



AMGEN[®]

2024 Total Rewards Guide

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New Hire Checklist

Amgen is pleased to provide a comprehensive Total Rewards program carefully designed to help secure the long-term financial, physical, and overall well-being of our staff and their families. We regularly evaluate our benefits and rewards against those offered at other leading biotechnology and pharmaceutical companies to ensure our programs are competitive with the very best employers.

Health & Welfare Plan

- **Watch for an enrollment email** from the Amgen Benefits Center within two to three days from your Amgen hire date
- **Enroll in benefits within 31 days** of your Amgen hire date if you want coverage this year; your coverage will be effective retroactive to your hire date regardless of when you actually enroll within the 31-day period
- **Upload dependent verification** when you enroll online once prompted (i.e., birth certificate, marriage license) for any dependents you enroll in the plans
- **Elect your Amgen benefits** as soon as possible
 - Allow one to two weeks after you enroll to be active with insurance carriers
 - Once enrolled, register and set-up single sign on access (SSO) through the Amgen Benefits Center enrollment site
 - Once registered, access and print medical and dental ID cards
 - VSP does not issue ID cards for the vision plan; just let your provider know you have coverage through VSP

Amgen Retirement Savings Plan - 401(k)

- **Watch for an enrollment email** from the Amgen Benefits Service Center within three to five business days from your Amgen hire date
- **Prior to enrolling, email prior401kcontrib@amgen.com** with your year-to-date 401(k) employee regular and catch-up contributions made through your prior employer to ensure you do not exceed the annual IRS limit
- **If you do not take any action within 30 days,** you will automatically be enrolled at a 5% salary deferral

How to Enroll

Be sure to enroll in benefits within 31 days of your hire date.

Generally, the benefit elections you make when you are first hired cannot be changed until the following calendar year. The only exception is if you have a qualified change in status—such as marriage, divorce or the birth or adoption of a child. Provided you take the required action, coverage begins on your date of hire. If you add new dependents to your coverage at any time, you will be required to submit documentation (i.e., birth certificate, marriage license) before they will be eligible for coverage.

Benefit	Time Frame for Required Action	How to Enroll
<ul style="list-style-type: none"> • Medical • Vision • Dental • Flexible spending accounts • Health Savings Account • Group legal 	<p>Within 31 days of your date of hire</p>	<p>For medical, vision, dental, spending accounts and voluntary life: Amgen Benefits Center</p>
<p>Voluntary life and accident insurance</p>	<p>If you enroll within 31 days of your date of hire, you may elect the following amounts of life insurance coverage without providing evidence of insurability:</p> <ul style="list-style-type: none"> • Up to two times your annual base pay, up to \$300,000 (up to \$150,000 if you are age 70 or over) • Up to \$50,000 in coverage for your spouse/domestic partner (up to \$25,000 if your spouse is age 70 or over) <p>Note: A statement of health may apply if you enroll at other times.</p>	<ul style="list-style-type: none"> • benefits.amgen.com or 800-97-AMGEN (800-972-6436) <p>For group legal:</p> <ul style="list-style-type: none"> • metlife.com/amgen or 800-821-6400
<p>Amgen Retirement and Savings Plan (401(k) Plan)*</p>	<p>Any time. You automatically will be enrolled at 5% of your eligible compensation if you do not actively make an election within 30 days of your date of hire</p>	
<p>Retiree Medical Savings Account (RMSA) Plan</p>	<p>Any time</p>	<p>Merrill Benefits OnLine® or Amgen Benefits Center</p>
		<ul style="list-style-type: none"> • <i>MyAmgen > MyHR > Benefits > Manage Financial & Retirement Benefits</i> • benefits.ml.com (create a user ID and password by choosing the Create User ID link and following the instructions)

Benefit	Time Frame for Required Action	How to Enroll
Amgen Inc. Employee Stock Purchase Plan (ESPP)	You will receive enrollment information before each offering period (two per year). Enrollment is through Merrill/Computershare	
Pet insurance	Any time	<ul style="list-style-type: none"> • metlife.com/amgen or 866-937-7387

**To avoid exceeding maximum contribution limits imposed by the Internal Revenue Code (IRC), email prior401kcontrib@amgen.com with your year-to-date contribution amount from your prior employer.*

Medical Plan Options

Amgen's medical plans are designed with a focus on wellness and preventive care. Staff members in most locations can choose from two medical plan options: the Anthem Traditional PPO and the Anthem Value PPO. Staff members in select locations may also choose from a local health maintenance organization (HMO) plan. Staff members in New England states (CT, MA, ME, NH, RI and VT) may choose from a local EPO plan. See [PPO Medical Plans](#) for plan highlights and [Medical Premiums](#) for biweekly contribution rates.

Health Maintenance Organization (HMO) and Exclusive Provider Organization (EPO)

As an alternative to the Traditional PPO or Value PPO, you may be eligible to elect medical coverage with a local HMO (CA) or EPO (CT, MA, ME, NH, RI and VT). Generally, HMO participants need to select a PCP to provide or coordinate all care. An HMO does not have a deductible. However, care obtained outside the HMO and EPO network generally is covered only in emergencies, as defined by the plan.

If you work in Hawaii, visit the [Amgen Benefits Center](#) for information about the HMSA medical plan option.

Prescription Drug Coverage

All plans cover short-term prescriptions (up to a 30-day supply) purchased at a network retail pharmacy and, in most cases, 90-day supplies through a mail-order service. Copayments vary by plan.

Medical Surcharges

Staff members in certain situations are asked to help share the cost of coverage.

- **Tobacco surcharge:** \$150 per month if a staff member uses tobacco. Tobacco cessation resources are available on MyAmgen Wellness and the [Amgen Benefits Center](#).
- **Working spouse/domestic partner surcharge:** \$100 per month if a staff member's working spouse/domestic partner declines coverage available through his or her own employer and joins Amgen medical coverage. The surcharge is applicable even for staff members choosing Amgen coverage as secondary coverage for their spouse/domestic partner.

Support for Biologics

Amgen believes patients should choose the most appropriate therapy for their diagnosis and individual physiology while also expecting to pay a fair price for the elected treatment. If a

covered patient requires biologic therapy and takes proper steps to confirm it is the most appropriate treatment approach, they will pay no more than the fixed copayment for the branded non-biologic treatment. Support for biologics and additional valuable programs and benefits are available through Anthem/ESI. **Note:** Benefits are different for HMO enrollees.

PPO Medical Plans

The Anthem Traditional PPO and Value PPO both feature medical coverage administered by Anthem and prescription drug coverage administered by Express Scripts. The Value PPO has lower premiums, covers the same wide range of healthcare services and uses the same network of providers, but it has a higher annual deductible—per IRS rules—to be able to take advantage of a [Health Savings Account](#).

With an Anthem PPO, you decide whether to see a network-participating provider or go outside the network each time you need medical care. You do not need to choose a primary care physician (PCP) to coordinate your care. Both plans have in- and out-of-network deductibles, which apply to eligible medical and prescription drug expenses. (Eligible in-network preventive care, including well-woman care, is covered at 100% and not subject to the deductible.)

After you satisfy the in-network deductible, eligible medical expenses are covered at 100% or 80%, depending on the service. After you satisfy the out-of-network deductible, eligible expenses are generally covered at 50% (for exceptions, go to the [Amgen Benefits Center](#) and view the Summary Plan Description). You pay fixed copays for your prescription drugs, though you may first need to meet the medical plan deductible depending on your choice of medical plan. The plan includes mandatory generics. If your doctor feels the brand name drug is medically necessary for you, you may continue to utilize it, but you will be responsible for the difference in cost between the plan’s generic cost and the cost of the brand name therapy.

Traditional PPO vs. Value PPO Plans

	Traditional PPO		Value PPO	
Deductibles ¹				
Coverage	In-Network	Out-of-Network	In-Network	Out-of-Network
Staff member only	\$500	\$850	\$1,600	\$3,200
Family	\$1,000	\$1,700	\$3,200	\$6,400
Are prescription drugs included in the deductible?	No	No	Yes	Yes

Medical and Prescription Drug Out-of-Pocket Maximums

	Traditional PPO		Value PPO	
Annual Base Pay	In-Network	Out-of-Network	In-Network	Out-of-Network
Less than \$100,000	\$3,500/staff member only \$7,000/family	\$8,000/staff member only \$16,000/family	\$3,500/staff member only \$7,000/family	\$8,000/staff member only \$16,000/family
\$100,000–\$199,999	\$4,500/staff member only \$7,850/family	\$10,500/staff member only \$21,000/family	\$4,500/staff member only \$7,850/family	\$10,500/staff member only \$21,000/family
\$200,000+	\$5,500/staff member only \$7,850/family	\$13,000/staff member only \$26,000/family	\$5,500/staff member only \$7,850/family	\$13,000/staff member only \$26,000/family

Medical Coinsurance	In-Network	Out-of-Network ²	In-Network	Out-of-Network ²
Amgen's share for most covered services	80%	50% after deductible	80%	50% after deductible
Preventive	100% deductible waived	50% after deductible	100% deductible waived	50% after deductible
Primary care (including OB/GYN visit ³ or LiveHealth Online)	100% after deductible	50% after deductible	100% after deductible	50% after deductible
Specialist visit	80% after deductible	50% after deductible	80% after deductible	50% after deductible
Inpatient hospital stay	80% after deductible	50% after deductible	80% after deductible	50% after deductible
Outpatient surgery	80% after deductible	50% after deductible	80% after deductible	50% after deductible
Emergency room visit	80% after deductible	50% after deductible	80% after deductible	50% after deductible

Prescription Drug Copays ^{5,6}	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventive	100% covered, deductible waived	100% covered, deductible waived	100% covered, deductible waived	100% covered, deductible waived

	Traditional PPO		Value PPO	
Amgen products ⁴	100% covered, deductible waived	100% covered, deductible waived	100% covered, after deductible	100% covered, after deductible
Retail (up to 30-day supply)	You pay \$10 (generic); \$30 (preferred/brand formulary); \$50 (brand non-formulary) deductible waived	50% covered, after deductible	You pay \$10 (generic); \$30 (preferred/brand formulary); \$50 (brand non-formulary) after deductible	50% covered, after deductible
Mail-order (up to 90-day supply)	You pay \$25 (generic); \$75 (preferred/brand formulary); \$125 (brand non-formulary) deductible waived	Not covered	You pay \$25 (generic); \$75 (preferred/brand formulary); \$125 (brand non-formulary) after deductible	Not covered

1. Only in-network eligible expenses apply toward your in-network deductible and in-network out-of-pocket maximum. Some expenses do not apply to your in-network deductible or in-network out-of-pocket maximum. Only out-of-network eligible expenses apply toward your out-of-network deductible and out-of-network out-of-pocket maximum. For more information, visit MyHR and download the Summary Plan Description (SPD).
2. For professional and outpatient facility charges, out-of-network benefits are reduced to one-half of 150% of the Medicare Prevailing Rate. In addition to satisfying a higher deductible, paying a higher coinsurance rate, and being subject to higher out-of-pocket maximums, out-of-network benefits reimbursements are based on usual and prevailing rates as determined by the respective insurer/Administrator, and you may be balance-billed for the difference.
3. Eligible in-network preventive care, including well-woman care, is covered at 100% before the deductible.
4. Electing an Anthem medical plan will ensure coverage for Amgen products. Amgen products are covered at 100% (deductible waived) under the Traditional PPO, and 100% after deductible under the Value PPO.
5. Excluded: Compound medication ingredients that have not shown clinical benefit over lower-cost alternatives, have components that are not FDA approved, or have bulk ingredients used in compound medications where a standard equivalent exists.
6. Formulary and dispensing rules are subject to change.

Medical Premiums

For regular, full-time U.S. staff members, Amgen pays the majority of the cost of medical coverage. Rates are shown below. All rates are 2024 biweekly and are determined by your base salary as shown below.

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	Value PPO			
Staff member					
Salary less than \$100,000	\$48.92 / \$53.53 / \$58.15	\$29.08 / \$33.69 / \$38.31	\$37.39 / \$42.00 / \$46.62	\$46.62 / \$51.23 / \$55.85	\$50.31 / \$54.92 / \$59.54
\$100,000 - \$199,999	\$56.31 / \$60.92 / \$65.54	\$34.15 / \$38.76 / \$43.38	\$43.39 / \$48.00 / \$52.62	\$54.92 / \$59.53 / \$64.15	\$57.69 / \$62.30 / \$66.92
\$200,000+	\$61.85 / \$66.46 / \$71.08	\$37.85 / \$42.46 / \$47.08	\$46.62 / \$51.23 / \$55.85	\$58.62 / \$63.23 / \$67.85	\$62.77 / \$67.38 / \$72.00
Staff member + spouse/domestic partner					
Salary less than \$100,000	\$152.31 / \$156.92 / \$161.54	\$105.23 / \$109.84 / \$114.46	\$126.46 / \$131.07 / \$135.69	\$149.08 / \$153.69 / \$158.31	\$163.39 / \$168.00 / \$172.62
\$100,000 - \$199,999	\$172.62 / \$177.23 / \$181.85	\$119.08 / \$123.69 / \$128.31	\$144.00 / \$148.61 / \$153.23	\$168.00 / \$172.61 / \$177.23	\$184.15 / \$188.76 / \$193.38
\$200,000+	\$186.00 / \$190.61 / \$195.23	\$129.23 / \$133.84 / \$138.46	\$154.62 / \$159.23 / \$163.85	\$180.00 / \$184.61 / \$189.23	\$198.00 / \$202.61 / \$207.23
Staff member + child(ren)					
Salary less than \$100,000	\$87.23 / \$91.84 / \$96.46	\$57.69 / \$62.30 / \$66.92	\$81.23 / \$85.84 / \$90.46	\$85.39 / \$90.00 / \$94.62	\$105.69 / \$110.30 / \$114.92
\$100,000 - \$199,999	\$100.15 / \$104.76 / \$109.38	\$65.54 / \$70.15 / \$74.77	\$93.23 / \$97.84 / \$102.46	\$97.39 / \$102.00 / \$106.62	\$120.46 / \$125.07 / \$129.69

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	Value PPO			
\$200,000+	\$107.54 /	\$71.54 /	\$100.15 /	\$104.77 /	\$129.69 /
	\$112.15 /	\$76.15 /	\$104.76 /	\$109.38 /	\$134.30 /
	\$116.77	\$80.77	\$109.38	\$114.00	\$138.92

Staff member + family					
Salary less than \$100,000	\$210.00 /	\$129.69 /	\$163.85 /	\$204.92 /	\$207.69 /
	\$214.61 /	\$134.30 /	\$168.46 /	\$209.53 /	\$212.30 /
	\$219.23	\$138.92	\$173.08	\$214.15	\$216.92
\$100,000 – \$199,999	\$237.69 /	\$146.77 /	\$186.92 /	\$231.69 /	\$232.62 /
	\$242.30 /	\$151.38 /	\$191.53 /	\$236.30 /	\$237.23 /
	\$246.92	\$156.00	\$196.15	\$240.92	\$241.85
\$200,000+	\$256.15 /	\$159.23 /	\$200.31 /	\$248.31 /	\$249.69 /
	\$260.76 /	\$163.84 /	\$204.92 /	\$252.92 /	\$254.30 /
	\$265.38	\$168.46	\$209.54	\$257.54	\$258.92

Reach **Gold Status** / **Silver Status** / **No Wellness Discount**. For more information Wellness Credit Incentives, go to **Wellness**.

Amgen Dental Plan

The Amgen Dental Plan, administered by Delta Dental of California, covers preventive and diagnostic care at 100%. Other covered services—including orthodontia—are subject to a calendar-year deductible, coinsurance and coverage maximums.

Benefits are provided up to a maximum of \$2,000 per person per calendar year (a separate lifetime maximum of \$2,000 per person applies for orthodontia). While you can see any dentist, your out-of-pocket costs are lower when you visit a network provider. PPO and Premier dentists are in-network, but you will receive the best rate when using the PPO network.

For details, review the [Delta Dental Benefits Summary](#).

In-Network Dental Plan Details	Benefits
Deductible per calendar year	\$50 per person / \$150 per family
Preventive — routine oral exam	Plan pays 100%, after deductible
All other regular dental expenses	Plan pays 80%, after deductible
Special dental expenses	Plan pays 50%, after deductible
Orthodontia expenses	Plan pays 50%, after deductible

Dental Premiums

Dental premiums are determined by the coverage level you choose. The following are biweekly dental premiums for full-time staff members for 2024.

Coverage Level	Biweekly Contribution Rates
Staff member	\$6.58
Staff member + spouse/domestic partner	\$13.82
Staff member + child(ren)	\$11.39
Staff member + family	\$20.40

VSP Vision Care

Amgen provides vision coverage through VSP Vision Care, which offers access to a broad network of providers. While you can see any doctor, you'll get the most out of your benefits and greater savings when you visit a doctor in the VSP Choice provider network. The plan provides coverage for annual exams and contact lenses or glasses, including a number of designer frames (covered every 24 months).

If you elect coverage with VSP, visit the [VSP website](#) to register (your Social Security number is required). For details, review the [VSP Benefit Summary](#).

In-Network VSP Vision Care Details	Benefits
WellVision exam	<p><i>Every calendar year:</i> \$20 copay for exam and glasses</p>
Prescription glasses	<p><i>Frames every other calendar year; combined with exam:</i></p> <ul style="list-style-type: none"> • \$200 allowance for frames • \$220 allowance for featured frame brands • 20% savings on the amount over your allowance • \$110 Costco frame allowance <p><i>Lenses every calendar year; combined with exam</i> You pay extra for progressive lenses and other enhancements</p>
Contacts (instead of glasses)	<p><i>Every calendar year:</i> Up to \$60 copay; \$150 allowance for contacts (copay does not apply); contact lens exam (fitting and evaluation)</p>
Diabetic Eyecare Plus Program	<p><i>As needed:</i></p> <ul style="list-style-type: none"> • \$20 copay for services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). • Retinal screening for eligible members with diabetes. <p>Limitations and coordination with medical coverage may apply Ask your VSP doctor for details.</p>

Vision Premiums

Vision premiums are determined by the coverage level you choose. The following biweekly vision premiums apply to full-time staff members for 2024.

Coverage Level	Biweekly Contribution Rates
Staff member	\$3.61
Staff member + spouse/domestic partner	\$6.62
Staff member + child(ren)	\$7.22
Staff member + family	\$12.03

401(k) Plan

The Amgen Retirement and Savings Plan is the company's 401(k) plan. Both you and the company make contributions to your Retirement and Savings Plan account. For help investing your money in your 401(k), go to [Financial Well-being](#).

Your Contributions

Type of Contribution	In 2024, You May Contribute...	...To a Maximum of...
Pre-tax and/or Roth	Up to 30% of your eligible compensation	\$23,000
Catch-up Available only if you are age 50 or older, including if you will reach age 50 by the end of the calendar year	Up to 50% of your eligible compensation	\$7,500
After-tax Amgen does not match after-tax contributions	Up to 30% of your eligible compensation	\$11,500

Amgen's Contributions

If you defer as little as 5% of eligible compensation to your 401(k), the company contributes an additional 10%.

You are always 100% vested in your contributions and Matching contributions. Core contributions become 100% vested after three years of eligible service. A quarterly plan recordkeeping fee is paid by participants.

Type of Contribution	Amount
Core	5% of your eligible compensation each pay period, even if you elect not to contribute to the plan
Matching	100% of the first 5% of your eligible compensation that you contribute to the plan

Retiree Medical Savings Account

The Retiree Medical Savings Account (RMSA) Plan is a tax-advantaged plan that helps you save for eligible medical premiums and other healthcare expenses you incur after you terminate employment with Amgen. Both you and the company make contributions to your RMSA.

Your After-tax Contributions	Amgen's Credits
<ul style="list-style-type: none">• Up to 50% of your base pay, and/or• Up to 80% of any cash payment from any of the following:<ul style="list-style-type: none">• Global Management Incentive Plan (GMIP)• Global Performance Incentive Plan (GPIP)• Executive Incentive Program (EIP)• Sales incentives paid to salespersons	<ul style="list-style-type: none">• \$1,000 each year (whether you elect to make contributions)• A company match of 50% (up to \$1,500 annually) of any contributions you make to your RMSA each pay period• Annual interest credits on the amount the company credits to your account.

While you always are vested in the contributions you make to your RMSA, you may gain access to company credits when you retire from Amgen and incur eligible expenses, or if you become disabled or die, providing you sign, and do not revoke, a general release of claims.

The amounts Amgen credits to your RMSA and their related interest credits are considered notional. Notional credits generally become available only when, as an Amgen retiree who has fulfilled age and years-of-service requirements and signed, and not revoked, a general release of claims, you incur and (where required) submit a reimbursement request for eligible healthcare expenses. Notional credits also become available if you become disabled or die.

The Amgen RMSA Plan offers significant tax benefits. While you make your contributions with after-tax dollars, neither they nor any earnings are taxed upon withdrawal because reimbursements from the RMSA can be made only for eligible medical premiums and other healthcare expenses.

In addition, provided you meet the plan's definition of retirement, the amounts Amgen credits to your account and the interest related to those credits are available to use tax-free toward eligible expenses.

Note that RMSA contributions can be used only for eligible medical premiums and other healthcare expenses incurred by you or your qualified dependents after you terminate employment with Amgen (for your contributions) or retire from Amgen (for the amount Amgen credits to your account). Amgen's credits also become available if you become disabled or die, providing you sign, and do not revoke, a general release of claims. Restrictions may apply. Before enrolling in the RMSA, you are encouraged to review the plan information.

Employee Stock Purchase Plan

With the Amgen Inc. Employee Stock Purchase Plan (ESPP), eligible staff members can purchase Amgen common stock at a discounted price.

To be eligible, you must meet two requirements: you must be employed by Amgen or a wholly owned subsidiary incorporated in the U.S or Bermuda (except for staff members of Amgen Manufacturing, Limited) on the Offering date and customarily work at least 20 hours per week and at least five months per calendar year; and you must have been employed by Amgen Inc. or a wholly owned subsidiary for at least twelve consecutive months as of the day before the Offering begins. If you participate in the ESPP, Amgen will use your accumulated, non-interest-bearing contributions to purchase, on your behalf, shares of Amgen common stock at a 5% discount off the closing price on the purchase date.

The plan has two offering periods each year. During the enrollment period for each offering period, you may elect to purchase shares of stock with up to 15% of your eligible pay. The Internal Revenue Service limits the amount of stock that can be purchased in a calendar year to \$25,000, as valued on the date the offer to purchase the stock was granted.

Other Savings Plans

Amgen rewards you for your contributions to the company and helps you build your wealth.

Long-term Incentive Program

The Amgen Long-Term Incentive (LTI) Program rewards eligible staff members for their current and potential future contributions to the company's success with grants of restricted stock units, performance units, and/or stock options. Awards are designed to align the interests of our staff members with those of our stockholders.

Supplemental Retirement Plan

Internal Revenue Service (IRS) rules prohibit the company from making 401(k) core or matching contributions on any eligible earnings exceeding the Internal Revenue Code (IRC) compensation limit (\$345,000 in 2024) and/or any compensation you defer to the Amgen Nonqualified Deferred Compensation Plan (DCP), described below. You automatically become a participant in the SRP if you participate in the Amgen Retirement and Savings Plan and your eligible earnings exceed the IRC compensation limit and/or if you participate in the DCP.

If you are eligible to participate, the company credits a percentage of your eligible compensation into an SRP account on your behalf. Company credits are subject to a vesting schedule.

Nonqualified Deferred Compensation Plan

You are generally eligible to participate in the Amgen DCP if you are an Amgen staff member in job level seven and above and meet certain eligibility requirements.

If eligible, you can elect to defer on a pre-tax basis up to 50% of your annual base salary as well as up to 80% of your Global Management Incentive Plan (GMIP)/Executive Incentive Program (EIP) bonus and/or any sales incentives you earn on a pre-tax basis to the DCP. You will receive more information about the DCP directly from Merrill within five to 10 days of your hire date.

Flexible Spending Accounts

With Amgen’s flexible spending accounts (FSAs), you can reduce your taxable income and use those pre-tax dollars towards eligible health and/or dependent care expenses. For a list of expenses eligible for reimbursement, review Internal Revenue Service (IRS) [Publication 502](#) and/or [503](#).

	Examples of Eligible Expenses	Annual Contribution Limit
Health Care FSA	<ul style="list-style-type: none">• Medical or dental plan deductibles, coinsurance and copayments• The Health Care FSA offers a rollover of up to \$550	\$3,050
Dependent care FSA	<p>Those that allow:</p> <ul style="list-style-type: none">• You and/or your spouse to work• Your spouse to attend school full time for at least five months a year	\$5,000

Health Savings Account

Health Savings Accounts (HSAs), available only to those enrolled in the Value PPO, allow you to build tax-free savings to pay for current and future healthcare expenses. You can use your HSA funds for healthcare services that apply toward your deductible, and for your share of the cost of services after your deductible is met. HSA funds are yours to keep even after you leave Amgen. Enroll in the HSA if you elect the Value PPO Plan and meet [IRS eligibility guidelines](#).

HSA contribution limits for 2024 are \$4,150 (staff member only coverage) or \$8,300 (family coverage). If you are age 55 or older, you can make an additional \$1,000 catch-up contribution any time in the plan year.

You may change your current HSA contributions at any time throughout the year, without a qualified life event, by visiting the [Amgen Benefits Center](#).

Three Ways to Save

1

Save for eligible healthcare expenses

Make regular pre-tax contributions directly from your paycheck, up to IRS limits.

2

Save on taxes

Contributions are federal and state tax-free* and withdrawals, including investment gains used to pay for eligible expenses, are not taxed.

3

Save if you are age 55+

Contribute an additional \$1,000 per year in catch-up contributions if you are age 55 and older at any time in the plan year.

**In some states, including California, your contributions are subject to state tax.*

Short- and Long-term Disability

If you miss work because of your own illness or injury, you may be eligible for company-paid short-term disability (STD) benefits. The STD plan pays benefits of up to 100% of your base earnings for up to 60 days and 60% of your base earnings for days 61 through 90.

If your absence beyond 90 days is approved, you may be eligible for long-term disability (LTD) benefits. Benefits from the company-paid LTD plan equal 60% of your eligible monthly earnings, up to \$25,000 per month.

To be eligible, you must apply for a medical leave of absence and your illness or injury must be medically approved by Amgen's plan administrator.

Life/AD&D Insurance

Amgen automatically provides you with basic life insurance coverage in the amount of two times your annual base pay, up to a maximum of \$1,000,000. You may also elect combined voluntary staff life and accidental death and dismemberment (AD&D) coverage. The following additional life insurance coverage may be purchased:

- Additional coverage for yourself (one to six times your annual base pay up to \$1.5 million)
- Coverage for your spouse/domestic partner (\$10,000 or from \$25,000 to \$150,000 in increments of \$25,000)
- Coverage for your dependent child(ren) (\$5,000 or \$10,000)

Depending on the amount of coverage you elect and/or when you make your election, evidence of insurability may be required.

Cost of Coverage

Monthly rates for additional combined life insurance and AD&D coverage for staff start at \$0.033 per \$1,000 of coverage for those under age 30 and increase for higher age brackets. Monthly rates for additional life insurance coverage for your spouse/domestic partner start at \$0.018 per \$1,000 of coverage for those under age 30. The cost of coverage for your dependent child(ren) is the same regardless of the number of children you cover or their ages.

Education

Education is your passport to the future. Improve your current skills and learn new ones.

Tuition Reimbursement

Designed to encourage your career development, Amgen's Tuition Reimbursement program provides reimbursement for tuition, books and selected fees for approved job- or career-related courses as well as undergraduate, graduate and executive masters/PhD programs. The maximum annual reimbursement amount is \$5,250 (\$2,625 if you work part time). The program is administered by EdAssist.

Bright Horizons College Coach

This unique program provides access from former admissions and financial aid officers on applying to, saving and paying for college. Go to [Bright Horizons](#) (passcode: Benefits4You) or call [888-527-3550](tel:888-527-3550).

Family Resources

Looking to build your family or care for the family you have? Amgen can help.

Adoption Benefit

Eligible staff members who add to their families through adoption may request reimbursement of up to \$4,000 for eligible adoption-related expenses.

Future Moms Program

Personalized support from nurse coaches to help expectant mothers through all stages of pregnancy through LiveHealth Online or call [800-828-5891](tel:800-828-5891). You must be enrolled in an Amgen medical plan to be eligible for this service.

Future Moms Lactation Services

Free online visits with lactation consultants, counselors and registered dietitians through LiveHealth Online or call [800-828-5891](tel:800-828-5891). You must be enrolled in an Amgen medical plan to be eligible for this service.

Lactation Rooms

Amgen values new parents and aims to ensure that their return to work is as easy as possible. All Amgen site locations house lactation rooms equipped with hospital grade pumps. Staff are eligible to order one set of complimentary pump parts through our Healthy Horizon partner.

Camp Amgen

Camp Amgen in Thousand Oaks, CA, is a state-of-the-art child care facility that provides a safe, nurturing and engaging environment where your child can learn and develop to their full potential. Full-time and drop-in care is available for infants, toddlers, preschoolers, kindergarten prep and transitional kindergarten students. Care is available for school-age children (ages six to 10) for summer break. Same-day back-up care is also offered when available. For details, go to [Bright Horizons](#) or call [805-447-6793](tel:805-447-6793).

Time Off

Amgen provides a variety of industry-leading paid time off policies, featuring a generous holiday schedule with paid week-long summer and winter shutdowns.

2024 Holiday Schedule

Most staff are generally allotted 18 annual holidays:

- Monday, January 1 (New Year's Day)
- Monday, January 15 (Martin Luther King Jr. Day)
- Monday, May 27 (Memorial Day)
- Wednesday, June 19 (Juneteenth)
- Monday, July 1 to Friday, July 5 (summer shutdown)
- Monday, September 2 (Labor Day)
- Thursday, November 28 and Friday, November 29 (Thanksgiving holiday)
- Monday, December 23 to Tuesday, December 31 (winter shutdown)

Length of Service	Maximum Hours Accrued Per Year*	Maximum Accrual
From 0 to end of 4th year	120	210
Beginning on the...anniversary		
5 th	128	224
6 th	136	238
7 th	144	252
8 th	152	266
9 th	160	280
10 th	164	287

* Amgen policy allows staff to utilize up to 60 hours of negative vacation time.

Starting with the 10th year of service and continuing until you reach your 19th anniversary, you earn an additional four hours of vacation each year to a maximum accrual rate of 200 hours per year. To review the complete vacation accrual chart, see the absence-from-work policy.

Other Paid Time Off Policies

Other paid time off policies include:

- **Personal/Family Illness.** Amgen offers up to 10 days (80 hours) for your own or an immediate family member's illness, as well as any time you may need as a new parent to care for the mother and baby.
- **Bereavement.** You may take up to five days (40 hours) after the death of certain family members.
- **Jury Duty.** Amgen provides pay for up to 10 days (80 hours) per calendar year. Note that these amounts are for full-time staff members. Amounts are pro-rated for staff members who routinely work a part-time schedule.
- **Parental Leave.** Amgen provides up to 10 weeks of paid parental leave to care for a staff member's child after birth; for the placement of a child with a staff member for adoption or foster care; or following the designation of a staff member as the legal guardian of a child (collectively, "baby-bonding purposes"). Parental leave must be completed within one year of the birth, adoption, foster care placement or designation.
- **Volunteer Service.** Amgen provides up to eight paid hours off per calendar year.

Voluntary Benefits

Group Legal Plan

Amgen offers legal coverage through MetLife Legal Plans. It provides simple, affordable and accessible assistance through a network of experienced attorneys to help when you are buying a home, planning for your family's future, caring for aging parents and other key times in your life. Take advantage of:

- An experienced service team to match you with the right attorney
- Experienced legal advice and representation, in person or by phone
- In-court representation for covered legal matters
- A mobile app and online tools for your convenience
- No copays, deductibles, or claim forms with network attorneys

The cost is \$22.25 per month. Elect this optional coverage during Annual Enrollment.

Pet Insurance

Take advantage of discounted pet insurance through MetLife to help protect your furry family members. Coverage includes accidental injuries, illnesses, exam fees, surgeries, medications and more. Once enrolled, submit claims through a variety of convenient methods to receive reimbursement for covered expenses.

Emotional Well-being

Amgen offers mental and emotional well-being support to all staff members.

Lyra Health

Lyra Health is an enhanced behavioral health program and provides you and your dependents with effective and convenient care for mental and emotional well-being. This program covers the cost of outpatient therapy or stress management coaching for as many in-person or live video sessions as clinically indicated by your Lyra provider, up to 15 sessions annually (up to six of which can be stress management coaching). You may use this program for a wide range of issues, including stress, anxiety, postpartum and other kinds of depression, relationship issues, sleep disorders, and outpatient behavioral health services. Amgen pays 100% of the cost of this program; your enrollment is automatic. You do not have to participate in an Amgen-sponsored medical plan to access [Lyra Health](#). For more information, email care@lyrahealth.com.

Anthem Behavioral Health

As part of your Anthem medical plan, you can access 24/7 behavioral health resources along with one-on-one coaching. When you need support, start with the Behavioral Health Resource Center to find:

- Autism Spectrum Disorder Program
- Emotional well-being resources
- LiveHealth online psychology and psychiatry
- [learntolive](#) personalized one-on-one coaching, mindfulness exercises, and live and on-demand webinars.

For more information call [855-229-7820](tel:855-229-7820).

Financial Well-being

To help you invest your money in your 401(k) Plan, access financial support through Merrill.

Investment Options

Our 401(k) plan offers a variety of investment options, allowing you to create a portfolio appropriate for your financial goals and tolerance for risk. To learn more about the investment options, review the Fact Sheets on [Merrill](#).

Advice Access

To help you manage your portfolio, Amgen offers Advice Access at no cost to participants. Advice Access is a professional, customized financial-advice service provided by Merrill. You will receive more information about Advice Access shortly after your date of hire.

Self-Direct BrokerageSM

For those who are actively engaged in managing their investments, the plan offers Self-Direct Brokerage, a program that provides access to most publicly traded stocks (excluding Amgen securities), a wide range of mutual funds and fixed income investments. These options generally have higher investment fees than the 401(k) plan's available asset classes.

Wellness

As a healthcare company, Amgen appreciates the role wellness can play in reducing or preventing the effects of many diseases and illnesses. That is why we offer various activities that support your physical well-being.

Vitality Health Enhancement Program

Whether you are in good health, could benefit from some changes or are a super athlete, you and your spouse/domestic partner (if applicable) may choose to participate in Vitality. You will receive a personalized program that can help you incorporate healthy activities into your life. Tracking these activities helps you progress through Vitality's status levels. Reach Silver or Gold status by November 30, 2024, and you will be eligible for discounts on your healthcare plan premiums in 2025. Vitality is available to all benefits-eligible staff, not just for those enrolled in an Amgen medical plan. However, spouses/domestic partners must be enrolled in an Amgen medical plan to participate and all participants must be enrolled to receive Vitality Points.

	Silver	Gold
Staff member	Earn 2,500 Vitality Points	Earn 6,000 Vitality Points
Covered spouse/domestic partner	Earn 1,000 Vitality Points	Earn 3,000 Vitality Points

Hello Heart

Hello Heart is an easy-to-use program that helps you track, manage and improve your heart health from the privacy of your own phone. The Hello Heart program is offered at no cost to eligible members and includes a free blood pressure monitor and an easy-to-use smartphone application.

The Hello Heart program is free for any full-time staff member, spouse/domestic partner and dependent(s) over 18 years of age covered by any Amgen healthcare plan with blood pressure readings of 140/90 or above or are currently taking blood pressure medication. You can also track your cholesterol. To enroll, go to [Hello Heart](#) or text AMGEN23 to **75706**.

Additional Valuable Programs and Benefits

- **AmGym fitness centers.** Available at the Thousand Oaks and Rhode Island Amgen locations, AmGym fitness centers offer muscular conditioning, toning, free weights and

cardiovascular classes. Email wellness@amgen.com for more information about AmGym fitness centers.

- **Gym reimbursement (GO Plan).** Active Amgen regular (FT/PT) U.S. based staff members whose work location does not have access to an Amgen fitness center are eligible for a once annual reimbursement, up to \$600, of gym/fitness center membership fees (ATO, ARI, AHD & AML are not eligible). Reimbursement is for expenses incurred on or after your hire date at Amgen.
- **Wellbeats.** Virtual Fitness and Wellness class. For more information, go to the [Wellbeats portal](#) or email support@wellbeats.com.
- **Nutrition services.** Registered dietitians provide healthy solutions for a healthy lifestyle.
- **Sleep management.** Amgen's sleep management program (offered to participants of our Anthem plans) focuses on less-invasive sleep assessments and coordination of related therapies.

To help support our family friendly and inclusive culture, Amgen also offers:

- **Applied behavior analysis (ABA).** Benefits vary based on the medical plan you choose.
- **Fertility and Transgender Benefits.** Benefits vary based on the medical plan you choose.

Other Forms/Docs

Our plans are designed to be in compliance with the following federal government provisions. Select a provision for details.

Summary of Benefits and Coverage

[2024 Anthem Traditional PPO Less than \\$100,000](#)

[2024 Anthem Traditional PPO \\$100,000-\\$199,999](#)

[2024 Anthem Traditional PPO \\$200,000+](#)

[2024 Anthem Value PPO Less than \\$100,000](#)

[2024 Anthem Value PPO \\$100,000-\\$199,999](#)

[2024 Anthem Value PPO \\$200,000+](#)

Regional Plans

[2024 Anthem EPO](#)

[2024 HMSA PPO](#)

[2024 Kaiser HMO](#)

[2024 UHC HMO](#)

Other Forms/Docs

For the Health and Welfare Forms and Documents Library, go to the [Amgen Benefits Center](#).

For the Retirement Plans Forms and Documents Library, go to [Merrill](#).

Price Transparency

The [Transparency in Coverage Final Rules](#) require certain group health plans to disclose on a public website information regarding in-network provider rates and historical out-of-network allowed amounts and billed charges for covered items and services in two separate machine-readable files (MRFs).

The MRFs for the benefit package options under the Amgen Health Plan are [Anthem MRFs](#). Use this link and enter the Amgen EIN (95-3540776) when asked to *Find Files for an Organization*.

Contacts

Use the information below if you have questions.

Benefit/Program	Contact Information
General Questions	800-97-AMGEN (800-972-6436) Monday through Friday, 5:30 a.m. to 5:30 p.m. Pacific Time, excluding holidays. benefits.amgen.com
Anthem Traditional PPO Anthem Value PPO	anthem.com/ca 844-647-3687
LiveHealth Online	livehealthonline.com 888-548-3432
UnitedHealthcare (UHC) HMO California	uhcwest.com 800-624-8822
Anthem EPO	anthem.com 844-647-3687
Kaiser HMO Northern California	kp.org 800-464-4000
Express Scripts Prescription Drug	express-scripts.com 800-817-8043
Delta Dental	deltadentalins.com/amgen 800-765-6003
VSP Vision Plan	vsp.com 800-877-7195

Retirement and Savings Plan – 401(k)
Retiree Medical Savings Account (RMSA)
Supplemental Retirement Plan (SRP)
Nonqualified Deferred Compensation Plan (DCP)
Employee Stock Purchase Plan (ESPP)
Health Savings Account (HSA)

benefits.ml.com

800-97-AMGEN (800-972-6436) Monday through Friday, 5:30 a.m. to 5:30 p.m.
Pacific Time, excluding holidays.

Camp Amgen

805-447-6793

Bright Horizons College Coach

clients.brighthouse.com/amgen (passcode: Benefits4You)
888-527-3550

Adoption Assistance Program

800-97-AMGEN (800-972-6436) Monday through Friday, 5:30 a.m. to 5:30 p.m.
Pacific Time, excluding holidays.

Visit *MyAmgen > MyHR > Benefits > Work/Life Resources* or go direct to
benefits.amgen.com

Future Moms Program and Lactation
Services

livehealthonline.com

800-828-5891

Available to Anthem participants.

Lyra Health

amgen.lyrahealth.com

Email: care@lyrahealth.com

844-252-8511

Go Plan

800-97-AMGEN (800-972-6436), option 1

Visit *MyAmgen > MyHR > Benefits > Manager Health & Insurance Benefits* or go
direct to benefits.amgen.com

AmGym On-site Fitness Centers

clients.mindbodyonline.com

Wellbeats

App download: <https://portal.wellbeats.com/#/idle>

Email: support@wellbeats.com

Hello Heart

Email: support@helloheart.com

800-767-3471

Nutrition Services

Email: nutrition@amgen.com

Wellness at Amgen
Wellness Programs

powerofvitality.com/vitality/login
Email: wellness@amgen.com
800-97-AMGEN; option 5, option 2

MetLife Legal Plans

metlife.com/amgen
info.legalplans.com (access code: 1500254)
800-821-6400 Monday through Friday, 8 a.m. to 8 p.m. Eastern Time

MetLife Pet Insurance

metlife.com/info/amgen/benefits/pet-insurance
866-937-7387

Flexible Spending Accounts (HCFA and
DCFA)
Short- and Long-Term Disability
Life Insurance and AD&D Insurance

800-97-AMGEN (800-972-6436) Monday through Friday, 5:30 a.m. to 5:30 p.m.
Pacific Time, excluding holidays.
Visit *MyAmgen > MyHR > Benefits > Manage Health & Insurance Benefits* or go
direct to benefits.amgen.com

Vacation Personal/Family Illness (PTO)
Bereavement
Jury Duty
Volunteer Time
Parental Leave

805-447-1111
Visit *MyAmgen > MyHR > Guidelines & Policies > US Staff > Absence from Work* or
go direct to benefits.amgen.com

Disclaimer

This guide is meant to constitute Summaries of Material Modifications to the applicable Amgen benefit plan to which the changes apply. It constitutes an addendum to the Summary Plan Descriptions (“SPD”) for the applicable Amgen plans, which are available at the [Amgen Benefits Center](#) or by request by calling [800-97-AMGEN](#).

Coverage under each Amgen plan is determined under the terms of the applicable plan, as reflected in the SPD, this guide, and any other notice regarding coverage changes issued since the effective date of the applicable SPD. Nothing in this guide creates a right to be covered under any particular plan. Receipt of these materials does not guarantee that the recipient is a participant under any particular plan and/or otherwise eligible for benefits under any plan.

This guide is intended to provide an overview of certain benefit plans and programs offered to certain Amgen U.S.-based staff members. It does not constitute an offer of employment or compensation. Should any discrepancy exist between the plan or program documents governing an Amgen benefit and the information stated in this guide, the official plan or program documents, which are maintained by Human Resources, will prevail. You are encouraged to obtain copies of this information and review it in detail. Amgen reserves the right to change or terminate the programs and benefits described at any time without notice.