Building Sustainable Access at Scale

VIATRIS™

2023 Sustainability Report

Lindiwe Mkhize is the nurse in charge of a community health center in Soweto, South Africa, that she will eventually own. Partially funded by Viatris, the facility is – appropriately enough – called the Mpathy Clinic (pronounced "empathy"), and is part of a planned model to establish a network of sustainable, low-fee private health care while also creating entrepreneurship opportunities for the nurses who run them.

"It's really a dream come true, even for my family, taking them out of the poverty that we come from," Lindiwe said.

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About this Report

This is the annual sustainability report for Viatris, which was formed in November 2020. This report presents work and progress across key topics in 2023.

Sustainability is fundamental to Viatris' mission. We work to continuously advance responsible and sustainable practices and operations.

Through this publication, we describe our approach to actions and initiatives across multiple areas of focus supporting our efforts to be a model for sustainable access to medicine and to make a difference in the communities we serve. In addition to describing work and progress during the calendar year 2023, the report also includes some updates from early 2024. The report contains three main sections:

1. Introduction to Viatris
2. Areas in which we strive to make a difference
3. Management disclosure and performance data

We are committed to annual reporting on important sustainability matters and are working to further enhance our disclosure. This report references the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) standards for Biotechnology & Pharmaceuticals and provides disclosure in accordance with the Task Force on Climate-related Financial Disclosures (TCFD). Viatris is a signatory to the United Nations Global Compact (UNGC) and is committed to the Compact's 10 principles related to human rights, labor, environment and anti-corruption.

WE SUPPORT UN GLOBAL COMPACT

Certain subsidiaries are also subject to statutory sustainability reporting in the European Union (EU), following the EU Non-Financial Reporting Directive (EU NFRD). This report, together with Viatris' statutory filings, is intended to fulfill our applicable reporting requirements. The information contained in this report reflects work and progress from Jan. 1, 2023, to Dec. 31, 2023, unless otherwise noted. Reporting on other matters specific to financial performance of Viatris Inc. and our subsidiaries can be found in our periodic reports and filings with the U.S. Securities and Exchange Commission (SEC), including our most recent Annual Report on Form 10-K filed with the SEC on Feb. 28, 2024, as amended by the Form 10-K/A filed on April 26, 2024.

Not all of the products mentioned in this report have been approved for use in all countries where Viatris has a commercial presence. The information contained in this report is not for use in product detailing or promotion.

About Viatris

At Viatris, access is fundamental to our mission to empower people worldwide to live healthier at every stage of life. It begins with our ability to sustainably deliver high-quality medicines to people, regardless of geography or circumstance. We are a company uniquely positioned to bridge the traditional divide between generics and brands, combining the best of both to more holistically address healthcare needs globally. Because health matters everywhere.

With an exceptionally extensive and diverse portfolio, we have the ability to touch all of life's moments, from birth to end of life, acute conditions to chronic diseases. We see across multiple therapeutic areas to the person at the center of their own unique health journey.

We strive to meet individual needs, whether with a generic medicine, a trusted brand, an improved version of an existing medicine, or a truly novel therapeutic solution. Our pipeline investments leverage our scientific expertise to address some of the world's most enduring health challenges.

SUSTAINABLE DEVELOPMENT GOALS

Viatris supports the U.N. Sustainable Development Goals (SDGs). The 17 SDGs launched in 2015 serve as a roadmap for countries, communities and companies on universally important areas for a more sustainable and inclusive development. As of 2023, marking the halfway point to the target year of 2030 for achieving the SDGs, there remains substantial work to be done, including in advancing global health. The COVID-19 pandemic has had a significant impact on many of the goals, and in some areas, previous gains have been reversed. Further, the growing impact of climate change on the environment and human health means we all need to do our part to reduce the negative impact and help make positive progress.

We intend to apply and leverage our unique capabilities, manage inherent risks and be a reliable partner. We are well positioned to support progress toward SDG 3 — To Ensure Healthy Lives and Promote Well-Being for All at All Ages. We have the scientific, manufacturing and distribution capabilities, deep expertise and a wide-ranging commercial platform that extends to more than 165 countries and territories.

The goals are interconnected, and as a global healthcare company, how we conduct ourselves and interact with our partners impacts SDG 3 and other goals. We work to advance sustainable operations and leverage our collective expertise to empower people to live healthier at every stage of life, recognizing that our actions affect the stakeholders and communities we serve.

SDGs Especially Relevant to Viatris

2023 Highlights

Access and Global Health

Supplied high-quality medicines to

~1 billion

patients around the world[1]

Sold more than **80 billion** doses of medicine across more than **165 countries and territories,** reaching **>90% of low- and lower-middle-income countries (LMICs)**

More than 250 medicines on the World Health Organization (WHO) Essential Medicines List to help address priority healthcare needs as defined by the WHO

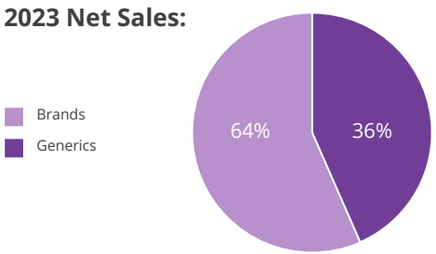
59 products on the WHO Prequalification List, which allows for U.N. and other multilateral donor procurement, as well as accelerated registration processes in LMICs

Our Financials

Total Revenues in 2023:

$15.4B

2023 Net Sales:



Recognitions

TIME WORLD'S BEST COMPANIES 2023

Forbes 2023 WORLD'S BEST EMPLOYERS POWERED BY STATISTA

Great Place To Work. Certified INDIA

Our People

We have approximately **38,000 colleagues**[2] across almost 70 countries

97% participation of all colleagues globally engaged on diversity, equity and inclusion (DEI) learning

Environment

USA TODAY AMERICA'S CLIMATE LEADERS 2023 statista

Named to USA Today's inaugural list of **America's Climate Leaders 2023** for companies that have demonstrated the greatest reduction in emissions intensity

Our manufacturing for all dosages of the antibiotic Ciprofloxacin at our facility in Aurangabad, India, became the first at Viatris and in India to receive **British Standards Institute (BSI) Certification** under the **Antibiotic Manufacturing Standard**

Community

Donated more than 300 million doses of medicines for humanitarian needs through our partners around the world and **funds for humanitarian relief** to global partners via corporate philanthropy donations

Direct Relief · SBP · Save the Children · American Red Cross · American Friends of Magen David Adom מגן דוד אדום · World Central Kitchen · americares

Sources

[1]The number of patients served is an estimate calculated using internal sales data (global volume of doses sold in 2023 in all markets as aligned with IQVIA standard units), divided by estimated per patient usage, which is based on treatment dose, treatment duration, and treatment adherence as estimated by Viatris Medical Affairs based on approved label indication and instructions for use, current international guideline recommendations, and common usage in clinical practice. Patients using multiple Viatris medicines may be counted as multiple patients. Certain adjustments were applied in consideration of completed and pending divestitures and to account for acceptable alternatives to the patient usage factors noted above, and rounded to the nearest hundred million. Estimates may be subject to reassessment.

[2]Excludes contingent workers

Evolving to Further Address Unmet Needs and Create Long-Term Value

A Message from our CEO

In my first year as CEO, I feel proud of what we have collectively accomplished as an organization. I have met many talented people across Viatris and have gained a deep appreciation of our colleagues' passion, dedication and commitment to doing what is right for our company and, most especially, for patients. We have an incredibly strong and diverse company. Together we serve approximately 1 billion patients each year, often in collaboration with our partners. As we continue to increase the level of innovation across our pipeline, the patient impact and value we can deliver will only continue to increase as well. The opportunity to address unmet medical needs, to affect human health in such a positive way excites me about our future. Viatris' mission to empower people worldwide to live healthier at every stage of life has never been more relevant.

Communities across the world continue to face environmental, social and economic challenges. As a signatory to the U.N. Global Compact, we believe that companies can be important partners to help address some of these challenges. We believe that our greatest contribution is our holistic approach to building access to medicine at scale and supporting health systems across the world, which begins with sustainably delivering high-quality medicines and health solutions to people, regardless of geography or circumstance. Knowing that how we conduct ourselves impacts our ability to make progress on our mission, we work systematically to advance sustainable and responsible practices, and we remain committed to the UNGC 10 principles on human rights, labor, the environment and anti-corruption.

During 2023, we undertook important work to make progress on our sustainability goals in the areas of Access and Health; Diversity, Equity and Inclusion; and the Environment: climate change, water and waste. This work is about seeking continuous improvements, and these efforts and many more help us manage inherent risks and opportunities, supporting our overall sustainability performance and competitiveness – ultimately serving our mission.

I am proud to see that the work by colleagues across Viatris continues to receive external recognition, including Time Magazine's World's Best Companies List 2023, Forbes 2023 World's Best Employer and USA Today's America Climate Leader list 2023. These are testaments to the company we have built and the impact we continue to make.

We are a company with deep in-house development capabilities, a diverse pipeline, vast global manufacturing and commercial capabilities, and a proven track record of scientific success, including a remarkable list of "industry firsts" that have enabled the company to address some of the world's most enduring health challenges. Our business and operating model is deliberately designed and implemented to deliver on our strategy to build and sustain access to medicine at scale. By leveraging the capabilities of our company and the energy of our people, we continue to seek opportunities to further create value for health systems, communities and patients around the world.

I thank each and every member of the Viatris team for their contributions to our company, our mission and the people we serve.

— **Scott Smith**
Chief Executive Officer, Viatris

Message from our Chair of the Board

I am honored to serve as Chair of the Board of Directors of Viatris, a company with an incredible legacy and an exciting future.

During my time with Viatris, I have witnessed the impact our work can have on patients and healthcare systems around the world. As we continue to execute against our well-established strategic plan and move further up the pharmaceutical value chain, the board and I remain committed to Viatris' mission and overseeing management's continued advancement of sustainable and responsible practices.

We especially wish to express our sincere gratitude to Viatris' highly skilled and passionate workforce, each of whom make invaluable contributions every day as the company strives to not only maintain but expand its ability to provide sustainable access to medicine at scale.

— **Melina Higgins**
Chair of the Board of Directors, Viatris

Advancing Sustainability at Viatris

A Message from our Head of Global Sustainability

Our continuous work to advance more sustainable operations and responsible practices serves as a strong foundation to make further progress on our mission, strategy and overall business model, collectively driving our focus on increasing access to medicine and creating long-term value for our key stakeholders.

We are leveraging the shared expertise within Viatris and through our partnerships to address important environmental, social and governance matters, recognizing that our actions affect the people and communities we serve.

U.N. member states agreed on the Sustainable Development Goals back in 2015, with the goal to create a more sustainable and inclusive global future for all by 2030. However, with 2023 marking the midpoint to the goal year, global progress is going slow, has stalled or in some areas reversed across many of the goal areas. The combination of factors such as conflict, inflation, environmental deterioration and climate change continue to challenge communities around the globe in general and global health systems in particular, where the effects from the COVID-19 pandemic persist, and the combined burdens are further exacerbating disparities in access to care and health outcomes.

We are a signatory to the U.N. Global Compact because of our belief that companies can be relevant partners in the collective efforts required to address many of these persistent challenges. As a global healthcare company with an exceptionally broad and diverse portfolio, global reach and a mission to empower people worldwide to live healthier at every stage of life, our most significant contribution is building sustainable access to medicine at scale. It is our core business and we have built our operating and business model on that foundation.

We have worked diligently and will continue to do so, to be considered a trusted partner as we work to help close gaps to equal access to care, build more resilient healthcare systems, and uphold a reliable global supply of medicines. Thanks to our interconnected global supply chain, in 2023, we are proud to have supplied high-quality medicines to approximately 1 billion patients around the world, while we mitigated disruptions and maintained supply of critical medicines, achieving a global customer service level of 90%. Together with colleagues across the company and partners, we also participated in and donated to emergency response and relief efforts around the globe.

Viatris' Key Sustainability Areas

At the center of everything we do, Viatris works to create sustainable access to medicine to achieve better patient outcomes and advance global public health. We focus on key sustainability topics, all of which we pursue simultaneously to help drive our mission.

These key topics encompass four broad areas:

- **Reliable Supply and High-Quality Medicine:** manufacturing and distribution, including our supply chain and regulatory impact;
- **Our People:** managing talent, engaging employees and promoting workplace health and safety and diversity and inclusion;
- **Environmental Impact:** minimizing environmental impact – from climate change and energy to water and waste management; and
- **Governance and Ethical Practices:** managing inherent risks and encouraging opportunities and business ethics.

We also know that real and lasting change requires multi-stakeholder collaboration and partnerships. In particular, 2023 provided important opportunities for concerted and collective actions to advance global health priorities with the U.N. General Assembly dedicating three high-level meetings to health, and the U.N. Climate Conference introducing health on the formal agenda for the first time. Viatris was honored to participate in these events, engaging in conversations on resilient healthcare systems and protecting and scaling access to medicine.

Knowing that human health and environmental health are closely interconnected, we also work to advance sustainable practices and minimize our environmental footprint while helping ensure reliable access to medicine. Over the year, we have made steady progress on our environmental goals across GHG reduction targets for scope 1 and 2 and scope 3 approved and validated by the Science Based Targets initiative (SBTi), water risk assessment and waste management.

We also remain focused on further advancing a diverse, equal and inclusive workplace where colleagues feel engaged, empowered and safe. 2023 held important steps, where we engaged more than 97% of colleagues globally on DEI learning and launched Viatris' global wellbeing program for all colleagues, as well as introduced additional enhanced safety processes and expanded contractor training.

We further strengthened our commitment to acting ethically with expanded features and processes. We approach enterprise risk management holistically and are working with partners across the supply chain to further scale responsible supply chain practices.

To help further grow our colleagues' skills related to sustainability and to raise awareness of how everyone at Viatris helps advance key sustainability aspects, we also in 2023 launched a voluntary online learning course, the Viatris Sustainability Academy.

This report holds many examples of the important work occurring across Viatris in these areas. Everyone at the company plays an important part in our journey to build more sustainable access to medicine, and we thank them for their commitment and determination to continuing to make an impact as we work to *empower people worldwide to live healthier at every stage of life.*

— Lina Andersson
Head of Global Sustainability, Viatris

Governance of Global Sustainability

Viatris' Board of Directors oversees management's efforts with respect to corporate environmental and social responsibility matters through its Governance and Sustainability Committee. The Global Sustainability function operates as a center of excellence within the Corporate Affairs leadership team. The Chief Corporate Affairs Officer reports directly to the CEO and communicates quarterly with the Viatris Board through the Governance and Sustainability Committee together with the Head of Global Sustainability. The Head of Global Sustainability drives the strategic and operational development of sustainability and corporate social responsibility across the company together with key partners. A multifunctional Advisory Committee comprised of global leaders with a monthly meeting cadence monitors the external landscape and company progress and supports the integration of corporate environmental and social responsibility activities across the organization. Progress on strategic focus areas and execution of relevant tasks rely on a broad and engaged network of functional leaders across the company. For more information, see here.

> Everyone at Viatris plays a part in building sustainable access to medicine, supporting healthcare systems and helping to advance our overall sustainability performance. Every day, no matter their roles or responsibilities, each colleague performs essential work across multiple functions and geographies that collectively supports progress on key sustainability aspects. The steps can be both big and small, and often must balance many complex factors while upholding the superior task of providing a reliable supply of medicine. The knowledge that needs around the world are great and that our actions matter, is a powerful motivation.

Lara Ramsburg
Chief Corporate Affairs Officer, Viatris

Our Sustainability Goals

Viatris' priority areas and goals[1] support our ongoing operations and our efforts to advance global SDGs by 2030 and help us proactively address evolving expectations from stakeholders.

	Providing Access to ARVs	Promoting HCP Education and Outreach	Engaging Colleagues on Inclusion and Increasing Diversity in Management	Performing Water Risk Assessments	Increasing Zero Landfill Locations	Reducing GHG Emissions
SDGs	3 GOOD HEALTH AND WELL-BEING	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY, 10 REDUCED INEQUALITIES	6 CLEAN WATER AND SANITATION	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
OUR KEY GOALS	Provide antiretroviral (ARV) therapy equivalent to a total of 30 million patients, including more than 2 million children living with HIV/AIDS, between 2022 and the end of 2025.	Impact 100 million patients via healthcare professional (HCP) education and outreach regarding prevention, diagnosis and treatment options for noncommunicable diseases (NCDs) including cardiovascular disease, diabetes, cancer and other important chronic conditions to improve outcomes through the NCD Academy by the end of 2025.	Diverse perspectives help drive innovation in our global business. We have set goals to: • Engage at least 90% of employees globally on diversity, equity and inclusion (DEI) learning by the end of 2023. • Increase women's representation in senior management globally to at least 35% by the end of 2027. • At least double Black representation in all management levels in the U.S. by the end of 2027. • At least double Hispanic/ Latinx representation in senior management in the U.S. by the end of 2027.	Perform water risk assessments for all locations in high or extremely high water stress areas as identified by the World Resource Institute and identify appropriate water conservation initiatives by 2025.	Achieve a 50% increase in the number of zero landfill locations by 2030 from a 2020 baseline.	Viatris commits to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 42% by 2030 from a 2020 base year.[3] Viatris also commits to reduce absolute scope 3 GHG emissions covering purchased goods and services, capital goods, fuel and energy related activities, and upstream transportation and distribution by 25% within the same timeframe. These near-term targets have been approved by the SBTi.
PROGRESS	In 2023, we provided treatments for approximately 8.6 million patients, including more than 670,000 children living with HIV/AIDS. Since 2022, we have provided treatments for nearly 17 million adults and children. Learn more	More than 24,000 individuals have an NCD Academy account, representing approximately[2] 60.5 million patients impacted to date. Learn more	We exceeded our engagement goal, with 97% of colleagues participating in DEI learning by the end of 2023 and maintained our baseline regarding diversity in management. Learn more	Performed six water risk assessments in 2023, bringing our total since 2022 to 11 water risk assessments completed. One remaining location is on target to be completed in 2024, keeping us on track to meet our overall goal by 2025. Learn more	Thirteen sites achieved zero-waste landfill status in 2023, with six additional sites at less than 5% of waste going to landfill. We are on track to hit our goal by 2030. Learn more	Since 2020, we accomplished a 3.7% reduction of our scope 1 and 2 emissions compared to our baseline.[4] We believe our current strategy is on track to deliver on our reduction target by 2030. Learn more

Sources

[1]These goals are aspirational and not requirements or quotas. Our ability to make progress on our goals depends on several factors, some of which are outside of our control.
[2]Patient reach calculated by multiplying the number of HCP learners by the average number of patients treated, as self-reported by HCP learners upon registering for NCD Academy. Patient reach includes unique patients as well as repeat patient encounters.
[3]The target boundary includes land-related emissions and removals from bioenergy feedstock.
[4]Per Dec. 31, 2023, and not taking into account divestitures completed in 2024, or pending as of the date of this report.

Our Strategy and Model for Sustainable Access to Medicine

Viatris is a global healthcare company focused on bringing high-quality medicines to patients through a hybrid approach that bridges the traditional divide between generics and brands, combining the best of both, to more holistically address healthcare needs globally. The diversity of our portfolio, global footprint and our mission to empower people worldwide to live healthier at every stage of life are our foundational strengths.

Our business and operating model is deliberately designed and implemented to deliver on our strategy to build and sustain access to medicine at scale. Underpinned by Viatris' relevance and success in meeting evolving healthcare needs, we seek to create value for and together with our key stakeholders – the people who trust our medicines every day, the health systems who rely on us, the people who make up Viatris, our partners and the investors who believe in our ability to execute on our ambitious mission.

We are convinced that patients and health systems around the world are best served by a healthcare company applying a well-rounded and long-term approach, maintaining viability while working to manage inherent risks and opportunities, and continuously striving to advance sustainable operations and responsible practices in a focused way.

Our Commitment to Access

Access is fundamental to our mission. It is not an initiative; it is our business model. It begins with our ability to sustainably deliver quality medicines at scale to people, regardless of geography or circumstance. With an extensive portfolio of medicines to address nearly every health need, a one-of-a-kind global supply chain designed to reach more people with health solutions when and where they need them, and the scientific expertise to address some of the world's most enduring health challenges, access is central to everything we do.

From our unique vantage point, we touch all of life's moments, from birth to the end of life, acute conditions to chronic diseases. We see across multiple therapeutic areas to the person at the center of their own unique health journey. We are focused on meeting individual needs, whether with a generic medicine, a trusted brand, an improved version of an existing medicine, or a truly novel therapeutic solution.

We go beyond developing, making and distributing high-quality medicines and work to help find solutions that support resilient systems for health. We have designed our global operations and supply chain to be a reliable and flexible partner to enable access to medicines across the world, constantly adapting to an ever-evolving and increasingly dynamic landscape.

Partnerships and collaborations are critical for meaningful and lasting impact, as are policies and strong healthcare systems that allow for healthy competitive environments. While needs are universal, circumstances are local, and we work with an array of organizations - globally, regionally and locally, public and private - to support sustainable access to medicines at consistent quality standards. We work to connect more people with even more products and services to advance access and health. Ultimately, we know we are stronger together, working collaboratively and relentlessly across our company and with the broader global community, in pursuit of access.

We have a mission to empower people worldwide to live healthier at every stage of life. We do so *via*:

Access: Providing high-quality trusted medicines, regardless of geography or circumstance

Leadership: Advancing sustainable operations and innovative solutions to improve patient health

Partnership: Leveraging our collective expertise to connect people to products and services

Providing a Sustainable, Diverse and Differentiated Portfolio

In 2023, Viatris sold more than 80 billion doses of medicine across more than 165 countries and territories, reaching more than 90% of LMICs. We supply medicines for patients across a broad range of major therapeutic areas. Viatris offers quality treatment options across more than 10 major therapeutic areas covering a wide variety of NCDs and infectious diseases. We also offer support services such as diagnostic clinics, educational seminars and digital tools to help patients better manage their health. We offer a broad and diverse range of product options across all our therapeutic areas, with many categories containing several products in a range of dosage forms, formulations and delivery systems that allow physicians to tailor care for people's needs.

Our Four Market Segments*

Developed Markets

Developed Markets, which consists of Europe and North America

$9.3B
~60% of Total Net Sales

Emerging Markets

Emerging Markets, which includes our presence in more than 125 countries across Asia, Africa, Eastern Europe, Latin America and the Middle East and our infectious disease franchise

$2.6B
~17% of Total Net Sales

Japan, Australia and New Zealand (JANZ)

JANZ, which consists of Japan, Australia and New Zealand

$1.4B
~9% of Total Net Sales

Greater China

Greater China, which consists of Mainland China, Hong Kong and Taiwan

$2.2B
~14% of Total Net Sales

* 2023 segment results

Brands	Portfolio of globally recognized iconic brands
Generics and Complex Generics	Broad range of medicines, spanning both NCDs and infectious diseases
Novel Products and Adaptive Development	Including drug-device combinations, complex injectables and more

~1,400 Approved Molecules Across >10 Therapeutic Areas

- Cardiovascular
- CNS and Anesthesia
- Dermatology
- Diabetes and Metabolism
- Gastroenterology
- Immunology
- Infectious Disease
- Oncology
- Eye Care
- Respiratory and Allergy
- Women's Healthcare

Meeting Unmet Needs With Added Competencies

Viatris has announced a well-established strategic vision to build for a future where we remain a relevant partner in meeting unmet needs and supporting healthcare systems across the globe, in an ever-evolving landscape. In 2023, we worked diligently to build a strong foundation for executing on the next phase of our strategic plan, including making significant progress on our previously announced divestitures. More information about the divestitures is provided here.

We are not changing who we are; we are focusing on our core competencies and adding to our capabilities to better meet unmet needs. We intend to continue building on our strong existing access-driven base business while diligently pursuing important new opportunities, with a clear focus on limited-competition complex generics and novel products targeting gaps in care, all with a first-to-market emphasis where our scientific and development expertise can help further accelerate access. In addition to novel products, we will continue to focus on making improvements to existing molecules, including new formulations, to better meet the needs of people worldwide. Complex product categories are critical to patient health and are growing at a rapid pace. Our goal is to enhance our proven scientific capabilities and current global platform, ultimately seeking opportunities to further advance reliable access to medicine and unlock shareholder value.

We regularly review the products we currently provide across different markets, which may periodically lead to expanded registration of products with unmet need or rationalization of products that are no longer viable or in demand. Throughout this process, we work to carefully consider the availability of alternatives for patients to avoid disruption of critical medications.

Deep In-House Development Capabilities and a Diverse Pipeline

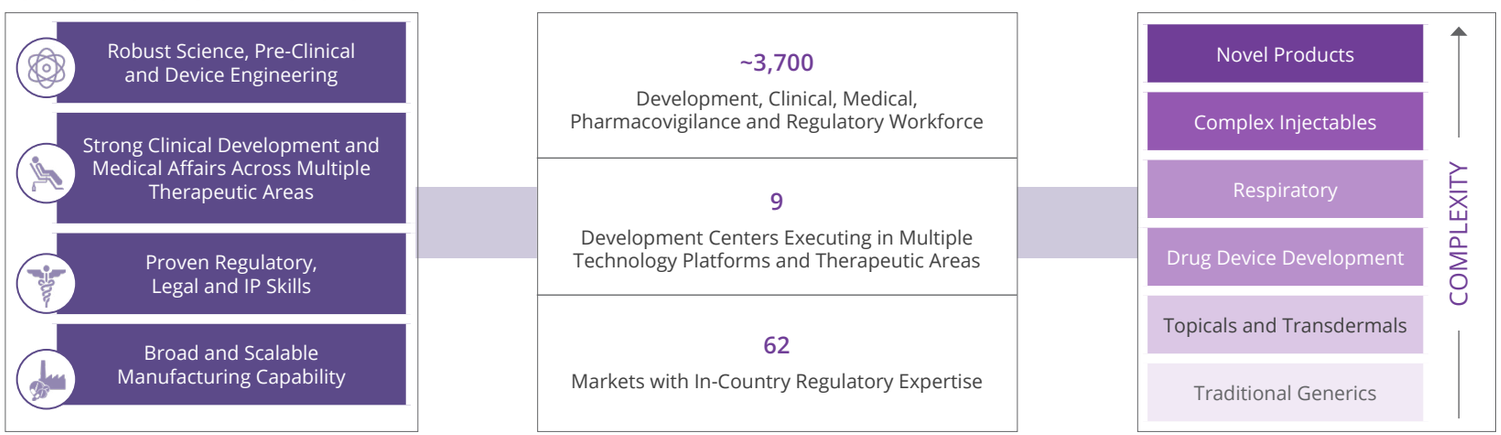
We expect to expand further into development of more innovative molecules, including new chemical entities (NCEs) and improved versions of existing products, such as those filed through the U.S. FDA's 505(b)(2) pathway.

We have a strong pipeline across eye care, complex injectables and novel products and more than 98% of expected new product launches by 2023 are either launched, approved or pending approval. During the past year, we integrated Oyster Point and Famy Life Sciences acquisitions and successfully created our Eye Care Division. Over 2023, we further advanced our pipeline across complex injectables, novel and complex products. We have a proven track record of delivering industry firsts that have enabled us to address some of the world's most enduring health challenges.

In 2023, we advanced many new products addressing diverse needs, spanning generic medicines, improvements to existing molecules and novel products. We launched Breyna™ (budesonide and formoterol fumarate dihydrate) Inhalation Aerosol, the first U.S. FDA-approved generic version of Symbicort® to use for certain patients with asthma or chronic obstructive pulmonary disease (COPD). We received positive top-line phase 3 trial results for Yupelri® (revefenacin) in China, an important step in advancing access to this treatment for COPD. The U.S. FDA approved RYZUMVI™[1] (phentolamine ophthalmic solution) 0.75% eye drops for the treatment of pharmacologically induced mydriasis. We also received U.S. FDA tentative approval of a strawberry-flavored, single tablet regimen for oral suspension – the fixed-dose combination of abacavir, dolutegravir and lamivudine – that will reduce the pill burden for children living with HIV across low- and middle-income countries.

In 2024, we acquired the development programs and certain personnel related to Selatogrel and Cenerimod from Idorsia, a Swiss biotech company. This collaboration is an important step in expanding our portfolio of innovative assets with great potential to help bridge gaps in treatment. The products in development are Selatogrel, under investigation for the treatment of heart attacks, and Cenerimod, under investigation for the treatment of systemic lupus erythematosus (SLE).

In line with our mission, we look forward to leveraging our proven track record to pursue opportunities across our diverse portfolio and pipeline to bring access to new and improved treatments for the benefit of people worldwide.



*Reflects Viatris' anticipated post-divestiture business, after taking into account the impact of all closed and pending divestitures.

Sources

[1]Viatris announced the launch of the product on April 1, 2024.

Our Key Steps in Building Access at Scale

Research and Development

Viatris' portfolio comprises ~1,400 approved molecules across a wide range of key therapeutic areas, including globally recognized iconic and key brands, generics and complex generics. We are building on this broad and diverse portfolio, leveraging our deep in-house development capabilities to develop more complex and novel products, providing greater opportunities to address gaps in care where others may not focus. Key components of our product development and portfolio management include:

- addressing unmet needs by pursing more complex and novel products;
- addressing unmet medical needs by enhancing existing products; diligently pursuing generics opportunities;
- seeking to expand access through new product submissions; and
- diligently pursuing additional regional pipeline opportunities.

We have 11 research and development centers around the world, including nine technology-focused development sites and two global R&D centers.[1] We develop products designed to meet the needs of patients across geographies and income bands and seek to use our unique development expertise to address challenges that are limiting access, within and between countries.

Raw Materials and Sourcing

The active pharmaceutical ingredients (API) and other materials we use in our manufacturing operations are sourced and purchased from third parties or produced internally. Our strong supplier relationships and ability to obtain high-quality raw materials at reasonable prices are crucial to our ability to maximize our impact and supply patients with the medicines they need to maintain their health. As part of de-risking and further building resiliency, we continue to build strong supplier relationships and apply sustainable sourcing practices.

Market Outreach and Policy Engagement

Uniquely positioned to help address barriers to access through the combination of our deep local expertise and global infrastructure and networks

Research and Development

11 R&D centers around the world, including nine technology-focused development sites and two global R&D centers[1]

Reaching Patients

Serve multiple markets and patients worldwide, thanks to our unmatched infrastructure and expertise. We empower patients worldwide by addressing global medical needs and providing innovations

Raw Materials and Sourcing

Strong supplier relationships and ability to obtain high quality raw materials at reasonable prices are crucial to our ability to maximize our impact and supply patients with the finished product medicines they need to maintain their health

Distribution

Work closely with stakeholders and other important collaborators, including international organizations, not-for-profits and non-governmental organizations (NGOs) to promote the most efficient distribution of products to provide access to as many people as possible

Manufacturing and Supply Chain

Approximately, 40 manufacturing sites worldwide in 2023, that produce oral solid doses, injectables, complex dosage forms and APIs on five different continents[2]

Sources

[1]Reflects Viatris' anticipated post-divestiture business, after taking into account the impact of all closed and pending divestitures.

[2]Following the anticipated closing of the API divestiture in 2024, the company will operate approximately 30 manufacturing sites worldwide.

Manufacturing and Supply Chain

Protecting patients' and consumer health by ensuring the quality and safety of our products is at the heart of how we operate across our network. Our platform combines what we believe to be best-in-class manufacturing and supply chain capabilities. In 2023, Viatris operated approximately 40 manufacturing sites worldwide that produce oral solid doses, injectables, complex dosage forms and APIs on five different continents.[1] Our global, flexible and diverse supply chain is designed to mitigate risks of disruption and ensure supply reliability. Our responsive global network has helped us maintain a reliable supply of much-needed medicines throughout times of significant demand volatility. Viatris has Supply Chain colleagues in more than 55 countries around the world, monitoring demand and supply daily. They look out over a 24-month horizon to preempt and circumvent supply gaps, collaborating with markets and manufacturing plants on cross-functional action plans. In 2023, we had a global customer service level of 90%.

Protecting patients' and consumer health by ensuring the quality and safety of our products is at the heart of how we operate across our network. Every step of our development, manufacturing and monitoring processes – from product development and sourcing of raw materials to producing and distributing finished dosage forms – is grounded in this commitment to protect patients and consumer health. All our operations are supported by robust global quality systems and standards and processes which are designed to protect product quality and patient safety and compliance with Current Good Manufacturing Practice (cGMP). We work systematically to minimize our environmental impact and protect the health and safety of our colleagues while safeguarding a reliable supply of medicine.

Distribution

Viatris' products reach patients through a variety of distribution channels and intermediaries, and local laws and customs give rise to different types of pharmaceutical markets (distribution, tender, substitution and prescription). The customers we work with include retail pharmacies; specialty pharmacies; wholesalers and distributors; public payers and governments; and institutions such as hospitals, among others. We work closely with all of these stakeholders and other important entities, including international organizations, not-for-profits and non-governmental organizations (NGOs) to promote the most efficient distribution of products to provide access to as many people as possible.

Reaching Patients

We build access at scale through our extensive and diverse portfolio of medicines, meeting nearly every health need, a one-of-a-kind global supply chain designed to reach more people with health solutions when and where they experience need. In 2023 , we supplied high-quality medicines to ~1 billion patients around the world[2] and sold more than 80 billion doses of medicine across more than 165 countries and territories, reaching more than 90% of LMICs.

Market Outreach and Policy Engagement

As a truly global healthcare company, we are committed to serving patients with different needs, across different geographies within different healthcare systems. We are uniquely positioned to help address barriers to access through the combination of our deep local expertise and global infrastructure and networks. We work to advance access to quality medicines, strengthen resilient global supply and build systems designed to enable future access. We champion policies advancing greater efficiency of regulatory systems, creating policy environments that help grow access and supporting long-term market viability and global supply networks to tackle the root causes of supply disruption. We manage our products and healthcare solutions on a geographic basis worldwide and engage with physicians, pharmacists, insurers, payers, policy and regulatory leaders and related organizations across the globe. These interactions are governed by Viatris' policies and processes, resting on well-established regulations, ethical standards and robust processes. For more information, see our Management Disclosure and Performance Data chapter.

Sources

[1]As of Dec. 31, 2023 and does not include the impact of divestitures closed in 2024 or pending as of the date of this report.

[2]See footnote 1 on p. 4

Access and Global Health

Areas of Focus:

- Building Access Through a Global and Flexible Supply Chain
- Empowering Healthcare Workers
- Addressing the Global Burden of NCDs
- Continued Innovation for Infectious Disease
- Partnering to Build More Climate Resilient Health Systems
- Antimicrobial Resistance: A Major Global Health Risk
- Breaking Down Systemic Barriers to Access
- Advocating for Patients

Additional Information:

- Management Disclosure and Performance Data

U.N. SDGs:

Good Health and Well-Being (3)
Gender Equality (5)
Partnerships for the Goals (17)

The year 2023 marked the half-way point to the target year of achieving the SDGs, 2030, which was adopted by all U.N. member states in 2015. But in many areas, including the goals to advance global health, there is much work to be done. The effects of the COVID-19 pandemic, burdens from climate and environmental degradation, increasing natural disasters and economic and political crises have stalled or reversed progress in the prevention and treatment of NCDs and infectious diseases, caused disruptions in care and exposed an urgent need for mental health resources.

As described earlier in our report, Viatris works to be a model for sustainable access to medicine at scale and a reliable partner in addressing some of the world's most enduring health challenges. We do this through our extensive and diverse portfolio of medicines, addressing nearly every health need, a one-of-a-kind global supply chain designed to reach more people with health solutions when and where they experience need, and by leveraging our deep scientific expertise.

We have the ability to touch all of life's moments, from birth to end of life, acute conditions to chronic diseases. We strive to meet individual needs across multiple therapeutic areas, whether with a generic medicine, a trusted brand, an improved version of an existing medicine, or a truly novel therapeutic solution. In 2023, Viatris provided medicines addressing the top 10 of the WHO's leading causes of death globally, and our more than 250 medicines on the 2023 Model List of Essential Medicines (EML) represent more than 50% of that total list.

Building Access Through a Global and Flexible Supply Chain

No country can make every medicine people need, and no medicine is made in every country. If a country or region relies on supply only from within their region and they experience a crisis, there is a risk people won't get the medicines they need, when they need them. A secure supply of medicines from multiple regions and countries around the world is more reliable and at less risk of being disrupted. Global, diverse and flexible supply chains are key to timely and affordable access to medicine.

Supplied high-quality medicines to ~1B patients around the world[1]

>250 products on the **WHO EML** and **>150 medicines** in the **WHO EML for Children**

Provided products that **address the top 10 of the WHO's leading causes of death globally**

Sold **>80 billion doses of medicine** across **>165 countries and territories**

Supplied medicines to >90% of low- and lower-middle-income countries

59 products on the **WHO Prequalification of Medicines List**

As an essential business, Viatris has taken actions to maintain a reliable supply of medicines, with special measures around critical medicines in times of volatile demand. Our ability to supply medicines and maintain high levels of service around the world is rooted in our global network of suppliers with a robust ability to manage shocks affecting any particular country or region. Our network allows us to offset risk and build resilience. In 2023, we were able to maintain a global customer service level of 90% amid volatility in demand, inflation and supply chain disruptions in general. Recently, we have experienced surges in demand, in part due to other pharmaceutical companies being out of stock, so we are increasing the frequency that we refresh our safety stock settings so that we can be more flexible to meet unmet needs.

Viatris has Supply Chain colleagues in more than 55 countries around the world, responsible for monitoring demand and supply daily. They look out over a 24-month horizon to preempt and circumvent supply gaps, collaborating with markets and manufacturing plants on cross-functional action plans.

Learn more about our global and local supply network here.

In 2023, our global customer service level was 90%.

Our customer service level metric is on-time in-full (OTIF) delivery to our customers. On-time is customer specific and measured against customer agreements. In-full is 100% of volume ordered. It is important to Viatris to measure service from our customers' perspective.

Sources

[1]The number of patients served is an estimate calculated using internal sales data (global volume of doses sold in 2023 in all markets as aligned with IQVIA standard units), divided by estimated per patient usage, which is based on treatment dose, treatment duration, and treatment adherence as estimated by Viatris Medical Affairs based on approved label indication and instructions for use, current international guideline recommendations, and common usage in clinical practice. Patients using multiple Viatris medicines may be counted as multiple patients. Certain adjustments were applied in consideration of pending and completed divestitures and to account for acceptable alternatives to the patient usage factors noted above, and rounded to the nearest hundred million. Estimates may be subject to reassessment.

We have invested in facilities around the world, including in lower- and middle-income countries (LMICs), to bolster our global supply chain network and support local capacity building and economic development in communities. These local facilities make up our strong global network, which is our best tool for maximizing product availability to countries across all income bands, as evidenced by our track record for reliable supply.

In Vietnam, for example, we've worked in collaboration with the government to enhance local production capacity as part of supporting the global supply of medicines and also supporting economic resilience in the country. Our project, one of the first innovative drug production technology transfer projects in Vietnam, started in 2015, and was approved by the Ministry of Science and Technology in 2019 for Amlor tablet (Norvasc); Lipitor 10mg, 20mg, 40mg; and Celebrex 200mg.

In India, Viatris manufactures infectious disease medicines used in programs across LMICs. To supplement this network, Viatris has invested in building a packaging and distribution facility in Zambia, which achieved WHO Prequalification of Medicines (WHO PQ) accreditation in March 2023. Finished medicines are shipped from our facilities in India to the Zambia facility for final packaging and release. The value-add of packaging in Zambia is not necessarily to improve availability in its absolute vicinity, as our existing global network continues to provide high levels of product delivery, but to help develop local capacity and experience with quality-assured production.

Goal: Provide ARV therapy equivalent to a total of 30 million patients, including more than 2 million children living with HIV/AIDS, between 2022 and the end of 2025.*

Our Progress: In 2023, we provided treatments for approximately 8.6 million patients, including more than 670,000 children living with HIV/AIDS. Since 2022, we have provided treatments for nearly 17 million adults and children.

Goal: Impact 100 million patients via HCP education and outreach regarding prevention, diagnosis and treatment options for cardiovascular disease, diabetes, cancer and other important chronic conditions to improve outcomes through the NCD Academy by the end of 2025.*

Our Progress: More than 24,000 individuals have an NCD Academy account, representing approximately 60.5 million patients impact[1] to date.

*Our ability to make progress on our goals depends on several factors, some of which are outside of our control.

Empowering Healthcare Workers

Health systems can only function with health workers. One of the greatest global hurdles in achieving equitable access to treatment and promoting good health is the growing gap in supply and demand for healthcare workers. Patient needs are increasing across the world and especially in LMICs. WHO projects there will be a global shortfall of about 10 million health workers by 2030.[2] Without a stable healthcare workforce, countries will not be able to meet these needs.

To help alleviate this growing challenge, Viatris invests in and engages in HCP outreach and education across the world.[3] We work via a combination of long-term partnerships, sponsoring medical symposiums and forums for rural community health workers as well as physicians at large city hospitals to help scale access to new research and best practices to address the world's most pressing health challenges.

The NCD Academy was established to provide frontline workers with web-based educational tools that can be accessed anytime, anywhere and free of charge and was based on the understanding of the combined challenges of growing healthcare workloads, the time restraints and cost burden of traditional continued education, along with the increasing incidence and interconnectedness of NCDs. While the members of the primary healthcare workforce, including general practitioners, specialists, nurses, pharmacists and community health workers are the anticipated users, any person with an interest can access the courses.

Developed with our global partners, the American College of Cardiology, the World Heart Federation and the NCD Alliance, the NCD Academy includes courses covering the "Big 5" NCDs that contribute the most to global mortality and morbidity: cardiovascular disease, cancer, chronic respiratory diseases, diabetes and mental health disorders. In 2023, we expanded the NCD Academy by adding two new courses: social determinants of health and chronic respiratory diseases, which was developed by the Forum of International Respiratory Societies (FIRS).

Promoting Equitable Access

Viatris supports initiatives around the world to advance education focused on addressing existing health inequities. Examples of this work include:

- The NCD Academy's social determinants of health course was released in 2023 on World Health Day, themed "Health for All." The course aims to educate and increase awareness of health inequities and provide support on how to address them to achieve equitable care for all.
- In the U.S., we are one of the founding sponsors of HealthyWomen: Ready, Healthy and Able program, an educational pilot project for healthcare providers and servicewomen directed at increasing comprehensive, inclusive and integrated women's healthcare across the military branches.
- Viatris Connect Medical, which is a dedicated online HCP portal available in several countries, was launched in 2023 across India, South Korea, the United Arab Emirates, Bahrain, Qatar, Oman, Iraq and Kuwait. The site helps HCPs keep themselves updated on the latest medical advances through access to journals, guidelines, continuing medical education, talks and much more.

> "Supporting healthcare professionals access to medical education globally through strong partnerships is a key part of Viatris' holistic approach to overcome barriers to equitable access to care.

Lobna Salem
Interim Head of Global Medical Affairs, Viatris

Sources

[1]Patient reach calculated by multiplying the number of HCP learners by the average number of patients treated, as self-reported by HCP learners upon registering for NCD Academy. Patient reach includes unique patients as well as repeat patient encounters.

[2]Health Workforce

[3]These interactions are governed by Viatris' policies and processes, resting on well-established regulations, ethical standards and robust processes.

Many local scientific societies have also partnered with the NCD Academy to ensure awareness and access for their members. More than eight courses are available, and selected courses have been translated into 14 languages. In 2023, those translations included Bulgarian, Croatian, Chinese, Greek, Korean, Portuguese, Russian, Thai, Turkish and Vietnamese. Another 19 new course translations are expected in 2024.

Nearly 5,000 new users signed on to the NCD Academy in 2023, for a total of 24,000 accounts created. It is estimated that these new users will positively impact approximately 12.6 million patients annually. Since the launch of the NCD Academy in 2020, it's estimated to impact approximately 60.5 million patients.[1]

We have several important partnerships beyond the NCD Alliance to empower healthcare workers across the world. We engage HCPs through various channels, including medical education programs in diversified portfolios, digital platforms with dedicated medical content, partnerships with multi-disciplinary stakeholders and customer facing activities, regional forums and advisory boards.

As part of putting the importance of bringing more resources to healthcare workers at the top of the political agenda, we supported multi-stakeholder events in New York City as a side event during the U.N. General Assembly and at the American College of Cardiology (ACC) Middle East and Eastern Mediterranean chapter meeting in Athens, Greece, which focused on developing capabilities of healthcare workers, organized in partnership with the American College of Cardiology and the NCD Alliance.

In Egypt, we collaborated with the Pharmaceutical Committee of AmCham Egypt to support the Explore, Innovate, and Change Capacity Building initiative of the Egyptian Healthcare Authority covering 100 representatives across five governorates. We also sponsored the HEAL Forum Conference 2023 in Dubai, the United Arab Emirates, a medical regional event aimed at advancing healthcare innovation for a healthier, more equitable future. It featured more than 60 speaking experts and more than 16,000 participating HCPs.

In collaboration with the Saudi Hypertension Management Society, we sponsored a cardiometabolic disease clinic in Saudi Arabia to educate HCPs about comorbidities such as hypertension, diabetes, dyslipidemia, obesity and depression. And we supported HCP education on chronic disease management by helping organize the Helping CHEN Summit in Singapore in collaboration with the Singapore Medical Association.

We leverage digital solutions to reach HCPs, including the launch of MED-CAST, the first continuing medical education podcast for HCPs in Italy with initial offerings on cardiovascular health topics. In Korea, we provided HCP education through a variety of digital channels, including the MedConnect website, featuring one-on-one training in several therapeutic areas, detailed product information and access to online educational symposiums, among other resources.

In Europe, Viatris supported the creation of four podcasts to educate healthcare professionals on essential topics with the goal of equipping HCPs with the knowledge and skills necessary to diagnose thrombotic disorders in a variety of clinical conditions and to treat them with best-in-class clinical management.

We are partners with ESNO (European Specialist Nurses Organization) to support the capability development of nurses in Europe and to limit their shortages to strengthen healthcare systems and improve the quality of patient care. We supported the "Decade of the Specialist Nurse 2020-2030" project, which provided educational materials and other resources to inform and educate the healthcare community on the role of specialist nurses.

In the U.S., we sponsored the ACTRIMS (the American Committee for Treatment and Research in Multiple Sclerosis) to develop an educational program to educate physicians on personalizing MS treatment and care.

Addressing the Global Burden of NCDs

In 2023, NCDs continued to dominate as the leading causes of death globally according to WHO, accounting for about 74% of all deaths. Of those approximately 41 million deaths, 77% occur in LMICs, adding to the dual burden of NCD and infectious disease. NCDs representing significant burdens of disease include heart disease, cancer, respiratory diseases, diabetes and mental health disorders.[2]

In 2023, we continued to grow our extensive portfolio of medicines to treat NCDs. Notable examples in the areas of cardiovascular and respiratory health as well as dermatology and opthalmology included:

The launch of Breyna in the U.S. represents years of hard work breaking down barriers to access and builds upon our past successes of bringing other complex products to market as we continue to move up the value chain. Being the first to bring an FDA-approved generic version of Symbicort to patients is a true example of how access is the cornerstone of our mission.

- Launched Breyna™ Inhalation Aerosol in the U.S., the first FDA approved generic version of AstraZeneca's Symbicort® for people with asthma and chronic obstructive pulmonary disease (COPD), with our partner Kindeva Drug Delivery L.P.
- Made Relpax for migraine and Dymista for allergic rhinitis available without a prescription in Australia, which is considered the allergy capital of the world with over 5 million people living with allergic disease.[3] We also received over-the-counter approval for the pain medication Celebrex.
- Introduced Dymista nasal spray in Kuwait and China and Yupelri, for people living with COPD, in the United Arab Emirates and Saudi Arabia. We also received positive top-line results for Yupelri phase 3 trial in China
- Launched Elidel (pimecrolimus), indicated in the treatment of certain skin conditions such as eczema, for pediatric patients following the receipt of reimbursement approval in China
- Launched Mytricon in South Africa to improve women's access to quality and affordable contraception
- Canada has one of the highest rates of MS in the world[4] - an estimated 90,000 individuals – and the approval of the first generic of Glatiramer Acetate is an important step for those managing the symptoms of the disease and other medical conditions that are commonly associated with MS.

Sources

[1] Patient reach calculated by multiplying the number of HCP learners by the average number of patients treated, as self-reported by HCP learners upon registering for NCD Academy. Patient reach includes unique patients as well as repeat patient encounters.

[2] WHO NCD Fact Sheet

[3] National Allergy Centre of Excellence

[4] MS Canada

- Received approval in Malaysia for Legalon E+ for chronic liver disease. Prior to the approval of this fixed-dose combination treatment with once daily dosing, Vitamin E had been used as an added-on therapy to our Legalon capsules
- Received U.S. FDA approval of RYZUMVI™ 0.75% eye drops for the treatment of pharmacologically-induced mydriasis[1]
- Launched in the Netherlands the first generic of Foster Aerosol, which is indicated for use in people living with asthma and COPD
- In the U.S., in 2023, Viatris' subsidiary MPI submitted its first-to-file abbreviated new drug application with the FDA for Aprepitant Injectable Emulsion, 32mg/4.4mL (7.2 mg/mL), used to prevent postoperative nausea and vomiting.

In addition to expanding access to medicines, Viatris offers solutions including awareness, prevention and early detection. Through partnerships in these key stages, we seek to bring access to medicines and support services to people and healthcare systems across the world. These efforts in 2023 included the following:

- Supported New York University Abu Dhabi's "The UAE Healthy Future Study," an ambitious collaborative research project designed to uncover valuable data, disease trends and insights to drive progress in elevating public health and overall wellbeing
- Supported screening of more than 1,000 patients in Malaysia for diabetes on World Diabetes Day
- Promoted medication adherence in Malaysia through the Viatris Health Buddy program, which helps to remind patients to take their chronic medications in close monitoring and follow-up with their prescribers
- Collaborated with Frontier Healthcare Group, which runs a chain of 19 medical centers/clinics in Singapore, on a project across four clinics to understand public health needs in the community. Based on results of the initial survey, referral programs may be established to address health needs under supervision of a primary care team.
- Following research we supported about integrated care of HIV and NCDs, Viatris in 2023 supported research into the cost-effectiveness of proposed integrated models of care. The "Spending Wisely" report describes the results of a review to identify different models of integrated HIV-NCD services across the continuum of care in LMICs and to assess the costs and impact.
- In Europe, about 500,000 people die each year due to deep venous thrombosis,[2] where Viatris plays a major role in supplying injectable anticoagulants. Research suggests many of these clot-related deaths are preventable, highlighting the importance of preventive measures, especially for high-risk individuals. In 2023, Viatris supported World Thrombosis Day to help raise awareness about this critical health issue.

Cardiovascular Health

Cardiovascular diseases, including heart attack and stroke, are the leading causes globally of NCD deaths. According to WHO, more than 75% of those NCD deaths take place in LMICs.[3] Viatris' wide portfolio includes products to treat cardiovascular diseases.

Smoking, obesity and physical inactivity can increase the risk of developing cardiovascular diseases, which is why Viatris leverages not only its portfolio but partnerships to promote awareness and prevention. In 2023, those efforts included the following:

- Partnering in Egypt with the National Health Insurance's Your Heart Health Campaign to raise awareness and screening rates for NCDs among people with hypertension. Through the program, awareness sessions were held with HCPs in four major clinics across Egypt and about 2,000 people were screened for health indicators.
- Funded the Egyptian Women Hypertension Project, a collaboration with Suez Canal University, the Egyptian Women Council and Egypt NCD Alliance, continuing through 2024 with the aim to improve the hypertension control rate from 8% to 30% among more than 2,000 women. Egyptian women living with hypertension have the highest years of life lost in the world due to poor blood pressure control.[4]
- Supported the release of the Chinese Expert Recommendations on High-quality Blood Pressure Management for Patients with Hypertension, the first consensus that focuses on the quality of blood pressure management in China
- Reached 5.9 million people through the #BreaktheHeartAche 2.0 campaign in partnership with leading heart hospital CVSKL (Cardiovascular Sentral Kuala Lumpur) in Malaysia to raise awareness on cardiovascular health and early screening.
- Launched the Yunnan High Altitude Pulmonary Hypertension Patient Assistance Project, which aims to treat pulmonary hypertension, improve patient mobility, and delay clinical deterioration. Viatris donated sildenafil citrate tablets to Yunnan Province, China, benefiting more than 90 patients.

Sources

[1] Viatris announced the launch of the product on April 1, 2024.

[2] https://www.worldthrombosisday.org/know-thrombosis/

[3] WHO Cardiovascular Disease Fact Sheet

[4] Worldwide Trends in Hypertension

Cancer

Cancer is also a prominent global NCD, the second leading cause of death behind cardiovascular disease.[1] Viatris leverages its portfolio and partnerships to help build awareness and support prevention and early detection.

One of the deadliest cancers is pancreatic cancer, which is often diagnosed late because of a lack of symptoms, resulting in poor prognosis and survival. In Australia, we are working in collaboration with QIMR Berghofer Medical Research Institute and PanKind on a project for the early detection of pancreatic cancer. We are also supporting Monash University's Upper GI cancer registry, which hopes to use the data from the research to improve early diagnosis, optimize treatment regimens and other work.

And in Europe in 2023, Viatris partnered with scientific experts and patient representatives to publish a series of three scientific papers to raise the importance of including patients, advocacy groups and empowerment organizations in implementing interventions for more equitable cancer screening.

Mental Health

Mental health has emerged as a growing global health concern. WHO reported in 2022 in its most comprehensive look at mental health this century that as many as a billion people were living with a mental health disorder.[2]

In addition to the treatments we supply, Viatris is working with partners across regions to strengthen mental health outreach and care:

- Viatris Philippines is actively promoting the removal of stigma on mental health issues to ensure that people who need the interventions seek medical advice and treatment through partnerships with the Philippine Psychiatric Association.
- In Malaysia, we are collaborating with USCI University and Malaysian Pharmacists Association on the Malaysia Mental Health Certification of Healthcare Professionals.
- We developed a campaign in Spain to raise awareness about the importance of taking care of mental health as a vital part of wellbeing and end the stigma that exists around people with mental health disorders.
- In the United Arab Emirates, Viatris has entered into a Memorandum of Understanding with the Department of Health Abu Dhabi for the Mental Health & Wellbeing Partnership 2023-2025. This strategic collaboration aims to elevate the competencies of primary care physicians and health professionals, particularly in mental health.

Respiratory Health

Chronic respiratory diseases include a variety of diseases that restrict airways or structures in the lungs, making it difficult to breath. The most common of these are chronic obstructive pulmonary disease (COPD) and asthma.[3]

Raising Mental Health Awareness in Latin America

The disease burden of mental health across Latin America continues to pose a significant threat to public health. Depression is the leading mental health disorder in the region, with women twice as likely as men to be affected. Meanwhile, spending on mental healthcare in the region remains low, and there is limited access to care.[4]

To further raise awareness, Viatris and the Business Council for International Understanding (BCIU), partnered to host a discussion in Washington, D.C., during the Seventy-Fifth WHO Regional Committee for the Americas, to identify best practices and solutions for enhancing mental health care. Viatris also supported research published by Foreign Policy Analysis highlighting how aging populations, economic restraints and the effects of the COVID-19 pandemic were exacerbating mental health needs in the region.

Viatris is uniquely positioned in Latin America to help promote investment in mental healthcare, specifically in depression, anxiety and suicide prevention through our broad portfolio and partnerships. One of our largest efforts to promote mental health is in Brazil, where our team for the third consecutive year has promoted the Bem Me Quer, Ben Me Quero campaign in partnership with the Brazilian Association of Family, Friends and People with Affective Disorders (ABRATA). The goal of the campaign is to raise awareness of suicide prevention during suicide prevention month, which is known locally as Yellow September. And we helped launch the 2nd Edition of the Mental Health Guide in Mexico developed with the aim of helping health professionals to understand mental health disorders and find solutions.

> "When we raise awareness, we can also raise diagnosis and treatment, which helps us to fight barriers to care, of which there are many in Brazil.

Ana Petry
Head of Corporate Affairs and Market Access, Brazil, Viatris

Sources

[1] WHO Noncommunicable Diseases Fact Sheet
[2] WHO Mental Healthcare
[3] Chronic Respiratory Diseases: WHO
[4] PAHO on Mental Health

In the U.S., we partnered in 2023 with CHEST Foundation to support an education campaign to establish trust with patients titled The First Five Minutes, which enhances the relationship between an HCP and patient to help them select appropriate COPD therapy and manage maintenance medications. We also sponsored the International Global Initiative for Chronic Obstructive Lung Disease (GOLD) COPD Conference Patient Education Session, conducted in partnership with the COPD Foundation, which aims to provide patients and caregivers with the latest information and empower them to be active participants in their care.

To address challenges in managing allergic rhinitis, our team in the Gulf region launched the "Control Your Rhinitis" program. It featured educational forums for approximately 1,000 doctors in the Kingdom of Saudi Arabia and Gulf countries on tackling the diagnosis and management of the condition.

Digital Health Solutions

To make healthcare more accessible, we collaborate on digital solutions to help HCPs enhance treatment and tools for patients to support medicine adherence and care. Some examples include:

- Supported the Vietnam Heart Association and the Vietnam Interventional Cardiology Association in the development of the ScoreVN – OP application, a digital tool to support doctors with predictive patient risk analytics, improving diagnosis and treatment.
- Partnered with Butterfly Therapeutics in France to launch BLISS, a clinically proven digital sedative for the elderly and young patients using a virtual reality headset with sounds and music to substitute or complement pharmacological products used for patients' sedation during surgical procedures, painful invasive diagnostic and sampling, and other procedures.
- Launched the digital app Cara Care for people living with irritable bowel syndrome in Germany in partnership with HiDoc.
- In Spain, Fundación Viatris para la Salud is supporting the development of an observational clinical study by IPES on the emotional support of patients living with cancer by using a chatbot. This remote monitoring program is already being used in France.

Continued Innovation for Infectious Disease

Increased availability of testing and antiretrovirals has led to global progress in preventing and managing infectious diseases like HIV, tuberculosis (TB), malaria and hepatitis in the last quarter of a century. However, progress is slower in some LMICs where the needs are greatest, especially among more vulnerable groups like women and children. In addition, the COVID-19 pandemic, continuing emergence of antimicrobial resistance (AMR) and growing impacts from climate change have demonstrated how infectious threats can emerge and have devastating global effects.

At Viatris, we have expanded access at scale to high-quality HIV/AIDS treatment for more than a decade. Our work includes helping to prevent HIV infections, increasing diagnosis and treatment and providing healthcare solutions. We also are working on local manufacturing initiatives with partners to transfer technology to expand access where it is most needed. Over the years, we have continued to seek improvements to existing molecules to better meet patient needs, including introducing novel heat-stable generic formulations, more convenient packaging options and pediatric therapies as well as extended shelf life for certain products.

Number of countries to which we provide access to high-quality and affordable ARVs	**~125**
Percentage of people on treatment for HIV that use a Viatris product[1]	**~32%**

Viatris has worked to provide in-vitro HIV rapid diagnostic tests for self-testing in LMICs, and during 2023, we continued work to develop a dual oral pill for HIV and birth control in collaboration with the Bill and Melinda Gates Foundation and the Children's Investment Fund Foundation. The product is expected to be filed with the WHO PQ approval by the end of 2024. All the above are important components to make progress on the collective goals of preventing HIV infections, expanding treatment and providing healthcare solutions to people living with HIV.

During 2023, we continued our partnership with the international, not-for-profit research and development organization Drugs for Neglected Diseases initiative (DNDi) for the development of flucytosine slow-release formulation, a drug used for the treatment of cryptococcal meningitis, with the intention to reduce the pill burden and increase treatment adherence.

As part of our strategy to expand access to ARV treatments, we are working with international organizations for pooled procurement, engaging in licensing agreements with originator pharmaceutical companies and the Medicines Patent Pool and participating in government tenders. We provide a single price for all applicable countries supplied via leading global procurement mechanisms, The Global Fund to Fight AIDS, TB and Malaria, and the U.S. PEPFAR Program.

Viatris has eight licensing agreements with the Medicines Patent Pool (MPP) for HIV - including PrEP - hepatitis C and COVID-19. For ARV and infectious disease products, Viatris also has license agreements with Gilead, Viiv Healthcare, MSD, TB Alliance and Otsuka.

Product registrations are an important part of enabling access to patients across geographies. We consistently file our ARV treatments with the U.S. FDA and the WHO Prequalification pathways to enable procurement by PEPFAR, the Global Fund to Fight AIDS, TB and Malaria, as well as other international agencies. Still, many countries require local registration in addition to these global approvals. To meet this need, we have steadily been filing for local market authorizations of our ARV products based on country guidelines across all key high-burden HIV countries.[2]

Viatris files all relevant ARV products based on country guidelines across key high-burden HIV countries. We have more than 700 registrations of infectious disease products across LMICs.

In 2023, Viatris engaged with WHO to seek scientific advice for regulatory approval of two different medicines improving on existing molecules to better meet needs of people living with and at risk for HIV, building on our long legacy of making relevant improvements in these medicines. In 2023, the shift to consolidate treatments for patients using ARVs continued, meaning that most of the HIV programs across LMICs transitioned to a dolutegravir-based regimen across first-line, second-line and pediatric populations.

Despite significant progress made over the years, the burden of HIV remains high in many countries. Estimates indicate that around 2.47

Sources

[1] Excludes the U.S., EU and other developed markets. Also excludes Russia, China and Mexico, where we do not commercialize ARVs

[2] WHO Global List of High Burden Countries

million people in India are living with HIV.[1] Viatris has been a trusted partner to the government over several years in supplying HIV medicines and in 2023, Viatris launched in India a single pill combination HIV treatment of tenofovir alafenamide, emtricitabine and dolutegravir, reaching more than 4,000 patients in the first six months it was available.

In the last two years, Viatris has launched more than 10 new ARVs in South Africa, including a darunavir/ritonavir combination used for difficult-to-treat HIV patients when initial treatments have failed or not been tolerated, as well as the first fixed-dose tenofovir alafenamide combination to be available in South Africa. This has provided patients living with HIV increased access to leading treatments, helping to improve HIV outcomes in the country and contributing to the fight against HIV.

Improving Treatment for Children Living with HIV

Protecting and improving the health of children is a fundamental global health priority. Although significant strides have been made, there are still major disparities globally, with children in LMICs being among the most vulnerable. Complexities around formulations and dosage guidelines can often be hurdles to children accessing the care they need.

We have built strong partnerships with multiple stakeholders to improve access to ARVs, with particular attention to vulnerable populations like children. For example, in partnership with Viiv Healthcare and the Clinton Health Access Initiative (CHAI), Viatris has worked to develop a dispersible form of treatment which will reduce the pill burden in pediatric populations, which hopefully will significantly improve the treatment experience for children living with HIV. In 2023, we received approval of a single tablet regimen – the fixed-dose combination of abacavir 60 mg/dolutegravir 5 mg/lamivudine 30 mg – that will reduce the pill burden for children living with HIV.

In South Africa, we provided access to leading fixed-dose combinations for children living with HIV by launching Dumiva dispersible and dolutegravir dispersible in 2023, which enable caregivers to provide easy-to-administer medication to children as opposed to syrups that can be difficult for some children to take.

These milestones support the company's sustainability goal to provide ARV therapy equivalent to a total of 30 million patients, including more than 2 million children living with HIV/AIDS, between 2022 and the end of 2025.

Viatris has more than **150 medicines** in the 2023 Essential Medicines List for Children. This represents **more than 40%** of the total list.

Viatris has more than **45% of the anti-infective medicines** in the Essential Medicines List for Children.

Approximately 65% of children on treatment for HIV use a Viatris product.[2]

The Power of Partnerships in Treating TB

Our work in infectious disease also includes a focus on TB, one of the leading causes of infectious disease deaths worldwide.[3] In many cases, TB can be cured with an antibiotic treatment regimen for six months; however, non-adherence is a challenge for TB control and prevention programs. Non-adherence to TB treatment increases the risk of morbidity and mortality and fuels drug resistance, impacting both individuals and communities.

Through our continued partnerships, Viatris has launched pretomanid, specifically approved for adults with multidrug-resistant TB (MDR-TB). It's only the third new anti-TB drug approved in the past half-century. It was developed by TB Alliance, a nonprofit organization that develops and delivers new TB treatments.

In 2023, we completed another 57 registrations for pretomanid, and we are awaiting approval in 10 countries, spanning across multiple continents and income levels.

Partnerships like the one with TB Alliance are essential to providing more sustainable access to medicine. Pretomanid reached patients in more than 40 countries in 2023.

Continuing Our Commitment to Prevent and Treat Hepatitis

Hepatitis is an inflammation of the liver that is caused by a variety of infectious viruses and noninfectious agents leading to a range of health problems, some of which can be fatal. For examples, types B and C lead to chronic disease in hundreds of millions of people and together are the most common cause of liver cirrhosis, liver cancer and viral hepatitis-related deaths. It's estimated that more than 350 million people worldwide live with hepatitis B or C, and for many, testing and treatment are out of reach.[4] We have a long tradition of helping to address hepatitis B and C, both through awareness and prevention and in making treatment more available.

Fighting TB in India

India leads the world in TB cases, a stark statistic that caused the government to set an aggressive target to eliminate TB in India by 2025.[3]

As many as 45,000 people are being treated for MDR TB in India. More than 10,000 of those patients were treated with a Viatris product, delamanid, in 2023. Viatris supplied this medicine through participation in a government tender and through India's first order through the Global Drug Facility of the Stop TB Partnership, an innovative public-private partnership.

Examples from our work in 2023 include:

- In the Philippines, a partnership with PHILUSA we offered a lower-priced product to patients living with hepatitis B.
- In Myanmar, in collaboration with Burnet Institute, nearly 800 hepatitis C patients were treated with MyHepDVIR at a subsidized price. This marked one of the largest treatment initiatives ever conducted for hepatitis C in Myanmar, a country that carries a disease burden of 1.3 million people living with hepatitis C.
- Collaborated in Bulgaria with the patient organization HepActive to raise awareness of hepatitis B risk factors, diagnosis and treatment adherence and to provide psychological support to patients diagnosed with hepatitis B through webinars and social media campaign.

Sources

1. India HIV Estimates Report
2. Excludes the U.S., EU and other developed markets. Also excludes Russia, China and Mexico, where we do not commercialize ARVs.
3. WHO Tuberculosis Fact Sheet
4. WHO Hepatitis Fact Sheet

Partnering to Build More Climate Resilient Health Systems

According to the WHO, climate change threatens the essential ingredients of good health and has the potential to undermine decades of progress in global health.

Malaria is perhaps the disease most visibly impacted by the changing climate – as the climate warms, the mosquitos able to transmit the disease are spreading to new areas and living year-round in places where they were formerly only seasonally active. People who previously were not at risk for malaria, and who have no immunity to the disease, will be increasingly susceptible. Instead of reaching an end to malaria by 2030, we may be facing a global resurgence. Viatris' portfolio holds treatments for malaria and we are working with partners to expand access.

The global pharmaceutical sector has a very relevant role in the efforts to build more resilient healthcare systems. Beyond leveraging our diverse portfolio and footprint for this purpose, we also seek to be a partner in the development of relevant policy solutions. In 2023, Viatris participated in COP28, which held the inaugural formal day dedicated to the interplay of climate change and health. We took part in important conversations around relevant aspects to upholding resilient supply of medicine and building more resilient healthcare systems.

Viatris has two treatments for malaria on the WHO Prequalification list, and we are working with the Bill and Melinda Gates Foundation and MedAccess to create access to a daily dose treatment as a replacement for the existing combination medicine used to treat non-severe malaria, which is facing growing resistance.

The new treatment - artesunatepyronaridine (ASPY) - is indicated for all malarias, including multidrug-resistant falciparum malaria.

Antimicrobial Resistance: A Major Global Health Risk

Antimicrobial resistance (AMR) is recognized around the world as a significant threat to global health and economic development. It is a major driver of death globally. By 2050, it is estimated that AMR will cause more deaths than cancer unless concerted efforts are undertaken to counter its progression.

Access to a wide array of high-quality antimicrobials and timely treatment are key in mitigating the rise of AMR. Viatris has approximately 90 antimicrobials in our global portfolio, including older antibiotics that can be valuable in treating resistant bacteria. Viatris recently launched a treatment for multi-drug resistant TB (MDR-TB), only the third new anti-TB drug approved in the past half-century.

As a founding member of the AMR Industry Alliance (AMRIA), we are committed to partnering across the industry to collectively advance initiatives addressing AMR. AMRIA efforts span research and development, access, appropriate use and responsible manufacturing. In 2023 and early 2024, AMRIA launched several key papers to drive action on AMR, including on the decline in antibiotic researchers, barriers to antibiotic access, and a Call to Action in the lead-up to the U.N. High Level Meeting on AMR in September 2024.

Viatris' Relevant Portfolio in the Fight on AMR

- Approximately 90 antimicrobials in our global portfolio
- More than 50% of the anti-infective medicines on the WHO EML
- 100% of medicines in 10 of the Essential Medicines List's Anti-Microbials Subsections
- 100% of medicines in seven of the Essential Medicines List for Children Anti-Microbials Subsections

What is AMR?

AMR happens when germs like bacteria and fungi develop the ability to defeat the drugs designed to kill them. Resistant infections can be difficult, and sometimes impossible to treat. Antimicrobial resistance is a naturally occuring process. However, increases in antimicrobial resistance are driven by a combination of germs exposed to antibiotics and antifungals, and the spread of those germs and their resistance mechanisms.

How does it spread?

Bacteria cells in the human body. Some are drug resistant.

Antibiotics kill bacteria but resistant strains remain.

Antibiotic resistant bacteria multiply.

Antibiotic resistance spreads.

AMRIA's responsible manufacturing efforts have led to progress in advancing science-based approaches to help manage the impact of antimicrobial manufacturing. Over the last several years, Viatris participated in the development of the AMRIA Antibiotic Manufacturing Standard and complies with the same. Learn more about our work to reduce the risk of AMR from manufacturing in our operations and the external supply chain here.

In Sweden, Viatris is an active member and part of the steering committee of PLATINEA, a unique and important collaboration with authorities, educational institutions, the healthcare sector and the pharmaceutical industry. The group is working to promote more effective antibiotic use in clinics, secure supply and increase awareness of optimal use of antibiotics and dosing regimens. Viatris is a key member of PLATINEA's work to increase the value of older, existing antibiotics in order to minimize the risk of AMR.

Breaking Down Systemic Barriers to Access Through Policy Engagement

Over the course of their lifetime, people will likely need many types of medicine, spanning infectious and NCDs. Accessing all these medicines at the right time, in the right place, can be life changing. Public policies are central factors in determining access to medicines as most often there are systemic issues that need to be addressed for meaningful and lasting improvements. Moreover, policymakers often encounter increasingly complex environments where finding perfect solutions is challenging.

Viatris is a member of **~160** trade associations.

We leverage our global experiences, scientific expertise and operations knowledge to support policymakers in identifying policies that advance access to quality medicines and build systems that sustain availability while minimizing unintended consequences. Because we have operations in countries around the world and a broad portfolio across most therapeutic areas spanning generics, trusted brands, improved versions of existing medicines and novel therapeutics, we have insights into the trade-offs policymakers face when considering how best to develop policies that meet people's diverse health needs.

Given the breadth of our portfolio and geographic footprint, Viatris is well positioned to support policymakers in identifying opportunities for policy change aligned with advancing access to medicines – not just for one medicine, or one disease, but for all medicines. Taking a systems-level approach to consider policy enablers of access allows us to identify the changes that could facilitate access, not only for one company, but for all seeking to serve the world's health needs.

Our global policy priorities are to advance access to quality medicines, strengthen resilient global supply and build future access. In 2023, we did this in many ways including:

Advancing Access to Quality Medicines

- Engaged alongside industry partners including the International Generic and Biosimilar Medicines Association (IGBA) in pursuit of regulatory harmonization, including actively contributing expertise to technical working groups of the International Council on Harmonization (ICH). Through IGBA, Viatris has a strong presence on ICH Expert Working Groups (EWGs). Viatris currently represents IGBA on four ICH EWGs, providing our technical expertise to help increase harmonization worldwide for the development and approval of safe, effective, and high-quality medicines.
- Supported the UK's Windsor Framework, an agreement that helps protect access to medicine post-Brexit.
- In the U.S., Viatris partnered closely with the Center for Research on Complex Generics (CRCG), which facilitates research and collaborations across industry, academia and the FDA to increase access to safe and effective generic drugs, sharing our expertise on topics ranging from complex excipients to drug device combination products.

Health Forefront at UNGA

Viatris had the unique opportunity in 2023 to officially participate in all three health-related High Level Meetings taking place alongside the U.N. General Assembly: Pandemic Prevention, Preparedness & Response; Universal Health Coverage; and Ending Tuberculosis. These critical meetings gathered world leaders to assess progress toward these goals. Viatris' participation was in recognition of the unique contributions the company makes toward these goals as a leading provider of medicines globally, and reflects our active engagement in shaping the policy environment to break down barriers to access.

> "UNGA 2023, high-level meetings and surrounding discussions helped to further drive action toward the global ambition of universal access to healthcare, including broader and timely access to medicines. Achieving universal access to medicines is aspirational but also achievable if we work together – and the reality is that as a global society, we cannot afford not to.

Erika Satterwhite
Head of Global Policy, Viatris

- Sponsored EURACTIV's European Special Report to help regulators and other stakeholders understand the causes of medicine shortages and help to build solutions that are targeted and effective, including harmonizing regulatory requirements and replacing paper patient information leaflets with e-leaflets to allow for label changes without the need to repackage products.

Strengthening Resilient Global Supply

- Joined with industry stakeholders and Charles River Associates to assess the interplay of localization policies and access to medicines.
- Working closely with our trade association in Australia, Viatris is helping to drive changes with e-labeling. The Australian regulator has updated its guidance on requiring pack inserts for injectable products administered by a HCP, so Viatris is working to remove paper leaflets where possible and replace them with QR codes on packs.
- Provided feedback to relevant agencies and institutions as they consider solutions to drug shortages.
- Made recommendations to the Australia House of Representatives Inquiry into developing local manufacturing capabilities, including revisions that would better enable generic medicines to be manufactured for export. These changes could improve Australia's ability to supply critical medicines to countries in need, leveraging its manufacturing capabilities to contribute to global access.

Building Sustainable Healthcare Systems and Future Access

- Actively engaged in the European Pharmaceutical Legislation revision, which proposes to include a focus on creating relevant pathways for repurposed medicines in Europe and continue to engage in dialogue to consider broadening this proposal to include additional types of medicine improvements
- Contributed to the paper "Unlocking barriers to scale Innovative Financing for Universal Health Coverage," which was launched in 2023 by the U.S. Chamber of Commerce to explore new ways to grow and sustain healthcare financing and highlight the important role the private sector can play in innovative finance mechanisms
- Supported a study by the University of Athens (IPOKE Research Institute) which found that chronic underinvestment in healthcare in Eastern and Southern European countries over the past two decades has resulted in significantly lower healthy life years for the citizens of these countries compared to the rest of the Europe. The impact of Underinvestment on Medicines and Health Services study identifies the urgent need for policy action to tackle health inequalities through increased healthcare investments, fostering a healthier future for all citizens across Europe, and avoiding disruptions in the healthcare and pharmaceutical sector.
- Hosted STRIVE (Striving for Innovation, Value & Excellence in Pharmaceutical Procurement) in partnership with Galen Centre of Health and Social Policy, which brought together participants from government agencies, medical associations, the private sector and other stakeholders to discuss value-based healthcare and value-based procurement in Malaysia
- Worked closely with industry associations in the Philippines including the US-ASEAN Business Council on the expansion of the Primary Care Benefit Package, known as the Konsulta Package. In November 2023, PHILHEALTH approved the inclusion of atorvastatin, celecoxib, and gabapentin (joining amlopidine) in the list of pre-approved medicines under the Outpatient Benefit Package under Konsulta. Now, primary care facilities can prescribe these medications and can be reimbursed under the PHILHEALTH package.

Building Back from the Pandemic

In 2023, we participated in the consultation on the ongoing negotiations of the Pandemic Agreement, with particular attention to lessons learned during the COVID-19 pandemic and how countries can consider the appropriate policies to support equitable availability of pandemic-related medicines in future crises. Notably, a key input to the negotiation is that the goal of a more sustainable supply of medicines should be about reliable availability, not necessarily related to geographic location of production, as duplication of production across geographies will not always be optimal, efficient, or entail any real benefit to resilience.

To safeguard future access to critical medicines in the EU, its inaugural list of critical medicines was published in 2023.[1] Nine in 10 of Europe's critical medicines are off-patent medicines.[2]

We provide approximately half of the molecules on the EU Critical Medicines List[3] and advance partnerships to promote policy solutions.

Sources

[1] Commission publishes first Union Critical Medicines list to tackle shortages

[2] Medicines for Europe study, April 2024

[3] Based on internal data

The Importance of Generic Medicines for Broader Access

Generic drugs are therapeutically equivalent versions of brand drugs. Generics generally become available once the patents and other exclusivities on their branded counterparts expire, or the patents are invalidated. The generics business is generally characterized by lower margins on higher volumes of a relatively large number of products. Our generic medicines work in the same way and provide the same clinical benefits as their brand-name counterparts and may cost less, providing patients and the healthcare system important savings and medicine options, which we believe are essential to making healthcare accessible.

Generic medicines are a fundamental component of health systems' ability to expand and sustain patient access to medicines. Governments play a key role in establishing a well functioning legal, regulatory and market system that enables generic and biosimilar competition to flourish for the benefit for patient access. Healthy off-patent competition is critical as healthcare budgets are increasingly stretched thin.

Generic medicines generally represent between 70-90% of all medicine sales by volume in key markets globally, but at a significantly lower share of the healthcare spending.

Advocating for Patients

With people at the heart of our mission, Viatris is committed to representing and capturing the diverse voices of patients and caregivers and joining together for advocacy. As both a caretaker and a caregiver, people often experience a lack of power and limited access to information at a time when they may be at their most vulnerable. We work with many patient advocacy organizations to help provide patients and caregivers with access to information, grow their knowledge and leverage the power of their collective voice to raise awareness. Together with patient organizations and academia, we engage in education, research, sponsorships, awareness events and policy efforts with the goal to empower patients.

In 2023, this included:

- Collaborated with Allergy & Anaphylaxis Australia on awareness campaigns, patient education and resources to help ensure familiarity with how and when to use epinephrine auto-injectors. We also collaborate with the Australian Society of Clinical Immunology (ASCIA) to promote, evaluate, and update ASCIA allergy and anaphylaxis e-training courses and online resources.
- Sponsored the COPD Foundation's Lace up for Lungs campaign in the U.S., which is instrumental in advancing the organization's mission to help millions of people live longer and healthier lives by advancing research, advocacy and awareness to stop COPD and related lung diseases
- Participated in and sponsoring the Cystic Fibrosis Foundation's annual Corporate Cup. More than a dozen colleagues took part in recreation and sporting events between area companies, while raising awareness and money to support the foundation.
- Supported our longtime U.S.-based partner the Boomer Esiason Foundation to provide education and resources to families affected by cystic fibrosis and the organization's BEF Financial Hardship Fund, which provides a temporary source of funding for families during a time of unexpected adversity or emergency
- Partnered with several multiple sclerosis (MS) advocacy associations, including the Multiple Sclerosis Association of America, the National MS Society and others to provide educational resources and support for people living with this autoimmune disease
- Collaborated with patients' organizations and medical societies to create the MyHealthMyLife website to support patients group to provide additional resources on diseases awareness
- Supported long-term partner Brazilian Association of Family, Friends and People with Affective Disorders (ABRATA) on several initiatives including disease awareness and advocacy
- Partnered with the Active Citizen Network (ACN), which supports several regional and local activities on European Patients' Rights Day to strengthen patients' voice in shaping and influencing health policies focusing on the healthcare workforce crisis
- Participated in the working group of Gravitate Health, a public-private partnership with 40 members from Europe and the U.S., which works to equip and empower people with digital information tools that make them confident, active and responsive in their patient journey

Our People

Areas of Focus:

- Prioritizing Employee Wellbeing
- Employee Benefits and Total Rewards
- Developing and Retaining Our Talent
- Advancing Diversity, Equity and Inclusion
- Awards and Recognitions
- Enhancing Colleague Engagement and Experiences
- Celebrating Our Colleagues
- Health and Safety in the Workplace

Additional Information:

- Management Disclosure and Performance Data

U.N. SDGs:

- Good Health and Well-Being (3)
- Gender Equality (5)
- Decent Work and Economic Growth (8)
- Reduced Inequalities (10)

Behind every Viatris achievement are members of our global workforce, dedicated to advancing our mission by leveraging their unique experiences, skills and abilities. Viatris is committed to providing opportunities for our people to achieve their full potential and collectively advance our shared goal of improving healthcare around the world. We do this through programs for our colleagues' wellbeing, promoting an inclusive culture, providing competitive total rewards, and fostering career growth and professional development.

Prioritizing Employee Wellbeing

Our mission of empowering people worldwide to live healthier at every stage of life starts with a deep commitment to the overall health and wellbeing of our colleagues. In 2023, Viatris launched Elevate, our new wellbeing program for all colleagues. Elevate helps define our holistic approach to wellbeing, centered around three principles: Health, Purpose and Growth. By broadening the definition of wellbeing to encompass multiple aspects of the human experience, including physical, mental, emotional, financial health and more, Viatris aims to support each colleague in their unique wellbeing journey.

To further bring Elevate to life, we have initiated the Viatris Elevate Champions network. This new colleague community together with Viatris leaders are key to sponsoring and implementing this cultural initiative to support, encourage and enable people to explore what will be most meaningful to their personal wellbeing.

Ongoing Programs to Support Colleagues

As part of our Elevate wellbeing program, we have advanced the coverage of our Employees Assistance Programs (EAP) and related resources to our colleagues globally. We have expanded the reach of our EAP programs to 90%, and in 2024, we will provide mental health resources to 100% of colleagues globally. We are partnering with Unmind, a virtual global mental health platform that will accelerate our ability to provide mental health resources to employees, their family members and friends, and will further enable a culture where mental health is destigmatized and where proactive focus on mental health is highly encouraged, welcomed and supported.

Our EAP offerings and similar services have proven particularly beneficial for colleagues facing extreme challenges. For example, since the start of the war in Ukraine and then following the February 2023 earthquake in Türkiye, we have enhanced counseling and EAP services for impacted colleagues. And at the start of the conflict in Israel and Gaza, we built out our EAP with additional emergency response resources. We also hosted a webinar with Unmind on coping with war, conflict and disaster, and we encouraged colleagues in affected communities to continue to connect and share stories and support with one another.

Hybrid and Remote Work

With a global footprint, we have colleagues across different geographies and different circumstances, and we support each of them in doing their best work. The majority of our colleagues continue to provide essential work on-site at our locations around the world to support the development and supply of medicines. For eligible colleagues, we offer hybrid and remote work arrangements and flexibility where possible. We continue to promote work-life efficiencies, which enable Viatris to expand our talent pool geographically, enriching our team with new capabilities and perspectives. While we recognize the relevance and benefits of hybrid and remote work, we also encourage in-person interactions as part of our goal to build both a productive work environment and sense of belonging. We consult internal and external partners to evaluate the evolution of work and the workplace, the future of work and how we can support colleagues in their everyday engagement and interactions across all of our work environments.

Elevate Helps Colleagues Live Their Best Lives

elevate
Live life fully.

Launched in 2023, our Elevate program provides colleagues access to wellbeing platforms, benefits and resources to help them live life fully. It focuses on holistic wellbeing, with three principles: **Health, Purpose** and **Growth**.

Elevate offers support aimed to help all colleagues live their healthiest, happiest and most purpose-driven lives, spanning mental and physical needs and promoting activities that spark joy. Through Elevate, we launched a global champion program with representation across approximately 45 countries to nurture wellbeing worldwide and provided enhanced mental healthcare and EAP for colleagues facing challenging situations.

> Through Elevate, we are encouraging our colleagues to prioritize their self-care in whatever ways are meaningful to them. For some colleagues, that has meant organizing a running group or spending time on hobbies like beekeeping or playing a musical instrument. A person's total wellbeing, including mental wellbeing, is an ongoing journey, and we encourage our colleagues to be kind to themselves and celebrate the small wins.

Leah Evert
Senior Director Global Employee Experience, Engagement and Wellbeing, Viatris

Employee Benefits and Total Rewards

Viatris Total Rewards are designed to support all colleagues in living, learning, growing, performing and achieving. Viatris' rewards are aligned to the company's strategy and our reward-for-performance philosophy.

Examples of Total Rewards include core compensation such as base pay, short and long-term incentives, allowances and equity grants where applicable. Rewards also extend beyond compensation to benefits and wellbeing programs accessible to colleagues and their family members where applicable.

Viatris Total Rewards are:

- Modern, competitive and market informed
- Human and data insights powered
- Equitable, and aligned to applicable laws

We continuously evaluate and evolve our programs and practices to ensure we are performing optimally as a company and delivering an outstanding experience on behalf of colleagues and our business, for today and for the future. We regularly engage with colleagues and partners to ensure they understand our rewards programs, and we listen to feedback and assess the ongoing value that our rewards provide.

Our short-term incentive program, for instance, provides eligible employees with bonuses based on company operational performance as well as the employee's performance. Our long-term incentive program awards eligible employees for performance with opportunities for stock ownership. Regular and ongoing feedback is essential for employees to see how their individual efforts impact the company's performance, growth and mission. Regular and ongoing performance and development conversations play an important role in enabling colleagues to realize their full potential.

Fair and Equitable Pay

Viatris is committed to the fair, equitable treatment of individuals regardless of gender, race and ethnicity in all aspects of our work, including our compensation practices, and we continue to take measures in support of pay equity. We conducted a baseline pay equity assessment in 2022, examining pay rates across gender (globally) and ethnicity (U.S.). In 2023, we consulted with an external organization to conduct a full DEI diagnostic benefits analysis. Based on the findings, we are implementing actions into our Total Rewards strategy going forward.

For more information on how we manage and work to promote the success of all employees, please see Management Disclosures and Performance Data in this report.

Developing and Retaining Our Talent

In addition to our focuses on wellbeing and rewards, we support our colleagues in their professional growth and the achievement of performance objectives through a variety of learning and development opportunities. We encourage colleagues to make connections and collaborate with each other by living the Viatris Way, via Our Expectations - Own It, Stay Agile, Be Real and Take Pride. We also inspire continuous learning by providing virtual and in-person opportunities with more than 5,500 programs in our learning portfolio.

Performance Goals and Achievements

We continue to create an environment that enables colleagues to achieve their aspirations and realize their full potential through the following:

- Goals and objectives setting
- Performance and talent management
- Retention and internal progression
- Engagement initiatives
- Talent review and succession planning
- Mapping talent trends
- Attracting new talent
- Training, learning and development

Viatris deploys numerous tools and resources supporting colleagues and managers to set annual goals, review their performance objectives and track progress throughout the year. Our colleagues also have access to numerous self-paced, facilitated and team-learning activities that encourage and accelerate their professional growth. In 2023, 96% of employees completed their annual performance evaluations.

We encourage managers and their teams to regularly connect. On an individual basis, they set performance objectives and create development plans that align with our mission. Managers ensure all colleagues have clear performance measures that tie to results while focusing on developing a signature strength and an area of opportunity.

Building for Our Future

We began 2023 as a more focused and streamlined Viatris, after making progress on identifying the right partners for our planned divestitures and certain geographic markets.

As part of our divestitures, we worked to determine opportunities for colleagues to transition to roles in the acquiring organization, or with Viatris. If transitioning from the company, we support eligible colleagues with market competitive severance packages that include extended compensation and benefits, access to wellbeing resources as well as outplacement services providing job search, resume building, interview training and networking. We remain committed to ensuring colleagues are supported throughout these transitions.

Learning, Development and Career Growth

We believe that a culture of learning and development starts at the top of the organization, with leaders who lead by example and invest time in focusing on their leadership development. In 2023, we partnered with Harvard Business School to offer the first global cohort of the Viatris Executive Leadership Academy. This initial forum included more than 60 top strategic leaders from a variety of business segments and functions around the world and engaged them in an immersive, experiential learning program. Leaders participated in virtual and in-person learning experiences culminating in a week-long executive leadership experience on the campus of Harvard Business School. Focus areas included:

- Leading High Performing Teams
- Leading Change
- Inspirational, Influential Leadership
- Collaboration and Decision Making
- Diversity and Inclusion

We also partnered to deliver the first Viatris Coaching for Managers Program for more than 250 management level colleagues from around the world. The program provided focused and personalized coaching, 360 assessments and guided development planning support. The program is another example of how Viatris leaders are undertaking reflection on their management styles and interactions, to be the best leaders for their teams.

We provide training, guides and toolkits so that colleagues are and feel empowered to grow their skills and capabilities over time. Our colleagues completed more than 48,000 unique required trainings in 2023. We provided two new learning programs and more than 5,500 voluntary online trainings for colleagues to customize their learning journeys and professional development. We also provide tools and resources so managers can support the learning and development of their team members, including specific tools for self-paced and/or facilitated approaches to grow the strengths of individuals and build high-performing teams.

Our multi-faceted approach to learning and development offers the opportunity to match individual skills and capabilities to each individual's career, providing the opportunity for employees to grow along with Viatris. Examples of the DEI learning programs we offer include:

- Breaking Down Barriers: Creating Positive Change
- Becoming a DEI Ally and Agent for Change
- Embracing Allyship Leadercamp: Session Replay
- Three Ways to be a Better Ally in the Workplace
- Workplace Diversity, Equity, and Inclusion in Action

Enhancing Performance via Training

Overall, in 2023, Viatris colleagues completed more than 219,000 voluntary online trainings in areas such as enhancing individual professional performance, project management methods and personal productivity.

To reinforce our commitment to high ethical standards and a quality-first mindset, we require colleagues to complete a suite of annual continuing education programming through our companywide online training platform. 99% of colleagues completed these mandatory learning items in the past year.

> "I was thrilled to be a participant in the Viatris Executive Leadership Academy. From my experiences in this program, I have been applying many of my learnings into my leadership approach, including how I coach my teams to find deep purpose in connection to our mission every day.

Peter McCormick
Chief Supply Officer, Viatris

Our Leadership Principles

Develop key leadership capabilities in management for the present and future.	**Invest** in our talent and build bench strength via highly engaging and thought-provoking content delivered at pivotal moments on the development journey.	**Diversify** our talent development focus by applying the DEI lens in all aspects of program development and ensuring representation in all program facets.
Innovate leadership and people management culture to enhance performance through a variety of experiential, reflective and expert-led stretch development experiences.	**Build** leadership foundations by introducing and developing modern practices in inspirational people leadership that drive innovation and performance.	**Advance** the value proposition at Viatris by leveraging challenging and modern programs that dually supplement on-the-job experiences with the potential to accelerate learning, growth and achievement.

Talent Review and Succession Planning

In 2023, we completed our second full cycle of talent review and succession planning, focused on exploring strengths and opportunities for growth; evaluating population characteristics in line with our DEI goals and objectives, aligning support to key talent in the succession pipeline; and assessing the readiness of our talent. In 2023, more than 17% of all Viatris colleagues experienced career progression with us.

As a result of our talent review and ongoing succession focus, 80% of senior management roles have identified one or more successors; 65% of senior management roles had immediately available succession coverage, indicating a healthy focus on business continuity planning and support to the growth, learning and development of our people.

Attracting Future Talent

We strive to retain a positive interest in employment at Viatris and continue to replenish our talent pipeline through programs including the following:

- Our U.S. and Canadian Intern programs hosted more than 110 interns in 2023. The interns focused on learning, early career development and a group project about mental health. More than 30 interns remained with Viatris as student workers or in other capacities after the program ended.
- In Europe, we launched a mentoring pilot program that covered almost all the northwestern part of the continent.
- We have developed and enhanced partnerships to increase our presence at career fairs and events, and we improved the visibility of online postings for open roles.
- In partnership with Pittsburgh Promise in the U.S., we've worked to increase education opportunities for urban youth and improve access for a diverse regional workforce.
- We have partnered with employment agencies and used diverse platforms, as well as adding personnel to our talent sourcing program to support talent and recruiting. In 2023, our team made significant progress in generating leads and building proactive connections to advance DEI.

> Our strong talent pipeline demonstrates how we are developing capabilities for today and for the future. We are engaging our colleagues in experiences and opportunities that help them thrive while achieving patient access at scale.

Sheila Muhl
Head of Global Talent and Total Rewards, Viatris

Advancing Diversity, Equity and Inclusion

Diverse perspectives drive innovation and our ability to make a difference. We know that unlocking our full potential means making Viatris a place where all colleagues are and feel welcomed to be their best, authentic selves every day. In 2023, we began more active inclusion conversations with colleagues worldwide, connecting with their different lived experiences.

We have focused on identifying initial actions, setting up a strategy and putting in place the required building blocks to advance DEI across our company. Our Chief People Officer, who reports to the CEO, leads a strategy to integrate elements of DEI into our business and work culture. The Chief People Officer provides regular updates on DEI and talent strategy and progress to the Viatris Board of Directors.

We continue to expand our focuses on DEI while building essential foundations in our culture of inclusion. As part of advancing the essential building blocks in our culture, we initiated our first global DEI learning event in 2023, raising awareness of the unique perspectives, experiences and cultures of our colleagues around the world. In our 'Focusing on Inclusion' program, we engaged more than 97% of all global colleagues in DEI learning. This program, now central to onboarding, demonstrates that we are at the intersection of both foundational education and raising awareness. The high engagement in this program demonstrates that our colleagues are committed to learning, seeking to understand what makes people unique and welcoming the strengths, talents and contributions of others.

It is through our culture of inclusion that we are also growing our Employee Resource Groups (ERGs). In 2023, we launched the Global ERG Leadership Alliance, consisting of executive sponsors, chairs and support partners for all of our ERGs and is led by the DEI leadership team. The alliance's efforts will support our overall DEI objectives, linking ERG activities to our DEI strategic plan.

The alliance will also work to build connections across our communities as they evolve and continue to thrive. Our active ERGs – EmpoWer, our group supporting women and VIVID, our group for LGBTQ+ individuals and their allies – have set the tone for our forming ERGs to take shape. We have established leadership councils for RISE, which advocates for colleagues of African descent, and our ERG supporting caregivers, known as CARE, will formally launch in 2024.

Engaging Colleagues on Inclusion and Increasing Diversity in Management

Diverse perspectives help drive innovation in our global business. We have set goals* to:

- Engage at least 90% of employees globally on diversity, equity and inclusion (DEI) learning by the end of 2023.
- Increase women's representation in senior management globally to at least 35% by the end of 2027.
- At least double Black representation in all management levels in the U.S. by the end of 2027.
- At least double Hispanic/ Latinx representation in senior management in the U.S. by the end of 2027.

Our progress: We exceeded our engagement goal, with 97% of colleagues participating in DEI learning by the end of 2023 and maintained our baseline regarding diversity in management.

* These goals are aspirational and not requirements or quotas. Our ability to make progress on our goals depends on several factors, some of which are outside of our control.

In 2023, we continued to uplift and join our diverse workforce in celebrations across the world. To nurture and foster our diverse talent, we identified opportunities to invest in resources that directly support DEI efforts and expanded inclusion programming, including partnerships like Out & Equal, guest speakers, learning events and community activities. Also, in conjunction with our global DEI learning, we introduced associated guides to further cultivate a culture of inclusion.

Our Employee Resource Groups

Through our ERGs, we bring together colleagues and allies with a shared focus on raising awareness of the unique lived experiences of different communities. In 2023, these efforts focused on practicing inclusion in our everyday interactions. The ERGs also provide opportunities for skill development through committee leadership, chair seats, council roles, communications support and event planning. To advance our work and further widen our perspectives, we bring in external partners with expertise to inspire our ERG initiatives.

Every ERG community is open to all colleagues, and we encourage colleagues to join multiple groups. Our ERGs host regular town halls, speaker events, colleague spotlights, volunteer and community events, and other opportunities to connect with colleagues around the world.

Our active and forming ERGs are:

EmpoWer	**EmpoWer collaboratively drives an ecosystem within Viatris that empowers women to reach their full potential.** Last year, EmpoWer more than doubled its membership to more than 800 members. The group also hosted several EmpoWering Connections events, bringing our community closer together on meaningful topics. EmpoWer also launched EmpoWering Careers Percipio channel, a learning experience platform and partnered with Ernst & Young to host a POWER Up™ workshop that focused on building personal leadership skills.
VIVID	**Vivid supports LGBTQ+ colleagues and allies in building an inclusive workplace culture where all colleagues can be their authentic selves.** In 2023, VIVID expanded Pride Month celebrations to four locations and held the first joint networking event, Fostering Diverse Perspectives, with EmpoWer. VIVID also strengthened its partnership with Out & Equal and had their first booth presence at the 2023 Workplace Summit.
RISE	**RISE creates a culture of diversity and inclusion at Viatris that supports the growth and workplace wellbeing of employees of African descent through advocacy, allyship, community service, networking, cultural education and professional development.** The group has formed a leadership team, and a membership drive began in 2023. RISE was officially launched in early 2024.
care	**Care supports all caregivers as they navigate the logistical and emotional challenges of balancing professional and caregiving responsibilities.** The ERG has formed a leadership team and will officially launch in 2024.

Awards and Recognitions

In 2023, Viatris was named to national and international best employer lists including:

- TIME's World's Best Companies 2023
- 2023 Top Companies Ireland
- Forbes List of World's Best Employers 2023
- Great Place to Work® certification in India
- Capital Magazine's Best Employers in France
- HR Asia's Best Companies to Work for in Asia (Taiwan)
- Top Employer in the United Kingdom and the United Arab Emirates by the Top Employer Institute

Helping Women Grow their Careers with Dress for Success

On International Women's Day in 2023, our EmpoWer ERG launched a campaign to support Dress for Success, a global not-for-profit organization that helps women achieve economic independence by providing a network of support and development tools to thrive in work and in life. Their purpose is to offer long-lasting solutions that enable women to break the cycle of poverty and empower them to obtain safer and better futures.

Clothing drives to benefit Dress for Success were held by Viatris colleagues in the UK, Australia, Ireland, Singapore, Italy, U.S., Brazil, New Zealand, the Netherlands, Belgium, Mexico and Slovenia. Around 3,000 workwear donations were collected to support women professionals in our communities. The group also hosted a fireside chat with Michele C. Meyer-Shipp, Dress for Success' CEO, to raise awareness among our workforce about the organization and their mission.

Enhancing Colleague Engagement and Experiences

Viatris believes in fostering a culture where colleagues are enthusiastic about the work they do and feel valued, engaged and motivated. It is at these moments that colleagues do their best work, helping meet the needs of patients around the world. We have been connecting with colleagues, collecting their feedback and developing initiatives to enhance experiences across the company.

We conducted our first-ever Viatris Voice Survey in 2022, following the one-year anniversary of Viatris. With an overall participation rate of 89%, the baseline survey gave us valuable insights about strengths and opportunities for improvement. Using these insights, we initiated our Voice Action Committee to provide oversight of a global action plan. Through guidance by the committee, and the persistence of our leaders around the world, we are continuing to focus on employee engagement and enhancing employee experiences. Additional focuses are culminating via:

- Our four active global ERGs with more in development;
- Training, learning and development through existing programs and the development of new programs, best practices and supporting resources in support of all colleagues; and
- Advancing global wellbeing and employee access by progressing our Elevate program with supporting mental health resources.

In 2023, we continued our listening strategy, focusing on understanding and evaluating the colleague experience. We initiated new HR Centers of Expertise teams, connecting Employee Experience, Engagement and Wellbeing into one team to lead this work and Viatris' overall employee engagement strategies around the world. The next Voice Survey is planned for 2025.

Our colleagues' ideas and creativity are sources of inspiration and progress across the company. To encourage, share and recognize best practices in Europe, we established the Do it, Share it, Celebrate & Implement program. It encourages colleagues to share good practices to advance our work and performance across three themes - people, products and purpose. Colleagues vote on the initiatives shared and, combined with input from a cross-functional panel, the highest rated programs are awarded at an in-person celebration broadcast to all colleagues in Europe. In 2023, 17 projects were awarded. By sharing these good practices, we hope to inspire others across the company and scale this pilot program as applicable across other geographies.

Do it Share it
Celebrate & Implement

Celebrating Our Colleagues and Their Work

More than 10,000 colleagues participated in our global Impact Week Town Hall, a virtual event during our annual celebration of our colleagues' collective work and individual contributions to provide access to high-quality medicines and build health solutions for the approximately 1 billion patients we serve.

Impact Week also featured local events across Viatris sites as well as global events including:

- Access conversations, which featured a panel of colleagues who shared their personal experiences as patients, how access has shaped their personal journey, and how the work we do at Viatris helps to solve these challenges
- Premiere for colleagues of the documentary "Empathy in Africa," which details a Viatris partnership in South Africa that supports access to healthcare
- Launch of the #1billionpatientsproud campaign, which underscores that everyone at Viatris played a role in serving ~1 billion patients in 2023
- Community-focused volunteer events across Viatris locations around the theme of #buildinghealthiercommunities

> I am inspired by our colleagues' commitment to the Viatris mission and their passion for our company's future. By focusing on our people, we are building a culture that truly enables the supply of high-quality medicines to approximately 1 billion patients around the world.

Andrew Enrietti
Chief People Officer, Viatris

Health and Safety in the Workplace

With a global workforce in a variety of settings including offices, laboratories and manufacturing plants, maintaining a safe and healthy workplace for our colleagues regardless of their location is imperative.

We work systematically to establish a culture of health and safety. Viatris' global Environmental, Health and Safety (EHS) Management system, technical requirements, processes and systems across our locations form the foundation; however, to truly instill and uphold a culture of health and safety, we must also lead by example through our behavior, communication and tone at the top. To continuously improve and enhance risk awareness and mitigation, we establish areas of focus for our health and safety management year over year. In 2023, areas of particular focus included enhancing safety culture, process safety, electrical safety and equipment safety.

We work proactively on incident prevention, diligently working every day to identify and reduce health and safety risks to both our colleagues and the communities in which we operate. Our total recordable incident rate in 2023 was 0.50 versus an industry average of 1.6.[1]

Leadership and communication are important aspects of establishing a strong safety culture and performance. We encourage and expect our leaders to continuously reinforce safety messages and maintain open communication with their teams. All of our operations sites have a Safety Culture Enhancement Plan, which is to be regularly reviewed and updated. In addition, we also:

- Completed 11 safety climate assessments across our locations using a Safety Climate tool developed by Global EHS leaders
- Expanded our Safety Walk Around program, conducting more than 690 safety walks by site leadership teams resulting in Prevention Opportunities and 1,100 safety conversations
- Continued the Viatris Safety Culture Webinar Series, with more than 215 leaders attending
- Held refresher training on our VSafety Situational Awareness program, which was launched in 2022 with a goal of reducing the frequency and severity of incidents where the human factor is a key contributor, and extended the program to more sites including in Ireland and France
- Expanded Safety Leadership Coaching to more sites globally

Enhancing Process Safety

Working systematically with health and safety risks associated with the manufacturing process, known as Process Safety, is a central part of our health and safety management. In 2023, we continued to enhance our Process Safety Global Program, which was developed and launched globally the year before along with the related technical requirements. We utilized Teams meetings to roll out initial training and developed a companywide Process Safety Introduction eLearning program to integrate an overview of our process safety program into our site operations role-based curricula.

An enhanced risk assessment program was rolled out across manufacturing locations to capture and evaluate risks associated with the development and manufacturing of products. Approximately 1,840 risk assessments were conducted through the tool, generating valuable insights to help to reduce risks. In Hyderabad, India, a state-of-the-art Process Safety lab is being established to analyze process safety hazards both from chemical reactivity and powder dust explosivity. To capture any process safety risks during scale up of new products from the R&D sites in India, almost 60 new products were reviewed to incorporate process safety information (PSI) data, which included preliminary risk assessment and powder safety data. The data were provided to the manufacturing locations as a part of technical transfer documentation, which will be further used by the facilities during detailed site level risk assessments.

As a Process Safety Centre of Excellence, the Global Process Safety Team has worked diligently to reduce the Process Safety risks across all Viatris manufacturing sites. A Global Process Safety Steering Committee met >10 times in 2023 to discuss safety topics, and six manufacturing processes were reviewed to reduce fire and explosion risk across our sites.

One of those risks involved bursting of rupture discs, which are used on equipment to reduce pressure energy and avoid catastrophic equipment failure. The Process Safety team worked with a site to analyze the causes of failure and implemented new processes, resulting in reducing the failure rate.

Further, in 2023, we implemented a world-class Process Safety management assessment program at our facility in Indore, India. We received external certification for the program by the International Sustainability Rating System (ISRS) in its ninth and latest updated edition.

Developing an Enhanced Incident Reporting System for Non-Operations Colleagues

Throughout 2023, the Global EHS Systems Team worked with EHS Regional leaders and and non-operations EHS liaisons to enhance an incident reporting system to capture incidents involving our non-operations colleagues, which includes non-operations office-based colleagues, colleagues who are officially designated as working remotely and commercial colleagues who may fit into either of those categories. The system provides a simple, easy-to-use report that is easily accessible from the company's intranet so that non-operations colleagues can quickly and easily report any work-related injuries or illnesses. Global and Regional EHS teams can then provide assistance with investigations, root cause analyses and corrective actions to prevent the same or similar incidents from occurring in the future.

Sources

[1]Recordable cases per 200,000 hours worked

Expanding Contractor Training

Across all locations, we are committed to protecting contractors and visitors. They are covered by site-specific EHS policies and procedures, and we track the safety performance of our contractors through established guidelines, pre-screening and training. And in 2023, we further enhanced our program across several of our sites.

We are building a new, state-of-the-art injectable manufacturing facility in the southern India district of Krishnagiri. The site is key to Viatris' continued strategic development, and we have made safety our highest priority. The project has required plenty of external expertise and manpower, meaning that we rely on external partners and contractors. Also, the use of heavy machinery and diverse workers coming from various cultures necessitated rigorous safety initiatives at the 69,000 square meter site to keep everyone safe. The project has successfully accomplished 2.3 million incident-free man hours and is on track to be completed later this year or in early 2025.

Key contractors and qualified safety professionals specializing in project management have worked closely on the project with Viatris' EHS safety professionals permanently assigned to the site. Together, they implemented initiatives including:

> "I am proud to be associated with such an important project with Viatris. My primary goal has been to ensure that this project meets its intended deadline by having a stellar safety record. I am thankful to my EHS team, contractors and the project team in supporting this safety goal.

Jayesh Thakor
Senior Director – EHS Injectable India, Viatris

- Establishing the Safety Park, an area near the site's entrance to provide an overview of safety equipment and personal protective equipment to be used by contractors
- Providing periodic and job specific safety trainings on various topics including working at heights, electrical safety and precautions during welding, grinding and rigging, among other work. Nearly 8,000 manhours of EHS trainings have been given to contractors
- Deploying a "Permit to Work" program to manage all activities within the boundary of the project through which we issued approximately 23,000 permits
- Encouraging proper contractor health and safety behavior via a program to reward and recognize exemplary performers

Strengthening Electrical Safety

In 2023, we provided in-person electrical safety forums at operations sites and an electrical eLearning course to 351 colleagues around the world. The electrical safety forums included bi-monthly meetings with site engineering and EHS teams to discuss electrical safety procedures, tools and best practices. We implemented guidelines and tools for a new dynamic electrical task risk assessment and developed and implemented an Electrical Safety Golden Rules campaign with supporting training materials.

Electricity has long been recognized as a serious workplace hazard. We further enhanced our focus on electrical safety in 2023, building on work that began the year before with the establishment of electrical safety councils. The goal of the councils is to meet regularly to discuss opportunities across regions and locations, to share insights, improve electrical safety and help ensure site procedures align with standards.

Environment

Areas of Focus:

- Building Climate Resilience
- Water Stewardship
- Responsible Antibiotic Manufacturing
- Material Stewardship and Waste Reduction
- Minimizing Air Emissions
- Reducing Packaging Material

Additional Information:

- Management Disclosure and Performance Data

U.N. SDGs:

- Clean Water and Sanitation (6)
- Responsible Consumption and Production (12)
- Climate Action (13)
- Partnerships (17)

Working to ensure stable access to high-quality medicines depends upon continuously working to further advance responsible and sustainable operations. We do this across our global network by implementing technologies, processes and systems to minimize our impact on climate change, energy use, water withdrawal and air emissions.

Our work as environmental stewards is governed by our global Environmental, Health and Safety (EHS) management system, which serves to help ensure compliance with both local regulations and global company standards and requirements, while also fostering a culture of ongoing improvement. Everything we do is guided by Viatris' 13 EHS Principles, which apply to all Viatris global operations and every level of the organization.

Building Climate Resilience

Viatris is committed to reducing absolute scope 1 and 2 GHG emissions by 42% and absolute scope 3 GHG emissions by 25%, in each case by 2030 from a 2020 baseline year. We obtained validation and approval of these targets from SBTi in 2022, which also classified the target for scope 1 and 2 as aligned with the Paris Agreement's goal of limiting global warming to 1.5°C of preindustrial levels.

Our work to reduce the effects of climate change aims to support the health of those we serve and builds resilience in our operations. We continue to build readiness and further enhance our practices, in part based on our most recent climate scenario analysis in 2022, which helped us to reassess and understand our exposure to physical and economic risk drivers based on different climate change scenarios. The assessment reconfirmed the importance of our established areas of focus: protecting and enabling stable access to water, helping protect public water resources and maintaining operations during extreme weather events. The climate scenario analysis is intended to be updated to reflect ongoing operational changes.

In 2023, we expanded the Ireland renewable electricity contract to include the Little Island facility beginning January 2024; this change resulted in **all Ireland manufacturing sites now buying 100% renewable electricity**. For the Little Island site, this change will reduce their GHG emissions by over 50%.

Our GHG Emissions Reduction Targets*

Reduce absolute scope 1 and 2 GHG emissions by 42% by 2030 from a 2020 base year.**

Reduce absolute scope 3 GHG emissions covering purchased goods and services, capital goods, fuel- and energy-related activities and upstream transportation and distribution by 25% by 2030 from a 2020 base year.

Our progress: Since 2020, we accomplished a 3.7% reduction of our scope 1 and 2 emissions compared to our baseline.*** We believe our strategy is on track to deliver on our reduction target by 2030.

*Our ability to make progress on our goals depends on several factors, some of which are outside of our control.

**The target boundary includes land-related emissions and removals from bioenergy feedstock.

***Per Dec. 31, 2023, and not taking into account divestitures.

Driving sustainable operations means continuously working for improvements and not just undertaking replacements. Doing so results in increased operational efficiencies, greater cost effectiveness, reduced GHG emissions and lower operating costs. In 2023, we advanced on our strategy to reduce greenhouse gas emissions through increasing renewable electricity use, enhancing operational efficiencies, upgrading equipment and expanding use of alternative fuels.

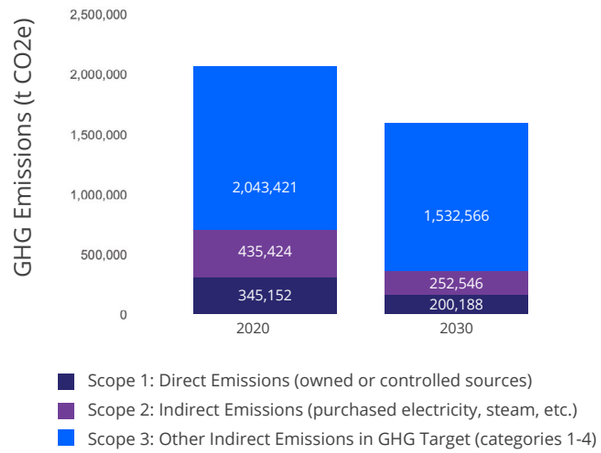
Increasing the Use of Renewable Energy

Taking advantage of cost-effective renewable electricity is a key component of our work to make progress on our GHG-reduction goals. With a global operating footprint, where the supply of renewable electricity and low-carbon fuels varies, we apply different approaches in different geographies.

Renewable energy sources like solar, wind and agricultural biomass are being used throughout the Viatris operations network.

At our injectable facility in Hosur, India, the continued use of renewable energy

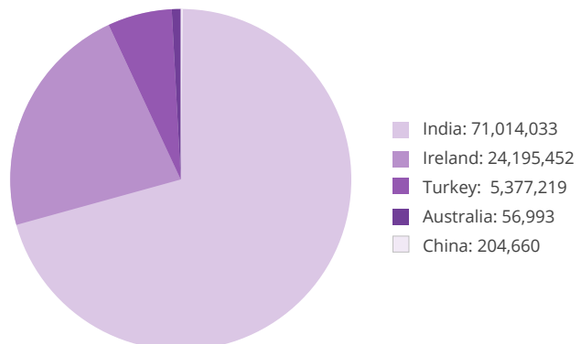
Viatris GHG Footprint Overview*



*2023 Scope 1 & 2 GHG emissions verification in progress. This is being conducted by a third-party to a reasonable level of assurance in accordance with ISO 14064-3:2019 against the requirements of WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard and the WRI/WBCSD GHG Protocol – Scope 2 Guidance – Amendment to the GHG Protocol Corporate Standard.

Sum of Renewable Electricity Used in 2023

Renewable Electricty (kWh)



and low-carbon intensity fuel including liquid petroleum gas (LPG) has resulted in a more than 40% reduction of scope 1 and 2 GHG emissions, from a 2020 baseline. For our OSD facilities in Nashik and Indore, India, the use of agro-based bio-briquette-fired boilers for generating plant steam has reduced GHG emissions for those sites by more than 10%, also from a 2020 baseline.

We have implemented solar projects in Carole Park, Australia, which is helping to reduce GHG emissions for our electricity supply. The team installed a 99 kW solar photovoltaic (PV) system, which uses energy from the sun to generate electricity. Five additional solar projects are planned with completion dates in 2024 and 2025.

Maximizing Equipment Efficiencies

Another continued priority has been maximizing efficiencies in our equipment. Across our API sites in 2023, more than 53 tons of refrigeration units were transitioned to zero ozone-depleting potential (ODP) refrigerants. We completed more than 20 system optimization projects to reduce energy and water consumption while delivering the required utility services and including implementing eight LED lighting projects.

Other projects around the world have included:

- A new variable speed drive chiller in Galway, Ireland, providing a reduction in energy to generate the same amount of chilled water
- HVAC chiller unit replacements in St. Albans, Vermont, which reduce energy use
- Waste water treatment plant blower upgrade at Little island, Ireland, providing greater energy efficiency by reducing energy required for treatment

These examples underscore our ongoing commitment to operational efficiency. When replacing end-of-life equipment, we prioritize installing more efficient units that not only reduce energy consumption and GHG emissions but also minimize operating costs.

Working to Reduce Emissions in Our Supply Chain

We are working to reduce carbon emissions across our supply chain. We work across all three of our freight transportation modes - road, ocean and air - to that end. Supply reliability and transport efficiency are primary objectives. We focus on full truck loads and double stacking of pallets where possible and partner with our freight partners to move from dedicated containers to sharing capacity with other companies to better utilize space across the industry. Full truck loads are considered the most efficient mode of transit.

The sourcing of transportation providers considers sustainability as a factor. Our key logistics suppliers have sustainability programs and are active in reducing GHG emissions.

To enable the shift to ocean and road freight - which is less GHG intensive than air - we have been building in more time for transportation into our processes, which hinges on good demand data and forecast planning. We have a rapid response system and have established a standard operating procedure to make ocean freight our standard mode.

In 2023, road and ocean represented 81% of all our transport. As timely access to medicine is the priority, there are exceptions when speed is of the essence and air transport may be required, representing 19% of our transport in 2023. As part of protecting supply reliability and reducing GHG emissions, we are looking into railway as another mode of transport. Further, we are looking at more sustainable packaging solutions to prepare our products for shipments.

Working with our partners to reduce GHG emissions is important as a significant amount of our GHG footprint comes from our partners' operations. We are expanding our collaboration with partners in our sector to make progress on our scope 3 reduction target and collectively strive to reduce GHG emissions to protect human health and build more resilient supply chains.

In 2023, we began sharing information with our suppliers about our targets and their important role in supporting overall progress. We encouraged them to start measuring, tracking and disclosing their GHG footprint if they are not already doing so. These actions will start suppliers that are not already engaged in GHG reduction activities down the path toward developing their own GHG reduction programs and targets.

As a full member of the Pharmaceutical Supply Chain Initiative (PSCI), we are working together to provide training and supplier engagement at scale to increase awareness across the collective supplier base on sustainable and responsible practices specific to pharmaceutical operations, including but not limited to reducing GHG emissions.

- Viatris was named to USA Today's inaugural list of America's Climate Leaders 2023 for companies that have demonstrated the greatest reduction in emissions intensity
- The Puerto Rico Aqueduct and Sewer Authority in 2023 recognized our Vega Baja site with the Platinum Category Excellent Compliance Award

Investing in Climate Resiliency in Puerto Rico

Our Vega Baja manufacturing plant is located on the island of Puerto Rico, where the team works to mitigate the risk of power problems from hurricanes and extreme heat that could cause disruptions to our operations. The team has already installed on-site emergency generators, has storage for 340,000 gallons of diesel fuel, and utilizes an efficient cogeneration power plant that uses a single fuel source to produce both electrical and thermal energy.

To enhance our preparedness, the team in 2023 received a first-of-its-kind resilience credit offered by our commercial property insurance partner, FM Global. The credit is for continued investment in abating climate-related risks, which are increasing in frequency and severity.

In Vega Baja, we've used this credit to upgrade the site's generator fuel supply system to a 600-foot double-containment carbon steel welded pipe, with a two-inch carrier and four-inch containment, in compliance with standard building codes and requirements. The upgrade will allow the team to transfer fuel directly from storage tanks to the emergency generator units, which is currently done by trucks, enabling a consistent supply of diesel fuel to our generators during extreme weather and minimizing the risk of fuel spills.

Seamless direct feed from our on-site tanks not only makes the operation safer and ensures a consistent power supply but also enables our site to serve as a safe refuge for the local community in case of an emergency.

Optimizing Manufacturing Processes to Drive Efficiencies

We work to drive efficiencies while maintaining quality standards by optimizing our manufacturing processes when possible. In Istanbul, Türkiye, for example, we had been producing five batches of an antibiotic at a time in what's known as a campaign. After those five batches were made, colleagues would have to complete cleaning and set-up of the filling and packaging line, a process known as Clean in Place (CIP) operations, which uses water, chemicals and energy and takes an average of 8.5 hours.

By increasing production volume from five to eight batches between cleaning cycles, we were able to decrease the hours of CIP. The change in manufacturing process saves the team approximately 155 hours and uses less water, reduces cleaning chemical use and energy in the process. A similar change was made in the manufacture of another product.

We have reported on our climate program since 2017 to the CDP, a global nonprofit disclosure system for environmental issues. In 2023, CDP rated our work in climate change with a score of B, which is a part of the management tier, recognizing that we are taking coordinated action on climate issues. We similarly scored in the management tier for our water efforts with a rating of B-.

Water Stewardship

Access to clean, readily available water is critical to our operations and overall mission. Water security is one of the areas threatened by the impacts of climate change, and we recognize that water is a scarce resource in some of the communities where we live and work.

To advance responsible water stewardship in our operations and support communities' access to clean water and sanitation, we work to understand and manage water impacts and wastewater through risk assessments, monitoring and periodic audits of all Viatris' operations sites to ensure they comply with local regulatory and internal water standards.

Our work is guided by our Global Water Policy and global EHS management system, and we have formalized our commitment to water stewardship as a signatory of the UNGC and the UNGC CEO Water Mandate — a platform for business leaders to address global water challenges in collaboration with the U.N., governments, civil society organizations and other stakeholders.

Viatris scored above our industry sector in both the climate change and water security programs.

CDP SUPPORTER 2023

Our Water Goal: Perform water risk assessments for all locations in high or extremely high water stress areas as identified by the World Resource Institute and identify appropriate water conservation initiatives by 2025.*

Our Progress: Performed six water risk assessments in 2023, bringing our total since 2022 to 11 water risk assessments completed. One remaining location is on target to be completed in 2024, keeping us on track to meet our overall goal by 2025.

*Our ability to make progress on our goals depends on several factors, some of which are outside of our control.

We are progressing well on our goal to perform water risk assessments for all locations in high or extremely high water stress areas as identified by the World Resource Institute and identify appropriate water conservation initiatives by 2025. In 2023, we completed water assessments at six more sites, bringing our total number of assessed sites in water stressed areas to 14. We will conduct an assessment of the remaining location in 2024 to achieve our goal.

We actively work to limit fresh water withdrawal through wastewater recycling and reuse. Our 10 zero liquid discharge (ZLD) facilities in India recycled approximately 658,000 KL of wastewater in 2023, contributing to 24% of the total water use at our India operations across facilities producing API, OSD and injectables. We employ advanced technologies like reverse osmosis, multi-effect evaporation and drying systems to recycle wastewater.

Responsible Antibiotic Manufacturing

We are a founding member of AMRIA and believe that partnering across the industry to collectively advance initiatives and practices is vital to fight AMR. Together with industry and academia, we have been able to advance on science-based approaches to help manage the impact of antimicrobial manufacturing.

As Viatris, we are compliant with AMRIA's Antibiotic Manufacturing Standard for our own operations and committed to implementing it across our external supply chain. All applicable Viatris manufacturing locations with antibiotic production have been internally assessed and adhere to AMRIA's Antibiotic Manufacturing Standard, including meeting the PNEC (RQ<1) as calculated by mass balance.

The Antibiotic Manufacturing Standard, facilitated by BSI Standards Limited (BSI), provides clear guidance to manufacturers in the global antibiotic supply chain to ensure that their antibiotics are made responsibly, helping to minimize the risk of AMR in the environment.

We are working on a phased approach with members of our external supply chain to assess suppliers' management and performance on the AMRIA Antibiotic Manufacturing Standard.

- Suppliers that do not fully adhere to the AMRIA standard develop and implement corrective actions.
- Viatris monitors these suppliers within established mitigation plans.
- In 2023, Viatris continued to conduct assessments at our top antibiotic suppliers with regard to the AMRIA standard according to our five-year plan. Since 2022, we have completed 30 supplier assessments.

More information about Viatris' work to curb AMR is provided here. And more information about Viatris' work to advance sustainable sourcing is provided here.

Milestone Certification for Reducing the Risk of AMR in Manufacturing

Our manufacturing for all dosages of the antibiotic Ciprofloxacin at our facility in Aurangabad, India, became the first at Viatris to receive British Standards Institute (BSI) Certification under the Antibiotic Manufacturing Standard. It is also the only site in India to hold this certification.[1]

The BSI Kitemark™ for minimized risk of antimicrobial resistance provides independent, third-party assurance and demonstrates that antibiotic residue emissions from solid and liquid waste streams are effectively controlled during manufacturing.

Material Stewardship and Waste Reduction

We have a companywide target to increase the number of zero-waste landfill (ZWL) locations by 50% by 2030 from a 2020 baseline. Thirteen sites achieved ZWL in 2023, with six additional sites at less than 1% of waste going to landfill; an additional six sites have less than 5% of waste going to landfill. Working actively with material stewardship and minimizing the amount of waste discarded in local landfills helps reduce our environmental impact and benefits our operations.

The companywide EHS waste management standards, along with industry regulations, govern specific handling, treatment, storage and disposal of all waste. We strive to use recycling, reuse and energy recovery options, including waste to-energy facilities (i.e., cement kilns) and fuel-blending facilities where possible to treat waste. In Carole Park, Australia, for example, we implemented in 2023 sustainable alternative disposal methods for several waste streams that were previously sent for incineration or landfill, including solvent waste, oils, lubricants, glycerol, food and garden waste.

Also, new initiatives were initiated at the facilities in Indore, India to have more sustainable waste disposal practices, including waste to energy; more than 230 tons were repurposed through this initiative. Also, at our facility in Jadcherla, India, we repurposed 50 tons of waste through a similar process. Across our API units in India, we increased the share of waste repurposed by about 10%. Close to 35,000 MT of waste was sent as waste to energy facilities, which was close to 81% of the total waste sent to third parties for disposal.

Our Waste Goal: By 2030, increase the number of zero-waste landfill locations by 50% from a 2020 baseline.*

Our Progress: Thirteen sites achieved zero-waste landfill status in 2023, with six additional sites at less than 5% of waste going to landfill. We are on track to hit our goal by 2030.

*Our ability to make progress on our goals depends on several factors, some of which are outside of our control.

Sources

[1]As of February 2024.

Our oral-solid dose facilities in Nashik and Indore, India, have implemented sludge paddle dryers, which help to compact and dry waste, and, combined with other measures, 80% less waste was sent to landfill in 2023 from the previous year. The new initiative also decreased the emissions generated by use in vehicles to transport the sludge.

Similarly, in Komarom, Hungary, we purchased a compactor for mixed non-hazardous waste, resulting in four times less transportation of waste from this site a year, reducing scope 3 CO_2 emissions.

Partnering on Post-Use Waste

We work to raise awareness and encourage recycling of post-consumer waste. Across our India facilities, we collected approximately 275 metric tons equivalent of post-consumer plastic waste from April 2022 to March 2023 through authorized third-party agencies as a part of the Nation Extended Producer Program (EPR).

Minimizing Air Emissions

As part of our Global EHS Management System, we have an Air Emissions Management Technical Requirement that expands the tracking of air pollutants. It harmonizes our air emission reduction efforts and includes requirements around pharmaceutical emissions, storage tank system fugitive emissions, visual emissions and odor. We have equipped our facilities with air emission control devices as required to manage regulated air pollutants. From particulate matter to sulfur oxides, nitrogen oxides to VOCs, reducing emissions remains a top priority.

We are continuously looking for ways to further reduce air emissions. In Damastown, Ireland, we completed a regenerative thermal oxidizer (RTO) automatic shutdown project in 2023. This new system is designed to ensure the immediate shutdown of the solvent coating process should there be an A-alarm on the RTO, removing the potential delay in shutting down the system when performed by the site operations personnel and the prevention of potential harmful air emissions being released into the atmosphere.

More information about how Viatris manages its air emissions is provided here.

Reducing Packaging Material

We are continuously looking for ways to reduce the volume and types of materials being used in packaging while safeguarding access to high-quality medicines and maintaining compliance with various regulatory and quality requirements around the world.

In 2023, teams across the organization worked together on various projects including:

- Reducing the use of paper by 90 metric tons at our oral-solid dose manufacturing sites
- Reducing 2 metric tons of plastic and 5 metric tons of wood through bulk packaging optimization
- Replacing approximately 88 metric tons of plastic with polythene bags
- Optimizing shrink bundle film to reduce use of plastics by 18 metric tons
- Progressing work to replace leaflets on ARV bottle packs with QR codes, with a pilot study planned for 2024
- Working to replace the existing polychlorotrifluoroethylene (PCTFE) based unit dose in accordance with proposed PFAS (per- and polyfluoroalkyl substances) directive issued by the European Chemical Agency

We are continuing work harmonizing bottle packaging artwork across different markets by using common packaging across multiple countries in multiple languages, including quadrilingual packs, when feasible. This means a single pack can have one label and leaflet (in pad form) that holds information in English, French, Portuguese and Spanish, for example, reducing the need to produce individual bottles for each language. This advances our previous work with trilingual packs that we implemented in 2022.

We are implementing a similar shared pack concept in Europe, which makes our packaging much leaner and gives us more flexibility in our supply chain to supply medicines where they are most needed. We remain committed to continue to work on this concept across more markets in Europe.

Looking ahead, we are exploring adopting e-labeling across other markets, implementing PCTFE mitigation in blister packaging across geographies, carton-less initiatives for technology transfer projects, and reducing paper layers used in shipping boxes.

At our facility in Cairo, Egypt, we started using empty supply carton boxes instead of buying new ones for use in the destruction process for returned expired products. The change has saved the facility four tons of carton boxes annually.

Community

Areas of Focus:

- Responding to Humanitarian Needs
- Inspiring Future Generations Through STEM Education
- Empathy in Africa: Bridging the Healthcare Gap
- Building Healthier Communities in 2023
- Addressing Critical Health and Social Needs in India

U.N. SDGs:

- Good Health and Well-Being (3)
- Education for All (4)
- Partnerships for the Goals (17)

Making the world a better place starts at home. At Viatris, that means working to support and promote health, education and community wellbeing in the diverse places we call home around the world. In some places, support may mean helping communities recover from severe weather events or responding to medical needs of families displaced by war or political crises. In other communities, it may mean proactively supporting disease awareness, access to screening and diagnostics or help building clinics to support people access treatment.

In each case, it's the power of partnerships that helps us to reach those in need. We do that through global and local support of organizations that are addressing some of the world's greatest challenges, including ongoing inequities like hunger and a lack of access to care, the humanitarian effects of armed conflict, and natural and extreme weather emergencies.

Responding to Humanitarian Needs

We rely on our extensive partner network to respond to urgent needs when a crisis strikes. In communities around the world in 2023, Viatris responded to several emergencies that displaced residents and caused suffering, including devastating earthquakes, unprecedented wildfires and armed conflicts. Viatris provided more than $1 million to humanitarian relief partners via corporate philanthropy donations in 2023.

In February 2023, devastating earthquakes in Türkiye and Syria caused widespread damage and tragically killed tens of thousands of people. In the aftermath, there was an urgency to provide shelter, food and sanitation for the hundreds of thousands who were left homeless, creating a serious humanitarian crisis.

In addition to our medicine donations in the region, Viatris Türkiye supported the Turkish Pharmacist Association to build around 1,200 container pharmacies to ensure sustainable patient access in the affected areas.

Direct Relief is a longtime, trusted partner that works to equip health professionals to meet the challenges of diagnosing and caring for people in need. The group worked with its long-term partners in the region as well as the Disaster and Emergency Management Authority of Türkiye and supported the Turkish Search and Rescue Team, in addition to partnering with organizations in Türkiye and Syria. Direct Relief has provided emergency shipments of requested medical products to support relief efforts, including providing products already donated by Viatris.

In the U.S., one of the deadliest wildfires in U.S. history tore through the Hawaiian island of Maui in August 2023, leaving a path of destruction in its wake. Thousands of structures were damaged and more than 100 people lost their lives. Viatris supported relief efforts there through donations to the American Red Cross as well as matching employee donations to the organization. We also donated to long-term rebuilding efforts on the island through SBP, a longtime partner that we have also worked with on disaster recovery in other parts of the U.S.

As the war in Ukraine continued through 2023, Viatris also worked with partners like Direct Relief to provide much needed medicines to people lacking access due to the conflict. Similarly, we responded to the ongoing humanitarian crisis in Israel and Gaza by supporting organizations addressing needs in the region. This included donations to the American Friends of Magen David Adom, Save the Children and the International Red Cross for its work in the Middle East.

Supporting Access to Food

Communities around the world are increasingly suffering from natural disaster and the effects of climate change, which is emerging as one of the greatest health challenges of our time, with impacts on clean air, safe drinking water, nutritious food supply and safe shelter. The impacts disproportionately affect lower- and lower-middle-income countries.[1]

To help address one of these growing concerns and a determinant of health, access to food, Viatris donated to World Central Kitchen's (WCK) Climate Disaster Fund. Providing meals in the wake of natural disasters, WCK reports that climate crisis-fueled extreme weather leads to most of the emergencies to which it responds, and the organization has committed to raising and spending $1 billion through 2031 to immediately help families impacted by extreme weather.

In 2023, Viatris established an online portal that allows colleagues to make donations throughout the year with ongoing matching donation by Viatris, via the American Red Cross, to benefit people in need around the world. The money raised through the portal supported people in Türkiye and Syria; Hawaii, U.S.; Israel and Gaza; as well as general global needs.

Viatris donated **more than 300 million doses of medicine** for humanitarian needs through our partners around the world.

Sources

[1] WHO Climate Change Fact Sheet

Inspiring Future Generations Through STEM Education

We also seek to foster healthy communities around the world by supporting education, another key determinant of good health.

In 2023, these efforts included the following:

- Through the Rise Up Program, Viatris leaders in Türkiye spoke at our Ortaköy site about our business and career opportunities with university students studying in business, economics, engineering and pharmacy.
- We collaborated in Taiwan with university pharmacy departments to organize corporate visits, campus talks and summer internships aimed at cultivating young talent and fostering closer industry-academia relationships. The program targets fourth-year and above college students interested in exploring the pharmaceutical industry and potential career opportunities.
- Dublin Respiratory hosted the STEPS Engineers Ireland Programme with 12 transition year students, who explored various aspects of the business and received career advice.
- Members of Viatris Dublin team visited Scoil Chaitríona Cailíní and Mercy College in Coolock to perform science experiments with students ranging in age from 6 to 15 in celebration of Science Week. The experiments used products and ingredients easily available in every life, like coconut oil, strawberries and dishwashing soap, to make lip balm and other things to demonstrate how accessible science can be and encourage creative thinking.
- In Hanover, Germany, our team welcomed students as a part of the countrywide Future Day. Students toured the facility and learned about the pharmaceutical industry including regulatory affairs, pharmacovigilance, supply and logistics, operations and project management.
- Viatris continued its collaboration with West Virginia University to promote STEMCARE, a program designed to instill a growth mindset in West Virginia youths through personal application of problem-solving skills gained from science, technology, engineering and math. The program offers training, resources and education kits for educators free of charge as well as other programming throughout the year for students.

Empathy in Africa: Bridging the Healthcare Gap

Last year, we shared a story about the Rhiza Babuyile clinic, and now, just over a year after its opening, the clinic in the South African town of Diepsloot is not only addressing a need for access in its own community but serving as a model for primary healthcare beyond its borders. Viatris is the primary donor of the Rhiza Babuyile clinic, which offers antenatal services for women, HIV and AIDS testing and counseling, prostate screening for men and other key services; the Philips Foundation provides support for diagnostic and healthcare technology.

With the Diepsloot clinic serving as its flagship, Rhiza Babuyile is now expanding to smaller clinics housed in trailers to create better access to primary healthcare for people within their communities. Branded under the name Mpathy, the satellite clinics are run by nurses who become owners of the facility after paying off their initial loan, a model the NGO calls “nursepreneurship.” To date, Viatris has contributed financially to two of these clinics: one in Soweto, a suburb of Johannesburg, and one near Cape Town.

The concept is meant to provide opportunities for economic empowerment to the nurses as well as any staff they decide to hire, Rush said. Ultimately, Rhiza Babuyile hopes to open 70 Mpathy clinics within the next decade.

Sources

[1]Health Workforce

Building Healthier Communities in 2023

To respond to the unique needs around the world, our colleagues support local efforts to strengthen healthcare, education and the communities where we live and work. We volunteer our time and provide in-kind and monetary donations to support a variety of local causes around the world all year long. Many of our teams across the world have created local groups to identify and address community needs. In 2023, our teams participated in beach clean-ups, donated blood, collected food donations, prepared comfort cases for children in foster care and ran marathons, among other efforts, to help communities in need.

South Africa


Belgium


Brazil


Poland


Serbia


Portugal


Thailand


Greece


Ireland


Hong Kong


Vietnam


New Zealand


U.S.

Helping Make Children's Dreams Come True in France

In 2023, 360 Viatris runners and supporters from across Europe - France, England, Belgium, Bulgaria, Spain, Italy, Ireland, Portugal and Poland - joined forces to raise money for the association through the Run In Lyon. Together, they ran 4,500 km and donated more than USD $50,000 from Viatris, which was also recognized as the company that ran the most kilometers and had the highest number of participants. For 17 years, colleagues in France have been partnering with the Association Petits Princes which realizes the dreams of seriously ill children and teenagers.

Addressing Critical Health and Social Needs in India

With a large footprint in India, we have a broad program supporting communities there. We focus on a variety of health, education and community welfare initiatives including health awareness and screening programs, health workers and capacity building, constructing school buildings and sanitation facilities, promoting organic farming and improving access to clean, healthy water.

In 2023, our work included:

- Continuing to support Akshaya Vidya, a supplementary education program that encourages underprivileged children to continue their educations through evening classes offered at 40 neighborhood locations
- Developing a watershed in Ranga Reddy District to enhance the availability of groundwater and increase agricultural productivity that promotes resilience for agriculture, livestock and food security
- Partnering with the Sportz Village Foundation in Hyderabad to promote fitness among children as a way to improve physical and mental health, improve attendance in schools and encourage students to participate in sports

~350,000 Lives Impacted

35 Activities/ Projects

19 States

Removing Barriers to Care to Fight India's Growing Cancer Burden

More than 1 million new cases of cancer are diagnosed in India every year. Of the more than 1 billion people who live in the vast country, 64% are in rural communities, where many are too far from and unable to afford treatment at the country's few urban cancer centers.[1]

To address the growing cancer burden in India, Viatris and Tata Memorial Center, launched a collaboration in 2015 on a multipronged approach to remove barriers to diagnosis, treatment and care. More than 8 million people have been screened for oral cancer under the Access to Affordable Cancer Care for One and All program, which also aims to build healthcare capacity and technical support for early detection, screening, prevention and treatment of cancer. The program has been such a success that what started in just six districts of Maharashtra has now been scaled to all 34 districts in Maharashtra and level to six states – and continues to grow.

Through the program, specialized training for physicians, nurses, technicians and health workers is provided so they can diagnose and manage cancer cases within their local communities, decentralizing cancer care and supporting early diagnosis for patients. Protocols for screening for the most common cancers in India - oral, breast and cervical cancers - were also developed, enabling early detection. These protocols were implemented through screening and awareness programs conducted at the district level across the state.

Improving Liver Health in India

India's Healthy Liver Healthy Delhi program, sponsored by Viatris, addresses the increasing incidents of liver diseases in the country. As many as 40 million people in India are living with hepatitis B and as many as 12 million with hepatitis C.[2]

The program provides a state-of-the-art mobile unit that offers liver health check-ups, screenings for hepatitis B and C, and general public awareness of liver diseases and treatments. The unit is able to operate six days a week, with as many as 40 people screened each day. The program began in 2017, and has resulted in more than 30,000 screenings to date.

Sources

[1] World Cancer Day 2024: Addressing Cancer Care in India

[2] WHO Hepatitis Fact Sheet

Supporting Farmers in India Adopt Sustainable Agricultural Practices

Decades of reliance on chemical fertilizers and other agents used improperly, the growing impacts of climate change and the economic impacts of urbanization, among other pressures, have led to poor soil quality, pest infestations and lower yields.[1]

The problems are repeated across India, where about 70% of the country's rural households depend primarily on agriculture for their llivelihoods. About 82% of the country's farmers operate small or marginal farms with less than two hectares of land.

To help these small farms survive, Viatris is supporting a pilot project in India in Anneswara Gramapanchayath to teach farmers about more sustainable ways of working. The project with Adarsha Rural Health and Economic Development Society (ARHEDS) includes strengthening farmer education and training programs, promoting the availability and affordability of organic materials, streamlining certification processes, enhancing market infrastructure, and providing financial incentives and support for organic farmers.

The program aims to address the barriers that currently prevent farmers in India from adopting organic practices. These barriers include limited access to organic materials like organic manure and biofertilizers; a lack of knowledge and capacity in organic pest and disease management; the difficulty for small-scale farmers to obtain organic certification; a lack of robust supply chains and market infrastructure to help organic farmers connect with consumers and fetch fair prices; and the challenges that come with scaling up organic farming.

If the project is successful, the intention is to scale it in order to empower more local farmers.

Community Programs Addressing TB in India

A quarter of the world's TB cases can be found in India.[2] The chronic infectious disease is a leading cause of death in people living with HIV and also a major contributor to AMR. In India, the government has set a goal to end TB by 2025, and in addition to our core business of scaling access to treatment, Viatris is working in communities to address the burdens of TB in three unique ways.

> In 2023, more than 80,000 people in India benefited from Viatris' work to address TB.

In partnership with the Society For Education Action Research in Community Health (SEARCH), we are working to control TB in rural and tribal areas of Gadchiroli district of Maharashtra. The program, which was launched in 2023, aims to mitigate TB incidence, reduce complications and lower mortality rates in these communities through awareness campaigns tailored to local languages, house-to-house screenings conducted by trained health workers, sputum collection and microscopy for diagnosis, and counseling sessions following national guidelines.

A second program addresses the significance of nutrition for TB patients, something the government of India drives as a priority to improve treatment outcomes for TB patients. Working with Doctors For You (DFY), Viatris is providing nutritional support to about 1,050 people living with TB in Maharashtra, Meghalaya, Bihar and Odisha. This includes conducting nutritional assessments, providing education, leveraging public distribution systems, distributing monthly nutrition kits, and assessing the impact of nutrition interventions.

We are also working to strengthen the connection between diagnosis and treatment for people living with drug-resistant TB (DRTB) in Agra district of Uttar Pradesh. Together with our partner Foundation for Innovative New Diagnosis (FIND), we are working to enhance the diagnosis of DRTB and address the challenge of locating undiagnosed patients in high TB burden areas of Uttar Pradesh.

Sources

[1] UN India At a Glance

[2] WHO Global Tuberculosis Report

Management Disclosure and Performance Data

Areas of Focus:

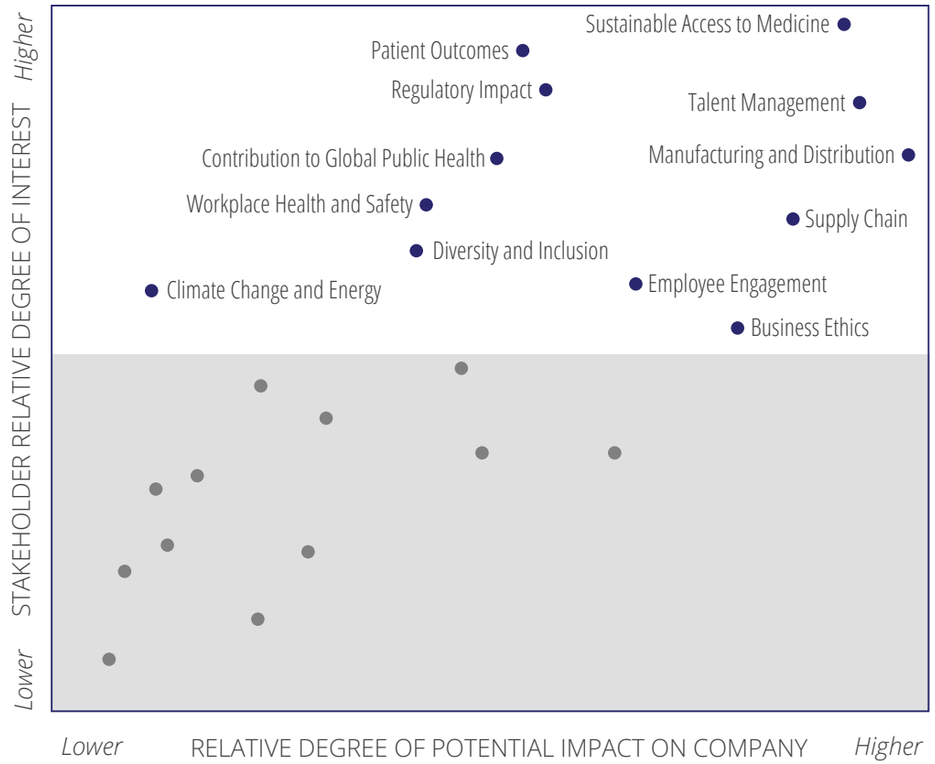
Global Sustainability Topics Priority Assessment

We conducted an assessment of internal and external perspectives on topics potentially pertinent to future sustainability-related areas of focus for Viatris in 2021. The assessment was not intended to be, nor does it reflect, a quantitative evaluation of or commentary on strengths or weaknesses in the noted areas. It was intended to help inform our future decisions regarding matters relevant to long-term sustainability focused strategies as well as for the purposes of reporting related to select established sustainability disclosure frameworks including, but not limited to, the U.N. Global Compact (UNGC), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD) and applicable statutory sustainability reporting.

The assessment aimed to survey the evolving external sustainability perspectives across geographies and reflect the issues we believe internally are most relevant given our knowledge of our business, operations, and global workforce. We considered input from external stakeholders and research from other sources, capturing viewpoints and feedback from customers, partners, investors, NGOs, employees, community groups and policymakers. Internal perspectives were provided by functional leaders and internal experts representing key areas of our company and spanning our geographic footprint.

The following table depicts the full list of topics that were considered in this exercise, while the matrix indicates the relative degree of external stakeholder interest and potential company impact as perceived internally for the top-ranked topics. The outcome helped inform our initial company-wide sustainability goals.

We will continue to evaluate and review external developments, including with regard to statutory sustainability reporting requirements, to determine, based on our knowledge of the company, our platforms, our workforce, and the industry, any appropriate changes to our areas of focus and priorities. We look forward to updating our priority assessment in the future.



FULL LIST OF TOPICS ASSESSED

Access to Medicine
- Manufacturing and Distribution
- Product Donations
- Sustainable Access to Medicines

Being a Responsible Employer
- Diversity and Inclusion
- Employee Engagement
- Talent Management
- Workplace Health and Safety

Societal Impact
- Community Engagement and Impact
- Contribution to Global Public Health
- Local Community Capacity Building
- Patient Outcomes

Environmental Stewardship
- Climate Change and Energy
- Environmental Protection
- Product Stewardship
- Waste and Water

Responsible Business
- Business Ethics
- Corporate Governance
- Data Privacy and Protection
- Ethical Marketing and Promotion
- Human Rights
- Regulatory Impact
- Responsible Product Development
- Risk Management
- Supply Chain

Access and Global Health

Our Portfolio and Reach	2020	2021	2022	2023
Total number of doses sold	>80 billion	>80 billion	>80 billion	>80 billion
Number of molecules	>1,400	>1,400	>1,400	~1,400
Number of countries and territories reached	>165	>165	>165	>165
Major therapeutic areas	>10	>10	>10	>10
Coverage percentage of the top 10 causes of death globally[1]	100%	100%	100%	100%
Total investments in R&D	$555.1M	$751.1M	$698.6M	$910.7M
Products in development by region[2]				
Developed Markets	180	210	200	200
Emerging Markets	90	70	100	95
Greater China	40	30	25	25
JANZ	45	65	70	70
Products pending approval by region[3]				
Developed Markets	430	530	470	595
Emerging Markets	1,200	1,050	820	615
Greater China	5	15	15	35
JANZ	45	10	25	8

Our Portfolio and Reach	2020	2021	2022	2023
Customer service levels by region				
Developed Markets	93%	93%	90%	90%
Emerging Markets	98%	96%	96%	94%
Greater China	100%	100%	99%	98%
JANZ	98%	98%	99%	98%
Number of medicines on the WHO's list of prequalified products (including cross-listed approvals)[4]	60	58	62	59
HIV/AIDS	36	34	35	35
Reproductive health	9	9	10	10
TB	6	6	7	7
Hepatitis	4	4	4	4
Malaria	2	2	2	2
Biotherapeutics — Oncology	2	2	3	0[5]
Influenza	1	1	1	1
Number of patents maintained to date[6]	5,228	3,400	>3,100	3,300
Licenses via the Medicines Patent Pool[7]	5	6	7	9
Number of countries on the Access to Medicine Foundation list of Access Countries to which Viatris supplies products	97/106	99/108	97/108	99/113

Sources

[1] WHO: The top 10 causes of death

[2] Numbers have been rounded and refer to a unique molecule + dosage form by segment

[3] Numbers have been rounded (molecule + form + country)

[4] As of January 3, 2024

[5] Products transferred as part of the Biocon transaction which closed Nov. 29, 2022

[6] Including active and pending patents

[7] Medicines Patent Pool

As part of expanding access to medicine across geographies, in 2023, we:

- Received >500 global product approvals
- Completed 10 drug master filings
- Made >600 regulatory filings, which includes ~250 individual market submissions for Emerging and expansion markets
- Completed >145 Submissions in >100 different countries including 80 products in Emerging Markets

Ensuring Quality and Patient Safety in Processes and Products

Protecting patients and consumer health by ensuring the quality and safety of our products is at the heart of how we operate across our network. Every step of our development, manufacturing and monitoring processes – from developing products to sourcing raw materials to producing and distributing finished dosage forms – is grounded in this commitment.

Quality Management

All of Viatris' operations, manufacturing sites and our contract manufacturing organizations (CMOs) globally are subject to robust quality infrastructure and strategy. This infrastructure is comprised of the extensive experience and expertise of our personnel, our comprehensive Global Quality Policies that establish uniform requirements for fundamental processes and controls within our Global Quality Management System (QMS), as well as Global Quality IT systems, which are implemented and designed to establish industry best practices, consistency and global quality assurance throughout our network.

All of our operations are also subject to robust quality systems, standards and processes which are designed to ensure product quality and patient safety. These programs are designed and implemented across our global operations and are executed in alignment with statutory and regulatory requirements, such as current Good Manufacturing Practices (cGMP), Good Pharmacovigilance Practices (GPvP), Good Distribution Practices (GDP) and Good Clinical Practices (GCP) for all markets that they serve. Each of our sites within our global network maintain the relevant licenses and GMP certifications required by their respective market and approved product authorizations.

> All Viatris operations are covered by and expected to comply with statutory and regulatory requirements, such as current Good Manufacturing Practices (cGMP), Good Pharmacovigilance Practices (GPvP), Good Distribution Practices (GDP) and Good Clinical Practices (GCP) for all markets that they serve.

We apply relevant external quality guidelines into our Global Quality Policies and Management Systems, including: Eudralex, Falsified Medicines Directive, ICH Quality Guidelines, WHO GMP, U.S. Food and Drug Administration Safety and Innovation Act and the EU Excipient Risk Assessment for ascertaining the GMPs for all the excipients of medicinal products for human use. We have developed and maintain a Regulatory Intelligence, Quality Action System and Knowledge Management Dissemination Program to inform, evaluate and implement regulatory updates, industry trends and internal knowledge across the Viatris network.

Core elements in Viatris' Quality Management System standard operating procedures include the following:

- Managerial oversight and responsibility
- Ongoing and continuous training
- Frequent internal site and external supplier, contractor and service provider audits
- Testing practices and compendial compliance

In addition to the aforementioned quality standards for the development, manufacture and distribution of pharmaceutical products, several sites across our network have obtained external certification of their quality management systems, including but not limited to:

- ISO 9001 for general quality management
- ISO 13485 for quality management of medical devices
- Distribution of Medical Devices 6125 for medical device marketing
- Quality Assurance International (QAI)
- ISO 22716 for Good Manufacturing Practices for Cosmetics

- Product risk assessment
- Regular compliance monitoring and communication
- Incident investigation and corrective and preventive action
- Standardized document control and change management
- Compilation, trending and review of key quality metrics

Key programs within our Quality Management organization driven by senior leadership currently include, but are not limited to, the following:

- Governance over our global data integrity program, including a broad scope: computerized systems, record management, documentation governance, training, policy, auditing, etc. to ensure data reliability throughout the data lifecycle.
- A comprehensive cleaning program which to ensure we produce quality products that are free from contamination, and a robust cleaning validation program established to support the implementation of robust cleaning methodology.
- Each manufacturing site has a comprehensive automation/ digitalization roadmap outlining future enhancements to support quality best practices and ensure our sites stay current in the use of technology. These roadmaps include elements such as Electronic Batch Records, Electronic Lab note books, Data analytics and AI.
- Our Product Health Evaluation program proactively facilitates life-cycle management of the manufacturing and testing processes

through a structured problem solving approach. Product Health is defined as an indication of a pharmaceutical product's ability to be consistently produced to optimal performance within the registered specifications, with minimal deviations or customer complaints, which ensures supply continuity.

Quality Governance and Organization

The Chief Quality Officer reports to the CEO, and the following functions are within the overall Global Quality structure:

- Global Operations Audit
- Global Learning and Development and Regulatory Intelligence
- Global Quality Compliance
- Global OSD and API Quality
- Global Injectables Quality
- Global Dermatologics Quality
- Global Complex Products Quality
- Global Eyecare Division Quality
- Global Clinical and Bioanalytical Quality
- Global Quality Systems/QA IT Technical Quality
- Global Quality Investigations, Surveillance and Regulatory Communication
- Global External Supply Quality and Supply Chain Quality
- Global Supplier Qualification
- Global Quality Integration

We continuously evolve our quality organization to ensure alignment with our business operations and to enhance compliance with applicable standards. Existing global quality resources are embedded within operational verticals to align closely with business units and drive consistency across sites. In the past year, we further enhanced the Global Quality Leadership interactions across and within verticals and continued to augment global IT systems. These enhancements promote closer connectivity among operational leaders and are designed to effectively safeguard product quality, supply continuity and patient access.

As we progressed on the announced divestitures, in parallel with the continued consolidation and integration of Viatris' internal network, areas of particular focus in 2023 included supplier quality oversight, ensuring that quality standards and services were transitioned as part of continued integration, to ensure the continuation of supply and active efforts to instill the concept of continuous improvement. Also, as part of progressing integration activities, our Global Quality Policies were evaluated and enhanced to capture the best practices of both legacy companies and to reflect current guidance, requirements and health authorities' expectations. Examples include Investigations, Data Integrity, Human Error Prevention, Training and Process Validation. As part of this work, we included reviews of the requirements of applicable quality guidance documents such as the FDA, EMA and ICH to ensure that Viatris' quality systems have appropriate controls in place to prevent, identify and/or manage risk with respect to product quality.

All personnel whose duties are associated with the manufacturing, packaging, processing, holding or testing of products, or whose duties require them to enter manufacturing areas or laboratories, as well as any other personnel whose activities could affect the quality of the product, are mandated to complete procedural and cGMP training. Personnel working in areas where contamination is a hazard, such as clean areas, sterile areas or areas where highly active, toxic, infectious or sensitizing materials are handled, are required to take additional specific training. Training in cGMP is conducted by qualified individuals to ensure that all applicable employees remain familiar with the specific cGMP requirements applicable to them.

Training for Continuous Improvement

Our Global Learning and Development program provides comprehensive and effective training designed to ensure the access to and delivery of knowledge to global operations personnel in coordination with vertical and site-based training programs. This program coordinates and standardizes training requirements, content, techniques and training delivery methods to continually strengthen our corporate learning culture.

We maintain a regulatory intelligence program that provides personnel access to current global regulations, publications and industry trends.

Our Global Learning Development program ensures that role-specific and periodic cGMP training programs are compliant with regulatory requirements both regionally and globally. In addition, cGMP training is conducted at minimum on an annual basis at each site and more frequently in accordance with regulatory requirements at the site and/or global level. Training programs are developed and maintained at a site/vertical level in adherence to local regulations and dosage form requirements but maintain alignment with Global Training requirements delineated as part of our Viatris Global Policies.

In addition to training on the theory and practice of cGMP, we utilize a curriculum-based approach to ensure all analysts, operators and other personnel are fully trained based upon their defined job descriptions and assigned duties. The curricula are uniquely designed for specific job descriptions.

Quality Monitoring and Assurance in Our Operations

Our Global Operations Audit program relies primarily on oversight by a specially trained team of internal global experts, augmented and supported by independent third parties. The global proactive internal audit program is a key component of our strategy, oversight and surveillance of the quality performance across our network and CMOs. It serves to ensure compliance with the GQM/GQP and global cGMP regulations.

- Dedicated audit leads are assigned to quality operations within each vertical to participate in internal audits within that vertical. Site and vertical leadership collaborate to ensure continued, robust processes and to periodically evaluate existing processes and risk mitigation mechanisms. Internal audits are performed on a one- to three-year cycle based upon facility type, historical regulatory inspection performance, and potential risk for each production/API site, packaging site, distribution site and laboratory site.
- Internal sites are required to formally respond to all observations within 15 business days to the Global Operations Audit team and take appropriate corrective and preventative actions in response to any observations, with set timelines for implementation.

The Quality Surveillance Program at Viatris is an independent assessment intended to analyze product/process events with common causes and to identify potential trend signals.

- Quality councils at each site oversee and monitor key performance indicators, track quality incidents, identify trends and have the authority to escalate incidents to senior quality leadership.
- At the global level, senior quality leadership routinely reviews and monitors key performance indicators from each vertical/site and their respective corrective/preventive actions for incidents and trends.

The global internal operations audit program includes expedited timelines for the issuance of observations and increased site leadership engagement to ensure the immediate remediation of the identified observations. We maintain a strong focus on global investigations' oversight, third-party management and surveillance across our sites and further enhanced our investigatory and surveillance programs throughout 2023.

Following each internal operations audit, the inspected site is required to submit a corrective and preventive action (CAPA) plan to remediate any identified discrepancies. These CAPAs are submitted to our Global CAPA Management team for review and approval. Furthermore, all CAPAs from critical, major and/or minor observations are reviewed and verified for completion by the Global Operations Audit Team prior to observation closure. In addition, CAPAs from critical and/or major observations are subject to additional review upon the next scheduled internal operations audit to ensure compliance and the CAPA plan's effectiveness.

In 2023, as on-site visits continued to become more accessible, Viatris evolved the Global Operations Audit program for both internal and external audits to a hybrid model that incorporates both onsite and virtual audits.

- In total, 647 GMP, 79 GCP and 29 Pharmacovigilance (PV) audits were conducted by Viatris' Global Operations Audit team at our internal facilities and external suppliers, contractors and service providers.

Quality Culture

Colleagues are provided training on quality culture to ensure personnel have a clear understanding of our commitment to quality. Key components of our quality culture include the following:

- Excellence via Quality: We must all do what's right, not what's easy. We focus on getting our work done right the first time. We follow our robust processes and pay close attention to detail. And we understand the science.
- Integrity via Quality: If you see something that isn't right, speak up. Our reputation depends on it. We are all accountable for operating with integrity and empowered to take action to do what is right.
- Accountability via Quality: At Viatris, we are all accountable for operating with a quality-first mindset. Our commitment to quality gives patients the assurance they need to be empowered to live healthier at every stage of life.
- Proactivity via Quality: We are proactive and seek to address issues before they become problems. We collaborate with others to generate solutions and implement them quickly.
- Reliability via Quality: A focus on simplification — overly complex processes can lead to mistakes. We never settle for "good enough." Business continuity is enabled by a commitment to quality.

In 2023, we launched our Human Error Prevention (HEP) program to provide a structured approach to identify the underlying reasons and solutions for human error and reduce the likelihood of reoccurrence. HEP focuses on why a person made an error, exploring external causal factors such as environment, support systems and culture, which can be more effective than retraining or counseling alone. A quality mindset is essential to support a strong quality cultural baseline and the HEP program provides an additional step in maintaining that strong foundation.

Quality Risk Management is central to our approach to ensuring quality. We apply the principles outlined in the International Conference of Harmonization (ICH) Q9 Quality Risk Management as well as those in the ICH Q10 Pharmaceutical Quality System.

Ensuring a High-Quality Supply Chain

Viatris relies on our partners to deliver high-quality medicines. To help ensure the integrity of our supply chain, a highly experienced Viatris cross-departmental committee, including Sourcing and Quality, undertakes a rigorous review of suppliers and third parties prior to their selection for the supply of active pharmaceutical ingredients and drug products. After selection, those suppliers and third parties execute an agreement that specifically details our expectations and the right to conduct regular on-site audits to ensure ongoing compliance with regulations, maintain applicable regulatory reporting requirements and allow access to all records related to the supplied products, among other requirements. As part of our external audit process with suppliers, contractors and service providers, auditees are required to provide

External Engagement on Quality

Viatris actively engages and collaborates with external stakeholders to advance quality management in the pharmaceutical sector. We are members of and have representatives on key recognized industrywide partnerships and groups such as the International Society for Pharmaceutical Engineering (ISPE) and the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH). A few examples of our active participation include:

- ISPE's Core Team on Advancing Pharmaceutical Quality (APQ) program, an industry-led quality management maturity assessment and benchmarking program
- ICH Quality Risk Management Implementation Working Group
- ISPE GAMP India Steering Committee

formal responses to observations cited as part of the audit to the Global Operations Audit team within 30 days for review and acceptance by our Global Quality CAPA Management team.

To support external suppliers in meeting quality standards, we may place company Quality personnel at the site of a supplier to engage, monitor and mentor the site's team and foster continued quality compliance.

- Our Global Operations Audit team conducts routine audits to assess the strength and performance of the QMS. The frequency of these audits, every two to five years, is based upon cyclical audit requirements by facility type, historical regulatory inspection performance and key product launches. Cyclical audit requirements are supported by health authority audit requirements and/or recommendations.

Contract Manufacturer Organization Quality Oversight

Viatris' CMOs are subject to robust quality systems, standards and processes which are designed to ensure product quality and patient safety. These are designed to comply with statutory and regulatory requirements, such as cGMP, GPvP, GDP and GCP for all markets served. Viatris systematically engages with CMOs on changes, complaints and investigations. In 2023, we further augmented our supplier quality oversight by establishing a new dedicated team for supplier qualification with a global scope.

Working with Health Authorities

We constantly review our products, processes and facilities throughout our network and work closely with external health authorities to ensure transparency regarding emerging information, including shortages, the development of new scientific and testing criteria and evolving regulatory and manufacturing expectations everywhere we operate. We continuously learn from these interactions as scientific, technological and regulatory expectations continue to evolve.

- Health authority inspections provide extensive external certification of Viatris' internal sites and our external contractors/suppliers and provide authorization for further production and marketing.
- We work diligently to address all observations identified by health authorities and at this time have closed all FDA Warning Letters.[1]
- In 2023, more than 95 health authority inspections were conducted across our facilities. The number of health authority inspections has continued to increase globally to account for normal health authority inspection cycles and sites that were not inspected during the COVID pandemic due to health and safety concerns related to COVID-19.

In 2023, >95 health authority inspections were conducted across our facilities.

Viatris Quality representatives routinely participate in multiple events with health authorities such as the U.S. FDA and industry bodies such as Parenteral Drug Association and the International Society for Pharmaceutical Engineering. These forums are designed to share experiences and approaches to facilitate sustained compliance with cGMPs by addressing emerging risks to manufacturing and supply chain reliability. The forums provide an opportunity for open discussion between FDA representatives and industry experts, offering opportunities for practical insights into building an effective quality assurance program in accordance with cGMP and global regulations.

Product Safety & Risk Management

Our Product Safety & Risk Management (PSRM) function has a Pharmacovigilance (PV) system, which is global in scope with robust processes described in more than 120 global policies, standard operating procedures and work instructions, designed to help ensure patient care and safety in relation to the use of our products during both their development and their placement on the market. To support Viatris' strategic plan and safeguard a reliable supply of medicine, members of the PSRM function participate in various acquisition and divestment efforts and collaborate with the selling or buying parties to ensure applicable products have uninterrupted risk-benefit profile monitoring and regulatory compliance.

As part of our global PV procedures, the risk-benefit profile of all our products is continuously monitored and assessed through various core PV activities, such as Individual Case Safety Report (ICSR) management, aggregate data review and reporting, Signal Management and Risk Management Planning.

Applicable global PV governance committees, such as the Corporate Product Safety Committee and the Pharmacovigilance System Oversight Committee, are responsible for the periodic and ad-hoc evaluation of new safety-relevant information so that the timely communication of important new safety information to the regulatory authorities, healthcare professionals and patients is ensured, and they also facilitate full oversight of the compliance and performance of the Viatris PV system.

We have highly skilled and trained cross-functional teams of more than 1,000 medical and scientific professionals who review and report our risk and benefit assessments to regulatory authorities worldwide.

To manage the safety of a diversified and complex product portfolio – consisting of prescription medicines, over-the-counter medicines, combination products, medical devices, food supplements and cosmetics - Viatris in 2023 submitted more than 470,000 ICSRs and more than 1,200 aggregate safety reports to regulatory authorities and business partners with a high compliance rate.

- The company currently has more than 370 risk management plans and associated interventional measures designed to help ensure our products are used safely and effectively.

As part of our PV system, the risk-benefit profile of all of our products is continuously monitored and assessed, ensuring safety information about our products is provided to regulatory authorities, HCPs and patients in a timely manner. Also, PSRM is engaged in a number of Post-Authorization Safety Studies (PASS) to ensure the safety of approved products is monitored continuously with effective risk-minimization measures.

Our PV system operates in accordance with global policies, standard operating procedures and work instructions to ensure managerial responsibility and standardized processing for all activities. The procedures are continuously monitored for appropriateness and updated, as necessary, to enhance the overall system or to adopt regulatory changes.

Sources

[1]As of Dec. 31, 2023

Key activities are monitored for performance and compliance against standards, targets and thresholds. The PV system is subject to Viatris' internal operations audits, business partner audits and inspections by regulatory authorities from around the world. The company's compliance and deviation monitoring mechanisms are in place for any observations resulting from audits and inspections to ensure they are thoroughly analyzed for root causes and that their impact is addressed.

As appropriate, the required corrective and preventive actions are implemented, and their effectiveness is tracked to ensure compliance with worldwide pharmacovigilance regulations. All processes are designed to be compliant with the EU Good Pharmacovigilance Practices (GVP) and General Data Protection Regulation (GDPR) or, if applicable, stricter regulations anywhere in the world.

The internal operations audit schedule relating to pharmacovigilance activities is based on a robust risk assessment with all PV system processes in scope. The frequency of the audits is normally annually for global processes, every three years maximum for global service providers and approximately once every four years or less for affiliates.

Our PSRM function is a key component of Viatris' PV system and participates in all internal operations and external PV audits and PV inspections.

> In 2023, 13 internal and 18 external audits were performed by Viatris' Global Operations Auditing function. In addition, Viatris' PSRM hosted 17 external PV audits and 28 audit questionnaires by business partners and seven PV inspections by regulatory authorities.

Mandatory PV Training

We conduct training that complies with the company's policy on PV Training Standards, which defines training curriculum, frequency, effectiveness measurements, documentation and other requirements. All employees who are part of our PV system are assigned professional development training courses based on individual experience. In 2023, more than 48,000 individuals participated in our mandatory annual Basic PV training, which included Viatris' workforce and staff of applicable service providers.

Third-Party PV Engagement

We have robust processes to ensure that PV obligations are consistently and adequately considered for all new, updated and terminated business relationships with third parties. PSRM liaises with such third-party stakeholders to ensure PV requirements are identified and assessed. Following this assessment, a Pharmacovigilance Agreement (PVA), if required, is established and implemented. The company currently manages more than 1,000 active PVAs for various business relationships.

We are continuously working to further innovate and enhance our systems. During 2023, we continued exploring the use of emerging technologies, such as cloud-based solutions, automation, artificial intelligence (AI), data analytics and digital communication interfaces to potentially enhance our product safety evaluation, communication and risk mitigation capabilities. If and when such innovations will be implemented, it will be done in accordance with all Viatris company security and privacy procedures.

Our global PSRM function operates under the Pharmacovigilance Business Continuity Plan, which outlines a comprehensive approach to risk management, staffing and safety systems, among other items, to ensure continued operations during unplanned disruptions.

Product Testing

All ingredients used in our products undergo rigorous testing to ensure they meet registered specifications. For all products, as regulated by cGMP, we conduct extensive testing, including raw materials as well as intermediate and finished products. As required by applicable regulations, we also conduct post-distribution stability testing.

Product Recall Management

Effective quality and product safety management systems are designed to detect and manage potential risks. These programs may result in Health Authority Notifications (such as Field Alert Reports) and/or product recalls as part of their design. Health Authority Notifications can be used to quickly identify potential quality defects in distributed drug products that may present a possible risk. Recalls are largely initiated by a pharmaceutical company voluntarily as a precautionary measure in cases of possible risk to the quality and safety of the product and/or the patient. However, a recall decision is not always driven by quality concerns in the medicine itself and may be conducted for other reasons such as changes to artwork, labeling or product shelf life.

There is currently no globally harmonized international standard on what constitutes a recall. Viatris has established standard best practices through the implementation of a global standard operating procedure detailing the notification and assessment of critical quality events to determine whether notification to the national health authorities, and/or a recall will be conducted. Such decisions are made in alignment across Quality, Pharmacovigilance, Legal Regulatory and Communications teams including the oversight of the Chief Quality Officer. Each site must develop and maintain a written procedure to govern the recall of products based upon local health authority regulatory requirements in the territories in which their respective products are provided. A product recall serves to safeguard the health of patients, demonstrating our responsibility and the efficacy of the Quality Management System (QMS).

It is relevant to point out that as the vast majority of recalls are voluntary and not mandated by health authorities, the level of conservatism demonstrated by a company can influence its total number of recalls. This number is also heavily impacted by the type and number of products within a company's portfolio, along with other factors.

Conducting Responsible Clinical Development

Clinical operations, including clinical trials, are key to advancing access to medicine for patients across the world. Viatris is committed to conducting clinical trials in an ethical way and promoting patient safety and the protection of patient rights throughout a study's lifecycle. Our clinical research program and applicable standard operating procedures are global in scope and designed to adhere to international best practice as defined in the Declaration of Helsinki, the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) framework and Good Clinical Practice (GCP).

Key events in 2023 included increasing collaborations with our partners, vendors and investigators with development plans in multiple regions throughout the world. Our active programs in 2023 included COPD studies in India and China, anxiety and depression studies in Japan and women's health studies in North America.

In 2023, we continued research activities across diverse regions in which patients may experience various healthcare and/or economic challenges and in therapeutic areas that are part of expanding Viatris' offering to patients. We launched new studies in 2023 in areas including Greater China, India, Japan, Europe and North America. Our research encompassed varied therapeutic areas, including mental health disorders, COPD, chronic plaque psoriasis and women's health, among others.

We conduct clinical trials in many regions of the world as part of the process to eventually make treatments available to patients globally. To support the further expansion of Viatris' portfolio and bring more products to more patients with diverse needs, we are increasing the number of trials in new settings. Moving forward, Viatris will continue to work to include patient representatives of the regions where approval is sought, focusing on improving patient access to needed therapies globally.

Diversity in Clinical Trials

Viatris supports efforts focused on diversity in clinical trials and works to include diverse patient populations for global studies that will be submitted for approval to health authorities around the world. Considerations for diversity include both demographic criteria (e.g., gender, race and ethnicity) as well as non-demographic criteria (e.g., co-morbidities, organ dysfunction, the extremes of weight ranges). Viatris is committed to working with health authorities to enhance safety, scientific rigor and diversity in our clinical trials. Health authorities across the globe have called for increased pediatric research to support accurate labelling for pediatric populations. Viatris is committed to complying with applicable GCP requirements to ensure pediatric clinical trial requirements are implemented with a focus on patient safety and integrity.

Management and Oversight

The Head of Global Clinical Operations reports to the Head of Global Medical Affairs. Our Global Quality Management System (QMS) is at the core of our clinical investigations. It includes procedures on internal processes associated with drug development as well as processes for overseeing and auditing outsourced activities completed by our vendor partners. Dedicated independent members of our Quality team conduct periodic assessments and audits across our operations and at our vendors. Any potential or actual incidents are managed through clear processes and escalated to senior management as appropriate. Our QMS requires the ongoing review of procedures to ensure continued alignment with GCP regulations and guidance documents.

Global Standards for Responsible Clinical Operations

Regardless of where clinical trials are conducted and whether they are performed in-house or by a qualified third party, the same global standards apply including adherence to GCP and promoting adherence to applicable policies, procedures and regulatory requirements. Patient safety and data integrity are at the core of our program. We develop clinical study protocols for each clinical trial that contain criteria and procedures for the conduct of every trial. The procedures for clinical site assessments are developed prior to the selection of investigators. The company maintains procedures that require ongoing evaluation of a clinical site's conduct of clinical studies from the study's initiation through the study's completion. We work with our partners to ensure that clinical investigators are carefully screened prior to being selected to participate in a clinical study and require that clinical investigators conduct careful screening and selection of patients consistent with written study protocols.

Further, we require that all clinical studies receive review and approval from institutional review boards/independent ethics committees (IRB/IEC). These committees evaluate and provide approval and ongoing review of clinical trials with a primary goal of ensuring patient rights and safety. The review of each clinical study must be properly documented for every clinical site participating in a clinical study for the company. IRB/EC documentation of review/approval must be available for all clinical sites that participate in a clinical study. Additionally, health authorities may place clinical study activities on hold should there be concerns that arise that warrant such action.

Viatris' governance councils, quality committees and clinical development teams oversee the conduct of clinical trials, including the regular monitoring of ongoing trials, and partner with internal and external experts and investigational sites to promote patient safety and data integrity across our clinical development programs. In addition, we use quality councils, governance boards and independent data monitoring committees when appropriate to support quality, safety and protection of participants in our clinical development programs.

Our standard operating procedures specifically address the requirements associated with the development of investigator brochures, clinical protocols and informed consent forms to adhere to applicable regulations. A cross-functional development and review process is incorporated into the procedures to ensure that experts in various functions have input into the design and approval of these documents. These documents provide clinical investigators with sufficient background on the investigational product to protect the safety of research participants, validate that the clinical study is scientifically rigorous and ensure participants are well informed of the potential risks and benefits, study goals, procedures and their critical role in clinical research. All employees involved in this aspect of a clinical trial are subject to training for this purpose.

Informed Consent

The company's standard operating procedure governing the informed consent process is part of the QMS. It includes detailed procedures regarding the development, review, approval, implementation and confirmation of the informed consent process for adult and pediatric trials.

- Informed consent documents are written in a manner that allows potential trial participants, regardless of reading skills and local language, the ability to make an informed decision that considers the potential risks and benefits of trial participation.
- Local independent ethics committees review and approve informed consent forms prior to patient participation in a clinical study.
- The clinical investigator ensures that patients understand the informed consent document prior to participation in the clinical study.
- As part of adhering to GCP, trial participants are provided instructions for contacting clinical site staff to address questions and concerns during the course of the clinical trial.

Site staff are likewise provided company clinical development team contacts who are available to provide support as needed.

Risk Management in Clinical Development

The QMS provides procedures on assessing potential risks associated with the various aspects of clinical development, such as study design, vendor selection, site selection and patient populations. The application of data analytics supports efficient trial management and oversight.

Required Training

All applicable colleagues and partners involved in clinical operations working on behalf of Viatris are required to be qualified by specific training, including on GCP. Further additional learning and experience are required as applicable to participate in administering clinical trials. Therapeutic area training and study-specific training are provided to applicable team members whether they are Viatris employees, partners or investigational site staff.

Trial Data Transparency

Viatris' QMS governs the publication of clinical trial data in publicly accessible registries, as required by global regulations to promote transparency. We publish results of applicable clinical trials in publicly accessible registries including www.clinicaltrials.gov and others. As part of complying with GCP, we adhere to the Food and Drug Administration Amendments Act (FDAA) 801 and the Final Rule requirements for disclosure and results posting in the U.S. and adhere to EU and other regional requirements for clinical trial transparency.

Further, Viatris maintains procedures that describe a scientifically rigorous process for the preparation and dissemination of scientific articles addressing the results of clinical trials to ensure that HCPs and patients have access to information on the results of clinical trials.

Viatris' Global Clinical Operations endeavors to continuously improve the clinical trials process through process optimization, the implementation of end-to-end innovative clinical trial solutions, as well as globally aligned systems and processes. Our priorities will always be patient safety, regulatory and protocol compliance and data integrity.

Animal Studies

We do not conduct animal testing unless it is required by national regulations. We are committed to the "3R" approach (Replacement, Reduction and Refinement) with respect to ethical animal testing. Facilities performing animal testing on our behalf are required to comply with regional scientific procedures for laboratory animal science. These facilities use and/or are approved by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC). Our Global Operations Audit (GOA) team performs regular audits on entities and facilities involved in animal testing to ensure compliance. In 2023, GOA audited 10 AAALAC-certified facilities.

Promoting Product Security and Fighting Illicit Medicines

Viatris operates a holistic product security program to mitigate the risks from counterfeit and other illicit products – including unlawfully diverted, IP infringed or mimic medicines - and help protect patients, the quality and efficacy of our products, the communities we serve, and the trust in our brand. Our program is built on four key strategic pillars: prepare, prevent, pursue and protect. We have a Product Security Governance board (PSG), with senior leaders from across our business who meet monthly to leverage our collective expertise and provide oversight of our product security efforts.

Viatris' Product Security team conducts industry leading monthly threat assessments of products in our portfolio that may be at a higher risk for counterfeiting, diversion or subject to intellectual property theft. This assessment takes into consideration several aspects including therapeutic category, dosage type, regulatory and medical affairs concerns, and previous incident history. Products with higher levels of risk are monitored across a variety of online forums, including business to business, business to consumer, consumer to consumer, social media platforms and the dark net.

In addition to internal training of colleagues, Viatris has an outreach program that has delivered educational awareness on product security to law enforcement and regulatory partners in Africa, the Middle East, Europe and Latin America, with plans to expand the program to the Asia Pacific region.

External Stakeholder Collaboration

We conduct proactive investigations when there is suspicion of counterfeit or at-risk products and to support health authorities and law enforcement investigations. In addition to internal resources, we collaborate with external stakeholders such as online sales platforms and customs agencies to further identify and prevent the distribution of counterfeit products by removing illicit online sites and disrupting and seizing illicit products.

Our laboratory also has a mobile testing capability that can provide dynamic support in time-critical situations.

Suspicious Order Monitoring

We have controls to guard against theft and diversion of controlled substances and operate a system to identify suspicious orders of controlled substances. We have a cross-functional team including members from Compliance, Customer Relations, Controlled Substance Monitoring, Global Security, Distribution, Regulatory Legal and Regulatory Affairs that works to operate our strong programs designed to detect and prevent diversion within the supply chain. This cross-functional team has established partnerships with customs agents, local and federal law enforcement and state and local licensing officials. At the same time, we take steps to help ensure that patient care is not interrupted by disruptions in the flow of medication to our customers across the globe.

Our suspicious order monitoring program includes, for example:

- An experienced compliance team
- A dedicated suspicious order monitoring team
- Data and analytical programs
- Customer due diligence
- Education and training
- Ongoing engagement with state and federal regulators

The Global Security team also operates an outreach training program designed to raise awareness and build capacity and capability with law enforcement and regulatory partners. We are active members of a variety of industry and brand protection groups regionally as well as specialist forensic groups.

We have developed a dedicated forensics laboratory service that is able to conduct visual and chemical authentication of our products and provide expert reports and testimony to further support our government partners.

In addition, we have a dedicated product diversion program that encompasses anonymous reporting mechanisms, which together with our suspicious order monitoring systems supports risk mitigation. We have made significant investments in packaging, information technology and security features to further enhance our ability to detect and prevent the distribution of counterfeit products.

By lowering the likelihood that illicit products will enter the supply chain, we are helping to ensure the integrity of distributed products and continued access to high-quality medicine. The company has global policies to govern validation, operations, serialization and product security. All manufacturing sites have procedures to drive consistency in packaging, management, master data and distribution of serialized product. Among these are processes to track and trace serialized products. An internal product safety group assists in monitoring the supply chain to help ensure it is not breached.

Serialization

Viatris' Center of Excellence for Global Serialization leads our work to track our products along the supply chain based on each market's requirements, helping to ensure that medicines reaching consumers are not counterfeit, stolen or contaminated. These efforts mark a new way of conducting business that is driving the digital supply chain with an emphasis on data and product integrity.

Governments around the world are increasingly enacting regulations requiring serialization, and requirements vary by market. Viatris meets these requirements to ensure access to high-quality, affordable, and authentic medications to ensure patient safety and compliance. We participate in leadership discussions with industry groups such as the GS1, European Medicines Verification Organisation, Medicines of Europe and RxGPS Alliance, a group of multinational pharmaceutical supply chain stakeholders who have a common interest in advancing global alignment of drug serialization and tracing requirements to harmonize various standards among countries.

In 2023, Viatris completed its Drug Supply Chain Security Act (DSCSA) mandate ahead of schedule. The FDA's DSCSA was enacted in 2013 with an original November 2023 deadline. This 10-year implementation outlined the multiple steps and various milestones needed to achieve an interoperable tracing of products. The purpose of the new requirement is for the industry to have the ability to identify and trace prescription drugs as they are distributed throughout the U.S. To achieve this final milestone, unique IDs are now applied to each unit of sale (bottles/cartons, bundles, cases and pallets) and used to secure, track and authenticate the distribution process.

To meet this requirement, a dedicated cross-functional team made up of colleagues from the Greensboro Distribution Center, Serialization, IT, Supply Chain, Internal Sites, Quality and Customer Relations:

- Coordinated 38 internal packaging lines and 50 Contract Manufacturing Organizations (CMOs) and their related packaging lines to deliver DSCSA-compliant product
- Designed and implemented aggregation lines to address 7 million salable units requiring manual aggregation at our Greensboro Distribution Center
- Developed, tested and implemented SAP enhancements (software and hardware) to enable serialized processes at Greensboro
- Onboarded and implemented IT connectivity with more than 80 of our downstream trading partners and customers
- Established an alerts ticketing system to capture, triage and respond to data related events and exceptions
- Analyzed and cleansed our master data for accuracy across multiple systems on more than 1,200 SKUs

Elsewhere, we progressed work with the Rest of World Verification and Traceability Initiative (VTI), a global multi-stakeholder partnership to support countries to reduce the urgent risk of falsified medicines in national supply chains. These markets include Canada, Uzbekistan, Ethiopia, Jordan, Kuwait, Libya and Oman, along with readiness for the India Directorate General of Foreign Trade requirements.

In 2024, serialization teams are preparing to onboard more than 14 new markets, along with the removal of EMVO reporting on UK products (Windsor Framework). In the U.S., the FDA announced a one-year stabilization following the DSCSA Nov 27, 2023, compliance date. While Viatris is compliant, we continue to learn, engage our customers and improve our processes through this stabilization period.

Ensuring Reliable Supply Chains

As an essential business, Viatris has taken action to maintain a reliable supply of medicines, with special measures concerning critical medicines in times of volatile demand.

We rely on our suppliers and business partners to deliver high-quality, affordable and accessible products to our customers and, ultimately, to patients. In addition to robust procedures and controls, maintaining good relationships helps us to reduce risk and ensure a high-quality and reliable supply as well as advance our sustainability practices. Our strong relationships with logistics partners have been and continue to be especially valuable in addressing volatile changes in demands.

Global, diverse and flexible supply chains are key to timely and affordable access to medicine. The agility achieved through a global network improves our ability to respond to demand spikes and evolving patient needs.

We have a globally diverse supply network made up of both internal and third-party manufacturing facilities. Our network is made up of a considered mix of local, regional and global supply sites which provides significant supply chain resiliency. However, facilities seldom only supply medicines for the local market where they reside. No country can make every medicine it needs and often will rely on external inputs for those medicines that are finished locally. Proximity of component and material suppliers to our manufacturing locations is an important consideration when sourcing strategy is developed and executed. If there are constraints around supplies in a specific country, we leverage our supplier network from other countries to build resilience.

Our approximately 40[1] manufacturing sites across five continents, combined with our global supply chain network and the facilities of the many partners with whom we collaborate on manufacturing, development, supply and logistics, offer a worldwide, strategically located network of robust size and scope.

We have about 500 third parties across more than 680 locations that enhance our internal capacity and capabilities. As part of establishing reliable access to and supply of API, we have built long-term strategic partnerships with our API suppliers to mitigate disruption and build resiliency. We have been a leading producer of API used in generic ARVs, which treat HIV/AIDS, and as we make progress on the divestiture of these assets, they will remain essential to Viatris' network, designed to maintain reliability.

As part of upholding geographic diversification and flexibility, about 45% of our API comes from India and China, and the rest originates from North America, Europe and Emerging Markets. In India, we have manufacturing

Sources

[1]Following the anticipated closing of the API divestiture in 2024, the company will operate approximately 30 manufacturing sites worldwide.

sites and key partners located across different states, which mitigates the risk of disruption in any given part of the country.

- Viatris' top 100 products are supplied by more than 150 locations from over 30 countries
- Many products registered at multiple sites offer risk mitigation and flexibility to meet demand
- 50% of our top 100 products are dual sourced for API and/or finished products
- Over 150 locations in more than 20 countries supply API for our top 100 products

For Europe, our finished dosage form facilities are supported by five different countries to mitigate risk of disruption.

Viatris' global supply chain is strategically designed to support our business and to protect the quality and safety of our diverse and increasingly complex products. We always do our best to service new demand to ensure patients receive the medication they need. We are continuously monitoring inventory levels of our raw materials and dosage forms.

As noted previously in this report, we have a Rapid Response Advanced Planning system, which is a state-of-the-art technology for supply chain planning and management. The program enables key stakeholders to be closely connected across our global operations. It enables us to update and share information in real time, allowing us to leverage capacities and resources across key functions such as commercial, supply chain, warehousing and manufacturing.

We look out over a 24-month horizon and plan supply to meet both the forecast and safety stock requirements to buffer against potential fluctuations in demand or supply. We have been increasing the frequency at which we refresh our safety stock settings so that we can be flexible to meet unmet needs and step up in instances where other companies are facing challenges to supply. Safety stock strategies combined with interconnected global supply chains help ensure continuity of supply for Viatris' customers while also supporting broader market requirements when competitors stock out. We are constantly monitoring stock levels in our local and regional warehouses. We audit all stocking locations, adhering to GDP (Good Distribution Practice). We work diligently to connect teams and further enforce understanding of customer requirements and further improve forecast accuracy. Doing so helps us plan production and reduces the risk of excess stock.

Designed to reach more patients with more solutions when and where they need them, our regional supply sites are often in close proximity to our key markets and utilize demand and supply data to leverage capabilities and create efficiency and flexibility across our operations.

In 2023, we were able to maintain a global customer service level of 90% in a climate of volatile demand, inflation and general supply chain disruptions.

Our customer service level metric is "on-time-in-full delivery" to our customers. On time is customer specific and measured against customer agreements. "In full" is 100% of volume ordered. It is important to Viatris to measure service from our customers' perspective.

Upholding Strong Supplier Relationships

Our global, diverse and reliable supply chain rests on strong supplier relationships, well-established processes to manage risk and collective commitments to timely access to medicines. Viatris' Supplier Relationship Management Program focuses on risk mitigation and further enhancing long-term strategic partnerships with preferred suppliers.

Hard and soft expectations from key stakeholders regarding our management of key sustainability matters in our own operation as well as in our external supply chain are rapidly evolving. Our continued commitment to work more closely with our key partners in the external supply chain is becoming increasingly important and will help us manage expectations, honor voluntary commitments and be a Partner of Choice® in building more resilient and sustainable supply chains – ultimately serving patients with a reliable supply of medicines.

Advancing Sustainable Sourcing

Viatris works with trusted partners around the globe through robust processes, practices and technologies that help us identify, evaluate, select and deliver goods and services that are cost effective, compliant and reliable. By also applying sustainability criteria in supplier engagement, we seek to further reduce risk, build resilience and contribute to more sustainable outcomes for partners across our value chain.

Our sourcing vision is to serve as an:

- Integrator of social, ethical and environmental parameters into Viatris Sourcing Practices, Standards & Strategies
- Partner of Choice®
- Catalyst for supply resilience ensuring access to more markets and patients worldwide

As described in the Environment chapter in 2023, we commenced our supplier engagement program regarding Viatris' target to reduce scope 3 GHG emissions by 25% by 2030, from a 2020 baseline.

In 2023, we continued to further build our foundation for sustainable sourcing including strengthening connectivity and ownership of sustainable sourcing components within applicable functions across Viatris. The Council for Sustainable Sourcing and Engagement is a key platform in this work and holds members from Viatris' vertical and sourcing leadership, EHS and Global Sustainability leadership, Quality, Legal, Operations, Regulatory, Compliance and Commercial. The council meets regularly throughout the year and is responsible for:

- Providing guidance and direction for sustainable sourcing
- Developing the governance, practice and reporting of sustainable sourcing
- Instilling the culture of sustainable sourcing within sourcing teams
- Setting and tracking annual sustainable sourcing goals and objectives
- Developing, implementing and aligning practices with company policies and metrics from a sustainable sourcing perspective
- Continuing to expand procurement to reduce environmental impacts

Partnerships for More Sustainable Outcomes

Partnerships and collaboration are essential for progress, scale and lasting impact. To this end, Viatris is a full, active member of the Pharmaceutical Supply Chain Initiative (PSCI), benefiting from united principles on and helping to promote collectively responsible supply chain management and better conditions across the industry. We currently hold the PSCI chair and are active members of several PSCI working groups.

As the design and application of sustainability criteria in the procurement of medicines are growing, bringing increased administrative burden across many stakeholders across the value chain, it is increasingly important to leverage well-established common best practices, more streamlined implementation and follow up. By partnering with PSCI, we actively work to find synergies and enhance efficiencies across our supply chains, with the aim of allocating resources to build sustainable access to high-quality medicine.

Viatris' Supplier Code of Conduct

Our suppliers are essential to the development and supply of high-quality medicine. Just as we are committed to conducting business responsibly and in compliance with applicable laws, we expect no less from our suppliers. Viatris' Supplier Code of Conduct is the guiding document for suppliers wanting to do business with Viatris and sets a minimum standard of conduct.

The Supplier Code of Conduct is based on Viatris' commitment to the U.N. Global Compact and PSCI principles.

Supplier Code of Conduct Training and Communication

Most Viatris colleagues, including all employees involved in managing our procurement and supply chain activities, have mandatory training on Viatris' Supplier Code of Conduct, including training on the topic of Labor and Human Rights. In 2023, more than 40,000 colleagues took the training. Further, Viatris' internal communications and certain market-specific trainings instruct colleagues on how to identify risks concerning all forms of slavery and human trafficking and how to report any suspected illegal activity.

To align our suppliers with the Code, we have dedicated supplier communication to our top suppliers by spend. The code is included in all new supplier agreements and available to all suppliers and partners via Viatris' public website.

We leverage PSCI's supplier resources, including virtual and in-person training programs and other events to encourage our suppliers to further build awareness and competency of sustainable and responsible practices specific to pharmaceutical operations.

Viatris' Supplier Code of Conduct covers the below overarching areas, with additional detailed expectations across sub-topics:

- Ethical Business Practices
- Labor and Human Rights
- Health and Safety
- Environment
- Management Systems
- Sustainability Management and Disclosure

External stakeholders including members of our supply chain are encouraged to report any concerns via Viatris' Compliance Line, promoted on Viatris.com and in the Supplier Code of Conduct.

Mitigating Supply Chain Risks

We have a robust due diligence process to better understand supplier capabilities and ensure their ability to comply with regulatory and compliance requirements. As part of de-risking the supply chain, we also have a process for dedicated sustainability risk assessment and a third-party due diligence program focused on high-risk partners, including suppliers (see page 74).

Viatris' EHS Supplier Operations Program focuses on partners that supply our top 100 products by revenue as well as antibiotic suppliers. The program works to reduce business risks, liability risks and reputational risks by:

- Promoting transparency in the supply chain on significant EHS vulnerabilities impacting supply continuity, compliance and reputation
- Promoting responsible practices that improve ethics, labor, health, safety and environmentally sustainable outcomes for our supply chains in line with PSCI principles

We conduct on-site audits of key suppliers, including antibiotic manufacturers, to evaluate their environmental, health, safety and social performance, aiming to minimize potential disruptions, liabilities and reputational damage.

- Building strong and long-term relationships with our strategic CMOs/suppliers and delivering on our commitment to minimize EHS risk concerning our business, liability and reputation
- Engaging suppliers on environmental and social sustainability
- Supporting Viatris' commitments to the U.N. Global Compact, AMR Industry Alliance and PSCI

The program is based on the PSCI principles: Environment, Health, Safety, Labor, Ethics and Management systems. Viatris employs the PSCI framework in auditing our suppliers and in promoting responsible practices across our supply chain. The program provides oversight of prioritized supplier performance, works to reduce EHS and business resilience (BR) risks and supports supply continuity of products to patients. We are incorporating the requirements of our Global EHS Supplier Operations Program into our sourcing strategy and decisions.

As part of this program, suppliers are assigned risk ratings based on the EHS assessment, thereby enabling Viatris' governance process. Viatris works with suppliers who are amenable to actively reducing risk and improving EHS performance by implementing timely corrective action plans.

Suppliers are evaluated and categorized based on their EHS and social risk level as acceptable, high or critical high risk. Suppliers with elevated risk levels are escalated to the EHS Governance Committee for review and endorsement of a remediation plan.

Given the ultimate purpose of maintaining a reliable supply of medicine, the individual supplier's impact on business continuity, potential alternatives and strategic importance must be considered as part of

the supplier engagement plan. For a supplier with elevated risk, the remediation plan is tracked monthly. With leadership from API sourcing, OSD, Injectable Dermatology Operations and EHS, the Governance Committee aims to ensure a comprehensive review of the supplier's risk profile.

We apply robust and proactive risk mitigation programs with current suppliers and for qualifying alternate suppliers. We monitor performance through reporting, trend analysis and consistent business review meetings and maintain escalation and cross-functional issue management processes.

Sourcing teams routinely meet with suppliers to review their performance of supply and create action plans to address identified risks. For our third-party finished-dose formulation suppliers, we maintain an end-to-end product management approach.

Source Selection

Source selection is a key sourcing process for direct materials to ensure vendors meet our minimum standards for quality, cost and compliance. Key suppliers of strategic brands are assessed against PSCI principles, which define, establish and promote responsible supply chain practices, human rights, environmental sustainability and responsible business.

Supplier Diversity in the U.S.

As part of our work to advance sustainable sourcing practices, uphold a reliable supply chain and drive innovation through diverse perspectives, Viatris' U.S. Supplier Diversity Program proactively builds relationships with small businesses and businesses owned by minorities, women, veterans, service-disabled veterans and other diverse populations. As a U.S. federal government contractor, we complete an annual commercial subcontracting plan under which we set supplier diversity goals. We then track and report our achievements for the previous year.

Supplier diversity offers numerous benefits for Viatris and our partners. Diverse suppliers bring unique perspectives, experiences and solutions, fostering creativity and driving us to think differently. Diverse supplier portfolios enable us to develop innovative products, services and approaches that resonate with our diverse customer base. By supporting and partnering with diverse businesses, we also seek to contribute to economic development, job creation and community empowerment with an emphasis on groups that may face social and economic challenges.

In 2023, Viatris joined the Diversity Alliance for Science organization as a corporate member and the affiliated HELIX Forum. This organization has contributed to identifying and engaging with suppliers that contribute to our Supplier Diversity Program.

We made significant progress in enhancing our Supplier Diversity Program during 2023, by furthering the connectivity with the Global Sourcing team, including quarterly progress reviews and facilitating supplier diversity training sessions across various Viatris departments.

Supporting the Appropriate Use of Medicines

Helping patients use medicines appropriately and adhere to prescriptions are crucial factors to improving health and well-being around the world. We promote the appropriate use of medicines and have several initiatives aimed at educating patients on medical conditions and ways to better manage them. We support online portals, websites and mobile applications that offer features ranging from tracking symptoms to reminding patients about refilling prescriptions.

In addition, some digital solutions provide real-time guidance for healthcare providers to help them understand a patient's overall status. We support individual dose dispensing across several European countries to increase therapeutic adherence and reduce medication errors, which is particularly important for elderly patients taking multiple medications. Dose dispensing not only helps an individual patient use medication correctly, but it also assists caretakers and healthcare professionals in managing medications more effectively. Further, we adapt packaging to include symbols and pictograms that illustrate dosage schedules to make it easier for patients to take the right doses of medicines at the right time.

Participating in Relevant Patient Assistance and Government-Sponsored Healthcare or Tender Programs

Viatris participates in various government-sponsored healthcare or tender programs around the world. In the U.S., we also offer a patient assistance program that provides certain medicines for free to eligible patients with demonstrated financial need. In January 2022, we launched an updated Viatris Patient Assistance Program that which allows us to continue our commitment to helping patients get the treatments they need, when and where they need them. More details can be found here.

Our People

Human Relations Organization and Governance

To support the success of our colleagues and business, we take a people-first approach to Human Relations (HR) that fully enables and prepares the organization for today and for the future.

The HR function is comprised of HR Business Partners (HRBPs), Centers of Excellence (COEs) and HR Shared Services (People Solutions) operating as a scalable enabling function in support of the global, regional and local enterprise. Our priority areas focus on talent management; learning and development; diversity, equity and inclusion; talent acquisition; engagement; experience and wellbeing; and total rewards – compensation and benefits.

Through this framework, HR aligns people strategy to the company strategy by delivering specific solutions at the regional and local levels while operating as a global function. More details of the teams that make up our global HR function follow:

- Global COEs design HR strategies for the present and the future. COEs align HR strategy to company strategy by leveraging insights from diverse sources to bring modern, innovative and practical ideas to life. COEs design ready-to-implement solutions to deliver programming across the organization. COEs centralize design, building and deploying programs that continuously add value to the organization's people, performance and growth agendas. COEs continuously assess to ensure viability and value of programming for today and for the future, leveraging data from a variety of quantitative and qualitative internal and external sources.
- HR business partners align people strategy with business strategy, leading and influencing a talent-focused and people-first mindset with leaders, management teams and colleagues in business segments and functions at the global, regional and local levels. HRBPs help to deploy programs to their client populations and lead with the business. HRBPs provide actionable insights and guidance at all levels of the organization.
- People Solutions brings ready to implement HR solutions to life through services, process, technology, analytics and project management in partnership with COEs and HRBPs.

We continue to review and evolve our best practices, programs and policies, seeking to ensure we are meeting the needs of our business, our colleagues and our society.

Compensation and Benefits

Viatris' compensation and benefits are competitively positioned with the markets in which we operate. We manage our incentive programs actively to ensure they are performance-driven to motivate, reward and retain colleagues and attract key talent. Our robust compensation and benefits allow us to achieve our stated objectives in support of the business.

We also offer discretionary short- and long-term compensation programs and equity grants to eligible populations. We believe these incentives help to drive development of our business, create shareholder value, encourage leadership behavior and recognize achievements.

- Our short-term incentive program provides eligible employees with a bonus based on operational and personal performance, funded by the company's overall global operational results.
- Our long-term incentive program awards eligible leaders with the opportunity for stock ownership.

Viatris' total rewards support all colleagues in living, learning, growing, performing and achieving on behalf of our mission. Total rewards include, but are not limited to, compensation, benefits, incentives, equity, wellbeing and mobility.

As we harmonize legacy companies with our total rewards programs, we will continue assessing our global portfolio of compensation programs and benefits. Building on the inventory of our global benefits programs in 2023, we continue to modernize our competitive benefits programs to offer the most comprehensive support for

A Focus on Benefits

In 2023, our U.S. benefits team completed a multi-site focus group evaluation of benefit sentiments. More than 120 colleagues participated, with 20 sessions held in total. Colleagues gave their benefits an average rating of 8 on a scale of 1 to 10, with 10 being the most positive. They rated the Vitality wellbeing program an 8.4 out of 10.

In the U.S., eligible colleagues receive:

- Health benefits with consistently low premiums
- Both a company-funded and wellness incentive-earned health savings account (HSA contribution)
- Significant savings on most generic prescription drugs and Viatris products plus direct access to personalized pharmacy care for seamless prescription support
- Access to voluntary benefits
- Access to free virtual physical therapists through our new Simple Therapy program
- Basic life insurance totaling two times their annual salary
- Access to immediate mental healthcare, counseling and lifestyle coaching using our Employee Assistance Program

Our Policies

We maintain several policies governing our practices and commitments to supporting our workforce.

> Corporate Governance website

> Viatris' Policy Statement Regarding Slavery and Human Trafficking

> The Code of Business Conduct and Ethics

> Code of Ethics for the Chief Executive Officer, Chief Financial Officer and Corporate Controller

> Viatris Diversity and Inclusion Policy

> Viatris Health and Safety Policy Summary

> Viatris Policy on Prohibiting Discrimination, Harassment and Retaliation

colleagues and their loved ones. Our current health and wellbeing offerings focus on the emotional, financial, physical and social aspects of wellbeing. We now provide a range of benefits globally, from education incentives to retirement savings plans to wellness programs, to help colleagues and their families with a healthy lifestyle. Our extensive network of partners enables us to offer solutions to meet employees where they are on their own health and wellbeing journeys.

Viatris remains committed to the equitable, fair treatment of individuals regardless of ethnicity, gender or race in our compensation practices. We take appropriate measures to support pay equity. Read the Our People chapter for more information on our activities and initiatives in the reporting year to support our workforce.

Recognizing Freedom of Association and Collective Bargaining

We recognize and respect the rights of employees to have freedom of association and collective bargaining as articulated in the International Labor Organization (ILO) core conventions. Around the world, we have a significant number of colleagues in manufacturing, commercial and corporate functions who are represented and/or covered by collective agreements. We engage with employee representatives globally and strive to maintain productive relationships with them as we do with all employees.

Involving Employee Representatives

We are committed to informing and consulting with employee representatives where required and routinely obtain their input, particularly regarding the work environment, employee safety and providing wages, benefits and terms and conditions of employment aligned with the market.

Workforce Data[1]

Workforce	2020	2021	2022	2023
Total Workforce	45,975	41,761	42,822	41,833
Employees[2]	41,652	37,184	38,216	37,894
Contingent Workers[3]	4,323	4,577	4,606	3,939
Employees by Gender	**2020**	**2021**	**2022**	**2023**
Female	34.4%	35.6%	35.9%	36.4%
Male	65.6%	64.4%	64.1%	63.6%
Full-time Employees by Segment	**2020**	**2021**	**2022**	**2023**
Overall	98.5%	98.5%	98.5%	98.3%
Developed Markets	96.4%	96.0%	96.1%	96.1%
Emerging Markets	100.0%	100.0%	100.0%	100.0%
Greater China	99.9%	100.0%	100.0%	100.0%
JANZ	98.9%	99.0%	99.2%	98.5%
Employees by Segment and Gender	**2020**	**2021**	**2022**	**2023**
Developed Markets	39.2%	36.2%	35.3%	35.7%
Female	48.6%	51.7%	52.2%	53.0%
Male	51.4%	48.3%	47.8%	47.0%
Emerging Markets[4]	41.7%	43.6%	44.5%	44.5%
Female	16.6%	17.4%	18.0%	18.4%
Male	83.4%	82.6%	82.0%	81.6%
Greater China	13.0%	14.7%	14.8%	15.0%
Female	50.2%	50.6%	51.5%	51.5%
Male	49.8%	49.4%	48.5%	48.5%
JANZ	6.1%	5.5%	5.4%	4.8%
Female	30.0%	33.9%	34.4%	32.6%
Male	70.0%	66.1%	65.6%	67.4%

Employees by Function and Gender	2020	2021	2022	2023
Commercial	31.6%	32.5%	31.4%	31.9%
Female	48.3%	50.5%	50.5%	51.3%
Male	51.7%	49.5%	49.5%	48.7%
General and Administrative	7.6%	8.1%	9.4%	9.8%
Female	43.5%	43.3%	44.8%	43.6%
Male	56.5%	56.7%	55.2%	56.4%
Operations	52.9%	50.7%	49.7%	48.4%
Female	23.2%	23.1%	23.1%	22.9%
Male	76.8%	76.9%	76.9%	77.1%
Scientific Affairs	7.9%	8.7%	9.5%	9.9%
Female	44.5%	44.7%	45.7%	46.7%
Male	55.5%	55.3%	54.3%	53.3%

- Viatris' EEO-1 data is available on Viatris.com.
- Viatris values diversity and embraces uniqueness and every person's experience of self, including all dimensions of gender. We currently report on gender categories of female and male in accordance with the applied reporting standards.
- Workforce refers to the entire population of both employees and contingent workers.

[1]Data as of Dec. 31, 2023, and does not reflect the impact of divestitures completed in 2024, or pending as of the date of this report.

[2]Employees refers to regular and fixed term employees

[2]Estimate based on internal HR information system data and does not include certain external or third-party service providers or consultants.

[3]India Operations specifically makes up 58% of Emerging Markets' workforce

People Managers[1] as a % of Overall Female or Male Workforce	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
People Managers Overall	15.1%	16.4%	15.6%	17.3%	16.0%	17.6%	16.6%	18.2%
Developed Markets	16.3%	21.5%	16.7%	23.3%	17.1%	23.9%	17.7%	24.2%
Emerging Markets	12.8%	13.7%	14.3%	14.8%	14.6%	15.0%	14.9%	15.9%
Greater China	15.4%	15.6%	14.8%	15.4%	16.3%	15.7%	16.5%	15.6%
JANZ	10.4%	16.2%	12.2%	17.0%	11.2%	17.6%	13.0%	18.3%
Senior Management by Gender[2]	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**
Overall	21.5%	78.5%	22.2%	77.8%	21.4%	78.6%	22.7%	77.3%

Employees by Age Group	2020	2021	2022	2023
Average Age	39.7	39.6	39.8	40.2
Under Age 35	39.0%	38.4%	37.0%	35.1%
Ages 35-54	51.5%	53.1%	54.2%	57.0%
Ages 55 and over	9.5%	8.5%	8.8%	7.9%
Career Progression by Gender[3]	**2020**	**2021**	**2022**	**2023**
Overall	16.7%	20.0%	20.7%	17.3%
% of Overall Female Population	15.4%	19.8%	18.0%	16.1%
% of Overall Male Population	17.3%	20.2%	22.1%	18.0%
Employee New Hire Rate[4]	**2020**	**2021**	**2022**	**2023**
Overall	9.6%	11.3%	14.4%	12.0%
Female	11.5%	14.4%	17.3%	14.7%
Male	8.6%	9.7%	12.6%	10.3%
Average Employee Tenure[5]	**2020**	**2021**	**2022**	**2023**
Overall	9.5	8.5	8.6	8.8
Female	9.0	7.9	7.8	7.9
Male	9.8	8.8	9.0	9.3

[1]Managers defined as colleagues with at least one direct report

[2]Senior management is equivalent to vice president level and above

[3]Progression defined as a change in grade or title due to lateral or expanding responsibilities

[4]Data per 2020 includes full year legacy Mylan data and legacy Upjohn data after Nov. 16, 2020 and the global restructuring initiative announced in 2020

[5]Includes prior years of service with Mylan and Upjohn

Employee Turnover Rate[4,6]	2020	2021	2022	2023
Overall[7]	7.9%	23.4%	12.7%	12.1%
Female	9.1%	24.1%	14.9%	13.9%
Male	7.3%	23.0%	11.5%	11.1%
Voluntary Employee Turnover	5.3%	9.4%	8.7%	7.1%
Female	6.1%	11.0%	10.0%	7.7%
Male	4.9%	8.6%	7.9%	6.7%
Involuntary Employee Turnover[6]	1.7%	10.1%	2.7%	1.8%
Female	2.1%	10.1%	3.1%	2.1%
Male	1.5%	10.0%	2.5%	1.7%

[6]Data per 2020 through 2022 have been restated to reflect updated definitions

[7]Reasons such as ill health, death, mutual agreements, and divestitures, among others, are classified as "Other" turnover and make up the Overall Turnover Rate.

The following board diversity matrix summarizes the disclosure in the Proxy Statement for the relevant year on our current Directors' voluntary self-identified characteristics in accordance with applicable NASDAQ listing standards.

Board Composition	2021[1]	2022[2]	2023[3]
Total # of Board Members	13	13	13
By Gender			
Board Members who identify as Female	3	4	4
Board Members who identify as Male	10	9	9
By Race and Ethnicity			
Board Members who identify as African American or Black	1	1	1
Board Members who identify as Asian	1	1	3
Board Members who identify as Two or More Races or Ethnicities	1	1	2

To learn more about the background and perspectives of the members of the Viatris Board, please see the Board Diversity and Inclusion Policy, Viatris 2023 Proxy Statement , 2024 Form 10-K/A and Corporate Governance Principles updated in Feb. 2023.

[1]As of October 22, 2021

[2]As of October 24, 2022

[3]As of October 30, 2023. At that time, the Company had one Director who self-identifies as African American or Black, one Director who self identifies as Asian and two directors who self-identify as White and Asian and are also included in the Two or More Races or Ethnicities categories.

Environment, Health and Safety

Global EHS Management System and Governance

Viatris' global EHS management model serves to support compliance with both local regulations and global company policies and requirements, along with fostering a culture of ongoing improvement.

Our Global EHS Policies, including the Global Environmental Stewardship Policy, the Global Climate Change Policy, the Global Water Policy and the Global Health and Safety Policy, are based on Viatris' 13 EHS Principles. The policies and principles apply to all Viatris global operations and every level of the organization.

Viatris' Technical Requirements establish global minimum operating requirements for various environmental and safety activities across all operations. Our global programs, guidelines and technical requirements cover topics including:

- Safety
- Waste management
- Wastewater management
- Incident management
- Chemical management
- Process safety
- Ozone-depleting substances and refrigerant management
- Air emissions
- Pharmaceuticals in the environment
- Energy management
- Water management

Implementing these policies, standards and requirements supports compliance with applicable regulations in the countries and locations where we operate, in addition to filling potential gaps where certain regulations may not exist and where our standards provide superior framework.

Viatris' 13 EHS Principles

1: Management and Leadership Accountability
2: Risk Assessment and Management
3: Regulatory Compliance Management
4: Emergency Response and Preparedness
5: Incident Management
6: Environmental Sustainability and Stewardship Policy
7: EHS Training
8: Information Systems and Performance
9: Contractor and Supplier Operations
10: Occupational Toxicology and Industrial Hygiene
11: Facility Acquisition, Divestiture and Design Requirements
12: Change Management
13: Assessment and Improvement

Roles and Responsibilities

The Global EHS Management System requires each business unit and its respective operating units to create programs and systems that address all applicable principles. Established at all levels of the organization, EHS functions, roles and responsibilities exist to help curate a culture of safety and environmental performance.

The Chief Supply Officer oversees operations within the company and provides guidance and strategic direction on operational topics including environmental, health and safety and climate change. The Global EHS function is integrated across the organization and reports to the Chief Supply Officer, who reports to the CEO.

Working closely with operations and business unit leaders, the Global EHS team leverages technical expertise across multiple disciplines, including environmental management, health and safety, industrial hygiene, occupational toxicology, training, process safety and information technology. Global subject matter experts in key areas of EHS support site and regional teams. The Global EHS team also oversees the data collection, management and monitoring of EHS activities through a global database.

The Viatris Board's Governance and Sustainability Committee and Viatris' Risk Management Team are apprised on applicable EHS issues including climate-related issues such as regulatory or compliance activities, external and internal reporting requirements and emergency preparedness and response, among other topics.

Our Policies

We maintain several policies governing our global environmental, health and safety practices and commitments for own operations and the external supply chain.

> Viatris Environmental Stewardship Policy Summary
> Viatris Climate Change Policy
> Viatris Water Policy
> Viatris Health and Safety Policy Summary
> Viatris Code of Business Conduct and Ethics
> Viatris Supplier Code of Conduct

Continuous Improvement

Effective EHS programs require constant attention and a willingness to embrace new approaches to improve performance across the board. To this end, we keep safety and environmental management at the forefront of our vision and practices. The Global EHS Management System holds the systematic identification of continuous improvement opportunities and industry best practices.

The Global EHS Management System builds on a four-step cycle for continuous improvement:

1. **Plan:** Determine potential gaps between where we are versus where we should be
2. **Implement:** Close the potential gap
3. **Check:** Measure implementation performance
4. **Performance Improvement:** Consider where we could be

Internal EHS Assessments and Audits

Systematic internal assessments are core components of our companywide EHS management approach. They serve several purposes, including:

- Identifying risks to people, the environment and the company
- Fostering continuous improvement
- Promoting knowledge transfer

Viatris routinely conducts assessments and on-site audits, including reviews of our systems, procedures, programs and data. Every site has a one- to five-year auditing frequency, with the actual schedule established per a risk-based approach that incorporates EHS performance trends, facility design, regulatory compliance and other EHS program requirements. Audited facilities with any identified observations must develop and implement action plans tracked by the EHS function.

Risk Management

At Viatris, we evaluate EHS risks for our colleagues, products, processes and facilities. Per company policies, the Global EHS Management System and technical requirements, each site must utilize EHS risk assessments using a formal process to analyze EHS risks and maintain continuous improvement plans.

We assess risks to our network on an ongoing basis and take measures as appropriate to help ensure we can maintain a safe and stable supply of medicines.

Environmental risk management plans include mitigating climate change risks. As part of our risk mitigation efforts, we evaluate natural hazards and impacts from climate change across our operations. Also, our risk mitigation program covers management of ozone-depleting substances, refrigerants and GHG emissions, improving water management and increasing recycling efforts.

Other environmental management areas of focus include:

- Waste
- Water scarcity (analyzed using the World Resources Institute Aqueduct tool)
- Wastewater treatment, discharge and recycling
- Regulated air emissions
- Severe weather and natural hazard risks such as those related to hurricanes and flooding
- Pharmaceuticals in the environment, including antimicrobial resistance

Manufacturing Effluent Risk Assessments

As part of Viatris Global EHS Management System, we have a program and technical requirement dedicated to reducing pharmaceuticals in the environment from manufacturing. We conduct qualitative manufacturing effluent risk assessments to determine the appropriate level of control measures needed for manufacturing to protect the environment from releases of pharmaceutical ingredients.

We are expanding our quantitative manufacturing effluent risk assessments to other product classifications beyond previously completed antibiotic assessments. Viatris has a prioritization scheme to help drive the progression of these assessments from a high- to low-risk basis.

Reporting

Monitoring and tracking many elements of our environmental and safety performance enables us to manage data, oversee results and identify risks and opportunities. Our IT systems include custom-built databases, tools, dashboards and reports that help monitor and drive EHS compliance and help us identify key trends, opportunities and information.

We continuously work to enhance the transparency regarding our environmental efforts and performance, and we report externally on an annual basis and communicate with both internal and external stakeholders throughout the year.

External Certifications

While all sites are mandated to comply with Viatris' companywide EHS program and standards, we apply a principled approach according to which each site seeks external certification on top of adherence to Viatris' standards. We have received ISO Environmental Management and Health and Safety certifications at 45% of our sites, reflecting the strength of Viatris' own EHS management system and standards. Sites across our internal network that hold external certifications include:

- ISO 14001: 14 (India), 1 (EU), 1 (GC), 1 (IOAO)
- ISO 50001: 6 (India), 1 (IOAO)

Environmental Certifications

External Certifications at Viatris sites	2020	2021	2022	2023
Number of sites certified to ISO 14001	21	17	17	17
Number of sites certified to ISO 50001	8	7	7	7

- 2020 data represents Legacy Mylan. 2021 and 2022 data represents Viatris.
- Data as of February 2024. Information may be restated due to the availability of additional data.
- Includes data for manufacturing, packaging, research and development, and distribution sites based on direct operational control

Health and Safety Performance

Much of our core work focuses on protecting and improving the health and wellbeing of people around the world. We bring this same mission to our internal operations. A safe, healthy workforce is paramount to heightened levels of satisfaction and productivity.

Across all locations, protecting Viatris employees, contractors and visitors remains a vital priority. Contractors and visitors are covered by site-specific EHS policies and procedures.

Our VSafety training programs throughout Europe and North America aim to reduce the frequency and severity of incidents where the human factor is a key contributor. Specifically, they give colleagues the skills and understanding to recognize and deal with the various distractions in daily life that can result in injury, whether at home, at work or behind the wheel. The program, which was started in 2022, was extended to two more sites in 2023, and an additional 900 colleagues have attended VSafety workshops across our operations in Europe and North America.

Sites across our internal network that hold external certifications include:: ISO 45001: 13 (India), 1 (GC), 1 (IOAO)

External Certifications	2020	2021	2022	2023
Number of sites certified to OSHA's 18001/ISO 45001	14	15	15	15
Number of sites certified to U.S. OSHA VPP	1	1	1	1

Health and Safety Performance	2020	2021	2022	2023
Total Recordable Incident Rate (Recordable cases per 200,000 (hours worked)	0.52	0.48	0.39	0.51
Total DART Incident Rate (cases per 200,000 hours worked)	0.38	0.31	0.31	0.31
Total Lost Time Incident Rate (Lost time cases per 200,000 hours worked)	0.32	0.27	0.27	0.28
Work-related fatalities[1]	0	0	0	1

- 2020 Data represents legacy Mylan. 2021 – 2023 data represent Viatris.
- Data as of March 2024. Information may be restated due to the availability of additional data.
- Includes data for manufacturing, packaging, research and development, distribution sites based on direct operational control.

[1]Only includes Viatris employees and not contingent workers.

More details from our 2023 reporting year on employee health and safety are available here.

GHG Emissions and Climate Change

As noted pretviously in the report, our GHG reduction targets are validated and approved by the SBTi.

Our sites have set various short-term strategies to support the company's overall commitments and goals and are in line with our Global Climate Change Policy. Operations leadership has implemented several initiatives throughout the organization to make progress on global and local targets. Key actions and strategies for making progress toward our SBTi climate targets include:

- Increasing renewable energy usage
- Implementing energy-efficiency projects
- Preventing refrigerant leaks and transitioning to greener refrigerants
- Using alternative fuels and technologies
- Leveraging infrastructure upgrades and utility replacement projects

We recognize the focus on relevant information on the management of risks and opportunities related to climate change through the enhanced disclosure recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). We continue to incorporate its recommendations into our strategies and disclosures. We reported on scope 3 emissions data in the 2023 CDP climate program report, which will be available on the CDP public response page.

Energy Consumption (GWh)	2020	2021	2022	2023
Total electricity purchased	**734.7**	**702.9**	**670.2**	**697.1**
Renewable electric sources	86.5	85.9	94.1	96.7
Non-renewable electric sources	648.0	616.3	571.0	596.2
On-Site Renewable Electricity Gen	0.2	0.6	5.0	4.1
Total fuel purchased (GWh)	**1,251.6**	**1,288.5**	**1,223.7**	**1,259.4**
Biomass	9.5	8.9	49.4	78.8
Coal	583.8	623.7	609.6	672.8
Fuel Oil	191.6	170.0	126.4	63.2
Natural Gas	271.5	244.4	189.5	189.3
LPG	141.0	182.9	191.7	196.0
Others (including steam)	54.2	58.7	57.1	59.3
Total energy consumption (GWh)	**1,986.3**	**1,991.4**	**1,893.9**	**1,956.5**
Energy Intensity Ratio (GWh/million USD revenue)	0.109	0.112	0.117	0.127

Greenhouse Gas Emissions (thousand metric tons CO_2e)	2020	2021	2022	2023
Total GHG emissions	**780.6**	**772.2**	**726.4**	**751.6**
Scope 1 GHG emissions	345.2	355.0	330.5	335.6
Scope 2 GHG emissions (Market-based)	435.4	417.2	395.9	416.1
Total GHG Emissions Intensity Ratio (metric tons CO_2e/ million USD revenue)*	42.8	43.3	44.8	48.8

*The 2020 Revenue is the unaudited combined company revenue as stated on page 99 of the annual report on Form 10-K for the Fiscal Year ended December 31, 2021. This is used for modeling purposes to provide an equitable year-on-year comparison for the intensity metrics.

- Reflects the divestiture of sites sold in 2021 and 2023, but does not reflect sites sold or expected to be sold in 2024.
- Operational control model used, this includes manufacturing, packaging, research and development, distribution and large commercial facilities.
- Data has been adjusted to account for acquisitions and divestitures completed as of Dec. 31, 2023, in accordance with the methodology prescribed in the WRI Greenhouse Gas Protocol.
- Excludes data and sources from employee travel and commutes, small administrative/lab sites, small warehouses and other business transportation.
- Data does not include process emissions from manufacturing or emissions from insignificant sources such as welding gases, lab gases, fire extinguishers, dry ice, etc.
- All solvent combustion in air pollution control devices in Scope 1 emissions is treated as butane.
- 2023 Scope 1 & 2 GHG emissions verification in progress. This is being conducted by a third-party to a reasonable level of assurance in accordance with ISO 14064-3:2019 against the requirements of WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard and the WRI/WBCSD GHG Protocol – Scope 2 Guidance – Amendment to the GHG Protocol Corporate Standard.
- Where applicable, historical data has been restated due to improved data quality.

Highlights from our reporting year on our GHG emissions management are provided here.

Water and Wastewater Management

Access to clean, readily available water is critical to a reliable production of pharmaceuticals. Water is a scarce resource in some of the communities where we live and work. That is why we are committed to working proactively to protect water resources and continue to improve our water management practices and systems.

We have a target to perform water risk assessments for all locations in high or extremely high water stress areas as identified by the World Resource Institute by 2025. We are making good progress on our target and, based on the assessments, sites developing water conservation plans that address opportunities and risks, with vertical leaders owning the goals. All operations sites are periodically audited to ensure compliance with local regulatory and internal standards.

Responsible wastewater treatment is a key component of our work and a focus for our industry. Our teams work to identify opportunities to improve water management within our highly regulated industry. The production requirements of our operations, coupled with local regulations and infrastructure, guide the type of water and wastewater management techniques applied.

We have controls, technologies and containment strategies designed to minimize the amount of potential pharmaceutical ingredients that could enter wastewater. We treat all wastewater streams to ensure compliance with local regulatory and internal standards. In India, multiple sites apply zero liquid discharge (ZLD) technology, which eliminates wastewater discharge. To help ensure our ZLD-equipped plants operate effectively, we conduct independent, third-party assessments and will continue to conduct additional evaluations.

Water Use and Discharge Summary (thousand m^3)	2020	2021	2022	2023
Total water withdrawal	3,951	3,811	3,566	3,731
Total water recycled and reused	670	700	740	777
Total water discharged	1,772	1,630	1,417	1,450
Sites with zero liquid discharge (ZLD) systems	9	9	9	10

- Reflects the divestiture of sites sold in 2021 and 2023, but does not reflect sites sold or expected to be sold in 2024.
- Where applicable, prior year data has been restated due to improved data quality.
- Includes data for manufacturing, packaging, research and development and distribution sites based on direct operational control.
- Total wastewater discharge includes sanitary/domestic sewage; prior to 2023 all sanitary wastewater was reported as offsite discharge. In 2023, sanitary wastewater that was recycled/reused was restated for 2020 – 2023.
- Some data includes estimates and may be updated at a later time when more accurate data is available.

We maintain all applicable permits and authorizations for wastewater discharge issued by governing authorities and comply with all local discharge limits. Per our technical requirements, sites must minimize the amount of pharmaceutical ingredients released to the environment and must conduct manufacturing effluent risk assessments to confirm that management practices adequately reduce risk.

Water Use by Sources (thousand m³)	2020	2021	2022	2023
Municipal/Third-party	3,428	3,293	3,041	2,392
Off-site borewell Nonrenewable	0	0	0	727
On-site borewell Nonrenewable	0	0	0	23
On-site borewell Renewable	467	459	477	536
Rainwater	57	59	47	5
Other	0	0	0	47

- Reflects the divestiture of sites sold in 2021 and 2023, but does not reflect sites sold or expected to be sold in 2024.
- Where applicable, prior year data has been restated due to improved data quality.
- Includes data for manufacturing, packaging, research and development, and distribution sites based on direct operational control.
- Some data includes estimates and may be updated at a later time when more accurate data is available.
- Off-site borewell Nonrenewable is a new category for 2023. This water was previously reported on Municipal/Third-party category.

Highlights from our reporting year on our water use are available here.

Waste Management

Minimizing the amount of waste discarded in local landfills benefits the planet as well as our company operations. At Viatris, companywide EHS waste management standards, along with industry regulations, govern specific handling, treatment, storage and disposal of all waste. As part of our standards, all sites are committed to reduce hazardous waste as applicable to their operations.

We strive to review and evaluate each waste stream to determine the best treatment method based on external requirements and internal standards. We strive to use recycling, reuse and energy recovery options, including waste- to-energy facilities, cement kilns and fuel-blending facilities where possible to treat waste. Converting waste to energy contributes to the substitution for fossil fuel at these facilities. We have a goal to increase our number of zero-landfill locations by 50% by 2030, using 2020 as a baseline year.

Waste Management (thousand metric tons)	2020	2021	2022	2023
Total waste generated	74.5	80.9	79.8	85.5
Hazardous waste	52.0	57.2	55.1	59.3
Non-hazardous waste	22.4	23.7	24.6	26.3
Percentage of waste recycled or sent to energy recovery (%)	74%	76%	77%	83%
Significant spills	0	0	0	0

- Reflects the divestiture of sites sold in 2021 and 2023, but does not reflect sites sold or expected to be sold in 2024.
- Where applicable, prior year data has been restated due to improved data quality.
- Includes data for manufacturing, packaging, research and development, and distribution sites based on direct operational control.

Highlights from our reporting year on waste management are available here.

Air Emissions

Clean, fresh air is synonymous with a healthy environment and human health. That is why we are committed to reducing emissions to the air generated by our operations. We continued to implement our Air Emissions Technical Requirement, which expands the tracking of air pollutants. It includes requirements concerning pharmaceutical emissions, storage tank system fugitive emissions, visual emissions and odor. We have equipped our facilities with air emission control devices as required to manage regulated air pollutants. From particulate matter to sulfur oxides, nitrogen oxides to volatile organic compounds (VOC), reducing emissions remains a top priority.

Highlights from our reporting year on air emissions are provided here.

Pharmaceuticals in the Environment

The primary pathways for pharmaceuticals entering the environment from human use are by normal patient excretion, improper disposal of medicine by consumers and the use of pharmaceuticals in agriculture and livestock. A significantly smaller contribution stems from emissions resulting from the pharmaceutical manufacturing process.

While gaps remain in the scientific link between pharmaceuticals in the environment (PiE) and human health risks, we are committed to reducing pharmaceuticals discharged from our manufacturing operations. The company's approach to addressing and minimizing the potential impact of PiE from our own manufacturing is based on a wide range of activities and governance:

- Risk and Impact Evaluation
- Risk Reduction and Control
- Engagement and Policy

We are active participants in several trade association working groups with a focus on responsible effluent management and appropriate disposal of unused medicine.

External initiatives in which we engage regarding manufacturing and the environment include:

- CDP climate program and water program reporting
- AMR Industry Alliance
  - Board Member
  - Manufacturing Work Group
- Medicines for Europe
  - Environmental Sustainability Work Group
- Inter-Association Initiative on Pharmaceuticals in the Environment Task Force
- Bulk Drug Manufacturers Association of India
- Pharmaceutical Supply Chain Initiative (PSCI)
  - Chair of the Board
  - Various working group committee

Key Principles in Responsible Effluent Management

- Compliance with applicable company standards and regulatory requirements
- Implementation of defined sound wastewater management programs that are based on risk management and good engineering principles
- Utilizing published/industry API-specific discharge targets based on safe concentrations in the receiving surface waters (PNECs)
- Conducting manufacturing effluent risk assessments of wastewater containing API at our manufacturing locations; if a risk is identified, implement appropriate additional controls to mitigate the risk to an acceptable level

Global Sustainability Oversight and Compliance

Global Sustainability Oversight

Viatris' Board of Directors oversees management's efforts with respect to corporate environmental and social responsibility matters through its Governance and Sustainability Committee. The Global Sustainability function operates as a center of excellence within the Corporate Affairs leadership team. The Chief Corporate Affairs Officer reports directly to the CEO and communicates quarterly with the Viatris Board through the Governance and Sustainability Committee together with the Head of Global Sustainability. On an annual basis the Governance and Sustainability Committee reviews progress with the Chief Corporate Affairs Officer on corporate environmental and social responsibility-related matters that have been discussed with the Viatris Board to confirm the company is tracking its priorities in this area. The Head of Global Sustainability drives the strategic and operational development of sustainability across the company together with key partners.

The global sustainability function includes members in the U.S., Europe and India, with key partners across other functions and geographies. A multifunctional Advisory Committee comprised of global leaders with a monthly meeting cadence monitors the external landscape, company progress and supports the integration of corporate environmental and social responsibility activities across the organization. Progress on strategic focus areas and execution of relevant tasks rely on a broad and engaged network of functional leaders across the company. Additional structured forums are convened on a monthly to quarterly cadence, addressing areas of focus with regards to sustainability and CSR for specific key functions, such as the Sustainable Sourcing Council and Operations and CSR working group and others, complementing the advisory committee.

Viatris' Board of Directors oversees management' efforts to execute on the company's corporate strategy, including helping to improve access to medicine worldwide. Access is fundamental to our mission. It is not an initiative; it is our business model. Our corporate strategy is to do our part to increase sustainable access to medicine, as we strive to help build more resilient healthcare systems for people across the world by executing core operations across research and development, manufacturing and supply chain, distribution, and market outreach and policy engagement. In addition, community engagement and philanthropic donations complement those core activities.

The primary components of Viatris' Enterprise Risk Management process include the following:

- Risk assessment is informed by the Company's governance, culture and strategic objectives
- The identification of risks as captured within the Viatris Risk Universe
- The prioritization of risks
- Management of risks by identified risk owners throughout the organization
- Review of risk performance by the Risk Management Team
- Oversight by the Board of Directors, including the activities of the Compliance and Risk Oversight Committee

Risk Governance and Management

We are committed to operating ethically and with integrity and seek to apply a holistic, enterprise-wide approach to risk management. We are subject to a number of risks inherent in the complex and rapidly changing environment in which we operate including, but not limited to, global operations, environmental and social matters. The company's management implements and administers risk management processes to identify material risks to our business. Management assesses, monitors and manages material risks to our business, all while maintaining flexibility in how we operate. To further embed risk management and compliance into our culture, we implement policies and procedures and train employees on how to comply with them.

Management reports quarterly to the Viatris Board's Compliance and Risk Oversight Committee regarding enterprise risk, as well as other appropriate Board committees regarding risk-related matters.

Viatris' enterprise risk management (ERM) acts as a centralized lens to view risk throughout the organization. This provides enhanced visibility to Viatris' management on how the organization is managing risk and monitoring opportunities. The company's ERM process is supported by multiple functional areas, including, among others, Internal Audit, Information Technology, Information Security, Compliance, Sustainability, Environmental Health and Safety, Security, Finance, Legal, Quality and Human Relations. Risk management activities are designed to support the business and ensure the company is prepared to respond to a variety of events that may adversely impact it, such as unrest/conflicts, legal or regulatory matters, supply disruptions, pandemics and environmental events (including those related to climate change).

How Viatris Considers Price as Part of Our Commitment to Access

At Viatris, we provide an exceptionally broad and diverse portfolio for patients across a range of major therapeutic areas, spanning both noncommunicable and infectious diseases. Our global portfolio includes best-in-class, iconic brandname products as well as global key brands and generics, including branded and complex generics. Many of the medicines in our portfolio are not protected by patents and therefore are subject to a general trend of price deflation over time.

As we participate in tender programs or public private partnerships around the globe, we evaluate the price of the generics within our portfolio based on an assessment of patients' need, supply, demand, the cost of manufacturing and the affordability of our products, especially as it relates to the equivalent brand name drug, among other determinants. Other factors considered when pricing our branded portfolio include their value to patients as well as current economic indicators.

Working to ensure that patients across all income levels have access to the medicines we offer means we must carefully evaluate the socioeconomic conditions within each market where Viatris does business while simultaneously sustaining our ability to consistently provide patients with a reliable supply of the quality products they need. We work to provide holistic solutions for governments, NGOs and health systems globally, as we partner to connect more people to products and services.

We conduct periodic enterprise risk assessments to identify key and emerging risks. For each key and emerging risk identified, we have a process to establish risk monitoring ownership.

In addition to several of its oversight responsibilities, the Compliance and Risk Oversight Committee of the Viatris Board reviews significant global compliance-related policies relating to pricing and/or commercialization of the company's products and services, among other oversight responsibilities.

Information Security

We have an information security strategy that focuses on the implementation of effective controls, technologies, procedures, and training. The strategy focuses on decreasing risks, increasing operational maturity, improving security capabilities and enabling secure partnerships.

Our Information Security organization consists of an internal team of certified subject matter experts in information security, risk management, supply chain information security, incident response, access and application security, education and awareness and security operations. The team is supplemented by 24/7/365 managed security service providers who serve as the initial point of contact globally for security monitoring, incident response and vulnerability management.

Our suppliers, subcontractors and third-party service providers, including third-party managed security providers, are subject to cybersecurity obligations and controls. We conduct initial risk assessments of third-party suppliers and service providers based on various factors and then review and monitor these third-party suppliers and service providers based on their relative assessed level of risk. We also require our suppliers, subcontractors and third-party service providers to agree to cybersecurity-related contractual terms and conditions of purchase.

The Viatris leadership team is updated on a quarterly basis and as needed regarding the status of the overall cybersecurity program, emerging external and internal risks and key risk indicators performance. The Compliance and Risk Oversight Committee receives reports from senior management on data security, cybersecurity, and information security related matters on at least a quarterly basis, including with respect to related risks, risk management, and relevant legislative, regulatory and technical developments. The Chief Information Security Officer and Chief Information Officer report quarterly to the Compliance and Risk Oversight Committee of the Viatris Board regarding our information security program and performance and provide the board with performance and risk indicators as well as comparators to our peer group.

Protections Against Hacking

We run a security monitoring program in partnership with an external managed security service provider. We employ multifactor authentication and certificate-based encryption for all external access and authenticated connections. Vulnerability management and patch management processes are in place to reduce the overall threat landscape. The network is monitored at all times, using industry best practices, tools and processes. Penetration testing is conducted quarterly by internal and third-party resources based on asset risk. Cybersecurity simulations, including tabletop exercises, are executed to test the company's procedures and the internal team's ability to detect, respond and recover in the event of an attack. When first joining Viatris and then annually, employees and contract workers receive training on information security and acceptable use of company computing and information resources. Our standards and policies are reviewed on an annual basis by a third party.

As part of this program, we execute a Cybersecurity Incident Response Plan (referred to as CIRP) to establish a guide for leadership and incident response stakeholders through an "incident," that is a single event, or a set of anomalous and adverse "events" (for purposes of the CIRP, a change in a system or technology device that could impact the confidentiality, integrity, and availability of Viatris' data and technology assets) caused by malicious intent or by accident impacting Viatris' network, computing systems or digital information). The CIRP is managed by the information security team and is reviewed at least annually. We test the CIRP through technical exercises at least semi-annually, review the CIRP with executive management annually, and periodically conduct executive tabletop exercises and scenarios. The CIRP provides an overview of critical actions to take throughout the incident response lifecycle and contains a severity matrix used to guide the incident response stakeholders on communication and escalation protocols.

As part of continuing to improve our overall information security capabilities, we focus on addressing all areas of the National Institute for Science and Technology (NIST) Cybersecurity Framework (CSF): Identify, Detect, Protect, Respond and Recovery. Most recently, we have launched an enterprise-wide behavioral education tool the provides feedback to colleagues on their individual risky behaviors and provides real-time education and awareness opportunities to take preventative actions.

Every two years, we conduct a cybersecurity maturity benchmark against the NIST CSF using the Gartner Cybersecurity Controls Assessment tool. In addition to the overall risk mitigation program, we carry a multitiered cyber insurance policy.

Global Privacy Governance

In response to the growing landscape of global data privacy laws, Viatris is committed to protecting information relating to identified or identifiable natural persons (personal data) collected and processed during the course of business activities. Additionally, Viatris recognizes a separate obligation to the individuals with whom it interacts and who trust the company with their personal data to protect that personal data and keep it secure including in locations with no regulatory requirements regarding the management of personal data.

Viatris demonstrates this commitment to data privacy laws and its obligation to individuals with the implementation of a global privacy program. The Viatris Global Privacy program reports regularly to the company's Compliance and Risk Oversight Committee and is responsible for the development, implementation, maintenance and adherence to the company's policies and procedures and applicable data privacy laws and principles. All company personnel are required to adhere to and comply with these data privacy policies and procedures and with applicable data privacy laws and principles. An internal Global Privacy Governance Document and supporting procedures, materials and training programs provide guidance to employees about how compliance is achieved.

To demonstrate this commitment and obligation transparently, a Viatris Privacy Notice (Privacy Notice) that describes our collection, use, disclosure and retention of personal data is published publicly. The Privacy Notice relates to our websites, apps, services and platforms, and the use of them, our marketing and provision of products and services, our interactions with individuals in person, by phone, or by mail, and otherwise during the operation of our business. The Privacy Notice also explains the ways in which, under applicable laws, an individual can control the processing of their personal data and exercise their rights. Also, there are supplemental privacy notices and privacy language provided directly to applicable individuals that give information relating to other areas where personal data may be collected, used, disclosed or retained by the company such as in clinical trials, safety reporting and during employment with Viatris.

The company monitors, investigates and responds to suspected and/or confirmed personal data incidents as required by applicable data protection laws and in proportion to the nature, extent and sensitivity of the personal data. Key areas within Global Privacy Governance include, but are not limited to:

- Aligning the company's practices and procedures with relevant local, national, regional and international laws, regulations and principles;
- Overseeing the revision and negotiation of privacy agreements and privacy terms;
- Privacy and data protection due diligence for third parties, including vendors and HCPs, and in connection with distribution arrangements and acquisitions;
- Ensuring appropriate and compliant responses to an individual's privacy rights requests;
- Risk assessment and management, monitoring, and audit;
- Employee training;
- Appropriate contact with relevant data protection authorities and handling inquiries and requests for information from same; and
- Investigation of any suspected and/or confirmed incidents

Cultivating Good Conduct and Compliance

Everyone within Viatris and those acting on our behalf are personally responsible and accountable for acting in a manner that helps protect the company's reputation and reflects our commitment to doing business with integrity. We implement robust policies, procedures and associated training to support that individual responsibility.

Our Global Compliance Organization

Viatris' Chief Compliance Officer (CCO) has the operational responsibility to ensure the company's corporate compliance program is effective and robust and directs its day-to-day implementation. To ensure broad perspectives and independence in the compliance department, the CCO reports to the Viatris Board's Compliance and Risk Oversight Committee and the Chief Legal Officer. The Compliance and Risk Oversight Committee makes recommendations to the Viatris Board and/or oversees the development, implementation, maintenance and monitoring of the corporate compliance program, the Code of Business Conduct and Ethics, and significant related global policies designed to support and promote compliance with company requirements, laws and regulations. This includes topics such as Anti-Corruption and Fair Competition, which are covered within the Code of Business Conduct and Ethics.

The company's Code of Business Conduct and Ethics outlines guiding principles on how employees and those working on our behalf must conduct themselves. It also informs on policies and standards while providing high-level guidance on critical areas of the company's business operations. The compliance department is organized by operating regions and global centers of excellence. The compliance department and the Global Compliance Program are structured in a manner consistent with the Office of Inspector General of the U.S. Department of Health and Human Services (OIG) Resource Guide for Measuring Compliance Program Effectiveness.

A direct report to the CCO leads three global COEs that are anchored by our Global Compliance Service Hub and that support the company's global operating regions and business. A senior compliance leader manages each respective center of excellence, which focuses on policies, training and communications, risk assessment and monitoring, due diligence and investigations.

Viatris' website features the following compliance documents available for the public:

- Standards for Interactions with Healthcare Professionals ("Standards") Policy Summary
- Global Anti-Bribery and Anti-Corruption Business Standards for Vendors and Agents
- Global Fair Competition and Antitrust Business Standards for Vendors and Agents
- Global Anti-Corruption Policy Summary
- Global Antitrust and Fair Competition Policy Summary
- Code of Business Conduct and Ethics (which includes Viatris' prohibition of bribery and corruption in all forms, including money laundering, facilitation payments, and fraud)

Our global compliance framework covers the following components and focus areas:

- Interactions with the Healthcare Community and Organizations
- Raising Concerns
- Operational Compliance
- Fraud and Corruption (e.g., anti-money laundering)
- Fair Competition, Pricing and Anti-trust
- Corporate and Securities Laws
- Fair Employment and Data Privacy Practices

As part of our continuous work for improvements and further reinforcing our commitment to compliance, we have an ongoing goal to harmonize compliance-related topics into a unified policy landscape across

In 2022, Viatris employed a third party to conduct an effectiveness assessment review that resulted in no major findings.

The assessment concluded that Viatris' Compliance department had implemented significant enhancements to all areas of their program since the formation of Viatris.

In assessing and comparing Viatris' Compliance Program against industry regulatory requirements and leading practices, the third party concluded the Compliance Program is meeting their obligations to detect, prevent and mitigate compliance risk.

We engage a third-party to review the effectiveness of our Compliance program every three to five years.

Viatris, further expanding the Global Compliance Risk Assessment and Monitoring Program into additional countries and furthering our data analytic capabilities. Looking into 2024, we are expanding the Risk Assessment to additional European and Emerging Market countries. Risk Assessments are completed annually or biannually depending on the perceived risk.

Key activities in 2023 included:

- Developing new regional documents governing key anti-corruption and anti-bribery processes as well as updating procedures describing third-party due diligence requirements.
- Developing a comprehensive risk strategy by country and region that includes Risk Assessment and data analytic monitoring dashboards, live monitoring, and targeted document review monitoring across field and headquarter based business activities.
- Expanding our Risk Assessment including reviews and risk scores associated with Viatris' products and key business activities across all regions.

Our Global Compliance Service Hub in India oversees and supports the following key areas:

- Management of Trade Control Risk
- Mergers and Acquisitions Due Diligence under the direction of global leadership
- Maintenance of system for Transparency Reporting

The compliance department oversees the development, maintenance and recordkeeping of general and administrative global policies and procedures and performs various periodic and needs-based operational audits throughout the year, often in conjunction with Internal Audit.

Identifying and Managing Compliance-Related Risks

We have comprehensive processes and procedures to monitor and assess emerging risk areas relevant to Viatris, including a risk assessment process that provides comprehensive insights into compliance risks depending on a market's geographic footprint. Global Compliance collaborates with Global Internal Audit (GIA) to identify compliance-related risks (including anti-corruption) and local affiliates to be audited and supports GIA in their reviews.

Monitoring is a Compliance-led initiative designed to support regional compliance teams to identify, analyze and address non-compliance associated to each market. The objective is to highlight potential deviations and provide guidance on focus areas and remedial action to regional compliance. Emerging risks are reviewed annually.

Our risk assessment and monitoring programs aim to identify and deter fraud and other instances of unethical behavior. The Risk Assessment factors in hundreds of data inputs across several key risk categories to provide a risk score for each market. These scores are shared with regional and in market compliance leads to raise awareness and generate targeted conversations with business leaders in their respective markets. Topics covered by monitoring include data analytics conducted by the center of excellence to identify potential deviations related to HCP interactions, live monitoring and ride-alongs to observe potential deviations at a company-organized or sponsored event or field force activities and focused in-market reviews leveraging data monitoring. In 2023, Viatris further evolved data analytic capabilities to monitor third-party distributors as well as field and headquarter based activities.

Management of Suspected Incidents

We take all allegations of conduct that is contrary to company policy or applicable law seriously. The Investigations Center of Excellence (Investigations COE) exists to ensure that we discover and respond to potential violations of law and/or company policies. Taking each matter seriously allows us to protect the company. Viatris' Investigations COE allows for a fair, objective, independent review of all relevant facts.

When an allegation is received, a preliminary analysis is promptly conducted to determine the most appropriate review. Regional Investigation Committees are established for each business region to ensure cross functional alignment and communication among key stakeholders who are involved in internal compliance investigations.

The committee aligns on outcome and closure which may include discipline, where appropriate, and implementation of corrective and preventive actions such as training, monitoring or other improvements. Compliance matters and metrics are tracked and shared with management and the Compliance Committee of the Viatris Board on a regular cadence.

Nurturing the Culture of Compliance

In the past year, we have been putting significant focus on further building awareness and transparency among stakeholders about compliance and supporting assets.

We have further enhanced and continued our quarterly Compliance Champion Series, featuring colleagues each quarter from a different region. These stories focus on colleagues across various functions and business areas and show how the Compliance team supports their work and enables them to make an Impact via Integrity.

Also, we enhanced the disclosures on our website to further raise awareness and increase transparency towards external stakeholders and support Viatris' colleagues in their external engagement.

Looking into 2024, we will continue to further embed ethics and integrity into the business and mindset via quarterly leadership Compliance-related messaging.

Training and Education

We require and provide dedicated training on anti-corruption, fair competition and the company's Standards for Interactions with HCPs for employees with relevant job responsibilities. We also require specific training courses for individuals based on their functions. Examples include:

- Vendors who may interact with government officials on our behalf also receive anti-corruption training.
- Depending on their roles, part-time employees and contractors are required to take subsets of the trainings listed above.
- Employees who deal directly with the government receive additional, focused training related to Standards for Interactions with HCPs from their local Compliance partner(s). Our Standards for Interactions with HCPs instruct employees on proper behavior when engaging with HCPs. The standards are grounded in company-wide standards and take into consideration local laws and regulations. Any member of our workforce who interacts with HCPs is trained on the standards and is required to comply with them.

In addition to comprehensive training in relevant areas in which an employee may work, we require employees to complete regular trainings in regard to the Code of Business Conduct and Ethics, Fair Competition and Anti-Corruption, among other topics, and track completion rates. All Viatris colleagues are mandated to take the Code of Business Conduct and Ethics training. Because of employee departures and divestitures, in the calendar year of 2023, the rolling completion rate was 93%.

Training is provided for employees regarding bribery, corruption, facilitation payments, and areas of increased risk. The training also guides employees on what constitutes acceptable behavior and how to seek support when questions arise. In 2023, we launched translated versions of our interactive Compliance computer-based training modules in 11 key company languages via the company's learning management system covering the following topics: Anti-Corruption, Fair Competition, and the Code of Business Conduct and Ethics.

Viatris requires annual attestation as part of the mandatory Code of Business Conduct and Ethics training.

Reporting Compliance Concerns

We encourage open communication and provide a variety of channels for reporting potential compliance violations. Employees are encouraged to discuss compliance concerns with their supervisor, Human Relations, Legal or Compliance. They also can use the company's Compliance Line, which is operated by an external party. This is a grievance mechanism where employees are safe to report any suspicions of practices that are contrary to Viatris' policies or applicable law, anonymously (where permitted by law). The Compliance Line is available 24/7 and permits anonymous reports in countries in local languages, where permitted by law. Viatris strictly prohibits retaliation relating to any reports made in good faith. The Compliance Line is available both on our intranet and external website.

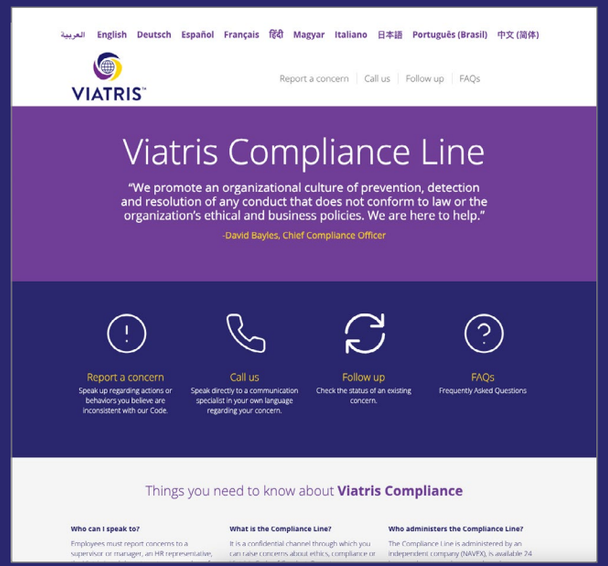
In 2023, we worked actively to raise awareness of Viatris' Compliance program and resources, including the Compliance Line, among Viatris colleagues during regional town halls. We regard our efforts successful as we observed an increase in reporting thereafter, which is consistent with our Compliance Line provider benchmark report.

If any Viatris colleague has knowledge or suspects a violation of accounting standards or internal controls, they may report such concerns directly to the Audit Committee in addition to the reporting lines described in the Global Compliance Governance Document and the Viatris Code of Business Conduct and Ethics.

Structure and Robust Procedure to Manage Reports

For investigating, resolving and remediating reported events, our global policy requirements on reporting and investigating compliance-related matters mandates thorough, timely and impartial investigation of reported concerns in coordination with the HR team as well as Legal and other functions as appropriate, and remedial actions when appropriate. The Global Compliance Governance Document is available to all employees on the company's intranet.

Every effort will be made to keep reports of Compliance-Related Matters (CRMs) and Other Reported Matters (ORMs) confidential to the extent possible, consistent with the need to conduct an adequate investigation and in accordance with any applicable local laws. Compliance and its partners seek to maintain confidentiality throughout the investigation process. Further, all reasonable efforts shall be undertaken to help ensure that good-faith reporters do not suffer negative employment actions as a result of their allegations. If any Viatris colleague believes that they or other Viatris colleagues have been retaliated against for reporting a matter pursuant to the Governance Document and the Viatris Code of Business Conduct and Ethics, they should immediately report such perceived retaliation.



The Compliance Line is available in 10 key business languages for ease of reporting. It is available 24/7 via online or telephone and permits anonymous reports in countries, where permitted by law.

The compliance line is promoted on Viatris.com and available to external stakeholders.

The Global Investigations Procedure lays out the structure for investigation, including coordination with Human Relations and Legal, as well as other functions as appropriate to the nature of the report, and matters are triaged accordingly. Further, the Global Investigations Procedure instructs on fair and consistent remedial actions where appropriate.

Our policy requirements on reporting and investigating matters continue to be updated to incorporate specific EU Whistleblower Directive provisions. We have developed a Europe Reporting Matters Procedure outlining requirements of the EU Whistleblower Directive 2019/1973 and have implemented local and regional reporting channels where required.

Fighting Corruption and Promoting Fair Competition

Viatris' anti-corruption program is based on the elements of the U.S. Department of Justice (DOJ) and Securities and Exchange Commission (SEC) Resource Guide to the U.S. Foreign Corrupt Practices Act; the U.K. Ministry of Justice Bribery Act 2010 Guidance; and the Organisation for Economic Cooperation and Development's Good Practice Guidance on Internal Controls, Ethics and Compliance, as well as the local laws where we operate.

Key elements include:

- Our anti-corruption policy requirements set out in our Global Compliance Governance Document strictly forbid bribery and corruption in any form anywhere we do business.
- The policy defines bribery and corruption, including facilitation payments, which are strictly prohibited even where permitted under local law.
- We have monitoring and auditing procedures in place to identify and deter such payments.
- We reassess our anti-corruption program periodically and make enhancements as warranted. Training is provided for employees regarding bribery, corruption, facilitation payments and areas of increased risk. The training also guides employees on what constitutes acceptable behavior and how to seek support when questions arise. We also monitor cases of suspected conflicts of interest. Each identified case is investigated, and if concerns remain after the investigation, appropriate actions are taken.

We provide several avenues for personnel to submit concerns or seek guidance: either online or via telephone, mail or email. Colleagues can also reach out to their managers, specific departments, their local compliance support or use the Compliance Line.

As part of the company's ERM program, GIA assesses anti-corruption and anti-fraud management over entities throughout the world from a corruption risk perspective. Size (e.g. sales volume) and a country's ranking in the Transparency International Corruption Perception Index (CPI) are key to informing the potential risk profile of an entity. Entities identified as being in a higher-risk environment along with those of strategic importance to the company are a particular focus. Further, we monitor business activities that are deemed an elevated risk — such as government officials and HCP interactions — through established internal processes and controls.

Ensuring Good Conduct in External Partnerships

External partners sometimes act as intermediaries on our behalf or in settings where special skills or expertise are required. Given their role, it's essential these partners comply with the company's ethical and anti-corruption standards and act with good judgment.

The compliance department identifies business partner categories that may carry higher inherent corruption and/ or reputational risk. These high-risk business partners, noted during the business contract drafting and approval process, are subject to a risk review based on a robust due diligence process including investigation and clarification of discovered legal, civil and reputational allegations or convictions. Based upon risk, we conduct targeted monitoring of third-party distributors in Viatris' Emerging Markets region.

Third-Party Due Diligence

Viatris has a third-party due diligence program that is global in scope, managed by a dedicated team. Per its scope, due diligence reviews must be performed whenever Viatris enters into certain potentially high-risk contractual agreements with third parties. The process involves an assessment of any issues (environmental, legal, social or otherwise) that have been brought to light in the public sphere regarding a supplier or any other third party.

The due diligence team in collaboration with the COE of Risk Assessment and Monitoring and Global Trade Control also manages third parties regarding:

- Business Development
- Mergers and Acquisitions
- Divestitures
- Other strategically important deals
- Global Trade Sanction screening and risk mitigation
- Restricted party screening under the global trade control procedure

Anti-corruption provisions, right to audit clauses and ethical expectations are included in our contracts as applicable. We also have a process to train business partners who interact with government officials on the company's behalf in our anti-corruption policy requirements and procedures as well as in applicable due diligence procedures.

Compliance with our Business Standards for Vendors and Agents on anti-corruption and fair competition are required by the Viatris Supplier Code of Conduct as well.

We provide training on relevant compliance policy requirements to contractors, external temporary workers and/or distributors on an as-needed basis depending on their function and the services they are to provide to Viatris.

In 2023, new due diligence process policies were established to further clarify requirements and educate employees on their responsibilities. Looking forward, we will continue to enhance and expand the scope of our third-party due diligence processes.

Responsible Marketing and Promotion

Our colleagues often interact with members of the healthcare community as part of their efforts to educate them on the appropriate use and efficacy of the company's products. These interactions are important and fundamental to increasing patient access but may bring elevated risk. Our Standards for Interactions with Healthcare Professionals instruct employees on proper behavior when engaging with HCPs. The standards are grounded in companywide standards and take into consideration local laws and regulations. All applicable members of our workforce are trained on the standards and required to comply with them. Additionally, training on the Viatris' Code of Business Conduct and Ethics, which also addresses interactions with healthcare professionals, is required for all employees.

An updated summary of our Standards for Interactions with Healthcare Professionals is available on the Viatris website.

Robust Procedures

We have well-established global, regional and local policies and procedures that inform employees on appropriate interactions with the healthcare community and requirements pertaining to drug promotion and ethical marketing. Risk assessments, monitoring and employee training are key components of each. We strive to comply with regulations and adhere to ethical standards set forth by the company and industry associations. In 2023, we worked to expand our Healthcare Interaction Professional Process into countries beyond Europe, where it was initially implemented.

We have governance in place to adhere to transparency requirements regarding disclosure of all payments towards HCPs as applicable.

Our Global Marketing Operations oversee programs, policies and procedures regarding ethical marketing, including the development of material used in marketing and promotion. Only trained and qualified persons are allowed to review and approve these materials. The Global Marketing Quality function monitors quality adherence with these materials, and controls are in place to ensure that only approved material can be published.

Viatris' Medical Affairs team is involved in the development and approval of all marketing material. And further, Viatris' regulatory and legal teams review these materials in applicable markets. Beyond legal requirements, our standards are also based on industry association standards.

Local procedures are mandated by the Global Policy on Promotional Materials to ensure that all promotional materials and other commercial communications are reviewed and approved internally by appropriate subject matter experts.

- The local review procedures implemented under the policy serve to ensure that all materials and communications intended for promotional or commercial purposes are accurate, truthful, medically and scientifically sound, not misleading and compliant with all applicable marketing, legal, regulatory and medical requirements and company policies.
- These local procedures include clear review processes, risk assessments and compliance monitoring as part of the company's compliance program and enterprise risk management.

Respecting Human Rights

We recognize our responsibility to respect human rights and further to support the government's responsibility to protect human rights within and beyond our own operations. We do so through our core business in building sustainable access to medicines and supporting equity in access to treatment. We also do this in how we conduct ourselves and in our dealings with partners. As a participant in the UNGC, we are committed to its Ten Principles on human rights, labour, the environment and anti-corruption and respect the International Bill of Human Rights and the Fundamental Conventions of the International Labour Organization.

Topics relevant to human rights are managed across different functions and through a variety of company policies and procedures, as applicable.

We have initiated a project to:

- Review our company policies and procedures related to human rights in the context of existing and expected global regulations;
- Understand opportunities to streamline and consolidate certain policies; and
- Optimize our internal governance structures and processes for monitoring and managing human rights issues.

As part of this review, we are assessing a variety of human rights-related topics, such as those noted to the right, to identify those topics most relevant to our business and value chain activities, with the objective of validating that our policies and procedures are appropriately designed to manage applicable risks. We expect to continue our human rights policy and procedure optimization activities over the course of 2024.

Human rights topics are also incorporated into our companywide EHS program, Global EHS Supplier Operations Program and third-party due diligence program, the globally applicable Quality Management System including Responsible Clinical Operations and our Product Safety & Risk Management (PSRM) program, as well as

Beyond our mission and business and operating model designed to build access to medicine, Human Rights related topics covered by our policies and procedures include, but are not limited to:

- Ethical clinical Trials
- Environmental protection
- Freedom of association
- Prohibition of trafficking of persons
- Prohibition of forced and child labor
- Nondiscrimination
- Handling of identity and immigration documents
- Wages
- Working hours
- Preventing harassment
- Privacy
- Product Security and Falsified Medicines
- Recruitment practices
- Safe and healthy working conditions

Policies addressing different relevant human rights aspects include:

> Code of Business Conduct and Ethics
> Global Policy on Bribery and Anticorruption
> Supplier Code of Conduct
> Policy Statement Regarding Slavery and Human Trafficking
> Global Policy on Combatting Human Trafficking in Persons
> Policy on Diversity and Inclusion
> Global Policy Prohibiting Discrimination, Harassment and Retaliation
> Global Health and Safety Policy
> Environmental Stewardship Policy

our Product Security Governance and Information Security Program to address relevant aspects across our value chain.

The company's global policies and associated procedures, employee and partner training and due diligence procedures are the foundation of our work to mitigate the risk of human rights violations.

Engaging in Political Activity Responsibly

As part of advocating for sustainable access to medicine and holistic solutions for more resilient healthcare systems, we educate stakeholders on complex topics related to the highly regulated pharmaceutical industry. As a global healthcare company, we seek to mitigate the risk of unintended negative consequences for patients from even the most well-intended policies. In alignment with our mission and in accordance with relevant laws and regulations, Viatris may support political candidates and organizations of various political parties, directly or through trade associations, in support of public policies that align with Viatris' mission and policy objectives. Among other areas of interest, we support efforts that contribute to pharmaceutical safety and innovation to further our mission to provide patients access to high-quality medicine. All political contributions are required to be made in accordance with relevant local laws, reflect Viatris' interests and are independent of the personal political preferences of any Viatris personnel. Only to the extent allowed by law may Viatris directly contribute to political candidates and political organizations. This is relevant primarily for Viatris' U.S. subsidiaries and Viatris' U.S. Political Action Committee (ViaPAC), a voluntary, nonpartisan, employee-run committee.

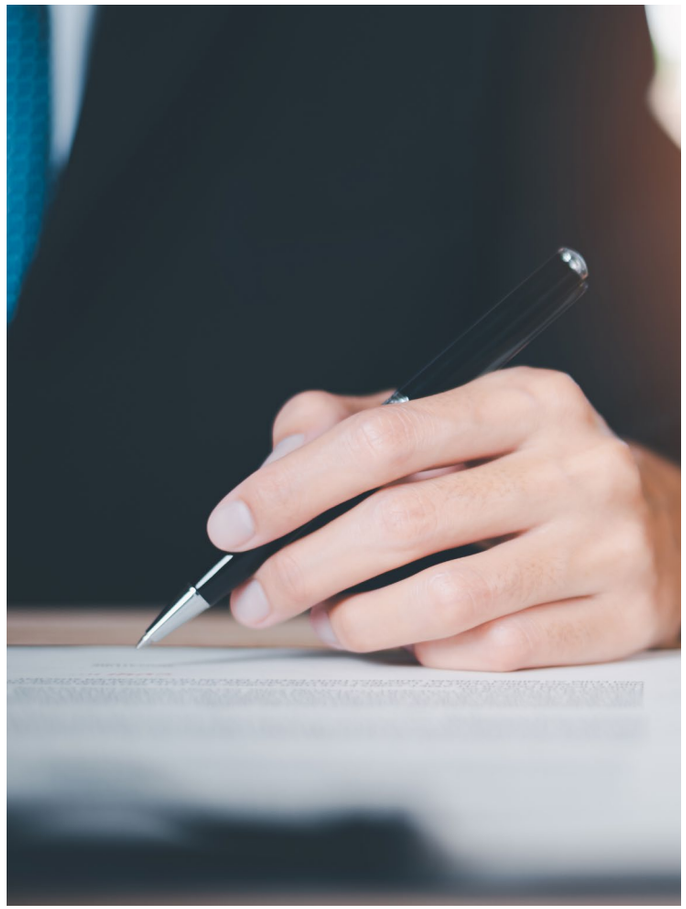
The Viatris Board's Compliance and Risk Oversight Committee oversees company global policies and procedures for corporate political and lobbying expenditures. A report of these expenditures, along with certain U.S. trade association affiliations is made available on our website. Viatris' policy governing political contributions also is available on Viatris.com. Within the U.S., that includes filing relevant lobbying and political contribution reports in accordance with the U.S. Lobbying Disclosure Act. Those reports can be found on the U.S. Senate Office of Public Records website or the U.S. House of Representatives Office of the Clerk website. Viatris is also required to comply with any laws that govern its lobbying and advocacy efforts generally. For more information, click here.

The Viatris Board's Compliance and Risk Oversight Committee oversees the company's global policies and procedures for corporate political and lobbying expenditures.

Viatris' U.S. Political Activity Policy is available on Viatris.com

Honoring Our Commitment as a Publicly Traded Company

Viatris Inc. is a publicly traded company listed on NASDAQ and incorporated in Delaware. The Viatris Board of Directors is responsible for oversight of the company and its management. Viatris' Board has established six committees, each of which operates pursuant to a written charter. Certain directors' duties, rights and responsibilities are detailed in the company's Certificate of Incorporation, Bylaws and committee charters, among other governance documents. Viatris is subject to applicable rules, regulations and/or listing standards of the U.S. Securities and Exchange Commission, NASDAQ and the U.S. State of Delaware General Corporation Law, among other requirements.



Products on the WHO Prequalification list[1]

International nonproprietary name (INN)	Dosage form & strength
Sofosbuvir	Tablet, Film-coated 400mg
Daclatasvir (dihydrochloride)	Tablet, Film-coated 60mg
Daclatasvir (dihydrochloride)/Sofosbuvir	Tablet, Film-coated 60mg/400mg
Sofosbuvir/Velpatasvir	Tablet, Film-coated 400mg/100mg
Lamivudine	Tablet 300mg
Abacavir (sulfate)	Tablet 300mg
Zidovudine	Tablet 300mg
Abacavir (sulfate)/Lamivudine/Zidovudine	Tablet 300mg/150mg/300mg
Atazanavir (sulfate)	Capsules, hard 150mg
Atazanavir (sulfate)	Capsules, hard 300mg
Lamivudine/Zidovudine	Tablet, Film-coated 150mg/300mg
Efavirenz	Tablet, Film-coated 600mg
Tenofovir disoproxil fumarate	Tablet, Film-coated 300mg
Lamivudine/Tenofovir disoproxil fumarate	Tablet, Film-coated 300mg/300mg
Emtricitabine/Tenofovir disoproxil fumarate	Tablet, Film-coated 200mg/300mg
Lamivudine/Nevirapine/Zidovudine	Tablet, Film-coated 150mg/200mg/300mg
Lamivudine/Nevirapine/Zidovudine	Tablet, Dispersible 30mg/50mg/60mg
Efavirenz/Emtricitabine/Tenofovir disoproxil fumarate	Tablet, Film-coated 600mg/200mg/300mg
Efavirenz/Lamivudine/Tenofovir disoproxil fumarate	Tablet, Film-coated 600mg/300mg/300mg
Ritonavir	Tablet, Film-coated 100mg

International nonproprietary name (INN)	Dosage form & strength
Lamivudine/Zidovudine	Tablet, Dispersible 30mg/60mg
Ritonavir	Tablet, Film-coated 25mg
Abacavir (sulfate)/Lamivudine	Tablet, Film-coated 600mg/300mg
Dolutegravir (sodium)	Tablet, Film-coated 50mg
Darunavir (ethanolate)	Tablet, Film-coated 800mg
Darunavir (ethanolate)	Tablet, Film-coated 600mg
Sulfamethoxazole/Trimethoprim	Tablet 400mg/80mg
Sulfamethoxazole/Trimethoprim	Tablet 800mg/160mg
Dolutegravir (sodium)/Lamivudine/Tenofovir disoproxil fumarate	Tablet, Film-coated 50mg/300mg/300mg
Flucytosine	Tablet 500mg
Lopinavir/Ritonavir	Granules 40mg/10mg
Efavirenz/Lamivudine/Tenofovir disoproxil fumarate	Tablet, Film-coated 400mg/300mg/300mg
Flucytosine	Tablet 250mg
Flucytosine	Tablet 500mg
Isoniazid/Pyridoxine hydrochloride/Sulfamethoxazole/ Trimethoprim	Tablet, Film-coated 300mg/25mg/800mg/160mg
Dolutegravir (sodium)	Tablet, Dispersible 10mg
Efavirenz	Tablet 50mg
Efavirenz	Tablet, Film-coated 100mg
Efavirenz	Tablet 200mg

Therapeutic Area Legend

Hepatitis | Influenza | Reproductive
HIV/AIDS | Malaria | Tuberculosis

Sources

[1]WHO Pre-Qualification list as per 1/3/2023

Products on the WHO Prequalification list[1]

International nonproprietary name (INN)	Dosage form & strength
Oseltamivir (phosphate)	Capsules, hard 75mg
Artemether/Lumefantrine	Tablet 20mg/120mg
Artemether/Lumefantrine	Tablet 40mg/240mg
Ethinylestradiol/Levonorgestrel	Tablet, coated 30mcg/150mcg
Levonorgestrel	Tablet 1.5mg
Levonorgestrel	Tablet 750mcg
Ethinylestradiol/Levonorgestrel	Tablet, Sugar coated+Placebo Tablet, Film-coated 30µg/150µg+0mg
Desogestrel/Ethinylestradiol	Tablet 0.150mg/0.030mg
Ethinylestradiol/Levonorgestrel	Tablet, Sugar coated + Ferrous (Fumarate) Tablet, Sugar coated 30mcg/150mcg + 75mg
Desogestrel/Ethinylestradiol	Tablet + Placebo Tablet 150mcg/30mcg + 0mcg
Levonorgestrel	Tablet, Film-coated 0.03mg
Medroxyprogesterone acetate	Suspension for injection 150mg
Misoprostol	Tablet 200mcg
Isoniazid	Tablet 300mg
Moxifloxacin (hydrochloride)	Tablet, Film-coated 400mg
Cycloserine	Capsules, hard 250mg
Isoniazid	Tablet 100mg
Linezolid	Tablet, Film-coated 600mg
Pretomanid	Tablet 200mg
Delamanid	Tablet, Film-coated 50mg

Therapeutic Area Legend: Hepatitis; HIV/AIDS; Influenza; Malaria; Reproductive; Tuberculosis

Global Manufacturing Network

Global Scale, Local Presence[2]

Developed Markets	Emerging Markets	Greater China	JANZ
France (3)	Egypt (1)	China (1)	Australia (1)
Germany (1)	India (15)		
Italy (1)	South Africa (1)		
Ireland (4)	Turkey (1)		
Hungary (1)	Zambia (1)		
U.S. (7)			

Sources

[1]WHO Pre-Qualification list as per 1/3/2024

[2]As of Dec. 31, 2023 and does not include the impact of divestitures closed in 2024 or pending as of the date of this report.

GRI Context Index

GENERAL DISCLOSURES Statement of use: Viatris has reported in reference with the GRI Standards for the period January 1, 2023 and December 31, 2023					
GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 2: General Disclosures 2021	2-1	Organizational details	2023 Form 10-K, pp. 7-16, 52-63, 82		
	2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report, p. 3 2023 Form 10-K, p. 81		
	2-3	Reporting period, frequency and contact point	We report on our sustainability priorities annually. This report covers the reporting period January 1, 2023 to December 31, 2023. Our financial reporting period is in line with the period of our sustainability reporting. We are publishing our sustainability report on May 20, 2024 Should you have questions or feedback, please contact us at CSR@Viatris.com		
	2-4	Restatements of information	In this report, we restated 2020 employee, health and safety performance, energy purchased, and greenhouse gas emissions data due to newly available data		
	2-5	External assurance	Viatris' 2022 Sustainability Report has not been assured by a third party. Our reporting to the 2022 CDP Climate Change and Water Security Programs was verified by an external party Our GHG emissions data is being verified by a third-party to a reasonable level of assurance using the methodology of the GHG Protocol issued by the World Business Council for Sustainable Development and the World Resources Institute		
	2-6	Activities, value chain and other business relationships	2023 Sustainability Report, pp. 3, 12-13 2023 Form 10-K, pp. 7-20		
	2-7	Employees	2023 Sustainability Report, pp. 4, 62 A significant portion of Viatris' activities are performed by workers who are employees	8	
	2-8	Workers who are not employees	2023 Sustainability Report, p. 62	8	
	2-9	Governance structure and composition	2023 Sustainability Report, pp. 62, 69 2023 Proxy Statement, pp. 7, 24-30 Viatris' Leaders Viatris' Corporate Governance	16	

GRI Context Index

GENERAL DISCLOSURES					
GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	2023 Proxy Statement, pp. 30-31 Viatris' Governance and Nominating Committee Charter	16	
	2-11	Chair of the highest governance body	2023 Proxy Statement, pp. 23-25, 41 Viatris' Corporate Governance The chairman of the highest governance body is not a senior executive in the company	16	
	2-12	Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report, p. 69 2023 Proxy Statement, pp. 7, 10-11, 32-35	16	7
	2-13	Delegation of responsibility for managing impacts	2023 Sustainability Report, p. 69		7
	2-14	Role of the highest governance body in sustainability reporting	2023 Sustainability Report, p. 7, 69 2023 Proxy Statement, pp. 7, 10-11, 34-35		
	2-15	Conflicts of interest	2023 Sustainability Report, p. 74 2023 Proxy Statement, pp. 36-37	16	10
	2-16	Communication of critical concerns	2023 Sustainability Report, p. 73		
	2-17	Collective knowledge of the highest governance body	2023 Proxy Statement, pp. 13, 35, 41-42		
	2-18	Evaluation of the performance of the highest governance body	2023 Proxy statement, pp. 31, 35-36		
	2-19	Remuneration policies	2023 Proxy Statement, pp. 37-38, 45, 48, 52		
	2-20	Process to determine remuneration	2023 Proxy Statement, pp. 48-52		
	2-21	Annual total compensation ratio	2023 Proxy Statement, p. 67		
	2-22	Statement on sustainable development strategy	2023 Proxy Statement, pp. 9-11 2023 Sustainability Report, p. 5		7

GRI Context Index

GENERAL DISCLOSURES

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 2: General Disclosures 2021	2-23	Policy commitments	2023 Sustainability Report, pp. 50, 59-60, 75-76 Viatris' Mission Viatris' Code of Business Ethics and Conduct Global Sustainability	16	
	2-24	Embedding policy commitments	2023 Sustainability Report, pp. 47-76		
	2-25	Processes to remediate negative impacts	2023 Sustainability Report, p. 73		1, 2, 6, 10
	2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report, pp. 71-72 Viatris' Code of Business Ethics and Conduct	8, 16	1, 2, 6, 10
	2-27	Compliance with laws and regulations	2023 Form 10-K, pp. 17-18		
	2-28	Membership associations	2023 Sustainability Report, pp. 58-59		
	2-29	Approach to stakeholder engagement	2023 Sustainability Report, pp. 12-13		
	2-30	Collective bargaining agreements	2023 Sustainability Report, p. 62	8	8

MATERIAL TOPICS

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2023 Sustainability Report, p. 48		
	3-2	List of material topics	2023 Sustainability Report, p. 48 The information covered in this report does not significantly differ from previous report coverage. There were no changes to Viatris' material topics compared to the previous reporting year		

GRI Context Index

ECONOMIC

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Sustainability Report, pp. 50-54, 56, 69-74		
GRI 201: Economic Performance 2016**	201-1	Direct economic value generated and distributed	2023 Form 10-K, pp. 62-70, 92-93	8, 9	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	2023 Sustainability Report, pp. 14-25, 41-46	5, 9, 11	
	203-2	Indirect economic impacts	2023 Sustainability Report, pp. 50-54, 56	1, 3, 8	
GRI 205: Anti-corruption 2016**	205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report, pp. 71-72, 74 Viatris' Code of Business Ethics and Conduct	16	10
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 Form 10-K, p. 143-149 for a description of certain legal actions, including those with antitrust allegations	16	10

ENVIRONMENTAL

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Sustainability Report, pp. 64-68		
GRI 302: Energy 2016**	302-4	Reduction of energy consumption	2023 Sustainability Report, pp. 36-37, 66-67	7, 12, 13	7, 8, 9
GRI 305: Emissions 2016**	305-1	Scope 1 GHG emissions	2022 Sustainability Report, p. 67	12, 13, 14	7, 8
	305-2	Scope 2 GHG emissions	2022 Sustainability Report, p. 67	12, 13, 14	7, 8
	305-4	GHG emissions intensity	2023 Sustinability Report, p. 67	12, 13, 14	7, 8
	305-5	Reduction of GHG emissions	2022 Sustainability Report, p. 67	12, 13, 14	7, 8, 9
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2023 Sustainability Report, pp. 59-60 All suppliers must abide by our Supplier Code of Conduct, which includes environmental requirements		7, 8, 9

GRI Context Index

SOCIAL					
GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Sustainability Report, pp. 26-34, 61-62, 69-75	8	
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Minimum notice periods regarding operational changes impacting employees, including continued employment, vary across the company, as determined by legislation, local and regional policies and practices, individual employment contracts, and collective bargaining agreements, as applicable		
GRI 403: Occupational Health and Safety 2018**	403-1	Occupational health and safety management system	2023 Sustainability Report, pp. 33, 66 Global Health and Safety Policy	8	
	403-2	Hazard identification, risk assessment and incident investigation	2023 Sustainability Report, p. 33 Global Health and Safety Policy	8	
	403-3	Occupational health services	2023 Sustainability Report, pp. 27-28	8	
	403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report, p. 33	8, 16	3
	403-5	Worker training on occupational health and safety	2023 Sustainability Report, pp. 33-34 Global Public Health and Safety Policy	8	
	403-6	Promotion of worker health	2023 Sustainability Report, pp. 33-34	3	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Sustainability Report, p. 66 Global Health and Safety Policy	8	
	403-9	Work-related injuries	2023 Sustainability Report, p. 66	3, 8, 16	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2023 Sustainability Report, pp. 62-63 2023 Proxy Statement, p. 14	5, 8	6
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	2023 Sustainability Report, pp. 59-60 All suppliers must abide by our Supplier Code of Conduct, which includes social requirements	5,8,16	1, 2, 3, 4, 5, 6, 10
GRI 415: Public Policy 2016	415-1	Political contributions	2023 Sustainability Report, p. 76	16	10
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	2023 Sustainability Report, pp. 50-54 As part of our PV program, all products are monitored and assessed for safety impact on an ongoing basis		

GRI Context Index

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL					
GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 303: Water and Effluents 2018**	303-1	Interactions with water as a shared resource	2023 Sustainability Report, pp. 38-39, 67-68 2023 Form 10-K, pp. 18-19, 44	6, 12	8
	303-2	Management of water discharge-related impacts	2023 Sustainability Report, pp. 38-39, 67-68	6	8
	303-3	Water withdrawal	2023 Sustainability Report, pp. 67-68		8
	303-4	Water discharge	2023 Sustainability Report, pp. 67-68	6	8
GRI 306: Effluents and Waste 2016**	306-2	Waste related impacts	2023 Sustainability Report, p. 68	6, 11, 12	8
	306-3	Waste generated	2023 Sustainability Report, p. 68	3, 6, 12, 15	
GRI 307: Environmental Compliance 2016**	307-1	Non-compliance with environmental laws and regulations	No material fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in 2023.	16	
GRI 401: Employment 2016**	401-1	New employee hires and employee turnover	2023 Sustainability Report, pp. 62-63	8	6
	401-2	Full-time benefits not provided to temporary/part-time employees	Viatris' Careers	3, 5, 8	
GRI 404: Training and Education 2016**	404-1	Average hours of training per year per employee	2023 Sustainability Report, p. 29		
	404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, pp. 28-30 2023 Form 10-K, p. 20 Viatris' Careers	8	
	404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report, p. 28	8, 10	6
GRI 413: Local Communities 2016**	413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report, pp. 41-46	17	1
GRI 417: Marketing and Labeling 2016**	417-1	Requirements for product and service information and labeling	2023 Sustainability Report, p. 74-75	12	

Sustainability Accounting Standards Board: Biotechnology and Pharmaceuticals Sustainability Accounting Standard

As part of our efforts to evolve the disclosure regarding our approach and performance around topics that are important to key stakeholders and recognizing the growing integration of ESG information in investor decision-making, Viatris considered the SASB indicators when developing this report. In the table below we point to relevant content per a set of SASB topics and metrics, selected per our industry classification according to SASB. Also, some SASB metrics are omitted due to certain data being confidential or not readily available.

SASB CODE	METRIC DETAILS	CROSS-REFERENCE OR ANSWER
Safety of Clinical Trials Participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	2023 Sustainability Report, pp. 54-56
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	We currently do not report this indicator, but relevant information is provided on pp. 32-33 of our 2023 Form 10-K.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	We currently do not report this indicator, but, to the extent such legal proceedings exist, none resulted in an award of monetary damages.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	2023 Sustainability Report, pp. 15-25, 49
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	2023 Sustainability Report, pp. 77-78
Affordability and Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 20-21, 69
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 20-21, 69

SASB CODE	METRIC DETAILS	CROSS-REFERENCE OR ANSWER
Drug Safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	We currently do not report this indicator, but note that no company products were listed in the FDA's Medwatch Safety Alerts for Human Medical Products database for 2023.
HC-BP-250a.2	Number of fatalities associated with products	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 52-54
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, p. 54
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 39-40
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	There have been no formal enforcement proceedings, but relevant information is reported on pp. 32-33 of our 2023 Form 10-K.
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	2023 Sustainability Report, pp. 56-57 2023 Form 10-K, pp. 29-30
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 56-57, and in our 2023 Form 10-K, pp. 29-30
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	We currently do not report this indicator, but relevant information is provided in our 2023 Sustainability Report, pp. 56-57, and in our 2023 Form 10-K, pp. 29-30

SASB CODE	METRIC DETAILS	CROSS-REFERENCE OR ANSWER
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	We currently do not report this indicator but, to the extent such legal proceedings exist, none resulted in an award of material monetary damages
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Promotional activities and materials must never involve promotion of drugs for off-label indications, uses, doses or populations
Employee Recruitment, Development and Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	2023 Sustainability Report, pp. 12, 28-30
HC-BP-330a.2	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	2023 Sustainability Report, p. 63
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	2023 Sustainability Report, pp. 52-53, 57-59
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	We currently do not report this indicator but, to the extent such legal proceedings exist, none resulted in an award of monetary damages.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	2023 Sustainability Report, p. 74
Activity Metrics		
HC-BP-000.A	Number of patients treated	2023 Sustainability Report, pp. 4, 15, 49
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	2023 Sustainability Report, pp. 4, 49

Task Force on Climate-related Financial Disclosures

We recognize the need for relevant information on management of climate change risks and opportunities. We are continuing to incorporate the recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) into our energy and climate change strategies and disclosures. As part of establishing our baseline and goals, we will also enhance our alignment with these recommendations. The table below provides a guide of where we provide relevant information. Our climate and water responses to the CDP are available on CDP's public responses page and provide more comprehensive information.

TCFD THEMATIC AREA	CROSS-REFERENCE OR ANSWER
Governance	2023 Sustainability Report, pp. 64, 69 2023 CDP Climate Response (C1.1b, C1.2, C1.2a, C1.3a)
Strategy	2023 Sustainability Report, pp. 36-38, 64-69 2023 CDP Climate Response (C2.1a, C2.3, C2.3a, C2.4, C2.4a, C3.1, C3.2, C3.2a, C3.2b, C3.3, C3.4)
Risk Management	2023 Sustainability Report, pp. 8, 36-38, 64-69 2023 CDP Climate Response (C2.1, C2.2, C2.2a)
Metrics and Targets	2023 Sustainability Report, pp. 8, 36-38, 66-67 2023 CDP Climate Response (C4.1, C4.2, C5.2, C6.1, C6.3, C6.5, C7.1-6, C8.2, C9.1, C10.1, C11.2)

Forward-Looking Statements

This document contains "forward-looking statements". These statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements may include, without limitation, statements about our sustainability goals, the goals or outlooks with respect to the Company's strategic initiatives, including but not limited to the Company's two-phased strategic vision and potential and announced divestitures, acquisitions or other transactions; the benefits and synergies of such divestitures, acquisitions, or other transactions, or restructuring programs; future opportunities for the Company and its products; and any other statements regarding the Company's future operations, financial or operating results, capital allocation, dividend policy and payments, stock repurchases, debt ratio and covenants, anticipated business levels, future earnings, planned activities, anticipated growth, market opportunities, strategies, competitions, commitments, confidence in future results, efforts to create, enhance or otherwise unlock the value of our unique global platform, and other expectations and targets for future periods. Forward-looking statements may often be identified by the use of words such as "will", "may", "could", "should", "would", "project", "believe", "anticipate", "expect", "plan", "estimate", "forecast", "potential", "pipeline", "intend", "continue", "target", "seek" and variations of these words or comparable words. Because forward-looking statements inherently involve risks and uncertainties, actual future results may differ materially from those expressed or implied by such forward-looking statements. Factors that could cause or contribute to such differences include, but are not limited to:

- the possibility that the Company may not realize the intended benefits of, or achieve the intended goals or outlooks with respect to, its strategic initiatives (including divestitures, acquisitions, or other potential transactions) or move up the value chain by focusing on more complex and innovative products to build a more durable higher margin portfolio;
- the possibility that the Company may be unable to achieve intended or expected benefits, goals, outlooks, synergies, growth opportunities and operating efficiencies in connection with divestitures, acquisitions, other transactions, or restructuring programs, within the expected timeframes or at all;
- with respect to previously announced divestitures that have not been consummated, including the divestiture of substantially all of our OTC business, such divestitures not being completed on the expected timelines or at all and the risk that the conditions set forth in the definitive agreements with respect to such divestitures will not be satisfied or waived;
- with respect to previously announced divestitures, failure to realize the total transaction values for the divestitures and/or the expected proceeds for any or all such divestitures, including as a result of any purchase price adjustment or a failure to achieve any conditions to the payment of any contingent consideration;
- goodwill or impairment charges or other losses related to the divestiture or sale of businesses or assets (including but not limited to announced divestitures that have not yet been consummated);
- the Company's failure to achieve expected or targeted future financial and operating performance and results;
- the potential impact of public health outbreaks, epidemics and pandemics;
- actions and decisions of healthcare and pharmaceutical regulators;
- changes in relevant laws, regulations and policies and/or the application or implementation thereof, including but not limited to tax, healthcare and pharmaceutical laws, regulations and policies globally (including the impact of recent and potential tax reform in the U.S. and pharmaceutical product pricing policies in China);
- the ability to attract, motivate and retain key personnel;
- the Company's liquidity, capital resources and ability to obtain financing;
- any regulatory, legal or other impediments to the Company's ability to bring new products to market, including but not limited to "at-risk launches";
- success of clinical trials and the Company's or its partners' ability to execute on new product opportunities and develop, manufacture and commercialize products;
- any changes in or difficulties with the Company's manufacturing facilities, including with respect to inspections, remediation and restructuring activities, supply chain or inventory or the ability to meet anticipated demand;
- the scope, timing and outcome of any ongoing legal proceedings, including government inquiries or investigations, and the impact of any such proceedings on the Company;
- any significant breach of data security or data privacy or disruptions to our IT systems;
- risks associated with having significant operations globally;
- the ability to protect intellectual property and preserve intellectual property rights;
- changes in third-party relationships;
- the effect of any changes in the Company's or its partners' customer and supplier relationships and customer purchasing patterns, including customer loss and business disruption being greater than expected following an acquisition or divestiture;
- the impacts of competition, including decreases in sales or revenues as a result of the loss of market exclusivity for certain products;
- changes in the economic and financial conditions of the Company or its partners;
- uncertainties regarding future demand, pricing and reimbursement for the Company's products;
- uncertainties and matters beyond the control of management, including but not limited to general political and economic conditions, inflation rates and global exchange rates; and
- inherent uncertainties involved in the estimates and judgments used in the preparation of financial statements, and the providing of estimates of financial measures, in accordance with U.S. GAAP and related standards or on an adjusted basis.

For more detailed information on the risks and uncertainties associated with Viatris, see the risks described in Part I, Item 1A of Viatris' annual report on Form 10-K for the fiscal year ended December 31, 2023, as amended, and our other filings with the SEC. You can access Viatris' filings with the SEC through the SEC website at www.sec.gov or through our website and Viatris strongly encourages you to do so. Viatris routinely posts information that may be important to investors on our website at investor.viatris.com, and we use this website address as a means of disclosing material information to the public in a broad, non-exclusionary manner for purposes of the SEC's Regulation Fair Disclosure (Reg FD). The contents of our website are not incorporated by reference in this Form 10-K and shall not be deemed "filed" under the Securities Exchange Act of 1934, as amended. Viatris undertakes no obligation to update any statements herein for revisions or changes after the date of this document, which is May 21, 2024, other than as required by law.

Note on Non-Financial Information

This Sustainability Report contains non-financial disclosures covering the period of January 1, 2023, through December 31, 2023, unless otherwise stated. While we believe that the information presented in this report fairly represents the position of Viatris as of the date of this report, non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on estimates and assumptions. Using different measurement techniques, which may all be acceptable, may result in materially different measurements. The precision of different measurement techniques may also vary.

Except as otherwise indicated, the information in this report has not been audited, verified or attested to by any third party. Our reporting to the 2022 CDP Climate Change and Water Security Programs was verified by an external party. Our GHG emissions data is in the process of being verified by a third-party to a reasonable level of assurance using the methodology of the GHG Protocol issued by the World Business Council for Sustainable Development and the World Resources Institute.

The inclusion of information in this Sustainability Report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities.

Divestitures

In 2023, Viatris announced that it had entered into agreements in connection with several planned divestitures. The divestiture of Viatris' commercialization rights in Upjohn Distributor Markets closed in 2023, and the divestiture of the rights to two women's healthcare products in certain countries closed in December 2023 (other than in the U.K., which remains subject to regulatory approval). The divestiture of Viatris' women's healthcare business closed in March 2024. The divestiture of the API business in India is expected to close imminently and the divestiture of the OTC business is expected to close by mid-year 2024.