



APPLICABILITY

This Governance Document applies globally for:

- Employees



PURPOSE

- This Governance Document outlines key principles for creating a performance-driven, highly engaging and inclusive environment.



DIVERSITY AND INCLUSION

- Diversity and inclusion are essential to Viatris' mission. Empowering people to live healthier at every stage of life includes understanding, embracing and celebrating what makes individuals unique. The diversity we foster in all aspects of our business can be one of our greatest strengths in redefining healthcare not as it is, but as it should be.
- Viatris strives to create a positive, productive work environment where integrity, dignity and mutual respect for all are valued and discrimination and harassment are strictly prohibited. Together, we are building a highly inclusive organization where employees are welcome to bring their best, authentic selves to work every day. Our goal is to provide a safe, supportive community where employees feel they belong and can use their unique experiences, perspectives and skills to make a difference in the lives of others.

Each of us is accountable for:

- Treating others with dignity and respect at all times;
- Holding others responsible if witness to discriminatory or harassing conduct;
- Practicing and engaging in respectful communication;
- Exhibiting conduct that reflects inclusion during work, at on- or off-site work functions, and at all other company-sponsored and participative events; and



Viatris brings together colleagues with common interests and diverse experiences through Employee Resource Groups in support of advocacy, community, our business and professional/personal growth.

Viatris strives to create a work environment that is productive, healthy, safe and free from discrimination and harassment. See the Global Policy Prohibiting Discrimination, Harassment and Retaliation for details on procedures and responsibilities.

- Attending and completing diversity awareness training.
- Viatris is committed to fair treatment and provides equal access to opportunities for employees to fully participate and advance within the company. We embrace and value differences in race, ethnicity, national origin, religion, age, color, sex, sexual orientation, gender, gender identity, gender expressions, disability, protected veteran status and any other characteristic protected by applicable law.
- Our diversity initiatives are applicable, but not limited to, recruitment and selection, career advancement, and our ongoing efforts to foster a work environment built on the premise of diversity and inclusion.