

Status of Benefits During Your Medical/FMLA Leave of Absence

Introduction

Amgen recognizes that staff members may need to request a medical leave of absence. This summary explains the status of your benefits should Amgen approve your medical leave. If you need additional information, please contact HR Connect at (805) 447-1111 to be directed to AbsenceOne, or you may contact AbsenceOne directly at (888) 550-1449. You should also consult a particular plan's **summary plan description** for additional information.

Amgen's medical leave of absence policy can be found in Amgen's Leave of Absence Policy. This policy is intended to and will be interpreted to accomplish compliance with applicable federal and state laws. Please refer to Amgen's Leave of Absence Policy for additional information. Keep in mind that, to the extent permitted by law, your medical leave of absence will be counted against any entitlement under the Family and Medical Leave Act of 1993 (FMLA) and/or the California Family Rights Act (CFRA) or other applicable state law.

Medical, Dental, and PEP Coverage

You can continue to participate in the medical, dental, vision, employee assistance program and PEP plan during your medical leave by paying the same contributions as active staff members. Your contributions will continue to be deducted from your paycheck during any period of your leave in which you receive a paycheck from Amgen; however, if your leave is covered by the FMLA, you may elect to discontinue your contributions and end your coverage. **You will receive notification from the Amgen Benefits Center on how you may continue your premium contributions once you go on "unpaid status" (meaning you no longer receive any taxable compensation from Amgen). If you do not receive an invoice from the Amgen Benefits Center, you may contact them directly at 1-800-97-AMGEN.** While you are on unpaid status, the Company will pay its normal share of the insurance premium, so long as you continue to pay your share of the premium. If you elect to not continue your coverage or fail to make the required premium payment on time, your coverage will terminate, and you will be without coverage for the remainder of your leave, unless you make a timely election for continuation coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA) and pay the full premium plus a 2% administrative fee. If your leave is covered by the FMLA and you allow your coverage to lapse *during* your FMLA leave, you will be without coverage for the remainder of your FMLA leave. However, following the expiration of your FMLA leave, you may elect coverage continuation under COBRA. Upon your return to work at the end of your leave, your coverage will be reinstated effective the date of your return from leave. You should contact the Amgen Benefits Center about the amounts you would be required to pay at that time.

Dependent Care Flexible Spending Account (DCFSA)

If you currently participate in the DCFSA, you will not be able to submit claims for expenses incurred during your leave. However, you may continue to make contributions into the DCFSA for the time in which your leave is paid. You may also elect to cease making contributions to the DCFSA upon the commencement of your paid leave. If you ceased making contributions to the DCFSA as a result of your leave and you return to work within the same plan year, you will be automatically reinstated at the same election you had prior to your leave and you may enroll in, change your election or withdraw from within 31 days of returning to work by contacting the Amgen Benefits Center at 800-97-AMGEN, consistent with the facts and circumstances surrounding your need for leave. If you return to work in a subsequent plan year, you will not be automatically reinstated, but you may enroll (a) within 31 days of your return by contacting the Amgen Benefits Center, (b) during the next annual enrollment period for the DCFSA, or (c) within 31 days of any subsequent qualifying event.

Health Care Flexible Spending Account (HCFSA)

If you participate in the HCFSA program immediately prior to your leave, your HCFSA contributions will continue during the time you are on paid status with Amgen; however, if your leave is covered by the FMLA, you may elect to discontinue your HCFSA contributions. Should your leave become unpaid (i.e., you are no longer receiving any taxable compensation from Amgen), you may choose to discontinue your contributions, or continue your contributions by personal check (such payments will be on an after-tax basis) for the duration of your medical leave. If you elect to discontinue your HCFSA contributions, your participation will end, and any expenses you incur for the period in which you do not participate in the HCFSA will be ineligible for payment under the HCFSA. If you return to work during the same plan year, you will be automatically reinstated at the same election level you had prior to your leave, and you may enroll in, change your election or withdraw from the HCFSA within 31 days of returning to work by contacting the Amgen Benefits Center at 800-97-AMGEN, consistent with the facts and circumstances surrounding your need for leave. If you return to work during a subsequent plan year, you will not be automatically reinstated into the HCFSA, but you may enroll within 31 days of your return by contacting the Amgen Benefits Center.

Life Insurance

Your basic life insurance (i.e., Company-paid life insurance) will continue while you are on a medical leave of absence.

Your contributions for voluntary life insurance (i.e., employee-paid life insurance) will continue to be deducted from your paycheck during the period you receive pay from Amgen. You will receive notification from Amgen of your ability to continue your contributions for voluntary life insurance if you go on unpaid leave status. If you fail to make all required premium payments while on such status, your coverage will terminate as of the last day for which full coverage has-been paid for the remaining term of your leave.

If you are under the age of 60 and are totally disabled (as determined in accordance with the Amgen Term Life and Accidental Death and Dismemberment Plan), your life insurance coverage (basic and voluntary) may continue for as long as you remain

totally disabled or until you reach age 65, whichever comes first. You must provide the insurance company with satisfactory proof that you are totally disabled, and you may be asked to take a physical examination at the insurance company's expense. You are considered totally disabled for continuation of life insurance purposes if you are completely prevented by injury or sickness from doing any work for pay or profit.

Your basic and voluntary life insurance cannot be converted to individual policies during your medical leave. However, if you do not return to work after a leave, you may apply to convert your policies. Contact the Amgen Benefits Center at **800-97-AMGEN** if you have questions on your basic or voluntary life benefits.

Short Term Disability (STD)

While on approved medical leave, you are eligible to apply for Amgen's short-term disability benefit. If approved, you may receive short-term disability benefits as follows:

Calendar days 1 to 60: 100% of base pay Calendar days 61 to 90: 60% of base pay STD benefits are calculated based on your regular base pay and exclude additional income such as overtime, lead and shift differentials, bonuses, and incentive sales compensation. STD benefits are reduced by any other income you may be eligible to receive during your leave of absence, such as workers' compensation or state disability benefits. Note that the Amgen Short Term Disability Program does not intend to supersede or modify any government-sponsored plan, fund or other arrangement that provides disability benefits that cover any staff member.

STD benefits will be comprised of two parts. Part 1 benefits will be comprised of 60% of base pay up to the maximum amount of benefits provided by the California workers' compensation temporary disability indemnity in effect at the time of the commencement of the leave. Part 2 benefits will be comprised of the difference between Part 1 and 100% of base pay for days 1-60 of disability, and the difference between Part 1 benefits and 60% of base pay for days 61-90.

To receive STD benefits from Amgen, you must provide AbsenceOne with an executed copy of the Authorization to Release Medical Information form that was provided to you. Please be aware that STD benefits are not payable for elective, cosmetic surgery, but you may apply for payment of any state-mandated benefits through AbsenceOne.

If you are eligible for state disability insurance, you must promptly apply for benefits to qualify for salary continuation under Amgen's short-term disability plan. If you fail to apply for state disability insurance, your STD benefits will be reduced by the amount of the state benefit you would have received had you applied for benefits. States that provide disability insurance include California, Hawaii, New Jersey, New York, Rhode Island, Massachusetts, Colorado, Oregon, and Puerto Rico. AbsenceOne will provide you with the applicable state claim forms, or the appropriate contact information, so that you may apply for state disability insurance. The forms should be completed by you and your doctor and forwarded to the indicated state or territory office address.

You must provide AbsenceOne if applicable with, evidence of the determination on any application for benefits under any plan, fund or other arrangement providing disability benefits pursuant to any compulsory benefit act or law of any government; and b) an executed Authorization to Release Medical Information. Failure to timely provide AbsenceOne these documents may result in a denial, suspension, or reduction of STD benefits.

Long Term Disability (LTD)

If your medically authorized leave continues beyond ninety calendar days, you are eligible to apply for benefits under Amgen's LTD plan. This plan provides 60% of your eligible earnings (as summarized below) up to a maximum benefit of \$15,000 per month (or \$25,000 per month if you earn more than \$300,000 in eligible compensation per year and have enrolled in company-paid Supplemental LTD). In addition, if you elected employee-paid Supplemental LTD, you are eligible to apply 15% of your eligible earnings, up to an additional \$5,0000 per month. LTD benefits and Supplemental LTD benefits are coordinated with other disability payments you may be receiving.

Your "eligible earnings" for purposes of the LTD plan will include base salary and any compensation paid from the Value Enhancement Program (VEP), Global Management Incentive Plan (GMIP), Executive Incentive Plan (EIP) and certain incentive compensation for sales staff.

Vacation and Personal/Family Illness Time

If you are on a leave of absence and are not eligible to be paid by Amgen, you may elect to receive payment of accrued and unused vacation in one lump sum or in partial payments. In addition, provided your absence is of a type that may be covered by personal/family illness time pursuant to Amgen's Absence from Work Policy, you may also request to receive payment for your unused personal/family illness time if your leave becomes partially or completely unpaid. Please note that the use of accrued vacation or personal/family illness time does not return you to "active" status. You will not accrue additional vacation time during any period you choose to substitute vacation during your leave. Use of vacation time may be limited immediately following your leave of absence. You must obtain prior approval from your manager for any requested vacation.

Paid Holidays

To be eligible to receive pay for holidays, staff members must be at work and actively performing their employment duties (or be on a paid absence, for example, vacation, jury duty) the last scheduled workday before, and the first scheduled workday after the holiday. To be eligible to receive pay for the Summer Holiday Shutdown and the Winter Holiday Shutdown, staff members must be at work and actively performing their employment duties (or be on a paid absence, for example vacation, jury duty, etc.) at least one (1) day preceding the shutdown period and five (5) days following the

shutdown period or vice versa. However, a staff member who initiates a leave of absence pursuant to Amgen's Medical Leave policy, the Family and Medical Leave Act (FMLA), or any FMLA-state equivalent during the shutdown period or on the day following the shutdown will be eligible for paid shutdown for the days preceding the initiation of the leave.

Holidays that occur during a staff member's vacation will be paid as a holiday. Staff members on a leave of absence are ineligible for holiday benefits.

Employee Stock Purchase Plan

Your participation in the Employee Stock Purchase Plan (ESPP) will continue through the end of the offering period in which your leave begins, however you will not be eligible to make new contributions to the ESPP while you are on unpaid status with Amgen and have not elected, or are unable, to receive any vacation pay while on such unpaid status. If you are a participant in the ESPP and you go on a leave of absence in excess of 3 months, and at any point after 3 months your return to work is not provided by applicable law, then at the point at which your return to work is not provided by applicable law, your employment is deemed to be terminated for purposes of the ESPP. In such event, if the purchase of Amgen Common Stock occurs more than 3 months after the date of such deemed termination, then your purchase of Amgen Common Stock under the ESPP will not receive the favorable tax treatment otherwise attributable to purchases under the ESPP. In addition, should you continue to be on a leave of absence on the first day of the new plan year, you will not be eligible for participation in the new plan year if on such date, you have been on a leave of absence in excess of 3 months and your return to work is not provided by applicable law. If you return to work following a leave of absence, you will be able to enroll/re-enroll in the next ESPP offering period following your return to active status.

Retirement and Savings Plan

You can continue to contribute to Amgen's Retirement and Savings Plan for any time in which you receive pay from Amgen. Matching and core contributions will cease once your Amgen-paid leave, if any, ends. You will be eligible to resume your contributions upon return from your leave of absence.

Your active participation will be suspended, and you will not be eligible to make Participant Elected Contributions or receive company contributions if you do not receive or are not entitled to receive any Core Compensation if you are on an unpaid leave of absence.

Under USERRA (Uniformed Services Employment and Reemployment Rights Act), if you leave employment with the Amgen Companies or go on an authorized leave of absence to enter qualified military service, you may be entitled to certain rights and benefits upon your reemployment or return to active employment with one of the Amgen Companies.

For example, if you are covered by USERRA while engaged in military service, upon your return you will be entitled to make up the Participant Elected Contributions (and receive any associated Matching Contributions) you would have otherwise made to (or received from) the Plan, but-for your absence pursuant to your USERRA-covered leave. You will also receive any Company Contributions that you did not receive during your military service. For more information about USERRA, contact Merrill at 1-800-97-AMGEN.

If your active participation is suspended due to being on unpaid leave of absence, you will continue as an inactive Participant during the period of suspension if you continue to have a balance in your RSP Account.

Once the suspension period has ended, you are responsible for contacting Merrill, to re-start your Participant Elected Contributions.

If you have an outstanding 401(k) loan balance, loan repayments may be suspended during periods of "qualified military service" (as defined in Code Section 414(u)), and the term of your loan may be extended by the length of your leave of absence due to qualified military service.

In addition, your loan repayments may be suspended for up to one year if you are on a bona fide, unpaid leave of absence or a leave of absence at a lower pay rate, and the term of the loan may be extended by the length of your bona fide leave of absence, up to the maximum permissible term of the loan under federal law.

Stock Options, Restricted Stock Units, or Restricted Stock

Your stock options, restricted stock units, or restricted stock will continue to vest during your medical leave. Incentive Stock Options (ISO's) will be treated as nonqualified stock options after three months after whichever occurs first: (1) the termination of your employment; or (2) the expiration of the third month of your leave, or the end of your protected leave, whichever is longer.

Other Benefit Programs

If you currently participate in one of the following benefit programs, please be aware of what you need to do to continue your payments for these benefits, should your leave become unpaid.

Status of Partners in Education Program

You will be entitled to reimbursement for educational courses taken while you are on a leave, so long as your courses were approved by the Company before your leave began. Please check with the Amgen Benefits Center at 800-97- AMGEN for further information.

Group Legal: If you currently participate in the Group Legal plan, there is no provision for direct billing. If your leave is unpaid your eligibility for this plan will be deactivated. Upon return to work you will be reinstated to the coverage you had prior to your leave.

Sales Compensation While on Leave of Absence

If a Participant in Amgen's Incentive Compensation Program ("Participant") is or has been on a medical, military, family care, or paid administrative leave of absence for ninety or fewer calendar days in a rolling 12-month period, measured backwards, such Participant will be eligible to receive Incentive Compensation, if any is awarded, with respect to the time Benefits during which the Participant is on such leave. A Participant is not eligible to receive Incentive Compensation, if any is awarded, with respect to any days more than ninety calendar days in a rolling 12-month period, measured backward, of a medical, military, family care or paid administrative leave of absence. A Participant is also not eligible to receive Incentive Compensation, if any is awarded, for any days that the Participant was absent from work due to an educational/personal leave of absence, an unpaid administrative leave of absence or any other leave of absence other than a medical, military, family care or paid administrative leave of absence, regardless of the length of such absence.

Participant's Incentive Compensation will be prorated to account for any days within the Plan Payment Period that the Participant was not eligible to receive Incentive Compensation.

A staff member's leave of absence also may impact eligibility for the following sales awards:

Team Excellence Eligibility: If a Team Excellence winner is on a medical, military, family care or paid administrative leave of absence in excess of 90 calendar days in a rolling 12 month period, measured backwards, or is absent from work due to an educational/personal leave of absence, an unpaid administrative leave of absence or any other leave of absence other than a medical, military, family care or paid administrative leave, regardless of the length of such absence, the Company will prorate the Team Excellence cash payout, if any is awarded, to account for the portion of the Plan Period that the Participant was on such a leave of absence.

Participants must be employed by Amgen on the payout/distribution date to receive any component of the Team Excellence Award, including the award trip, if such trip is offered as an award; otherwise, a participant will permanently forfeit any right to payment of the Team Excellence Award. Any award trips that are unused will be forfeited upon termination from Amgen.

Chairman's Circle Eligibility: If a Chairman's Circle winner is on a medical, military, family care or paid administrative leave of absence in excess of 90 calendar days in a rolling 12 month period, measured backwards, or is absent from work due to an educational/personal leave of absence, an unpaid administrative leave of absence or any other leave of absence other than a medical, military, family care or paid administrative leave, regardless of the length of such absence, the Company will prorate the Chairman's Circle cash payout, if any is awarded, to account for the portion of the Plan Period that the Participant was on such a leave of absence.

A participant must be employed by Amgen on the payout/distribution date to receive any component of the Chairman's Circle Award, including the award trip, if such trip is offered as an award; otherwise, a participant will permanently forfeit any right to payment of the Chairman's Circle Award. Any award trips that are unused will be forfeited upon termination from Amgen.

For an explanation of these and other eligibility requirements for Incentive Compensation, a Team Excellence Award, and Chairman's Circle, please see Amgen's Incentive Compensation Program document.

Company Vehicle

Amgen staff members who use a company vehicle may continue to use the Wheels fuel card during a leave of absence. Please note that for any period of your leave in which you retain custody of a company vehicle, you are required to continue to submit Personal Mileage Reports, as required by the Internal Revenue Service. Staff on a leave of absence may continue to make mileage entries from **any** computer via the Wheels Driver Portal (<https://www.wheels.com/DriverView/Home/>), Wheels Mobile Assistant app or by telephone, 833-510-2664. Staff members will be charged 100% personal use for their company vehicle while on leave of absence if they have possession of their company vehicle.

If your leave exceeds 90 days, an Amgen representative will contact you to arrange for pickup of your vehicle.

Amgen Corporate Card & Expense Reports

If you possess an Amgen Corporate Travel and Entertainment Card (American Express) or have an expense report in Concur, please refer review the [Global Expense Reimbursement & Corp Card Policy](#) prior to the first date of your leave. Be sure to review all the details outlined in section **3.1.5 – Leaves of Absence and Termination of Employment**.

Staff may have their Corporate T&E Card suspended when taking an extended leave of absence. It is the Staff's responsibility to submit any Expenses, as well as any personal expenses, and to ensure their Corporate T&E Card's balance is settled before the leave of absence begins.

If you have any questions about the Expense reimbursement, please contact the Global Expense team at concurinfo@amgen.com.

For questions on the corporate card (AMEX), please email corporate-te-card-global@amgen.com.

Return to Work

Amgen believes that it is in the best interest of staff and the company to return staff members to work in a safe and timely manner. Amgen provides reasonable accommodations that do not pose an undue hardship to enable qualified individuals with a disability to perform the essential functions of the job. Amgen engages in the interactive process as part of its overall reasonable accommodation program. You are required to engage in the interactive process to return to work with a reasonable accommodation by, among other things, timely providing information and accepting workplace accommodations provided by the company, such as transitional work assignments.

Additional information regarding reasonable accommodations can be found in the Accommodations for Qualified Individuals with Disability section of Amgen's Equal Employment Opportunity, Anti-Discrimination, and Anti-Harassment Policy (POL-401145).

Other Important Matters

While you are on a leave of absence your access to the Amgen network and e-mail system will be disabled. Please be sure to place an extended absence message on your e-mail and phone. Additionally, your Amgen ID badge will be inactive during your leave. If you need to retain access to Camp Amgen, please contact HR Connect at (805) 447-1111. Please remove any personal belongings from your work area before you commence your leave of absence. If you feel you need to visit the Amgen facility during your leave, please contact your supervisor in advance to plan for the visit.

If you have any questions about this information, please contact HR Connect at (805) 447-1111 or email to hrconnect@amgen.com to be directed to a Benefits Representative.

The preceding is intended to give you an overview of medical leave of absence benefits and procedures. Although this information is intended to be accurate, the official documents maintained by the Amgen Benefits Center contain all the specific provisions of the benefits and plans. You are encouraged to obtain copies of this information and review it in detail. If there are any differences between this description and the plan documents, the official plan documents will govern. Amgen reserves the right to change or terminate the programs, benefits and policies described at any time without notice.