildings. This results in smaller footprint, highly resource efficient biomanufacturing plants that reduce our environmental impact, including reducing consumption of water and energy and producing lower levels of carbon emissions. These facilities also can be built in less time than conventional plants and have lower operating costs.

Continuous Improvement

We prioritize continuous operating improvements to fund innovation. In addition to our ongoing digital transformation journey to achieve maximum efficiencies and drive innovation, we are focusing on integration of our acquisitions and collaborations to accelerate our realization of benefits from these investments.

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. We returned excess capital through dividends.

ESG Alignment

Supporting Innovative and Sustainable Manufacturing: We are expanding capacity and applying innovation at our facilities with multiple ongoing projects, including in connection with the expansion of our U.S. manufacturing plants. For example, Amgen Ecovation™ has guided the design and construction of our new state-of-the-art facilities in Ohio (licensed by the U.S. FDA in January 2024) and North Carolina, both of which contain many examples of environmental innovation. These new sites are expected to support our ability to meet the demand for our medicines and bring hundreds of full-time jobs to these regions while expanding our access to diverse talent.

Continuing the Road to Carbon Neutrality: To help achieve our goal of carbon neutrality by 2027, Amgen is focusing on the use of innovative technologies and efficiency projects to reduce carbon emissions from our owned- and -operated facilities, in addition to sourcing renewable energy. Where renewable sources are not available, we expect to prioritize offsetting based on the quality of the credit or offset.

Investing in Innovation to Improve Impact: Our innovative approach to biomanufacturing dramatically reduces the scale and costs of making biologic medicines and vastly reduces water and energy use while enabling us to maintain a reliable, high-quality, compliant supply of medicines. Our Amgen Ecovation™ approach includes goals, strategies and metrics to measure and track our progress in minimizing our carbon footprint, diverting waste from landfills, and mitigating our overall environmental impact in capital projects.

Incorporating Cost of Carbon Into Business Decisions: During the approval process for all Amgen capital projects, we assess sustainability, including carbon, water and waste impact. For projects that increase carbon dioxide emissions by more than 500 metric tons, we apply an internal fee of \$1,000 per metric ton. We use the fees to support future carbon reduction projects.

Supporting Our Environmental Sustainability Goals: To support the advancement of our 2027 goals, we issued our inaugural \$750 million green bond in 2022, the net proceeds of which have been fully allocated to finance eligible projects that met specific criteria to reduce our impact on the environment. See Amgen's [Green Bond Allocation Report](#) (PDF).



Karen, who is living with breast and bone cancer, participated in Amgen's [Mission Week](#).

2023 HIGHLIGHTS



Provided \$2.5 billion of qualifying Amgen medicines at no cost to eligible uninsured or underinsured patients in the United States through the Amgen Safety Net Foundation.¹



Launched a five-year program with World Child Cancer to improve the lives of children with Burkitt lymphoma.



Held our first Health Equity Challenge to support community-based nonprofit organizations that are advancing solutions to improve the health of patients with cardiovascular disease in Black communities.

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

Healthy People

We focus on removing barriers that limit access to healthcare so that people can live their healthiest lives.

10 Access to Healthcare

15 Health Equity



ACCESS TO HEALTHCARE

For more than 40 years, Amgen's commitment to science and innovation has helped patients live longer, healthier lives.

AMBITION

Together with partners and stakeholders, we are working to ensure that more people can experience the benefits of science, including improved access to lifesaving medicines and care.

APPROACH

We discover and develop innovative medicines to address important unmet needs as reflected in our [product portfolio](#) and our [pipeline](#). We also invest in biosimilars that can support the sustainability of healthcare systems.² Providing access to our medicines and the opportunity for better health is an extension of this strategy and our mission.

We use a range of approaches to address barriers to access, working with governments, patient groups, nonprofit organizations, medical professional associations and other partners.

Angelica (left), who lives with cardiovascular disease, participated in Amgen's [Mission Week](#) with her mother, Alexandra.

Amgen Safety Net Foundation (ASNF) ³ Data	2022	2023
Value of medicines provided to eligible uninsured or underinsured patients in the United States at no cost through the ASNF ⁴	\$2.2B	\$2.5B

Access to Healthcare Data	2022	2023
Medicine donated to qualified partners for distribution in low- and middle-income countries		
Units donated	72,399	46,024
Low- and middle-income countries receiving donations	8	6
Value donated ⁴	\$91M	\$112M
Value donated ⁴ in the previous five years	\$238M	\$281M

Learn more

[Amgen Safety Net Foundation](#)

[Our Approach to Pricing, Access and Affordability](#)

[U.S. Reimbursement Support Services and Financial Assistance Programs](#)

[Product Donations](#)

[Biosimilars](#)

[Health System Strengthening](#)

Find out whether there is an [Amgen patient support program](#) in your country.

[Related SASB Indicators](#)

² IQVIA (2018). The Impact of Biosimilar Competition in Europe. PDF file. Retrieved from: https://www.medicinesforeurope.com/wp-content/uploads/2017/05/IMS-Biosimilar-2017_V9.pdf.

³ Amgen Safety Net Foundation is a separate legal entity funded by Amgen.

⁴ Valued at wholesale acquisition cost.



Otis, who is living with multiple myeloma, participated in Amgen's [Mission Week](#).

Our Access Strategy Is Not Bound by Geography

We work to remove barriers to access through a variety of mechanisms, from pricing and patient support programs to targeted donations and partnerships focused on health system strengthening. Barriers to access are present around the world, but they vary significantly by geography and community, and tend to be particularly high in historically underserved communities. Our Global Commercial Operations team works with payers, patient advocacy groups, regulators and public officials to support access in countries where Amgen products are sold. In low- and middle-income countries where we do not have a commercial presence, Amgen works with partners to strengthen health systems and provide medicines through a dedicated team in the Chief Medical Office. We do this through multiyear collaborations with international nongovernmental organizations, multistakeholder partnerships and targeted donation programs. Examples are provided throughout the Healthy People section of this report.

How We Address Barriers to Access

Responsible Product Pricing	We price our products according to the value they deliver and employ flexible pricing approaches to help facilitate patient access. We also partner with payers to align on value while supporting prescriber choice. See Our Approach to Pricing, Access and Affordability .
Patient Support and Assistance Programs	We offer over 200 patient support programs in more than 40 countries to help reduce the burden of disease and improve patient access, experience and adherence. In addition, the ASNF helps eligible patients in the United States gain access to qualifying Amgen medicines at no cost. See U.S. Reimbursement Support Services and Financial Assistance Programs and the Amgen Safety Net Foundation .
Targeted Donation Programs	We donate our medicines through organized programs and partnerships in accordance with local regulations. See Product Donations .
Development and Manufacturing of Biosimilars	We invest in biosimilars that can potentially offer more affordable, life-altering treatment options. This supports the sustainability of healthcare systems. ⁵ See Amgen Biosimilars .
Healthcare System Strengthening	Amgen collaborates with partners to help address the underlying barriers to access and improve health outcomes for patients around the world. See Health System Strengthening .

⁵ IQVIA (2018). The Impact of Biosimilar Competition in Europe. PDF file. Retrieved from: https://www.medicinesforeurope.com/wp-content/uploads/2017/05/IMS-Biosimilar-2017_V9.pdf.

Transforming Health Through Artificial Intelligence

Artificial intelligence (AI) has the potential to accelerate drug discovery and development, as well as to improve the speed and accuracy of diagnosis and to support patient care.

Amgen subsidiary deCODE genetics is leveraging cutting-edge AI and machine learning tools to analyze population-scale de-identified human data, including patients' genetics, protein levels and health record information. The goal is to improve identification of patients at risk of disease and to advance the use of precision medicine approaches to find the right medicine for the right patient at the right time.

Amgen is also sponsoring the [African American Heart Study](#) to investigate the association of high lipoprotein(a), or Lp(a), levels and atherosclerotic cardiovascular disease (ASCVD). Lp(a), a form of "bad" cholesterol, may be associated with a higher risk of heart attack or other serious heart-related events. African Americans have higher average Lp(a) levels and are more likely to have heart disease than non-Hispanic Whites.

The study is collecting clinical and molecular information, including data on genetic sequencing and protein markers in the blood, and following participants for at least three years. This information will be analyzed by deCODE genetics to help researchers and clinicians better understand how genetics and proteins affect the development and progression of ASCVD in African Americans. Amgen is committed to protecting participant privacy and collects minimum subject identifiers in clinical trials.

Learn more

[How AI and Life Sciences Research Are Revolutionizing Protein Drug Development](#)

How organizations such as the [Family Heart Foundation](#) are using AI to increase diagnosis and improve patient care.

How we're working to ensure the [responsible and ethical use of AI](#) within our operations.



Magdalene, who is living with cardiovascular disease, participated in Amgen's [Mission Week](#).

Announcing a Bold U. S. Ambition

In 2023, Amgen announced its bold ambition alongside other key community stakeholders at the American College of Cardiology Annual Meeting to halve the number of heart attacks and strokes by 2030 in the United States.

Why it's important:

Cardiovascular disease (CVD) is a leading public health crisis, contributing to a heart attack every 40 seconds in the United States.⁶ In addition, research has found that heart disease and stroke cost the U.S. health system \$216 billion per year and cause \$147 billion in lost productivity on the job.⁷

To help achieve our ambition, Amgen has been convening key stakeholders and healthcare institutions through the LDL-C Action Summit⁸ and the Leading Awareness to Action Through Implementation of Cardiometabolic Efforts Consortium.

The LDL-C Action Summit brings together key CVD community stakeholders to discuss strategies and opportunities for collaboratively improving lipid management. The Consortium convenes leading cardiovascular healthcare systems and research institutions to focus on improving the quality and effectiveness of cardiometabolic patient care and accelerating the implementation of evidence-based approaches into clinical practice.

Amgen is also the national sponsor of the American Heart Association's [Lower Your LDL Cholesterol Now™ Initiative](#).

6 American Heart Association. [2024 Heart Disease and Stroke Statistics Update Fact Sheet](#) (PDF).

7 U.S. Centers for Disease Control and Prevention: Health and Economic Costs of Chronic Diseases.

8 Low-density lipoprotein cholesterol (LDL-C) is a crucial modifiable risk factor for CVD.

9 Miranda, JJ, Barrientos-Gutiérrez, T, Corvalan, C et al. Understanding the rise of cardiometabolic diseases in low- and middle-income countries. *Nat Med* 2019; 25: 1667–1679. <https://doi.org/10.1038/s41591-019-0644-7>.

Addressing Heart Disease in Low- and Middle-Income Countries

To combat the rise of CVD in low- and middle-income countries,⁹ Amgen is working with three new partners to strengthen primary care systems.

- We have provided a donation to [ECHO India](#) to train 1,500 healthcare providers across six states to better manage cardiometabolic syndrome, a cluster of related conditions that impact cardiovascular health.
- In Kenya, Tanzania, Indonesia and Vietnam, we are supporting [PATH](#) to conduct training of primary care and community health workers. The program will also provide tools for patients, families and caregivers to support treatment adherence.
- In the Philippines, our collaboration with [reach52](#) will help deploy community health workers to conduct health education campaigns across 40,000 households.

Providing More Treatment Options

A biosimilar¹⁰ is a biological product that is highly similar to an approved reference product with no clinically meaningful differences in terms of the safety, purity and potency of the product. We have a portfolio of 11 biosimilar products in market or under development.

✓ Why it's important:

Biosimilars can play a pivotal role in the sustainability of healthcare systems, providing opportunities for cost savings through competition and the potential to expand access for patients.¹¹ Amgen biosimilars are backed by our four decades of experience in the development, manufacture and supply of biologics.

➤ Learn more

Learn from healthcare leaders and policy stakeholders about the critical role biosimilars play in our healthcare system, as discussed during the Amgen-supported 2023 [Axios Expert Voices roundtable](#).



PATIENT PERSPECTIVE

Hear from Laura, who is living with ulcerative colitis, about [her experience on a biosimilar and her treatment journey](#).



Listening and Learning From Patients

We could not do what we do without input from patients and patient advocacy groups. We engage with patients regularly in a variety of ways to understand their unique experiences, perspectives, needs and priorities and to update them on our drug discovery and access efforts.

One way is through the annual Amgen Stakeholder Summit. In 2023, we welcomed more than 50 patient advocacy organizations to our Thousand Oaks headquarters for this two-day event. Topics included improving health equity, unlocking the power of personalized medicine and strengthening access to care.

Mission Week: Another way we engage with patients and their advocates is through Mission Week, an annual global endeavor by Amgen to learn from patients. One patient who joined the 2023 event was Lorenda (pictured above). She traveled from Mobile, Ala., to Thousand Oaks to share her story of living with vasculitis with Amgen staff around the world. [Read more about her journey](#). Other Mission Week participants are highlighted throughout this report.

Reaching Patients During Crises

In 2023, our qualified partners distributed Amgen-donated medicines to support underserved patients around the world. For example, the Amgen Australia team (pictured below) worked to send a shipment to Mission Kharkiv in Ukraine.

In the wake of the conflict in the Middle East, we worked to support a continued supply of Amgen medicines and investigational products to patients and clinical trial participants, respectively.

We contributed to humanitarian relief in the region through grants approved by the Amgen Foundation to trusted nonprofit organizations. These grants were amplified by donations from Amgen employees that were matched dollar-for-dollar by the Amgen Foundation.



¹⁰ [Amgen Biosimilars website](#).

¹¹ IQVIA (2018). The Impact of Biosimilar Competition in Europe. PDF file. Retrieved from: https://www.medicinesforeurope.com/wp-content/uploads/2017/05/IMS-Biosimilar-2017_V9.pdf.

Coming Together to Tackle Cancer

In 2023, we launched the Amgen Partners of Choice network – composed of clinical leaders committed to improving the lives of patients living with cancer – with a scientific summit at our global headquarters. Representing eight institutions around the world, 35 clinical leaders assembled to discuss how translational research can more quickly bring transformational clinical programs to the clinic. They also shared emerging oncology advances, including generative science supported by advances in machine learning. [Learn more about the summit.](#)

Through the European Federation of Pharmaceutical Industries and Associations, Amgen led an initiative with 21 biopharma companies and informed by 24 international organizations to increase access to innovative cancer care. Participants met with patient groups and government officials to discuss current practices and areas for improvement. The initiative's work culminated in two reports with recommendations to improve care, including through earlier disease detection, improved access to biomarker testing, greater access to innovative medicines and sustainable financing, and reimbursement for innovations that have proven benefits in a real-world setting. We amplified these recommendations through our own advocacy initiatives throughout the region.

Amgen and [World Child Cancer](#) launched a five-year program to improve the lives of children with Burkitt lymphoma¹² in Ghana, Cameroon, Malawi, Indonesia and Nepal. Long-term survival of

pediatric Burkitt lymphoma in low- and middle-income countries is poor; in sub-Saharan Africa, for instance, survival is estimated to be between 30% to 50% (compared to over 90% in high-income countries). These rates are unchanged since the 1970s.¹³ The collaboration will fund training for healthcare professionals to improve diagnosis of Burkitt lymphoma, as well as referral services, and treatment and support for patients and their families during and after treatment. Where appropriate, Amgen will donate relevant oncology medicines.

In addition, Amgen and [BIO Ventures for Global Health](#) launched a three-year program to improve colorectal and prostate cancer outcomes in Côte d'Ivoire, Cameroon and Rwanda. The program will focus on building frontline health workers' knowledge and skills and on developing patient and provider educational materials.



Photo courtesy of World Child Cancer - Malawi.

Pegfilgrastim Added to the WHO Essential Medicines List

In response to Amgen's application for inclusion, the World Health Organization (WHO) added pegfilgrastim (the originator product and all authorized biosimilars) to its Essential Medicines List (EML) in July 2023.

The WHO EML has been adapted by many countries in developing their own national EMLs. The inclusion of a medicine on these lists may help expand access for patients, particularly in low- and middle-income countries.¹⁴



We continued to expand the reach of our blinatumomab humanitarian access program with St. Jude Children's Research Hospital and Direct Relief to treat pediatric cancer patients.

In 2023, we added qualifying hospitals in India, Pakistan and Vietnam. Thirteen hospitals currently receive Amgen product free of charge, together with medical training and administrative support. Since the program began, it has reached 150 pediatric patients.

In addition to our continued support for breast cancer patients in Asunción, Paraguay, we announced an expanded initiative with City Cancer Challenge and Direct Relief to support patients in three additional cities, starting in 2024 with Kumasi, Ghana.

¹² Burkitt lymphoma is a type of non-Hodgkin lymphoma (NHL). NHL is a cancer of the lymphatic system. It develops when the body makes abnormal B lymphocytes. These lymphocytes are a type of white blood cell that normally helps to fight infections.

¹³ Ozuah NW, Lubega J, Allen CE, El-Mallawany NK. Five decades of low intensity and low survival: adapting intensified regimens to cure pediatric Burkitt lymphoma in Africa. *Blood Adv.* 2020;4(16):4007-4019. [doi: 10.1182/bloodadvances.2020002178](https://doi.org/10.1182/bloodadvances.2020002178).

¹⁴ World Health Organization. [Strengthening access to essential medicines.](#)



HEALTH EQUITY

Addressing health disparities can help expand access to solutions and improve health outcomes for people in underserved communities. Doing so also allows us to gain unique perspectives and understanding that can help us better meet the needs of patients.

AMBITION

We are working to expand access to solutions for communities that have been historically underserved to address health access and outcome disparities.

APPROACH

Our efforts are guided by our health equity framework and informed by community partners, local healthcare organizations, patient advocacy groups, nonprofit leaders and Amgen employees. We will continue to evolve our framework and strategy in those areas where we believe we can have the greatest impact.

Health Equity Data

2023

Contributions in support of advancing health equity activities

\$10.7M

Organizations supported through Amgen-funded health equity initiatives

95

Health equity initiatives supported by Amgen

127

Health Equity Framework and Strategy

Our Vision	Advance policies and practices in support of achieving health equity so that more people have an opportunity to improve their health outcomes.
Our Focus Areas	<ul style="list-style-type: none"> • Representative Product Development • Comprehensive Health Education • Accessible and Inclusive Healthcare
Our Objectives	<ul style="list-style-type: none"> • Work to address access to and participation in clinical trials and develop medicines to address unmet needs among historically underserved patients. • Improve health literacy and education among historically underserved patients. • Strengthen community and care support systems and access to medicines for historically underserved patients.

[Learn more](#)

[Health Equity](#)

Amgen employees helped kick off Amgen's 10th annual Health Equity Summit.

Developing Solutions to Advance Health Equity

2023 Amgen Health Equity Summit and Health Equity Challenge

The [2023 Amgen Health Equity Summit](#) marked a decade of experts coming together to share their perspectives and insights to develop concrete strategies for advancing health equity. The event included conversations about how past work in health equity has shaped the present, and more importantly, how it can transform the future.

✓ Why it's important:

While inequity reaches into every corner of health, CVD is one of the greatest global public health crises of the modern era. In the United States alone, someone suffers a heart attack or stroke every 40 seconds. Among women of underrepresented races and ethnicities, the prevalence of CVD is even greater.^{15,16} In addition, research has found that heart disease and stroke cost the U.S. health system \$216 billion per year and cause \$147 billion in lost job productivity.¹⁷

The Summit also focused on Amgen's work in CVD, and on the critical role of partnerships in reducing cardiovascular disparities. Dr. Elizabeth Ofili of the Morehouse School of Medicine spoke about Amgen's collaboration with her institution and the Association of Black Cardiologists on the African American Heart Study (see page 12).

In 2023, we also held our first-ever Health Equity Challenge to identify and support community-based nonprofit organizations in Florida that are advancing solutions to improve CVD care among Black communities. Five Health Equity Challenge finalist organizations received funding to implement a yearlong CVD health equity solution in their local communities. Learn about the [finalists and their projects](#).



Health & Hope Clinic in Pensacola, Fla., provides community education on CVD and heart health. The clinic was an Amgen Health Equity Challenge recipient.



Representatives from the five recipient organizations of Amgen's Health Equity Challenge: Pleasant Street Civil Rights and Cultural Arts Center, St. Pete Free Clinic, Health & Hope Clinic, Reach St. Pete and Urban Health Partnerships.



Amgen's 10th annual Health Equity Summit featured panelists from Hope & Health Clinic, Morehouse School of Medicine and Urban Health Partnerships.

¹⁵ U.S. Centers for Disease Control and Prevention. [Heart Disease Facts](#). Accessed November 9, 2023.

¹⁶ Mehta LS, Velarde GP, Lewey J, et al. [Cardiovascular disease risk factors in women: the impact of race and ethnicity: a scientific statement from the American Heart Association](#). *Circulation*. 2023;147:1471-1487.

¹⁷ U.S. Centers for Disease Control and Prevention: [Health and Economic Costs of Chronic Diseases](#).

Convening Powerful Conversations

To help raise awareness about the connection between high cholesterol and CVD, Amgen collaborated with the Congressional Black Caucus Foundation and [BLKHLTH](#) to convene a panel discussion on cardiovascular health in Black communities.

The discussion brought together patients living with CVD, patient advocates and members of the healthcare community to explore the impact of CVD and actions to improve CVD outcomes. At the event, Florida Congresswoman Sheila Cherfilus-McCormick discussed the bipartisan resolution that recognizes September as Cholesterol Education Month and September 30 as LDL-C Awareness Day. She encouraged policymakers to make cardiovascular health a priority to help ensure that people have access to annual screening. A similar resolution was passed in 2022 by the National Black Caucus of State Legislators.

Amgen also collaborated with the Congressional Hispanic Caucus Institute to convene a discussion during National Minority Health Month. Congressional Hispanic Caucus members, Capitol Hill staffers, health equity advocates and other stakeholders came together to increase awareness about CVD risk factors and getting tested, social risk factors and comorbidities, and the role of policymakers in addressing care and treatment challenges for CVD patients.

Raising Awareness of Lung Cancer and Biomarker Testing

In 2023, Amgen supported several organizations and programs aimed at amplifying the conversation about biomarker testing in personalized treatments for lung cancer.

✓ Why it's important:

Lung cancer remains the deadliest cancer in the United States. Although lung cancer screening and innovative treatment options are available, accessing these interventions remains a barrier for people of color and other marginalized communities due to social and structural challenges that influence healthcare access.¹⁸

Key organizations and programs included:

- *No One Missed* campaign by LUNGeVity: A campaign to educate healthcare providers on the importance of using biomarker testing to drive personalized treatments for lung cancer.
- *Mississippi Biomarker Uptake Pilot Program* by LUNGeVity: A pilot program to create a replicable best practice framework to improve biomarker testing rates and test result retrieval within an underserved community in Mississippi.

- *Partnership with Health Education Advocacy Learning (HEAL) Collaborative*: A series of roundtable discussions between faith-based leaders, policymakers, community leaders and community members in Georgia, Kentucky and Texas focused on disparities in lung cancer in Black communities.
- *Disparities awareness with lawmakers*: The HEAL Collaborative, along with other advocacy organizations including the American Cancer Society Cancer Action Network, raised awareness among lawmakers of lung cancer disparities faced by Black communities. In 2023, the state legislatures in Georgia and Kentucky passed bipartisan bills that were signed into law requiring health insurers in those states to cover biomarker testing for cancer. Lack of insurance coverage is a barrier that prevents patients from accessing biomarker testing.
- *Liquid Biopsy Project* by No One Left Alone: A study evaluating the role of liquid biopsy¹⁹ in addressing cancer care disparities.



Laurie, who is living with lung cancer, participated in Amgen's Mission Week.

¹⁸ Monestime S, Rigney M, Phipps N, Carlson C, Alongi T, Redding M, King JC. [Health inequities across the lung cancer care continuum in ten marginalized populations: a narrative review](#). J Thorac Dis. 2023 Nov 30;15(11):6345-6361. doi: 10.21037/jtd-23-727. Epub 2023 Nov 22. PMID: 38090306; PMCID: PMC10713295.

¹⁹ Liquid biopsies are a type of test used to find cancer cells and cancer DNA in the blood.

Improving the Representation of Participants in Our Clinical Trials

As part of our mission to serve patients, Amgen is studying medicines in patients who better reflect the populations impacted by the relevant diseases. Amgen's [Representation in Clinical ReSEarch team, also known as RISE](#), is dedicated to addressing some of the barriers that deter people — particularly those from racial and ethnic minority and other underrepresented populations — from participating in research. We are also developing Diversity Action Plans for nearly every Amgen-sponsored clinical trial to support the inclusion of representative patient populations in our clinical studies. These actions also support our commitment to the Pharmaceutical Research and Manufacturers of America's (PhRMA) clinical trial diversity principles²⁰ and the U.S. FDA's guidance for industry on enhancing the diversity of clinical trial populations.²¹

Why it's important:

While, according to the [U.S. Census](#), about 40% of the U.S. population is non-White, the same is true for only about 24% of participants in clinical research trials, [according to the U.S. FDA](#). Better representation of the patients impacted by a disease being studied in clinical trials can provide meaningful information to support more accurate diagnoses and therapy plans. It could also help optimize outcomes for patients.

Increasing Clinical Trial Transparency

The September 2023 issue of the *Journal of Racial and Ethnic Health Disparities* published an Amgen analysis of the demographic diversity and representation of participants in our U.S. clinical trials from 2012 to 2022, including variations across phases, diseases studied and geographies. Amgen is one of only four companies globally to disclose such data.

What we found: Compared to U.S. Census data, participants in Amgen clinical trials were:

- More representative for Black or African Americans (17% in Amgen trials vs. 14% U.S. Census), but
- Less representative for Asians (3% vs. 6%), American Indians or Alaska Natives (<1% vs. 1%), Native Hawaiians or other Pacific Islanders (<1% vs. 0.5%) or multiracial (<1% vs. 0.5%).

Why it's important:

In addition to contributing to the body of evidence on the importance of diversity in clinical research, the data create an important baseline to help us measure our progress toward greater diversity and more proportional representation in our trials. By analyzing the demographic profiles of clinical trial participants and the diversity indices of geographic locations of trial sites, we can also more accurately select future sites to specifically support the recruitment and retention of participants from communities that have been historically underrepresented in research — and ultimately improve patient health.

Read the full study

[Diversity and Representation Among United States Participants in Amgen Clinical Trials](#)

Making the list: Amgen scored in the top quartile (at 87% or above) for overall diversity in clinical trials out of 25 companies assessed in a paper published in [BMJ Medicine](#).



Members of Amgen's RISE team.

Collaborating to Increase Diversity and Improve Representation in Research to Better Serve Patients

In 2023, we joined the [Robert A. Winn Diversity in Clinical Trials Award Program](#), a cross-industry collaboration, with a pledge of \$8 million over the next four years to help address the long-standing lack of investigator and participant diversity in clinical trials. With this funding, by 2027, the program expects to train more than 300 of the next generation's community-oriented clinical investigators and medical students.

We also announced a collaboration with Illumina, a global leader in DNA sequencing and array-based technologies, and Nashville Biosciences to [whole-genome sequence](#) approximately 35,000 DNA samples. The sample cohort includes DNA primarily from African Americans. Most genomic data sets are drawn from people of European ancestry, creating a gap in the scientific understanding of the underlying genetic causes of disease and inhibiting equitable access to precision health therapies. When complete, this cohort will be the largest data set of genomes of its kind to date, helping to close this gap.

In addition, we signed on to [Beacon of Hope](#), a 10-year collaboration with Historically Black Colleges and Universities (HBCUs), industry partners, community leaders and other key stakeholders to co-create health equity solutions. We plan to run clinical trials through the collaboration's Historically Black Medical School Centers of Excellence.

Learn more

[How Amgen works with organizations to address health equity gaps.](#)

²⁰ PhRMA principles on conduct of clinical trials. Published: October 2020. Accessed: March 2024.

²¹ U.S. Food and Drug Administration. 2020. [Enhancing the diversity of clinical trial populations: eligibility criteria, enrollment practices, and trial designs: guidance for industry](#) (PDF).



2023 HIGHLIGHTS



Of employees who responded to our Global Engagement Survey, 79% reported that they would recommend Amgen as a great place to work.¹

¹ Approximately 69% of employees who received the Global Engagement Survey responded.



Welcomed our first “earn-and-learn” apprentices and launched the Amgen Career Re-entry Program.



Announced a new \$12.4 million commitment to reach 180,000 more students through the Amgen Biotech Experience.

Healthy Society

We focus on building a more resilient and inclusive society within our own workplace and in the communities where we operate.

20 Human Capital Management

24 Diversity, Inclusion & Belonging (DI&B)

28 Community Investment

HUMAN CAPITAL MANAGEMENT

Our people drive our ability to deliver for patients.

AMBITION

Attract, develop and retain a diverse and inclusive workforce of talented, engaged employees and empower them to navigate, lead and thrive in a rapidly changing world in alignment with our mission to serve patients.²

APPROACH

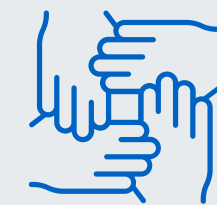
We attract, hire, engage and prepare our employees for the future by building a culture that:

- Reflects the values and behaviors critical to achieving our mission.
- Inspires and empowers our employees to thrive in their careers and beyond.
- Provides all employees a feeling of inclusion and belonging.
- Prioritizes workplace safety and employee well-being.

² Amgen is an equal opportunity employer. We do not make hiring or other employment decisions based on race, ethnicity, gender or any other protected characteristic.

In 2023, we continued to strengthen our culture and prepare our staff for the future by updating our leadership attributes and resetting expectations for all leaders. We also focused on providing new learning and development tools and resources for the continued growth of our staff. In addition, we further invested in staff wellness as a priority area.

2023 Global Engagement Survey Highlights³



75%

of respondents feel a sense of belonging at Amgen, and

79%

of respondents would recommend Amgen as a great place to work, both above cross-industry benchmarks.

Learn more

[Human Capital Management](#)

[Employee Benefits](#)

[Safe and Healthy Workplace](#)

[Human Rights Commitment](#)

[Related SASB Indicators](#)

³ Approximately 69% of employees who received the Global Engagement Survey responded.

An Amgen employee at our Thousand Oaks headquarters.

Preparing Future-Ready Leaders

We updated our leadership attributes to drive our future success, to reflect the changing world in which we operate, and to strengthen alignment with our mission to serve patients. Based on feedback from a cross-section of Amgen employees and insights from senior leadership on the skills needed to deliver results in the coming years, our leadership attributes define the characteristics we need, and are working to build, in our current and future leaders. While employees at all levels have opportunities to show leadership, we hold our senior leaders and all people managers accountable for demonstrating these attributes.

We integrated our updated leadership attributes into our hiring process, employee goal setting, leader evaluation and career development decisions. We also launched a new program globally for people managers around these attributes. In addition, we piloted an executive development program to help executive directors and vice presidents strengthen their leadership skills in each attribute area.

✓ Why it's important:

Our mission and aspiration give us a sense of purpose (our Why), our strategy focuses our work (our What), and our values and leadership attributes show us how we need to work together.

Investing in Employee Growth and Development

Within our global Talent Marketplace — our online employee development portal — we launched Career Navigator, which offers customized career pathway suggestions for employees. Using AI and information from an employee's profile, including their preferences and ambitions, an employee can use the tool to explore a range of career options — including potential projects and full-time jobs that fit an employee's skills and interests.



Olivia

Amgen Principal Engineer for Combination Products Operations

Olivia used our global Talent Marketplace to find a project that would help build her data analytics knowledge. Since completing the project, not only has Olivia's solution been implemented, she has also presented her work and the outcomes to leadership. "The project met and exceeded my expectations," she says, "and opened my eyes to what you can learn and the development opportunities Amgen makes available to employees."



EMPLOYEE AND FAMILY HEALTH AND WELLNESS

People are not one-dimensional, and neither is their wellness. To help our employees bring their best selves to work and life every day, we invest in their well-being as well as their family's well-being, including physical, mental and financial health.

✓ Why it's important:

Well-being plays a critical role in employee engagement, performance and retention. It also helps make our employees, their families and Amgen stronger and more resilient.

Keeping the Focus on Mental Wellness

Enterprise-wide, our Ability Bettered Through Leadership and Education (ABLE) employee resource group's Peer Connection program offers a book club, support forums and events to help employees experiencing similar challenges come together. Topics have included mental health, wellness, hearing loss, lupus, menopause, Alzheimer's disease and diabetes. Local ABLE chapters have hosted puppy mental health breaks, back-to-school mental health tips and mental health awareness trivia. Our Chief Financial Officer, Peter Griffith, serves as the executive sponsor of ABLE.

To support the needs of our hourly workers, our Rhode Island site hosted mental health awareness sessions during each shift. In the United Kingdom, Amgen has received a gold award for two consecutive years from MIND, a nonprofit focused on mental health. In addition to raising awareness of mental health and providing support, Amgen UK also has a community of certified mental health first-aiders to support employees and connect them to local resources.



Embracing Our New Way of Working

Under our flexible workspace initiative, eligible employees coordinate with their manager to choose the location best suited to their work. Employees who choose to work virtually part- or full-time can come to an Amgen site to work and/or for activities that benefit from face-to-face collaboration, networking and recognition events. We continue to focus on strengthening ways employees can remain connected to our culture. In 2023, more than 60% of our global staff worked remotely or as flexible commuters.

To match changing work methods, we opened a collaborative FlexSpace office in Barcelona (above). "Our staff understand flexibility works both ways, and when the Company or team needs them here in person, they show up," says Sandra, director of Human Resources for Amgen Spain. "In turn, we trust our employees to manage their days and deliver on our mission to serve patients."



Finding Balance

Amgen recognizes that for many employees, one of their most important roles outside of the workplace is being a parent. Learn from several of our [female leaders on their formula for work-life balance](#).



Incorporating Wellness Into Building Design

We built our new Ohio manufacturing facility with employee wellness in mind. It features a restorative garden where employees can take time to relax, bicycle storage rooms to encourage a healthy commuting option, water-bottle refilling stations and advanced systems for high indoor air quality. In 2023, the site received [Fitwel certification](#).

Going Beyond the Norm: While our benefit programs vary by location, we are committed to the health and well-being of our employees globally. Beyond the traditional health and well-being benefits offered to employees in many countries, we also offer innovative programs in certain countries, such as:

- Virtual group fitness classes for employees and their families
- Biweekly mental health breaks featuring five-minute mindfulness videos
- Fitness center reimbursement programs
- Access to a registered dietitian for nutrition and lifestyle guidance
- Pet insurance
- Access to academic coaches to help parents and their children navigate the path to college

WORKPLACE SAFETY

Through advanced safety programs and comprehensive education and training, we strive to maintain and sustain a safe and secure workplace for all employees and other on-site workers. Central to our strategy is preventing injuries before they occur.

✓ Why it's important:

Creating a culture of safety helps mitigate risks and allows our employees to perform their jobs effectively.

Each year, we bring our leaders together in an annual Safety Summit. In 2023, we expanded participation across functions. We also continue to conduct regular safety-engagement discussions between supervisors and frontline workers in our manufacturing and research facilities. We encourage employees to offer safety observations and improvement suggestions during these discussions or through a safety event evaluation (SEE) card. Each month, supervisors acknowledge SEE suggestions through our online recognition system. After achieving leading industry results⁴ in 2022, we continued our leading performance with an injury rate of 0.17, with no significant regulatory violations or environmental incidents in 2023.

We work to identify ergonomic risk and exposure of tasks throughout the organization. In 2023, we introduced movement specialists who assist staff working remotely in the United States to reduce the risk of ergonomic injuries. We also began offering preventive massage at three of our U.S. sites. And, we added ergonomic training to our onboarding for new employees to help prevent musculoskeletal injuries.

The safety of contract workers and suppliers on Amgen sites is also important to us. In 2023, we strengthened our governance, oversight and engagement with our service providers by:

- Developing joint safety and health plans.
- Expanding our annual Partner Safety Summit to more suppliers.
- Holding joint safety governance sessions with key partners to monitor and improve safety performance.

⁴ Based on 2022 Pharmaceutical Safety Group data.

⁵ 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.

These efforts have helped reduce contractor safety recordable incidents.

For our U.S. commercial vehicle fleet, we strengthened driving behavior monitoring, increased driver awareness and communications, and advanced requirements for vehicle safety features, reducing the total number of motor vehicle incidents⁵ by 2% in 2023. These fleet safety investments have reduced our collision rate⁵ by 5% over the past three years.

Workplace Safety Data	2022	2023
Recordable Incident Rate (injuries per 100 workers)		
Amgen staff	0.14	0.17
Contractors	0.8	0.34
Fatalities		
Amgen staff	0	0
Contractors	0	0
Motor Vehicle Safety (U.S.) (collisions per million miles ⁵)		
Fleet	2.32	2.27



➤ Learn more

[Safety at Amgen](#)

[Safe and Healthy Workplace](#)

[Environment, Health and Safety](#)

[Related SASB Indicators](#)



DIVERSITY, INCLUSION & BELONGING

We believe that our global presence is strengthened by having a diverse workforce and creating a work environment where staff feel valued and empowered to contribute their full potential.⁶

AMBITION

Global

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

United States

- Increase the representation of Black talent in science, technology, engineering and mathematics-based roles.
- Increase the representation and development of Black and Hispanic talent in executive director and above roles.

APPROACH

We are focused on four strategic areas:

- Recruit, develop and retain our diverse workforce.⁶
- Create a welcoming, inclusive and productive environment where all staff members feel valued and respected.
- Expand external efforts to build a more equitable and inclusive workplace and society.
- Embed diversity, inclusion & belonging in our business practices, policies and processes to establish ongoing leadership accountability.

⁶ Amgen is an equal opportunity employer. We do not make hiring or other employment decisions based on race, ethnicity, gender or any other protected characteristic.



DIVERSITY

is everything that makes each human being unique; it includes all aspects of a person's physical, emotional, experiential and intellectual dimensions.



INCLUSION

leads to a sense of belonging by involving and empowering others in a way that recognizes each individual's inherent worth and dignity.



BELONGING

is valuing every individual's inherent worth and dignity so they feel authentic, safe and invited to thrive.

Employee Resource Groups

Critical to our diversity, inclusion & belonging (DI&B) efforts are our 12 global Employee Resource Groups (ERGs). These voluntary, grassroots, collaborative groups span diverse gender identities, ages, abilities, sexual orientations, races, ethnicities, veteran statuses and other lived experiences. Each ERG is supported by an executive sponsor and is open to all employees, including allies.

Amgen Asian Association (AAA)

Ability Bettered Through Leadership and Education (ABLE)

Amgen International Network (AIN)

Amgen PRIDE — LGBTQ+ and Allies Network (PRIDE)

Amgen Veterans Employees Network (AVEN)

Women Empowered To Be Exceptional (WE2)

Amgen Black Employee Network (ABEN)

Amgen Early Career Professionals (AEP)

Amgen Latin Employees Network (ALEN)

Amgen South Asian Network (ASAN)

Recognition of Indigenous Peoples, Values and Environmental Resources (RIVER)

Women in STEM Enrichment (WISE)

During Pride Month — and every month — Amgen celebrates authenticity and encourages employees to bring their whole selves to work. Read how [Amgen supports the LGBTQ+ community](#).

115

local ERG chapters around the world



An Amgen scientist in a bench scale bioreactor laboratory.

Casting a Wider Net for Talent

Talented candidates don't all come from one place or follow the same path to get to Amgen. We are working to find them where they are and build the pathways that lead to rewarding careers.

Our “earn-and-learn” apprenticeship program expands opportunities to access candidates without a four-year degree. In 2023, the program welcomed our first wave of apprentices to our Ohio manufacturing plant and our Tampa site (see photo below). After successfully completing 12 to 18 months of formal learning and on-the-job training, apprentices have the opportunity to assume regular Amgen roles. [Read more about the program and hear from our apprentices.](#)



In 2023, Amgen welcomed the first cohort of apprentices at the Amgen Capability Center in Tampa.

Our new Amgen Career Re-entry (ACRE) Program invites back experienced professionals who have been away from the traditional workforce for at least two years. Through a 16-week paid internship, candidates receive resources, guidance and support to ease their return to work. The goal of the program is for ACRE interns to convert to full-time positions at Amgen.

Through our continued partnership with the nonprofit [HBCU 20x20](#), juniors, seniors and recent graduates from HBCUs joined Amgen in 2023 for a paid, virtual professional development fellowship program. A number of fellows from our 2023 cohort went on to intern or accept full-time entry-level positions at Amgen.

We partner with academic institutions that attract students with varied backgrounds and experiences. In 2023, we successfully granted early-career STEM fellowships through programs with:

- The University of Arizona, which graduates the most Native American doctoral students in the United States.
- Howard University, which grants the second highest number of doctoral degrees to Black students in the United States.
- California State University East Bay, where two-thirds of students are the first in their family to go to college.
- Bluford Healthcare Leadership Institute, which attracts high-potential underrepresented students from HBCUs.



Amgen employees participate in [Mission Week](#) activities.

“Experiences extend beyond what is captured on a resume, and gaps in work history can overshadow valuable personal and professional growth. At Amgen, we embrace diverse experiences, whether they arise from work pursuits or personal journeys.”

Amber

Amgen DI&B Manager

Supporting an Inclusive, Equitable Workplace

We provide leaders and managers with training and tools to lead a diverse workforce and create an inclusive environment. Our ERGs also play an important role. For example, the Amgen International Network celebrates multiculturalism and serves as a liaison between Amgen, its multicultural employees and those interested in different cultures. One of its activities is a Language Exchange Community where employees can learn or teach a language.

✓ Why it's important:

By advancing an inclusive and equitable workplace, we unlock our employees' potential to succeed and create an environment where they want to grow.

Results from our 2023 Global Engagement Survey show that we are progressing toward a more welcoming, inclusive and productive environment (see page 20).

We analyze performance ratings, promotions, base pay and total compensation of our staff as part of our efforts to drive equity in our workplace.



Engaging With Suppliers

We help power economic development through our U.S. Supplier Diversity Program.

✓ Why it's important:

Providing equal opportunities to all suppliers during supplier selection and engaging with suppliers through mentorship and education helps create a more diverse pool of eligible suppliers for Amgen and other large companies. We anticipate that this will provide economic opportunities through job creation and the potential for better wages to more communities.⁷

In 2023, we continued to:

- Collaborate with national and regional supplier diversity councils, including by serving on the board of directors or at the working committee level, as well as mentoring small suppliers in partnership with these councils.
- Speak at and host events to educate suppliers about the sourcing process and potential opportunities at Amgen.

We attained the aspirations we established in 2020 to increase our spend with diverse businesses by the end of 2023.

➤ Learn more

[Amgen's Commitment to Diversity, Inclusion & Belonging](#)

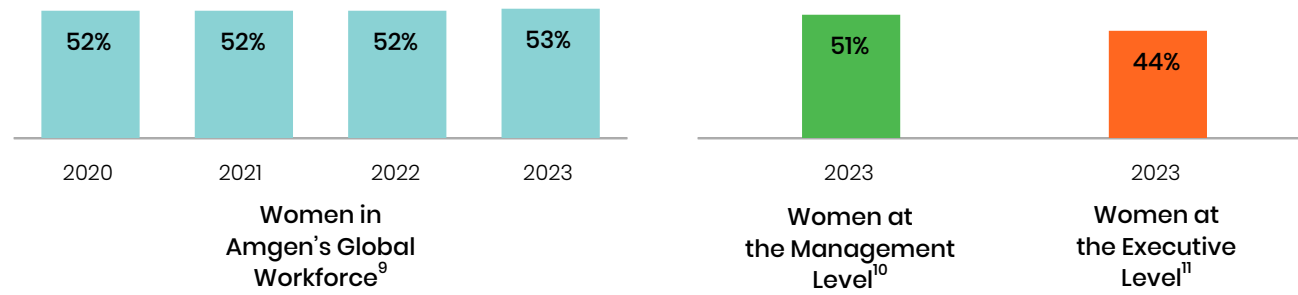
[Supplier Diversity](#)



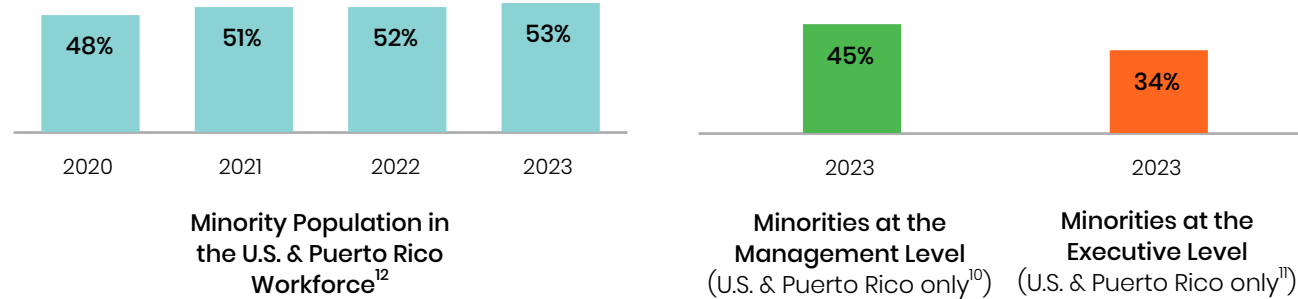
⁷ Eligibility to become an Amgen supplier or participate in mentorship under our supplier diversity program is not contingent on race, ethnicity or any other protected characteristic.

2023 DI&B Data⁸

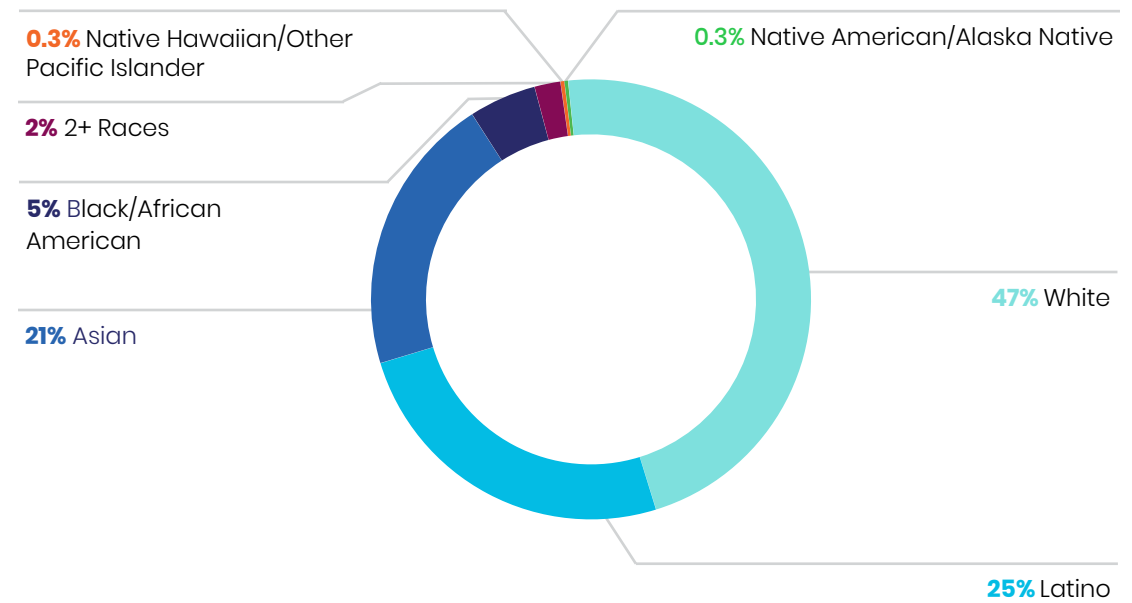
Gender Diversity



Ethnic Diversity



Race and Ethnic Diversity¹³ (U. S. & Puerto Rico only)



Though we do not use the Federal Employer Information Report EEO-1 to measure progress, we make our most recent filing publicly available as soon as it is published. For more information around the composition of our workforce, please see our latest [Workforce Diversity Report](#).

⁸ Data as of December 2023. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female. We deeply respect that gender is not binary; reporting in this manner should not represent our position on this issue. Totals may not add up due to rounding or employees who have not reported their gender and/or race/ethnicity. Gender is self-reported by the employee.

⁹ Data based on total headcount for the year ended December 31, 2023, modified to reflect active employee headcount, which, among other things, excludes co-ops and interns. Also excludes Horizon Therapeutics plc., Gensenta Pharmaceuticals and deCode Genetics.

¹⁰ Management level: senior managers and directors.

¹¹ Executive level: executive directors and above.

¹² Race and ethnicity are self-reported by the employee.

¹³ Due to rounding, the total percentage exceeds 100%.



COMMUNITY INVESTMENT

Everyone needs science, and science needs everyone.

AMBITION

By reimagining science education through the Amgen Foundation, we seek to improve science literacy and empower diverse thinkers to pursue science and develop solutions to humanity's biggest challenges.

APPROACH

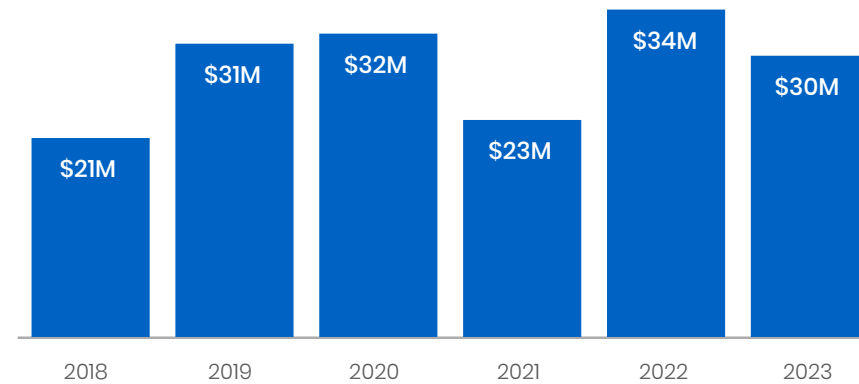
With trusted local and global nonprofit partners, we primarily focus on advancing four core programs¹⁴ — LabXchange, Khan Academy, Amgen Biotech Experience and Amgen Scholars — to:

- Inspire the next generation of scientists and foster future problem solvers — wherever they are.
- Engage students with diverse perspectives and backgrounds and remove barriers that limit their access to quality science education.
- Support the development of best-in-class science education resources at no cost to teachers and students, particularly in underresourced communities.

¹⁴ Eligibility for programs supported by the Amgen Foundation or the receipt of grants from the Amgen Foundation does not depend on race, gender or any other protected characteristic.

A student participating in the Amgen Biotech Experience in Ireland.

Amgen Foundation Giving



Since 1990, the Amgen Foundation has committed in aggregate more than \$450 million to support nonprofit organizations worldwide.

Community Investment Data

2023

People reached worldwide by the Amgen Foundation's four core science education programs

25M

Value committed to advancing science education programming globally via the Amgen Foundation (cumulative since 1990)

\$270M

[Learn more](#)

[The Amgen Foundation — Advancing Science Education and Supporting Amgen Communities](#)

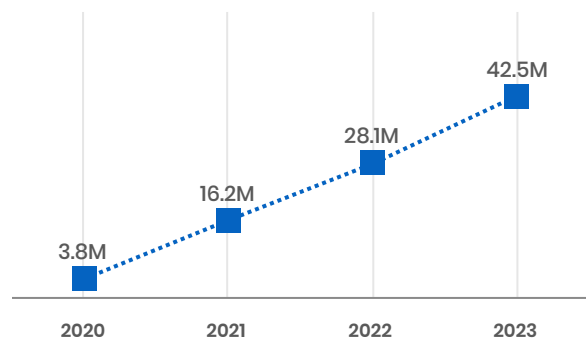
LabXchange

[LabXchange](#) is a free online education platform developed at Harvard University with support from the Amgen Foundation. The platform provides access to personalized instruction, virtual lab simulations and resources from collaborating science-based organizations as well as global networking opportunities.

The Amgen Foundation is supporting LabXchange in its ambition to reach 50 million users around the globe by 2025.

In 2023, we supported the nonprofit group, The Plenary, Co., to profile numerous Amgen staff and their career paths through the [I Am A Scientist](#) initiative, with profiles now also available on LabXchange. I Am A Scientist is a multimedia storytelling program designed to break barriers and stereotypes in science, technology, engineering, arts and math (STEAM) education.

Cumulative LabXchange Users Worldwide (millions)



[Learn more about LabXchange](#)

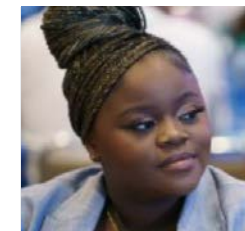
LabXchange Data	2023
Hours of engagement	194,080
New users worldwide	14M
New LabXchange users who are from low- or lower-middle-income countries ¹⁵	86%
Commitment to LabXchange (cumulative since 2016)	\$43M

¹⁵ Based on World Bank Group country classifications by income level.

Amgen Scholars

Amgen Scholars is an annual summer program in science and biotechnology that pairs undergraduates with real-world research opportunities at premier institutions around the world.

In 2023, we announced [a new two-year, \\$8 million commitment](#) supporting 25 host institutions, including new programs at Howard University and the University of North Carolina at Chapel Hill.



Amgen Scholars Program: "Experience of a Lifetime"

Nifemi, a 2023 Amgen Scholar from the University of Toronto cohort, plans to support preventive health research for women, children and immigrant communities. [Learn more about her story.](#)

Amgen Scholars Data	2023
Amgen Scholar student participants	459
Colleges and universities represented	239
Countries represented	40
Amgen Scholars participating in the program (cumulative since 2007)	5,329

[Learn more about Amgen Scholars](#)

Amgen Biotech Experience

The Amgen Biotech Experience (ABE) is 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 2023, we announced [a new \\$12.4 million commitment](#) to reach 180,000 more students over the next two years, including supporting new programs in Latin America and Africa.



Bringing His Personal Journey to the Classroom

Raul, a researcher from Amgen, has a life story that defied the bounds set by his childhood as the son of migrant workers from Mexico. Today he is a volunteer with the ABE program. [Learn more about his story.](#)

Amgen Biotech Experience Data	2023
Communities with ABE programs	27
Participating U.S. public schools that are Title I	54%
Students ABE has engaged (cumulative since 1990)	992,000
Commitment to ABE (cumulative since 1990)	\$55M

[Learn more about ABE](#)

Khan Academy

The Amgen Foundation supports Khan Academy's biology resources, which range from ninth grade content to Advanced Placement® biology – all provided free for students and teachers around the world.

Khan Academy Data	2023
Students and educators engaged in biology learning	10.7M



[Learn more about Khan Academy](#)

Community-Focused Investing

Approach

The Amgen Foundation supports local organizations in the communities where Amgen employees live and work, as well as employee-driven philanthropy, with matching gifts and volunteer service programs for employees in the United States and Puerto Rico. The Foundation also works with partners to support disaster relief efforts.

Giving Tuesday

The Amgen Foundation participated in Giving Tuesday by offering a double match for every dollar donated (up to a maximum of \$2,500) by Amgen U.S. and Puerto Rico staff members to eligible nonprofit organizations.

Giving Tuesday Data	2023
Amgen staff donations	\$1M
Amgen staff donations (including the Amgen Foundation double-match)	\$3.1M
Organizations receiving donations	>1,200

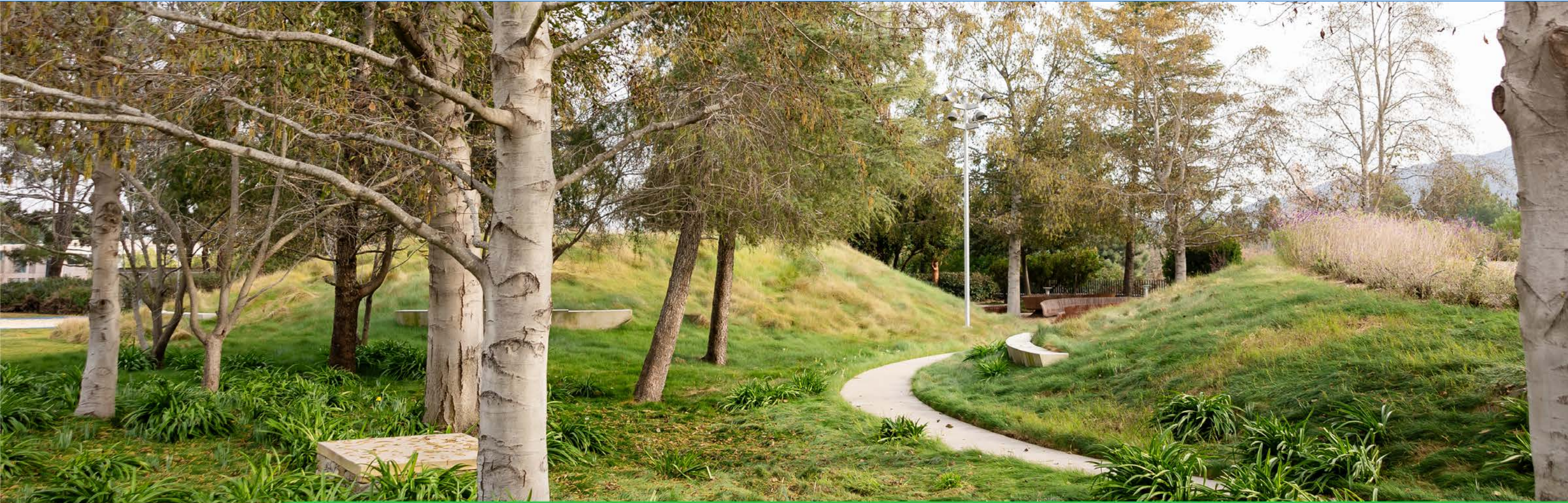
Disaster Relief

The Amgen Foundation donated to Direct Relief, International Medical Corps and Heart-to-Heart International, as well as encouraged employees globally to give through its dollar-for-dollar matching gift program to support relief efforts after the devastating earthquake in Turkey and Syria. Amgen's Turkish affiliate also donated to a local relief agency.

In response to the earthquake in Morocco and catastrophic floods in Libya, the Amgen Foundation provided donations to Direct Relief and International Medical Corps. In addition, Amgen employees donated funds that were matched by the Amgen Foundation.

The Amgen Foundation was named as one of the 14 most important players in corporate philanthropy by *Inside Philanthropy*.





2023 HIGHLIGHTS



We are on track to achieve our 2027 environmental sustainability goals and, as of the end of 2023, achieved 54% of our targeted reduction for carbon, 34% of our targeted reduction for water and 54% of our targeted reduction for waste disposed.¹

¹ Carbon neutrality goal refers to Scope 1 and 2 emissions. 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.



Our biomanufacturing facility licensed by the U.S. FDA in 2024 and recently opened in Ohio was built to LEED Gold standards, and a second plant under construction in North Carolina is following its lead.



We formalized our expectations for engaging with suppliers within select spend categories to support their adoption of science-based climate targets.

Healthy Planet

We prioritize sustainability and aim to minimize our environmental impact to preserve natural resources for generations to come.

32 Environmental Sustainability

ENVIRONMENTAL SUSTAINABILITY

As a science-based company, Amgen has a long-standing objective to conduct environmentally responsible operations, and we regularly set targets to challenge ourselves to deliver further improvements. We continue to invest in sustainable operations to reach our 2027 environmental sustainability goals.

AMBITION

We prioritize sustainability and aim to minimize our environmental impact to preserve natural resources for generations to come.

APPROACH

By 2027, through our environmental sustainability program, we are working to:

- Achieve carbon neutrality for Amgen-owned and -operated facilities and operations (Scope 1 and 2).^{2,4}
- Reduce water consumption by 40%.³
- Reduce waste disposed by 75%.³

Our 2027 ambition also includes 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.






A citrus grove on our Thousand Oaks campus.

Committed to Sustainability

Since 2007, Amgen has expanded patient reach and global production capacity while reducing environmental impact. Our goals for 2027 are even more ambitious.

AMGEN'S 2027 GOALS

- 
Achieve Carbon Neutrality → Achieve carbon neutrality for Amgen-owned and -operated facilities and operations.^{2,4}
- 
Reduce Water Consumed → Reduce water consumption by 40% from a 2019 baseline.
- 
Reduce Waste → Reduce waste disposed by 75% from a 2019 baseline.

AMGEN'S PLAN

Sustainability by Design

We are harnessing our innovative capabilities to become not just more environmentally sustainable but also more flexible and efficient.



Innovation
Developing new solutions for core operations



Efficiency
Implementing manufacturing technologies to drive efficiencies



Renewable Energy
Converting fossil-fuel based energy to renewable sources

Learn more

[Environmental Sustainability](#)

[Reporting and Metrics | CDP](#)

[Climate Change Position Statement](#)

[Green Buildings](#)

[Product Sustainability](#)

[Supplier Sustainability](#)

[Supplier Code of Conduct](#)

[Summary of Data](#)

[Related SASB Indicators](#)

² Carbon neutrality goal includes the recent acquisition of Horizon Therapeutics plc.

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.

⁴ The [Science Based Targets initiative](#) (SBTi) approved Amgen's Scope 1 and 2 carbon emissions reduction and Scope 3 supplier engagement targets in 2022.

Building With the Environment in Mind

Our newest biomanufacturing facilities — one recently opened in Ohio and the other under construction in North Carolina — build on our successes with our Singapore and Rhode Island sites by continuing our approach to designing and developing buildings that minimize our impact on the environment. These newest projects remain guided by Amgen Ecovation™, our approach to innovative and sustainable manufacturing. Amgen Ecovation™ includes goals, strategies and metrics to measure and track our progress in minimizing our carbon footprint, diverting waste from landfill and mitigating our overall environmental impact in capital projects. For example, we incorporated on-site solar arrays into the building designs and managed how waste was disposed to minimize sending construction waste to landfills.

Why it's important:

Waste from building construction and demolition comprise more than 25% of total generated waste globally.⁵ Environmentally responsible buildings are critical elements of tackling climate change, as buildings and construction account for almost 40% of global energy-related carbon dioxide (CO₂) emissions⁶ and create an estimated one-third of the world's overall waste during construction.⁷

How These Buildings Will Reduce Our Impact

These two facilities employ the following LEED Gold standards:

- On-site solar arrays that provide renewable energy
- Electric vehicle charging stations
- Bicycle storage and showers for bicycle commuters
- Design that enables and encourages composting and recycling
- Low-flow fixtures and beneficial reuse for clear wastewater for industrial purposes
- Preserved green spaces, including native, drought-tolerant plantings that eliminate the need for irrigation

Introducing Our Global Sustainability Maturity Matrix

In 2023, we introduced an internal Sustainability Maturity Matrix, which outlines best practices for Amgen-owned sites to reduce energy and water use and divert waste from landfills. It also helps sites share emerging technologies with one another. This tool also allows global implementation, measurement and tracking of these practices by site, as appropriate, and supports the sharing of lessons and ideas across sites.

⁵ [Alsheyab, MAT Recycling of construction and demolition waste and its impact on climate change and sustainable development. Int. J. Environ. Sci. Technol. 2022; 19, 2129–2138.](#)

⁶ World Green Building Council. [Global Status Report 2017.](#)

⁷ Purchase CK, Al Zulayq DM, O'Brien BT, et al. [Circular economy of construction and demolition waste: a literature review on lessons, challenges, and benefits. Materials. 2022;15\(1\):76.](#)

EXAMPLES OF SUSTAINABILITY BEST MANAGEMENT PRACTICES

Carbon



- Electrify processes and source electricity from renewable sources.
- Conduct energy efficiency assessments and implement improvements such as lab freezer optimization.
- Deploy low-energy LED lighting and occupancy-dependent energy use such as HVAC setbacks.

Water



- Conduct a water efficiency assessment.
- Install low-flow fixtures.
- Design landscaping to avoid the need for irrigation systems.

Waste



- Conduct waste assessments to reduce or reuse main waste sources.
- Implement lab-waste recycling program for items such as personal protective equipment.
- Compost food waste and eliminate single-use items in break rooms and cafeterias.



On-site solar arrays are part of our new, next-generation biomanufacturing facility in Ohio.

ENERGY AND CARBON⁸

Through 2023, we decreased our energy use by investing in energy efficiency projects and low-carbon technologies while increasing our use and deployment of renewable energy.

At the end of 2023, renewable electricity accounted for 90% of our total purchased electricity consumption.

We also added more EVs to our global fleet, with more than 480 on the road at the end of 2023. In addition to EV conversion, we are expanding our use of hybrid vehicles to replace combustion vehicles in areas where the infrastructure or current technology does not yet enable EV conversion.

Our Scope 1 and 2 carbon emissions decreased from a 2019 baseline, achieving 54% of our 2027 targeted reduction. We accomplished this by focusing on innovative approaches and processes, efficiency improvements and increased sourcing of renewable energy.

We also have a 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 (see page 35). Amgen's approach to Scope 3 carbon emissions has included shifting toward using more energy-efficient modes of transportation and distribution — such as by ocean rather than by air — for our commercial products.

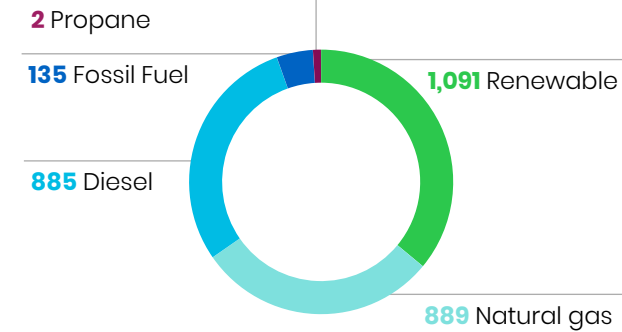
This allows us to reduce carbon emissions while maintaining our stringent product temperature and safety requirements. For example, Amgen China switched from air to ocean freight for final product shipping.

Amgen also improves transport efficiencies by increasing capacity utilization. By increasing the amount of product per shipment, for example, we can improve fuel efficiency per ton of product transported. Through collaboration with business partners, Amgen works to ensure that trucks are at maximum load capacity, thereby reducing the number of trucks required. Given Amgen's product mix and global reach, these approaches allow us to increase operational efficiency, save costs and reduce greenhouse gas emissions.

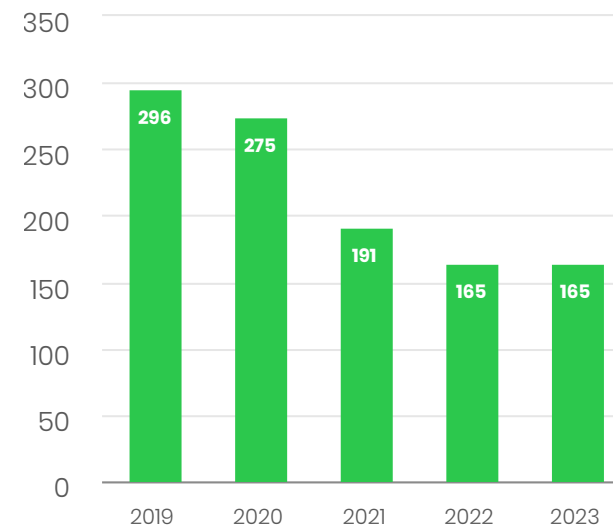
SCIENCE-BASED TARGETS

Amgen's 2027 carbon emissions targets were approved by the [SBTi](#) in 2022. We are making progress on these targets for Scope 1 and Scope 2 emissions. We are also progressing toward our SBTi approved Scope 3 supplier engagement target.

2023 Total Energy Use by Source⁹
(1,000 gigajoules [GJ])



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



Increasing Our Use of Renewable Energy

Our Amgen manufacturing facility in Singapore (above) became the first operations site in our network to install, own, operate and maintain a solar panel system when its solar arrays began operating in March 2024.

Green Bond 2023 Allocations

In 2022, we issued a \$750 million green bond. As described in our [Green Bond Allocation Report](#) (PDF), we fully allocated the entirety of the net proceeds to eligible projects.¹⁰

⁸ Amgen has engaged a third party to provide reasonable assurance of selected environmental data.

⁹ Direct energy (propane, diesel and natural gas) is produced and used directly by Amgen-owned operations. Indirect energy (renewable and fossil fuel) is purchased from external sources and used for electricity and steam.

¹⁰ The proceeds from and use of our green bond do not include Horizon Therapeutics plc.

Assessing Our Climate-Related Risks and Opportunities

In 2023, Amgen worked with a third party to begin defining future climate change scenarios most relevant to our Company. We also performed an initial risk assessment of key facilities across our value chain in alignment with the Task Force for Climate-Related Financial Disclosures recommendations. The goal was to identify near- and long-term physical risks and opportunities related to the impact of climate change, including rising sea levels and extreme weather, and risks and opportunities related to the extensive systematic changes required to shift to a low-carbon economy, including regulatory, market, technology and reputational risks.

Why it's important:

The effects of climate change could negatively affect our business and operations, particularly our physical assets, and access to power grids and transportation networks, as well as the availability of local workforces. Moreover, climate change threatens the health of people around the world.¹¹

The results of our risk assessment further supported that integrating environmental sustainability concerns into our business strategy and investment decision-making also informs our business continuity plans and strengthens our overall resilience. We will use this analysis as we continue to prepare for long-term physical and transition climate risks.

Physical Risks

Extreme precipitation, wildfires and rising temperatures are significant near-term risks. Our analysis found that our sites are appropriately mitigated in the near term against

such physical risks through our current risk and business continuity plans.

Transition Risks

New regulations, ability of supply chains to meet any such new requirements, and the availability of low-emission technology are potential near-term transition risks for our business.

Our efforts to mitigate transition risks include:

- Engaging with our suppliers on their decarbonization efforts.
- Increasing electrification of our processes.
- Increasing our use of renewable energy.

During the capital planning approval process, we also assess the environmental sustainability of all Amgen capital projects, including carbon, water and waste impact. For projects that increase CO₂ emissions by more than 500 metric tons, we apply an internal fee of \$1,000 per metric ton. We use the fees to support future carbon reduction projects.

For more information, see our [Form 10-K](#) and our [CDP reports](#).

Working to Help Strengthen Our Suppliers' Sustainability

Through our supplier sustainability program, we work with [EcoVadis](#) to monitor and measure the sustainability performance of select suppliers in four areas: business ethics, labor and human rights, sustainable procurement and environmental impact. In 2023, the total number of our suppliers monitored through EcoVadis increased by 18%.

In addition to our sustainability expectations outlined in our [Supplier Code of Conduct](#), in 2023, we formalized our expectations of engagement with suppliers within select spend categories to support their adoption of science-based targets. Our SBTi Scope 3 supplier

engagement target is to engage with 73% of our suppliers by spend in key categories to support their adoption of science-based targets by 2027. This engagement targets approximately 67% of our Scope 3 carbon emissions (from a 2019 baseline) in accordance with SBTi's validation requirements.¹²

Why it's important:

More than an estimated 90% of our greenhouse gas emissions come from our value chain.¹³

In 2023, we participated in or sponsored environmental sustainability programs to educate suppliers on renewable energy procurement, responsible sourcing and climate strategies, including setting science-based targets. These programs include [Energize](#), the [Pharmaceutical Supply Chain Initiative](#), the [Responsible Health Initiative](#) and My Green Lab's initiative [Converge](#), which helps pharmaceutical suppliers set science-based targets. Amgen is one of the four inaugural sponsors of Converge, which was announced in December 2023.

Learn more

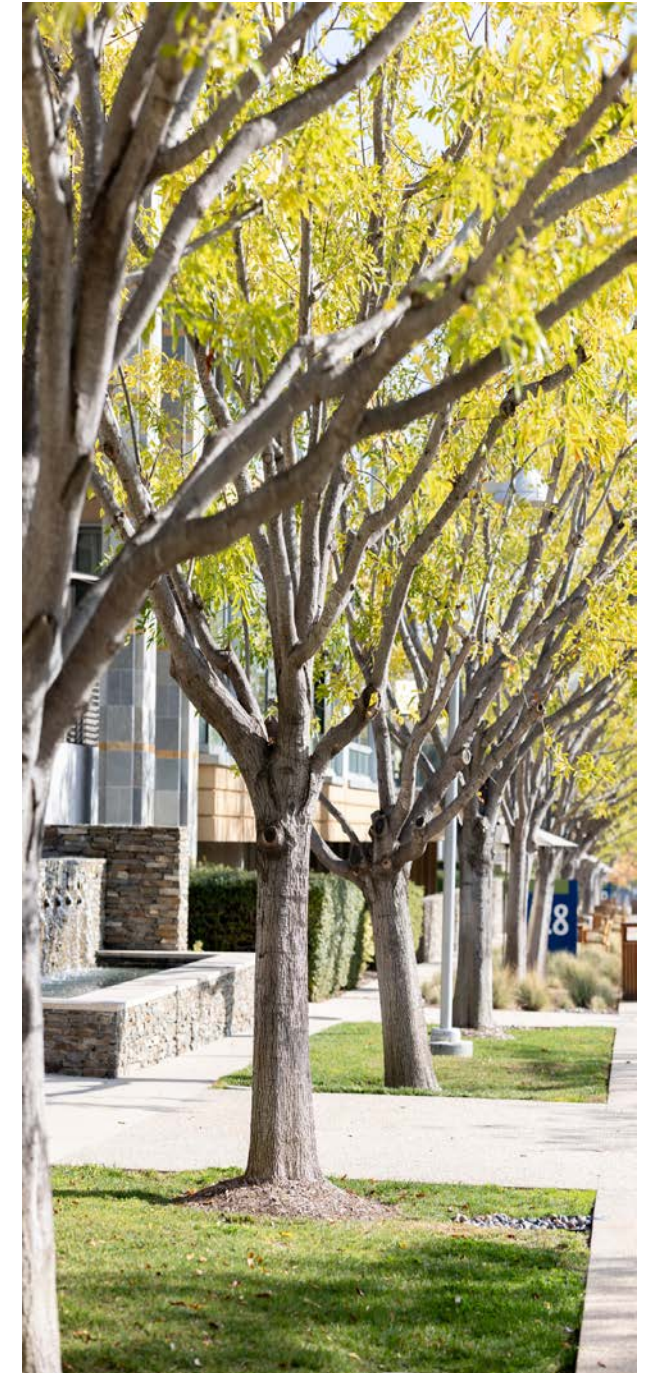
[Supplier Sustainability](#)

[Supplier Code of Conduct](#)

¹¹ World Health Organization. [Climate change](#). Fact sheet. October 2023.

¹² [Science Based Targets initiative. FAQs](#). See "Which emissions are mandatory for companies to include in their SBTi validation?"

¹³ Based on a 2019 assessment.



WATER AND WASTE

Both our total water use and waste disposed through 2023 decreased from a 2019 baseline. We remain on track to achieve a 40% reduction for water and a 75% reduction for waste from a 2019 baseline, per our 2027 targets. Our targets take into account only verified reduction projects and do not take into account changes associated with the contraction or expansion of the Company.

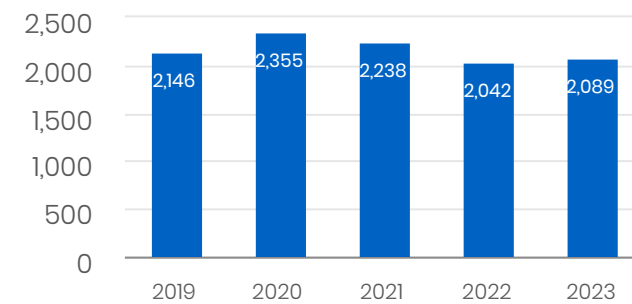
Year-over-year usage increases, such as the water change from 2019 to 2020, reflect the expansion of the Company as we serve more patients. Water decreases are the result of using new technologies, as well as implementing water-efficiency projects and water treatment and recycling efforts. For example, in 2023, we installed low-flow faucet aerators at our Thousand Oaks headquarters, saving 20,225 CM of water. Waste reductions resulted from recycling, reuse and energy recovery of waste materials rather than sending them to landfills.

Innovations in Waste Reduction Approaches

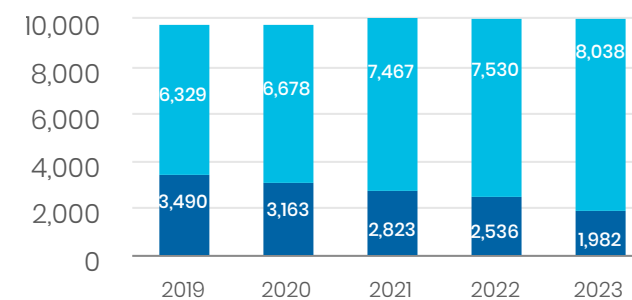
We continuously look for opportunities to reduce the amount of materials used, eliminate plastic and use recycled and recyclable materials in our packaging. For example, in 2023, we introduced packaging that was 57% smaller and plastic-free for two products in Canada.

We also joined [a new initiative](#) formed by Cytiva, one of our major suppliers of lab equipment, and TerraCycle, an innovative recycling company, to recycle plastic filters and tubes from Amgen research labs in Massachusetts that otherwise would end up in landfills.

Total Water Usage (1,000 CM)



Total Waste Generation (MT)



- Waste recycled, reused, composted or incinerated with energy recovery
- Waste disposed



Landscaping at our Thousand Oaks campus includes drought-tolerant plants to reduce water use.

Protecting Nature and Biodiversity

Biodiversity refers to biological variety in all its forms, from humans to microbes.¹⁴ Consistent with our long-standing commitment to responsible operations, we understand the importance of safeguarding our local and global natural ecosystems.

In 2023, Amgen performed an initial gap analysis aligned with the Taskforce for Nature-Related Financial Disclosures framework to better understand potential areas to further protect nature and biodiversity. We also completed a screening-level biodiversity risk assessment for 17 Amgen facilities and six supplier sites. The sites represent ecologically diverse regions and critical operations at each step of Amgen's value chain.

This assessment is helping Amgen determine possible site-specific biodiversity risks and opportunities and will form the foundation for prioritizing future action.

Amgen is committed to working toward both the use of sustainable suppliers and advancing animal-free methods. For example, we are actively working with regulators and external business partners to replace an endotoxin test derived from the blood of horseshoe crabs with a non-animal-derived option.

¹⁴ [Biodiversity and Health: World Health Organization.](#)



2023 HIGHLIGHTS



100% of employees have been trained on the Amgen Code of Conduct.



We established the Amgen AI Governance Council and adopted the Trustworthy AI framework to promote responsible use of AI.



Leaders and their teams have access to a range of resources designed to facilitate open communication between staff and their managers.

A Healthy Amgen

We hold ourselves to high standards in our operations and continually strive to reflect Amgen values in our culture, products and strategy.

38 Corporate Governance

39 Business Ethics

41 Ethical Research & Development, Product Quality and Patient Safety

CORPORATE GOVERNANCE

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

APPROACH

Amgen has a highly independent Board of Directors, consisting of a diverse group of highly qualified leaders in their respective fields, elected annually by a majority of our stockholders, and a lead independent director with robust responsibilities. Only independent Board members serve on our key standing committees: Audit, Compensation and Management Development, Corporate Responsibility and Compliance, and Governance and Nominating.

Our Board of Directors is guided by our [Amgen Board of Directors Corporate Governance Principles](#). Our Board has adopted an Amgen Board of Directors' Code of Conduct (which applies to our Board) and a global [Code of Conduct](#) (which applies to our Board, all our employees and others conducting business on our behalf). Our Board participates in annual training on the global Code of Conduct.

Board of Directors Composition¹

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

Our Board possesses a deep and broad set of skills and experiences that facilitate strong oversight and strategic direction for a leading global innovator in biotechnology.

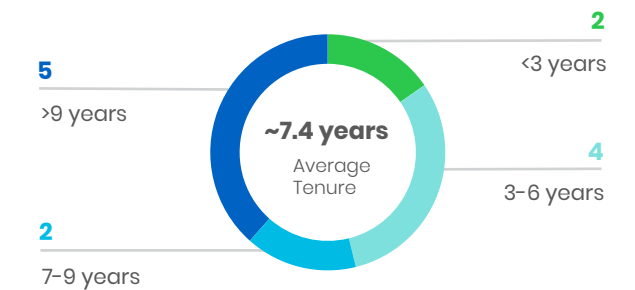
The Board and the Governance and Nominating Committee believe the skills, qualities, attributes, experiences and diversity of backgrounds of our directors provide us with a wide range of perspectives to effectively address our evolving needs and represent the best interests of our stockholders. Our Board also well exceeds the minimum number of independent directors required by applicable laws and regulations, and the composition requirements of the Audit and Compensation and Management Development Committees.

Our Governance and Nominating Committee and Board view diversity as a priority, consider diversity in their determinations of director candidates, and seek representation across a range of attributes. In an effort to best support maintaining and expanding the diversity of our Board, our Governance and Nominating Committee actively seeks diverse candidates, including women and candidates from underrepresented ethnic and racial groups, as part of its search for new directors. When considering diversity, the Board considers aspects such as race, ethnicity, age and gender as well as industry knowledge, operational experience, scientific and academic expertise, geography and personal background. For more information on Board diversity, see our [2024 Proxy Statement](#) (PDF).

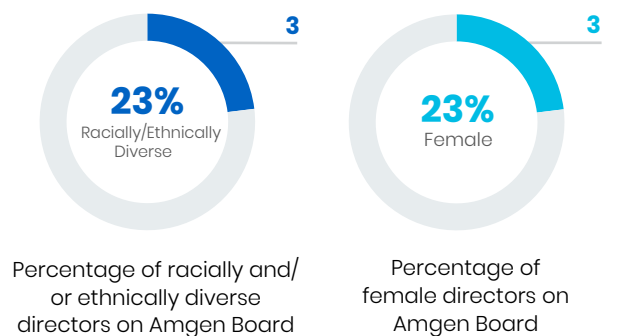
Risk Management

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 [2024 Proxy Statement](#) (PDF).

Board of Directors — Tenure



Board of Directors — Diversity



Stockholders will be considering our slate of experienced, engaged and diverse director nominees at our 2024 Annual Meeting.

For information on our 2024 director nominees, see our [2024 Proxy Statement](#) (PDF).

Learn more

[Corporate Governance](#)
[Amgen Board of Directors Corporate Governance Principles](#)
[Global Code of Conduct](#)

¹ As of December 31, 2023.



BUSINESS ETHICS

Operating ethically and with integrity – and abiding by local, regional and national regulatory and legal standards that govern our industry – is a non-negotiable part of how we do business. We expect the same of our partners and suppliers.

AMBITION

We hold ourselves to the highest ethical standards and seek to act with integrity and in compliance with all applicable laws and regulations in all that we do.

APPROACH

We are dedicated to maintaining the highest ethical standards in all our business activities worldwide. Our Code of Conduct, along with our values, policies, performance systems, training programs and communication initiatives, are designed to work together to foster a culture of integrity and ethical behavior.

While compliance is everyone's responsibility, Amgen's Worldwide Compliance and Business Ethics (WC&BE) organization is responsible for overseeing the overall compliance strategy and program.

Business Ethics Data

	2022	2023
Employees trained on global Amgen Code of Conduct	100%	100%
Languages available for global Amgen Code of Conduct	26	26

Leading From the Top

Our Chief Compliance Officer (CCO) reports directly to the CEO and the Corporate Responsibility and Compliance Committee (CRCC) of the Board of Directors. The CCO is responsible for overseeing the overall ethics and compliance program. WC&BE supports the CCO in the execution of the overall program and providing periodic status reports to the CRCC.

Our compliance and business ethics principles and expectations are outlined in our [Code of Conduct](#), which is available in 26 languages. Our Code of Conduct applies to our Board, all our employees and others conducting business on our behalf – including consultants, contract workers and temporary workers (as applicable by law) – and annual training is required. In addition, our [Supplier Code of Conduct](#) sets fundamental expectations of our suppliers and is aligned with our core values. We also have a [Code of Ethics for Senior Financial Officers](#).

Our compliance program meets or exceeds guidance and expectations set forth by government agencies, including the U.S. Department of Justice. To ensure continuous improvement of our compliance program, WC&BE partners with business groups throughout the enterprise and world-class, third-party independent advisors who, on a periodic basis:

- Assess the maturity of our program and its relevancy against the latest guidance from regulators and industry best practices.
- Evaluate the effectiveness of our compliance program and business ethics culture.
- Recommend additional considerations to address the latest compliance and risk trends.

Commitment to Compliance at All Levels

Our leaders are accountable for upholding business ethics and ensuring compliance within their designated areas of responsibility. They are also responsible for actively fostering ethical behavior and compliance throughout their organizations.

Leaders, and their teams, have access to a range of resources related to ethics, speaking up and non-retaliation. These resources are designed to facilitate open communication between staff and their managers.

At the conclusion of each year, leaders are required to sign a declaration affirming their understanding of and adherence to our Code of Conduct. This includes their commitment to promoting an ethical culture and promptly reporting any potential incidents of noncompliance to Human Resources or the [Business Conduct Hotline](#).

Amgen has established various ways to raise matters of concern, as outlined in our Code of Conduct. Our employees and anyone external to Amgen can report suspected misconduct or ask a question by phone or via the internet using Amgen's Business Conduct Hotline. Amgen's non-retaliation policy prohibits any form of retaliation or intimidation against Amgen employees for reporting a concern in good faith.

Learn more

[Business Ethics and Compliance](#)

[Code of Conduct](#)

[Reporting a Concern](#)

[Anti-Bribery and Anti-Corruption](#)

At Amgen, it's everyone's responsibility to conduct business ethically.

Anti-Bribery and Anti-Corruption Program

All employees are trained on our global anti-bribery/anti-corruption standards and expectations, with select groups receiving additional tailored, function-centric training. We perform periodic risk assessments, ongoing monitoring and periodic auditing of activities conducted both by our employees and by third-party partners.

Responsible Use of Trustworthy AI²

Generative AI tools have the potential to transform the biopharma sector and drive meaningful change in patient care. However, these tools may also present unique risks, including bias, accuracy limitations and augmented security and privacy concerns.

In 2023, we established the Amgen AI Governance Council, a cross-functional leadership forum to accelerate the use of Trustworthy AI at Amgen. Sponsored by our Chief Compliance Officer and Chief Information Officer, the Council includes members from Quality, Law, Safety, Global Security, Information Security, Regulatory Affairs, Privacy, Compliance, Human Resources, Sourcing and Corporate Audit. Its responsibilities include:

- Establishing policies and guidelines for the adoption, use and development of Trustworthy AI in alignment with business priorities.

- Enforcing sustainable governance and controls to safeguard the security, privacy and protection of data, as well as monitoring AI development and deployment across the enterprise.
- Influencing investment decisions and educating staff on appropriate use of AI tools.

Amgen has adopted the Trustworthy AI framework to promote the appropriate and responsible use of AI. It serves as a guide for how we will design and evaluate AI systems. 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](#)

[Cybersecurity and Data Privacy](#)



[Learn more about Government Affairs and Public Policy](#)

We abide by the highest standards of integrity and comply with all applicable federal, state and local laws in our public policy activities.

[Political Activities](#)

[Political Contributions](#)

[Lobbying Disclosure Act Reports](#)

[Lobbying Disclosure by State](#) (PDF)

² Trustworthy AI refers to the [Artificial Intelligence Risk Management Framework](#) (PDF) published by the National Institute of Standards and Technology, part of the U.S. Department of Commerce, to guide organizations in managing AI risk and promoting trustworthy and responsible AI tools.



ETHICAL RESEARCH & DEVELOPMENT, PRODUCT QUALITY AND PATIENT SAFETY

Amgen is known as a worldwide leader in the research, development and manufacturing of high-quality complex biologic therapies.

AMBITION

We seek to provide life-transforming medicines based on the highest standards of scientific integrity and quality manufacturing excellence. We aim to support the safety of patients throughout their journey with robust pharmacovigilance and by sharing information that could impact their health.

APPROACH

We have robust processes and standards in place that guide our efforts from lab to patient.

Ethical Research & Development

Conducting our R&D activities in accordance with our internal policies and external laws, regulations and standards helps to ensure the integrity of and confidence in our clinical trial results and, ultimately, in medicines approved for use. It also helps to inspire confidence among potential clinical trial participants, increasing the likelihood they will enroll in studies. See [Ethical Research](#).

Clinical Trials

We are committed to the timely registration of clinical trials, communication of research results and routine publication of the primary analyses of Amgen-sponsored trials and observational studies, regardless of trial outcome or regulatory approval. Our goal is to provide scientifically accurate, truthful, non-misleading and well-balanced information to the scientific community. See [Clinical Trials](#).

Animal Research

We are committed to applying the highest ethical and veterinary care standards worldwide during the required use of animals in the discovery and development of our novel medicines. See [Commitment to the Ethical Use of Animals in Research](#).

Use of Stem Cells

Amgen has not and does not perform or fund research in the area of human embryonic or fetal stem cells. See the [Amgen Position Statement on Stem Cell Research](#).

Biobanking of Human Samples

Amgen may use human samples in our research efforts to help predict the safety and effectiveness of potential new therapies and identify people most or least likely to benefit from these therapies. See [Biobanking of Human Samples](#).

Product Quality

Through more than four decades of experience, we have established a record of reliably supplying high-quality medicines to patients. See [Quality](#).

Patient Safety

Amgen prioritizes the safety of patients. Our Global Patient Safety function optimizes the safe use of Amgen medicines through continuous benefit/risk assessment, risk mitigation and proactive communication. We also invest in technology that helps us support patient safety, efficiency and compliance. See [Global Patient Safety](#).

Learn more

[Ethical Research](#)

[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](#)

[Amgen Position Statement on Stem Cell Research](#)

[Biobanking of Human Samples](#)

[Quality](#)

[Global Patient Safety](#)

[Biodiversity](#)

[Counterfeit Drug Statement](#)



AMGEN

Welcome to
**Mission
Week**

#WeAreBiotech

Appendix

43 Company Performance Data

44 SASB Index

47 Contributing to the United Nations Sustainable Development Goals

49 Forward-Looking Statements

COMPANY PERFORMANCE DATA

Type	Unit	2019	2020	2021	2022	2023	Data Notes
Total Revenue ¹	\$ Millions	23,362	25,424	25,979	26,323	28,190	1 Includes the acquisition of Horizon Therapeutics plc on October 6, 2023.
Product Sales ¹	\$ Millions	22,204	24,240	24,297	24,801	26,910	2 Please see Reporting and Metrics on our website for an Independent Verification Statement for this data. Amgen has included data from 12 facilities covering energy and carbon, water and waste. The facilities represent approximately 84% of Amgen's worldwide facility space based on total square feet. For the remaining square footage, primarily administrative offices, we estimate energy usage to calculate carbon emissions. Included facilities are in Thousand Oaks, Calif., U.S.; West Greenwich, R.I., U.S.; Juncos, Puerto Rico, U.S.; Louisville, Ky., U.S.; South San Francisco, Calif., U.S.; Cambridge, Mass., U.S.; Burnaby, Canada; Breda, Netherlands; Dun Laoghaire, Ireland; Cambridge, United Kingdom; Sao Paulo, Brazil; and Tuas, Singapore. This includes leased buildings where we have operational control over building infrastructure, including utilities. Excludes the acquisition of Horizon Therapeutics plc on October 6, 2023.
R&D Expenses ¹	\$ Millions	4,116	4,207	4,819	4,434	4,783	
Total Energy From Utilities ²	1,000 GJ	3,094	3,286	3,193	3,075	3,001	
Total Carbon Scope 1 and 2 ²	1,000 MT CO ₂ Eq	296	275	191	165	165	
Total Water Withdrawal ²	2,000 CM	2,146	2,355	2,238	2,042	2,089	
Total Routine Waste Disposed ²	MT	3,490	3,163	2,823	2,536	1,982	
Environmental Notices of Violation (NOVs) ³	NOV	2	1	3	4	3	3 Environmental notices of violation reported that resulted from agency inspections.
Recordable Incident Rate (Amgen staff)	Injuries per 100 workers	0.31	0.31	0.19	0.14	0.17	4 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.
Staff Lost Day Case Rate	Injuries per 100 workers	0.12	0.08	0.09	0.05	0.09	
Staff Fatalities	People	0	1	0	0	0	5 Management level: senior managers and directors.
Motor Vehicle Safety ⁴	Collisions per million miles	4.4	3.38	2.39	2.32	2.27	6 Executive level: executive directors and above.
Amgen Employees ^{1*}	People	23,400	24,300	24,200	25,200	26,700	7 Valued at wholesale acquisition cost.
% of Women in Total Workforce ^{**}	People	52	52	52	52	53	8 Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen.
% of Women Management Level ^{5**}	People	46	47	49	49	51	* As reported in Amgen's Form 10-K for the fiscal years ended December 31, 2017 through 2023.
% of Women Executive Level ^{6**}	People	39	42	44	45	44	** Data based on total headcount for the year ended December 31, 2023, modified to reflect active employee headcount which, among other things, excludes co-ops and interns. Also excludes Horizon Therapeutics plc, Gensenta Pharmaceuticals and deCODE genomics.
% of Racial/Ethnic Minorities in Workforce (U.S./P.R.)	People	47	48	51	52	53	
% of Racial/Ethnic Minorities Management Level (U.S./P.R.) ⁵	People	41	42	44	45	45	
% of Racial/Ethnic Minorities Executive Level (U.S./P.R.) ⁶	People	27	30	32	32	34	
Value of medicines provided at no cost in low- and middle-income countries through qualified partners ⁷	\$ Millions	—	73+	5	91	112	
Value of medicines provided at no cost to eligible uninsured or underinsured patients in the U.S. through the Amgen Safety Net Foundation ^{7,8}	\$ Billions	1.4+	1.5+	2.2+	2.2	2.5	

SASB INDEX

This ESG Report is part of Amgen's overall commitment to providing robust reporting on our ESG performance. We also report information in our Annual Report on [Form 10-K](#) and [Proxy Statement](#) (PDF). The table below indicates where Amgen reports on metrics in the Sustainability Accounting Standards Board (SASB) standard. As our ESG reporting continues to evolve and expand, we will continue to evaluate our ability to report on additional metrics.

Safety of Clinical Trial Participants		
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.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 high 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 expected to be 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. Post-marketing, 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, data collected from clinical and/or post-marketing studies, registries and scientific literature. For more information, see the Ethical R&D section on our website.
Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	In 2023, there were zero (0) inspections related to clinical trial management and pharmacovigilance that resulted in VAI or OAI. 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 FY2023 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 Improving Patient Access to Medicines under the Our Approach to Environmental Sustainability, Social Responsibility, and Human Capital Management section of our 2024 Proxy Statement (PDF).
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) to disclose as of December 31, 2023.
Affordability and Pricing		
Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	HC-BP-240b.1	Amgen discloses material legal proceedings in our FY2023 Form 10-K . (See Part IV—Note 20.)

Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	Pertinent reporting can be found in the news releases associated with our quarterly earnings available at investors.amgen.com ; the Management's Discussion and Analysis and Risk Factors sections of our 10-K and 10-Qs ; the Our Approach to Pricing, Access and Affordability section of our website; and the Approach to Pricing Our Products subsection of the 2024 Proxy Statement (PDF) (within the Compensation Discussion and Analysis section).
Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	Pertinent reporting can be found in the news releases associated with our quarterly earnings available at investors.amgen.com ; the Management's Discussion and Analysis and Risk Factors sections of our 10-K and 10-Qs ; the Our Approach to Pricing, Access and Affordability section of our website; and the Approach to Pricing Our Products subsection of the 2024 Proxy Statement (PDF) (within the Compensation Discussion and Analysis section).
Drug Safety		
List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	There were zero (0) MedWatch Safety Alerts for Amgen products posted on the FDA website in 2023.
Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	This information is publicly available in the FDA Adverse Event Reporting System .
Number of recalls issued, total units recalled	HC-BP-250a.3	Amgen had three (3) firm-initiated voluntary recalls in 2023 of 10,573 units, and such recalls have been terminated.
Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	In 2023, Amgen's take-back program accepted 25.14 metric tons of product and sharps. Amgen also 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 FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	In 2023, there were zero (0) cGMP FDA enforcement actions involving Amgen. FDA Compliance Actions can be found at the FDA Data Dashboard .
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 includes the use of appropriate serialization and track-and-trace techniques to protect its products and patients, as well as the implementation of procedures to meet internal and regulatory requirements, for example, the Drug Supply Chain Security Act . See our Counterfeit Drug Statement .
Discussion of process for alerting customers and business partners of 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, for example, the Drug Supply Chain Security Act . See our Counterfeit Drug Statement .
Number of actions that led to raids, seizure, arrests, and/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 FY2023 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 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 personnel HC-BP-330a.1 See the Human Capital Resources section of Part I, Item 1 of Amgen's FY2023 [Form 10-K](#); and the Human Capital Management subsection under the Our Approach to Environmental Sustainability, Social Responsibility, and Human Capital Management section of our [2024 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 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 FY2023 [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 Healthcare 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. The following are some examples of Code provisions:

- Prohibitions on the use of noneducational "reminder" items (such as pens, mugs or other items branded with a product or company logo). Amgen will only distribute to healthcare professionals educational items that advance disease or treatment education and that are not of substantial value.
- Prohibitions on offering meals to healthcare professionals, with the exception of occasional, modest meals offered as a business courtesy in conjunction with a presentation that provides scientific or educational information.
- Prohibitions on offering or providing any entertainment or recreational items to any healthcare professional who is not a salaried employee of the company.
- Keeping Independent Medical Education (IME) grant-making functions separate from sales and marketing functions, prohibiting the use of IME funds to influence, advise or provide guidance, and never offering compensation to any healthcare professional for expenses or time spent in IME participation.












General

Number of patients treated HC-BP-000.A In 2023, our products globally reached more than 11 million patients.

Number of drugs (1) in portfolio and (2) in research and development (phases 1-3) HC-BP-000.B As of December 31, 2023, 27 products were approved for commercial use in one or more countries. Our pipeline includes more than 33 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 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	2023 Progress	SDG
Healthy People		
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, 2023, our portfolio included 27 approved medicines with many new medicines in our pipeline. We invested \$4.8 billion ¹ in research & development in 2023. 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 Healthy People .	
Focus on removing barriers that limit access to healthcare so that 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 2023, we provided \$2.5 billion ² of Amgen medicines at no cost to eligible uninsured or underinsured patients in the United States through the Amgen Safety Net Foundation. ³ Amgen, through its qualified partners, provided \$112 million ² of Amgen medicines at no cost to underserved patients in six low- and middle-income countries. See Healthy People .	
Bring clinical trial research directly to the communities where people live and work.	In 2023, we published an analysis of the racial and ethnic diversity within our U.S. clinical trials from 2012 to 2022. Amgen is one of only four companies globally to disclose such data. We will use the baseline to measure progress toward greater representation in our trials. See Health Equity .	 
Advance policies and practices in support of achieving health equity so that more people have an opportunity to improve their health outcomes.	In 2023, we held our first-ever Health Equity Challenge to identify and support community-based nonprofit organizations in Florida that are advancing solutions to improve cardiovascular disease (CVD) care among Black communities. Five Health Equity Challenge finalist organizations received funding to implement a yearlong CVD health equity solution in their local communities. See Health Equity .	 
Healthy Society		
Inspire the next generation of scientists and foster future problem solvers – wherever they are.	With the support of the Amgen Foundation, ⁴ LabXchange, a free, online science education platform developed at Harvard University, reached over 14 million new users in 2023, of which more than 86% were in low- and lower-middle-income countries. See Community Investment .	 
Engage students with diverse perspectives and backgrounds by helping to remove barriers to quality science education.	The Amgen Foundation ⁴ supported the development of Khan Academy's biology resources, which brought free, high-quality biology education to 10.7 million learners around the world in 2023. See Community Investment .	 

Our Approach

2023 Progress

SDG

Increase the representation and development of women in executive director and above roles (global).	In 2023, 44% of Amgen's workforce at the executive director level and above were women (global). See Diversity, Inclusion & Belonging .	
Increase the representation of Black talent in science, technology, engineering and mathematics-based roles (U.S.).	In 2023, 5% of Amgen's workforce in the United States and Puerto Rico were Black/African American. See Diversity, Inclusion & Belonging .	
Increase the representation and development of Black and Hispanic talent in executive director and above roles (U.S.).	In 2023, 34% of Amgen's workforce at the executive director level and above in the United States and Puerto Rico were racial/ethnic minorities. See Diversity, Inclusion & Belonging .	
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.	Critical to our DI&B efforts are our 12 global Employee Resource Groups (ERGs). These voluntary, grassroots, collaborative groups span diverse gender identities, ages, abilities, sexual orientations, races, ethnicities, veteran statuses and other lived experiences. Each ERG is supported by an executive sponsor and is open to all employees, including allies. In 2023, we increased the number of Amgen ERG chapters around the world by 13%. See Diversity, Inclusion & Belonging .	
Healthy Planet^{5,6}		
By 2027, reduce water consumption by 40% from a 2019 baseline.	We decreased water use to achieve 34% of our 2027 targeted reduction from a 2019 baseline. See Healthy Planet .	
By 2027, 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 2023, we achieved 54% of our targeted reductions for Scope 1 and 2 carbon emissions (from a 2019 baseline). Underlying our carbon neutrality goal are our Scope 1 and 2 carbon emissions reduction and Scope 3 supplier engagement targets, which were approved by SBTi in 2022. At the end of 2023, renewable electricity accounted for 90% of our total purchased electricity consumption. We are also progressing on our Scope 3 supplier engagement target. See Healthy Planet .	  
By 2027, reduce waste disposed by 75% from a 2019 baseline.	We decreased waste disposed to achieve 54% of our 2027 targeted reduction from a 2019 baseline. See Healthy Planet .	

1 Includes the acquisition of Horizon Therapeutics plc on October 6, 2023.

2 Valued at wholesale acquisition cost.

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

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

5 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.

6 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 BeiGene, Ltd. or Kyowa Kirin Co., Ltd.), the performance of Otezla[®] (apremilast) (including anticipated Otezla sales growth and the timing of non-GAAP EPS accretion), our acquisitions of Teneobio, Inc., ChemoCentryx, Inc., or Horizon Therapeutics plc (including the prospective performance and outlook of Horizon's business, performance and opportunities, any potential strategic benefits, synergies or opportunities expected as a result of such acquisition, and any projected impacts from the Horizon acquisition on our acquisition-related expenses going forward), 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. 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. If we fail to meet the compliance obligations in the corporate integrity agreement between us and the U.S. government, we could become subject to significant sanctions. 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, such as COVID-19, 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. There can be no guarantee that we will be able to realize any of the strategic benefits, synergies or opportunities arising from the Horizon acquisition, and such benefits, synergies or opportunities may take longer to realize than expected. We may not be able to successfully integrate Horizon, and such integration may take longer, be more difficult or cost more than expected. 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 environmental, social and governance 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.