

## 1.0 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.

## 2.0 Policy

As new communication and collaboration media become more prevalent, Covered Persons must ensure that their use of Social Media for Amgen-related purposes is appropriate. This Policy governs all use of Social Media by Covered Persons that concerns or may affect Amgen's rights, products, or business interests, including use of "External Social Media" and "Internal Social Media" as defined below.

This Policy is intended to supplement, not replace, other relevant Amgen policies and procedures. Accordingly, all Social Media use on Amgen systems, or any other Social Media use that may affect Amgen, must be conducted in accordance with Amgen's Values and all other applicable Amgen policies and procedures, including but not limited to the Code of Conduct, General Business Conduct Policy, Equal Employment Opportunity Policy, Anti-Discrimination and Anti-Harassment Policy, Use of Company Systems and Internet Policy, Protection of Personal Information Policy, Information Classification and Records Management Policy, Insider Trading Policy, Conflicts of Interest Policy, Adverse Event and Product Complaint Reporting Policy and other applicable policies, procedures and laws, including Hold Orders. Violation of this Policy may lead to disciplinary action, up to and including termination of employment, as may be permitted by applicable law.

Remember that regulations and laws vary from country to country, so please consult your local legal, safety, regulatory, compliance and/or privacy experts with any specific questions. It is essential to remember that activities that are permissible in one region or country might be impermissible in another.

**If you are initiating an Amgen Social Media channel, campaign, website, or other digital asset, please contact [digital.council@amgen.com](mailto:digital.council@amgen.com). Please refer to the "Global Digital and Social Media Governance" MyAmgen webpage for more information.**

U.S. Only. It is not Amgen's intent to prevent Covered Persons from engaging in any conduct protected under the National Labor Relations Act or other applicable laws. Nothing in this Policy should be construed to the contrary.

### Definitions

Amgen Authorized Spokesperson	A staff member officially designated and authorized to speak publicly, online or otherwise, on behalf of the company.
External Social Media	Social Media intended to be accessible by the general public.

Internal Social Media	Social Media intended to be accessible only by staff members or authorized individuals.
Social Media	Web- or mobile-based interactive platforms that enable participants to create, share, and interact with information and ideas in any external or internal medium (e.g., Facebook, Twitter, Yammer, Snapchat, Instagram, and LinkedIn).

**Use of External Social Media**

Amgen respects the rights of Covered Persons to use External Social Media generally as they see fit and believes that what such persons lawfully do outside of the scope of their work is a personal matter, provided that such use does not harm Amgen or its staff, property, customers or business. Covered Persons’ responsibilities to Amgen, however, do not necessarily end when leaving the workplace (physically or virtually). Accordingly, as a Covered Person using External Social Media regarding a subject that concerns or may affect Amgen’s rights, products, or business interests:

- you **may**:
  - like and/or share any content (including content that mentions approved or investigational products) that has been posted by Amgen on an external, Amgen-owned social media channel (e.g., Twitter, LinkedIn, Facebook, etc.) or has been posted by an Amgen Authorized Spokesperson. You may also like or re-share such content that was liked or shared by an Amgen staff member (e.g., a re-tweet of such original Amgen content).
    - Note: In certain countries regulators may regard the liking and/or sharing of product- or pipeline-related content to be a breach of local advertising laws. Therefore, ex-U.S. affiliate staff are strongly advised to confirm with their local compliance function whether they can like or share product- or pipeline-related content posted by Amgen prior to liking or sharing the content.
  - comment on content that has been posted by Amgen or an Amgen staff member on an external, Amgen-owned social media channel (e.g., Twitter, LinkedIn, Facebook, etc.), **unless** it mentions approved or investigational products (commenting on Amgen posts that mention approved or investigational products is prohibited), as long as such commentary otherwise complies with the other relevant provisions of this Policy.
- you **must not**:
  - comment on content that mentions Amgen approved or investigational products;
  - purport to speak on Amgen’s behalf unless you are an Amgen Authorized Spokesperson (if you have any doubt regarding your authorization to speak on Amgen’s behalf, contact your Corporate Affairs representative);
  - use or disclose Amgen’s intellectual property, or other confidential or proprietary information;
  - disclose “material, non-public information” (as that phrase is defined in the Amgen Insider Trading Policy);
  - disclose confidential information relating to an Amgen customer, patient, or another person or entity with whom Amgen does business without the other’s written consent on an approved Amgen consent form, unless such patient information is necessary to be collected in accordance with the Adverse Event and Product Complaint Reporting policy;

- share internal communications (e.g., memos, digital signs, MyAmgen articles) unless they have been approved for external sharing within your role;
- harass, or defame someone, or invade someone's privacy; or
- promote or otherwise make claims about the efficacy or safety of an Amgen or competitor marketed or pipeline product.
- you **must**:
  - handle all media or investor inquiries according to the Staff Interactions with the Media and Investment Community Policy;
  - report all suspected Adverse Events, product complaints or other safety matters concerning an Amgen product according to the Adverse Event and Product Complaint Reporting Policy;
    - always remember your safety and product complaint reporting obligations when viewing, liking or sharing Amgen content on your personal social media accounts (i.e., when sharing content, if you see a reportable event in your feed, you must report it);
  - clarify that all expressed opinions and views are yours alone when you are publishing or discussing Amgen-related matters;
  - always ensure that the following language appears within the profile/biography section of your relevant External Social Media account(s): "While I have a connection to Amgen, opinions are my own and do not represent Amgen's position." (A "connection to Amgen" includes identifying yourself as an Amgen employee, either in your profile or posts, as well as belonging to, or participating in, an Amgen group on a Social Media channel);
  - use only personal contact information and email addresses; and
  - disclose your relationship to Amgen, for example, by starting the post with words such as "I work at Amgen" or "I work with Amgen" or include a hashtag such as "#iwork4Amgen" or "#mycompany" or "#iworkwithAmgen."

### Use of Internal Social Media

Internal Social Media is intended for company business. Accordingly, it should be used only to perform job duties, advance Amgen's business interests and execute the company's strategic objectives. If you are a Covered Person using Internal Social Media regarding a subject that concerns or may affect Amgen's rights, products, or business interests:

- you **must**:
  - use the tools only for legitimate business purposes and focus on topics relevant to Amgen;
  - publish only information that is true and accurate;
  - when linking to external content, do so from a regulated or validated Amgen system;
  - exercise respect and good judgment; and
  - report potential violations of law or company policy.

## 3.0 Covered Persons Responsibility for Compliance

Every Covered Person worldwide is required to follow and employ reasonable steps in preventing violations of (1) the Amgen Code of Conduct, (2) laws and regulations applicable in the relevant jurisdictions, and (3) Amgen policies and other governance documents applicable to him or her. Covered Persons are also required to report any conduct that may violate such laws, regulations, the Amgen Code of Conduct, and Amgen policies and other governance documents. Covered Persons must refer to the governance documents in effect for the geographic area in which they work, or for

which they are responsible, or request guidance from their manager or compliance representative with responsibility for that geographic area. The term “governance documents” in this Policy means Amgen’s written policies, standards, procedures, business practices, and manuals.

Amgen expects its managers to (1) be familiar with (or take appropriate steps to become familiar with) applicable laws and regulations, (2) know the Amgen Code of Conduct and Amgen policies and other governance documents applicable to the activities they manage or supervise, (3) ensure their direct reports have appropriate training on compliance requirements to perform their job functions, and (4) supervise their direct reports with respect to compliance requirements and activities.

If Amgen determines that any Covered Person has violated this Policy, related standards, procedures or controls, applicable laws or regulations, or any governance documents, appropriate disciplinary measures will be taken, up to and including immediate termination of employment, to the extent permitted by applicable laws. The following is a non-exhaustive list of possible disciplinary measures to which Covered Persons may be subject (subject to applicable law): oral or written warning, suspension, removal of job duties/responsibilities, demotion, reduction in compensation, and/or termination of employment.

Subject to applicable laws, Amgen reserves the right to take whatever disciplinary or other measure(s) it determines in its sole discretion to be appropriate in any particular situation, including disclosure of wrongdoing to governmental authorities. Nothing in this Policy changes the at-will nature of employment at Amgen, its affiliates or subsidiaries, where applicable. Amgen may also terminate the services or work engagement of non-employee Covered Persons for violation of this Policy.