



**AMGEN**

**2024**  
Sustainability  
Highlights Report

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## About Amgen

We discover, develop, manufacture and deliver innovative medicines focused on four therapeutic areas: General Medicine, Rare Disease, Inflammation and Oncology. Amgen is also a leader in developing and manufacturing biosimilars, which have the potential to offer more affordable treatment options for serious diseases. [Learn more about Amgen](#) and how we work to achieve our mission through actions that reflect our [corporate values](#).

## About This Report<sup>1</sup>

This report describes our progress from January 1, 2024, to December 31, 2024. The content is informed by internal and external stakeholder perspectives, relevant reporting standards and frameworks, and our strategy, mission and values. All our worldwide business operations are included in this report unless otherwise stated. Throughout this report, we guide readers to additional sources of information online.

In preparing this report, we have considered the principles of the CDP (formerly known as the Carbon Disclosure Project) and the Science Based Targets initiative (SBTi), as well as the recommendations outlined by the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Sustainability Accounting Standard. Our reporting also reflects our alignment with the United Nations (UN) Global Compact and Sustainable Development Goals (SDGs).

Amgen has engaged a third party to provide reasonable assurance of selected environmental and safety data.

We value and welcome feedback from all stakeholders. Please send comments or questions about this report to [Sustainability@Amgen.com](mailto:Sustainability@Amgen.com).

## By the Numbers

<b>1980</b> Year Founded	<b>28,000</b> Employees <sup>2</sup>	<b>\$33.4B</b> Total Revenues
<b>\$6.0B</b> R&D Investment	<b>NASDAQ</b> Stock Listing	<b>AMGN</b> Ticker Symbol
<b>~100</b> Countries Global Presence	<b>Thousand Oaks, California</b> Headquarters	

### Additional Disclosures

- [CDP Disclosures](#)
- [UN SDG Index](#)
- [SASB Index](#)
- [UN Global Compact](#)

Cover image: Amgen employee Alaina, with her family.

<sup>1</sup> Information contained on our website is not intended to be part of this report.

<sup>2</sup> Approximately, as of December 31, 2024.

# Leadership Message

At Amgen, our mission is to serve patients. Every day, our talented people around the world show their dedication to our mission by discovering, developing, manufacturing and delivering innovative medicines that can make a big difference against the world's most serious and prevalent diseases.

Guided by our values, we seek to achieve responsible and sustainable growth that benefits patients, shareholders, customers, employees and suppliers. Our Sustainability Framework—built on our pillars of Healthy People, Healthy Society, Healthy Planet and Healthy Amgen—helps us do this.

In 2024, we advanced toward our 2027 carbon neutrality goal by opening our first fully electric biomanufacturing facility in Ohio. This site and our innovative plant in North Carolina were built faster and more cost effectively than traditional facilities, with lower operating costs and reduced environmental impact, including reduced carbon emissions, energy and water requirements, and waste. We are also on track to reach our Scope 3 carbon emissions supplier engagement target.

At Amgen, we are dedicated to fostering a workforce that is healthy, engaged and high-performing. Our initiatives, including skills-based hiring, have been pivotal in this. It's particularly gratifying to see our "earn-and-learn" apprentices transition into formal roles. The Amgen Foundation<sup>3</sup> continues to make significant progress in science education: LabXchange has engaged 50 million unique visitors, and the Amgen Biotech Experience has impacted over 1 million students. These milestones reflect our unwavering commitment to innovation and excellence in science education.

In 2024, our medicines reached approximately 14 million patients globally. We continued to drive access to healthcare, including in underserved communities. This year, we launched the Amgen Health Equity Ambassador Program to harness the collective expertise of our employees to address healthcare access barriers in local communities.

<sup>3</sup> The Amgen Foundation, Inc. (Amgen Foundation) is a separate legal entity entirely funded by Amgen, Inc.

As we look to the future, we do so with confidence. Our ability to deliver on our mission has never been stronger. We have the science, the talent and the commitment to redefine what's possible for patients around the world.

I invite you to read this report to see how we are building a healthier, more innovative and more sustainable Company and future—together.



Bob Bradway with Amgen employee Anita at Amgen's Thousand Oaks, California, Mission Week Celebration, putting together HOPE Kits for breast cancer patients with the National Breast Cancer Foundation.

Sincerely,

**Robert A. Bradway**  
Chairman and Chief Executive Officer

In early 2025, large wildfires erupted in Southern California, causing widespread disruption and property damage. Although Amgen's headquarters were not directly affected, to support relief and recovery efforts across the Los Angeles area, Amgen and the Amgen Foundation committed \$10 million in disaster relief for those impacted. Through Amgen's employee matching gifts program, more than \$150,000 additional dollars have been donated.

## 2024 Awards and Accolades

Best Inventions  
*by Time*

World's Most Innovative Companies  
*by Fast Company*

America's Most Innovative Companies  
*by Fortune*

America's Greenest Companies  
*by Newsweek*

America's Best Large Employers  
*by Forbes*

Top Disability-Friendly Company  
*by DiversityComm Magazine*

Best Place to Work for Disability Inclusion  
*by the Disability Equality Index*

Best Large Places to Work  
*by Glassdoor*

View our complete list of [Awards and Accolades](#).

# Our Approach to Sustainability

We believe in making a difference, starting with our mission to serve patients and extending to our employees, communities and the world in which we live.

Our approach to sustainability is brought to life through our Sustainability Framework, built on four pillars: Healthy People, Healthy Society, Healthy Planet and Healthy Amgen. Within each pillar, we have identified sustainability priorities reflecting feedback from our stakeholders. The results of our 2023 assessment reaffirm that our framework remains relevant for 2024.

[Learn More.](#)



Ponciano (left, living with cardiovascular disease) and Gloria (living with familial hypercholesterolemia) joined Amgen for Mission Week.

## Our Sustainability Framework



We focus on removing barriers that limit access to healthcare so that people can live their healthiest lives.

Health Equity

Access to Healthcare



We work to support our employees and the people we serve.

Diversity, Inclusion & Belonging

Responsible Sourcing



We prioritize sustainability and aim to minimize our environmental impact to preserve natural resources for generations to come.

Environmental Sustainability

Ethical Research & Development



We hold ourselves to high standards in our operations and continually strive to reflect Amgen values in our culture, products and strategy.

Governance

Business Ethics

Key Program Elements

Corporate Philanthropy

# Sustainability Governance and Accountability

The Amgen Board of Directors (Board) and its committees oversee Amgen's sustainability strategy. Our cross-functional, executive-level Sustainability Council sets and reviews the Company's sustainability strategy and programs. It is supported by initiative steering committees (ISCs) aligned with each of our Sustainability Framework pillars. [Learn More](#).

After successfully delivering on our 2023 sustainability goals, included as part of our Company performance goals for our annual cash incentive plans, our Compensation Committee approved goals for 2024. These goals are designed to advance progress towards our 2027 environmental sustainability targets, to drive measurable achievement in our representation of populations impacted by diseases being studied in our clinical trials, and to better enable our leaders to advance our talent strategy and culture of inclusion and belonging.

## Board Committee Oversight Responsibilities

- **Corporate Responsibility and Compliance Committee:** Assists the Board in overseeing areas that include environmental sustainability and access to healthcare.
- **Compensation and Management Development Committee:** Provides oversight of our approach to human capital management, our talent strategy and organizational culture.
- **Governance and Nominating Committee:** Oversees corporate governance activities and Board membership.
- **Audit Committee:** Provides oversight of our disclosure controls and procedures, including those that support our sustainability reporting metrics.

[Learn More \(PDF\)](#).



# Sustainability Alignment to Corporate Strategy

Amgen's corporate strategy is the integrated set of actions we take to improve our competitive position in the industry. Our focus is inherently long-term in nature. Summarized below and discussed further in this report are examples of how we are purposefully and continuously aligning our sustainability strategy with our strategic business priorities and values.

Strategic Priority	Description	Sustainability Alignment
<b>Internal and External Innovation</b>	Innovation is at the core of our strategy. Our focus on developing innovative medicines to address important unmet needs guides how we allocate resources across internal and externally acquired programs. This results in a productive balance of internal and external programs and collaborations reflected in our current product portfolio and pipeline.	<p><b>Advancing an innovative first-in-class pipeline:</b> We have an ambitious research and development program agenda across our four therapeutic areas (General Medicine, Rare Disease, Inflammation and Oncology). Within our new Rare Disease therapeutic area, for example, our treatment for thyroid eye disease was granted orphan drug designation and launched in Japan, becoming the first and only medicine approved for this indication in this country.</p> <p><b>Improving health outcomes:</b> In developing our medicines, we are working to ensure that clinical trial participants reflect the patient populations impacted by the serious illnesses that we seek to treat. We are also focused on facilitating health education, engaging with local community support systems, and working with partners to connect more patients to clinical trials.</p>
<b>Branded Biosimilars</b>	Our branded biosimilars build on our existing business capabilities and increase the efficient use of our existing resources by being fully integrated with, and supported by, our biologic development, manufacturing, and global commercial operations capabilities.	<p><b>Providing more options for patients:</b> Amgen is a leader in developing and manufacturing biosimilars, which have the potential to offer more affordable treatment options for serious diseases. Our innovative and biosimilar medicine portfolios are serving millions of patients globally. With therapies advancing through our pipeline, we are well positioned to address the needs of a rapidly aging global population in the future.</p>
<b>Global Impact</b>	We established a global presence to capture the full value of our innovative capabilities globally. International expansion is an important part of our growth strategy. Amgen has a presence in approximately 100 countries around the world.	<p><b>Reaching more patients:</b> Our global presence and capabilities are helping to bring our products to more patients around the world. We are increasing global access to the Rare Disease products acquired through the Horizon acquisition, allowing us to offer a broader range of treatments to patients with serious illnesses.</p> <p><b>Supporting growth globally:</b> We recently opened a new technology and innovation site in Hyderabad, India. The site, known as Amgen India, will accelerate digital capabilities across our global organization to further advance our pipeline of medicines.</p> <p><b>Providing access to medicines and science education:</b> Through the Amgen Safety Net Foundation<sup>4</sup> and our corporate philanthropy, we assist eligible patients around the world to obtain the medicines they need but cannot afford. The science education programs funded by the Amgen Foundation<sup>5</sup> have reached tens of millions of learners and educators globally, including many in low- and middle-income countries, helping to inspire the next generation of innovators.</p>

<sup>4</sup> Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen, Inc.

<sup>5</sup> The Amgen Foundation, Inc. (Amgen Foundation) is a separate legal entity entirely funded by Amgen, Inc.

Strategic Priority	Description	Sustainability Alignment
<b>Manufacturing Excellence</b>	We are strategically investing at every stage of manufacturing across our network to reliably and efficiently meet growing demand for our medicines while maintaining their high quality. As part of these investments, we are expanding our facilities using our innovative designs developed as part of Amgen Ecovation™, as well as applying our innovative process development advancements.	<p><b>Implementing innovative and sustainable manufacturing:</b> We have been innovating our manufacturing facilities utilizing state-of-the-art technologies, including our learnings from Amgen Ecovation™, our proprietary biomanufacturing approach, with flexible, modular designs that enhance production, require less space, can be built in less time, require lower capital investment, and cost less to operate than traditional plants, while also reducing environmental impact.</p> <p><b>Making progress on environmental sustainability goals:</b> Our learnings from Amgen Ecovation™ have played an important role in the design and construction of our newest U.S. biomanufacturing facilities in North Carolina and Ohio. These highly efficient, less costly and environmentally friendly facilities incorporate multiple innovative technologies and environmental sustainability, supporting our continuous improvement objective, as well as our 2027 environmental sustainability goals.</p>
<b>Continuous Improvement</b>	We prioritize continuous operating improvements to fund innovation. In addition to our ongoing digital transformation journey to achieve maximum efficiencies and drive innovation, we are focusing on integration of our acquisitions and collaborations to accelerate our realization of benefits from these investments.	<p><b>Advancing our talent strategy:</b> We continue to invest in information technology platforms and Company-wide process simplification and automation to further enable efficiencies throughout our Company. We also invest in a variety of learning resources and data analytics tools that guide our staff and leadership in creating an inclusive culture. In addition, our hiring practices consider, as appropriate, a skills-based hiring approach. For example, our in-house apprenticeship program, recently launched in our Manufacturing and Amgen Technology and Medical Organizations (ATMOS) functions in the United States, is designed with the goal of hiring and upskilling people without a four-year college degree by combining formal learning with classroom-based and on-the-job training, as well as with mentorship opportunities. After successful completion of the program, apprentices are provided opportunities to transition to full-time roles at Amgen.</p>
<b>Return of Capital</b>	Our strong cash flows and balance sheet allow us to make substantial investments for long-term growth. We also recognize that stockholders who support investment in developing innovative medicines require an appropriate return on the capital they commit to Amgen.	<p><b>Connecting our sustainability approach:</b> We executed on our capital allocation priorities, including investing substantially in our late-stage clinical programs and our innovative manufacturing facilities and process development capabilities. We accomplished these objectives while advancing our other strategic priorities and our sustainability efforts.</p>

# Access to Healthcare

For more than 40 years, Amgen's medicines have made a profound difference in the lives of patients with serious illnesses, and we have put in place programs to help more patients access them. We work to remove barriers to access through a variety of mechanisms, from pricing and patient support programs to targeted donations and partnerships focused on health system strengthening.

## Ambition

Together with partners and stakeholders, we are committed to helping more people experience the benefits of science, including improved access to lifesaving medicines and care. Providing access to our medicines and the opportunity for better health is an extension of our mission to serve patients.

### 2024 Highlights

#### Working to halve the number of heart attacks and strokes by 2030 in the United States

- Since its inception by Amgen in 2023, the Leading Awareness To action Through Implementation of Cardiometabolic Efforts Consortium, or [LATTICE™ Consortium](#), has worked to help improve the management of cardiovascular disease. Comprised of experts from healthcare systems and research institutions, it seeks to educate on the use of evidence-based tools and methodologies to support the quality and efficacy of patient care.
- Amgen continued to host LDL-C Action Summits at global cardiovascular congresses and local LDL-C Action Forums across the United States. These gatherings have brought together over 80 key community stakeholders to discuss, collaborate on and identify opportunities to improve lipid management for patients.

**Elevating patient voices:** At our annual Advocacy Stakeholder Summit, Amgen welcomed over 70 patient advocacy leaders across various therapeutic areas to share insights and thoughts on ways to better serve patients. Another way we engage with patients and their advocates is through our annual global Mission Week event.

#### Supporting healthy outcomes for cancer patients in low- and middle-income countries

- We continued to expand the reach of the blinatumomab humanitarian access program across India, Pakistan and Vietnam with St. Jude Children's Research Hospital and Direct Relief. In 2024, the program reached its 200th pediatric cancer patient.
- World Child Cancer, with Amgen as the sole funder, treated 137 pediatric oncology patients and provided psychosocial support to over 2,250 families in sub-Saharan Africa and Asia during the first year of a five-year program.
- City Cancer Challenge and Direct Relief, with Amgen as the sole funder, achieved 76 patients treated in Paraguay in 2024 with donated Amgen medicines for breast cancer.

**Helping expand healthcare worker capabilities and health system capacity:** Through Amgen funding, we supported the training of over 2,500 healthcare professionals in Africa and Asia, building capacity across the treatment spectrum, from disease prevention to ongoing management of care. In 2024, this included efforts by [BIO Ventures for Global Health](#), which launched digital and in-person trainings; [ECHO India](#), which conducted trainings across India; and [PATH](#), which trained health workers at a range of sites from local clinics to large hospitals.

## Access to Healthcare Data

Value of medicines provided to eligible uninsured or underinsured patients in the United States at no cost	2023	2024
Amgen Safety Net Foundation <sup>6</sup>	\$2.5B	\$2.5B

Medicine donated to qualified partners for distribution in low- and middle-income countries	2023	2024
Units donated	46,024	84,973
Low- and middle-income countries receiving donations	6	25
Value donated <sup>7</sup>	\$112M	\$224M
Value donated <sup>7</sup> in the previous five years	\$281M	\$505M

### Learn More

- [Amgen Safety Net Foundation](#)
- [Our Approach to Pricing, Access and Affordability](#)
- [Amgen Biosimilars](#)
- [U.S. Reimbursement Support Services and Financial Assistance](#)
- [Product Donations](#)
- [Access to Healthcare Programs and Partnerships](#)
- Find out if there is an [Amgen patient support program](#) in your country
- [Related SASB Indicators](#)

<sup>6</sup> Amgen Safety Net Foundation is a separate legal entity funded by Amgen, Inc. Valued at wholesale acquisition cost.

<sup>7</sup> Valued at wholesale acquisition cost.

# Health Equity

Reducing health disparities is essential to improving health outcomes for people in underserved communities. Working with partners to do so provides us with unique perspectives and insights that can help us better meet the needs of patients.

## Ambition

We are working to expand access to quality healthcare for communities that have historically been underserved and have faced disparities in access and outcomes. Our efforts are guided and informed by community partners, local healthcare organizations, patient advocacy groups, nonprofit leaders and Amgen employees.

### 2024 Highlights

#### Improving the representation of participants in clinical research

- Amgen submitted plans to the U.S. Food and Drug Administration (FDA) for 100% of our registrational Phase 2 and 3 studies. These plans are designed to expand representative patient populations in our studies, and outlined steps we are taking to simplify visit schedules and expand remote options, place study sites in communities where people live and work, partner with community vendors, and provide reimbursement for travel and accommodations.
- Amgen was selected as one of two inaugural sponsors of the [Equitable Breakthroughs in Medicine Development \(EQBMED\)](#).<sup>8</sup> We will support its efforts to enroll participants and co-design engagement strategies with local EQBMED study sites and communities. In addition, we will help enhance infrastructure, study capabilities and capacities at community EQBMED sites.
- Amgen supported medical students and early-stage investigators as part of our \$8 million, four-year pledge to the Robert A. Winn Excellence in Clinical Trials Award Program. The award has enabled the scholars to produce publications related to underserved

populations in clinical research. In addition, around 97% of participants are engaging underserved patients, building trust and addressing enrollment barriers, while approximately 40% are driving policy changes at their institutions.

#### Advancing health equity to address unmet needs

- Amgen is sponsoring the [Black Heart Association](#)'s two-year Guard Your Heart Tour. In 2024, we helped provide testing for, and education about, LDL-C, high lipoprotein(a), or Lp(a), and other signs of heart disease to over 2,900 people at community events.
- Guided by input from patient and community advisory boards and focus groups, we co-created a multiyear community engagement plan, with inaugural events in Greensboro, North Carolina, and Los Angeles, California that aims to build trust and empower communities to navigate healthcare and clinical research options in support of better health outcomes.

## Raising Awareness of Lung Cancer and Access to Clinical Studies

Together with the [Health Education Advocacy Learning \(HEAL\) Collaborative](#), we are working to improve access to lung cancer screening and to raise awareness about clinical study options for people of color and other marginalized communities.

In 2024, we supported the Collaborative's Lung Cancer Education & Awareness Community Conversation series. In various U.S. cities experiencing high burdens of lung cancer, the HEAL Collaborative, with Amgen's support, raised awareness about the disease and provided opportunities to learn more about clinical studies. Post-event surveys found that participants had increased awareness of small-cell lung cancer and their perceptions about clinical studies had improved enough that they would consider participating.



Lynne, who is living with extensive-stage small cell lung cancer, participated in Amgen's Mission Week.

#### Learn More

- [Health Equity](#)
- [Clinical Trial Diversity and Representation](#)

<sup>8</sup> EQBMED is led by the Yale School of Medicine, Morehouse School of Medicine, the Research Centers in Minority Institutions Coordinating Center at Morehouse School of Medicine, and Vanderbilt University Medical Center and is funded by a grant from Pharmaceutical Research and Manufacturers of America (PhRMA).

# Our People

Our employees are a key to our success, driving innovation and bringing to life our mission of serving patients every day. Together, we create a vibrant workplace where we invest in developing talent and each individual is empowered to execute on our mission through actions aligned with our values and leadership attributes.

## Ambition

Our culture is driven by our sense of purpose to serve patients. We are dedicated to inspiring and empowering our employees to excel in their careers within an inclusive and supportive environment.

### 2024 Highlights

#### Investing in employee growth and development

- We rolled out Amplifying Manager Performance training to help new and current people leaders globally develop and coach their teams. In 2024, over 4,500 managers participated.
- We expanded our Digital Upskilling program to all employees and held our first global Digital Learning Day.

#### Promoting workplace flexibility while staying connected

- We maintained our flexible workspace initiative, supporting global remote staff and flexible commuters.
- To help employees stay connected, Amgen’s employee resource group (ERG), Women Empowered to Be Exceptional (WE2), launched a new chapter for remote workers. WE2 provides opportunities for employees to connect, learn and grow. WE2 is open to all employees, regardless of gender.

**Supporting growing families:** In the United States, we expanded our parental leave policy from six to ten weeks.

**Listening to our employees:** We conducted two Global Engagement Surveys. Our engagement scores remained six points above general market benchmarks, with 76% of respondents feeling a sense of belonging at Amgen<sup>9</sup> and 82% recommending Amgen as a great place to work.<sup>10</sup>

<sup>9</sup> Four points above benchmark.

<sup>10</sup> Seven points above benchmark.

#### Investing in health and safety

- We maintained best-in-class safety performance, setting a benchmark with a record-low injury rate of 0.13 per 100 employees. This achievement reflects our robust Environmental, Health and Safety management system and culture of operational excellence.
- Amgen was named a 2024 Best in Building Health Award winner by [Fitwel](#) in the category Greatest Number of Certifications as a Tenant. Through December 2024, Amgen has earned 10 Fitwel certifications, including at our new North Carolina biomanufacturing facility.
- Amgen attained platinum status in the [American Heart Association’s Well-being Works Better™ Scorecard](#).

#### Learn More

- [Human Capital Management](#)
- [Employee Benefits](#)
- [Human Rights Position Statement](#)
- [Safe and Healthy Workplace](#)
- [Related SASB Indicators](#)

# Taking an Integrated Approach to Employee Health

In 2024, we launched our Total Workforce Health framework, a holistic, integrated approach to the safety, health and well-being of our workforce. The framework aims to connect the physical, psychological and social aspects of work, placing the employee at the center.

Sites across Amgen are adopting the framework in various ways – hosting flu vaccine drives, implementing onsite mental health and counseling services, and launching cardiovascular health awareness campaigns.

## Dimensions of Total Workforce Health



### Resilient Workforce, Resilient Amgen

#### Safety

Provide a safe and secure workplace that protects staff and the environment from harm.

#### Actively Caring Culture

Amplify psychological safety principles to promote an atmosphere of inclusion and belonging.

#### Well-being

Advance the health and self-care of all staff, contributing to well-being in the communities where we operate.

#### Workplace Experience

Create an environment that encourages opportunities for professional and personal engagement.

# Diversity, Inclusion & Belonging

We believe that our global presence is strengthened by having a work environment where employees feel valued and empowered to realize their full potential.

## Ambition

We believe our differences lead to better science and business outcomes, enabling us to best serve patients. Amgen is an equal opportunity employer. We do not make hiring or other employment decisions based on race, ethnicity, gender or any other protected characteristic. At Amgen, we define diversity as everything that makes each individual unique; it includes all aspects of a person's physical, emotional, experiential and intellectual characteristics.

### 2024 Highlights

#### Expanding our search for talent

- We continued to invest in skills-based hiring programs, including our "earn-and-learn" apprenticeship program for candidates without a four-year degree. Our first wave of apprentices moved into formal roles following technical and on-the-job training.
- We increased our hiring of U.S. veterans by approximately 38% and we support service members as they transition to work in civilian careers. In addition, we continued to partner with Hiring Our Heroes and the U.S. Department of Defense SkillBridge Program.
- We continued our student internship programs, including in partnership with the ABLE (Ability Bettered Through Leadership and Education) employee resource group (ERG), to welcome neurodiverse and other students each summer to work on projects that provide exposure to various Amgen functions and to the broader biotech industry.

#### Supporting communities through our ERGs

- We launched our Amgen Health Equity Ambassador Program with our ERGs to empower employees to contribute to our health equity initiatives and ERG business impact goals. The program trains participants to serve as ambassadors at Amgen events.
- For National Minority Health Month, we held a cross-ERG employee event on cardiovascular health in minority communities. The event included onsite LDL-C screenings and encouraged employees to become ambassadors for cardiovascular health within their communities.

#### Engaging with suppliers

- We collaborated with national and regional supplier councils, including by serving on the board of directors or at the working committee level, as well as by mentoring small-business suppliers in partnership with these councils.

## Strengthening Our University Reach

We expanded our university outreach through a new partnership with Florida A&M University and engagement at North Carolina A&T State University. We also continued our paid, 12-week fellowship for rising juniors, seniors and recent graduates, where scholars receive virtual and hands-on biotech experience at Amgen. Fellows have the opportunity to participate in workshops led by Amgen leaders to increase their understanding of the Company, the biotech industry and potential career pathways. In addition, fellows work in teams to present a solution to a business problem, leveraging analytical, leadership and interpersonal skills.



"I could not have asked for more from the fellowship," said Reem Ali, a graduate from North Carolina A&T and recent fellow at Amgen. "I'm thankful for the people I met and the skills I was able to hone."



Amgen employees at Mission Week.

#### Learn More

- [Amgen's Commitment to Diversity, Inclusion & Belonging](#)
- [Supplier Diversity](#)
- [Pay Gap Studies](#)

# Pay Gap Studies

At Amgen, internal equity and fostering a workplace where all team members can thrive enables us to better serve patients. In 2024, we conducted an independent third-party pay study that compared pay gaps at Amgen between men and women globally, and between minorities and non-minorities in the United States (excluding Puerto Rico).<sup>11</sup>

Our study showed that when we account for factors that may influence pay, such as location, job type, and experience, in the aggregate, women at Amgen earn almost the same as men (99.9%). In the United States, minorities make 99.5% of what non-minorities make. [Learn More.](#)

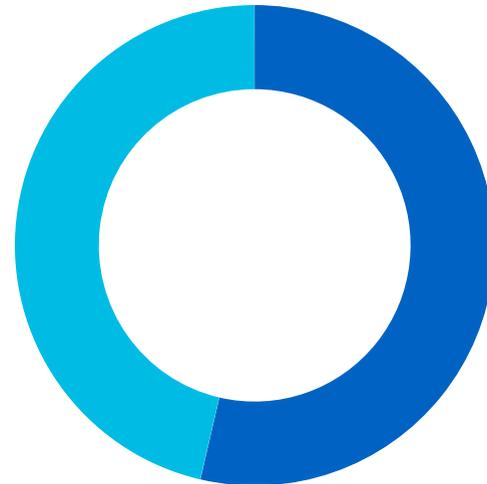


Amgen employees gathered together for Mission Week and honored our collective mission to serve patients by hearing the human stories behind the people we serve.

<sup>11</sup> In October 2023, Amgen acquired Horizon Therapeutics. Legacy Horizon employees were excluded from this study.

# Our Workforce Composition<sup>12</sup>

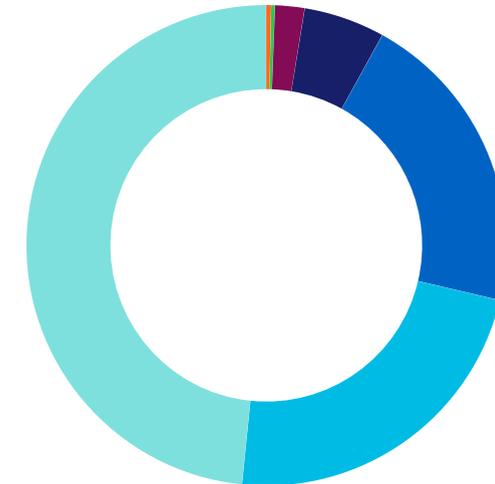
Gender



- 53% Women
- 46% Men

Amgen's Global Workforce

Race and Ethnicity (U. S. & Puerto Rico only)



- 0.3% Native Hawaiian/Other Pacific Islander
- 0.3% Native American/Alaska Native
- 2% 2+ Races
- 5% Black/African American
- 20% Asian
- 23% Latino
- 48% White

<sup>12</sup> Data as of December 2024. Gender and race are self reported. Totals may not add up to 100% due to rounding or employees who have not reported their gender and/or race/ethnicity. All data reflects only active employees, which, among other things, excludes co-ops and interns. Also excludes Gensenta Pharmaceuticals and deCode Genetics.

# Community Investment

We work to inspire the next generation of innovators worldwide and to make a difference in our communities. Our goal is to empower young people to address humanity's most pressing challenges.

## Ambition

Through the Amgen Foundation and our trusted local and global nonprofit partners, we are reimagining science education to enhance science literacy and inspire diverse problem solvers. We also collaborate with trusted organizations to build stronger communities where Amgen staff live and work. Internationally, we work with global organizations to support science teaching and learning, and respond to natural disasters around the world.

### 2024 Highlights

#### Bringing science to more students

- **Amgen Biotech Experience** – a hands-on lab initiative that provides professional development, teaching materials and research-grade lab equipment to high school science teachers in Amgen communities around the world – reached its [1 millionth student](#).
- **LabXchange** – a free online education platform developed at Harvard University through the support of the Amgen Foundation that provides access to personalized instruction, virtual lab simulations and resources from collaborating science-based organizations – achieved its ambition of reaching [50 million unique visitors](#) worldwide by 2025. Approximately 80% of new visitors in 2024 were from low- or lower-middle-income countries.<sup>13</sup>
- **Amgen Scholars** – an annual summer research program in science and biotechnology – hosted over 280 undergraduates from more than 200 colleges and universities at premier institutions around the world.

- **kidSTREAM Children's Museum** was awarded [\\$2 million in funding](#) from Amgen and the Amgen Foundation to support the building of the first STEM-focused children's museum in Ventura County, California.
- **Khan Academy** was awarded a \$1 million grant from the Amgen Foundation to support its biology content, bringing our total support for this longtime partner to over \$10 million.
- **Since 1990, the Amgen Foundation has committed nearly \$475 million** to advancing science education globally and to supporting local communities where Amgen employees live and work, via local grants, employee-driven matching gifts, volunteer programs and disaster relief efforts. In early 2025, Amgen and the Amgen Foundation committed \$10 million in disaster relief for those impacted by the Southern California wildfires.

#### Learn More

- [The Amgen Foundation](#)
- [Amgen Foundation and Community Investment](#)

<sup>13</sup> Based on World Bank Group country classifications by income level.

## I Am a Scientist Initiative

Through a grant to the nonprofit The Plenary, Co., the Amgen Foundation supported the *I Am a Scientist* initiative to inspire young people from every background to pursue science. In 2024, the initiative published numerous profiles of diverse scientific professionals. Explore their stories [here](#).



"I was raised by hard workers who instilled confidence in me and a strong drive to be self-sufficient," said Harbani Kaur Malik-Chaudhry, PhD, who grew up in India and now works on the development of next-generation antibody-based therapeutics at Amgen. She is just one of the Amgen professionals profiled in *I Am a Scientist*.



As part of a series of events around the globe, students at Temple Carrig School in Greystones, Ireland, celebrated the Amgen Biotech Experience reaching 1 million students worldwide.

# Environmental Sustainability

As a company committed to advancing human health, we recognize our responsibility to patients, employees, communities and shareholders to do our part to positively impact the health of our planet. We are dedicated to practices that strengthen our business while reducing our environmental impact, and we regularly set, and consistently meet, our environmental sustainability targets as we challenge ourselves to deliver further improvements.

## Ambition

Investing in sustainability allows us to grow to meet future needs of patients while also minimizing our environmental impact. We are committed to reducing our impact on the environment in our enterprise operations and value chain by reducing the natural resources we use, the emissions we produce, and the waste we generate. Progress is well underway to reach our 2027 environmental sustainability goals.

### 2024 Highlights

**Investing in manufacturing excellence:** Our learnings from Amgen Ecovation™ have played an important role in the design and construction of our newest U.S. biomanufacturing facilities in North Carolina and Ohio. These highly efficient and environmentally friendly facilities incorporate multiple innovative technologies and environmental sustainability, supporting our continuous improvement objective, as well as our 2027 environmental sustainability goals.

**Making progress on our Scope 3 supplier engagement target:** We are on track to reach our 2027 Science Based Targets initiative (SBTi) Scope 3 supplier target of engaging with 73% of our suppliers by spend in key categories to support their adoption of science-based targets. We have also made science-based goal setting part of our sourcing criteria.

**Mitigating climate risks:** Building on our 2023 climate risk assessment and aligned with the Task Force for Climate-Related Financial Disclosures recommendations, we continued to monitor and prepare for long-term physical and transition climate risks.<sup>14</sup> This included assessing existing building designs, engaging our suppliers on their

decarbonization efforts, electrifying our operations and increasing our use of renewable energy. We also continued to define future climate scenarios most relevant to Amgen.

**Protecting nature and biodiversity:** We are using our initial gap analysis and ongoing alignment with the Taskforce for Nature-Related Financial Disclosures framework to shape our local mitigation and conservation strategies. After identifying the proximity of our largest sites to biodiversity hotspots and legally protected areas, Amgen is actively collaborating with industry groups to pinpoint biodiversity risks in our supply chain.

**Reducing our fossil fuel use through electrification of our fleet:** We increased adoption of electric vehicles (EVs) to 687 in the United States, the European Union, Japan, Australia and South Korea, moving toward our corporate-wide goal of 1,800 EVs in our commercial fleet by 2027.<sup>15</sup> In the United States, Japan and the European Union, field-based employees must select all-electric or hybrid vehicles for Amgen business activities. In 2024, our fleet's carbon emissions were 33% lower than our 2019 baseline.

## Amgen's 2027 Goals

We are on track to achieve our 2027 environmental sustainability goals. In 2024, through project-based reductions, we achieved 69% of our targeted reduction for carbon, 57% of our targeted reduction for water and 66% of our targeted reduction for waste disposed, compared to a 2019 baseline.



**Achieve Carbon Neutrality**

Achieve carbon neutrality for Amgen-owned and -operated facilities and operations<sup>16</sup>



**Reduce Water Consumed**

Reduce water consumption by 40% from a 2019 baseline<sup>17</sup>



**Reduce Waste**

Reduce waste disposed by 75% from a 2019 baseline<sup>17</sup>

### Learn More

- [Environmental Sustainability](#)
- [CDP Climate and Water Disclosure](#)
- [Climate Change Position Statement](#)
- [Biodiversity Statement](#)
- [Amgen Ecovation™](#)
- [Product Sustainability](#)
- [Supplier Sustainability](#)
- [Supplier Code of Conduct](#)
- [Reporting and Metrics](#)
- [Related SASB Indicators](#)

14 Our assessment found that our sites are appropriately mitigated in the near term against such physical risks through our current risk and business continuity plans.

15 Representing 30% of our total fleet per a 2019 baseline.

16 Carbon Neutrality refers to Scope 1 and 2.

17 Water and waste reductions are measured against a 2019 baseline and take into account only verified reduction projects and not changes associated with the contraction or expansion of the Company.

# Amgen Ecovation™

Through Amgen Ecovation™, we are constructing and operating our facilities at lower cost and greater speed compared to traditional facilities, while also reducing environmental impacts. Our facilities continue to help progress our 2027 goals:

- **Minimizing our carbon footprint:** Our new Ohio biomanufacturing facility is the first fully electric Amgen site. An on-site solar array is sized to generate 2,038 megawatt hours (MWh) annually and deliver renewable energy back to the local grid.
- **Diverting waste from landfill:** We achieved platinum-level [TRUE Zero Waste Certification](#) at our San Francisco R&D facility in recognition of diverting more than 105 metric tons (MT) of waste from incineration and landfill.<sup>18</sup> The site diverted an additional 22 MT of waste through additional projects.
- **Reducing water consumption:** By optimizing process controls, we enhanced system efficiency and reduced potable water consumption by 91,417 cubic meters (m<sup>3</sup>) at our facility in Puerto Rico, our largest manufacturing site.

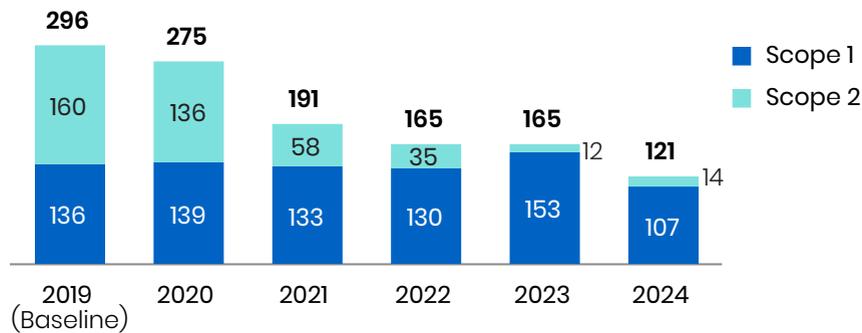


Amgen Ecovation™ principles guided the design and construction of our new state-of-the-art facility in North Carolina.

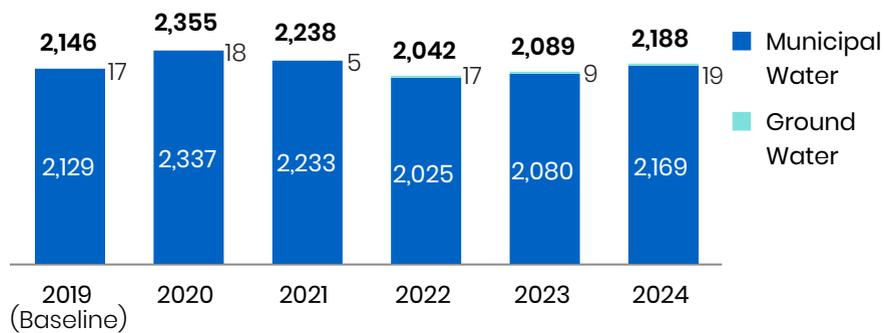
<sup>18</sup> This certifies that a site has diverted at least 90% of its total solid nonhazardous waste from landfill and incineration through waste reduction, reuse and recycling initiatives.  
<sup>19</sup> In 2024, Scope 1 carbon emissions includes 40,000 MT of high-quality carbon offsets.  
<sup>20</sup> Excluding the purchase of high-quality carbon offsets.

## 2024 Environmental Sustainability Data

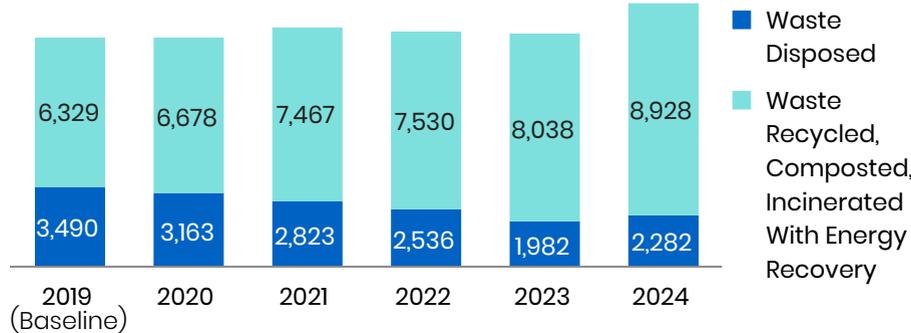
Total Scope 1 and 2 Carbon Emissions (1,000 MT)<sup>19</sup>



Total Water Usage (1,000 CM)



Total Waste Generation (MT)



## Our Environmental Sustainability Progress

We are on track to achieve our 2027 environmental sustainability goals for carbon, water and waste. In 2024, through project-based reductions, we achieved 69% of our targeted reduction for carbon, 57% of our targeted reduction for water and 66% of our targeted reduction for waste disposed, compared to a 2019 baseline.

Amgen's dedication to responsible resource use during a time of substantial growth reflects the strength of our sustainability commitments. Delivering on our 2027 environmental sustainability ambition, we have meaningfully reduced our environmental impact and delivered 203,000 MT of carbon emissions savings, achieved 488,000 CM of water savings, and reduced waste disposed by 1,725 MT.

We remain committed to reducing our Scope 1 and 2 carbon emissions as we expand our operational footprint. In 2024, we began augmenting our innovative and energy efficient project portfolio with high-quality Scope 1 carbon emission offsets to assist progress toward our carbon neutrality ambition.

To meet our [SBTi targets](#), we are driving energy efficiency and increasing our use of renewable energy. In 2024, we sourced 90% renewable electricity across our facilities and achieved a 46% reduction in Scope 1 and 2 absolute carbon emissions.<sup>20</sup> In addition, we are on track to reach our Scope 3 supplier engagement target.

In 2024, our Total Water Usage increased due to expansion within our owned-and-operated facilities and operations, despite executing 198,000 CM in water saving projects. Amgen continues to focus on minimizing water use, particularly ground water use, thus reducing our impact on water dependent ecosystems. Our conservation projects continue to help us reduce environmental impact while achieving substantial business growth.

In addition, we remain focused on reducing waste generation. In 2024, our Total Waste Generation increased due to expansion within our owned-and-operated facilities and operations, despite executing over 300 MT of waste reduction projects.

# Corporate Governance

Effective corporate governance is critical for both our long-term performance and maintaining stakeholder trust.

## Approach

Amgen has an independent Board of Directors, consisting of a diverse group of highly qualified leaders in their respective fields, with significant management experience at large organizations, elected annually by a majority of our stockholders, and a lead independent director with robust responsibilities. Only independent Board members serve on our key standing committees.

### Fostering a Culture of Compliance

Our Board of Directors is guided by our [Amgen Board of Directors Corporate Governance Principles](#). Our Board has adopted an Amgen Board of Directors' Code of Conduct (which applies to our Board) and is trained annually on Amgen's [Global Code of Conduct](#).

### Board of Directors Composition<sup>21</sup>

Reflecting our Board's commitment to refreshment, the Board has appointed eight new directors since 2016. Most recently, Dr. Mary Klotman, Executive Vice President for Health Affairs of Duke University, Dean of the Duke University School of Medicine, and Chief Academic Officer of Duke Health, joined the Board and was first elected by our stockholders in 2024.

Our Board possesses a deep and broad set of skills and experiences that facilitate strong oversight and strategic direction for a leading independent global biotechnology company.

All of our directors meet the qualifications and skills of our Board of Directors Guidelines for Director Qualifications, which require that each Board member possess: A demonstrated breadth and depth of management and leadership experience; financial and/or business acumen or relevant industry or scientific experience; integrity and high ethical standards; sufficient time to devote to the Company's business; the ability to oversee, as a director, the Company's business and affairs for the benefit of our stockholders; the ability to comply with the Amgen Board of Directors' Code of Conduct; and a demonstrated ability to think independently and work collaboratively.

<sup>21</sup> As of April 1, 2025.



Our Thousand Oaks, California, headquarters features open community space.

### Learn More

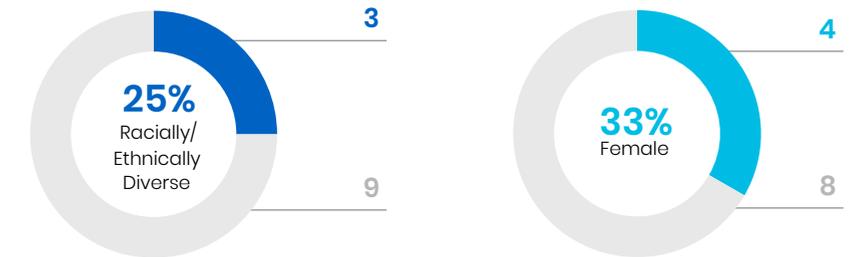
- [Corporate Governance](#)
- [Amgen Board of Directors Corporate Governance Principles](#)
- [Global Code of Conduct](#)
- [Global Tax Strategy](#)

## Governance Data

### Board of Directors - Tenure



### Composition of Board of Directors



For more information on our Board, see our [2025 Proxy Statement \(PDF\)](#).

## Risk Management

Our Board of Directors oversees our enterprise-wide approach to risk management, including how we monitor and adopt appropriate controls and mitigation activities for risks. Learn more in our [2025 Proxy Statement \(PDF\)](#).

## Business Ethics

We are privileged to develop and deliver medicines to treat seriously ill patients. That privilege comes with great responsibilities. We know it's not just what we do, but how we do it that matters.

Operating ethically and with integrity — and abiding by local, regional, national and international/global regulatory and legal standards that govern our industry — is part of how we conduct business and is a commitment shared at all levels of our Company. We hold ourselves to these standards and expect the same of our partners and suppliers.

As described more fully on the Amgen.com website, Amgen's commitment to business ethics is outlined in our Code of Conduct, and our comprehensive compliance program includes Board oversight, active senior management leadership and participation, written standards, monitoring and auditing, investigations, risk assessments, and trainings and communications designed to prevent and detect violations of our policies and applicable laws and regulations. Our compliance program covers important requirements, including those related to anti-bribery/anti-corruption, privacy, cybersecurity, trade and promotional activities.

Because doing the right thing includes addressing the evolving nature of the external regulatory and business environment, we continuously enhance our compliance program by partnering with internal stakeholders and independent third-party advisors to assess its maturity, effectiveness and alignment with regulatory guidance and best practices, while addressing emerging compliance and risk trends.

### Learn More

- [Business Ethics and Compliance](#)
- [Global Code of Conduct](#)
- [Reporting a Concern and the Business Conduct Hotline](#)
- [Anti-Bribery and Anti-Corruption](#)
- [Cybersecurity, Data Privacy, and Responsible Use of Trustworthy AI](#)
- [Political Activities](#)
- [Political Contributions](#)
- [Lobbying Disclosure Act Reports](#)
- [Lobbying Disclosure by State \(PDF\)](#)
- [Related SASB Indicators](#)

## Ethical Use of AI

At Amgen, we believe new technologies — including artificial intelligence (AI), generative AI and machine learning (ML) — can benefit many aspects of our business. To drive forward these advancements and fuel our mission to serve patients, we created a new internal organization and appointed a Chief Technology Officer (CTO). Under the leadership of our CTO, Amgen is working to harness the full potential of these new technologies to:

- Redesign ways of working to increase productivity and employee safety, enhance compliance and equip our people with skills that will help them grow professionally.
- Improve patient care by potentially increasing the success rate of our Research and Development efforts, reducing the time it takes to get new therapies to market, reaching more patients with existing therapeutics and better understanding our patients' evolving needs.

Our CTO works closely with the Amgen AI Governance Council, a cross-functional leadership forum dedicated to the safe and timely development and adoption of Amgen-specific AI tools. Amgen has adopted the Trustworthy AI framework to promote appropriate and responsible use of AI. Employees across Amgen are required to complete training on the proper use of AI tools. Additional training is required for employees involved in system development activities. [Learn More](#).



David Reese, MD, Executive Vice President and Chief Technology Officer at Amgen.

## Ethical Research & Development

Amgen is known as a worldwide leader in the research, development and manufacturing of high-quality complex biologic therapies. We have robust processes and standards in place that guide our efforts from lab to patient.

### Learn More

- [Ethical Research and Development](#)
- [Global Code of Ethics for Clinical Trials](#)
- [Clinical Trial Transparency, Data Sharing and Disclosure Practices](#)
- [Amgen Guidelines for Publications](#)
- [Commitment to the Ethical Use of Animals in Research](#)
- [Amgen Position Statement on Stem Cell Research](#)
- [Biobanking of Human Samples](#)
- [Biodiversity Statement](#)
- [Related SASB Indicators](#)

## Product Quality & Patient Safety

With more than four decades of experience, we have a record of reliably supplying high-quality medicines to patients. We build in quality, beginning with the design of medicines, all the way through to their development, manufacturing and distribution to patients. Our Global Patient Safety function conducts continuous benefit/risk assessments, risk mitigation and proactive communication to support the safe use of Amgen medicines. We also invest in technology that helps us support patient safety, product quality, efficiency and compliance.

### Learn More

- [Patient Safety](#)
- [Quality](#)
- [Counterfeit Drug Statement](#)
- [Related SASB Indicators](#)

## Protecting Biodiversity in Our Research

Amgen is actively engaged in exploring the development and use of scientifically validated alternative testing methods that are acceptable to regulatory authorities and do not compromise patient safety. As part of these efforts, we have focused on reducing our use of endotoxin testing assays that rely on horseshoe crab-derived materials to reduce the impact on horseshoe crab populations.

Consistent with our adherence to the principles of Reduction, Refinement and Replacement (the 3Rs) in the required use of animal-derived products in research, Amgen has been judicious in our use of endotoxin testing and has lowered our usage over time. In addition, we have implemented technology from a third-party supplier that reduces the amount of horseshoe crab-derived limulus amoebocyte lysate (LAL) to 1/20th of the LAL compared to that of traditional endotoxin testing assays. Amgen's use of this technology reduces the impact on horseshoe crab populations in support of [protecting biodiversity](#).

In 2024, we took steps to further reduce our reliance on horseshoe crabs and to progress activities to replace compendial LAL endotoxin testing with a recombinant, non-animal-derived option.



A researcher at our Thousand Oaks, California, headquarters.

# Corporate Performance Data

Report Section	Type	Unit	2019	2020	2021	2022	2023	2024
Healthy People	Value of Medicines Provided at No Cost to Eligible Uninsured or Underinsured Patients in the United States Through the Amgen Safety Net Foundation <sup>1</sup>	\$ Billions	1.4+	1.5+	2.2+	2.2	2.5	2.5
	Units of Medicines Provided at No Cost in Low- and Middle-Income Countries Through Qualified Partners	Unit of medicine	—	—	—	72,399	46,024	84,973
	Value of Medicines Provided at No Cost in Low- and Middle-Income Countries Through Qualified Partners <sup>2</sup>	\$ Millions	0	73+	5	91	112	224
	Number of Low- and Middle-Income Countries Receiving Medicines Provided at No Cost Through Qualified Partners	Countries	—	—	—	8	6	25
	Value of Contributions in Support of Advancing Health Equity Activities	\$ Millions	—	—	11.7	15	10.7	16.8
	Number of Organizations Supported Through Amgen-Funded Health Equity Initiatives	Organizations	—	—	60	68	95	53
	Number of Health Equity Initiatives Supported by Amgen	Initiatives	—	—	82	111	127	78
Healthy Society	Recordable Incident Rate (Amgen Staff)	Injuries per 100 workers	0.31	0.31	0.19	0.14	0.17	0.13
	Recordable Incident Rate (Amgen Contractors)	Injuries per 100 workers	0.5	0.4	0.62	0.80	0.34	0.54
	Fatalities (Amgen Staff)	People	0	1	0	0	0	0
	Fatalities (Contractors)	People	0	0	0	0	0	0
	Staff Lost Day Case Rate	Injuries per 100 workers	0.12	0.08	0.09	0.05	0.09	0.05
	Motor Vehicle Safety <sup>3</sup>	Collisions per million miles	4.4	3.38	2.39	2.32	2.27	2.15
	People Reached Worldwide by the Amgen Foundation's Core Science Education Programs	People (millions)	—	23.9	27.4	23.4	25.1	24.5
	Amgen Foundation Giving	\$ Millions	31	32	23	34	30	26
	Total Cumulative LabXchange Users	Users (millions)	—	3.8	16.2	28.1	42.5	56.1
	Giving Tuesday: Amgen Staff Donations (Including the Amgen Foundation Double Gift Match)	\$ Millions	—	—	—	3.7	3.1	4.1
Giving Tuesday: Organizations Receiving Donations	Organizations	—	—	—	1,434	1,277	1,690	

## Data Notes

- 1 Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen, Inc. Valued at wholesale acquisition cost.
- 2 Valued at wholesale acquisition cost.
- 3 In 2023, Amgen restated its collisions per million miles (CPMM) data for 2021 and beyond to better reflect the business use of our vehicles. Amgen's CPMM metric is now calculated using business miles; previous calculations included both personal and business miles. The 2019 and 2020 data are calculated under the previous methodology.

Report Section	Type	Unit	2019	2020	2021	2022	2023	2024
Healthy Planet	Environmental Notices of Violation (NOVs) <sup>4</sup>	NOV	2	1	3	4	3	1
	Total Carbon Scope 1 and Scope 2 (Market-based) <sup>5,6</sup>	1,000 MT CO <sub>2</sub> Eq	296	275	191	165	165	121
	Total Energy for On-site Facilities <sup>5</sup>	1,000 GJ	3,094	3,286	3,193	3,075	3,001	3,133
	Total Combustion On-site (Direct) – Natural Gas <sup>5</sup>	1,000 GJ	1,009	1,037	1,060	960	889	915
	Total Combustion On-site (Direct) – Diesel <sup>5</sup>	1,000 GJ	533	773	609	613	885	872
	Total Combustion On-site (Direct) – Propane <sup>5</sup>	1,000 GJ	1.2	1.3	1.4	1.4	1.7	3.4
	On-site Renewable Generation <sup>5</sup>	1,000 GJ	0	0	0	0	0.8	4.4
	Total Purchased Energy for On-site Use (Indirect Market-based) – Fossil Fuel <sup>5</sup>	1,000 GJ	975	805	383	382	135	132
	Total Purchased Energy for On-site Use (Indirect Market-based) – Nuclear <sup>5</sup>	1,000 GJ	96	103	7	7	0	0
	Total Purchased Energy for On-site Use (Indirect Market-based) – Renewable <sup>5</sup>	1,000 GJ	480	566	1,131	1,112	1,091	1,210
	Total Water Withdrawal <sup>5</sup>	1,000 CM	2,146	2,355	2,238	2,042	2,089	2,188
	Total Routine Waste Disposed <sup>5</sup>	MT	3,490	3,163	2,823	2,536	1,982	2,282
Waste Recycled, Reused, Composted or Incinerated With Energy Recovery <sup>5</sup>	MT	6,329	6,678	7,467	7,530	8,038	8,928	
Healthy Amgen	Composition of Board of Directors – Racially/Ethnically Diverse	Percentage	0	0	17	23	23	25
	Composition of Board of Directors – Female	Percentage	25	18	27	23	23	33
	Board of Directors – Tenure	Average of Years	5	5.5	6	6.5	7.4	7.2
	Total Revenue <sup>7</sup>	\$ Millions	23,362	25,424	25,979	26,323	28,190	33,424
	Product Sales <sup>7</sup>	\$ Millions	22,204	24,240	24,297	24,801	26,910	32,026
	R&D Expenses <sup>7</sup>	\$ Millions	4,116	4,207	4,819	4,434	4,783	5,964
	Amgen Employees <sup>7</sup>	People	23,400	24,300	24,200	25,200	26,700	28,000
	Employees Trained on Global Amgen Code of Conduct	Percentage	100	100	100	100	100	100
Languages Available for Global Amgen Code of Conduct	Number	–	–	24	26	26	26	

## Data Notes

- 4 Environmental NOVs reported that resulted from agency inspections.
- 5 Please see [Reporting and Metrics](#) on our website for an Independent Verification Statement for this data. Amgen has included data from 15 facilities covering energy and carbon, water and waste. The facilities represent approximately 87% of Amgen's worldwide facility space based on total square feet. Included facilities are in Breda, Netherlands; Burnaby, Canada; Dun Laoghaire, Ireland; Waterford, Ireland; Cambridge, United Kingdom; Singapore; Puerto Rico; Deerfield, United States; Louisville, United States; Cambridge, United States; Rhode Island, United States; San Francisco, United States; Ohio, United States; Rockville, United States; and Thousand Oaks, United States. For the remaining square footage, primarily administrative offices, we estimate energy usage to calculate carbon emissions. This includes leased buildings where we have operational control over building infrastructure, including utilities. In 2024, the data metric titles for the listed Energy metrics were updated to align with Amgen's Independent Verification Statement.
- 6 In 2024, Scope 1 carbon emissions includes 40,000 MT of high-quality carbon offsets.
- 7 As reported in Amgen's Form 10-K for the fiscal years ended December 31, 2019, through December 31, 2024. The 2023 and 2024 data include the acquisition of Horizon Therapeutics plc on October 6, 2023.

# Sustainability Accounting Standards Board Index

This Sustainability Highlights Report is part of Amgen's overall commitment to providing robust reporting on our sustainability performance. We also report information in our Annual Report on [Form 10-K](#) and our [Proxy Statement \(PDF\)](#). The table below indicates where Amgen reports on metrics in the Sustainability Accounting Standards Board (SASB) standard for the Biotechnology and Pharmaceuticals Industry (Industry standard -Version 2023-12). As our reporting evolves, we will continue to evaluate our ability to report on additional metrics.

## Safety of Clinical Trial Participants

Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Amgen's mission is to serve patients. Amgen's commitment to scientific innovation and conduct of clinical trials enable us to advance this mission. Amgen is committed to compliance with applicable laws and regulations as well as to high scientific and clinical standards when conducting clinical trials globally. The rights, safety and well-being of research participants are paramount in the conduct of Amgen clinical trials. To that end, Amgen-sponsored trials are designed and conducted consistent with applicable local laws and regulations, including but not limited to the International Council for Harmonisation (ICH) E6 Good Clinical Practice (GCP) Guideline. Amgen governance, policies and procedures support compliance with these laws. All potential new Amgen medicines undergo preclinical and clinical testing to establish their safety and efficacy profiles and are reviewed by applicable health authorities. Once a product receives marketing approval from health authorities, Amgen continues to monitor the safety and quality of our products through our pharmacovigilance activities. Postmarketing safety and quality data collection, evaluation and reporting continue through multiple channels. These include assessment and review of adverse events reported by patients and healthcare professionals, data collected from clinical and/or postmarketing studies, registries and scientific literature. For more information, see the <a href="#">Ethical Research and Development</a> section on our website.
Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	Amgen strives to maintain high ethical principles, as well as high scientific and clinical standards in all its clinical trials regardless of where they take place. To that end, all Amgen-sponsored trials are designed and conducted to the same high standards that meet or exceed all applicable local laws as well as widely accepted international regulatory standards. Amgen maintains internal procedures to ensure compliance with these laws. For more information, see our <a href="#">Global Code of Ethics for Clinical Trials</a> . In 2024, there were zero (0) inspections related to clinical trial management and pharmacovigilance that resulted in voluntary remediation or regulatory or administrative actions taken against Amgen by the U.S. Food and Drug Administration (FDA). FDA Compliance Actions can be found at the <a href="#">FDA Data Dashboard</a> .
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Amgen discloses material legal proceedings in our FY2024 <a href="#">Form 10-K</a> . (See Part IV—Note 20).

## Access to Medicines

Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	See <a href="#">Access to Healthcare</a> and the <a href="#">Access to Healthcare</a> section of our website.
List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Zero (0) as of December 31, 2024.

### Affordability and Pricing

Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous period	HC-BP-240b.2	Pertinent reporting can be found in the news releases associated with our quarterly earnings at <a href="https://investors.amgen.com">investors.amgen.com</a> ; the Management's Discussion and Analysis and Risk Factors sections of our <a href="#">10-K</a> and <a href="#">10-Qs</a> ; and the <a href="#">Our Approach to Pricing, Access and Affordability</a> section of our website.
Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous period	HC-BP-240b.3	Pertinent reporting can be found in the news releases associated with our quarterly earnings at <a href="https://investors.amgen.com">investors.amgen.com</a> ; the Management's Discussion and Analysis and Risk Factors sections of our <a href="#">10-K</a> and <a href="#">10-Qs</a> ; and the <a href="#">Our Approach to Pricing, Access and Affordability</a> section of our website.

### Drug Safety

Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	There was one (1) MedWatch Safety Alert for Amgen products posted on the <a href="#">FDA website</a> in 2024.
Number of fatalities associated with products	HC-BP-250a.2	This information is available in the <a href="#">FDA Adverse Event Reporting System</a> .
(!) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	In 2024, Amgen had three (3) firm-initiated voluntary recalls of 30,279 units, and each recall has been terminated.
Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	In 2024, Amgen's take-back program accepted 56.14 metric tons (MT) of product and sharps. Amgen is a member of the <a href="#">Pharmaceutical Product Stewardship Work Group</a> , which oversees implementation of programs to fulfill drug product and sharps take-back requirements in the United States.
Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards, by type	HC-BP-250a.5	Not reported.

### Counterfeit Drugs

Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Amgen's supply chain security program uses appropriate serialization and track-and-trace techniques to protect its products and patients, and implements procedures to meet internal and regulatory requirements, such as the <a href="#">Drug Supply Chain Security Act</a> . See our <a href="#">Counterfeit Drug Statement</a> .
Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Amgen has established processes and systems for global reporting concerning the safety and quality of our products. These procedures cover product quality and security as well as related investigations for reported events (for example, counterfeit goods). Amgen has procedures in place to notify impacted trading partners and regulatory authorities in accordance with applicable laws and regulations, such as the <a href="#">Drug Supply Chain Security Act</a> . See our <a href="#">Counterfeit Drug Statement</a> .
Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Not reported.

### Ethical Marketing

Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Amgen discloses material legal proceedings in our FY2024 <a href="#">Form 10-K</a> (See Part IV—Note 20).
Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	We strictly prohibit off-label promotion by Amgen employees or those working on our behalf. Amgen's policy on <a href="#">Communications with Members of the Healthcare Community (PDF)</a> and our <a href="#">Code of Conduct (PDF)</a> prohibit off-label promotion. Staff members are trained on these requirements annually.

### Employee Recruitment, Development and Retention

Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	See the Human Capital Resources section of Part I, Item 1 of Amgen's FY2024 <a href="#">Form 10-K</a> ; and the Human Capital Management subsection under the Our Sustainability Highlights section of our <a href="#">2025 Proxy Statement (PDF)</a> .
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Not reported.

### Supply Chain Management

Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Amgen has a comprehensive supplier oversight program that includes a risk-based approach to the auditing and monitoring of our supply chain partners. Audits are conducted to help ensure that Amgen's supply chain is meeting both regulatory requirements and Amgen's internal requirements. See the <a href="#">Quality</a> section of our website.
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### Business Ethics

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Amgen discloses material legal proceedings in our FY2024 <a href="#">Form 10-K</a> (See Part IV—Note 20).
Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a.2	In the United States, Amgen voluntarily complies with, and fully supports, the Pharmaceutical Research and Manufacturers of America's (PhRMA) <a href="#">Code on Interactions With Health Care Professionals</a> (the Code). The Code provides guidance on such interactions, including the use of promotional materials, grants and consulting arrangements, meals and entertainment, continuing medical education, clinical practice guidelines, and sales and marketing training for company representatives.

### General

Number of patients treated	HC-BP-000.A	In 2024, our products reached approximately 14 million patients globally.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	As of December 31, 2024, 36 products were approved for commercial use in one or more countries. Our pipeline includes more than 37 candidates in Phases 1 through 3, many with multiple indications in development. See <a href="#">Our Products</a> and our <a href="#">Pipeline</a> .

# Contributing to the United Nations Sustainable Development Goals

As a global biopharmaceutical company focused on improving human health, we recognize that we can play a role in contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). We contribute to nine of them through our core business, corporate philanthropy and the activities of our foundations.

Our Approach	2024 Progress	SDG
<b>Healthy People</b>		
Amgen strives to serve patients by transforming the promise of science and biotechnology into therapies that have the power to restore health or save lives. In everything we do, we aim to fulfill our mission to serve patients.	As of December 31, 2024, our portfolio included 36 approved medicines, with many new medicines in our pipeline. We invested \$6.0 billion in research and development in 2024. See <a href="#">Our Products</a> and our <a href="#">Pipeline</a> .	
At a time when healthcare costs are rising, we aspire to contribute to a more sustainable healthcare system by providing more therapeutic options through our biosimilar medicines.	We have a portfolio of 11 biosimilar products in market or under development. See <a href="#">Healthy People</a> .	
Focus on removing barriers that limit access to healthcare so that people can live their healthiest lives.	To help ensure broad access to our novel therapies for appropriate patients, we price our medicines responsibly, partner with payers to align on value, support prescriber choice, and develop patient support and assistance programs. In 2024, we provided \$2.5 billion of Amgen medicines <sup>1</sup> at no cost to eligible uninsured or underinsured patients in the United States via the Amgen Safety Net Foundation. <sup>2</sup> Amgen, through its qualified partners, provided \$224 million of Amgen medicines <sup>1</sup> at no cost to underserved patients in 25 low- and middle-income countries. See <a href="#">Healthy People</a> .	
Bring clinical trial research directly to the communities where people live and work.	Amgen submitted plans to the U.S. Food and Drug Administration (FDA) for 100% of our registrational Phase 2 and 3 studies. These plans are designed to expand representative patient populations in our studies, and outlined steps we are taking to simplify visit schedules and expand remote options, place study sites in communities where people live and work, partner with community vendors, and provide reimbursement for travel and accommodations. See <a href="#">Health Equity</a> .	 
Advance policies and practices in support of achieving health equity so that more people have an opportunity to improve their health outcomes.	Amgen is sponsoring the Black Heart Association’s two-year Guard Your Heart Tour. In 2024, we helped provide testing for, and education about, LDL-C, high lipoprotein(a), or Lp(a), and other signs of heart disease to over 2,900 people at community events. We also supported the Health Education Advocacy Learning Collaborative’s Lung Cancer Education & Awareness Community Conversation series. See <a href="#">Health Equity</a> .	 

<sup>1</sup> Valued at wholesale acquisition cost.

<sup>2</sup> Amgen Safety Net Foundation is a separate legal entity entirely funded by Amgen, Inc.

Our Approach	2024 Progress	SDG
<b>Healthy Society</b>		
Inspire the next generation of scientists and foster future problem solvers – wherever they are.	With the support of the Amgen Foundation, LabXchange, a free online science education platform developed at Harvard University, achieved its ambition of engaging 50 million unique visitors worldwide in less than five years, of which approximately 80% were from low- or lower-middle-income countries. <sup>3</sup> See <a href="#">Community Investment</a> .	
Engage students with diverse perspectives and backgrounds by helping to remove barriers to quality science education.	The Amgen Biotech Experience – a hands-on lab initiative that provides professional development, teaching materials and research-grade lab equipment to high school science teachers in Amgen communities around the world – reached its 1 millionth student. See <a href="#">Community Investment</a> .	
We believe our differences lead to better science and business outcomes, enabling us to best serve patients. Amgen is an equal opportunity employer.	In 2024, Amgen’s global workforce consisted of 53% women and 46% men. <sup>4</sup> See <a href="#">Diversity, Inclusion &amp; Belonging</a> .	
Endeavor to create a work environment where each employee is able to bring their whole self to work, to have their voice heard and to feel a sense of belonging.	In 2024, we conducted two Global Engagement Surveys. Scores remained six points above benchmark, with 76% of respondents feeling a sense of belonging at Amgen <sup>5</sup> and 82% recommending Amgen as a great place to work. <sup>6</sup> See <a href="#">Our People</a> .	
<b>Healthy Planet<sup>7</sup></b>		
By 2027, achieve carbon neutrality for Amgen-owned and -operated facilities and operations. Our aim is for all Amgen facilities, wherever feasible, to procure 100% renewable energy by 2027. We also have an SBTi Scope 3 supplier engagement target to engage with 73% of our suppliers by spend in key categories to support their adoption of science-based targets by 2027.	Through 2024, we achieved 69% of our targeted reductions for Scope 1 and 2 carbon emissions (from a 2019 baseline). At the end of 2024, renewable electricity accounted for 90% of our total purchased electricity consumption. We are also progressing on our Scope 3 supplier engagement target. See <a href="#">Healthy Planet</a> .	
By 2027, reduce water consumption by 40% from a 2019 baseline.	We decreased water use to achieve 57% of our 2027 targeted reduction from a 2019 baseline. See <a href="#">Healthy Planet</a> .	
By 2027, reduce waste disposed by 75% from a 2019 baseline.	We decreased waste disposed to achieve 66% of our 2027 targeted reduction from a 2019 baseline. See <a href="#">Healthy Planet</a> .	

3 Based on World Bank Group country classifications by income level.

4 Data as of December 2024. Gender and race are self reported. Totals may not add up to 100% due to rounding or employees who have not reported their gender and/or race/ethnicity. All data reflects only active employees, which, among other things, excludes co-ops and interns. Also excludes Gensentia Pharmaceuticals and deCode Genetics.

5 Four points above benchmark.

6 Seven points above benchmark.

7 Water and waste reductions are measured against a 2019 baseline and take into account only verified reduction projects and not changes associated with the contraction or expansion of the Company. Carbon neutrality goal refers to Scope 1 and 2.

# Forward-Looking Statements

This report contains forward-looking statements that are based on the current expectations and beliefs of Amgen. All statements, other than statements of historical fact, are statements that could be deemed forward-looking statements, including any statements on the outcome, benefits and synergies of collaborations, or potential collaborations, with any other company (including BeiGene, Ltd. or Kyowa Kirin Co., Ltd.), the performance of Otezla® (apremilast), our acquisitions of ChemoCentryx, Inc. or Horizon Therapeutics plc (including the prospective performance and outlook of Horizon's business, performance and opportunities, and any potential strategic benefits, synergies or opportunities expected as a result of such acquisition), as well as estimates of revenues, operating margins, capital expenditures, cash, other financial metrics, expected legal, arbitration, political, regulatory or clinical results or practices, customer and prescriber patterns or practices, reimbursement activities and outcomes, effects of pandemics or other widespread health problems on our business, outcomes, progress, and other such estimates and results. Forward-looking statements involve significant risks and uncertainties, including those discussed below and more fully described in the Securities and Exchange Commission reports filed by Amgen, including our most recent annual report on Form 10-K and any subsequent periodic reports on Form 10-Q and current reports on Form 8-K. Unless otherwise noted, Amgen is providing this information as of the date of this report and does not undertake any obligation to update any forward-looking statements contained in this document as a result of new information, future events or otherwise.

No forward-looking statement can be guaranteed and actual results may differ materially from those we project. Our results may be affected by our ability to successfully market both new and existing products

domestically and internationally, clinical and regulatory developments involving current and future products, sales growth of recently launched products, competition from other products including biosimilars, difficulties or delays in manufacturing our products and global economic conditions, including those resulting from geopolitical relations and government actions. In addition, sales of our products are affected by pricing pressure, political and public scrutiny and reimbursement policies imposed by third-party payers, including governments, private insurance plans and managed care providers and may be affected by regulatory, clinical and guideline developments and domestic and international trends toward managed care and healthcare cost containment. Furthermore, our research, testing, pricing, marketing and other operations are subject to extensive regulation by domestic and foreign government regulatory authorities. We or others could identify safety, side effects or manufacturing problems with our products, including our devices, after they are on the market. Our business may be impacted by government investigations, litigation and product liability claims. In addition, our business may be impacted by the adoption of new tax legislation or exposure to additional tax liabilities. Further, while we routinely obtain patents for our products and technology, the protection offered by our patents and patent applications may be challenged, invalidated or circumvented by our competitors, or we may fail to prevail in present and future intellectual property litigation. We perform a substantial amount of our commercial manufacturing activities at a few key facilities, including in Puerto Rico, and also depend on third parties for a portion of our manufacturing activities, and limits on supply may constrain sales of certain of our current products and product candidate development. An outbreak of disease or similar public health threat, and the public and governmental effort to mitigate against the spread of

such disease, could have a significant adverse effect on the supply of materials for our manufacturing activities, the distribution of our products, the commercialization of our product candidates, and our clinical trial operations, and any such events may have a material adverse effect on our product development, product sales, business and results of operations. We rely on collaborations with third parties for the development of some of our product candidates and for the commercialization and sales of some of our commercial products. In addition, we compete with other companies with respect to many of our marketed products as well as for the discovery and development of new products. Discovery or identification of new product candidates or development of new indications for existing products cannot be guaranteed and movement from concept to product is uncertain; consequently, there can be no guarantee that any particular product candidate or development of a new indication for an existing product will be successful and become a commercial product. Further, some raw materials, medical devices and component parts for our products are supplied by sole third-party suppliers. Certain of our distributors, customers and payers have substantial purchasing leverage in their dealings with us. The discovery of significant problems with a product similar to one of our products that implicate an entire class of products could have a material adverse effect on sales of the affected products and on our business and results of operations. Our efforts to collaborate with or acquire other companies, products or technology, and to integrate the operations of companies or to support the products or technology we have acquired, may not be successful. There can be no guarantee that we will be able to realize any of the strategic benefits, synergies or opportunities arising from the Horizon acquisition, and such benefits, synergies or opportunities may take longer to realize than expected. We may not be able to successfully

integrate Horizon, and such integration may take longer, be more difficult or cost more than expected. A breakdown, cyberattack or information security breach of our information technology systems could compromise the confidentiality, integrity and availability of our systems and our data. Our stock price is volatile and may be affected by a number of events. Our business and operations may be negatively affected by the failure, or perceived failure, of achieving our sustainability objectives. The effects of global climate change and related natural disasters could negatively affect our business and operations. Global economic conditions may magnify certain risks that affect our business. Our business performance could affect or limit the ability of our Board of Directors to declare a dividend or our ability to pay a dividend or repurchase our common stock. We may not be able to access the capital and credit markets on terms that are favorable to us, or at all.