

1. Scope

Applicable to all Amgen staff members, consultants, contract workers and temporary staff worldwide (“Covered Persons”). Consultants, contract workers, and temporary staff are not Amgen employees, and nothing in this Policy should be construed to the contrary.

2. Policy

The calculation, reporting, and/or disclosure of pricing information about Amgen’s products are important to Amgen’s commercial success as well as to its legal and regulatory obligations. Accurate and timely pricing information can assist healthcare providers, government and private payors, patients, and other stakeholders. Conversely, the calculation, presentation and reporting of inaccurate pricing information or the use of such information to engage in inappropriate promotion of Amgen products can expose Amgen and Covered Persons to significant legal and regulatory risks.

It is Amgen’s policy to adhere to all applicable laws and regulations related to government price calculation and reporting of Amgen products. This Policy sets forth the requirements governing Amgen’s pricing and price reporting practices.

Pricing and Amgen Products

Outside of the United States, Covered Persons must consult the Law Department for guidance on complying with applicable laws and regulations for pricing and price reporting.

In the United States, it is Amgen’s policy that:

- All government price calculations and reports must be accurate and timely (or provided in the time allotted by extension, if applicable).
- Amgen government price calculation and reporting policies must be maintained and updated, and appropriate training must be provided to relevant Covered Persons to ensure compliance with such policies and procedures.
- Amgen will only offer those discounts, rebates and administrative fees that comply with the requirements of federal and state laws and regulations, including but not limited to the federal anti-kickback statute. All such discounts, rebates and administrative fees must be approved by the Pricing Committee, documented appropriately, and communicated to those responsible for performing price reporting calculations.
- Under no circumstances may service agreements, research agreements, or other payments or arrangements be offered or provided with the intent of, directly or indirectly, influencing or encouraging recipients to purchase, prescribe, refer, sell, arrange for the purchase or sale of, or recommend formulary placement of, any Amgen product. Such agreements, payments and arrangements may not be offered in connection with discussions, negotiations, or decisions involving product pricing or purchasing, or formulary decisions.
- Amgen will refrain from any action that would interfere with the ability of a buyer of an Amgen product to meet its obligations to report a discount or rebate.

3. Additional Information

Covered Persons Responsibility for Compliance

Every Covered Person worldwide is required to follow (1) the Amgen Code of Conduct, (2) all applicable laws and regulations, and (3) Amgen governance documents applicable to him or her, including without limitation, those relating to this Policy. Covered Persons should exert due diligence in preventing violations of such laws, regulations, and 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. See Section 4, below, for a non-exhaustive list of governance documents related to this Policy. 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) the laws, regulations, and Amgen governance documents applicable to the activities they manage or supervise, (2) ensure their direct reports have appropriate training on compliance issues to perform their job functions, and (3) supervise their direct reports with respect to compliance requirements and activities.

If Amgen determines that any Amgen staff member has violated this Policy, applicable laws or regulations, or any governance documents, appropriate disciplinary measures will be taken, to the extent permitted by local laws. The following is a non-exhaustive list of possible disciplinary measures to which Amgen staff members may be subject (subject to local laws): oral or written warning; suspension; removal of job duties/responsibilities or demotion; reduction in compensation; and termination of employment.

Subject to local 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 the wrongdoing to governmental authorities. Nothing in this Policy changes the at-will nature of employment at Amgen, its affiliates or subsidiaries, where applicable.