



Preparing for the Future through the Retiree Medical Savings Account (RMSA)



For many people, health care expenses in retirement can be significant. The RMSA is designed to help you prepare for these costs while you are working.

We encourage you to review this RMSA overview carefully, along with other resources available to you on Benefits OnLine®, including the RMSA **Summary Plan Description (SPD)**. Merrill participant service representatives are also available to answer your questions about the RMSA. See “Managing Your Account” on page 2 for more information about accessing your account online or contacting the Amgen Benefits Center.

How the RMSA Works

Participating in the RMSA allows you to accumulate money in an account through your contributions, any potential earnings on your contributions, and Amgen credits and interest. After your employment ends (for example, at retirement) and you meet certain criteria (see chart on page 2), you can take tax-free withdrawals from your account for certain medical premiums and other eligible health care expenses. For purposes of the RMSA, to qualify as a “retiree” you must either 1) be at least 55 years old and have at least 10 years of service with Amgen, or 2) be at least 65 years old regardless of service. Disabled staff and surviving dependents are also eligible to receive benefits through the RMSA.

Eligibility and Enrollment

Generally, regular U.S. staff members who work at least 20 hours per week are eligible to enroll in the RMSA immediately upon hire. You may elect to make contributions to the RMSA at any time, and your participation will begin as soon as administratively practicable after you make your election. Your participation in the RMSA will continue until you make a change.

To enroll, visit Benefits OnLine and follow the enrollment prompts. (Please note that because of automatic Amgen credits, you may have a balance in the RMSA even if you haven’t enrolled.) As part of the enrollment process, you will be prompted to choose your contribution rate and investment direction.

You will receive a confirmation of your enrollment, and your participation in the RMSA will be effective on the next available payroll.

RMSA Contributions

Your Contributions. Your contributions to the RMSA are made on an after-tax basis. Because your contributions must be used for eligible medical premiums and other health care expenses, *any potential investment earnings on your contributions are not taxed*. Your contributions are held in a trust fund and can only be used for eligible health care expenses after your employment ends.

You may contribute up to 50% of your base pay and/or up to 80% of your annual bonus or sales incentive payment.

You may increase, decrease or stop your contributions to the RMSA at any time by contacting Merrill through Benefits OnLine or by calling the Amgen Benefits Center.

Amgen’s Credits. To help you build your savings, Amgen credits your RMSA with:

- An annual base credit of \$1,000, whether or not you elect to make contributions (for eligible staff members employed on the last Amgen business day of the plan year);
- A company match of 50% (up to \$1,500 annually) of any contributions you make to your RMSA each pay period; and
- Interest on all company credits (3.00%, effective January 1, 2023, subject to change annually).

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Investment products:

Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
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Amgen’s credits and related interest credits are considered “notional.” While notional credits appear in the RMSA section of your quarterly statement from Merrill, they are not funded (i.e., money is not set aside in a trust to pay you) and they become available to you tax-free only when, as an Amgen retiree who has signed a general release of claims,¹ you incur and submit a request for reimbursement for eligible medical premiums and other eligible health care expenses.

You direct how your RMSA contributions will be invested by selecting from five investment options. Each investment option offers a different degree of associated risk and potential return. You are encouraged to read the investment options’ prospectuses before making any investment decisions. These prospectuses are available on Benefits OnLine.

How You Can Use Your RMSA Funds

Your individual situation determines when you are eligible to access the funds in your RMSA and what these funds can be used for, as shown below:

You leave Amgen...	You can access...	For the following:
<i>As an Amgen retiree who has signed a general release of claims¹</i>	<ul style="list-style-type: none"> – Your contributions and any potential earnings – Amgen’s credits and related interest credits 	<p>If you and/or, if applicable, your spouse/domestic partner are <i>not yet eligible for Medicare</i>:</p> <ul style="list-style-type: none"> – COBRA continuation coverage premiums – Health coverage from sources other than Amgen, except for coverage obtained through another employer and paid for through pre-tax payroll deductions <p>Once you and, if applicable, your spouse/domestic partner are <i>eligible for Medicare</i>:</p> <ul style="list-style-type: none"> – Medicare-related premiums – Other eligible health care expenses²
<i>If you become disabled and sign a general release of claims¹</i>	<ul style="list-style-type: none"> – Your contributions and any potential earnings – Amgen’s credits and related interest credits 	<ul style="list-style-type: none"> – Any eligible health care expense²
<i>Without retiring or signing a general release of claims¹</i>	<ul style="list-style-type: none"> – Your contributions and any accrued earnings 	<ul style="list-style-type: none"> – COBRA premiums – Other eligible health care expenses²

Keep in mind that if you purchase coverage through the Health Insurance Marketplace and receive RMSA reimbursements, you may not be eligible for federal premium tax credits. Visit www.healthcare.gov for information about the coverage and subsidies that are available.

Managing Your Account

You can manage your account and obtain additional information about investment options online or by phone:

Online. Access your RMSA through **Benefits OnLine** virtually 24 hours a day, seven days a week.

On the Telephone. Access your account by calling the Amgen Benefits Center at **800-972-6436**. Representatives are available from 5 a.m. to 6 p.m. (PT), Monday through Friday, on all days that the New York Stock Exchange is open. They offer personal assistance to help you complete your transactions and answer your questions.

For Additional Information

You can obtain additional information about the RMSA from the [Summary Plan Description](#).

About Qualified Domestic Partners: As a result of IRS restrictions, expenses related to a domestic partner who is not your tax dependent are only reimbursable from your RMSA contributions and any related earnings (not from Amgen credits and interest). For more information, refer to the RMSA [Summary Plan Description \(SPD\)](#), available on Benefits OnLine.

If you die while employed by Amgen or after retirement, all credits and any earnings—both your contributions and Amgen’s credits—will be available for use only by your surviving spouse and qualified dependents for eligible medical expenses.

Qualified Dependent

For more information on who may qualify as your dependent, see the definition of Dependent Child and Dependent Relative in the [Summary Plan Description \(SPD\)](#) for the RMSA.

¹ A general release of claims is a legal document provided to you by Amgen that makes you eligible to obtain access to Amgen’s credits to your RMSA and related interest credits.

² Eligible Medical Expenses are those expenses defined in IRS Code Section 213(d). You may find a general overview of the types of expenses that would qualify as being for medical care in IRS Publication 502 (Medical and Dental Expenses) on the IRS website: www.irs.gov.

This material is only a general overview of the Amgen Retiree Medical Savings Account (RMSA). You are encouraged to read the RMSA Summary Plan Description (SPD) to obtain more detailed information regarding the RMSA. If a provision described in this overview differs from the Plan document, the Plan document prevails.

As with all of its benefit plans, Amgen reserves the right to amend or terminate the RMSA, retroactively or prospectively, with or without any notice.

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