



AMGEN



Total Rewards Plan

The Goal of the Total Rewards program is to secure the long term financial, physical, and overall well-being of our staff and their families. We benchmark against leading biotechnology and pharmaceutical companies to ensure our programs are competitive with the very best employers.

HEALTH



Medical, Dental & Vision



On-site Fitness Facility (in Some Locations) or Reimbursement/Discounted Access to Local Fitness Facilities for Other Locations



Variety of Saving Options for Eligible Medical Expenses



Global Employee Assistance Program



Wellness Programs, Tools and Resources to Incentivize Healthy Living

FINANCE AND WEALTH



Competitive Base Pay and Annual Bonus Opportunities



Retiree Medical Savings Accounts



Long-Term Incentives and Stock Grants



Financial Security and Income Protection via Short, Long-Term Disability Benefits, and Life Insurance



Award Winning Retirement Plans and 401K with Generous Company Match



Amgen Inc. Employee Stock Purchase Plan (US Only)

WORK / LIFE BALANCE



Award Winning Paid Time Off Program Plan (PTO) and Bi-Annual Company Shutdowns



Access to More Than 20 Employee Resource Groups Providing Diverse Opportunities for Professional Growth, Development and Inspiration



Paid Parental Leave



Dependent Care Savings Options



Adoption Benefits



On-Site Child Care Facilities (in Some Locations) and/or Discount Options for Other Locations



Employee Volunteer Program and Company Matching Donation Program

CAREER



Tuition Reimbursement



Learning & Development Resources



Flexible Work Environment



Service Awards



Employee Recognition Programs



Mentor Program

The foregoing is a general description of Amgen Total Rewards, which are subject to change or termination at any time and may vary according to location. To the extent any statements above are inconsistent with the controlling plan or program documents, the terms of the applicable plan or program document control.