
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): May 19, 2026

Amgen Inc.

(Exact name of Registrant as Specified in Its Charter)

Delaware
(State or Other Jurisdiction
of Incorporation)

001-37702
(Commission File Number)

95-3540776
(IRS Employer
Identification No.)

**One Amgen Center Drive
Thousand Oaks, California**
(Address of Principal Executive Offices)

91320-1799
(Zip Code)

Registrant's Telephone Number, Including Area Code: (805) 447-1000

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common stock, \$0.0001 par value	AMGN	The Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Retirement of Peter H. Griffith, Chief Financial Officer

On May 19, 2026, Amgen Inc. (the “Company”) publicly announced that Peter H. Griffith will retire from the role of the Company’s Executive Vice President and Chief Financial Officer, effective August 31, 2026. In connection with the transition of his role, Mr. Griffith will remain employed as an Executive Vice President, a non-executive officer position from September 1, 2026 until January 31, 2027. Mr. Griffith is currently retirement eligible under the Company’s plans and policies, and thus upon his departure in January 2027 will receive the retirement benefits provided by the Company’s plans and policies, described in the Company’s filings, including the Company’s proxy statement.

Appointment of Thomas Dittrich, Executive Vice President and Chief Financial Officer

In connection with Mr. Griffith’s retirement, on May 19, 2026, the Board of Directors approved hiring Thomas Dittrich, age 62, to serve as Executive Vice President, a non-executive officer position, effective July 1, 2026 through August 31, 2026.

Effective September 1, 2026, he will serve as Executive Vice President and Chief Financial Officer of the Company. Mr. Dittrich will report to Robert A. Bradway, Chairman and Chief Executive Officer.

Mr. Dittrich will initially be based in Rotkreuz, Switzerland and will be employed by Amgen (Europe) GmbH pursuant to an Employment Offer Agreement with Amgen (Europe) GmbH dated May 16, 2026. Mr. Dittrich is expected to relocate to Thousand Oaks, California in connection with his transition to Chief Financial Officer in September 2026.

The Employment Offer Agreement provides that Mr. Dittrich will receive an annual base salary of CHF 1,070,000 and will be eligible to participate in the Company’s Global Management Incentive Plan with a target opportunity of 100% of base salary. As long-term equity compensation for fiscal 2026, Mr. Dittrich will be granted annual long-term incentive awards with a target value of CHF 4,500,000, composed of non-qualified stock options valued at CHF 1,350,000 and restricted stock units (“RSUs”) valued at CHF 900,000, that each vest 25% per year from the date of grant, and 2026-2028 long-term performance units (with modified goals to account for mid-year hire date) valued at CHF 2,250,000.

In order to compensate Mr. Dittrich for foregone equity and incentive compensation at his current employer, he will be granted a one-time RSU award with a value of CHF 4,700,000 that vests 25% per year from the date of grant, and a one-time cash bonus of CHF 4,000,000 as part of his Swiss employment.

Separately, to also compensate Mr. Dittrich for foregone equity and incentive compensation at his current employer, Mr. Dittrich will receive a one-time, two-year retention bonus of CHF 5,800,000, that is repayable, pro-rata based on days served, in the event Mr. Dittrich resigns, or the Company terminates his employment for certain misconduct, within two years of his hire date.

In connection with his relocation to Thousand Oaks from Switzerland in September 2026 in order to assume the CFO role, Mr. Dittrich's employment will be transferred to Amgen International AG and he will receive relocation benefits generally provided to other Executive Vice Presidents who relocate, plus a relocation allowance of CHF 250,000. These relocation benefits are provided under an Expatriate Assignment Letter of Understanding dated May 16, 2026.

Mr. Dittrich will also receive our standard severance agreement that provides severance protection in the event of a termination of employment by the Company, other than for cause, within two years of his hire date at a benefit multiple of two times his salary and target bonus.

The foregoing descriptions of the Employment Offer Agreement and the Expatriate Assignment Letter of Understanding do not purport to be complete and are qualified in their entirety by reference to the full text of such agreements, which are filed as Exhibits 10.1 and 10.2, respectively, to this Current Report on Form 8-K and incorporated herein by reference.

Thomas Dittrich’s Background

Mr. Dittrich has most recently served as Chief Financial Officer of Galderma Group AG, a Swiss public company focused on dermatology, since October 2019, with his service expected to continue through June 30, 2026, overseeing global finance, investor relations, strategic sourcing, IT, corporate strategy, and a company-wide transformation program and leading the company through its initial public offering in 2024. Previously, Mr. Dittrich was the Chief Financial Officer and an executive member of the Board of

Directors of Shire Pharmaceuticals, a global biotechnology company with a focus on rare diseases and neuroscience acquired by Takeda Pharmaceutical Company in January 2019, from March 2018 to March 2019. Prior to Shire, he was Chief Financial Officer, and a member of the Executive Committee, of Sulzer AG, a global leader in fluid engineering, from August 2014 to March 2018, and where he served as interim Chief Executive Officer between August and December 2015. Prior to joining Sulzer, Mr. Dittrich worked for eight years at the Company and served as Vice President, Finance Corporate Planning and Chief Accounting Officer, from May 2010 to August 2014, and as Vice President, Finance, from April 2006 to April 2010. Earlier in his career, Mr. Dittrich held various finance and general manager positions during eight years at Dell, Inc. and worked in mergers and acquisitions and management consulting roles. Since 2014, Mr. Dittrich has served on the Board of Directors of SIG Group AG, a Swiss public packaging and container manufacturer, where he chairs the Audit and Risk Committee and is a member of the Nomination and Governance Committee. Mr. Dittrich holds a Master of Science in Mechanical Engineering and Robotics from the Technical University of Munich and a Master in Finance, Controlling and Accounting from the University of St. Gallen.

Except as described above, there are no transactions between Mr. Dittrich (or any member of his immediate family) and the Company (or any of its subsidiaries) and there are no family relationships between Mr. Dittrich and any director or executive officer of the Company, or with any person selected to become a director or an executive officer of the Company.

Additional Information

A copy of the press release announcing Mr. Griffith's retirement, and the hiring of Mr. Dittrich, as Chief Financial Officer, is furnished as Exhibit 99.1 to this Current Report on Form 8-K.

The information in Exhibit 99.1 furnished herewith shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference into any filings of the Company under the Securities Act of 1933, as amended.

Item 9.01 Financial Statements and Exhibits.

Exhibit

<u>No.</u>	<u>Document Description</u>
10.1	Employment Offer Agreement, dated May 16, 2026.
10.2	Expatriate Assignment Letter of Understanding, dated May 16, 2026.
99.1	Press Release, dated May 19, 2026.
104	Cover Page Interactive Data File (embedded within the Inline XBRL document).

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

AMGEN INC.

Date: May 19, 2026

By: /s/ Jonathan P. Graham

Name: Jonathan P. Graham

Title: Executive Vice President and General Counsel and Secretary



Amgen (Europe) GmbH
Suurstoffi 22,
CH-6343 Rotkreuz
Telephone: + 41 41 369 03 00
amgen.com

Employment Offer

by and between

Amgen (Europe) GmbH (the **Company**)
Suurstoffi 22
CH-6343 Rotkreuz
Switzerland

and

Thomas Dittrich (the **Employee**)
XXXXXXXXXX
XXXXXXXXXX
Switzerland

(The Company and the Employee are also each referred to as **Party** or jointly as **Parties**)

1. Summary Statement

Further to our discussions, Amgen would like to confirm an offer of employment based on the terms and conditions set out in this Employment Offer. You agree to keep the fact of this Employment Offer and the terms of the Employment Offer confidential except as to your spouse and your personal financial and/or legal advisor until Amgen informs you in writing that you may make a disclosure and what you may disclose.

The offer is for the following, which is more clearly set out in this Employment Offer.

Position: Executive Vice President (Global Career Framework (GCF) level 11).

Base Salary: an annual base salary of CHF 1,070,000 gross based on your 100% employment

Start Date: no later than 01 July 2026

2. Beginning of Employment


The Employment of the Employee starts on 01 July 2026 unless an earlier date is agreed-upon in writing by the Employee and the Company (the **Start Date**).

Employee will be expected to report to the Company's offices in Rotkreuz Switzerland on the Start Date.

3. Position

3.1. Position

The Employee shall assume the position of Executive Vice President (GCF level 11).



The Employee shall report to Robert Bradway, Chairman and Chief Executive Officer. Depending on business needs, the Company reserves the right in its sole discretion to change the Employee's reporting relationship or to assign the Employee a new title and position under comparable terms and conditions as those outlined in this Employment Offer.

3.2. Group Structure

The Employee acknowledges that the Company is part of a group of companies ultimately controlled by Amgen Inc. (each such company, including Amgen Inc., a **Group Company**). The Employee acknowledges that the Employee will need to work with and/or report to other employees and/or officers of other Group Companies.

3.3. Duties and Responsibilities

It is understood that the duties and responsibilities arising out of the position described herein includes all tasks customarily or reasonably incidental to such function and those expressly mentioned in this Employment Offer, Amgen's policies, and a job description, if any, as issued, amended and/or reinstated from time to time by the Company.

The Company may assign any additional or new duties or responsibilities as deemed reasonable or appropriate by the Company in the course and fulfilment of its business to the Employee.

The Employee undertakes to use his/her entire working ability to fulfil his/her contractual obligations and to loyally safeguard and foster the business and the interests of the Company. The Employee shall carefully perform all work assigned to the Employee.

The Employee understands and agrees that the Employee may, in the course of the Employment and where reasonably requested by the Company, be required to travel to and work in other places and countries in order to perform his/her obligations and duties under the Employment Offer.

The Company agrees to the Employee's continued membership on the Board of Directors of SIG Group, provided that such membership does not interfere with Employee's duties and responsibilities to the Company, which shall be determined in the Company's sole discretion. Should the Employee's membership on the Board of SIG Group end, the Company will allow the Employee to join a different board provided that such membership does not interfere with Employee's duties and responsibilities to the Company and does not present a conflict of interest, which shall be determined in the Company's sole discretion. The intent is to allow the Executive to maintain no more than one external board position at a time. If the Employee wishes to establish any other employment or business engagements outside of the Company, the Employee must obtain the advance written consent of the Company's most-senior Human Resources officer.

3.4. Officer Position

In fulfilment of his/her duties, the Employee may have to act as officer, director or in any other corporate function within the Company or any Group Company. The Company may decide at its full discretion when such function shall end and the Employee will retire from such functions and sign the necessary documentation upon first request.

The Base Salary as defined herein includes any and all remuneration for such functions and positions.

4. Compensation & Benefits

4.1. Base Salary

The Employee shall receive an annual base salary of CHF 1,070,000 gross based on a fulltime employment (the **Base Salary**), payable in twelve monthly instalments at the end of the month. Appropriate deductions as required by law will be made directly by Company.

4.2. **Sign-On and Retention Bonus**

The Company will (subject to the conditions in this section) pay the Employee a conditional one-time cash sign-on and retention bonus of CHF 5,800,000 gross (the **Sign-On Bonus**), subject to all appropriate taxes and withholdings. The Sign-On Bonus will be paid to the Employee as an advance within approximately thirty (30) days of the Start Date and will be earned over a period of two years of employment with the Company. The Sign-On Bonus is intended to facilitate the Employee's acceptance of employment with the Company and to set an incentive for the Employee's continued employment with the Company for a period of at least two years. The terms of the Sign-On Bonus are set forth in the attached Amgen Sign-On Bonus Agreement for New Hire Staff Members.

4.3. **Swiss Inducement Bonus**

The Company will pay the Employee a one-time cash bonus of CHF 4,000,000 gross (the **Inducement Bonus**), subject to all appropriate taxes and withholdings. The Inducement Bonus is intended to facilitate Employee's acceptance of this Employment Offer and will be paid to the Employee within thirty (30) days following the Start Date. The Inducement Bonus will be earned upon its payment to Employee.

4.4. **Incentive Plan**

Short term Incentive

Employee will be eligible to participate in the Global Management Incentive Plan (GMIP) (**Incentive Plan**) subject to the terms and conditions of such Incentive Plan as communicated by Amgen from time to time. The Employee will have a target pay-out under the Incentive Plan of 100% of the Employee's Base Salary. The actual results depend on corporate goal performance and individual goal performance as assessed by Employee's manager. Employee acknowledges that the Incentive Plan is discretionary, and therefore neither forms part of Employee's employment remuneration nor becomes an entitlement to him/her as an employee.

Long term Incentive (LTI)

Subject to the approval of the Compensation and Management Development Committee of the Board of Directors or the Equity Award Committee of Amgen Inc. (the **Committee**), and subject to the vesting rules, Employee will be granted a one-time award of restricted stock units (**RSUs**) with a CHF value of 4,700,000 no later than the next regular grant date on or following the Start Date. The actual number of RSUs to be awarded shall be determined by dividing the grant value by the Amgen common stock closing price on the applicable grant date. Upon each applicable vesting date, Employee will receive a number of shares of Amgen common stock equal to the number of restricted stock units that vest, less any shares that are withheld to satisfy applicable taxes. This grant will vest beginning with the first anniversary of the grant date through the fourth anniversary at a rate of 25% each year, respectively, contingent upon Employee being actively employed with Amgen through each vesting date. Should you become retirement eligible (as defined by Amgen) and elect to retire prior to the full-vesting period of this grant, this grant will not be eligible for retirement treatment and you will forfeit the unvested portions of this grant. RSUs will be subject to the terms and conditions set forth in the applicable grant agreement.

Employee will be eligible to receive RSUs, performance units (**PU**s) and stock options as part of Amgen Inc.'s LTI program subject to the terms and conditions of such program as communicated by Amgen from time to time.

For 2026, the Employee will receive an annual LTI grant with a target value of CHF 4,500,000, which will be provided as follows:

- CHF 2,250,000 in PUs, following an approximately three-year performance period (depending on the Employee's Start Date, the PUs may be provided through a group or an individually designed PU program);
- CHF 1,350,000 in non-qualified stock options following a four-year pro-rata vesting schedule; and
- CHF 900,000 in RSUs, following a four-year pro-rata vesting schedule.

For years after 2026, the target value of Employee's annual LTI grants will be CHF 4,500,000. Employee acknowledges that grants under the LTI program are discretionary under the employee annual performance review process and as approved by the Committee, and thus do not form a part of Employee's guaranteed remuneration package.

As a Group Company executive you will be required to hold Amgen common stock in accordance with the Amgen Stock Ownership Guidelines. Your holding requirement is based on your Amgen GCF level and as an Executive Vice President you will be required to hold Amgen common stock in the amount equal to 3X your base salary. You must meet your holding requirement by December 31st of the fifth calendar year following the date on which you became an Officer of a Group Company. To help you meet your holding requirement, the Amgen Stock Ownership Guidelines prohibit you from selling stock that you receive as part of your LTI awards (including shares that you receive as a result of option exercise, special, promotional, and annual grants) until you have met your required stock ownership level.

4.5. Accident & Health Insurance

Company will provide Employee with accident insurance during Employment. The cost of this plan is fully borne by the Company.

During the Employment, the Employee will be enrolled in the standard private medical insurance plan of the Company. According to the respective health insurance policy, this benefit is also available to eligible family members of the Employee.

The Company will bear the full insurance premiums of such health insurance.

Employee acknowledges and agrees that he/she will be fully responsible for any tax or other charges due under applicable law from this health insurance benefit. Employee confirms that he/she agrees to the terms of the health

insurance policy. The Employee hereby acknowledges that said health insurance policy may be modified from time to time.

4.6. Retirement Benefits

Employee will receive retirement benefits comparable to other executives at Employee's level. Such retirement benefits will be provided through a retirement plan or cash payments. If paid in cash, such benefits will be equal to 10% of Employee's base pay and target bonus. Employee will be responsible for any taxes associated with such retirement benefits. The Employee hereby acknowledges that said retirement benefits may be modified from time to time.

4.7. Acknowledgement of the Employee

The Employee acknowledges and agrees that any entitlements granted and payments made in addition to the Base Salary, including, but not limited to any bonuses, participations, or gratuities of the Company or another Group Company (the **Additional Payments**) are not contractually owed by the Company and are made at the full discretion of the Company unless expressly agreed in this Employment Offer. Any Additional Payments shall not create any obligation of the Company to make such Additional Payments in future and shall not create any right or entitlement of the Employee to such Additional Payments in future even if paid over consecutive years and without express reservation.

4.8. No other Compensation

The Employee acknowledges and agrees that he/she shall not be entitled to receive any other compensation or benefit of any nature from the Company except as expressly provided for in this Employment Offer.

Finally, the Company reserves its right to contractually re-claim any excess paid compensation under this Employment Offer.

5. Termination Provision and Notice period

At any time, either Party may terminate this Employment Offer upon three calendar months' notice with effect as of the end of a month. Such three-month notice period shall begin at the end of the month where notice of termination was given. The Company may release the Employee from work for the whole or part of the notice period (i.e., garden leave).

If the Company terminates the Employment Offer before the two-year anniversary of the Start Date other than for valid reasons in accordance with Art. 337 of the Swiss Code of Obligations (including giving such notice before the Start Date), the Employee will be entitled to the benefits described in this Section 6, provided that the Employee signs an agreement for the benefit of the Company, Amgen Inc., and all of their affiliates comprised of the following clauses in the form then in use for departing executives at the same grade level: 1) a non-disparagement clause, 2) a clause that requires the Employee to cooperate with reasonable requests to furnish information and assistance in the event that the Employee has knowledge that is relevant to legal or government proceedings, and 3) a full waiver of claims. The following are such benefits: two **(2)** years of the Employee's Base Salary then in effect, and two **(2)** times the Employee's Incentive Plan target opportunity (i.e., GMIP or successor bonus plan target, which is currently **100%**), then in effect, paid in a lump sum by the second payroll date following the date which the release of claims becomes non-revocable. Payments made during the notice period shall be a part of these benefits, respectively deducted from the benefits.

In the event of a Change of Control (as defined in the Amgen Inc. Change of Control Severance Plan or any successor plan (the **Change of Control Plan**)), Employee will be eligible for severance benefits as if Employee were a Participant in the Change of Control Plan, consistent with his GCF level. The terms of the Change of Control Plan, which may be amended from time to time, will govern.

6. Working Time

6.1. General

The weekly working time is 40 hours per week, which is 100% of a full-time work week.

6.2. Overtime

The Base Salary, as defined herein, includes any and all remuneration for any overtime and the Employee shall have no entitlement to additional compensation for such overtime, whether in cash or in kind.

6.3. Vacation

Employee is entitled to 25 working days of vacation per calendar year based on full-time Employment. Based on Employee's age and length of service, additional vacation days may be granted in line with Company's vacation policy.

6.4. Company Closure

Company's office is closed between December 24 – January 2.

Friday following Ascension is provided as one additional day off ("bridge day").

6.5. Public Holidays

Company's office is closed for public holidays as provided in the Canton of Zug. A list of public holidays is made available by Company to all employees.

7. Intellectual Property Rights

The Company is entitled to all work results and intellectual property (including, but not limited to, patents, designs and copyrights) created by the Employee in the course of the Employment and in performance of his/her contractual obligations (whether individually or with the assistance of any other individual or entity). All such intellectual property and work results vest irrevocably in the Company. This transfer and assignment of work results and intellectual property, including in particular copyrights, is worldwide, unlimited in time, unrestricted in scope and encompasses all rights and exploitations, whether currently known or arising in the future.

If any rights related to the work results and/or to intellectual property are not transferred by law, the Employee hereby transfers and hereby assigns such rights upon their creation. To the extent certain jurisdictions do not provide for the assignability of work results or intellectual property and related rights, the Employee hereby grants to the Company upon their creation an exclusive, worldwide, transferable, unlimited in time, irrevocable, sublicensable, fully paid-up and unrestricted license to in particular but not limited to reproduce, sell and offer to sell, manufacture, import, export, modify, develop, transfer, distribute, display publicly, broadcast, and otherwise exploit such work results, intellectual property and related rights. Compensation for the transfer of said rights, in particular intellectual property rights or their licensing, respectively, is included in the Base Salary. The transfer of rights and the granting of rights of use also comprise work results and intellectual property rights which will be created in the future and concerns also future and not yet known rights of use. The Company acquires in particular the right to change, revise or translate. As allowable by law, the Employee waives his/her right to exercise any moral rights, to be mentioned as inventor or originator or to object to any change, revision or translation.

If any intellectual property right concerning inventions or designs is created in the course of or in connection with the Employment, but outside of the accomplishment of a contractual duty, the Employee shall promptly inform the Company in writing. The Company hereby reserves title and ownership over such rights and commits to inform the Employee within six (6) months of its intent to acquire such ownership and title or to renounce this prerogative. If Company chooses to acquire the title and ownership over the work result

or intellectual property rights, it shall compensate the Employee adequately. If the Company, at its sole discretion, expressly renounces its prerogatives hereunder, then the Employee shall own all rights, title and interest in and to such work results or intellectual property rights.

8. Obligation to Surrender

Upon termination of the Employment Offer for any reason, the Employee shall return to the Company everything he/she produced in the course of his/her work for the Company, everything which was given to him/her throughout the course of this Employment and everything which fell into his/her possession. The obligation to surrender includes in particular but is not limited to keys, mobile phones, laptops, badges as well as storage devices and records of any kind, including any copies. Any possible retention right of the Employee is explicitly waived.

9. Confidentiality

9.1. Obligation

The Employee will have access to confidential and proprietary information relating to the business and operations of the Company, other Group Companies and their clients. Such confidential and proprietary information constitutes a unique and valuable asset of the Company and other Group Companies and their acquisition required great time and expense. The disclosure or any other use of such confidential or proprietary information, other than for the sole benefit of the Company or another Group Company, would be wrongful and would cause irreparable harm to the Company.

The Employee is under a strict duty to keep all confidential and proprietary information strictly and permanently confidential and, accordingly, shall not, following the signature of this Employment Offer and during the Employment or after termination of the Employment directly or indirectly for any purpose other than for the sole benefit of the Company or another Group Company, disclose or permit to be disclosed to any third person or entity, any

confidential or proprietary information without first obtaining the written consent of the responsible executive and the party concerned, if applicable, except if required to do so by law.

The Employee may not make any statement to the media, without the prior written consent of the Company.

9.2. Penalty

In the event the Employee breaches any of the obligations pursuant to this section, a penalty of six months of the Base Salary (as increased from time to time in accordance with applicable law) shall be owed by the Employee to the Company for each and any such breach.

The payment of the penalty does not release the Employee from further complying with his/her confidentiality obligations. The Company shall be entitled to seek injunctive measures or any other type of immediate relief to stop the violation as quickly as possible, regardless of whether any fine or damage is offered or paid.

Further, the Company reserves the right to claim compensation for damages in addition to the penalty or penalties.

10. Amgen Policies

Employee shall comply with Amgen policies, rules and regulations, regardless of whether specifically mentioned herein (**Amgen Policies**). Amgen Policies do not create contractual right for employees. Amgen Policies may be modified at any time by Company.

In case of conflict between Amgen Policies and this Employment Offer, this Employment Offer shall prevail.

11. Data Protection and Data Transfer

Company will comply with the Swiss Data Protection Act.

In order to manage the Employment, personal information of Employee will be processed by Company. For information on the safeguards in place to protect Employee's personal information and the rights he/she has in relation to Company's processing of Employee's personal information, refer to the Fair Processing Notice for New Hires and Current Employees.

12. Miscellaneous


12.1. Approval and Entire Agreement

The compensation and benefits described in this Employment Offer are subject to the approval of the Committee.

This Employment Offer, including any appendices, constitutes the complete Employment Offer between the Parties regarding its subject matter and supersedes all prior oral and/or written agreements, representations and/or communications, concerning the subject matter hereof, including any offer letters or other correspondence discussing the position. For the avoidance of doubt, any employment offer or agreement existing prior to this Employment Offer including any appendixes or schedules to such employment agreement shall be superseded and replaced by this Employment Offer unless otherwise agreed in writing by both Parties. Signatures to this Employment Agreement provided or transmitted by electronic means shall be treated as Offer and have the same force and effect as an original signature.

12.2. Severability

Should any of the provisions of this Employment Offer be or become legally invalid, such invalidity shall not affect the validity of the remaining other



provisions. Any gap resulting from such invalidity shall be filled by a provision consistent with the spirit and purpose of the Employment Offer.

12.3. Amendments

Any changes or amendments must be made in writing duly signed by both Parties in order to be valid.

12.4. Governing Law and Jurisdiction

This Employment Offer shall be construed in accordance with and governed by Swiss law (without giving effect to the principles of conflicts of law).

Any dispute, controversy or claim arising out of or in connection with this Employment Offer shall be exclusively submitted to and determined by the ordinary courts of the canton of Zug.

[Signature page follows]

12.5. Execution

The Parties have duly executed this Employment Offer using DocuSign. Signatures to this document provided or transmitted by electronic means shall be treated as originals and have the same force and effect as an original signature.

Signatures

Amgen (Europe) GmbH

/s/ Nicole Miller

May 16, 2026

Date

By signing this Employment Offer, I accept the Company's offer, whereby the employment contract is concluded in accordance with the above provisions.

The Employee:

/s/ Thomas Dittrich

May 15, 2026

Thomas Dittrich

Date

Attachment

**AMGEN SIGN-ON BONUS AGREEMENT
FOR NEW HIRE STAFF MEMBERS**

I, Thomas Dittrich agree to accept my sign-on bonus payment ("Bonus") from Amgen on the terms in this Agreement. I understand that I have five business days to consider this Agreement and to consult with an attorney (at my own expense) regarding its terms.

1. The amount of the Bonus is CHF 5,800,000, less applicable deductions and withholdings.
2. The Bonus will generally be paid to me as an advance within thirty (30) days following my start date with Amgen, and will be fully earned only after I complete two years of employment with Amgen. I understand that Bonus is intended to facilitate my acceptance of employment with Amgen and my continued employment with Amgen for a period of at least two years.
3. Nothing in this Agreement will be construed as an employment contract or to guarantee me employment at Amgen for any fixed term. I understand that if I resign my employment with Amgen or am terminated for misconduct that would constitute a valid reason in accordance with Art. 337 of the Swiss Code of Obligations before I complete two years of employment, I will be required to repay Amgen for the gross amount of the Bonus that was paid as an advance. The amount due to be repaid shall be prorated based on the number of days I was employed by Amgen before my termination. Any repayment due hereunder shall not be subject to interest accrual. I also agree that in the event a repayment is due, the amount to be repaid shall be due in full and payable by me immediately in cash (i.e., by check, wire transfer, or similar immediate payment) without further notice or demand by Amgen.
4. Notwithstanding the foregoing, I understand that I may elect to defer receipt of the Bonus until the two year anniversary of my employment with Amgen. I further

understand that if I make such election, I must remain continuously employed with the Company through the two year anniversary of employment with Amgen in order to earn any portion of the Bonus. In the event I earn a Bonus under the terms of this paragraph, the Bonus will be paid as soon as practicable after it is earned, and there will be no repayment obligation.

To elect this payment deferral, please initial here: _____

5. Generally, a sign-on bonus is considered ordinary wage income to the recipient. I understand that Amgen will report to appropriate federal and state taxing authorities all income that Amgen considers to be subject to taxation and will withhold appropriate taxes in accordance with federal and state regulations. I understand that it is my obligation to declare all income and pay all taxes owed on such income, if any.
6. This Agreement shall be construed in accordance with and governed by Swiss law (without giving effect to the principles of conflicts of law). Any dispute, controversy or claim arising out of or in connection with this Agreement shall be exclusively submitted to and determined by the ordinary courts of the canton of Zug.
7. I understand that I have the right to consult an attorney regarding this Agreement and acknowledge that I was provided five business days to obtain the advice of an attorney prior to executing this Agreement.
8. The provisions of this agreement are severable. If any part is found to be unenforceable, all other provisions shall remain fully valid and enforceable.

[Signature page follows]

I agree:

/s/ Thomas Dittrich

Signature of Staff Member

Date: May 15, 2026

Nicole Miller

/s/ Nicole Miller

Signature of Authorized Representative

Date: May 16, 2026



May 15, 2025

**EXPATRIATE ASSIGNMENT
LETTER OF UNDERSTANDING
Thomas Dittrich**

Dear Thomas

This letter serves to outline the terms and conditions of your temporary assignment to Thousand Oaks, California, USA. It is contingent upon the approval of immigration clearance and any applicable regulatory license/requirements being met. You will be assigned to the Host Country as an Executive Vice President, GCF Level 11 reporting to Robert Bradway.

Although your Assignment is to work for Amgen Inc., you will be employed by Amgen International AG throughout the duration of your assignment. Your assignment is pursuant to the Intercompany Secondment Agreement between Amgen International AG and Amgen Inc. While you continue to be employed by Amgen International AG, you will provide services exclusive to Amgen Inc. and you will be subject to the direction and control of Amgen Inc. Any services you rendered to Amgen Inc. during your Assignment are not for or on behalf of Amgen International AG.

Further, we would like to confirm and the parties signing this Letter of Understanding herewith acknowledge and agree that for the purpose of the Assignment, your employment offer with Amgen (Europe) GmbH (the "Employment Offer") will be transferred in whole, including all rights and obligations, to Amgen International AG, Suurstoffi 22,6343 Risch/Rotkreuz, Switzerland. During the term of your Assignment, however, this Letter of Understanding sets out all the terms and conditions, including all rights and obligations, applying to the Assignment. Notwithstanding anything herein, should there be any discrepancies between the Employment Offer and this Letter of Understanding, then the terms of the Employment Offer shall prevail. Your Employment Offer remains a permanent contract and can be terminated by you or by Amgen International AG according to the terms as agreed upon in the Employment Offer. Any termination of the Assignment during the Assignment period shall be handled according to the termination provisions set out below. Any reference to home country policy shall mean the policies of Amgen (Europe) GmbH as amended from time to time.

Nothing in this Letter of Understanding constitutes a promise or guarantee of any compensation or benefit or anything else. Amgen Inc. and/or its subsidiaries or related or affiliated companies (collectively, "AMGEN" or the "Company") reserve the right to modify or terminate the Assignment and/or the terms and conditions set forth in this Letter of Understanding, at any time, in its sole discretion, with or without cause and with or without advance notice, and to repatriate you and your qualified dependents in the host location to your home country. Accordingly, AMGEN may change, modify, amend or eliminate any or all of the benefits set forth in this Letter of Understanding. Similarly, AMGEN may, in its sole discretion, (i) change the location of your assigned headquarters or place of employment including, but not limited to, re-assigning you to your home country; (ii) assign your services to an affiliate or subsidiary of AMGEN,

or other entity or business in which AMGEN or any AMGEN affiliate or subsidiary may own an interest; (iii) reasonably change or modify the duties of your position; (iv) assign you to a new reasonable position; and/or (v) shorten or lengthen the duration of your Assignment.

Home and Host Country Locations

Current Location	Rotkreuz, Switzerland
Home City & Country	Rotkreuz, Switzerland
Home Country Entity	Amgen International AG
Host City & Country	Thousand Oaks, California, United States
Host Country Entity	Amgen Inc.
Country of Repatriation	Switzerland

Commencement / Duration of Assignment

The anticipated commencement date of your assignment will be September 1, 2026. The initial phase of your assignment is expected to last for a period of up to 48 months. This does not mean there is any guaranteed employment or period of assignment. The length of the assignment is based upon present business needs and is therefore subject to change at the discretion of AMGEN.

For assignment purposes your family size is up to five (5) which includes the staff member and qualified dependents.

Qualified dependents are defined as:

Spouse: The employee's legally married spouse or legal civil partner as recognized under applicable law.

Domestic partner: For a same or opposite sex individual to qualify as an employee's domestic partner, the employee and domestic partner must satisfy the definition of "domestic partner" included in the Home Country's employment policies or guidelines, such as the applicable employee handbook. To the extent the home country employment policies do not define "domestic partner" or include multiple definitions, Talent Mobility will determine eligibility in consultation with Global Human Resources.

Child: Dependent children (includes natural children, legally adopted children, stepchildren, and children placed with employee for adoption or foster care) up to age 18 or up to age 25 for dependent children in full-time education.

Nannies and domestic staff are not included as qualified dependents.

Compensation

At the start of your assignment, your base salary will be CHF 1,070,000 per annum. The timing of any salary reviews will be consistent with the regular salary review process within AMGEN.

Incentives

During your assignment, you will continue to receive annual incentive compensation (cash or equity based) in accordance with the terms of the program in which you participate. Please ensure you retain your Home Country AMGEN account for the duration of your assignment. You will be contacted directly to confirm any specific handling or process applicable for your assignment prior to the processing of any incentive payments.

Tax Return Support

AMGEN will arrange for its designated tax consultant (Vialto Partners) to meet with you to discuss the Home and Host tax implications of your assignment and provide guidance on any administrative actions you may need to take.

COMPLIANCE WITH SECTION 409A OF THE INTERNAL REVENUE CODE

US Federal tax law imposes stringent restrictions on the payment of deferred compensation. This legislation is commonly referred to by its coding, Section 409A. You must comply with this legislation during the course of your assignment, irrespective of your Host Country, and may be prohibited from participation in Host Country deferred compensation and pension plans as determined by AMGEN.

Home Leave

AMGEN encourages you to maintain ties with family, friends and work colleagues in the Home location. You and any qualified accompanying dependents will be entitled to a lump sum payment equivalent to the cost of one round-trip flight between the Home and Host locations for each full year on assignment. The payment will equal the cost of a 14 day advance purchase ticket between the Home and Host City locations. Class of travel is determined by Amgen corporate travel policy. Payment may be claimed through SIRVA upon arrival in the Host location and on the assignment anniversary for each subsequent full year of the assignment. Payment amounts are subject to review and approval by Amgen Talent Mobility. The value of your home leave payment will not be considered for bonus, equity compensation and/or benefit calculation purposes. Also, this payment will not be tax assisted.

RELOCATION ENTITLEMENTS

You will receive the following relocation assistance, if required, to facilitate your transfer to the Host Country.

Please note that all relocation assistance offered within this document is not transferable or available for cash-out unless otherwise indicated. Excluding the Relocation Allowance, any applicable taxes due on the relocation assistance detailed in this Letter of Understanding will be covered by AMGEN.

Immigration

If you require a work permit or visa to enable you to legally work in the Host Country, SIRVA will engage Amgen's global immigration partner to assist with the immigration process. Please note, if immigration clearance is required, you should not commence employment or any work-related duties in the Host Country until immigration clearance is fully approved.

To ensure timely processing of your work permit/visa for the host country you are requested to attend an Immigration briefing call with Deloitte / BAL. In addition to this you are requested to provide a PDF copy of the below documents to your Amgen Mobility Advisor. Other documents may also be needed, and Deloitte / BAL will advise.

- Passport
- Updated CV/Resume

- JD (job description) of your role in the host location
- Highest educational qualification
- Signed Letter of Understanding and/or Employment/Offer/Contract letter
- Marriage certificate

Pre-Assignment Home Finding Trip

Amgen will provide a pre-move trip to the Host location for you and any qualified eligible dependents. The purpose of this trip is to become familiar with the Host location and to conduct home and/or school searches.

The trip will be a maximum of six (6) days, five (5) nights, excluding travel time, and must be booked between the Home and Host locations. This trip will be arranged by SIRVA through Amgen's corporate travel supplier. AMGEN Travel Policy will dictate flight class of travel and the expense limits available for reimbursement (For example hotel caps / car rental, etc.).

Final Travel to the Host Location

Amgen will cover the cost of one-way travel expenses between the Home and Host locations at the start and end of the assignment. This trip is defined as travel expenses starting with the last night in the home location through the first night in the host location, traveling by the most direct route.

The following travel expenses are covered:

- Airfare with 14-day advance purchase for you and any qualified accompanying dependents
- Reasonable hotel (one night in each location, if needed)
- Transportation to and from the airport in each location
- Per diem to defray the cost of meals and incidentals

Travel will be coordinated through your SIRVA Consultant using Amgen's Corporate Travel Provider. The class of service will follow Amgen's Corporate Travel policy.

Shipment of Household Goods & Personal Effects

If you require the shipment of household goods and personal effects to the Host location, this service will be covered by AMGEN. The shipment allowance will be as follows:

- 1,000 lbs air freight
- 40 ft shipping container

The air and sea shipment will be moved by K2 Corporate Mobility, a designated shipping vendor selected by AMGEN. All international customs regulations will be observed for all shipments. AMGEN will pay for the professional survey, packing, surface shipping, delivery, insurance, uncrating, unpacking, in-transit storage and reasonable import duties on used household goods and personal effects.

Household goods and personal effects are limited to items of furniture, clothing, linens, kitchen and dining ware and small household appliances.

AMGEN will **not** cover the cost to ship or insure the following items:

- Food and perishable items, combustible items and items that may cause contamination or damage to other goods
- Alcohol including wine collections or import duties on alcohol
- Pianos
- Major electrical and gas appliances

- Plants
- Weapons
- Heavy or bulky hobby equipment, such as billiards tables and exercise equipment
- Jewelry, furs, precious stones, legal documents, securities, money, artwork
- Non household pets or livestock
- Planes, boats, motorcycles and snowmobiles
- Any item prohibited by customs or local laws

It is recommended that you are present during the packing, loading, and unloading of the household goods shipment and carefully review all delivered items prior to accepting the shipment. You are encouraged to be detailed in the preparation of the inventory list and be as accurate as possible when estimating the value of individual items for any insurance documentation.

You must ensure your insurance forms are completed before your goods are packed for shipment. Any insurance claims for loss or damaged items must be filed within the established dates set by the shipment company. The shipment must be carried out within three months of your transfer date.

Shipment of Household Pets

Where permissible by local regulation, Amgen will assist with transportation to the Host location for up to two (2) small pets such as cats and dogs. Depending on the type, size, and breed of pets, transportation may be arranged by the Staff Member as in-cabin or air cargo; or by SIRVA using a pet shipment provider.

Coverage includes:

- All mandatory requirements (inoculations, quarantine, health certificates, etc) of the host country
- International air cargo
- Kennel

Please note that pets are shipped at your own risk; Amgen will not be responsible for your pet's health while in transit, during quarantine and/or abroad.

Temporary Living on Arrival in the Host Location

If you are required to move into temporary accommodation prior to leaving the Home Country and/or prior to occupying permanent accommodation in the Host Country, AMGEN will provide you with temporary accommodation for a maximum period of 7 days in the Home Country prior to departure and up to 30 days in the Host Country or until the household goods shipment is available. Accommodation will be arranged by SIRVA and paid directly to the vendor.

Per Diem

You will be entitled to a per diem payment while you are in relocation travel mode and during Amgen paid Temporary Living. The per diem payment will be based on the prevailing US State Department (non-US locations) or US General Services Administration (contiguous US locations) Meals & Incidentals rate as of the date of travel. All applicable taxes due on the per diem will be covered by Amgen.

It is Amgen's policy to place Staff Members in accommodations with cooking facilities for stays greater than 7 days, where locally available. If staying in a serviced accommodation or hotel with cooking facilities, per diem will be paid at 50% for adults and children 13 and over; 25% for children 12 and under. If staying in a hotel without cooking facilities, per diem will be paid 100% for adults and children 13 and older; 50% for children 12 and under.

Car Rental

Amgen will approve the costs of a rental vehicle for up to 30 days upon arrival in the Host location. This benefit is subject to the staff member being in possession of a valid driver's license in the Home location that is approved for temporary use in the Host location, and provided the staff is not eligible for a company car benefit/allowance provided by their Amgen business unit.

It is expected that you will make every effort to obtain a personal vehicle and driver's license issued in the Host location during the 30-day rental period. All car rental reservations must be coordinated through SIRVA using Amgen's Global Travel Provider.

Relocation Allowance

You will receive a relocation allowance equal to CHF 250,000 gross of taxes. This allowance is intended to assist with the cost of any miscellaneous items not otherwise covered within the relocation assistance provided (e.g. voltage adapters, electrical appliances, movement of goods not covered within the policy, host local settling in costs, etc.). Payment may be claimed via SIRVA upon commencement of your position in the Host location.

Home Finding

As part of your Destination Services, Amgen will provide support to assist with identifying a Host Country rental property and negotiating the rental agreement.

EMPLOYEE BENEFITS

Where possible you will be retained in your Home Country pension, accident, life and disability assurance plans while in the assignment location. Where this is not possible the International Benefits team will confirm the appropriate benefits set up for your assignment.

Upon commencement of your International Assignment, you will be provided with insurance coverage that will cover you and your accompanied family for medical, dental, vision and prescription benefits. In addition, you will be eligible for the executive physical reimbursement provided to Host Country executives at your level. No local benefits other than those stated in this Letter of Understanding will be provided.

Financial Planning

During your International Assignment, you will be eligible the executive financial planning reimbursement benefit provided to Host Country executives at your level.

Vacation Entitlement

You will be subject to your Home Country Vacation Policy for the duration of your assignment. You will observe the Host Country public holiday schedule. Any unused balance of leave will be handled in accordance with Home Country policy prior to transfer. If, during the course of your Assignment, your total Host Country holiday schedule entitlement (total holiday time off entitlement is defined as your Home Country public holidays) is less than you would have received in your Home Country, you may take additional paid days off so that your annual, total paid time off entitlement while on Assignment is equivalent to the total paid time off entitlement you would have received had you not gone on

assignment. Please work directly with your Host Country manager to coordinate the scheduling of your additional paid days off as well as to ensure accurate tracking. If you have questions, please contact your Home Country local HR Operations team.

EXTENSION, COMPLETION AND/OR TERMINATION OF ASSIGNMENT

As stated, the initial phase of this assignment is expected to last 48 months (provided it is not terminated earlier in accordance with this agreement). Accordingly, the terms of this Letter of Understanding will only apply for the period of your assignment. However, in the event that your assignment in the Host Country is extended beyond 48 months, then the terms and conditions of your assignment will be reviewed.

AMGEN may terminate your assignment at any time for any reason upon two month's prior written notice. No prior notice is required to terminate your assignment if the reason for termination of the assignment is Cause as defined in Attachment 1 to this document.

Upon the completion of your assignment (whether at the expected end of the assignment or at an earlier time), where your employment is not ending, AMGEN will pay to repatriate you and your qualified dependents in the host location to your Country of Repatriation, or it will assign you to a third location, subject to business unit approval. A summary of anticipated repatriation support is included at the end of this document (Attachment 2).

If you resign during your assignment or you are terminated for Cause during your assignment, you will not receive any repatriation assistance or assistance with relocation expenses.

In the event of redundancy during the period of your assignment, it is expected that you will receive any discretionary severance payments available in your Home Country at that time (subject to the rules regarding the receipt of such severance). Any notice period and/or any post-termination restrictions applied will follow Home Country provisions. AMGEN will pay to repatriate you and your qualified dependents in the host location to your Country of Repatriation.

Code of Conduct

You should understand that you can be, and often are, a highly visible representative of the Host Business in the host location. As such, you will need to be familiar with and adhere to the Company and Host Business policies and applicable Home and Host Country work laws. It is imperative that you follow both the letter and the spirit of the law, not only to protect yourselves from criminal or civil penalties, but also to maintain and advance AMGEN's image as a reputable corporate citizen in the countries in which we operate. You will be expected to operate in compliance with the Company's Code Conduct at all times.

DATA PROTECTION ACT

Relocation Privacy Notice

In order for Amgen to effectively manage your relocation, we may need to process personal data relating to you for the purpose of personnel and employment administration. This may include the transfer of personal data to, and processing by other offices, including, but not limited to your salary and family information, will be processed by Amgen and will be accessible to appropriate HR staff and other companies Amgen is using to assist in a staff member's relocation, including but not limited to SIRVA (providing relocation services), Deloitte (providing immigration services) and Vialto Partners (current Amgen appointed tax service provider).

Your personal information may be processed in countries outside of that in which it was originally collected, some of which may not offer an equivalent level of protection of privacy of personal information. Regardless of the country where your personal information is processed, Amgen will maintain appropriate administrative, technical and physical safeguards to protect and maintain data security. To access, correct or delete information Amgen may hold on you or to object to its being processed in certain circumstances, please contact your Regional Amgen Talent Mobility contact. In some instances, Amgen may be required by law to retain certain personal information.

By signing this Letter of Understanding, you consent under the Data Protection Act, to the processing of this personal data. Data will only be released to authorized individuals for administrative purposes only.

Governing Law

This Letter of Understanding, your assignment and your employment relationship generally are subject to and governed by the laws of Home Country in accordance with the terms of the Talent Mobility Assignment Policy. This Letter of Understanding supersedes any other Expatriate Assignment Letters of Understanding that you may have entered into with AMGEN. This Letter of Understanding shall not be amended or supplemented unless in writing signed by you and a duly authorized representative of your Home Country.

Signatures

If you accept this offer, please return a signed copy of this letter via DocuSign within seven (7) days of receipt. Signatures to this Letter of Understanding provided or transmitted by electronic means shall be treated as originals and have the same force and effect as an original signature.

Please note, this document must be returned as soon as possible. Reimbursement or payment of any relocation allowances / expenses will not be processed until Mobility is in receipt of this signed Letter of Understanding.

Yours sincerely,

/s/ Nicole Miller

May 16, 2026

Date

I hereby agree and accept this assignment as outlined above.

/s/ Thomas Dittrich
Thomas Dittrich

May 15, 2026

Date

Attachment 1

Cause

For the purpose of this Letter of Understanding, "Cause" means where AMGEN terminates your employment or assignment for valid reasons in accordance with Art. 337 of the Swiss Code of Obligations.

Attachment 2

Anticipated Repatriation Support

Relocation Assistance

The following is a description of the repatriation support that Amgen anticipates providing to you if you are eligible at the end of your assignment. Amgen's repatriation offerings may change from time-to-time and any such changes may be applied to you. Amgen does not have an obligation to notify you of changes to its repatriation offerings.

The relocation provisions related to moving from the Host Location detailed below will apply. Relocation benefits are paid only for a move from the Host Location and will not be considered for bonus, equity compensation and/or benefit calculation purposes. Only qualified dependents are eligible for repatriation.

For repatriation purposes, barring any changes to family size during assignment, your family size is up to five (5).

Please note that the relocation benefits offered below are not transferable or available for cash-out unless otherwise indicated and must be utilized within three months of the end of your assignment or the assistance benefit will be forfeited. Any applicable taxes due on the relocation benefits detailed in this letter will be covered by Amgen.

Host Country Exit Services

SIRVA will coordinate support for any departure requirements of your host location (lease cancelations, cancelations of registrations with local authorities, etc.). These services will be provided by a local destination services provider and will include providing notice to the landlord and coordinating return of the security deposit, as well as assisting with any necessary formalities to comply with local exit requirements.

Airfare to the Home Location

Amgen will cover the cost of one-way airfare from the Host Country to the Home Country for you and any qualified accompanying dependents. The class of service for this flight should follow the Corporate Travel Policy. All relocation travel must be coordinated through your SIRVA Consultant.

Shipment of Household Goods & Personal Effects

Amgen will provide shipping assistance if you require your household goods and personal effects to be moved back to the Home Country. Barring any changes to family size during the course of your assignment, your shipping entitlement at repatriation will remain consistent with the benefit provided at assignment commencement.

Shipment of Household Pets

Where permissible by local regulation, Amgen will assist with transportation to the Home location for up to two (2) small pets such as cats and dogs. Depending on the type, size, and breed of pets, transportation may be arranged by the Staff Member as in-cabin or air cargo; or by SIRVA using a pet shipment provider.

Coverage includes:

- All mandatory requirements (inoculations, quarantine, health certificates, etc) of the host country
- International air cargo
- Kennel

Please note that pets are shipped at your own risk; Amgen will not be responsible for your pet's health while in transit, during quarantine and/or abroad.

Temporary Living on Arrival in Home Location

If you are required to move into temporary accommodation prior to leaving the Host Country and/or prior to your occupying permanent accommodation in the Home Country, AMGEN will provide you with temporary accommodation for a maximum period of 7 days in the Host Country prior to departure and up to 30 days in the Home Country or until the household goods shipment is available. Accommodation will be arranged by SIRVA and paid directly to the vendor.

Per Diem

You will be entitled to a per diem payment while you are in relocation travel mode and during Amgen paid Temporary Living. The per diem payment will be calculated in accordance with Amgen's relocation policy at the time of repatriation.

Rental Car

Amgen will approve the costs of a rental vehicle for up to 30 days upon repatriation to the Home location. This benefit is subject to the staff member being in possession of a valid driver's license in the Home location or an alternate country driver's license that is accepted for temporary use in the Home location, and provided the staff is not eligible for a company car benefit/allowance provided by Amgen.

All car rental reservations must be coordinated through SIRVA using Amgen's Global Travel Provider.

Auto Loss on Sale/Cancelation of Host Country Vehicle

Reimbursement will be provided for loss on sale or lease cancelation of maximum two vehicles, not to exceed 5,000.00 USD per vehicle. The reimbursement will be calculated by obtaining the difference between the sale price obtained and the current retail market value for the vehicle. The retail market value will be established using car price guides in the Host location (e.g. Kelley Blue Book Guide in the US / Parkers Car Guide in the UK). For locations where a car guide is not available the retail value provided by a local dealer can be used. Proof of ownership documentation is required prior to any reimbursement. Auto loss on sale must be claimed via SIRVA within three months of your repatriation.

Relocation Allowance

You will receive a relocation allowance to assist with the cost of any miscellaneous items not otherwise covered within the relocation assistance provided. The amount of the relocation allowance will be determined in accordance with Amgen's relocation policy at the time of repatriation.



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News Release

AMGEN ANNOUNCES RETIREMENT OF CHIEF FINANCIAL OFFICER PETER GRIFFITH

Thomas Dittrich Returning to Amgen as CFO

THOUSAND OAKS, Calif. (May 19, 2026) – Amgen (NASDAQ:AMGN) today announced the retirement of Peter Griffith, who has served as the company’s executive vice president and chief financial officer since 2020. The company also announced that Thomas Dittrich will return to Amgen as executive vice president on July 1 and succeed Griffith as chief financial officer effective September 1, 2026.

“We are grateful to Peter for his leadership and lasting impact on the company,” said Robert A. Bradway, chairman and chief executive officer at Amgen. “Peter has helped position Amgen to deliver attractive long-term growth and expand our ability to serve patients in the years ahead.”

During his tenure, Griffith strengthened the company’s financial foundation, supported disciplined capital allocation and helped advance Amgen’s long-term growth strategy across the business.

Dittrich, who previously held senior finance roles at Amgen, brings more than 30 years of international leadership experience to the company, along with a strong understanding of the biopharmaceutical industry and consumer-focused healthcare markets. Most recently, he served as chief financial officer of Galderma. Prior to that, he served as chief financial officer at both Shire and Sulzer. Dittrich will oversee all aspects of Amgen’s financial operations. Griffith will remain with the company into January 2027 to support a seamless transition.

About Amgen

Amgen discovers, develops, manufactures and delivers innovative medicines to fight some of the world’s toughest diseases. Harnessing the best of biology and technology, Amgen reaches millions of patients with its medicines.

More than 45 years ago, Amgen helped establish the biotechnology industry at its U.S. headquarters in Thousand Oaks, California, and it remains at the cutting edge of

innovation, using technology and human genetic data to push beyond what is known today. Amgen is advancing a broad and deep pipeline and portfolio of medicines to treat cancer, inflammatory conditions, rare diseases, heart disease and obesity and obesity-related conditions.

Amgen has been consistently recognized for innovation and workplace culture, including honors from Fast Company and Forbes. Amgen is one of the 30 companies that comprise the Dow Jones Industrial Average®, and it is also part of the Nasdaq-100 Index®, which includes the largest and most innovative non-financial companies listed on the Nasdaq Stock Market based on market capitalization.

For more information, visit [Amgen.com](https://www.amgen.com) and follow Amgen on X, LinkedIn, Instagram, YouTube, Facebook, TikTok and Threads.

Amgen Forward-Looking Statements

This news release 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 BeOne Medicines Ltd.), the performance of Otezla® (apremilast), our acquisitions of ChemoCentryx, Inc., Dark Blue Therapeutics, Ltd. 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 news release 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, and may result in unanticipated costs, delays or failures to realize the benefits of the transactions. 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.

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CONTACT: Amgen, Thousand Oaks
Elissa Snook, 609-251-1407 (media)
Alison Chartan, 301-742-9584 (media)
Casey Capparelli, 805-447-1746 (investors)
