PROXYMINER · ANALYST PACK

AMGEN INC (AMGN)

2026 DEF 14A · filed 2026-04-07 · CIK 0000318154

Headline facts

CEO TOTAL PAY

—

Not extracted

SAY ON PAY CD&A

94%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

160 to 1

Median employee: $154,123

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from AMGN's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ABBV AbbVie Inc.	$32,530,984	—	$169,019	Compensation Committee
BMY BRISTOL MYERS SQUIBB CO	$21,879,919	131 to 1	$167,191	Compensation and Management Development Committee
MRK Merck & Co., Inc.	$20,797,845	191 to 1	$20,797,845	Compensation and Management Development Committee
PFE PFIZER INC	$27,585,301	277 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

No SCT rows extracted from this filing.

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:16:54Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 160 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

"31, 2025. No cost-of-living adjustments were made. We then determined the annual total compensation of our median employee for 2025 which was $154,123. As disclosed in the "Summary Compensation Table" appearing on page 83, our CEO's annual total compensation for 2025 was $24,693,120. Based on the foregoing, the ratio of the annual total compensation of our CEO to that of the median staff member was 160 to 1. For information on the determination of executive compensation, please see "Compensation Committee Processes and Procedures for Considering and Determining Executive Compensation in 2025" …"

Median employee compensation = $154,123

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

"and the target annual grant value of long-term incentive equity awards during 2025. Earnings of our staff members outside of the U.S. were converted to U.S. dollars using currency exchange rates as of December 31, 2025. No cost-of-living adjustments were made. We then determined the annual total compensation of our median employee for 2025 which was $154,123. As disclosed in the "Summary Compensation Table" appearing on page 83, our CEO's annual total compensation for 2025 was $24,693,120. Based on the foregoing, the ratio of the annual total compensation of our CEO to that of the median staff…"

Say on pay = 94%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

"Positive 2025 Say on Pay Vote Outcome and Responses to Stockholder Input"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"The Compensation Committee"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"Clawback Policy"

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"× No hedging or pledging: With respect to our Common Stock, all of our staff members and Board members are prohibited from engaging in short sales, purchasing or pledging our Common Stock on margin(3), or entering into any hedging, derivative, or similar transactions"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"× No hedging or pledging: With respect to our Common Stock, all of our staff members and Board members are prohibited from engaging in short sales, purchasing or pledging our Common Stock on margin(3), or entering into any hedging, derivative, or similar transactions"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines Requirements”