AMGEN



Your 2026 Total Rewards

Contents

What's New for 2027 4

2027 PPO Medical Plans 5

2027 HMO/EPO Medical Plans 8

2027 Flexible Spending Accounts 10

2027 Health Savings Account 11

2027 Medical Premiums 13

2027 Dental Premiums 15

2027 Vision Premiums 16

Medical Plan Options 17

PPO Medical Plans 18

HMO/EPO Medical Plans 21

Medical Premiums 23

Amgen Dental Plan 25

Dental Premiums 26

VSP Vision Care 27

Vision Premiums 28

Flexible Spending Accounts 29

Health Savings Account 30

401(k) Plan 31

Retiree Medical Savings Account 32

Employee Stock Purchase Plan 33

Other Savings Plans 34

Short and Long-term Disability 35

Life/AD&D Insurance 36

Education 37

Family Resources 38

Leave of Absence 39

Time Off 42

Voluntary Benefits 44

Emotional Well-being 45

Financial Well-being 46

Wellness 47

Benefit Options 49

What to Expect 51

How to Enroll 52

Forms/Docs 54

Contacts 56

Disclaimer 64

What's New for 2027

+ What You Need to Know

Effective January 1, 2027 (or as otherwise indicated)

- **Health care contributions:** Our health care cost increases reflect national health care trends, increased utilization and the continued inflationary economic environment. We continue to share these costs with you. In 2027, staff contributions for medical coverage will increase. Dental and vision contributions will remain the same.
- **Value PPO Plan:** Annual deductibles will increase per IRS requirements. In-network Individual/Family will be $1,750/$3,500 and out-of-network will be $3,500/$7,000.
- **United Healthcare HMO California:** Members will receive new ID cards in 2027.
- **Voluntary life insurance:** Staff were able to elect combined voluntary life and accidental death and dismemberment (AD&D) coverage during Annual Enrollment, up to guaranteed issue amounts with no Evidence of Insurability required.
- **Health Care Flexible Spending Account (HCFSA):** The HCFSA contribution annual limit will increase to $3,400 with a $680 maximum carryover into 2028.
- **Health Savings Account (HSA):** The IRS announced increased maximum annual HSA contributions to $4,500 (staff member only coverage) and $9,000 (family coverage). HSA catch-up contributions for those age 55 or older remain at $1,000 (staff member or family coverage).
- **Wellbeats:** Wellbeats will be changing their name to **LifeSpeak**. More information will be posted to the Total Rewards website in December.
- **Don't forget!** You have until November 30 to earn **Vitality points.** By reaching silver or gold status, you will be eligible for discounts on your next year's healthcare plan premiums.

To learn more, watch the benefits overview video.

+ Staff Members on a Leave of Absence

You do not need to actively enroll if you would like to keep your current Amgen medical, dental and vision coverage (or continue to opt-out of coverage) and do not want to add or change eligible dependent coverage. If you wish to contribute to an HSA or FSA in 2027, you must elect coverage **within 31 days of your return from leave.**

2027 PPO Medical Plans

The Anthem Traditional PPO and Value PPO both feature medical coverage administered by Anthem. The Value PPO has the lowest premiums, covers the same wide range of health care services and uses the same network of providers as the Traditional PPO, but has a higher annual deductible with lower premiums. Per IRS rules, Value PPO participants are 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. Both plans have in- and out-of-network deductibles, which apply to eligible medical and prescription drug expenses.

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). To provide financial protection, the plans have a calendar-year out-of-pocket maximum based on your annual base pay. If you reach the out-of-pocket maximum, eligible expenses are covered at 100% for the remainder of the year. However, most people do not reach their out-of-pocket maximum(s) in any given year.

Prescription Drugs

Prescription drug coverage is administered by Express Scripts. 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, you will be responsible for the difference in cost between the plan's generic cost and the cost of the brand name therapy.

GO TO 2027 MEDICAL PREMIUMS

Traditional PPO and Value PPO Plan Comparison

	Traditional PPO		Value PPO	
Deductibles[1]				
Coverage	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**
Staff member only	$500	$850	$1,750	$3,500
Family	$1,000	$1,700	$3,500	$7,000
Are prescription drugs included in the deductible?	No	No	Yes	Yes

Medical and Prescription Drug Out-of-Pocket Maximums				
Annual Base Pay	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**

	Traditional PPO		Value PPO	
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
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

	Traditional PPO		Value PPO	
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 the Amgen Benefits Center 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. Amgen branded products are not automatically covered by our plans. They are subject to applicable clinical guidelines and medical necessity, just as other drugs covered by our plans.*
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.*

2027 HMO/EPO Medical Plans

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. For more information visit UnitedHealthcare (UHC) HMO CA, Anthem EPO or Kaiser HMO Northern CA.

If you work in Hawaii, visit theAmgen Benefits Center for information about the HMSA medical plan option.

GO TO 2027 MEDICAL PREMIUMS

Medical Copays

	United Healthcare HMO California		Anthem EPO New England		Kaiser HMO Northern California	
Coverage	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**
Deductible	$0	$0	$0	$0	$500/staff member only $1,000/family	N/A
Out-of-Pocket Maximum	$2,000/staff member only $6,000/family	N/A	$6,250/staff member only $12,500/family	N/A	$3,000/staff member only $6,000/family	N/A
Preventive	No charge	Not covered	No charge	Not covered	No charge	Not covered
Primary care (including OB/GYN visit)	$25 copay/office visit; no charge virtual visits	Not covered	$25 copay/office visit	Not covered	$20 copay/office visit; no deductible	Not covered
Specialist visit	$50 copay/visit	Not covered	$45 copay/visit	Not covered	$20 copay/office visit; no deductible	Not covered
Inpatient hospital stay	$500 copay/admit	Not covered	$500 copay/admit	Not covered	10% coinsurance	Not covered
Outpatient surgery	$50 copay/admit	Not covered	$50 copay/visit	Not covered	$20 copay for behavioral health & substance abuse/10% for all other; no deductible	Not covered
Emergency room visit	$150 copay/visit	$150 copay/visit	$150 copay/visit	$150 copay/visit	10% coinsurance	10% coinsurance

Prescription Drug Copays

Retail: Up to a 31-day supply; Mail order: Up to a 90-day supply

	United Healthcare HMO California		Anthem EPO New England		Kaiser HMO Northern California	
Coverage	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**
Generic						
Retail	$15 copay	Not covered	$10 copay	Not covered	$10 copay	Not covered
Mail order	$25 copay	Not covered	$25 copay	Not covered	$20 copay	Not covered
Preferred brand						
Retail	$15 copay	Not covered	$30 copay	Not covered	$30 copay	Not covered
Mail order	$25 copay	Not covered	$75 copay	Not covered	$60 copay	Not covered
Non-preferred brand						
Retail	$15 copay	Not covered	$50 copay	Not covered	$30 copay	Not covered
Mail order	$25 copay	Not covered	$125 copay	Not covered	$60 copay	Not covered
Specialty drugs	Not applicable	Not covered	Generic: $10 copay retail; $25 copay mail order Brand: $50 copay retail; $125 copay mail order	Not covered	20% up to $250; no deductible	Not covered

2027 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	2027 Annual Contribution Limit
Health Care FSA	• Medical or dental plan deductibles, coinsurance and copayments • The Health Care FSA offers a rollover of up to $680 into 2028	$3,400
Dependent Care FSA	Those that allow: • You and/or your spouse to work • Your spouse to attend school full time for at least five months a year	$5,000

2027 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 2027 are $4,500 (staff member only coverage) or $9,000 (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.*

2027 Medical Premiums

Medical premiums are determined by your annual base pay as of November 15, 2026, as well as the coverage level you choose. There will be modest premium increases to reflect the general increase in health care cost experienced by the plans. The following are biweekly medical premiums for 2027.

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	**Value PPO**			
Staff member					
Salary less than $100,000	$62.77 / $67.38 / $72.00	$38.31 / $42.92 / $47.54	$48.00 / $52.62 / $57.23	$60.00 / $64.62 / $69.23	$60.00/ $64.62 / $69.23
$100,000 – $199,999	$72.00 / $76.62 / $81.23	$44.77 / $49.38 / $54.00	$55.38 / $60.00 / $64.62	$70.15 / $74.77 / $79.38	$68.77 / $73.38 / $78.00
$200,000+	$78.92 / $83.54 / $88.15	$48.92 / $53.54 / $58.15	$59.54 / $64.15 / $68.77	$74.77 / $79.38 / $84.00	$74.77 / $79.38 / $84.00
Staff member + spouse/domestic partner					
Salary less than $100,000	$191.54 / $196.15 / $200.77	$133.38 / $138.00 / $142.62	$157.38 / $162.00 / $166.62	$186.92 / $191.54 / $196.15	$192.00 / $196.62 / $201.23
$100,000 – $199,999	$216.46 / $221.08 / $225.69	$150.00 / $154.62 / $159.23	$179.08 / $183.69 / $188.31	$210.92 / $215.54 / $220.15	$216.00 / $220.62 / $225.23
$200,000+	$233.08 / $237.69 / $242.31	$162.46 / $167.08 / $171.69	$192.46 / $197.08 / $201.69	$225.69 / $230.31 / $234.92	$232.15 / $236.77 / $241.38
Staff member + child(ren)					
Salary less than $100,000	$110.31 / $114.92 / $119.54	$73.85 / $78.46 / $83.08	$101.54 / $106.15 / $110.77	$108.46 / $113.08 / $117.69	$124.62 / $129.23 / $133.85
$100,000 – $199,999	$126.46 / $131.08 / $135.69	$83.54 / $88.15 / $92.77	$116.77 / $121.38 / $126.00	$123.23 / $127.85 / $132.46	$142.15 / $146.77 / $151.38
$200,000+	$135.69 / $140.31 / $144.92	$90.46 / $95.08 / $99.69	$125.54 / $130.15 / $134.77	$132.00 / $136.62 / $141.23	$152.77 / $157.38 / $162.00
Staff member + family					

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	**Value PPO**			
Salary less than $100,000	$263.08 / $267.69 / $272.31	$162.92 / $167.54 / $172.15	$203.54 / $208.15 / $212.77	$256.62 / $261.23 / $265.85	$243.69 / $248.31 / $252.92
$100,000 – $199,999	$297.69 / $302.31 / $306.92	$184.62 / $189.23 / $193.85	$232.15 / $236.77 / $241.38	$289.85 / $294.46 / $299.08	$272.77 / $277.38 / $282.00
$200,000+	$320.31 / $324.92 / $329.54	$200.31 / $204.92 / $209.54	$248.31 / $252.92 / $257.54	$310.15 / $314.77 / $319.38	$292.62 / $297.23 / $301.85

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

2027 Dental Premiums

Dental premiums are determined by the coverage level you choose. The following are biweekly dental premiums for staff members for 2027.

Coverage Level	Biweekly Contribution Rates
Staff member	$6.83
Staff member + spouse/domestic partner	$14.33
Staff member + child(ren)	$11.81
Staff member + family	$21.15

2027 Vision Premiums

Vision premiums are determined by the coverage level you choose. The following are biweekly vision premiums for staff members for 2027.

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

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.

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.

PPO Medical Plans

The Anthem Traditional PPO and Value PPO both feature medical coverage administered by Anthem. The Value PPO has the lowest premiums, covers the same wide range of health care services and uses the same network of providers as the Traditional PPO, but has a higher annual deductible with lower premiums. Per IRS rules, Value PPO participants are 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. Both plans have in- and out-of-network deductibles, which apply to eligible medical and prescription drug expenses.

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). To provide financial protection, the plans have a calendar-year out-of-pocket maximum based on your annual base pay. If you reach the out-of-pocket maximum, eligible expenses are covered at 100% for the remainder of the year. However, most people do not reach their out-of-pocket maximum(s) in any given year.

Prescription Drugs

Prescription drug coverage is administered by Express Scripts. 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, you will be responsible for the difference in cost between the plan's generic cost and the cost of the brand name therapy.

GO TO 2026 MEDICAL PREMIUMS

Traditional PPO and Value PPO Plan Comparison

	Traditional PPO		Value PPO	
Deductibles[1]				
Coverage	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**
Staff member only	$500	$850	$1,700	$3,400
Family	$1,000	$1,700	$3,400	$6,800
Are prescription drugs included in the deductible?	No	No	Yes	Yes
Medical and Prescription Drug Out-of-Pocket Maximums				
Annual Base Pay	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**

	Traditional PPO		Value PPO	
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
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

	Traditional PPO		Value PPO	
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 the Amgen Benefits Center 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. Amgen branded products are not automatically covered by our plans. They are subject to applicable clinical guidelines and medical necessity, just as other drugs covered by our plans.*
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.*

HMO/EPO Medical Plans

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. For more information visit UnitedHealthcare (UHC) HMO CA, Anthem EPO or Kaiser HMO Northern CA.

If you work in Hawaii, visit theAmgen Benefits Center for information about the HMSA medical plan option.

GO TO 2026 MEDICAL PREMIUMS

	United Healthcare HMO California		Anthem EPO New England		Kaiser HMO Northern California	
Coverage	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**	**In-Network**	**Out-of-Network**
Deductible	$0	$0	$0	$0	$500/staff member only $1,000/family	N/A
Out-of-Pocket Maximum	$2,000/staff member only $6,000/family	N/A	$6,250/staff member only $12,500/family	N/A	$3,000/staff member only $6,000/family	N/A
Preventive	No charge	Not covered	No charge	Not covered	No charge	Not covered
Primary care (including OB/GYN visit)	$25 copay/office visit; no charge virtual visits	Not covered	$25 copay/office visit	Not covered	$20 copay/office visit; no deductible	Not covered
Specialist visit	$50 copay/visit	Not covered	$45 copay/visit	Not covered	$20 copay/office visit; no deductible	Not covered
Inpatient hospital stay	$500 copay/admit	Not covered	$500 copay/admit	Not covered	10% coinsurance	Not covered
Outpatient surgery	$50 copay/admit	Not covered	$50 copay/visit	Not covered	$20 copay for behavioral health & substance abuse/10% for all other; no deductible	Not covered
Emergency room visit	$150 copay/visit	$150 copay/visit	$150 copay/visit	$150 copay/visit	10% coinsurance	10% coinsurance
Prescription Drug Copays Retail: Up to a 31-day supply; Mail order: Up to a 90-day supply						
Generic						
Retail	$15 copay	Not covered	$10 copay	Not covered	$10 copay	Not covered
Mail order	$25 copay	Not covered	$25 copay	Not covered	$20 copay	Not covered

	United Healthcare HMO California		Anthem EPO New England		Kaiser HMO Northern California	
Preferred brand						
Retail	$15 copay	Not covered	$30 copay	Not covered	$30 copay	Not covered
Mail order	$25 copay	Not covered	$75 copay	Not covered	$60 copay	Not covered
Non-preferred brand						
Retail	$15 copay	Not covered	$50 copay	Not covered	$30 copay	Not covered
Mail order	$25 copay	Not covered	$125 copay	Not covered	$60 copay	Not covered
Specialty drugs	Not applicable	Not covered	Generic: $10 copay retail; $25 copay mail order Brand: $50 copay retail; $125 copay mail order	Not covered	20% up to $250; no deductible	Not covered

Medical Premiums

Medical premiums are determined by your annual base pay as of November 15, 2025, as well as the coverage level you choose. The following are biweekly medical premiums for 2026.

GO TO 2027 MEDICAL PREMIUMS

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	**Value PPO**			
Staff member					
Salary less than $100,000	$59.54 / $64.15 / $68.77	$36.00 / $40.61 / $45.23	$45.23 / $49.84 / $54.46	$56.77 / $61.38 / $66.00	$56.77 / $61.38 / $66.00
$100,000 – $199,999	$68.31 / $72.92 / $77.54	$42.00 / $46.61 / $51.23	$52.15 / $56.76 / $61.38	$66.46 / $71.07 / $75.69	$65.08 / $69.69 / $74.31
$200,000+	$74.77 / $79.38 / $84.00	$46.15 / $50.76 / $55.38	$56.31 / $60.92 / $65.54	$70.62 / $75.23 / $79.85	$70.62 / $75.23 / $79.85
Staff member + spouse/domestic partner					
Salary less than $100,000	$181.85 / $186.46 / $191.08	$126.46 / $131.07 / $135.69	$149.54 / $154.15 / $158.77	$177.69 / $182.30 / $186.92	$182.31 / $186.92 / $191.54
$100,000 – $199,999	$205.85 / $210.46 / $215.08	$142.62 / $147.23 / $151.85	$170.31 / $174.92 / $179.54	$200.31 / $204.92 / $209.54	$205.39 / $210.00 / $214.62
$200,000+	$221.54 / $226.15 / $230.77	$154.15 / $158.76 / $163.38	$182.77 / $187.38 / $192.00	$214.62 / $219.23 / $223.85	$220.62 / $225.23 / $229.85
Staff member + child(ren)					
Salary less than $100,000	$104.77 / $109.38 / $114.00	$69.69 / $74.30 / $78.92	$96.46 / $101.07 / $105.69	$102.92 / $107.53 / $112.15	$118.15 / $122.76 / $127.38
$100,000 – $199,999	$120.00 / $124.61 / $129.23	$78.92 / $83.53 / $88.15	$110.77 / $115.38 / $120.00	$116.77 / $121.38 / $126.00	$134.77 / $139.38 / $144.00
$200,000+	$128.77 / $133.38 / $138.00	$85.85 / $90.46 / $95.08	$119.08 / $123.69 / $128.31	$125.08 / $129.69 / $134.31	$144.92 / $149.53 / $154.15

	Anthem		UnitedHealthcare HMO California	Anthem EPO New England	Kaiser HMO N. California
	Traditional PPO	**Value PPO**			
Staff member + family					
Salary less than $100,000	$250.15 / $254.76 / $259.38	$154.62 / $159.23 / $163.85	$193.39 / $198.00 / $202.62	$244.15 / $248.76 / $253.38	$231.69 / $236.30 / $240.92
$100,000 – $199,999	$282.92 / $287.53 / $292.15	$175.39 / $180.00 / $184.62	$220.62 / $225.23 / $229.85	$275.54 / $280.15 / $284.77	$259.39 / $264.00 / $268.62
$200,000+	$304.62 / $309.23 / $313.85	$190.15 / $194.76 / $199.38	$235.85 / $240.46 / $245.08	$294.92 / $299.53 / $304.15	$278.31 / $282.92 / $287.54

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 staff members for 2026.

Coverage Level	Biweekly Contribution Rates
Staff member	$6.83
Staff member + spouse/domestic partner	$14.33
Staff member + child(ren)	$11.81
Staff member + family	$21.15

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 theVSP 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	*Every calendar year:* $20 copay for exam and glasses
Prescription glasses	*Frames every other calendar year; combined with exam:* • $200 allowance for frames • $220 allowance for featured frame brands • 20% savings on the amount over your allowance • $110 Costco frame allowance *Lenses every calendar year; combined with exam* You pay extra for progressive lenses and other enhancements
Contacts (instead of glasses)	*Every calendar year:* Up to $60 copay; $150 allowance for contacts (copay does not apply); contact lens exam (fitting and evaluation)
Diabetic Eyecare Plus Program	*As needed:* • $20 copay for services related to diabetic eye disease, glaucoma and age-related macular degeneration (AMD). • Retinal screening for eligible members with diabetes. Limitations and coordination with medical coverage may apply Ask your VSP doctor for details.

Vision Premiums

Vision premiums are determined by the coverage level you choose. The following are biweekly vision premiums for staff members for 2026.

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

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	2026 Annual Contribution Limit
Health Care FSA	• Medical or dental plan deductibles, coinsurance and copayments • The Health Care FSA offers a rollover of up to $660 into 2027	$3,300
Dependent Care FSA	Those that allow: • 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 2026 are $4,400 (staff member only coverage) or $8,750 (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.*

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 2026, You May Contribute…	…To a Maximum of…
Pre-tax and/or Roth	Up to 30% of your eligible compensation	$24,500
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. In 2026, new legislation changes the way you can make a 401(k) catch-up contribution. If your FICA earnings for 2025 from Amgen were more than $150,000, any catch-up contributions will be made on a Roth 401(k) basis.	Up to 50% of your eligible compensation	$8,000 (ages 50 or older) $11,250 (ages 60-63)
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

• Up to 50% of your base pay, and/or
• Up to 80% of any cash payment from any of the following:
  • Global Management Incentive Plan (GMIP)
  • Global Performance Incentive Plan (GPIP)
  • Executive Incentive Program (EIP)
  • Sales incentives paid to salespersons
	• $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 ($360,000 in 2026) 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.

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.

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. Learn more and apply using the Adoption Assistance Plan Reimbursement Form.

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. 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. 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.

Little Horizons at Amgen

Little Horizons at Amgen in Deerfield, IL, 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 care is available for infants, toddlers, preschoolers, kindergarten prep and transitional kindergarten students. Care is available for school-age children (ages six to 12) for summer break. For details, email littlehorizons@brighthorizons.com, or call 224-300-7271. For more information, visithttps://child-care-preschool.brighthorizons.com/IL/Deerfield/littlehorizons.

Leave of Absence

The following information is intended to provide an overview of certain benefit and leave of absence policies and programs offered to certain Amgen U.S.-based staff members (excluding Amgen Manufacturing Limited LLC staff members). It does not constitute an offer of employment or compensation. Should any discrepancy exist between the information stated on this page and the applicable policy, plan or program documents governing an Amgen benefit, the official policy, such as the Leave of Absence Policy and the Absence from Work Policy, or the corresponding plan or program documents maintained by Human Resources, will prevail. You are encouraged to review the applicable policies and obtain copies of plan and program documents and review them in detail. Amgen reserves the right to amend the applicable policies and change or terminate the programs and benefits described at any time without notice.

You may be entitled to take a leave of absence for various reasons, including personal illness or injury, caring for a family member, personal reasons, and military duty. Become familiar with the various leaves available to you at Amgen.

For detailed information about leaves of absence, review Amgen's Leave of Absence and Absence from Work policies.* Or, check out the frequently asked questions.

**Accessible only to Amgen Staff Members when signed in to the Amgen Network or VPN.*

Family and Medical Leave Act (FMLA)

You may be entitled to take up to 12-weeks of unpaid, job-protected leave per any rolling 12-month period. You may request FMLA leave for various reasons, including for your own serious health condition which renders you unable to perform one or more essential functions of your job.

Family care leave

You may also request FMLA leave to provide care for a family member (spouse, child or parent) with a serious health condition, for the birth of your child, and for the placement of a child with you for adoption or foster care.

Military caregiver leave

You may be entitled to take up to 26-weeks of unpaid job-protected military caregiver FMLA leave in a single 12-month period to care for your spouse, child, parent or next of kin who is a covered service member, under certain health-related circumstances.

To be eligible for FMLA leave you must have at least one year of service and have worked for at least 1,250 hours in the 12 months immediately preceding the date on which the leave is to commence. FMLA runs concurrently with all eligible leave types and may be taken intermittently.

Refer to the Leave of Absence Policy for further details regarding FMLA leave.

Follow the steps for Taking a Leave of Absence.

If you are enrolled in Amgen benefits, you will receive a letter and a bill in the mail on how to pay your insurance premiums. For questions, please contact Amgen Benefits Center at 1-800-97-AMGEN.

Parental Leave

You may take up to 10-weeks of paid parental leave to care for your child after birth, for the placement of a child for adoption or foster care or when you are designated as the legal guardian of a child. To be entitled to take parental leave under the Amgen policy, the birth, adoption, foster care placement or legal guardianship designation must have occurred on or after your hire date. Leave must be completed within one year of the birth, adoption or placement of your child. When both parents work at Amgen, you are both entitled to take parental

leave, if eligible.

For information about Amgen's adoption benefit and to apply for reimbursement, go to Family Resources.

If you reside in a state with state-paid leave benefits, you will receive partial payment from the state and partial payment from Amgen. Related documentation will be requested from you.

Refer to the Leave of Absence Policy for further details regarding parental leave.

Follow the steps for Taking a Leave of Absence.

For related benefits, go to Family Resources and Lyra Health under Emotional Well-being.

Medical Leave

You may request medical leave for your own illness, injury, pregnancy, childbirth, or a related medical condition.

This medical leave is unpaid unless you are otherwise eligible for short-term, long-term, supplemental disability benefits, or other benefits such as workers' compensation benefits or state disability insurance, or unless you elect to use available Personal/Family Illness time or accrued and available vacation time.

If eligible, you may take up to 12 months of medical leave, minus the amount of time you took in the preceding 12 months for all other leaves. Longer leaves may be provided as a reasonable accommodation, when required. Amgen also provides reasonable accommodations to enable qualified individuals to return from medical leave and perform the essential functions of the job in accordance with applicable law.

Except when legally required, Amgen does not guarantee to reinstate you to the same or an equivalent position, to assist you in finding a position with Amgen, or to inform you if your current position is being filled, modified, or eliminated while you are on medical leave.

Before being reinstated, you must submit an appropriate medical certification from a healthcare provider stating that you are able to return to work. In addition, Amgen requests that you give Amgen's Administrator at least one (1) weeks' notice of your return to work date.

A medical release form is **required** at least two-days prior to your anticipated return to work date to AbsenceOne. This will be included in your intake packet.

Refer to the Leave of Absence Policy for further details regarding medical leave.

Follow the steps for Taking a Leave of Absence.

Personal Leave

If you cannot cover a leave of absence with paid time off or other leaves in the Amgen Leaves of Absence Policy, you may request a Personal leave of absence. To be eligible, you must have completed at least one year of service with Amgen. Staff members may request personal leave for up to six months. Amgen may grant such requests in its sole discretion. Personal leave is generally unpaid and runs concurrently with all other leaves. While on personal leave, your position may be filled at any time.

You may also request to convert to a Personal leave after exhausting the medical leave available under the Amgen Leave of Absence Policy for the purpose of pursuing Social Security Disability Insurance benefits. The sole purpose of this Personal leave is to afford staff members the opportunity to establish their eligibility for accelerated vesting of certain long-term incentive grants, subject to certain requirements.

When Personal leave is approved, all accrued, but unused vacation hours are automatically cashed out and paid on the following paycheck. You can view your balance in your *Workday Profile > Absence*.

Starting a personal leave will impact your benefit programs in different ways depending on the specific plan or program in which you are enrolled.

For example, if you are enrolled in health insurance, your coverage will continue for 30 days upon the start of your personal leave. On day 31, you will have the option to enroll in COBRA. If you have any questions, please contact Amgen Benefits Center at 1-800-97-AMGEN.

Refer to the Leave of Absence Policy for further details regarding medical leave.

Follow the steps for Taking a Leave of Absence.

Taking a Leave of Absence

- Review the Staff Member Checklist.
- **Notify your manager** of your intent to take a leave of absence and your leave dates.
- **File a claim with AbsenceOne.** File a claim within 30 days of your intended leave, or as soon as possible if the need for leave was unpredictable, by calling 888-550-1449 or on the AbsenceOne website. It may take three to four days for your claim to be processed.
    - **If taking family care leave:** Be prepared with the name and contact information of the physician in charge of your family member's care.
    - **If taking personal leave:** Approval is required. The leave of absence team will obtain approval from your manager, second level manager, and Human Resource Business Partner prior to the start of leave.
    - **If taking parental leave:** If you use parental leave intermittently, you will need to notify AbsenceOne each time you go out on leave.
        - **Notify AbsenceOne when baby or child is here!** Be prepared to share proof of birth, adoption or foster placement, or legal guardianship (i.e., hospital release forms, Court documents, etc.). Please note: Leave payment will not be issued without adequate documentation.
        - **Add your baby or child to benefits** (if desired) within 31 days of birth or adoption by calling Amgen Benefits Center at 800-97-AMGEN. If you miss this deadline to enroll, you will need to wait until the annual enrollment period to enroll your child in your benefits.
- **AbsenceOne will assign a claims examiner**. During your leave, notify your examiner of any leave date changes (i.e., returning to work early, extension of leave).

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.

2026 Holiday Schedule

- Thursday, January 1 (New Year's Day)
- Friday, January 2 (Day after New Year's Day)
- Monday, January 19 (Martin Luther King Jr. Day)
- Monday, May 25 (Memorial Day)
- Friday, June 19 (Juneteenth)
- Monday, June 29 to Friday, July 3 (summer shutdown)
- Monday, September 7 (Labor Day)
- Thursday, November 26 and Friday, November 27 (Thanksgiving holiday)
- Thursday, December 24 to Thursday, 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		
5th	128	224
6th	136	238
7th	144	252
8th	152	266
9th	160	280
10th	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. Amgen also offers Personal Leave to staff members who need to take time away for a longer period of time.

- **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
- Enroll up to eight additional family members including parents, parents-in-law and grandparents through the Plus Parents Program

The cost is $23.50 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.

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 Brokerage[SM]

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.

Power of Vitality

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 Power of Vitality. You will receive a personalized program that can help you incorporate healthy activities into your life. Tracking these activities helps you progress through Power of Vitality's status levels. Reach Silver or Gold status by November 30, 2026, and you will be eligible for discounts on your healthcare plan premiums in 2027. Power of 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.

To get started, visit PowerofVitality.com and be sure to download the Power of Vitality mobile app.

	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) age 18 and over covered by any Amgen healthcare plan who has high blood pressure (130/80 mmHg or above) or high cholesterol (120 mg/dL or above) or takes medication for either condition. Hello Heart is also available to females age 52+ who report experiencing menopause. To enroll, go to Hello Heart or text AMGEN23 to **75706**.

Sword Health Program

If you're enrolled in an Anthem medical plan, you and your dependents, age 18 and over, can join Sword, a digital physical therapy program. Sword combines a licensed physical therapist (PT) with easy-to-use technology and is available at no cost to you. Your dedicated PT customizes a program for you. You'll also receive a Sword Kit that includes a tablet so you can connect with your PT. Chat one-on-one with your PT anytime and complete the exercise sessions at your convenience. To get started, go to Sword Health.

Bloom, through Sword Health

If you're enrolled in an Anthem medical plan, you have access to Bloom, a no-cost, digital pelvic health benefit.

Access Pelvic Health Specialists from the comfort of your own home to help with bladder issues, bowel dysfunction and pelvic pain. Join Bloom today.

Additional Valuable Programs and Benefits

- **Amgen on-site fitness centers.** Available at the Thousand Oaks, Deerfield, and Rhode Island Amgen locations, Amgen's on-site fitness centers offer muscular conditioning, toning, free weights and cardiovascular classes. Email wellness@amgen.com for more information.
- **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.

Benefit Options

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.

Certain benefits are provided automatically, including basic life insurance and disability coverage, while other benefits require enrollment.

Enroll in benefits within 31 daysof your Amgen hire date if you want coverage. Your coverage will be effective retroactive to your hire date regardless of when you actually enroll within the 31-day period.

If you don't enroll within 31 days of your hire date, you will have to wait until the next Annual Enrollment period to enroll for coverage.

For the 401(k) Plan, if you do not take action within 30 days, you will automatically be enrolled at a 5% pre-tax salary deferral.

Before you enroll, review all of your benefit options and premiums on theAmgen Benefits Center.

	Enrollment Options
Medical	Enroll in one of the following national plans: • Anthem Traditional PPO • Anthem Value PPO Enroll in one of the following regional plans, if available in your area: • UnitedHealthcare HMO California • Anthem EPO New England • Kaiser HMO Northern California • HMSA Hawaii
Dental	Enroll in the Amgen Dental Plan.
Vision	Enroll in VSP Vision Care.
Health Savings Account	Contribute to an HSA if you enroll in the Anthem Value PPO.
Spending accounts	If you enroll in the Anthem Traditional PPO, an HMO or EPO, you can enroll in the: • Health Care FSA • Dependent Care FSA If you enroll in the Anthem Value PPO you can enroll in the Limited Purpose FSA.
Voluntary life and accident insurance	Purchase additional coverage for yourself, your spouse/domestic partner or your dependent child(ren).
Group legal	Enroll in the MetLife Legal Plan.

What to Expect

Starting a new job is exciting! You'll have a lot to learn and do, including enrolling in benefits.

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 & proof of joint ownership) 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.

ENROLL NOW

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 & proof of joint ownership) before they will be eligible for coverage.

Benefit	Time Frame for Required Action	How to Enroll
• **Medical** • **Vision** • **Dental** • **Flexible spending accounts** • **Health Savings Account** • **Group legal**	Within 31 days of your date of hire	For medical, vision, dental, spending accounts and voluntary life: **Amgen Benefits Center** • benefits.amgen.com or 800-97-AMGEN (800-972-6436) **For group legal:** • metlife.com/amgen or 800-821-6400
Voluntary life and accident insurance	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: • 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) **Note:** A statement of health may apply if you enroll at other times.	
Amgen Retirement and Savings Plan (401(k) Plan)*	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	Merrill Benefits OnLine® or MyHR

Benefit	Time Frame for Required Action	How to Enroll
Retiree Medical Savings Account (RMSA) Plan	Any time	• *MyHR > Benefits > Financial & Savings Benefits* • Merrill (create a user ID and password by choosing the Create User ID link and following the instructions)
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	• 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.*

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

2026 Anthem Traditional PPO Less than $100,000
2026 Anthem Traditional PPO $100,000-$199,999
2026 Anthem Traditional PPO $200,000+
2026 Anthem Value PPO Less than $100,000
2026 Anthem Value PPO $100,000-$199,999
2026 Anthem Value PPO $200,000+

2027 Anthem Traditional PPO Less than $100,000
2027 Anthem Traditional PPO $100,000-$199,999
2027 Anthem Traditional PPO $200,000+
2027 Anthem Value PPO Less than $100,000
2027 Anthem Value PPO $100,000-$199,999
2027 Anthem Value PPO $200,000+

Regional Plans

2026 Anthem EPO
2026 HMSA PPO
2026 Kaiser HMO
2026 UHC HMO

2027 Anthem EPO
2027 HMSA PPO
2027 Kaiser HMO
2027 UHC HMO

Other Forms/Docs

For the Health and Welfare Forms and Documents Library, go to theAmgen Benefits Center.

For the Retirement Plans Forms and Documents Library, go toMerrill.

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 areAnthem MRFs. Use this link and enter the Amgen EIN (95-3540776) when asked to *Find Files for an Organization*.

Contacts

Explore how to contact and access your Amgen benefits.

GENERAL INFORMATION

AMGEN BENEFITS CENTER

Contact for benefits-related questions including medical, savings and spending accounts, COBRA, life insurance and more.

800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

benefits.amgen.com

HR CONNECT

Contact for staff-related questions and inquiries about Workday, PTO, payroll, employment verification and more.

hrconnect@amgen.com

HEALTH CARE

MEDICAL AND PHARMACY – ANTHEM PPO

ANTHEM TRADITIONAL OR VALUE PPO

Inquire about your coverage, benefits, claims, billing or find network doctors.

Call: 844-647-3687

Visit: Anthem

ANTHEM HEALTH GUIDES

Live chat for help with benefits information, claims and ID cards.

Call: 844-647-3687

App: Apple App Store or Google Play

ANTHEM CONCIERGE

Escalate a concern or get help with a complex claim with a dedicated Anthem staff member.

Call: 720-219-7373

Email: Victor Evangelista

VIRTUAL SECOND OPINION

Connect to best-in-class doctors to help navigate a serious health issue or potential surgery with My Medical Ally.

Call: 888-361-3944

Monday – Friday, 8 a.m. to 8 p.m. CT

PRESCRIPTION DRUG

Understand plan details, find a provider or pharmacy and ask claims questions.

Call: 800-817-8043

Visit: Express Scripts

App: Apple App Store or Google Play

MEDICAL AND PHARMACY – ANTHEM EPO NEW ENGLAND

Inquire about your coverage, benefits, claims, billing or find network doctors.

Call: 844-647-3687

Visit: Anthem

MEDICAL AND PHARMACY – HMO CALIFORNIA

Inquire about your coverage, benefits, claims, billing or find network doctors.

Call: 800-624-8822

Visit: UHC West

App: Apple App Store or Google Play

MEDICAL AND PHARMACY – KAISER HMO NORTHERN CALIFORNIA

Inquire about your coverage, benefits, claims, billing or find network doctors.
Call: 800-464-4000
Visit: Kaiser
App: Apple App Store or Google Play

DENTAL

Get help understanding plan details, finding a provider, claims questions.
Call: 800-765-6003
Visit: Delta Dental
App: Apple App Store or Google Play

VISION

Get help understanding plan details, finding a provider, claims questions.
Call: 800-877-7195
Visit: VSP
App: Apple App Store or Google Play

COBRA

Learn about COBRA eligibility, costs and enrollment.
Call: 800-97-AMGEN (800-972-6436)
Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays
Visit: Amgen Benefits Center

FINANCIAL & RETIREMENT

RETIREMENT & SAVINGS PLANS

Contact for information about your Retirement and Savings Plan (401k) and RMSA. Access account balance, retirement modeling tools and financial planning resources.
Call: 800-97-AMGEN (800-972-6436)
Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays
Visit: Merrill
App: Apple App Store or Google Play

EMPLOYEE STOCK PURCHASE PLAN

See your stock purchase history, access plan information and use financial planning and support tools.

Call: 800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Merrill

App: Apple App Store or Google Play

LONG-TERM INCENTIVE PROGRAM

Learn about Amgen's LTI program.

Call: 800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Merrill

App: Apple App Store or Google Play

SUPPLEMENTAL RETIREMENT PLAN & NONQUALIFIED DEFERRED COMPENSATION PLAN

Contact for information about your Amgen SRP and/or DCP. Access account balance, retirement modeling tools and financial planning resources.

Call: 800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Merrill

App: Apple App Store or Google Play

HEALTH SAVINGS ACCOUNT

BANK OF AMERICA

Check HSA account balances, file claims and find helpful resources.

Call: 800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Amgen Benefits Center

App: Apple App Store or Google Play

FLEXIBLE SPENDING ACCOUNTS

BANK OF AMERICA

Check account balances and file claims.

Call: 800-97-AMGEN (800-972-6436)

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Amgen Benefits Center

App: Apple App Store or Google Play

LIFE INSURANCE

Learn about your life insurance through New York Life or file a claim.
Call: 888-842-4462
Visit: New York Life

WORK/LIFE

LEGAL PLANS

Access experts who can assist you with a broad range of personal legal needs.
Call: 800-821-6400
Monday – Friday, 8 a.m. to 8 p.m. ET
Visit: Amgen MetLife Site
Visit: info.legalplans.com
(access code: 1500254)

PET INSURANCE

Get help understanding plan benefits and learn about available discounts.
Call: 866-937-7387
Visit: Amgen MetLife Site
App: Apple App Store or Google Play

COMMUTER BENEFITS

Check account balances, file claims and make changes to your contribution amounts.
Call: 888-235-9223
Monday – Friday, 8 a.m. to 8 p.m. ET
Visit: Edenred
App: Apple App Store or Google Play

BRIGHT HORIZONS

CAMP AMGEN

Get information about Amgen's state-of-the-art child care facility in Thousand Oaks, CA.

Call: 805-447-6793

Visit: Bright Horizons

LITTLE HORIZONS

Get information about Amgen's state-of-the-art child care facility in Deerfield, IL.

Call: 224-300-7271

Visit: Little Horizons

Email: littlehorizons@brighthorizons.com

COLLEGE COACH

Get help with applying to, saving and paying for college.

Call: 888-527-3550

Visit: Bright Horizons

(passcode: Benefits4You)

TUITION REIMBURSEMENT (EDASSIST)

Get information about reimbursement for tuition, books and other career-related programs.

Call: 866-896-7704

Visit: EdAssist

FUTURE MOMS PROGRAM & LACTATION SERVICES

Get personalized support from nurse coaches to help expectant mothers through all stages of pregnancy. Available only to Anthem medical plan participants.

Call: 800-828-5891

Visit: LiveHealth Online

App: Apple App Store or Google Play

TIME OFF & LEAVE

DISABILITY AND LEAVE OF ABSENCE

Initiate a disability claim and/or request a leave of absence.

Call: 888-550-1449

Visit: AbsenceOne

TIME OFF

Contact HR Connect with questions about Vacation Personal/Family Illness (PTO), Bereavement, Jury Duty and Volunteer Time.
Call: 805-447-1111
Visit: Amgen Time Off

WELL-BEING

WELLNESS PROGRAM

Learn about wellness activities for you and your family.
Call: 800-972-6436 (option 6, option 2)
Visit: Power of Vitality
Email: wellness@amgen.com
App: Apple App Store or Google Play

MENTAL HEALTH

Find free confidential counseling and support for mental and emotional well-being.
Call: 844-252-8511
Visit: Lyra Health
Email: care@lyrahealth.com
App: Apple App Store or Google Play

HEART HEALTH

Track, manage and improve your heart health. Available only to Anthem medical plan participants.
Call: 800-767-3471
Email: support@helloheart.com
Enroll: Hello Heart
App: Apple App Store or Google Play

FITNESS REIMBURSEMENT (GO PLAN)

Understand your fitness center reimbursement benefits.

Call: 800-97-AMGEN (800-972-6436), Option 1

Monday – Friday, 5:30 a.m. to 5:30 p.m. PT, excluding holidays

Visit: Amgen Benefits Center

AMGEN ON-SITE FITNESS CENTERS

Get more information about Amgen's onsite fitness centers at Thousand Oaks and Rhode Island Amgen locations.

Email: wellness@amgen.com

DIGITAL PHYSICAL THERAPY

Access a licensed physical therapist (PT) with easy-to-use technology for a customized program. Available only to Anthem medical plan participants.

Visit: Sword Health

App: Apple App Store or Google Play

PELVIC HEALTH

Access pelvic health specialists. Available only to Anthem medical plan participants.

Visit: Bloom

App: Apple App Store or Google Play

VIRTUAL FITNESS AND WELLNESS

Access virtual fitness and wellness classes.

Visit: Wellbeats

Email: support@wellbeats.com

App: Apple App Store or Google Play

NUTRITION SERVICES

Connect with a registered dietitian for healthy nutrition solutions.

Email: nutrition@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.