



## Corporate Responsibility Materiality Assessment

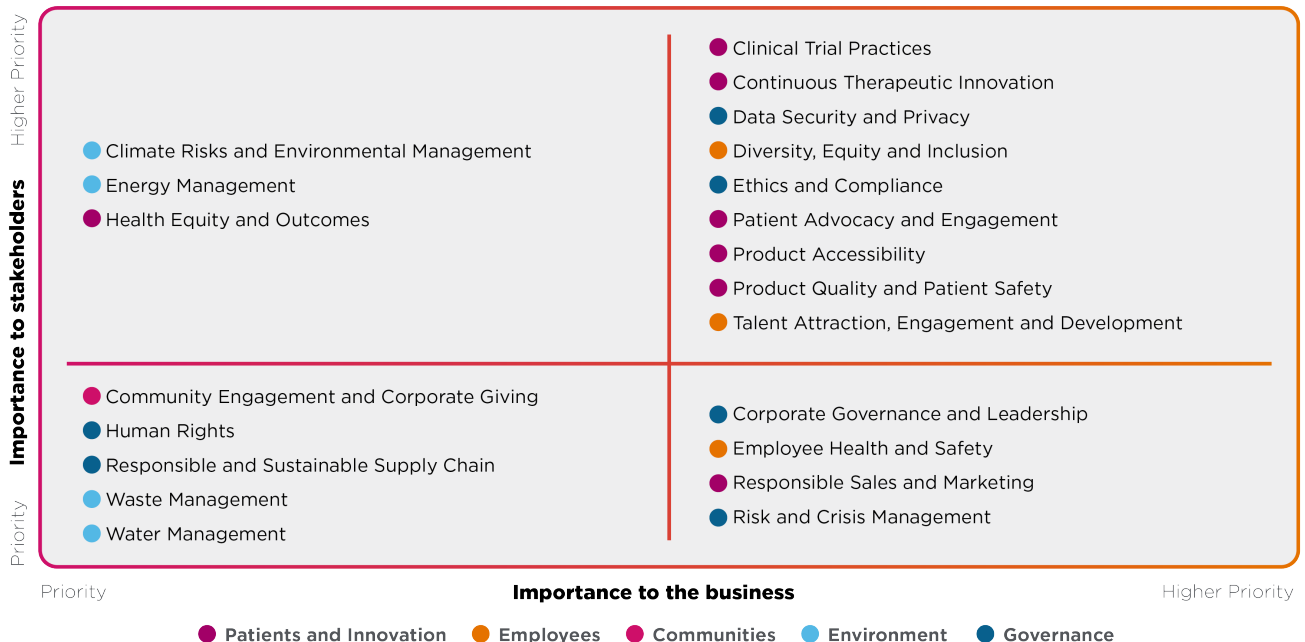
In 2023, we conducted our first CR materiality assessment to identify and prioritize corporate responsibility and environment, social and governance (ESG) topics that could impact our business success and matter most to our stakeholders. This process considered both internal and external perspectives and included:

- Interviews with internal business leaders and experts to rank CR topics based on their importance to our business and their ability to impact our stakeholders
- A prioritization session with the CR Committee to develop our materiality matrix, which was finalized following endorsement by the CEO and Board of Directors
- Review of best practice from ESG raters and reporting standards, and peer benchmarking to identify an initial list of important CR topics impacting our business
- Assessment of external stakeholder priorities including investors, ratings and rankings agencies, patient advocacy organizations, community groups and other stakeholders

All material topics are important, and we are committed to addressing these issues proactively. Our materiality matrix helps us focus our efforts, while still ensuring visibility and action on all material issues. Prioritizing these topics helps us allocate resources and communicate more effectively with both internal and external audiences on the issues and topics that matter most to our business and our stakeholders.

### Corporate Responsibility Materiality Matrix

*Topics are listed in alphabetical order, not importance*



## Materiality Definitions

TOPIC	DEFINITION
<b>Clinical Trial Practices</b>	Ensure transparent and ethical clinical trials, and diversity and accessibility for trial subjects
<b>Continuous Therapeutic Innovation</b>	Research and develop new therapeutic products and services for unmet need (first-in-class, best-in-class)
<b>Climate Risks and Environmental Management</b>	Policies and programs to ensure regulatory compliance, minimize resource usage, reduce carbon emissions and understand and mitigate climate change-related risks
<b>Community Engagement and Corporate Giving</b>	Engage community stakeholders, support philanthropic efforts and support employee volunteering
<b>Corporate Governance and Leadership</b>	Executive leadership and Board oversight of business priorities
<b>Data Security and Privacy</b>	Policies and programs to protect patient data and the company against cybersecurity risks
<b>Diversity, Equity and Inclusion</b>	Programs and mechanisms to promote a diverse, equitable and inclusive workplace
<b>Employee Health and Safety</b>	Policies and programs to ensure regulatory compliance and minimize and prevent accidents
<b>Energy Management</b>	Efforts to minimize energy use, as well as adopt renewable energy use
<b>Ethics and Compliance</b>	Policies and programs to ensure business ethics and regulatory and healthcare compliance
<b>Health Equity and Outcomes</b>	Work to address disparities in access to health care, such as poverty, racial discrimination and other social determinants of health, to increase positive outcomes across populations
<b>Human Rights</b>	Policies and programs to protect human rights throughout operations
<b>Patient Advocacy and Engagement</b>	Mechanisms to engage with patients to identify and understand their needs
<b>Product Accessibility</b>	Ensure patient access to medicines and products (access to medicines) and fair pricing
<b>Product Quality and Patient Safety</b>	Ensure product quality, safety and efficacy, as well as regulatory and pharmacovigilance compliance throughout product lifecycle
<b>Responsible Sales and Marketing</b>	Programs to ensure product sales and marketing adheres to ethical and regulatory standards

<b>Responsible and Sustainable Supply Chain</b>	Ensure suppliers meet social and environmental expectations and standards; efforts to engage diverse and inclusive suppliers
<b>Risk and Crisis Management</b>	Programs and systems in place to identify emerging risks that could have an adverse effect on the company
<b>Talent Attraction, Engagement and Development</b>	Ensure hiring, engagement and retention of top talent and provide the technical and leadership training to develop and advance employees
<b>Water Management</b>	Efforts to minimize water use
<b>Waste Management</b>	Efforts to minimize hazardous and non-hazardous waste, promote recycling, and reuse

## Definitions of Materiality

The discussion of topics included in this report and our other corporate responsibility and sustainability disclosures should not be read as implying that such topics are “material” in the context of the U.S. federal securities laws, Delaware General Corporation Law or any other regulatory framework, even where we use words such as “material” or “materiality. Our approach to sustainability and other corporate responsibility disclosures is informed by sustainability reporting frameworks, that involve broader definitions of materiality than used for purposes of our compliance with SEC disclosure obligations. As a result, “materiality” for purposes of our corporate responsibility reporting includes impacts on communities, the environment and stakeholders such as employees, patients and suppliers, and the inclusion of topics in such reporting, even when described as “material,” does not indicate that such topics are material to the Company’s business, operations or financial condition.