

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.

This Policy governs the use of global social media by Covered Persons that may affect Amgen's rights, products, or business interests. This includes communicating on behalf of Amgen by posting, sharing, or commenting on Amgen-related content on official Amgen social media channels or on personal social media channels.

Policy

This policy is to ensure all Covered Persons use social media in a manner that broadly protects the interests of Amgen, its staff, property and business from harm, including by protecting our reputation with patients and the broader healthcare community.

Regulations and laws may differ from country to country. Local or country laws that are more restrictive take precedent over this policy. Please consult your local Corporate Affairs, Law, Safety, Regulatory, Compliance, and/or Privacy point of contact with any specific questions.

Remember, if you are in doubt, do not post. Social media posts that violate government policies may be subject to action by government or authorities against you or Amgen, including fines and other penalties.

It is not Amgen's intent to prevent Covered Persons from engaging in any conduct protected under the U.S. National Labor Relations Act or other applicable laws, including but not limited to discussing wages, hours, working conditions, or other terms and conditions of employment, whether in person or on social media platforms. Nothing in this Policy should be construed to the contrary.

Violation of this Policy may lead to disciplinary action, up to and including termination of employment, as may be permitted by applicable law.

Use of Social Media – General Principles for All Covered Persons:

- We work in a highly regulated global environment that includes requirements and restrictions on what Amgen and its staff can and cannot communicate. It is important that each Covered Person understands and adheres to those obligations when using social media.
- If you post anything in a business or personal capacity that harms Amgen (including staff, reputation, property, or operations), you will have violated this policy.
- Use of social media must comply with (1) the Amgen Code of Conduct, (2) Equal Opportunity Compliance (EOC), (3) laws and regulations applicable in the relevant jurisdictions, and (4) applicable Amgen policies and other governance documents.
- You must not engage in any form of misrepresentation, impersonation, or unauthorized disclosure of company information, including sharing intellectual property or other confidential and proprietary information, such as personal data, or information related to an Amgen customer, patient or other related entity.
- You must secure appropriate consent from anyone featured in photos or videos from workplace events before you post on your personal social media channels.
- You must comply with the [Adverse Event \(AE\) and Product Complaint \(PC\) Global Corporate Compliance Policy](#) and related reporting process if you come across an AE or PC on social media.
- You must not promote or otherwise make claims about the efficacy or safety of an Amgen or competitor product or pipeline product.
- You must direct all media inquiries to your local Corporate Affairs point of contact and should not engage with members of the media. This includes external media featuring Amgen news, including approvals, pipeline updates, and any other content that may be viewed as promotional.

Amgen reserves the right to request removal of content that violates this policy. Please note: Amgen will not monitor private profiles unless the content is made public and directly references Amgen and/or could pose a reputational risk.

Use of Social Media – Personal**For Covered Persons Who Work in the United States (including Puerto Rico):**

- You **May** engage with Amgen-related content subject to the sub-bullets below if you include your professional relationship when commenting, posting, or resharing:
 - You **MUST** either add a hashtag like #mycompany to your post or indicate your relationship to Amgen (e.g., I'm proud to work for Amgen).
 - You **May** like, share and comment on any content from the Amgen external public channels that does not mention product or pipeline products.
 - You **May** like and share, but **May Not** comment on, product or pipeline content from Amgen social media channels.
 - You **May Not** add any additional comments when sharing product or pipeline related content. This requirement also extends to a competitor's product or pipeline content.

For Covered Persons Who Work Outside the United States:

- You **May** like, share and comment on any content from the Amgen social media channels that does not mention product or pipeline products.
- You **May Not** like, share, comment or post anything on social media about product or pipeline products featuring Amgen or competitors' product or pipeline content.
- You **May** post from a Congress or an Amgen event if there are no product-related images or content and the privacy rights of individuals shown in the images are respected. If you are unsure about the message content or images, check with your local Corporate Affairs point of contact before posting.
- You **May Not** create your own content for product promotion, pipeline product, or disease awareness campaigns. Please consult with your local Corporate Affairs point of contact for guidance on approved content for posting and sharing.

Use of Social Media – Business

While engaging across social media platforms for professional use, Covered Persons must adhere to the following supporting controls:

- Influencer and Third-Party Oversight: Covered Persons and designated functions engaging third party influencers or social media partners must follow the internal process for content pre-approval, required disclosures, and ongoing monitoring of these engagements.
- Community Engagement and User-Generated Content: Amgen's Community Guidelines govern the management, moderation and escalation of public comments and content on Amgen-owned channels.
- Social Media Listening and Monitoring: Enterprise tools are used to monitor public digital conversations involving Amgen and its products. These tools support early detection of high-risk themes and help inform proactive engagement strategies.
- Content Retention: If you are responsible for publishing or managing social media content on behalf of Amgen, you must ensure all materials are archived using approved systems (e.g., Airtable, Sprinklr) in alignment with Amgen's record retention policies. This includes both Amgen-branded content as well as materials from third-party sponsored engagements.
- Training and Education: Covered Persons must complete any required social media compliance training before participating in social media activities involving product launches, medical congresses, disease awareness campaigns or other public-facing engagements. If you are unsure whether training is required for your role or activity, consult your Corporate Affairs, Compliance, or Law point of contact.

Covered Persons whose roles involve social media activity, either directly or through third-party partnerships, are expected to act in accordance with these guidelines. For questions regarding these practices, contact your Corporate Affairs, Compliance, or Law point of contact.

All Amgen social media channels, websites, or digital assets must be set up following proper digital governance. Before initiating a digital Amgen asset, please contact Digital Governance.