

## **How is Viatris working with 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 are:

- EmpoWer collaboratively drives an ecosystem within Viatris that empowers women to reach their full potential.
- Vivid supports LGBTQ+ colleagues and allies in building an inclusive workplace culture where all colleagues can be their authentic selves.
- 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.
- Care supports all caregivers as they navigate the logistical and emotional challenges of balancing professional and caregiving responsibilities.

Learn more about work in [Viatris' 2023 Sustainability Report](#) and on our [career website](#)