

Scope

This Policy applies to all Amgen Inc. and subsidiary or affiliated company staff members, consultants, external workers, secondees, and temporary staff worldwide. Consultants, external workers, secondees, and temporary staff are not Amgen employees, and nothing in this Policy should be construed to the contrary.

Purpose

At Amgen, we respect personal privacy and everyone at Amgen has a role to play in protecting, securing, and appropriately Processing Personal Information that has been entrusted to us.

Amgen, and parties acting on our behalf, Process various types of Personal Information about patients, caregivers, consumers, clinical trial subjects, healthcare professionals (e.g., physicians or nurse practitioners), you, and others for a variety of lawful business purposes. The lawful collection and use of such information is important to Amgen's business activities. We are required by applicable privacy and data protection laws to implement appropriate safeguards to protect Personal Information.

Unlawful or unauthorized collection, use, or disclosure of Personal Information could adversely affect the individuals whose information is compromised, as well as potentially expose Amgen to legal and regulatory risks, financial damage, and reputational harm. As privacy and data protection laws continue to multiply and expand around the world, Amgen complies with all such relevant applicable laws and regulations that protect Personal Information. In addition, reported Privacy Incidents are appropriately addressed in a prompt manner.

This Policy states Amgen's commitment to the proper Processing and protection of Personal Information.

Nothing herein is intended to nor shall modify or supersede any other Amgen policy to which you are subject, including, but not limited to, Amgen's Use of Company Systems and Internet Conduct Policy.

Definitions

Term	Definition
Artificial Intelligence (AI) System	A machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations, or decisions influencing real or virtual environments. Artificial intelligence systems use machine- and human-based inputs to perceive real and virtual environments; abstract such perceptions into models through analysis in an automated manner; and use model inference to formulate opinions for information or action.
Binding Corporate Rules (BCRs)	Internal rules adopted by Amgen which define Amgen’s global policy regarding the international transfers of Personal Information of Data Subjects. BCRs used herein pertain to Data Subjects residing in Europe, other countries recognizing BCRs as legitimate ways of transferring Personal Information outside of their jurisdiction and other Regulated Countries. A “Regulated Country” means a country located in Europe or a country deemed adequate by a decision of the European Commission or relevant data protection authority with respect to the protection of Personal Information. To access the BCRs, please visit http://www.amgen.com/bcr .
Biometric Data	Personal Information resulting from technical processing relating to the physical, physiological, or behavioral characteristics of a Data Subject, which allow or confirm the unique identification of that Data Subject.
Data Subject (Individual)	The identifiable individual to whom Personal Information can be related. A Data Subject can be (among others) a/an: <ul style="list-style-type: none"> • Patient / consumer / clinical trial subject / caregiver • Healthcare professional (e.g., physician, nurse practitioner) • Employee (current, former, or retired) • Third Party / contractor / sole proprietor / vendor
Europe	For the purposes of this Policy, Europe includes the member states of the European Union (EU) as well as Norway, Iceland, Liechtenstein, Switzerland, and the United Kingdom.

Term	Definition
Genetic Data	<p>Personal Information relating to the inherited or acquired genetic characteristics of a Data Subject, which reveals information about that individual's physiology or health. Genetic Data may result from the analysis of a biological sample (such as tissue, blood, or saliva), from medical records, or from digital inference using AI or other analytical tools.</p>
Personal Information	<p>While applicable laws may define Personal Information differently in various jurisdictions or contexts, for the purposes of this Policy, Amgen defines Personal Information as information relating to an individual whose identity is apparent or can be ascertained from the information by direct or indirect means.</p> <p>Alternatively, Personal Information may be thought of as information that can, either alone or in combination with other information, identify or be used to contact or locate a single individual. Examples of Personal Information may include the following, subject to applicable laws and regulations:</p> <ul style="list-style-type: none"> • An individual's name, address, and telephone number • The professional education and prescribing practices of a healthcare professional • The email address and other identifying information provided by someone visiting an Amgen website <p>The above list reflects examples only and is not exhaustive. Some types of Personal Information, such as health or financial information, may be entitled to special protections under applicable laws and regulations. See definition of Sensitive Personal Information below.</p>
Privacy Incident	<p>Any actual or reasonably suspected: (i) unauthorized access to Personal Information (ii) unauthorized use of Personal Information (iii) unauthorized disclosure or alteration of Personal Information or (iv) loss of Personal Information (e.g., loss of Personal Information in paper format or in a database on a device such as an unencrypted smart phone or computer laptop).</p>
Process (or any variation thereof)	<p>Any operation or set of operations that is performed on Personal Information, whether or not by automatic means, such as collecting, viewing, accessing, storing, recording, organizing, adapting, altering, retrieval, consultation, use, disclosure by transmission, dissemination, or otherwise making available, alignment or combination, blocking, erasure, or destruction.</p>

Term	Definition
Sensitive Personal Information	<p>While applicable laws may define Sensitive Personal Information differently in various jurisdictions or contexts, for the purposes of this Policy, Amgen defines Personal Information as information about a Data Subject’s:</p> <ul style="list-style-type: none"> • Medical or health conditions (physical or mental) • Genetic Data • Biometric Data • Financial information • Racial or ethnic origin • Political opinions • Religious or philosophical beliefs • Trade-union membership • Sex life or sexual orientation • Criminal convictions or arrest history • Sensitive Personal Information also includes information that could be used to perpetrate identity theft (e.g., social security or national identification number, driver’s license number, credit card, or other bank account information)

Policy

General Guidelines for Protecting and Processing Personal Information

You must comply with the following in connection with the Processing of Personal Information:

- All privacy and data protection laws and regulations applicable in the relevant jurisdictions and industry standards.
- Amgen’s Binding Corporate Rules, as applicable to international transfers of Personal Information of Data Subjects residing in Europe, other countries recognizing BCRs as legitimate ways of transferring Personal Information outside of their jurisdiction and other Regulated Countries.
- Amgen governance documents (including enterprise-wide and functional governance documents relating to this Policy). Please note that governance documents may vary depending on (i) your location, (ii) the location of the affected functions and business units, and (iii) the nature of the Personal Information involved.

- Contractual commitments, protocols, or notifications (e.g., commitments made in clinical study informed consent forms or in an Amgen website privacy statement).

You must:

- Process Personal Information lawfully, fairly, and in a transparent manner in relation to the Data Subject.
- Collect Personal Information for a specified, explicit, and legitimate business purpose.
- Collect Personal Information only to the extent that it is relevant and limited to what is necessary for the purpose for which they are Processed.
- Evaluate and document the use of high-risk AI systems as defined by applicable law that involves the Processing of Personal Information. This includes assessing potential impacts on individual rights, fairness, transparency, and risks such as algorithmic bias or improper/inappropriate outcomes.
- Only transfer or provide access to Personal Information to a third party that (a) has a legitimate Amgen business need to receive such information and (b) will protect and process such information in a manner consistent with Amgen's enterprise-wide and functional governance documents that relate to this Policy.
- Report Privacy Incidents in accordance with Amgen's enterprise-wide and functional governance documents that relate to this Policy.
- Implement appropriate security measures to protect Personal Information against unauthorized and/or improper use, disclosure, access, modification, destruction, alteration, or storage in accordance with Amgen's enterprise-wide and functional governance documents that relate to this Policy including Amgen's Global Information Security Policy.

Personal Information must only be Processed in Amgen approved AI Systems.

- Comply with applicable Amgen governance documents relating to the use of AI for Processing of Personal Information.
- Retain or delete Personal Information in accordance with Amgen's enterprise-wide and functional governance documents that relate to this Policy including any applicable Hold Orders.

Nothing in this Policy limits Amgen's efforts to monitor compliance with other Amgen governance documents or limits Amgen's lawful obligations to disclose Personal Information.