

Amgen Code of Conduct
Our Values in Action

AMGEN

Our Values in Action

Amgen is committed to helping people live better, longer lives through science and medicine.

Amgen's Code of Conduct ("our Code") guides employees in making the right decisions and knowing where to turn for help.

Our Code applies to everyone who does business on behalf of Amgen, in any role or location.

We put patients first.

We live our Values.

We act with integrity, respect and fairness.

Every Day.



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A message from our CEO

In the mid-1990s, under the leadership of then-CEO Gordon Binder, Amgen established a set of core values to guide our growing company. These values—focused on science, ethics, teamwork, and accountability—helped us navigate the challenges of the biotechnology industry.

Today, as we operate in over 100 countries, these values remain essential. They guide our actions, ensuring we maintain trust with patients, partners, and communities worldwide.

This Code of Conduct reflects our commitment to these principles. It provides guidance to help each of us make ethical decisions and seek help when needed. Speaking up when something doesn't seem right is not only encouraged—it's expected. You never need to fear retaliation for raising a concern in good faith. This is how we protect each other, live our values, and stay true to the law.

As we look toward 2030 and beyond, our shared values will continue to drive our mission to serve patients and make a meaningful impact on global health.

Thank you for your dedication to living these values every day.

Robert A. Bradway

Chairman and Chief Executive Officer
Amgen Inc.



“These values—focused on science, ethics, teamwork, and accountability—helped us navigate the challenges of the biotechnology industry.”

Our North Star

In everything we do, we aim to fulfill our **Mission** to serve patients and our **Aspiration** to be the greatest human therapeutics company in the world.

Our **Strategy** is the way we reach our **Mission**—by using science, smart business practices, and a global view.

Our **Values** and **Leadership Attributes** guide our conduct as we deliver on our Strategy and Mission.

This is the Amgen Difference



We Act with Integrity

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Our Values in Action

Our Strategy (What), Mission (Why), and Values (How) guide the ways we treat each other, care for patients, grow our business, and make a positive impact.

Serving patients is a privilege—and we earn that privilege by acting with ethics, honesty, and accountability every day.

Doing the right thing is not always easy, but conducting ourselves with integrity builds trust with the people we serve. Our actions preserve the trust our patients put in us.

We follow **Our Code** and the policies that apply to our work. We treat everyone with respect—patients, coworkers, government officials, and business partners. We speak up when something doesn't seem right, ask for help when needed, follow the law, tell the truth, and fully cooperate with all investigations and legal proceedings.



Leadership Responsibilities

- Managers bring Amgen's key Leadership Attributes to life: *Inspire, Accelerate, Integrate, and Adapt.*
- They lead by example, living our values and upholding high ethical standards in everything they do. Managers support others by reinforcing Amgen's policies and making sure no one feels pressured to break the rules or cut corners.
- Managers make time for their people and create a safe space to ask questions and raise concerns.
- Ignoring misconduct or failing to address it is against our values—and may lead to discipline.

Values in Action:

My manager asked me to send a sensitive file to an outside vendor for a high-profile project. I agreed, but then wondered if we had a nondisclosure agreement in place. I knew we were on a deadline, but I also knew we needed to protect confidential information. So I raised my concern with my manager. Although he was briefly frustrated, he quickly saw the risk. He thanked me for speaking up and asked me to contact GSS to confirm whether there was an agreement.

Taking a moment to check helped us protect a sensitive file while staying on track.



We Do What's Right for Our Patients

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What We Do:

We prioritize patient health and safety in every decision we make.

Why It Matters:

Patients rely on our innovative medicines. Acting with integrity safeguards their trust and supports our mission.

How We Do It:

Each of us plays a role in helping patients through their care journey. We ask what's best for the patient, share honest and balanced information, and follow sound scientific and quality standards. We respect the integrity of the healthcare provider-patient relationship.

"Patient quote here. Proin fermentum leo vel orci porta non pulvinar. Elementum pulvinar etiam non quam lacus. Bibendum est ultricies integer quis at consequat semper viverra ipsum nunc."



The Patient Community

We provide patients with clear and timely information about our products, ensuring they understand both the benefits and the risks. We listen to patients and advocacy groups with respect and use their feedback to improve our work. By collaborating with doctors, advocacy groups, insurers, and lawmakers, we facilitate patients getting access to the medicines they need—while following all laws and ethical standards.




The Healthcare Community

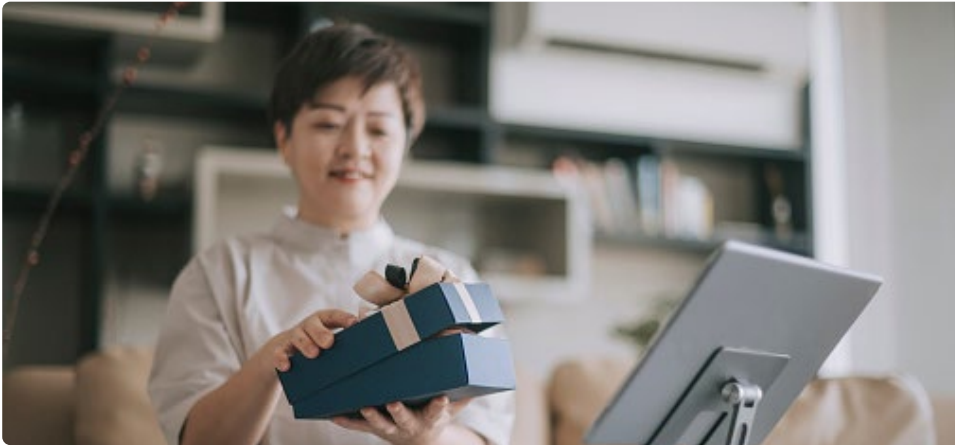
We never offer or give anything of value to get someone to buy or recommend our products. We pay fair market value for services and are transparent about what we spend. We follow all rules that apply to how we work with others in healthcare.

What do we mean by "healthcare community members"?

Any person or entity in a position to purchase, prescribe, administer, recommend, or arrange for the purchase, sale, or formulary placement of an Amgen product. This includes physicians, nurses, office practice managers, pharmacists, wholesalers, customers, professional organizations, patients, and patient advocacy groups.


Values in Action:

A physician I work with asked me if I could hand out brochures about his practice and background to other healthcare professionals I know. I don't want to damage the relationship, but I knew I couldn't promote his services. I explained that I'm not allowed to market for outside providers, even though I trust them. It was the right thing to do—and it helped keep our interaction professional and fair.



Gifts and Entertainment

We do not give or accept gifts, entertainment, or favors from anyone doing—or hoping to do—business with us. We do business fairly and avoid anything that could be seen as improper, including exchanging gifts, entertainment, or special treatment. If someone offers us a gift or invitation that doesn't feel right, we find a respectful way to say no or return it.

Values in Action:

At a conference, I had planned a modest business dinner with a potential supplier. When my schedule changed, I considered letting them go ahead with the dinner without me—and still covering the cost. But then I realized that without a business discussion, it could look like a personal gift.

Instead, I rescheduled the dinner for a time when I could attend and keep the meeting focused on business. It was a simple way to stay aligned with our policies and avoid any misunderstanding.

→ **Learn more** Learn more by reviewing the **Gifts & Entertainment, Anti-Bribery and Anti-Corruption, and Conflicts of Interest Policy** .

Ethical Business Partners

We expect our suppliers to follow the law and act with honesty. They must meet the standards in our Supplier Code of Conduct. These include rules about fair labor, human rights, safety, the environment, and good business practices. We screen new suppliers before we work with them and check on current ones to make sure they're following our rules. These rules include global standards for clinical trials, animal care, safety, and fair treatment of workers.

Supply Chain Security

Amgen is part of safety programs that protect the way goods move through our supply chain. In the U.S., we work with the Customs-Trade Partnership Against Terrorism. In Europe, we're part of the Authorized Economic Operator program. These programs set high standards for storage, shipping, and cargo safety. Our partners must meet these rules and may be checked through audits.

→ **Learn more** by reviewing the **Supplier Code of Conduct**.

Fair and Independent Competition

We compete fairly, based on the quality and value of our products. We follow all antitrust and competition laws, no matter where we do business.

We never make deals or have discussions with competitors about things like prices, discounts, costs, or dividing up customers or markets. These actions are illegal and go against our values.

We do not speak badly about our competitors or their products. We expect them to treat us with the same respect. We also do not talk with competitors about wages, hiring, or non-compete agreements. Making deals like that can break antitrust laws and is not allowed.

→ **Learn more** by reviewing the **Antitrust and Unfair Competition Policy**



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