

Amgen Limited (Company Number 02354269)

Section 172(1) Statement for the year ended 31st December 2025

The directors have acted in a way that we have considered, in good faith, to be most likely to promote the success of the company for the benefit of our members as a whole, considering the factors listed in section 172 of the Companies Act 2006.

The company's success is the driving factor behind all the decisions we make, and our decision-making processes are structured to enable us to evaluate the merit of proposed business activities and the likely consequences of our decisions across all our stakeholder groups. Considering the interests of all our stakeholders is an important part of the way in which we make decisions, however, in balancing those different perspectives, it won't always be possible to deliver everyone's desired outcome.

Our stakeholders

Customers

Our customers are central to our business. We have continued to use informal and formal insight-gathering mechanisms to understand the dynamic challenges that our customers are facing. Our field staff continue to engage customers to inform them about our products and help them tackle a range of challenges facing both the healthcare system and the patients we serve.

Our investment in omnichannel marketing has enhanced our capability to engage customers digitally as well as face to face, meeting their needs through a tailored experience through the channels they prefer, and content that is meaningful to them. This investment is increasingly relevant following the health system's adoption of remote consultations and the increasing use of technology to enable patient care. We have also sought the views and counsel of external customers through presentations and other meetings which have been used to inform our customer engagement plans.

Employees

Our people are our greatest asset and our teams are inspired by our collective mission to serve patients. Our main internal engagement focus for 2025 has been ensuring the well-being of our staff both physically and mentally, and the significant shift to home/remote working that our teams have adapted to. We have continued to invest in education and support around mental health, menopause and resilience, as well as more information-based updates to keep our teams informed of internal Amgen decisions and policies.

We aim to create a culture in which all our people can thrive – a culture which drives innovation, inclusivity and collaboration. We have continued to utilise our long term internal engagement programme, "Connect", to engage staff through four main work streams:

1. Community and belonging: create opportunities for colleagues to connect, have fun, and support them to build social bonds in a hybrid working environment; celebrate our differences and support colleagues to feel included, respected, and valued; celebrate personal and professional successes of colleagues and recognise how these contribute to our culture;

2. Growth and opportunity: educate colleagues about the personal and professional learning opportunities available to them; inspire colleagues to be curious and support them to take ownership of their career development planning; create opportunities to share ideas, learn from each other, and help equip them with the skills to thrive;

3. Purpose and Impact: build colleague understanding of how patients are at the heart of our decision making and the value Amgen's science brings to society; demonstrate Amgen's innovative approach to tackling the global health burden and how our products and partnership contribute to supporting sustainable health systems; educate colleagues about Amgen's Corporate Sustainability Strategy practices and the opportunities to contribute to these locally;

4. Vitality and wellbeing: support colleagues to maintain good mental health, wellbeing, and educate them about the resources available; create opportunities for colleagues to speak up, share their experiences, and be their best selves; inspire colleagues to support each other and feel empowered to manage their work-life integration.

Additionally, we have invested in manager capability, ensuring our leaders are well equipped to support their teams and help them achieve their potential. We have also invested in developing future-focused capabilities across our workforce, including AI literacy, ensuring our employees have access to the tools, training and resources needed to adopt and use AI confidently, responsibly and effectively in their roles.

Shareholders

Our ultimate controlling party and 100% owner is Amgen Inc. The Amgen Ltd Board comprises three directors, supported by additional senior members of staff on the Amgen Ltd Management Team. The company has regular contact with our ultimate controlling party to ensure that their interests are met.

Government and Regulators

We conduct business with honesty and integrity and in compliance with applicable laws and regulations. Maintaining ethical and respectful relationships with government agencies, policy makers and other public officials is an important element of how we do business. We are members of the Association of the British Pharmaceutical Industry (ABPI) and operate in accordance with the ABPI Code of Practice for the Pharmaceutical Industry.

Each department has their own highly skilled subject matter experts who work together with our compliance functions to ensure ongoing compliance with existing regulations and to ensure new regulations are enacted within the time frames required. As part of the Senior Accounting Officer regime we regularly report to HMRC on our compliance framework.

Suppliers

Our suppliers are also central to our business and we continually strive to streamline our processes and build good relationships with them. Our Supplier Code of Conduct sets forth high-level performance expectations for Amgen's suppliers worldwide on issues that support an ethical and compliant culture and we report our practices annually under our statement of compliance with the Modern Slavery Act 2015. We continue to be transparent with our suppliers by reporting our payment practices twice yearly in line with the Late Payment Reporting regulations.

Community and Environment

We fully support our staff to give back to the communities in which we operate. Amgen directors encourage staff to engage in charitable initiatives within our local communities such as supporting local charities, hospices and patient organisations.