Building Sustainable Access at Scale

VIATRIS™ | **2024** Sustainability Report

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Our Mission

At Viatris, we see healthcare not as it is but as it should be. We act courageously and are uniquely positioned to be a source of stability in a world of evolving healthcare needs.

Viatris empowers 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

About This Report

Viatris is a global healthcare company, and access is fundamental to our mission. It begins with our ability to sustainably deliver high-quality medicines to people, regardless of geography or circumstance. We work to continuously advance responsible and sustainable practices and operations.

Through this publication, we present our work and progress across key topics in 2024. 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 2024, the report also includes some updates from early 2025. The report contains three main sections:

- Introduction to Viatris
- Areas in which we strive to make a difference
- Management disclosure and performance data

We are committed to providing key stakeholders with information relevant to their interactions with Viatris through our annual sustainability reporting. 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.

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, 2024, to Dec. 31, 2024, 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. 27, 2025, as amended by the Form 10-K/A filed on April 30, 2025.

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.

Viatris supports the U.N. Sustainable Development Goals (SDGs). The 17 SDGs launched in 2015 serve as a roadmap for a more sustainable and inclusive development. With the target year of 2030 for achieving the SDGs, there remains substantial work to be done, including in the area of advancing global health. We intend to apply and leverage our unique capabilities, manage inherent risks and be a reliable partner. We are especially 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 these 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

Viatris in 2024

~1B Patients Reached Annually[1]

~1,400 Approved Molecules

>80B Doses of Medicine Sold

>165 Countries & Territories Served

Access and Global Public Health

- Supplied more than 240 medicines on the WHO Essential Medicines List, representing nearly 50% of the total list
- Provided products that address the top 10 of the WHO's leading causes of death globally

Our People

- Approximately 32,000 colleagues with industry leading commercial, R&D, regulatory, manufacturing, legal and medical expertise
- 100% of colleagues globally with access to wellbeing and mental health resources

Environment

- Achieved an ~19% reduction of our scope 1 and 2 GHG emissions through the end of 2024 compared to our 2020 base year
- Earned three British Standards Institute (BSI) Kitemark Certifications under the AMR Industry Alliance (AMRIA) Manufacturing Standard

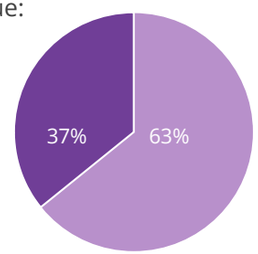
Community

- Donated more than 174 million doses of medicines for humanitarian and emergency relief efforts through our partners around the world
- Continued our support of Rhiza Babuyile in South Africa to build three primary healthcare clinics

Financials

2024 Total Revenue:
$14.7 Billion

2024 Net Sales:



2024 Recognitions

TIME WORLD'S MOST SUSTAINABLE COMPANIES 2024

USA TODAY AMERICA'S CLIMATE LEADERS 2024

Forbes 2024 WORLD'S TOP COMPANIES FOR WOMEN

Forbes 2024 WORLD'S BEST EMPLOYERS

Direct Relief · SBP · americares · Save the Children. · World Central Kitchen · American Red Cross

Sources

[1]The number of patients served is an estimate calculated using internal sales data (global volume of doses sold in 2024 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 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.

A Message from Our CEO

Building Upon Our Strong Foundation to Advance Access for Patients

Viatris marked an important inflection point in its evolution in 2024, and I am very proud of what our dedicated and passionate colleagues across the world collectively accomplished. Together, we progressed on important commitments, strengthened our foundation, worked with our partners in the global health community to supply high-quality medicines to approximately 1 billion[1] patients globally, and delivered on our strategy to develop and provide more innovative medicines to help address unmet medical needs.

We completed our divestitures to simplify and streamline our business, grew our base business, and delivered new product revenues of $582 million. In addition, we retired approximately $3.7 billion of debt while also returning capital to our shareholders. These accomplishments position us to maintain a diversified base business - supporting healthcare systems around the world today, while also investing in an expanding innovative portfolio for tomorrow.

Viatris' mission to empower people worldwide to live healthier at every stage of life is as relevant as ever. Our greatest contribution to this effort in 2024 was the unique way we approach building access to medicine at scale and supporting health systems across the world. The opportunity to address unmet medical needs and affect human health is remarkable and inspiring, and we are eager to make more innovative treatments accessible.

How we conduct ourselves impacts our ability to make progress on our mission, so 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.

Throughout the year, we made progress on several priority areas with regards to reducing our environmental impact, continuing to build our culture, further strengthening the health and safety of our colleagues, and scaling access to wellbeing resources for all colleagues around the globe. We are honored to have been recognized for our work in 2024 by being named Time Magazine's World's Most Sustainable Companies 2024, USA Today's America's Climate Leaders 2024, Forbes Top Companies for Women 2024 and Forbes Best Employers 2024.

Looking forward, 2025 is an important year from a scientific execution perspective. We anticipate more than 100 submissions for a number of medicines, including complex injectables that we have been steadily and strategically developing. These are difficult-to-develop and difficult-to-manufacture medicines, and we are proud of the scientific and development expertise we have built in this area. In addition, we have 11 Phase 3 programs across our pipeline, we are expecting six Phase 3 data readouts this year and several important late-stage development milestones for our innovative assets – selatogrel, cenerimod and sotagliflozin.

Another significant priority for our company is our ongoing remediation work at our Indore, India, oral finished dose manufacturing facility. I appreciate the collective efforts by everyone involved to mitigate any supply disruptions and continue to meet the needs of the patients we serve.

In closing, I want to thank all our colleagues around the world for their continued dedication to our mission and to striving to meet the needs of our many stakeholders. With the passion of our colleagues and our robust global scope, our company is well positioned to continue to advance access and meet patient needs for many years to come.

Scott A. Smith
Chief Executive Officer, Viatris

A Message from our Chair of the Board

It is a privilege to serve as Chair of the Board of Directors for a company that holds such a relevant role in the global health community. Together with its partners across the world, Viatris is proud to support healthcare systems and patients in their pursuit of living healthier at every stage of life.

The board and I remain committed to Viatris' mission and to overseeing management's continued advancement of sustainable and responsible practices. We express our sincere appreciation to all members of Viatris' dedicated and highly competent workforce, each of whom make invaluable contributions as the company strives to enhance its ability to provide sustainable access to medicine.

Melina Higgins
Chair of the Board of Directors, Viatris

Sources

[1]See page 4 for more information about number of patients served.

Advancing Sustainability at Viatris

A Message from our Head of Global Sustainability

Health is central to human and societal development, and at Viatris, we are working diligently to strengthen our position as a trusted partner in the collective efforts to improve global health and wellbeing. In 2024, the world once again experienced significant challenges in the pursuit to build a more sustainable and inclusive future for everyone. Global health systems, in particular, have carried increasing burdens, and the work to overcome further exacerbating disparities in access to care and health outcomes remains as important as ever.

As a signatory to the U.N. Global Compact, we believe companies can be important partners in the concerted work required to address many of these persistent, global challenges. Access is at the core of our mission and our work to build more resilient healthcare systems and uphold a reliable global supply of medicines. Thanks to our interconnected, global supply chain, we are proud to have supplied high-quality medicines to approximately 1 billion patients around the world in 2024. We expanded infectious disease treatments in regions that are experiencing an increase in new HIV infections and high-burden countries for drug-resistant TB, launched several treatments across our non-communicable diseases' portfolio across continents, and further supported healthcare professionals across the world to strengthen patient outreach and impact.

Meaningful interventions and lasting effect rely on multistakeholder collaboration and partnerships. Colleagues across Viatris actively engage in forums spanning the areas of access and health, patient advocacy, regulatory efficiency, quality, product security, environmental standards, and policy – to name a few. In 2024, we participated in multistakeholder meetings around global supply chains, the significant importance of local healthcare workers, integration of care and antimicrobial resistance (AMR) during the World Health Assembly and the UN General Assembly, where antimicrobial resistance (AMR) was included among the high-level political meetings.

As the need for emergency response and relief efforts around the globe persists, we continued making product and in-kind donations throughout the year through our well-established global partnerships. Since the formation of Viatris, we have donated approximately 1.9 billion of doses of medicine to those in need around the world. Our colleagues care deeply about the communities in which we operate, come from and serve, and you will find many great examples of their work in 2024 in this report.

As a global healthcare company with an exceptionally broad and diverse portfolio and global reach, our most significant contribution to society is building access to medicine and partnering for more resilient healthcare systems. However, it is not only about what we do, but also how we do it. 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 people and communities that we serve and depend upon. Our ongoing work to advance more sustainable operations and responsible practices serves as a solid foundation as we continuously seek to create long-term value for our key stakeholders.

We made good progress in 2024 on our ambition to reduce environmental impact, including performing water risk assessments for locations in high or extremely high-water stress areas and to increase the number of sites in our network with zero waste sent to landfill. Further, through the end of 2024, we achieved an approximately 19% reduction of our scope 1 and 2 GHG emissions compared to our 2020 base year. In our supply chain, we are continuing the work to reduce

Viatris' Key Sustainability Areas

Viatris' Key Sustainability Topics: 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 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.

emissions by shifting modes of transport and engaging with partners on their emissions management. This work honors our commitment to minimize our environmental footprint while working to uphold a reliable supply of medicine and helping position us as a partner of choice with key stakeholders who increasingly expect this from us.

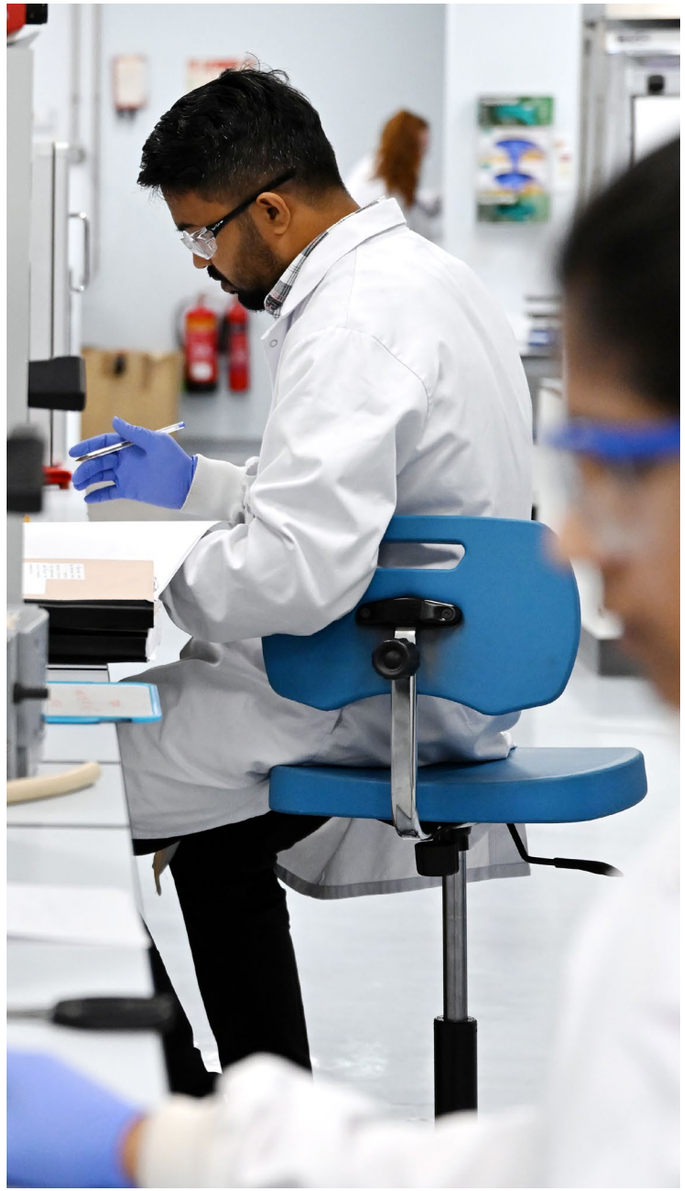
The above noted work and progress across Viatris depends on committed and talented colleagues, which helps make our shared vision a reality. In 2024, we continued to strengthen our strong culture that prioritizes wellbeing, inclusivity, development opportunities, and high performance, positioning Viatris as an employer of choice for current and future colleagues. We strongly believe that each of us has a role to play in creating a work environment where all colleagues can perform at their best and where everyone is welcome to bring their authentic selves. In 2024, wellbeing and mental health resources were provided to 100% of all colleagues globally. Other areas of priority in 2024 included a review of our total rewards program and supporting colleagues through transition as a result of our completed divestitures. Workplace health and safety also remains a critical priority, and in 2024 we enhanced our overall safety culture and incident prevention by identifying and reducing health and safety risks to both our colleagues and the communities in which we operate.

We are committed to acting ethically and approaching enterprise risk management holistically. We work with partners across the supply chain to further scale responsible supply chain practices. We have a voluntary online learning course to help grow our colleagues' skills related to sustainability and to raise awareness of how everyone at Viatris helps advance key sustainability aspects.

Our report holds many examples of the important work occurring across Viatris, showcasing how everyone at the company plays an important role in our journey to build more sustainable access to medicine.

Lina Andersson

Head of Global Sustainability, Viatris



Our Strategy and Model for Sustainable Access to Medicine

Viatris is a global healthcare company focused on bringing high-quality medicines to patients through an exceptionally broad portfolio of generics, complex generics, brands and innovative products. With our portfolio, we seek to more holistically address healthcare needs globally. Our foundational strengths are the diversity of our portfolio, our global footprint and our mission to empower people worldwide to live healthier at every stage of life.

Our business and operating model is designed and implemented to deliver on our strategy to build and sustain access to medicine at scale. Underpinned by Viatris' relevance in meeting evolving healthcare needs, we seek to create value for and together with our key stakeholders. They include the people who trust our medicines every day, the health systems who rely on us, the people who make up Viatris and 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 and our most relevant contribution to society. 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 global, flexible and agile 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, we make our commitment to access central to everything we do.

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 essential for meaningful and lasting impact, as are policies and strong healthcare systems and markets that allow for healthy competitive environments. While needs are global, circumstances are local, and we work with an array of organizations - internationally, 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.

Viatris has a global portfolio covering a broad range of therapeutic areas.

Increasingly innovative and differentiated pipeline

Powerful global operating platform

Robust global technical resources

Strong global commercial team

Our Four Market Segments*

Developed Markets, which consists of Europe and North America

Developed Markets

~$8.9B
~61% of Total Net Sales

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

Emerging Markets

~$2.3B
~15% of Total Net Sales

JANZ, which consists of Japan, Australia and New Zealand

Japan, Australia and New Zealand (JANZ)

~$1.3B
~9% of Total Net Sales

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

Greater China

~$2.2B
~15% of Total Net Sales

* 2024 segment results

Evolving our Business to Meet Unmet Needs

We are making progress on our strategy to expand access to more complex and innovative products. We are building for a future where we remain a relevant partner in addressing unmet needs and supporting healthcare systems across the globe in an ever-evolving landscape.

In 2024, we worked diligently to execute on our strategic plan, including completing our divestitures to simplify and streamline our organization. More information about the divestitures is provided here. We are focusing on our core competencies and adding to our capabilities to better address unmet needs. We are building on our strong foundation and existing access-driven base business while pursuing increasingly complex generics and novel and innovative products targeting gaps in care, all with a first-to-market focus to leverage our scientific and development expertise to help further accelerate access. Our goal is to seek opportunities to further advance reliable access to medicine through our proven scientific capabilities and extensive global platform.

~1,400 Approved Molecules Across a Wide Range of Therapeutic Areas

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

A Strong Foundation and A Diverse Pipeline

In 2024, Viatris sold more than 80 billion doses of medicine across more than 165 countries and territories, reaching approximately 90% of low- and middle-income countries (LMICs) – supplying high-quality medicines to approximately 1 billion patients around the world.

Viatris offers quality treatment options across more than 10 major therapeutic areas covering a wide variety of noncommunicable diseases (NCDs) and infectious diseases. We also enable 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.

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. Our base business pipeline provides the company with a diverse and resilient growth engine and enables investment in our expanding novel and innovative portfolio. In 2024, we had ~$582 million in new product revenue.[1] We continue to focus our efforts to identify, vet and secure innovative, best-in-class, patent-protected assets in areas of unmet medical need.

While committed to generics and specialty products, over the last several years, a greater portion of our investments have been focused on complex or difficult-to-formulate products, such as modified release or complex injectables like glucagon, rather than on commodity products, such as conventional oral solid dosage forms. For example, in 2024, we continued to work on programs including the potential to be first to market for our generics of Abilify Maintena®, Injectafer®, Invega Trinza®, Ozempic®, Venofer® and Wegovy™.

As part of managing our broad portfolio, 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.

In 2024, we acquired the development programs and certain personnel related to two innovative assets: Selatogrel, for the treatment of heart attacks, and Cenerimod, for the treatment of systemic lupus erythematosus (SLE), from Idorsia, a Swiss biotech company. Since that time, we have progressed on ongoing Phase 3 studies for the products. We also entered into an exclusive licensing agreement with Lexicon for sotagliflozin in all markets outside of the U.S. and Europe. Sotagliflozin was approved by the U.S. Food and Drug Administration in May 2023 to reduce the risk of cardiovascular death, hospitalization for heart failure and urgent heart failure hospital visits in adults with heart failure or type 2 diabetes mellitus, chronic kidney disease and other cardiovascular risk factors.

We expect to receive approvals on a number of complex injectables. These are difficult-to-develop and difficult-to-manufacture medicines. In addition, we have 11 Phase 3 programs across our pipeline, and we are expecting six data readouts in 2025 and important late-stage development milestones for innovative assets – selatogrel, cenerimod and sotagliflozin.

We look forward to leveraging our proven track record to pursue opportunities across our diverse portfolio and pipeline to bring access to novel and innovative treatments for the benefit of people worldwide. Our ambition is to continue to establish ourselves as the partner of choice to key stakeholders and ensure access at scale of our current and future portfolio of medicines to drive patient outcomes.

We have more than 500 products in development or under regulatory review and have secured several first-to-market opportunities, including:

Core Generics

~250

products in development or under regulatory review

Complex Generics

~250

products in development or under regulatory review

Novel Products

>70

505(b)(2)-like products in development or under regulatory review

Sources

[1]New product revenue refers to revenue from new products launched in 2024 and the carryover impact of new products, including business development, launched within the last 12 months.

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. Key components of our product development and portfolio management include:

- addressing unmet needs by pursuing 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 10 research and development (R&D) centers around the world, including technology-focused development sites and global R&D centers. 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 managing risk and further building resiliency, we continue to build strong supplier relationships and apply sustainable-sourcing practices.

Manufacturing and Supply Chain

Protecting patient 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 2024, Viatris operated 26 manufacturing and packaging sites worldwide that produce oral solid doses (OSD), injectables, complex dosage forms and APIs on five different continents. 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 50 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 2024, we had a global customer service level of 93%.

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. We work to ensure that all our operations are supported by robust global quality systems and standards and processes which are designed to protect product quality and patient safety in compliance with Current Good Manufacturing Practice (cGMP). We work diligently to address all observations identified by health authorities and, at this time,[1] we have one open U.S. FDA Warning Letter, and our remediation efforts are well underway. 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 customers and other important entities, including international organizations, not-for-profits and non-governmental organizations (NGOs) to promote distribution efficiencies and provide access to customers around the world.

Reaching Patients

We build access at scale through our extensive and diverse portfolio of medicines, meeting nearly every health need, a global and diverse supply chain designed to reach more people with health solutions when and where they experience need. In 2024, we supplied high-quality medicines to ~1 billion[2] patients around the world and sold more than 80 billion doses of medicine across more than 165 countries and territories, reaching approximately 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' robust policies and processes, resting on well-established regulations and ethical standards.

For more information, see our Management Disclosure and Performance Data chapter.

Sources

[1] As of May 21, 2025

[2] See page 4 for more information about number of patients served.

Access and Global Health

Areas of Focus:

- The Importance of a Global, Resilient Supply Chain to Access
- Our Work to Advance Access and Public Health
- Preventing and Managing NCDs
- Fighting Infectious Disease
- Collaborating to Address Antimicrobial Resistance
- Policy Engagement to Break Down Barriers to Access and Build Resilient Health Systems

Additional Information:

- Management Disclosure and Performance Data

U.N. SDGs:

Good Health and Wellbeing (3)

Gender Equality (5)

Partnerships for the Goals (17)

People everywhere need access to the right treatment at the right time. However, far too many people face barriers getting the care they need. Factors such as geography, income, education, gender, age, race, ethnicity, sexual orientation and other circumstances can all too often adversely impact access to healthcare and, as a result, a person's ability to live a healthy life.

Multilateral engagements and collaborative efforts from a wide set of public, private and civil society stakeholders are essential to effectively work towards global health equity between and within geographies. About half of the global population is not able to receive essential health services, so there is much to be done worldwide to ensure access to prevention, treatment and care.[1]

Healthcare systems across the world are facing mounting and combined challenges of building back from the COVID-19 pandemic, an aging population, the growing burden from non-communicable diseases (NCDs), and a growing demand for healthcare workers while often grappling with budgetary and fiscal constraints.

As Viatris, we seek to be a partner in building access at scale and more resilient healthcare systems. The core of our work lies in developing, sourcing, producing and distributing high-quality medicines to people around the world. The base of our business is a vast and diversified portfolio of generic medicines and trusted brands, serving an important role in making essential health products available and accessible, and preventing and treating some of the world's most pressing health conditions. As noted previously in this report, we are also increasingly adding more innovative treatments to our portfolio to further help address unmet needs. In 2024, Viatris supplied more than 240 medicines on the WHO Essential Medicines List, representing nearly 50% of the total list.

Medicines alone will not be enough. To that end, we are engaging with the healthcare community to empower healthcare professionals, advocating for public policies that advance access to quality medicines and building systems that sustain medicine availability. Our global policy priorities are to advance access to quality medicines; strengthen resilient, global supply chains; and build future access.

Partnerships are fundamental. We partner with members of the global, regional and local health community. Meaningful and lasting change can only be achieved by fostering collaboration, enhancing quality of care and driving innovation. Our partners include a variety of stakeholders, including governments, healthcare providers, patient organizations, pharmaceutical companies, not for profits, logistics partners, intergovernmental organizations, academia and others. Through sharing resources and leveraging expertise, these alliances can create more sustainable and effective healthcare systems.

Supplied high-quality medicines to **~1B patients** around the world[2]

Provided products that **address the WHO's top 10 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

Provided 50 products on the **WHO Prequalification of Medicines List**

Supplied **>240 medicines** on the **WHO Essential Medicines List (EML),** representing **nearly 50%** of the total list

Supplied **>135 medicines** on the **WHO Essential Medicines List for Children,** representing **>35%** of the total list

The Importance of a Global, Resilient Supply Chain to Access

We believe our global supply chain, with its breadth, resilience and established efficiencies, continues to be the best structure for maximizing supply availability and enabling access to medicines for patients, regardless of geography. No country makes every medicine it needs, and no medicine is made in every country.

The global supply chain enables efficiencies and economies of scale, which are important for cost-effective production while adhering to globally recognized quality-assurance standards. Further, the global and diversified supply chain supports risk diversification and building resilience. By leveraging suppliers and production sites across countries and regions, we enhance the ability to

In 2024, our global customer service level was 93%.

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' perspectives.

See page 57 for more information.

Sources

[1] Billions left behind on the path to universal health coverage

[2] The number of patients served is an estimate calculated using internal sales data (global volume of doses sold in 2024 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 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.

manage shocks affecting any single country or region. Whether due to spikes in demand from changing disease patterns or disruptions to supply based on local disasters, the agility achieved through a strong, flexible global network improves the ability to respond quickly to changing demand and evolving patient needs by moving supply where it is needed.

Viatris leveraged its supply chain capabilities in 2024 to overcome challenges by providing alternate supply to mitigate the risk of supply shortages in times of peak demand. In New Zealand, for example, when demand for a common menopause treatment patch grew by more than 260% in three years, Viatris was able to leverage its supply chain to quickly provide an alternative supply, ensuring continued access for New Zealanders.

Learn more about the importance of a global, flexible supply chain here.

Our Work to Advance Access and Public Health

In 2024, Viatris provided medicines addressing the top 10 of the WHO's leading causes of death globally.

We have taken a deliberate approach to expand access to our wide portfolio across geographies and income levels, where we seek to build and establish sustainable markets by nurturing innovation and competition. Our reach is enabled by a strong global infrastructure that serves patients in more than 165 countries and territories.

Viatris' current companywide access goals run from 2022 to year end 2025. The goals seek to advance access and reach of digital and global healthcare professional (HCP) education and provide access to ARV treatments for patients living with HIV. To drive progress on these goals and make a meaningful impact, we pursue holistic approaches, partnerships and cross-sector collaborations.

Putting Patients First: Advocacy

Those living with a disease or having experienced an urgent medical need know first hand that treatment does not begin or end with a medicine. In many cases, people need advocates on their side, helping to address barriers to diagnosis and treatment, promoting health infrastructure and training and supporting patient education and disease awareness. Poor health literacy and misinformation are examples of barriers to diagnosis and treatment adherence. Viatris works with partners across geographies to help improve health literacy.

We work closely with organizations including the Boomer Esiason Foundation, the MS Society, the Cystic Fibrosis Foundation and many others to support patients. Examples of this work follow:

- In Australia, Viatris collaborates with the Eczema Association Australasia to develop patient education materials on allergic rhinitis.
- In Washington, D.C., Viatris supported Patients Rising's "We the Patients Week on Capitol Hill," a legislative conference with 60 patient advocates from over 20 states meeting with 70 congressional offices advocating for health care policies focused on addressing barriers and inequities to care.
- Viatris supports the MS Foundation's month-long MS awareness campaign, which includes information on how to support your immune system, gender differences in MS and how to advocate for more research funding. This work included distributing information toolkits to about 70,000 patients and the presentation of two live and four virtual education events.
- In the U.S., Viatris backed the implementation of The CHEST organization's First 5 Minutes® program, which aims to provide clinicians with tools and strategies to build rapport, practice empathetic listening, and navigate cultural differences effectively. Through e-learning modules and practical exercises, the program teaches techniques like cultural humility and compassionate communication, tailored to conditions like COPD.
- In Europe, Viatris supports the Active Citizenship Network (ACN), a civil society organization representing more than 200 professional societies and patient organizations in the EU, and its annual European Patients' Rights Day. Viatris has been a key partner in helping ACN strengthen patient voices in healthcare.
- Viatris supports the Allergy & Asthma Network: English and Spanish COPD Virtual Conference Series, a program providing education, including for Black and Hispanic communities about COPD and engage patients and caregivers in research.
- We support the We Are ILL organization to support and educate Black women diagnosed with multiple sclerosis (MS).

Supporting Healthcare Workers for More Resilient Healthcare Systems

Healthcare workers, especially those in primary care, are essential to improving the health and wellbeing of individuals and communities. They are often the first point of contact for people seeking healthcare services and key for people accessing the care they need. Demand for healthcare workers is growing, and it's estimated there will be a shortage of about 15 million healthcare workers by 2030, with needs especially acute in low- and LMICs.[1]

In 2024, we continued our dedicated work with partners across the world to empower healthcare workers to contribute to more resilient and healthier systems. Viatris supports programs, education and resources both at a local level as well as through digital resources that are more broadly accessible. We work to leverage medical partnerships and thought leadership to help local standards of care and optimize patient outcomes.

Sources

[1] Global Health Workforce Labor Market Projections for 2030 | Human Resources for Health

One of our platforms for medical professionals is Viatris Connect Medical. In 2024, the hub was available in 20 countries and provided programs including accredited continuing medical education programs, certification programs, congress highlights, in-depth therapy reviews, patient educational resources and podcasts. The platform also provides access to pocket-sized clinical guidelines and scientific journals. Since the platform's launch, more than 13,000 professionals have had access to Viatris Connect Medical. In 2024, users interacted with the platform approximately 22,800 times. Viatris Connect Medical has been recognized externally for providing HCPS a unified experience across multiple geographies.

Brazil and Saudi Arabia launched Viatris Connect Medical in 2024 so that healthcare professionals (HCPs) can have access to the latest medical advances. In Brazil, we developed and made available six educational programs with a cross-specialty approach, leveraging digital strategies to enhance reach and promote learning.

With the support of our global partners, including the American College of Cardiology, the World Heart Federation, and the NCD Alliance, our free, online educational platform for healthcare workers, the NCD Academy, has continued to expand. In 2024, three new courses were added to the extensive portfolio: Foundational Concepts in Care Integration for NCDs; HIV and Lifelong Care; and Vaccine Preventable Diseases. The new courses represent the interrelated nature of health challenges and how integrating care across infectious and chronic diseases can unlock significant benefits within the healthcare system, resulting in better care for patients.

The value of the platform rests on HCPs knowing of it and using it, so we worked on growing awareness of the academy beyond primary care practitioners. We partnered with groups including the European Specialist Nurses Organisation (ESNO), the International Pharmaceutical Federation (FIP), the World Organization of Family Doctors and others to reach nurses, pharmacists, general practitioners and medical students. We also collaborate with local scientific societies to raise awareness and provide access in their countries.

NCD Academy courses have now been translated into more than 15 languages, including English, Chinese, Spanish, French, Italian, Japanese, Korean, Turkish, Greek, Serbian and Polish.

More than 30,000 individuals have an NCD Academy account, an increase of more than 6,000 users in 2024 over the previous year. The total number of patients impacted since the launch of NCD Academy is approximately 115 million.[1]

Our HCP Access Goal

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 30,000 individuals have an NCD Academy account, an increase of more than 6,000 users in 2024 over the previous year. The total number of patients impacted since the launch of NCD Academy is ~115 million.[1]

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

Beyond these programs, Viatris works in a variety of ways to empower healthcare workers, integrate care for patients and address health inequities across geographies. Viatris has been actively engaging healthcare professionals across various regions to enhance patient care and address NCDs.

- In Ukraine, Viatris partnered with professional societies to raise awareness of diseases and treatment adherence, reaching over 10,000 healthcare professionals.
- In the Middle East, Viatris organized the HEAL Conference, which included over 70 experts and 13,000 healthcare professionals, and announced a collaboration with New York University of Abu Dhabi to address NCDs in the UAE. Viatris also hosted the HEAL Forum Qatar 2024, focusing on NCD care standards.

- In China, Viatris sponsored a panel at the 4th Pain Summit to improve clinicians' understanding of pain management.
- In Morocco, Viatris hosted the VI'ATELIER summit, gathering over 150 healthcare professionals to discuss topics such as hypertension, dyslipidemia, mental health, erectile dysfunction and pain.
- In South Korea, more than 2,200 HCPs participated in various virtual focus groups to discuss topics related to NCDs.
- In the Emerging Markets Asia region, more than 700 healthcare professionals participated in a master class on cardiovascular risk, pain and diabetic peripheral neuropathy.

New NCD Academy Courses in 2024

NCD Academy
Powered by American College of Cardiology

Foundational Concepts in Care Integration: By addressing the complex challenges within the healthcare sector, the course aims to equip future HCPs with the essential skills needed to address and mitigate the impacts of NCDs.

HIV and Livelong Care: The course highlights the importance of continuous care for people living with HIV/AIDS and explores the interrelation between HIV/AIDS and non-communicable diseases.

Vaccine Preventable Diseases: The course explores how vaccines address the intersection of communicable and NCDs to support global health goals.

Sources

[1]The calculation methodology for 2024 was updated to better reflect the cumulative patient impact of NCD Academy learners over multiple years. Under the prior year methodology, patient impact was calculated by multiplying the number of HCP learners by the average number of patients treated weekly (as self-reported by HCP learners upon registering for NCD Academy) by 50 working weeks. Using the prior year methodology, calculated patient reach would have been 92.5 million. For 2024, patient reach is now calculated at an individual HCP learner level by multiplying the number of patients treated per week, as self-reported by the individual HCP learner upon registering for NCD Academy by the number of weeks the individual was enrolled in NCD Academy (in some cases, multiple years). Patient reach for each individual learner is summed to arrive at total patient reach. Patient reach includes unique patients as well as repeat patient encounters.

- Viatris also partnered with Younger Lives to expand access to the Diabetes Age tool in Spain, Greece and Romania, promoting healthy behaviors and therapy adherence.
- In Europe, Viatris Medical Affairs explored generational differences in health perceptions and healthcare decision-making, advocating for tailored healthcare delivery models.

Promoting Integration of Care

By integrating care, healthcare providers can optimize their time and resources, offering more comprehensive treatment that enhances patient access to healthcare services. Traditionally, infectious diseases and NCDs were treated as separate issues, an approach which overlooked the interrelated nature of health challenges. Integrating care across infectious and chronic diseases can unlock significant benefits within the healthcare system and offer better care for patients.

Viatris has supported research identifying gaps and potential solutions in the integration of NCD care for people living with HIV for several years, leveraging our institutional knowledge and footprint in both the NCD and HIV communities. Most recently, in 2024, in partnership with the NCD Alliance, Viatris collaborated on the release of a third publication, focused on real-life patient experiences. "A collection of the lived experiences of people living with NCDs and HIV" was released at the International AIDS Conference in June 2024, featuring first-hand accounts by people living with HIV and one or more NCDs. The paper highlights first-hand experience of the barriers patients faced in managing conditions and accessing care, as well as their resilience in the face of such challenges. The paper was also discussed at an NCD Alliance side event at the United Nations General Assembly and the Global NCD Alliance Forum.

Other ways we are promoting integration of care include the following:

- In Germany, Viatris published a scientific paper contributing to growing evidence supporting the importance of influenza vaccination for adults with underlying medical conditions. The insights provided can inform policymakers, healthcare providers and public health officials working to help improve vaccination rates and protect the health of vulnerable populations.
- In the UK, there is an effort to "shift care to the left" by treating more patients in primary care and reducing referrals to specialists because of the long wait time associated with accessing specialized healthcare providers. Viatris is supporting this effort by providing education to improve general practitioners' skills and confidence in managing common conditions in the community, releasing pressure in secondary care.

Addressing Aging and the Burden of NCDs

Around the world, people are living longer, adding to the growing burden of NCDs for healthcare systems. The UN declared '2021-2030 the UN Decade of Healthy Ageing' to help address health inequities that contribute to this burden and improve the lives of older people.[1]

Generational differences play a significant role in shaping health perceptions, decision-making, technology use and attitudes toward preventative health. Viatris and external experts have examined these differences across six generations in a published report titled "Generational differences in healthcare: the role of technology in the path forward." The paper proposes strategies including integrating digital health solutions and employing generationally sensitive communication approaches to ensure fair access to healthcare services and promote patient empowerment. The research underscores the necessity for a comprehensive, inclusive approach to healthcare delivery to address the changing patient demographic and enhance public health systems.

In China, for example, the aging population is exacerbating the need for a more comprehensive chronic disease management system. About 18% of the population was 60 years or older in 2020, a number estimated to grow to 40% by 2050.[2] In 2024, Viatris China supported Dyslipidemia Diagnosis and Treatment Medical Consortium Demonstration System Project to establish a new prediction model for atherosclerotic cardiovascular disease (ASCVD) and optimize the management of high cholesterol based on a tiered healthcare approach. More than 2,500 demonstration centers and community hospitals across 29 provinces participated, enrolling more than 670,000 patients.

Viatris China also leveraged its resources and expertise to build interdisciplinary platforms, collaborating with various partners to explore new models for the integrated management of chronic diseases and comorbidities. With Viatris' support, the Blue Book on Comprehensive Chronic Disease Management for Healthy China was finalized in November 2024. It will serve as a desk reference and practical guide for chronic disease professionals in China.

In Spain, the Viatris Foundation raised awareness of the country's aging population and increasing prevalence of chronic disease through a new report, the findings of which were discussed during a session at the Spanish Congress of Deputies. The "Parliamentary Session on the Future of the National Health System" highlighted the demographic and financial challenges of the Spanish National Health System (NHS) amid a Spanish population in which almost 1 in 4 people will be 65 or older in seven years.[3] The report advocates for the NHS to explore optimizing pharmaceutical spending, support personalized dosing systems as a relevant initiative, promote prevention policies, increase the number of trained professionals, integrating care models and advance digitalization.

Promoting Health Equity for People Living with Multiple Sclerosis

Viatris supports initiatives to address existing health inequities to help ensure healthcare for all. These initiatives include better understanding the barriers to treatment for multiple sclerosis (MS).

Viatris' teams in the U.S. set out in 2024 to implement and assess initiatives that promote equitable healthcare delivery and empower MS patients in decision-making. These efforts focused on expanding patient engagement tools, analyzing race/ethnicity-based disparities, and educating providers on culturally competent care. Additionally, the goal was to identify and overcome provider-reported barriers to engaging patients in shared decision-making (SDM).

Several initiatives were implemented, including the PRO Connect Patient Engagement Tool in community MS clinics and race/ethnicity sub analyses to understand disparities in SDM. Longitudinal surveys measured the lasting impact of SDM resources, while educational programs such as webinars and town halls trained providers on health equity strategies.

These initiatives are designed to improve patient-centered care and increase provider awareness of health equity issues in connection with MS. The longitudinal surveys indicated that providing SDM resources led to more patients from varying backgrounds participating in treatment decisions, and providers gaining confidence in SDM procedures. We believe the scalability of these interventions could help ensure broader adoption in healthcare setting, leading to sustained improvements in MS care.

Sources

[1] Aging Health

[2] Aging population in China - statistics & facts | Statista

[3] Seniors in Spain - statistics & facts | Statista

Preventing and Managing NCDs

NCDs are the leading cause of death globally, representing a significant burden to people and health care systems. As many as 18 million people die annually before the age of 70 from NCDs including cardiovascular disease, cancers, chronic respiratory diseases and diabetes – with a great majority of those deaths happening in low- or lower-middle income countries.[1]

Viatris has >300 medicines to treat or address symptoms associated with the top ten causes of death globally.

Viatris' broad portfolio of both off-patent and new, innovative medicines address many NCDs such as cardiovascular disease, diabetes, respiratory diseases, dermatology and ophthalmology. Some examples of our work to expand access across geographies in 2024 include the following:

- Viatris entered into an exclusive licensing agreement with Lexicon Pharmaceuticals for sotagliflozin in all markets outside of the United States and Europe. Sotagliflozin was approved by the U.S. Food and Drug Administration to reduce the risk of cardiovascular death, hospitalization for heart failure and urgent heart failure visit in adults with heart failure or type 2 diabetes mellitus, chronic kidney disease and other cardiovascular risk factors.
- In the U.S., Viatris launched RYZUMVI™ (phentolamine ophthalmic solution) for the treatment of pharmacologically-induced mydriasis produced by adrenergic agonists (e.g., phenylephrine) or parasympatholytic (e.g., tropicamide) agents. RYZUMVI is the only U.S. commercially available FDA-approved eye drop to reverse dilation.
- Dymista was successfully launched in China to further improve treatment satisfaction for patients with moderate to severe allergic rhinitis.
- In seven countries in Europe, Viatris launched Rizmoic (naldemedine tablet), an innovative therapy with a mode of action specifically targeting the underlying cause of opioid-induced constipation.
- In Canada, Viatris launched PrGlatiramer Acetate Injection 20 mg/mL for once-daily injection, the first generic bioequivalent version of Teva's Copaxone® 20 mg/mL, indicated for the treatment of patients with relapsing-remitting multiple sclerosis (RMMS), a chronic inflammatory disease of the central nervous system.

> "MS Canada estimates 90,000 Canadians are living with multiple sclerosis—one of the highest rates of MS in the world. Because of this high prevalence, and because MS affects each person differently, there is a need for a range of medicines to help manage the symptoms of the disease and other medical conditions that are commonly associated with MS."
>
> **Jeffrey L.**
> **Canada Country Manager, Viatris**

- In Australia, Relpax Migraine, Dymista Allergy treatments and Celebrex Relief became available to patients without a prescription, offering Australians access to acute treatment options without the need to see an HCP.
- In Japan, Viatris introduced Cystadrops Ophthalmic Solution 0.38% to dissolve cystine crystal deposits in the corneas of cystinosis patients. We also launched Sugammadex intravenous 200mg/500mg to help patients recover from muscle relaxation caused by rocuronium bromide or vecuronium bromide.
- Elidel® was approved for use by infants aged three months and older across the EU, China and other Asian countries. This milestone expands access to safe and effective treatment options for patients with atopic dermatitis, contributing to improved quality of life for millions of patients and their families.
- Neurontin NT and Neurontin M launched in India to provide additional treatments for pain.
- Apixaban, a branded generic alternative for the treatment and prevention of blood clots and to prevent stroke in people with nonvalvular atrial fibrillation, launched in the Philippines.
- Launched Zeforus (Relpax), the first eletriptan hydrobromide available in Brazil, indicated for acute migraine with or without aura.

Cardiovascular Disease

Cardiovascular disease accounts for the largest number of NCD deaths globally.[2] To fight this global public health threat, Viatris promotes prevention, diagnosis and treatment, leveraging the breadth of our diverse portfolio and partnerships around the world.

Examples of our work in 2024 included the following:

- Supported the creation of four podcasts for HCP education in Europe on diagnosing thrombotic disorders in a variety of clinical conditions and treating them with best-in-class clinical management. The podcasts included discussions on anticoagulation monitoring, the treatment of thrombosis in cancer patients, the optimal duration of thrombosis treatment and how to minimize the risk of thrombosis in surgical patients.
- Launched ViaHeart – or La Via del Cuore – in Italy, a cardiovascular disease awareness campaign, an omnichannel effort to help HCPs and pharmacists raise awareness on the importance of a healthy lifestyle, proper nutrition and reducing other risk factors and on the importance of medicine adherence.
- Viatris in Egypt hosted the first Neuro Summit focused on stroke patient management and treatment guidelines. This summit addressed stroke as a complication of hypertension, diabetes and dyslipidemia, and its psychological impacts.
- Viatris Türkiye supported The World Heart Federation Cholesterol Roadmap project-Türkiye, which aims to increase awareness of dyslipidemia, promote treatment and identify the barriers to treatment.

The above noted exclusive licensing agreement with Lexicon Pharmaceuticals for sotagliflozin adds another asset to Viatris' expanding innovative portfolio in cardiovascular diseases. It further supports our joint ability to provide ready access in more markets and to patients worldwide through Viatris' unique global infrastructure and expertise.

Sources

[1] Noncommunicable diseases

[2] WHO Noncommunicable diseases fact sheet

Hypertension

Hypertension, or high blood pressure, is a significant condition within cardiovascular disease. It increases the risk of heart disease, stroke, and other complications. In 2024, Viatris worked to raise awareness and promote treatment of hypertension in many ways, including:

- Partnered with the Saudi Hypertension Management Society (SHMS), the sole society in Saudi Arabia focused on hypertension management. The collaboration involved educational programs for HCPs covering cardiometabolic disease, diabetes and major depressive disorders, with more than 10,000 HCPs taking part. Additionally, Viatris sponsored the "Everyday Count" educational series, organized by SHMS, to boost awareness and screening of hypertension among hospitalized patients.
- Collaborated with the Philippine Society of Hypertension and a local community, marking Viatris' first local government unit partnership to educate and screen approximately 300 patients.
- Contributed to the concept of high-quality blood pressure management, which was a significant part of the Chinese Hypertension Guideline published in 2024. To benefit more patients, the China Hypertension League (CHL) and the HOPE Asia Network initiated a deeper discussion on quality blood pressure management, involving experts from neurology, nephrology and cardiology. The HOPE Asia Multidisciplinary Consensus on High-Quality Hypertension Management is expected to be released at the 2025 China Hypertension Annual Congress and published in a journal by year-end.
- Hosted meetings throughout Türkiye with more than 250 HCPs as part of the Global Hypercare Project, with a focus on the importance of controlling blood pressure variability, a critical factor in hypertension management.
- Cooperated with the Bulgarian Patients Forum on a series of health podcasts, including on arterial hypertension.
- Led "Project Challenge: Hypertension and Dyslipidemia – A Continuous Challenge for Young Doctors" in Naples, Italy, with HCPs. The event was a part of a global "train the trainer" project launched in Spain in 2023.
- Blood pressure variability (BPV) is associated with an increased risk of cardiovascular–renal complications and cognitive decline. To help address gaps in clinical practice and awareness, Viatris developed a holistic BPV advocacy plan in Asia, the Middle East and Europe, with more than 10,000 HCPs reached.

Mental Health

About one in eight people in the world live with a mental health condition, the most common of which are anxiety and depressive disorders.[1] While global attention on mental health has grown in recent years, especially since the COVID-19 pandemic, much work remains to build understanding, knowledge and capacity. Several factors prevent people from seeking and receiving help for mental health conditions, including poor quality of services, low levels of health literacy in mental health and stigma and discrimination. Viatris has worked with partners around the world to explore ways to improve access to mental health prevention, diagnosis and treatment.

Our work in 2024 included initiatives collectively aimed at promoting awareness, educating and training healthcare providers, conducting research and developing treatments and partnering with governments and institutions.

Promoting Awareness

- Supported "Tear Away the Silence" live podcasts by 'mentl,' a United Arab Emirates mental health advocacy platform. The campaign reached approximately 5.5 million people, contributing to reducing stigma and empowering people's mental health and wellbeing journeys.
- Collaborated in Türkiye with the Association of Psychiatric Sciences and Research (PiBAD) on the "Hayata Varım" Mental Health Disease Awareness Campaign to break down barriers to mental health care access.
- Continued to support the Yellow September Campaign, "Love Me, Love Myself," in partnership with the Brazilian Association of Family, Friends and People with Affective Disorders (ABRATA).
- Supported the "Words Matter" project in Mexico to educate the media on how to speak and write about mental health conditions and treatments.

Education and Training

- Supported the development of a line of care guidelines in Brazil to improve access to care, reduce stigma and optimize diagnosis and treatment in primary care. The guidelines include clinical flowcharts, evidence-based treatment protocols, training for primary care doctors, continuous patient follow-up and integration with specialized mental health networks.

Government and Institutional Partnerships

- Signed a Memorandum of Understanding (MoU) with the Egyptian Ministry of Health to provide funding for the "Your Health is Happiness" program, part of the government's broader 100 Million Health program. The program aims to include mental health screening for 2 million people and addresses issues such as depression, anxiety, autism, and addictions to substances, gaming and the internet in addition to supporting public awareness campaigns and capacity.

Research and Treatment Development

- Filed applications to the Ministry of Health, Labor and Welfare in Japan for approval of Effexor® to treat adults with generalized anxiety disorder, an indication for which no other treatment option is currently approved in Japan. Viatris in 2024 published Phase 3 study results into the treatment's efficacy and safety.

Sources

[1] WHO World Mental Health Report

Exploring Art in Spain to Understand and Address Mental Health

The Viatris Foundation in Spain brought together psychiatrists and art experts for a unique event at the Museo Nacional Centro de Arte Reina Sofía to explore new ways to understand and talk about mental health. Participants at the "La Mente sobre el Lienzo" – or "Mind on Canvas" - event included a guided tour of some of the museum's most iconic works and discussion about how art can offer comfort, support and provide an outlet for expression to people living with mental health conditions.

During the tour, various works were examined in depth, each linked to a psychiatric analysis. Each work served as a starting point for reflecting on how art can symbolize deep emotions, life experiences and internal struggles often faced by those living with mental health conditions.

"Mental health has emerged as a serious global health challenge. We believe it is critical to show how art, beyond its artistic value, can be a powerful tool for introspection, emotional relief and creating a space where people living with mental health conditions can feel understood and supported."

João M.
President of the Viatris Spain Foundation

Building Access Through Digital Health Solutions

We leverage evolving technology and innovative platforms for HCPs to better help patients. These web-based solutions, called digital therapeutics (DTx), are increasingly being used for a variety of medical conditions, including hypertension, cancer, substance use disorders and mental disorders. DTx are evidence-based interventions, with clinically evaluated software programs, often, but not necessarily, coupled with artificial intelligence techniques and machine learning systems to prevent, manage or treat medical conditions. Further, to reach remote areas and promote access to Viatris' portfolio, we utilize digital tools to help HCPs serve patients in underserved locations more effectively.

In addition to being more readily available to patients, DTx have the potential to reduce the overall burden on healthcare systems and offer potential economic benefits to the public health system. In Europe, Viatris worked with external experts to publish a paper examining the levels of adoption of DTx in Europe and to explore possible strategies to improve adoption. The publication, titled "Adoption of Digital Therapeutics in Europe," discusses the regulatory and reimbursement landscape across Europe, validation requirements for DTx and the importance of co-design and an ecosystem-centric approach in the development of DTx.

Other ways Viatris is supporting digital solutions for healthcare include the following:

- Launched WhatsApp Connect WACR, a program leveraging the popular messaging application to communicate medical information to nearly 2,000 HCPs in Malaysia.
- Launched Bliss DTx, an immersive, virtual reality solution to manage patients' pain and anxiety and optimize the use of analgesics, anxiolytics and anesthetics in France.
- Supported the Egyptian Drug Authority (EDA) DAWANA digital tool designed to ensure safe and controlled dispensing of essential medications through a three-year grant. The platform is expected to be launched across all 29 governorates with more than 4,000 registered pharmacies.
- Established long-term collaborations in China with online health service platforms including Meituan Pharmacy and JD Health to improve the accessibility of out-of-hospital medical services and medications for patients. Viatris signed a strategic cooperation agreement with Alibaba Health Pharmacy to fully launch digital health services in areas such as online retail and disease education and to maximize the accessibility of non-hospital medications in the cardiovascular field.
- Supported Gravitate Health, a public-private partnership with 40 members from Europe and the U.S. that aims to empower people with digital information tools that make them confident, active and responsive in their patient journey, specifically encouraging safe use of medicines. Gravitate Health will also include an open-source digital platform supporting "G-Lens," where users can have easy access to trusted health information.

Gravitate Health

- Supported the launch of the Score Diabetes application in Vietnam to help doctors detect and prevent atherosclerotic cardiovascular disease in diabetic patients more effectively. By providing clear visualizations of risk factors, the app facilitates improved patient communication and enhances clinical decision-making.
- Launched the Diabetic Peripheral Neuropathy Application in Thailand to promote education, screening, diagnosis and early intervention for neuropathic pain. The app is undergoing a three-month pilot at five institutes to improve early management and patient outcomes while supporting healthcare providers with valuable insights and relevant information.

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 provide 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.

Fighting Infectious Disease

Viatris has a long history in the fight against infectious disease, which accounts for eight of the top 10 causes of death in low-income countries.[1] We are working with global and local partners to help prevent infections, increase access to diagnosis and treatment, provide healthcare solutions and work on local manufacturing initiatives with partners to transfer technology to expand access where it is most needed.

Supplied ~50% of medicines on the WHO EML anti-infective medicines section and ~45% of medicines on the WHO EML for Children anti-infective medicines section

In 2024, Viatris focused on expanding access to HIV treatments, second-line tuberculosis (TB) treatments, anti-malarial products and injectables to Africa, North and South America, Eastern Europe and East Asia, regions that are experiencing an increase in new HIV infections and high-burden countries for drug-resistant TB.

We are also working with the Drugs for Neglected Diseases initiative (DNDi) for the development of Flucytosine SR formulation, which will be used in the treatment of cryptococcal meningitis, a devastating fungal infection that people with HIV are especially susceptible to developing. Often, treatments for cryptococcal meningitis are not available or affordable in areas where the burden is most severe.[2]

The Need to Remain Focused on HIV Treatment

Progress in preventing and treating HIV has been uneven across the world. While sub-Saharan Africa has experienced the steepest reductions in new infections, Eastern Europe and Central Asia, Latin America, and the Middle East and North Africa are experiencing an increase. Overall, the global numbers of new HIV infections are not declining fast enough. Almost a quarter of people living with HIV are not receiving lifesaving treatment and every minute a person dies from AIDS-related causes.[3]

Viatris provides access to high-quality and more affordable ARVs to approximately 125 countries. Viatris has 32 HIV/AIDS products on the WHO's list of prequalified products.

The market dynamic is evolving and, in 2024, we saw regimen consolidation for pediatric patients on anti-retroviral therapy, with most of the HIV programs across the low- and lower-middle income countries transitioning to triple combination drug: Abacavir/Lamivudine/Dolutegravir 60/30/5. Regarding the PrEP (Pre exposure Prophylaxis) market, there is a considerable push for adoption of long-acting injectables for prevention therapy. Over the years, Viatris has procured license to develop, manufacture and commercialize the following long acting PrEP injectables in low- and middle-income countries: (i) Lenacapavir from Gilead Sciences Ireland UC (2024); and (ii) Cabotegravir from the Medicine Patent Pool (2023).

Our HIV Treatment Access Goal

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

Our Progress: In 2024**, we provided treatments for ~7 million patients, including ~320,000 children living with HIV/AIDS. Since 2022, we have provided treatments for >24 million adults and children.

*Our ability to make progress on our goal depends on several factors, some of which are outside of our control, including the existence and funding of our distribution partners.

** The remediation activities at the Indore site have impacted our ARV therapy supply in 2024. We are aiming to be back on track by the end of 2025.

- **We have >700 registrations of infectious disease products across LMICs.**
- **Viatris has seven 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.**

Expanding access to Malaria Treatment

In 2024, Viatris signed a volume agreement with the Bill and Melinda Gates Foundation and MedAccess for 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 multidrugresistant falciparum malaria.

Malaria is visibly impacted by the changing climate – as the climate warms, mosquitoes 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, with two products on the WHO list of qualified products and collaboration with partners to expand access.

Product registrations are important to expanding access to ARV products as it helps global procurement agencies deliver the medicines to customers faster. This is important especially for meeting the UN SDG target of ending the HIV/AIDS epidemic by 2030.

We consistently file our ARV treatments with the U.S. FDA and the WHO Prequalification pathways to enable procurement by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), the Global Fund to Fight AIDS, TB and Malaria, as well as other international agencies. Many countries require local registration in addition to these global approvals. To meet this need, we have steadily filed for local market authorizations of our ARV products based on country guidelines across all key high-burden HIV countries.[4]

Sources

[1] The top 10 causes of death

[2] Cryptococcal meningitis | DNDi

[3] 2024 global AIDS report — The Urgency of Now: AIDS at a Crossroads

[4] WHO global lists of high burden countries for tuberculosis (TB), TB/HIV and multidrug/rifampicin-resistant TB

We have local manufacturing facilities in Zambia, South Africa, and via Viatris' partners in Mozambique and Kenya. Technology transfer agreements were made for key antiretrovirals to help expand access. By having presence for manufacturing and packaging in South Africa, Viatris is helping to develop local capacity, competency and experience with high-quality production. In addition, we have been working with global procurement agencies and distributor partners to store essential and high-priority products at the South Africa warehouse to enable supply with a short lead time.

Approximately 25% of the world's adults and >50% of the world's children on treatment for HIV use a Viatris product. We supply products that address HIV/AIDS for all lower- and lower-middle-income countries in which this is a leading cause of death.

In 2024, we launched the fixed-dose combination of isoniazid, pyridoxine, sulfamethoxazole and trimethoprim and pediatric and adult formulations of the fixed-dose combination of abacavir, dolutegravir and lamivudine, helping to reduce the pill burden across low- and middle-income countries.

Through our ongoing work with the Bill and Melinda Gates Foundation and the Children's Investment Fund Foundation, we progressed work on development of a dual oral pill for HIV and birth control. The Dual Pill (TELE) has been submitted for WHO prequalification approval.

Barriers to effective treatment for people living with HIV include limited testing and lack of data for TAF-based treatments. TAF-based treatment in HIV involves the use of Tenofovir Alafenamide, a prodrug of tenofovir, which is preferred for its improved safety profile. It is used in combination with other antiretroviral agents in certain treatment regimens to effectively suppress the HIV virus and improve patient health. Viatris is helping to address these barriers through the promotion of HIV Self-Tests and scaling up of TAF-based treatments in various countries.

The Fight Against TB

Viatris works to help end TB, one of the leading causes of infectious disease deaths worldwide. 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.

In 2024, we continued to expand access to pretomanid, specifically approved for adults with multidrug-resistant TB (MDR-TB). When it was launched in 2020 through partnership with TB Alliance, a nonprofit organization that develops and delivers new TB treatments, it was the third new anti-TB drug approved in the past half-century.

We work with key procurement agencies like the Global Drug Facility to provide accessible pricing and expand our reach to more than 100 countries. We also have an agreement with MedAccess for pretomanid that enables us to supply the product to all emerging market countries at a single access price.

In 2024, we completed five registrations for pretomanid and we are awaiting approval in six countries. In all, we have 64 current registrations for pretomanid spanning across multiple continents and income levels. Further, we have seven TB products on the WHO's list of prequalified products. Partnerships like the one with TB Alliance are essential to providing more sustainable access to medicine.

Creating Life-Saving Access for TB Patients

The Pretomanid Named Patient Access Program (NPAP) allows a treating physician to submit a request for pretomanid prior to regulatory approval in their respective country on a named-patient basis. In this program, Viatris receives an initial request from the treating physician from Viatris Pretomanid Named Patient Access Program on the website. The treating physician fills out anonymized patient information forms containing all the medical details and submits the request. Once the treating physician submits the request, it is reviewed by Viatris' partner, TB Consilium, a multidisciplinary team of experts that helps manage difficult-to-treat tuberculosis cases. The team independently evaluates the request for the eligibility of the patient for receiving pretomanid. Once TB Consilium approves the patient's eligibility for receiving pretomanid, Viatris reaches out to the treating physician for appropriate documents to ship the product to the requested location.

In 2024, the Pretomanid Named Patient Access Program successfully supported 28 patients, providing them with access to life-saving treatment that would otherwise be unavailable.

Tackling HIV in Thailand

HIV/AIDS is a key public health priority for the government in Thailand. Viatris continued its collaboration in 2024 with the Government Pharmaceutical Organization to provide ARVs at a reduced cost to improve access for patients.

Understanding the Stigma of TB

TB persists as one of the world's leading causes of infectious disease death, the leading cause of death for people living with HIV, and one of the major contributors to antimicrobial resistance.[1] Viatris is actively engaged in and contributes to the leadership of the Private Sector Constituency (PSC) for the global Stop TB Partnership with the primary focus to achieve a world free of TB and, until then, making diagnosis, treatment and care available to all who need it.

Much progress[2] was made in 2024 by the Partnership, including a record number of people diagnosed and treated for TB, an increase in TB programs focused on respecting the rights of people living with TB and being gender-sensitive, numerous country level stigma evaluations, and assessments of key and vulnerable groups. 2024 saw the highest-ever number of countries implementing One Impact – the only community-led monitoring tool used by the Stop TB Partnership – and a stronger, more coordinated civil society. Throughout 2024, the PSC stressed the role of the private sector in developing, introducing and supplying at scale TB treatments, vaccines, diagnostics and digital solutions for TB programs globally.

Sources

[1] Tuberculosis

[2] Stop TB annual report

Collaborating to Address Antimicrobial Resistance

Antimicrobial resistance (AMR) is a significant global health challenge impacting millions of people around the world and with the potential to lead to even greater disruptions to care if not addressed. AMR threatens the effective prevention and treatment of an ever-increasing range of infections caused by bacteria, parasites, viruses and fungi.

Viatris takes a multi-pronged approach to actively engage in addressing AMR, both by providing access through our portfolio of more than 90 antimicrobials and in partnership with others, including as a founding member and active board member of the AMR Industry Alliance (AMRIA).

In 2024, the UN General Assembly convened a high-level meeting among heads of state to secure the highest level of political commitment to address AMR globally through the adoption by the UN General Assembly of the Political Declaration on AMR. Contributing to these ongoing political discussions, global news organization Foreign Policy, Viatris and other stakeholders co-hosted the "A World Without Antibiotics – Confronting the Global AMR Challenge" simulation. This meeting convened leaders and experts from government, industry and civil society to work through a simulation exploring solutions to avert the potentially devastating outcomes of unchecked AMR. During the event, Viatris and AMRIA called on member states to ensure universal, equitable, affordable and sustainable access to quality assured appropriate antibiotics and diagnostics as well as to prevent and address the drivers, sources and challenges of the environmental dimensions of AMR.

As the co-chair of the AMRIA Access working group, Viatris led the development of the AMRIA Equitable and Responsible Access Roadmap, published in February 2024, through a consultative and evidence-based process. The roadmap is a global policy tool focusing on increasing global access of people to appropriate and high-quality antibiotics. It highlights key barriers to diagnostics and antimicrobial access and outlines solutions to tackle the global barriers of regulatory issues, demand forecasting and procurement challenges.

Promoting a Scalable Model in the Fight Against AMR

In 2024, Viatris collaborated with BBC Storyworks to raise awareness about PLATINEA (PLATform for INnovation of Existing Antibiotics), a unique multi-stakeholder collaboration in Sweden that includes academia, healthcare, public health authorities, public payers and regulators and the pharmaceutical industry to find solutions to AMR. The campaign highlighted the PLATINEA model beyond Sweden, sparking discussions within and beyond the policy and medical communities about replicating this initiative in other regions and driving global momentum in the fight against AMR.

Policy Engagement to Break Down Barriers to Access and Build Resilient Health Systems

Public policies are central factors in determining healthcare interventions and access to medicines and treatment. Viatris leverages 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 medicine availability while minimizing unintended consequences.

Below are some examples from the work in our global policy priorities: advance access to quality medicines; strengthen resilient, global supply chains; and build future access.

Advancing Access to Quality Medicines

In 2024, Viatris worked to advance access in many ways, including the following:

- Engaged with U.S. policymakers to provide insights on generic drug market economics, the value of global supply chains and opportunities to enhance supply resiliency. Policies important to patients were ultimately included in Congressional drug shortage proposals, including provisions such as access-supporting changes to the Medicaid Generics Penalty.
- Collaborated with Foreign Policy and partners at the 2024 World Health Assembly in Geneva to host the FP Health Forum, a panel emphasizing that individuals are more than their health conditions and highlighting the need for a holistic approach to prevention, access and care throughout their lives.

Providing Access to Generic Medicines

Viatris' deep portfolio of generic medicines includes complex and branded generics. These products 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.

With healthcare budgets increasingly stretched thin, 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 also critical to patient access. For example, in the next five years, more than 250 medicine patents will expire in the U.K., generating prospective savings to the National Health Service (NHS) – based on current market level of competition in generics and biosimilars – of approximately £18 billion. This is on top of the annual savings of £15 billion from already expired patented products.

- Supported the British Generic Manufacturers Association in collaborating with the Medicines and Healthcare Products Regulatory Agency (MHRA), to devise a solution for a backlog of pending market authorization applications, which was delaying medicines from reaching the market. MHRA was then able to successfully clear the backlog of more than 1,000 pending applications, improving access for patients.
- Led efforts to include language in the State, Foreign Operations, and Related Programs (SFOPS) Appropriations legislation to expand and incentivize regional manufacturing investment to support the PEPFAR program and the fight against HIV/AIDS.
- Helped arrange multistakeholder discussions in Sweden to address policy challenges associated with access to antibiotics and promoted legislation and regulatory processes to foster sustainable market conditions conducive to access.
- Collaborated with Korea Disease Control and Prevention Agency and the Ministry of Health and Welfare to advocate for changes in the 2024 revision of Korea's tuberculosis treatment guidelines, resulting in improved access to key treatments for nearly all patients in Korea with drug-resistant TB.
- Developed, in partnership with the Unified Procurement Authority (UPA) in Egypt, the Pharmaceutical Procurement and Resource Management Program to improve supply chain efficiencies. This program aims to increase the availability of cardiovascular and pain products in government hospitals and expand access for low-income patients.

Strengthening Resilient Global Supply

A global supply chain with facilities across continents is essential for maintaining access to medicine. As stated earlier, no country can make every medicine people need, and no medicine is made in every country. Inputs are sourced globally, produced at scale by experts and securely transported to hospitals and pharmacies worldwide.

In 2024, Viatris worked to ensure the resiliency of this global supply chain by supporting the publication of a report from Charles River Associates and the U.S. Chamber of Commerce to assess how localization policies are affecting equitable access to medicines. The report considered comprehensive solutions to address access barriers including strengthening healthcare systems, fostering regional collaboration, improving security of supply and aligning resources with policies that improve the resiliency of the global supply chain. "Driving Equitable Access to Health Products and Technologies" has been presented to healthcare system leaders around the globe.

Viatris co-hosted a crucial panel discussion on "Access to Europe's Critical Medicines" during the European Health Forum Gastein, in collaboration with Medicines for Europe. The European Health Forum Gastein is a leading platform for shaping the future of health policy in Europe, bringing together policymakers, experts and industry leaders to tackle the most pressing healthcare challenges across the continent. Key experts discussed innovative strategies, best practices, and collaborative efforts to enhance supply chain resilience across Europe.

Other examples of Viatris' work in this area in 2024 included the following:

- Viatris is a member of the EU Critical Medicines Alliance, a European Commission initiative to strengthen the security of medicine supply across the EU. With approximately half of the molecules on the Alliance's critical medicines list in our portfolio - spanning anti-infectives, cardiovascular and metabolic, and CNS therapies - Viatris plays a pivotal role. We bring proven expertise to the table and are actively driving discussions on supply chain diversification, international cooperation and long-term resilience to safeguard patient access across Europe.
- Contributed to two white papers published by AmCham and Medicines for Europe on the root causes of shortages and the importance of a resilient global supply chain. Together, these papers helped inform the positioning of the British Generic Manufacturers Association Manifesto for Building a Resilient UK Medicines Industry, which advocates for supportive market conditions that enable medicine affordability and healthcare sustainability.
- As a Canadian Pharmaceutical Association (CGPA) member, Viatris actively engaged with a CGPA working group which has partnered with Health Canada, a federal department, to address and detect pharmaceutical shortages and supply chain challenges to increase medication availability for Canadians.
- Working alongside the U.S. Pharmacopeia (USP), Viatris helped develop a benchmark standard for supply chain resiliency for injectable medicines. This partnership will establish metrics that encourage adoption of supply chain resiliency standards to mitigate drug shortages and create an evidence-based benchmark tool that allows purchasers of pharmaceuticals to incorporate manufacturer supply chain resiliency measurements into their decision making.
- Led a U.S. Congressional advocacy campaign to educate and inform policymakers on the importance of a global pharmaceutical supply chain for supply resiliency. As a result, policy changes to support patients' uninterrupted access to globally sourced essential medicines were included in key legislation, such as the National Defense Authorization Act (NDAA).

Building Future Access

While Viatris' policy efforts generally focus on advancing access to existing medicines, we also focus on how to build pathways for future access. As health needs continue to evolve, people need new options, whether improvements to existing medicines or novel therapeutics. This could include changes to how the medicine is administered, or to make the medicine last longer, or to combine multiple medicines in a single pill. The opportunities to leverage existing medicines to better address unmet needs are vast and are likely to accelerate as technology advances.

> Proper regulatory pathways are needed to enable timely access for patients. Most countries do not currently have regulatory and market pathways to recognize improved versions of existing medicines. And even if a regulatory pathway exists, market policies need to support the ability for these medicines to compete and demonstrate value – improved versions of medicines are unlikely to reach the market if procurement or dispensing policies treat them as straightforward generic versions of the original medicine.

Viatris in 2024 continued advocating for dedicated abbreviated regulatory pathways for improvements to existing medicines and regulatory frameworks that recognize improvements to existing medicines as a separate category of innovation with equivalent IP protection. In Canada, for example, Viatris engaged in Patented Medicine Prices Review Board (PMPRB) consultations to advocate for a balanced framework that fosters

innovation while enabling access. Our comprehensive submissions and collaborations with stakeholders have led to policy changes that create a more predictable and sustainable environment for introducing innovative therapies in Canada.

Around the world, Viatris is a member of >170 associations with leadership roles in >30.

As the world is changing, staying close to broader shifts at a global scale helps Viatris to consider how policy solutions may also need to adapt for continued access in the future. These shifts include the growing effects of climate change, trade tensions, ongoing conflicts and political shifts in power in the U.S. and elsewhere. Creating the policy environment for access to continue advancing in this shifting landscape is a focus area for Viatris' policy efforts as we move into 2025 and beyond.

With fiscal space constrained and policymakers facing difficult choices, Viatris engages with policymakers to share learnings and highlight opportunities for a more value-based approach to healthcare financing. Examples of this work include:

- With the Board of the Generic Association in Hungary, Viatris engaged in consultations with the Hungarian government to discuss the implications that unsustainable pricing policies can have on patient access. These efforts helped lead to the government reversing a claw-back obligation to its original rate amending their policy, helping to foster sustainable market conditions and maintain access to off-patent medicines.
- Viatris sponsored a panel in Brazil during the B20 Event on Advancing Healthcare in Latin America. The event included high-level discussions on healthcare advancements in the region, with a focus on value-based healthcare and the socioeconomic burden of diseases.
- In collaboration with the Association of Pharmaceutical Companies in Switzerland, Viatris played a key role in driving the "Yes to Medical Supply Security" initiative that advocates for access to the approximately 600 medicines unavailable to Swiss patients.
- At the Labour Party Conference in the U.K., Viatris co-hosted a roundtable discussion with the Fabian Society about cost saving strategies for the National Health Service and future healthcare planning.

Working for Regulatory Harmonization

Working to create access to medicine for people globally involves working closely with regulatory authorities around the world. Through our Global Regulatory Affairs team, Viatris works to achieve timely health authority approvals. The company helps ensure the compliance of our existing marketing authorizations, labeling and promotional materials and that they are optimized for value throughout a product's lifecycle. In 2024, highlights of this work included the following:

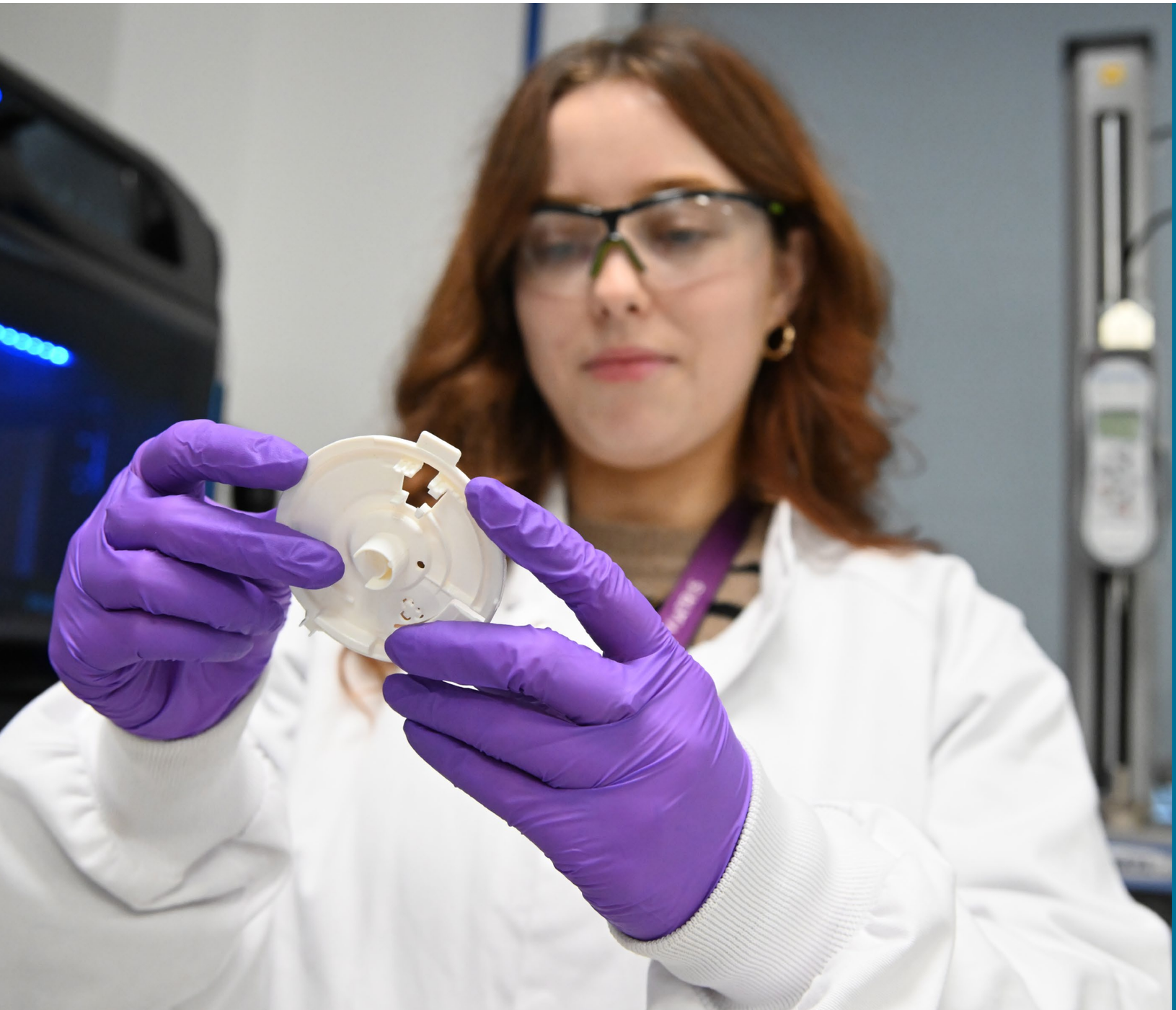
- Viatris provided technical support to the Indian Pharmacopeia Commission (IPC) in finalizing some of the IPC's General Chapters, ARVs, COVID-19 related and hepatitis C product-related monographs, as well as toxicological-specific monographs. These contributions have helped ensure that quality product is continuously supplied to patients in India. IPC recognized Viatris' contributions as a member of the Expert Working Group by publishing an Indian Pharmacopeia Addendum which went into effect in July 2024.
- In Malaysia, we collaborated with the local health authority to file Xafariv (rivaroxaban) as the first generic under the Facilitated Review Pathway (FRP), leveraging the approval of another stringent regulatory authority (SRA). The collaborative approach led to a streamlined submission process, reduced review time, enhanced understanding of local regulations and a strong working relationship with the health authority.
- As a member of the Canadian Generic Pharmaceutical Association's (CGPA) Scientific Affairs Committee, Viatris is leveraging our expertise as the vice-chair of the Complex Molecules Working Group to develop new guidance to share with the regulator Health Canada for complex generics.

Collaborating with IGBA to Promote Access to Medicines

Viatris works closely with the International Generic and Biosimilar Medicines Association (IGBA) at all levels to ensure targeted, consistent engagement and messaging on the need for resilient global supply chains, their criticality for sustainable access as well as the importance of high-quality generic medicines.

Viatris helped enable the renewal process with WHO for IGBA's "non-state actor" status as well as IGBA's regular contributions to ongoing WHO technical advisory groups. Viatris has worked with IGBA to contribute to the World Trade Organization – World Intellectual Property Organization capacity building executive training programs on trade, intellectual property and global public health for government officials from low- and middle-income countries – supporting the enhancement of their regulatory systems. Viatris is the founding chair of the IGBA International External Engagement Committee ensuring continued momentum on this important work.

In addition, Viatris supports IGBA's participation in the Executive Program which was launched as part of the collaboration between the WIPO Academy and the WTO Institute of Training and Technical Cooperation in Geneva, Switzerland. This global training initiative provides valuable technical assistance to senior government officials with a focus on the participation of representatives from low- and middle-income countries.



Our People

Areas of Focus:

- Expanding Colleague Wellbeing Resources
- Supporting Employees with Total Rewards
- Developing Talent
- Embedding Inclusion
- Our Commitment to Workplace Safety

Additional Information:

- Management Disclosure and Performance Data

U.N. SDGs:

Good Health and Wellbeing (3)

Gender Equality (5)

Decent Work and Economic Growth (8)

Reduced Inequalities (10)

Viatris brings together committed and talented individuals who help make our shared work of building access at scale and improving healthcare around the world a reality. We have worked diligently to create a strong culture - the Viatris Way - that prioritizes wellbeing; promotes inclusivity; offers training, learning and development opportunities; and enables high performance, positioning Viatris as an employer of choice for current and future colleagues.

We strive to be among the very best places for people to learn, grow and make an impact. And we strongly believe that each of us has a role to play in creating a work environment where all colleagues can perform at their best and where everyone is welcome to bring their authentic selves to work every day. In 2024, we continued to strengthen our culture through expanding efforts in colleague wellbeing and engagement through leveraging the unique and differentiated perspectives and experiences of our colleagues all around the world. We are evolving our total rewards and continuing to offer opportunities for learning, development, new skills and career progression.

Expanding Colleague Wellbeing Resources

At Viatris, we recognize that we have a unique opportunity to live our mission by supporting colleagues through a suite of programs and resources that make up our global wellbeing program – Elevate. Through Elevate, we encourage colleagues to live life fully via our three principles of health, purpose and growth.

Elevate offers support that helps all colleagues live healthy, happy and purpose-driven lives, spanning mental and physical needs and promoting activities that spark joy. We encourage colleagues to prioritize self-care in ways that are meaningful to them, fostering a sense of purpose in work and life.

In 2024, we achieved our goal of ensuring that 100% of all colleagues globally had access to wellbeing and mental health resources through our employee assistance programs (EAP) and Unmind, a platform that provides workplace solutions designed by psychologists that help individuals proactively focus on wellbeing and mental health. By leveraging a variety of methods including talk therapy, video learning and expert segments, Unmind supports focusing on our whole selves.

Viatris is exceeding the benchmarks for engagement in all wellbeing resources that help our colleagues to live life fully. Our programs also provide the unique opportunity to extend a variety of resources to family and friends. This approach aims to help our colleagues to proactively focus on their health, purpose and growth through their support networks, so that they can be their best every day.

Our Elevate Champion network is bringing our focus on wellbeing to life around the world. In 2024, over 500 colleagues in more than 45 countries volunteered as Elevate Champions. This group of employee ambassadors helps to support the rollout of wellbeing programs and resources by amplifying messaging, engaging with their peers locally, and ensuring that essential topics surrounding our focuses on health, purpose and growth are incorporated into our everyday lives at Viatris.

Viatris was named one of the Nation's Best and Brightest in Wellness by the National Association for Business Resources. The distinction recognizes the work Viatris does to engage our global workforce in experiences and opportunities beyond traditional offerings.

THE NATION'S BEST AND BRIGHTEST IN WELLNESS WINNER 2024

elevate
Live life fully.

Through Elevate, Viatris provides wellbeing and mental health resources to 100% of all colleagues globally.

Engaging Colleagues in a Collaborative Work Environment

With a global footprint, our colleagues work across different geographies, cultures and work environments. Many of our colleagues perform essential work on-site at our locations around the world to enable the development and supply of medicines. For eligible colleagues, we offer hybrid and remote work where possible. This has enabled Viatris to expand our talent pool geographically, enriching our global team with new capabilities and perspectives.

In all of our work environments, we seek to provide meaningful opportunities to foster collaboration, encouraging fresh perspectives to achieve business objectives and cultivating a sense of community. We do this through activities such as training, learning and development programs, cross-functional events, volunteering and community interactions. Additionally, events such as town halls and our annual Impact Week provide important opportunities for our colleagues to connect to our mission, collaborate and learn more about what is happening across the organization.

Our Engagement, Experience and Wellbeing team serves to further advance workplace culture in ways that propel the deeper understanding of the colleague and candidate experiences at Viatris. This team is building our culture of listening, encouragement, connection, appreciation and wellbeing. In 2024, we continued to gather insights from our colleagues during pivotal moments in the employee and talent lifecycles.

Employee Resource Groups

Viatris' global Employee Resource Group (ERG) communities serve as an important opportunity to drive engagement, create meaningful awareness, lean into inclusive traits and enhance connections throughout our organization.

These communities bring together colleagues from across geographies and different functions with common interests and varying experiences. These voluntary groups are open to all colleagues, fostering relationships and perspectives across the organization through global connections and events.

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RISE
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Supporting Employees with Total Rewards

Viatris Total Rewards are aligned to the company's strategy and our reward for performance philosophy. They include, but are not limited to, compensation, benefits, wellbeing, incentives, equity and mobility. Our talent programs also offer competitive and rewarding opportunities for career training, learning, development, exploration and advancement.

As a global company, Viatris benefits vary by location based on eligibility, local practices and country regulations. Our programs are reviewed annually for market competitiveness and alignment with our short- and long-term business goals. Viatris Total Rewards are modern, competitive and market informed, human and data insights powered, equitable and aligned to all applicable laws.

Colleagues' needs are continuously evolving. For that reason, we regularly engage to ensure colleagues are well informed and understand the rewards programs available to them, in addition to collecting regular feedback on our offerings.

We support our workforce through a comprehensive and competitive suite of benefits that help colleagues to prioritize different aspects of their health and total wellbeing for every stage of life. For example, in the U.S., our benefits programs span traditional and supplemental offerings including medical and prescription drug support, dental, vision, wellbeing and mental health, health coaching, diabetes management, physical therapy, cancer support, life insurance and short- and long-term disability. Our supplemental health benefits include home and auto insurance, pet insurance, legal services, paid parental leave and paid and unpaid leave programs, where applicable by geography.

As part of this continuous review, in 2024, we assessed our parental leave programs worldwide based on our principles of providing care for the health and recovery of the birth parent and nurturing the bonding relationship between children and caregivers. Parental leave is available to all eligible colleagues in accordance with relevant country policies and regulations. Based on this assessment, we plan to increase parental leave in 2025 in several countries. We continue to assess our programs to ensure that parents, including adoptive parents, have ample opportunity to recover and bond with their children.

Fair and Equitable Pay

Viatris is an equal opportunity employer, and we are committed to the fair and equitable treatment of all individuals. We work to ensure that pay is equitable and market competitive for all roles in each of the markets in which we employ and operate. We leverage regular review and guidance from internal and external experts and resources including market surveys, advisory services and through our rewards cycles. We take action to address gaps and continuously evolve our pay practices to ensure they are modern, competitive, fair and equitable.

Since 2022, we have conducted analyses of pay equity to inform our total rewards compensation strategy. In 2024, we continued harmonization with a focus on the implementation of the Viatris grade framework, transitioning all legacy grades into one framework. The implementation is underway. Following this, we will conduct another pay equity analysis.

Our pay-for-performance philosophy also extends to our short- and long-term incentive programs, providing eligible employees with bonuses and incentives based on individual and company performance factors. Our long-term incentive program awards eligible employees for performance with opportunities for stock ownership, contributing to longer-term engagement in company performance and retention. These programs, along with our company priorities, goal-setting, performance evaluations and regular and ongoing performance and development conversations, strengthen employee engagement in achieving high performance, in support of the company's strategic objectives.

For more information, please see Management Disclosures and Performance Data in this report.

Supporting Colleagues in Times of Change

Viatris completed a number of divestitures in 2024, marking an important point for the continued evolution of the company. These changes were made, in part, to simplify the organization to increase focus on areas with the greatest potential to accelerate patient impact.

As part of any transition, we are committed to ensuring colleagues are supported. During the planned divestitures, we worked to first determine if there were opportunities to transition colleagues to roles in the acquiring organizations or to other roles within Viatris. If transitioning from the company, we supported eligible colleagues with market competitive severance packages that included extended compensation and benefits and access to outplacement services providing job search, resume building, interview training and networking. As part of our focus on wellbeing, we also work with our partners and providers to support colleagues during these transitions in the areas of resiliency, mental health and preparing for change.

Developing Talent

We support our colleagues in their professional growth and the achievement of performance objectives through regular and ongoing performance, training, learning and development programs.

Through our continuous talent review and succession planning initiatives, we seek to identify core, emerging and high-potential colleagues who are ready for new skills, experiences and advancement to support our business objectives. In 2024, 77% of all senior management roles had one or more successors, and 62% of all senior management roles had immediately available succession coverage[1]. Our ongoing focus on internal development and progression demonstrates our commitment to providing opportunities to our workforce.

Our talent acquisition teams all over the world have expanded partnerships, market insights and abilities to search for new and differentiated skills, experiences and capabilities at all levels that support our next stage company growth objectives.

Providing Training, Learning and Development

We encourage colleagues to make connections and collaborate with each other by living the Viatris Way via Our Expectations - Own It, Be Real, Stay Agile and Take Pride. We have more than 5,000 programs for colleagues to engage in training, learning and development. In 2024, Viatris colleagues completed more than 144,000 voluntary online trainings in areas such as enhancing personal productivity, project management and business communication.

All colleagues are provided with resources and opportunities to enhance their job knowledge through on-the-job training and continuous learning. In addition to our onboarding and technical skills training, colleagues complete annual compliance, regulatory and safety trainings and other core skills trainings.

Since 2023, more than 500 management level colleagues have been provided the opportunity to participate in leadership programs including our Executive Leadership Academy at Harvard Business School and our Management Coaching Program. The Executive Leadership Academy is a fully immersive, six-month leadership development program inclusive of both virtual and on-campus experiences, with a focus on building capabilities in leading high performance teams, leading change, collaboration, decision making and cross functional team effectiveness.

> "We are developing capabilities that advance our efforts toward achieving our strategic priorities in many ways. In 2024, across the organization, we brought in leaders with differentiated skills. We also continued to offer a broad portfolio of new and specialized learning and development programs that enable high performance."

Sheila M.
Head of Global Talent and Total Rewards, Viatris

Sources

[1]This information does not include India workforce.

The Management Coaching Program supplements the manager's own development and goal achievement by providing 360-degree feedback and the opportunity to engage with a professional coach. This program dually teaches valuable skills in giving and receiving feedback, inclusive leadership and talent management helping our managers to continuously grow in their ability to lead and manage the performance of themselves and their teams.

We also offer internships and apprenticeships around the world. Our programs focus on early career development and provide an understanding of Viatris' business and the pharmaceutical industry. Our interns and apprentices also gain skills specific to their fields of interest.

Performance Goals and Achievements

We provide colleagues and managers with resources, guidance and encouragement throughout the year on the journey to achieving performance and development objectives. Viatris deploys numerous tools to support colleagues and managers to set annual goals, review their performance objectives and track progress throughout the year, including numerous self-paced, facilitated and team-learning activities to encourage and accelerate professional growth.

All managers globally at Viatris received guidance and prompts throughout the performance year to support performance and development objective setting and achievement. It is expected that managers set and follow regular cadences for feedback, guiding and coaching their direct reports throughout the performance year. 91% of eligible colleagues completed their performance review in 2024.

Embedding Inclusion

Our culture is centered around building trust to allow individuals to feel seen, heard and respected, and we are building a culture of engagement through leveraging the unique and differentiated perspectives and experiences of our colleagues all around the world. While our values are enduring, our approach is continuously evolving.

In 2024, our efforts focused on three themes:

- Leaning into inclusive traits such as active listening, curiosity and authenticity to allow individuals to feel welcomed
- Engaging in meaningful interactions to foster collaboration and innovation
- Engaging in connection and encouragement to allow individuals to feel valued and supported

Empowering Future Talent: A First in South Korea

Viatris hosted its first internship program in South Korea in 2024. For five months, interns participated in learning, growth and impactful teamwork, bringing fresh energy and meaningful contributions to our organization. The interns undertook many projects, including creating videos capturing their journey of learning and offering an authentic glimpse into their experiences.

Awards and Recognitions

Viatris was recognized in 2024 on many national and international best employer lists.

- Adam Smith 2024 Global Award for Best Treasury Transformation Project (Highly Commended Winner)
- Forbes' 2024 World's Best Employers
- Forbes' 2024 World's Top Companies for Women
- Great Place to Work certified in more than 15 countries
- Super Companies for Women - Mexico
- Top Company - Mexico
- Top Employers - United Kingdom, United Arab Emirates

Our Commitment to Workplace Safety

Viatris is committed to prioritizing and protecting the health and safety of our people, the communities in which we operate and the continuity of our supply chain. Every day, we come to work knowing that each of us is responsible for our own safety and the safety of those around us. Viatris fosters this safety culture by providing infrastructure, knowledge and systems to ensure everyone does their part in upholding the safety standards and continuously identifies, reports and eliminates hazards.

For the past three years, colleagues from our Global and Regional EHS teams have partnered with sites across Viatris to conduct safety perception surveys and safety feedback workshops as part of our commitment to further enhance our safety culture.

Our colleagues fill a variety of roles, and our health and safety efforts reflect the varied ways in which colleagues work. These efforts include performing machinery risk assessments, publishing guidance on hand-held tools, conducting safety walkarounds, ensuring colleagues have proper personal protective equipment, explaining correct ergonomics for both office and manufacturing activities and even providing stretching exercises for colleagues at the start of each day and during breaks. In 2024, areas of particular focus included enhancing our overall safety culture, advancing process safety, avoiding pinch-point and slip and fall hazards, evaluating and enhancing our powered industrial truck training program and further enhancing fire preparedness. 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.

Promoting Safe Behaviors Globally

We work to provide a healthy and safe work environment for our colleagues, contractors and guests. In 2024, we further enhanced our safety culture through a global safety behaviors campaign to cultivate an atmosphere where trust, action and commitment to workplace safety ensure Viatris is a safe place to work.

The campaign included rolling out a video and blog from Operations and EHS Leaders, safety culture banners, digital signs and messages at manufacturing facilities, laboratories, warehouses and offices.

> “The 2024 safety culture workshops spanned across our site from the shop floor to the leadership team. Visibility into the perceived health of our current safety culture at the site provided immediate benefit and helped to build our blueprint for the multi-year journey necessary to enhance the overall safety culture at the site.”

Michael H.
Head of Site Operations, San Antonio, Texas

Health and Safety 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. In India, all our sites are certified to the ISO 45001, a global standard for Occupational Safety and Health Management Systems that provides a focus on measuring and improving an organization’s safety impact. This brings the total number of ISO 45001 certified sites to nine in 2024. The certifications demonstrate Viatris’ leadership in commitment to safe work environments and reflects the strength of our EHS management system and standards.

Safety At-A-Glance

Total Recordable Incident rate:
0.49, below the industry average of 1.6

DART rate:
0.38, below the industry average of 1.1

Lost Time Incident rate:
0.34, below the industry average of 0.5

Celebrating Health and Safety

Our sites around the world marked our ongoing commitment to health and safety at several events throughout the year. In Istanbul, Türkiye, colleagues promoted the importance of safety measures in both our work and personal lives during an event using virtual reality (VR) technology. Colleagues fitted with VR goggles were able to experience working safely at heights in a realistic virtual environment that demonstrated the importance of applying proper controls, using the correct personal protective equipment and seeing the potential incidents that could occur if these measures are not followed.

Viatris' Vega Baja, Puerto Rico, manufacturing facility was recertified in 2024 as a Voluntary Protection Program (VPP) "Star Worksite" by the U.S. Occupational Safety and Health Administration (OSHA). The VPP program was created to recognize worksites that have comprehensive and successful safety and health management systems, with Vega Baja holding this designation since 2011.

Advancing Process Safety

In 2024, we further advanced our Process Safety Global Program, which promotes systematic work with health and safety risks associated with the manufacturing process. We implemented additional initiatives aimed at enhancing and further strengthening our capabilities and infrastructure, including the launch of a Viatris Process Safety eLearning training program completed by about 5,000 colleagues.

The robustness of our process safety program has been confirmed by several external assessments and inspections. The Indore, India, facility underwent and successfully completed the reassessment of the world-class International Sustainability Rating System (ISRS) - Process Safety Management program for the second consecutive year. This assessment program is also being implemented in the injectables facility in Hosur, India.

Our Damastown, Ireland, facility completed a Process Safety Management assessment conducted by a specialized third-party firm.

Process safety is a vital part of Viatris' new, state-of-the-art injectable facility being established in Krishnagiri, India. Because of the unique challenges associated with bulk solvent handling and process safety risk management at the facility, pre-start up safety reviews (PSSRs) are being performed by a cross-functional team at the initial phase of the facility's commissioning and will continue as the site installation progresses.

A new, state-of-the-art process safety lab has also been established at our R&D facility in Bollaram, India. The lab is equipped with the most advanced instruments available for the analysis of process safety hazards, focusing on both chemical reactivity and powder-dust explosivity.

Avoiding Pinch-Point Hazards

Learning from incidents is part of our work for continuous improvements. Across our India oral-solid-dose manufacturing facilities in 2024, we focused on awareness of pinch-point hazards, which occur when a part of the body is caught between two objects. Behavioral issues such as lack of awareness or complacency, a mindset where you become comfortable with an existing situation and stop looking for potential hazards, may increase the risk for such hazards.

To address these risks, Viatris ran a dedicated campaign on safety-conscious culture, focusing on awareness sessions and nurturing vigilance to help ensure that colleagues recognize and avoid potential pinch points in the workplace. More than 1,600 colleagues participated in the month-long campaign, which included:

- Identifying typical pinch hazards during material shift activities
- Promoting best practices and precautions for carrying, loading and unloading materials
- Adhering to safety procedures to ensure operational safety
- Encouraging safe and mindful behavior to mitigate risks
- Demonstrating proper use of personal protective equipment to prevent injuries

Watch Your Step: Avoiding Slips, Trips and Falls

In 2024, we launched the "Watch Your Step" injury prevention campaign at our commercial and manufacturing facilities in Europe to raise awareness of the causes and resultant injuries of slips, trips and falls.

The campaign provided practical measures that colleagues can take to help prevent injury and included information on situational awareness techniques to help reduce human error. Site leaders did walkarounds with dedicated training material to enable safety conversations with colleagues about slip and trip hazards in the workplace and identify ways to prevent them. Additionally, we posted high-impact visuals with tips on improving colleagues' situational awareness.

Other practical efforts included installing handrails and gates on ladders to help prevent falls for colleagues at North America sites in St. Albans, Vermont; Vega Baja, Puerto Rico; and Canada.

Evaluating and Enhancing Powered Industrial Truck Safety

Throughout North America and Europe, regional leaders led a Powered Industrial Truck (PIT) safety initiative to further enhance pedestrian safety, traffic management, PIT-related risk assessments and PIT operator training. All sites with PIT operations were required to conduct a safety assessment that included mapping common PIT travel pathways and identifying where those pathways intersect with pedestrian paths. Each intersection was then assessed for potential additional safety controls to improve both pedestrian safety and traffic management. Leaders also developed a regional training standard for PIT operators to ensure all operators in North America and Europe receive the same high-quality classroom training and opportunity to practice their driving skills as they navigate PITs through a practice course.

Further Strengthening Our Fire Preparedness

Another area of focus in 2024 was continuing work to minimize the risk of fire at our facilities through further strengthening our internal emergency response capabilities and enhancing engineering barriers and controls.

In India and South Africa, fire drills and mock drills were conducted to ensure that our internal firefighting teams and colleagues are prepared and trained to respond during emergencies. These drills stimulate various emergency scenarios, helping colleagues build confidence and reinforcing evacuation procedures.

Infrastructure enhancements to further reduce fire risk were made across India and Australia to further build resilience in the facilities. At our India locations, this work included updating critical electrical panels and mass document storage areas, work which will continue in 2025. At our Carole Park, Australia, facility, we upgraded our fire hydrant system, and new sprinkler systems are planned in 2025.

Safety for Colleagues Working Alone

For colleagues who typically work alone – for example, maintenance or security personnel – we completed an upgrade to our existing Man Down System at our facility in Carole Park, Australia. This system is critical for colleagues working independently, providing an immediate alert if someone collapses or is in distress. Once activated, the system sends an alarm to Security, enabling them to quickly locate the colleague via locators strategically positioned throughout the site. These improvements will significantly reduce blind spots, ensuring full coverage across our facilities and further enhancing the safety of our lone workers.

Identifying Unseen Risks: Psychosocial Hazards

Health and safety regulators in Australia have identified psychosocial hazards as one of the leading causes of mental health injuries in the workplace. These hazards can be anything that affects a person's mental wellbeing on the job, such as the demands of a job, a lack of support, bullying or aggression or conflicts with colleagues.[1] Colleagues can be reluctant to report these issues, making these hazards more difficult to identify.

In 2024, Viatris launched a project in Australia to identify these hazards and risks to help ensure the mental wellbeing of our colleagues. More than 30% of our colleagues in Australia participated in multiple sessions aimed at confidentially collecting information to help identify actual, potential or perceived psychosocial hazards and risks and develop action plans.

The work led to the introduction of mental health ambassadors, who are trained in mental health first aid so they can identify, monitor and provide counseling to colleagues in need.

[1] Safework Australia: Psychosocial Hazards

Environment

Areas of Focus:

- Advancing Climate Resiliency
- Approaches for More Sustainable Water Use and Management
- Working to Reduce Waste
- Combating Antimicrobial Resistance via Responsible Manufacturing
- Engaging with Our External Suppliers

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)

Human health and environmental health are closely interconnected. From the research and development and manufacturing of products to their delivery to customers, Viatris colleagues and partners work throughout the world to further advance sustainable operations and to minimize environmental impact while upholding a reliable supply of medicines. Reducing our carbon emissions, enhancing use of renewable or low-carbon intensity fuels, increasing recyclability and reducing freshwater intake are areas of our environmental focus.

Our work 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.

Advancing Climate Resiliency

As part of building resilient operations, Viatris works to reduce the effects on and of a changing climate. In 2024, we updated our climate scenario analysis to reflect operational changes including the divestiture of our API manufacturing facilities in India. The updated analysis reconfirmed that Viatris understands its key risks and has implemented relevant plans to manage risks and opportunities related to the transition toward a low-carbon economy. These existing areas of focus include protecting and enabling stable access to water and maintaining operations during extreme weather events—both of which are relevant to building resilient operations.

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 The Science Based Targets initiative (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 above pre-industrial levels.

Key elements of our strategy to reduce GHG emissions and make progress on the SBTi targets include increasing renewable energy usage, implementing energy-efficiency projects, using alternative fuels and technologies and leveraging infrastructure upgrades and utility replacement projects.

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: Scope 1 & 2: Through the end of 2024, we achieved an ~19% reduction of our scope 1 and 2 GHG emissions compared to our 2020 base year. Historical data has been rebaselined to reflect divestitures.***

Scope 3: Through the end of 2023, we have achieved a ~3% reduction in our scope 3 GHG emissions compared to our 2020 base year. Because of the complexity associated with the scope 3 baseline adjustment for the divested facilities, we are reporting the 2023 scope 3 emissions as a proxy for 2024.****

We believe our strategy is on track to deliver on our reduction targets 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, 2024, reflecting divestitures.

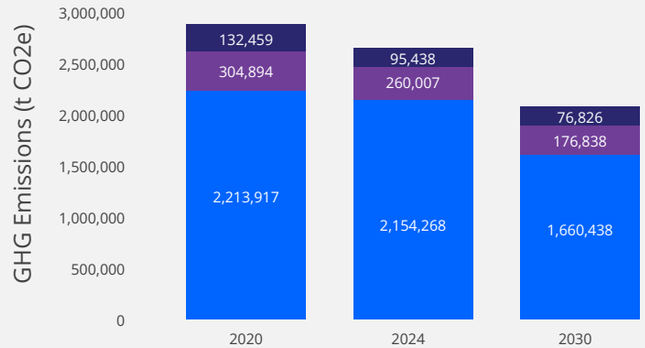
****Per Dec. 31, 2023, not taking into account divestitures.

Increasing Our Use of Renewable Energy

Renewable energy sources like solar and wind offer effective ways to reduce GHG emissions, and Viatris works to leverage these sources as appropriate at our locations. Examples of our work to increase the use of renewable energy in 2024 include:

- A 100 kilowatt peak (kWp) rooftop solar facility was installed on top of a car parking structure at the Bangalore Central Warehouse facility in India. This became operational in August 2024, and will deliver 150 MWh of renewable electricity annually, thereby avoiding 110 mt of CO_2e each year.

Viatris GHG Footprint Overview*

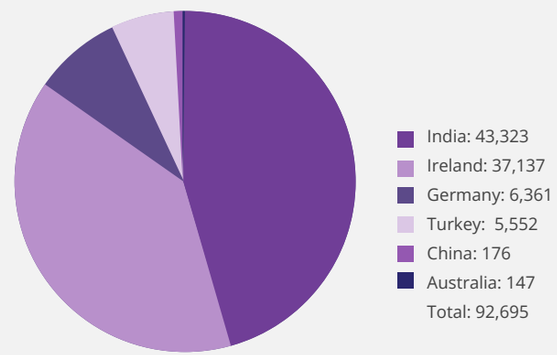


* Scope 1 & 2: rebaselined to account for 2024 divestments
Scope 3: the 2023 footprint is used as a surrogate for 2024 until the Scope 3 baseline adjustment is complete

The Data Excludes the divested sites and as such all historical data was modified to give an accurate picture of our operations over time.

Sum of Renewable Electricity Used in 2024

Renewable Electricty (MWh)



- At the Carole Park facility in Australia, a 99 kWp solar photovoltaic (PV) system installed in 2023 generated 145 MWh of renewable energy in 2024. It represents a reduction of approximately 90 tons of GHG CO_2e emissions. Two new 99 kWp solar PV systems were installed at the site in 2024.
- Through the use of a combination of power purchase agreements and in-house solar power installations, Viatris increased the use of renewable electricity from 14.4% in 2023 to 18.9% in 2024. Our manufacturing facilities in Ireland are using 100% renewable electricity, and in India we have increased our renewable electricity use from 18% to 22%.

Making Equipment More Efficient

By maintaining and optimizing the equipment we use to manufacture our products, we work to minimize our environmental impact. Leveraging equipment that is newer and more efficient has led to reductions in our GHG emissions.

In 2024, heat pumps were installed at injectable facilities in Hosur and Bangalore, India, reducing GHG emissions from fuel by approximately 1000 MT and 200 MT, respectively. A new heat pump at the oral solid dose facility in Jadcherla, India, replaced diesel, reducing emissions from fuel by more than 235 MT.

At our manufacturing site in Bangalore, India, we installed a dual fuel kit allowing the use of natural gas as the primary fuel for one of the emergency generators. In 2024, this reduced 20 tons of CO_2e emissions through the use of lower CO_2 emitting fuel.

Continuing on Viatris' journey to reduce energy use from routine operations, six LED lighting projects were implemented globally, which are anticipated to reduce GHG emissions by 197 mt CO_2e annually. Additionally, at our Nashik, India, facility we lowered the cooling tower temperature, which saved 53,460 kWh of power and reduced emissions by approximately 40 tons. In line with our strategy of replacing old equipment, an older screw chiller was replaced with a more efficient centrifugal chiller, using a refrigerant with a lower global warming potential.

Viatris uses a Sustainability Plan Database tool where sites identify the energy reducing projects they have implemented and plan to implement between now and 2030. This provides a forward-looking picture of the impact that proposed projects will deliver and the GHG emissions reductions we expect to achieve over time. Additionally, the tool aligns historical and future site performance into business unit and overall company performance, allowing leaders to see the highest impact projects within their sphere of responsibility. The tool helps ensure Viatris remains on track to achieve our GHG reduction goal.

All India Manufacturing Sites ISO Certified

We have expanded the application of external certifications, and now all our manufacturing facilities in India are certified to the ISO 14001 International Organization for Standardization (ISO) Environmental Management. These certifications demonstrate Viatris' leadership and our commitment to environmental stewardship and reflects the strength of our EHS management system and standards.

Working to Reduce Emissions In Our Supply Chain

Our strategy to reduce GHG emissions includes increasing reliability and transport efficiency across our supply chain and all three of our freight transportation modes—road, ocean and air. To enable the shift to ocean and road freight—which is less GHG intensive than air—we have been building 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.

CDP Supporter 2024

For our eighth year, we have reported on our climate program to the CDP, a global nonprofit disclosure system for environmental issues.

Water security: B– | Climate change: B

Recognition of Environmental Compliance in Puerto Rico

The Vega Baja site in Puerto Rico was honored with an Environmental Compliance Award, further acknowledging our ongoing adherence to the Puerto Rico Aqueduct and Sewer Authority (PRASA) Pretreatment Program requirements. The Vega Baja Wastewater Treatment Plant Pretreatment Operation has maintained full compliance for over 20 years. This recognition reinforces our commitment to safeguarding the health of our environment and water bodies, demonstrating that we are dedicated to responsible environmental practices.

In 2024, Viatris significantly focused on Mode of Transport (MOT) for intercompany shipments and deliveries to our customers and piloted a new approach at our distribution center in Europe. As a result, our European operations achieved 57% of shipments by air and 43% by sea freight, marking an increase of more than 300% by sea over the previous year. In 2025, we plan to extend this MOT model to other Viatris sites

globally. Our goal is to continue transitioning from air freight to sea freight wherever feasible throughout the year.

Approaches for More Sustainable Water Use and Management

Water is a valuable natural resource, important to the health of the planet and people everywhere. According to a 2024 United Nations report, water contributes to the world's prosperity by meeting basic human needs, supporting health, livelihoods and economic development, underpinning food and energy security and defending environmental integrity.[1]

At Viatris, we 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 company water standards.

In 2024, we completed a water risk assessment for our R&D facility in Bollaram, India. With this, we completed the first phase of our goal to perform water risk assessments for all 12 sites identified under high- or extremely high-water stress areas. In accordance with the latest classification of water stress areas by the World Resource Institute, we have expanded our assessment program to cover our locations in Jadcherla, India; Johannesburg, South Africa; San Antonio, Texas, in the U.S.; and Dalian, China. These assessments are planned for 2025 and 2026.

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: We completed a water risk assessment for our R&D facility in Bollaram, India. With this, we completed the first phase of our goal to perform water risk assessments for all 12 sites identified under high- or extremely high-water stress areas.

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

Moving ahead with our initiatives to reduce freshwater intake and maximize recyclability, two new zero-liquid discharge (ZLD) facilities, which eliminate wastewater discharge, are in advanced stages of implementation at Aurangabad, India, and our new injectable facility at Krishnagiri, India. With these facilities, a total of eight locations in India will apply ZLD technology, eliminating liquid discharge from the facilities.

In India in 2024, we recovered and reused about 349,000 kL of wastewater through ZLD systems for utilities operations which is about 60% of total wastewater generated and helped to reduce our freshwater footprint. Similarly, in Australia, we collected more than 1100 kL of rainwater at our Carole Park facility and reused it across the site utilities.

Working to Reduce Waste

In 2024, only 5% of Viatris' waste went to landfills as we advanced our progress toward achieving our zero waste to landfill (ZWL) target. After adjusting for divestments, in 2024 we had 14 facilities with zero waste going to landfill, marking a 40% increase from the 10 sites that were ZWL in 2020. For 2024, approximately 50% of our waste went for recycling/reclamation, 27% to waste-to-energy facilities, 14% to incineration and 3% reuse.

Examples of this work across the company include the following:

- Across Europe, our facilities in Chatillon, France; Little Island and Damastown in Ireland; and Troisdorf, Germany, continued to achieve ZWL status.
- Our R&D facility in Bangalore, India, achieved ZWL status by diverting the landfill waste to waste-to-energy. About 40% of the total waste generated at that facility was diverted to waste-to-energy. With the addition of this facility, a total of five sites in India have achieved ZWL status.
- In our India OSD and injectable facilities, landfill and incinerable waste is diverted through a preprocessing facility for waste-to-energy recovery. Due to this, waste-to-energy increased in 2024 and represents more than 8% of total waste generated at our India sites.
- We also divert landfill waste to recycling at our Carole Park, Australia, site, increasing recycling at the facility to nearly 40%.

Consumer Plastic Waste Recovery and Reuse Program

As part of our commitment to environmental stewardship and compliance with regulatory requirements, we have fulfilled our Extended Producer Responsibility (EPR) obligation by successfully collecting and recycling approximately 290 MT equivalent of consumer plastic packaging material introduced in the India market through our products. EPR is a policy approach that holds manufacturers and producers responsible for the end-of-life management of their products. This includes the cost of recycling and disposal. EPR has been enacted as law in some countries, including in India.

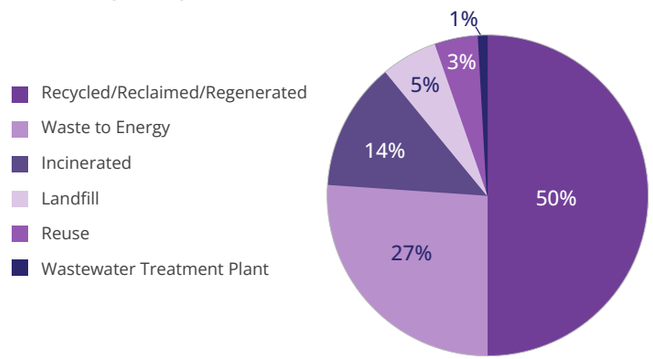
Our Waste Goal:

By 2030, increase the number of zero-waste landfill locations by 50% from a 2020 baseline – 10 sites increasing to 15.*

Our Progress: Fourteen sites achieved zero-waste-to-landfill status in 2024, with two sites at less than 1% and an additional three 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.

Waste by Disposal Method



Sources

[1] The United Nations World Water Development Report 2024: water for prosperity and peace - UNESCO Digital Library

In Carole Park, efforts are underway to reduce plastic usage in production. Trials are being conducted to eliminate the heat tunnel in blister packaging lines. This change aims to achieve two benefits: reducing energy consumption by lowering the heat load and decreasing the use of shrink wrap, which in turn reduces plastic usage.

Viatris' Approach to Reducing Environmental Impact from Packaging

Viatris is dedicated to creating packaging that is sustainable and minimizes environmental impact. We focus on reducing the volume and types of materials used in packaging while managing and protecting the safety, quality and efficacy of medicines; facilitating patients' administration of medicine; and ensuring access to medicines and maintaining regulatory and quality standards. Cross-functional teams collaborate to minimize packaging waste in both existing products and our pipeline.

In 2024, Viatris advanced a pilot project on replacing leaflets that accompany medicines with QR codes in some markets by establishing processes, systems and documentation. The project is expected to be completed in 2025.

The Global Packaging team, in collaboration with site packaging and other teams, undertook several initiatives in 2024, including:

- Reducing paper usage by approximately 85 metric tons at some OSD sites
- Reducing plastic by approximately 3 metric tons and wood by approximately 5 metric tons through various packaging optimizations
- Optimizing shrink bundle film gauge, reducing plastic usage by approximately 75 metric tons
- Working on replacing the thermoplastic film in blister packs
- Evaluating lighter weight plastic containers to reduce material consumption

Viatris also continued its work to advance harmonization in packaging across markets. In 2024, Viatris implemented harmonized packaging using "quadrilingual" packs that include information in four different languages to reduce the need for individual bottles for each language. This initiative builds on the "trilingual" pack concept - packs with information in three languages - adopted in some areas previously, aiming to reduce packaging waste and increase supply chain flexibility.

We are exploring innovative platforms to reduce paper, plastic and wood usage in secondary and tertiary packaging while ensuring drug efficacy with primary packaging materials. In markets where appropriate, we have implemented virgin recyclable plastic for bottles and closures and are exploring more sustainable primary packaging options.

Looking ahead, Viatris is continuing work to promote e-labeling - making medicine information available online instead of in accompanying paper leaflets - across geographies and product ranges; collaborate with vendors for sustainable primary blister packaging solutions; promote carton-less initiatives for tech transfer projects; explore lighter weight plastic containers and replacement of materials in blister packs; and optimize bulk packaging.

Combating Antimicrobial Resistance via Responsible Manufacturing

Viatris is a founding member of AMRIA, an active member of its Manufacturing working group and is committed to partnering across the industry to collectively advance initiatives addressing AMR.

Beyond working to provide access to a broad portfolio of antimicrobials and promoting appropriate use, Viatris is committed to responsible manufacturing. We are compliant with AMRIA's Antibiotic Manufacturing Standard for our own operations and committed to implementing it across our external supply chain.

In 2024, we continued to conduct assessments of our top antibiotic suppliers' management and performance on the AMRIA Manufacturing Standard, in accordance with our five-year plan. We completed 84% of the planned audits by the end of 2024.

Engaging with Our External Suppliers

We actively collaborate with our suppliers to enhance the resiliency of our entire supply chain. 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, with a focus on robust EHS and social risk mitigation and GHG reduction.

That includes completing PSCI assessments of top suppliers. In 2024, we completed more than 100% of the PSCI audits we had planned for the year. Where a supplier was found to be high risk from an EHS perspective, a mitigation plan and corrective action plans were developed to reduce the risk.

Achieving External Antibiotic Manufacturing Standards Certifications

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.

Viatris has earned three BSI Kitemark Certifications under the AMRIA Manufacturing Standard – for two products at its Aurangabad, India, site and one product at its Troisdorf, Germany, manufacturing facility. The Antibiotic Manufacturing Standard, published by AMRIA and 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. These certifications provide independent, third-party assurance and demonstrate that antibiotic residue emissions from solid and liquid waste streams are effectively controlled during manufacturing.

In addition to our work with suppliers through the PSCI, Viatris has strong leadership roles in the organization, holding the chair position on the PSCI board and co-leading the Capability Committee, one of three committees that support the board's delivery of the PSCI strategy. Additionally, several Viatris colleagues are actively engaged in PSCI's country teams and topics teams.

More information on our work to promote sustainable sourcing can be found here.

Community

Areas of Focus:

- Leveraging Partnerships to Make an Impact
- Supporting Communities in Crisis
- Promoting Health System Resiliency
- Building Healthier Communities Locally
- Making a Difference in India

U.N. SDGs:

Good Health and Wellbeing (3)

Education for All (4)

Partnerships for the Goals (17)

At Viatris, our colleagues care deeply about the communities in which we operate, come from and serve. That is why we devote time, attention and corporate donations to strengthening communities around the world. These efforts include locally led volunteering and fundraising for various regional causes and larger, corporate donations to support emergent and ongoing humanitarian needs caused by extreme weather, armed conflicts and health disparities.

The circumstances and needs vary greatly, and therefore we combine centralized corporate donations with locally sensitive and driven initiatives. Three main areas underpin our approach: health, education and community.

Health

We see access as empowering people worldwide to live healthier at every stage of life by sustainably delivering high-quality medicines and health solutions to people, regardless of geography or circumstance.

Education

We support creating and providing awareness and access to information to empower peoples' informed decision making regarding their health and wellbeing. We support access to education, a determinant of good health.

Community

We seek to foster healthy communities around the world by supporting education, access to healthcare and disease awareness efforts, community infrastructure, emergency response and environmental protection - to promote better health.

Leveraging Partnerships to Make an Impact

We have a strong history of partnering with nonprofit organizations, government agencies, policymakers, trade associations and alliances, industry researchers and patient advocacy groups. These collaborations are key to helping reach people and communities.

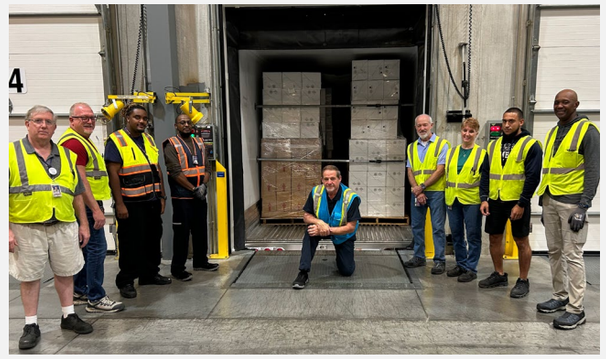
We also work with longtime partners to help provide medicines to people when needs are most urgent. In 2024, we donated more than 174 million doses of medicine for humanitarian needs through our partners around the world, bringing the total doses donated since the formation of Viatris in 2020 to approximately 1.9 billion.

Supporting Communities in Crisis

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 in many ways, including supporting organizations that are addressing some of these challenges, including ongoing inequities like hunger, a lack of access to care and the effects of natural weather emergencies. In 2024, Viatris provided monetary corporate donations for emergency relief efforts to Direct Relief, Save the Children, the International Federation of Red Cross and Red Crescent Societies, Americares, SBP and World Central Kitchen to help respond to community needs due to armed conflicts persisting in Ukraine and the Middle East and weather-related emergencies devastating communities globally.

A Helping Hand in the U.S.

The area of western North Carolina, located about two hours from Viatris' distribution center in Greensboro, was severely hit by Hurricane Helene. The local team activated emergency protocols to help ensure the welfare of colleagues and their family members near the hardest impacted areas. Additionally, Greensboro employees collected donations of water, food and cleaning supplies, and the facility donated more than 5,000 cooler packs to multiple area partners, including the Guilford County Sheriff's Office and Anchor Ministries.



americares

World Central Kitchen

Direct Relief

Save the Children

SBP

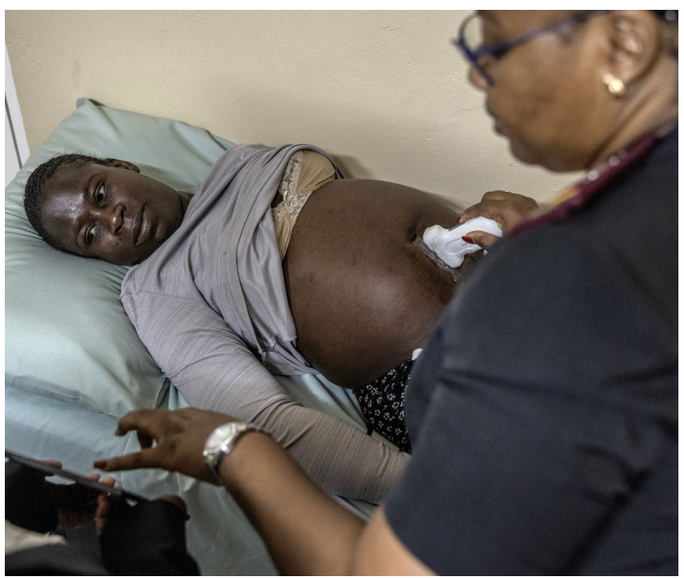
American Red Cross

Promoting Health System Resiliency

Viatris is committed to using the power of partnership to address the growing gap in supply and demand for healthcare workers, which is one of the greatest global hurdles in achieving equitable access to treatment and promoting good health. Patient needs are increasing across the world and especially in lower- and lower-middle-income countries. It's estimated that there will be a global shortfall of about 11 million health workers by 2030.[1]

In 2024, Viatris provided support to Rhiza Babuyile in South Africa, a nonprofit that is addressing the need for access to healthcare in communities. Previously, Viatris has locally supported the group's work in South Africa to build primary healthcare clinics, which offer antenatal services for women; HIV and AIDS testing and counseling; prostate screenings for men; and other key services.

Our corporate donation is supporting three new clinics in Africa, each of which will be run by nurses who can become owners of the facilities after completing the down payment for the facility. The clinics serve to bridge the gap between public clinics, which could not meet the exploding demand of the population, and private clinics, which were financially beyond the means of most of the residents. The new clinics are in Umlazi in Durban, South Africa; Dunoon in Cape Town, South Africa; and Mombasa in Kenya, the country's second largest city.



Another way Viatris worked in 2024 to combat the growing lack of healthcare professionals was through supporting Project HOPE, a global health and humanitarian organization that strengthens access to health care in over 25 countries across five continents. Project HOPE equips health workers with essential knowledge and skills to provide expert care, combat diseases and ensure the wellbeing of communities. Around the world, they train health workers in skills like mental health resiliency; infectious disease prevention; and maternal, newborn, and child health.

> "Over the years, Viatris has been absolutely key for us to be able to grow from a few clinics to now over 20 clinics. Our focus remains on reaching 1 million patients per year. Viatris has provided us with the confidence to believe that this goal is attainable. We are currently seeing just over 150,000 patients per year."
>
> **Alef M.**
> **Founder/Executive Chairman, Rhiza Holdings**

Combating the Growing Effects of Climate Change

Project HOPE is also committed to strengthening the capacity of health workers and local health systems to withstand and respond to future climate disasters. According to the United Nations Development Program (UNDP), climate change threatens the essential ingredients of good health and has the potential to undermine decades of progress in global health, especially in lower- and lower-middle-income countries.

In 2024, Project HOPE released the report, "Empowering the Health Care Workforce for a Climate-Resilient Future," which explored how climate change exacerbates health issues, disrupts services and supply chains and prevents optimal patient care delivery. Highlighting the intersection of climate change and health, the report presents findings that demand immediate action and presents strategies for building a climate-resilient healthcare workforce.

Partnering to Help Vulnerable Patients in the U.S.

In 2024, Dispensary of Hope recognized Viatris for donating over 300 million doses of medicine to the organization over more than a decade. The U.S-based Dispensary of Hope works with a partner network of more than 260 nonprofits, federally qualified health centers and pharmacies in the country to provide medication at no cost to those patients who are uninsured or can't afford to buy medicine.

Viatris is focused on expanding access to a broad range of trusted, quality medications, and our partnership with Dispensary of Hope underscores this commitment and speaks to the opportunity we have to continue advancing access for the most vulnerable.

Sources

[1] WHO Health Workforce

Building Healthier Communities Locally

Communities around the world have different needs, and Viatris recognizes the importance of meeting those needs at a local level. Our colleagues seek out meaningful opportunities to give back through an initiative we call Building Healthier Communities. Read some examples of how Viatris' colleagues made a difference in 2024 around the world.

Africa

- In Morocco, Viatris colleagues visited the Al-Ihssane Association, a nonprofit organization founded in 1989 that manages a facility in Casablanca that accommodates babies and children without families.
- More than 50 Viatris Egypt colleagues planted nearly 1,000 trees across the country.
- For the annual Mandela Day commemoration, Viatris South Africa donated a shipping container to be used as a classroom to a primary school in Johannesburg. Colleagues also collected stationery for the students, which were distributed with snacks, while other Viatris team members helped students place their handprints in paint on the container.

Asia

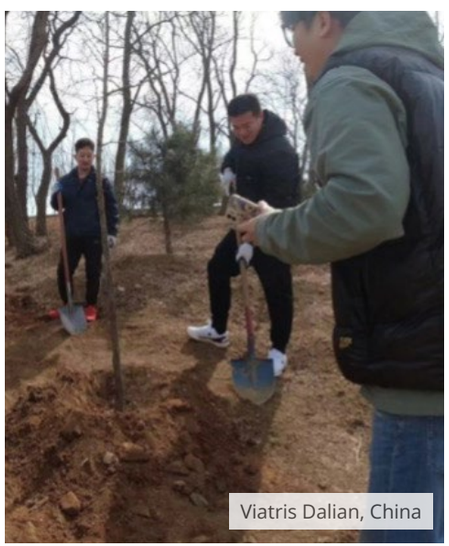
- Colleagues in China planted saplings in Dalian.
- Viatris donated 5,200 boxes of Revatio to provide support to patients with pulmonary arterial hypertension in high-altitude regions who are facing financial difficulties accessing medicine.
- Viatris Vietnam partnered with Xanh Vietnam Organization to conduct clean-up activities in Hanoi (Chu Van An Park) and Ba Ria Vung Tau province (Phuoc Hai fishing village beach). More than 160 employee volunteers participated, collecting approximately 375 kg of waste.
- More than 100 Viatris Vietnam colleagues and their families participated in the Children's Cancer Run to support children battling cancer. The team raised funds to provide vital support, treatment and care resources for these courageous children, making a significant impact on their lives.
- As a part of Viatris' Impact Week celebrations, the team in the Philippines visited Good Samaritan Nursing Home to spend time with elderly residents, some of whom don't have any family.

Australia

- Colleagues from Viatris Australia support Lifeblood, which is funded by Australian governments to provide blood, plasma, transplantation and biological products for patients in need.

Europe

- Viatris teams in Europe worked together in 2024 to contribute more than 2,500 hours to various community efforts.
- Colleagues in Belgium and Luxembourg biked, walked and ran more than 14,000 kilometers as part of the Viathlon to support Mercy Ships, which provides free eye surgeries in Madagascar.
- Viatris UK celebrated UK Volunteers' Week by hosting its first-ever Volunteering Fair. Colleagues from the Hatfield office came together to learn more about the various non-profit organizations in the area and explore opportunities to give back to our communities.
- Viatris Switzerland also donated more than 7 million doses of medicine to its long-standing partner Direct Relief to support humanitarian medical relief efforts across the world.


Viatris Dalian, China

Viatris South Africa


Viatris Portugal

Viatris Lyon, France


Viatris BeLux


Viatris Vietnam

- Viatris employees in Switzerland visited Stiftung Wisli's newly inaugurated campus to learn about the great work the foundation is doing to reintegrate their clients into social and professional life following a mental health crisis. Viatris donated more than $40,000 USD to the Wisli Foundation in support of their work in promoting inclusion for individuals facing mental health challenges.
- In France, Viatris continued their longtime support to the Association Petits Princes and the Association of Guide Dogs of Blind Lyon & Centre-Est through the annual Run in Lyon. More than 300 Viatris volunteers from France, England, Belgium, Bulgaria, Italy, Ireland, Poland, Portugal, Slovenia and Switzerland participated.
- Colleagues volunteered to help provide and serve breakfast for the homeless throughout the month of November and helped host a Swedish tradition known as Julbord, or the Christmas table, to the Central Station in Stockholm, Sweden. Viatris also donated warm sleeping bags to those in need.
- In Ireland, colleagues hosted an inclusive wheelchair basketball tournament to raise funds for the Irish Wheelchair Association. The funds will support the organization in their vision that everyone with a physical disability can enjoy sport, physical and recreational activities on a fully inclusive basis.
- Volunteers in Italy participated in the Milano Marathon to support art4sport ONLUS, an association supporting sports as therapy for the physical and psychological recovery of children and young people with prosthetic limbs.
- In Portugal, the Viatris Portugal Social Responsibility Committee organized a beach cleaning initiative where volunteers removed over 66 kg of plastic from the beach.
- In Poland, about 60 Viatris volunteers helped to renovate the historic "Finnish houses" of Jazdów, near Zamek Ujazdowski. The colony of 90 wooden houses was established in 1945, marking the first post-war housing estate in the country's capital.
- Colleagues in Romania participated in the Bucharest Marathon and raised funds for children's access to education through the Ajungem Mari, an organization for disadvantaged children.

North America

- In Washington, D.C., Viatris volunteers created care packages at the Central Union Mission.
- At the company's global headquarters near Pittsburgh, Pa., Viatris colleagues built water filters for Wine To Water, a nonprofit that helps to provide access to clean drinking water to areas in need around the globe.
- Several U.S. colleagues and their families participated in the American Heart Association's (AHA) 30th Pittsburgh Heart Walk to raise awareness of the disease.
- In Mexico, colleagues participated in a Dress for Success event that included an interview workshop designed to empower participating women and provide them with key tools to navigate the job search process. The team donated 200 pieces of clothing as part of the event.

South America

- Viatris Brazil collected toys and books to donate to the children of NEAC (Núcleo Especial de Atenção à Criança)


Viatris United States


Viatris Portugal

In Europe, Packaging Site Takes Flight as a Bird-Friendly Workplace

Viatris' Komárom, Hungary, site near the Danube River encompasses an undisturbed area of nearly 10 acres. The sandy grassland is interspersed with clumps of trees and intermittent waterlogged areas, making the land a paradise for many species of birds and insects.

In 2024, Viatris partnered with the Hungarian Ornithological Society to join its Bird-Friendly Workplace Program. The idea was first suggested by Róbert K., a Quality Control Support Manager at the site, who has been a bird lover since childhood. Growing up on the edge of a forest, watching and later photographing birds became one of his favorite pastimes. His hope is that the initiative will make a positive impact on many colleagues' interest in nature conservation.

In addition to packaging operations, Viatris' Komárom site is also home to the European Center of Excellence, the company's largest Quality organization in the region. The location has a long history of commitment to advancing sustainability.

Making a Difference in India

With a strong presence in India, we work to make a difference by building awareness and access to treatment, education and other initiatives aimed at strengthening communities.

Viatris is dedicated to making a positive and lasting impact on communities through a wide array of initiatives that focus on improving healthcare, education, community welfare and environmental sustainability. By partnering with local organizations, governmental bodies, and foundations, Viatris aims to enhance the well-being of individuals and communities across India. These initiatives reflect the company's deep commitment to addressing critical challenges such as healthcare accessibility, nutrition, education and infrastructure, while empowering underserved populations to build a better future.

Affordable Cancer Care for One and All

Viatris has launched several healthcare programs aimed at improving access to treatment and early detection of diseases in India. One notable program is the Affordable Cancer Care initiative, which aims to improve early detection and access to treatment while lowering costs, to reduce India's cancer burden. It decentralizes cancer care to government district hospitals and makes detection and treatment more affordable and accessible to more people. The program started in 2016 with six districts in Maharashtra and resulted in over 8.4 million people screened for cancer, over 1,000 medical staff trained on cancer care and chemotherapy services established in all six districts.

The program addresses India's high cancer incidence, inadequate healthcare resources and late-stage diagnoses, aiming to enhance survival rates and quality of life through improved healthcare infrastructure and training. Viatris is the funding partner and Tata Memorial Center is the implementing partner, and the state government is a key stakeholder.

In 2024, Viatris' support of the Affordable Cancer Care program included:

- More than 1,600 community health and medical health workers participated in a comprehensive virtual capacity building program to strengthen preventive oncology services at Public Health Department facilities.
- Through trainings in preventive oncology conducted in 14 districts, there has been a more than 300% increase in the number of diagnoses of common cancers, while the number of people undergoing treatment and referred to higher centers has increased more than 340%.
- More than 250 dental surgeons were trained for early diagnosis and management of oral cancer, resulting in more than 580 biopsies conducted and nearly 350 patients were diagnosed with oral cancer.
- To decentralize medical oncology services at district hospitals, we conducted refresher training for day care medical professionals at The Advanced Centre for Treatment, Research and Education in Cancer (ACTREC) at Tata Memorial Centre. The model has been expanded to the remaining 30 districts in Maharashtra and is being piloted in six more states: Punjab, Nagaland, West Bengal, Odisha, Andhra Pradesh and Assam.

Improving Water Health Through the Integrated Watershed Management Project

The Integrated Watershed Management (IWM) Project, implemented in the Kangti and Srigapur Mandals of Sangareddy District, Telangana, focuses on improving water availability, soil health, and agricultural sustainability in more than 25,000 acres across 15 villages.

In 2024, the project successfully executed water and soil conservation measures including the construction of water harvesting structures. The project also supported more than 20 farmers with sprinkler irrigation systems to improve water use efficiency during critical crop growth stages.

Sustainable agricultural practices were promoted through training for farmers on crop demonstrations and the adoption of organic pest control methods. Additionally, 200 farmers embraced organic and biobased agricultural practices, and 50 farmers were trained in composting techniques. Crop diversification efforts included the promotion of vegetable cultivation, such as chili, tomato and brinjal. The project also empowered women by providing them with opportunities to support their families.

These efforts have significantly improved agricultural productivity, water availability and community resilience, contributing to the long-term sustainability of the region. The project's focus on community capacity building and the adoption of sustainable farming practices lays a solid foundation for continued positive impacts in the future.

Other Community Initiatives in India

Other key projects in India include improving TB patient outcomes through nutritional interventions, strengthening diagnostic capabilities for drug-resistant tuberculosis (DRTB), providing essential healthcare facilities such as ambulances and mobile liver clinics and ensuring the availability of clean drinking water.

In education, Viatris supports a range of initiatives, from building classrooms and providing school furniture to sponsoring scholarships for underprivileged children. These projects, which benefit thousands of individuals, demonstrate Viatris' ongoing commitment to fostering community development and enhancing quality of life across India. Through these efforts, Viatris continues to make a meaningful difference, helping communities thrive and supporting long-term sustainable growth.

Other key projects in India in 2024 included the following:

Supported the construction of a hostel building for Gurkul High School, providing ~850 children with a safe and conducive environment for learning

Supported **850 students** in Bollaram, Telangana, by enhancing their physical and mental health through the Sport For Change sports education program for children

Provided an ambulance for the local public health center in Modasar, Ahmedabad, ensuring timely medical assistance to 850 residents

Invested in providing a reverse osmosis-based drinking water facility, ensuring clean water for 2,000 community members in Bagalkot

Developed **two classrooms for 300 students** at Zilla Parishad School in Shajapur Village, Aurangabad, and **four classrooms** for the Government Primary School in Vapasandra, Bangalore, Karnataka

Empowered 2,400 underprivileged children in Singareni with access to the Supplementary Education Program for Underprivileged Children

Provided **two digital X-ray machines** to a trust hospital in Shiridi, enhancing diagnostic capabilities for 7,000 patients per year.

Supplied a complete **blood count machine for the Primary Health Center in Mahanthalingapura, Jigani, benefiting 7,000 residents** and enhancing healthcare capabilities by enabling faster and more accurate blood tests

Partnered with the Swadha Foundation to provide scholarships to more than 20 schoolchildren in Karnataka and Andhra Pradesh

Provided **free liver health check-ups to about 8,000 people** in the Delhi NCR region through the Mobile Liver Clinic

Management Disclosure and Performance Data

Areas of Focus:

Global Sustainability Topics of Priority

Access and Global Health

- Our Portfolio and Reach
- Quality and Patient Safety
- Clinical Development
- Product Security and Fighting Illicit Medicines
- Reliable Supply Chains
- Advancing Sustainable Sourcing
- Patient Assistance and Government Sponsored Healthcare Programs

Our People

- HR Organization and Governance
- Compensation and Benefits
- Freedom of Association and Collective Bargaining
- Involving Employee Representatives
- Workforce Data

Environment, Health and Safety

- EHS Management and Governance
- Health and Safety Performance
- GHG Emissions and Climate Change
- Water and Wastewater Management
- Pharmaceuticals in the Environment
- Waste Management
- Air Emissions

Global Sustainability Oversight and Compliance

- Global Sustainability Oversight
- Risk Management
- Information Security
- Global Privacy Governance
- Compliance
- Human Rights
- Political Activity

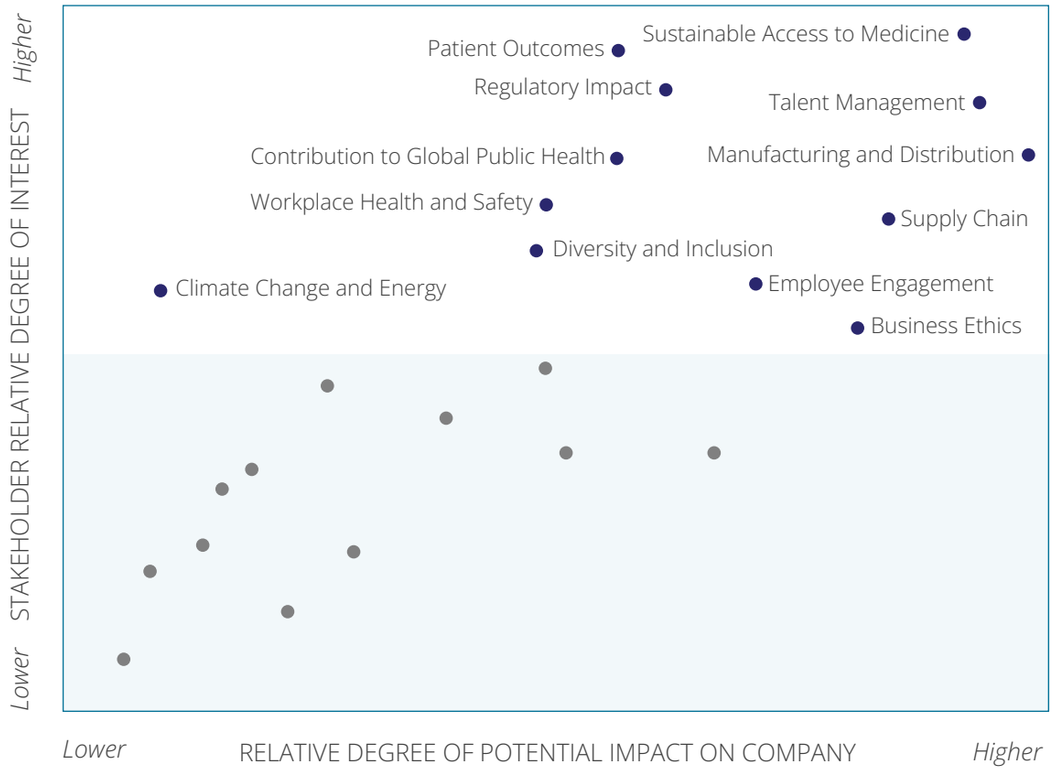
Global Sustainability Topics Priority Assessment

Viatris previously conducted an assessment of internal and external perspectives on topics potentially pertinent to future sustainability-related areas of focus for Viatris. 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 continuously evaluate and review external developments, including with regard to statutory sustainability reporting requirements, to determine any appropriate changes to our areas of focus and priorities. Further, external stakeholder engagement forms a key part of our work across the key steps to build sustainable access at scale and helps provide insights to key stakeholders' perspectives in relation to our company and mission. We are working to prepare for future sustainability reporting requirements and regulations such as the EU Corporate Sustainability Reporting Directive.



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	2022	2023	2024
Total number of doses sold	>80 billion	>80 billion	>80 billion
Number of molecules	>1,400	~1,400	~1,400
Number of countries and territories reached	>165	>165	>165
Major therapeutic areas	>10	>10	>10
Coverage percentage of the top 10 causes of death globally[1]	100%	100%	100%
Total investments in R&D	$698.6M	$910.7M	$837M
Products in development by region[2]			
Developed Markets	200	200	150
Emerging Markets	100	95	75
Greater China	25	25	5
JANZ	70	70	50
Products pending approval by region[3]			
Developed Markets	470	595	450
Emerging Markets	820	615	580
Greater China	15	35	30
JANZ	25	8	15

As part of expanding access to medicine across geographies, in 2024, we:

- Received ~550 global product approvals
- Completed 140 Submissions in >100 different countries including ~60 products in Emerging Markets
- Made ~500 regulatory filings, which includes ~200 individual market submissions for Emerging and Expansion markets

Our Portfolio and Reach	2022	2023	2024
Customer service levels by region			
Developed Markets	90%	90%	93%
Emerging Markets	96%	94%	94%
Greater China	99%	98%	100%
JANZ	99%	98%	99%
Number of medicines on the WHO's list of prequalified products (including cross-listed approvals)[4]	62	59	50
HIV/AIDS	35	35	32
Reproductive health	10	10	2
TB	7	7	7
Hepatitis	4	4	4
Malaria	2	2	2
Influenza	1	1	1
Number of patents maintained to date[6]	>3,100	3,300	>2,400
Licenses via the Medicines Patent Pool[7]	7	9	7
Number of countries on the Access to Medicine Foundation list of Access Countries to which Viatris supplies products	97/108	99/113	100/113

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
[6] Including active and pending patents
[7] Medicines Patent Pool

Quality and Patient Safety in Processes and Products

Protecting patients and consumer health through 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, testing 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 and our comprehensive Global Quality policies, procedures and guidelines. These 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.

Our operations are subject to robust quality systems, standards and processes designed for product quality. These programs are designed and implemented across our global operations and are executed to be in alignment with statutory and regulatory requirements such as current Good Manufacturing Practices (cGMP), Good Documentation Practices (GDocP), Good Pharmacovigilance Practices (GPvP), Good Distribution Practices (GDP) and Good Clinical Practices (GCP) for all markets that they serve.

We strive to incorporate relevant external quality guidelines, from across the world, 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, Code of Federal Regulations and the EU Excipient Risk Assessment for ascertaining the GMPs and regulatory expectations for 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 learning and continuous improvement programs
- Management of data integrity and data governance
- Recurring scheduled internal site and external supplier, contractor, distributor and service provider audits. In addition, we have a program to support Viatris sites with learning, application, and process for site self-inspection.
- Testing practices and compendial compliance
- Product risk assessment
  - The Product Health Evaluation Program (PHE) was launched in early 2024. The Product Health Evaluation program serves as a continuous improvement initiative to augment the existing Annual Product Review (APR/PQR), Continued Process Verification and investigation trending. This program provides a set of tools and resources to identify and implement enhancements to manufacturing and testing processes.
- Continual compliance monitoring and communication
- Incident investigation, complaints and corrective and preventive actions
  - The Human Error Prevention (HEP) Program was launched in 2023 to further provide a structured approach to identify the underlying reasons and solutions for human error and reduce the likelihood of reoccurrence.
- Standardized document control and change management
- Compilation, trending and review of key quality metrics

In addition to the 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

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

Key programs within our Quality Management organization 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, learning management, policy, auditing, etc.
- A comprehensive cleaning program to facilitate production of quality products and a rigorous cleaning validation program that supports the implementation and ongoing utilization of robust cleaning methodology across our manufacturing network.
- Ongoing enhancements in our Quality Culture program, including leadership messaging and colleague engagement to reinforce the importance of quality compliance and the impact of non-compliance.
- Ongoing Learning Management System (LMS) enhancements to improve end-use training experience and development of additional reporting tools to monitor training completion and compliance.
- Our Product Health Evaluation (PHE) program proactively facilitates life-cycle management and continuous improvement 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, to facilitate 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 Quality Learning and Continuous Improvement
- Global Quality Compliance
- Global R&D and Technical Quality
- Global OSD Quality
- Global Injectables Quality
- Global Dermatologics Quality
- Global Complex Products Quality
- Global Medical Device Quality
- Global Eyecare Division Quality
- Global Clinical and Bioanalytical Quality
- Global Quality Systems and IT Quality
- Global Quality Complaints Management
- Global Quality Document Control and Change Management
- Global Quality Investigations and Surveillance
- Global External Supply Quality and Supply Chain Quality
- Global Quality Supplier Management
- Global Quality Integration

We continuously evolve our quality organization for alignment with our business operations and to support compliance with applicable standards. Existing global quality resources are embedded within operational verticals to align closely with business units and drive consistency across sites.

As we completed our planned divestitures and the parallel consolidation and integration of Viatris' internal network, areas of particular focus included supplier quality oversight, the transition of quality standards and services as part of continued integration to support 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 further evaluated and enhanced to capture best practices and to reflect current guidance, requirements and health authorities' expectations. As part of this work, we included reviews of the requirements of applicable quality guidance documents such as the FDA, EMA and International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) to help ensure that Viatris' quality systems have appropriate controls designed to prevent, identify and/or manage risk with respect to product quality. Additionally, integration activities have been initiated and are ongoing for the successful consolidation and integration of the final phase of the Upjohn integration for the Tuas site in Singapore into Viatris' systems and programs, scheduled for completion in May 2026.

Training for Continuous Improvement

We provide comprehensive and effective training designed to facilitate access to and delivery of knowledge to global operations personnel in coordination with vertical and site-based training programs. The program coordinates and standardizes training requirements, content, techniques and training delivery methods to continually strengthen our corporate learning culture. Training and learning history records are delivered and maintained as part of a validated Learning Management System (LMS) through the utilization of defined curricula and/or assignment profiles that are monitored and tracked to facilitate training compliance for all applicable personnel. To further facilitate knowledge sharing and continuous improvement, we maintain a regulatory intelligence program that provides personnel access to current global regulations, publications and industry trends.

Our Global Learning and Continuous Improvement programs aim to ensure 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. Additionally, an annual good practice training developed by our Global Quality Learning team is provided to sites globally across our network. Training programs are developed and maintained at a site/vertical level in adherence with local regulations and dosage form requirements but maintain alignment with Global Learning requirements delineated as part of our Viatris global policies, procedures and guidelines.

In addition to training on the theory and practice of cGMP, we utilize a curriculum-based approach so that 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 roles, system access requirements and site/department requirements.

In 2025, we are launching a Training Quality System (TQS) enhancement initiative to further enhance our overall training program.

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 so that all applicable employees remain familiar with the specific cGMP requirements applicable to them.

Quality Culture

Colleagues are provided training on quality culture so that 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 must focus on getting our work done right the first time. We must follow our robust processes and pay close attention to detail. And we must 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 must be proactive and seek to address issues before they become problems. We must 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 must never settle for "good enough." Business continuity is enabled by a commitment to quality.

In 2025, we are working to enhance our Cultural Excellence program to engage employees and reinforce the importance of quality compliance and the impact of non-compliance. Specific training sessions, town hall meetings and messaging are part of the culture program enhancement, focusing on building individual awareness about Quality, reinforcing a culture of real-time feedback on Quality issues and robust oversight and accountability for compliance.

We must never settle for "good enough." Business continuity is enabled by a commitment to quality. Our Human Error Prevention (HEP) program provides 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. We continue to maintain the HEP program, and sites have seen reductions in the incidence of human error.

Quality Monitoring and Assurance in Our Operations

Our Global Operations Audit program oversight is facilitated by a specially trained and qualified team of internal global audit/regulation experts, augmented and supported by independent third-party auditors and/or consultants. The global proactive internal-audit program is a key component of our strategy, oversight and surveillance of the quality performance and compliance across our network, CMOs, suppliers and service providers. It is designed to help support our goal of compliance with the Global Quality Management/Good Quality Practice and global/local cGMP regulations. Validated electronic systems are in place to track audit data, corrective actions and preventative actions (CAPAs), and to capture metrics. Escalation processes are in place to expedite notification of any significant findings or delays in generation/completion of CAPAs. Dedicated audit colleagues are assigned to Quality Operations within each vertical to participate in internal audits within that vertical. Site and vertical leadership are required to collaborate to enable continued, robust processes and to periodically evaluate existing processes and risk mitigation mechanisms. Internal operations audits are performed on a one- to three-year cycle based upon facility type (manufacturing facility internal operations audits are performed at least annually), historical regulatory inspection performance and potential risk for each production/API site, packaging site, distribution site and laboratory site.

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.

- Internal sites are required to formally respond to all observations to the Global Operations Audit team and take appropriate corrective and preventative actions in response to any observations, including set timelines for remediation and implementation.
- Quality Council teams at each site oversee and monitor key performance indicators, track quality incidents and identify trends that are reported globally. Additionally, the Quality Council teams have the authority to escalate incidents as appropriate.
- At the global level, quality leadership routinely reviews and monitors key performance indicators provided by the site Quality Council from each vertical/site and their respective corrective/preventive actions for incidents and trends.

The Global Operations Audit internal audit program includes expedited timelines for the issuance of observations and increased site leadership engagement to help 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 2024.

In 2024, 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, 655 GMP, 79 Clinical (GCP-GLP) and 24 Pharmacovigilance (PV) audits were conducted by Viatris' Global Operations Audit team at our internal facilities and external suppliers, contractors and service providers.

Following each internal Global Operations Audit, the inspected site is required to submit a CAPA plan to remediate any identified discrepancies. These CAPAs are submitted to our Global Operations Audit 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.

Quality Risk Management is central to our approach to 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.

A High-Quality Supply Chain

Viatris relies on our partners to deliver high-quality medicines. 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 evaluate 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 formal responses to observations cited as part of the audit to the Global Operations Audit 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. 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. A dedicated team for supplier qualification with a global scope is currently in place.

Working with Health Authorities

We constantly review our products, processes and facilities throughout our network and work closely with external health authorities to facilitate 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 we have one open FDA Warning Letter at our oral finished dose manufacturing facility in Indore, India. The FDA also issued an import alert related to this facility, covering 11 actively distributed products that will no longer be accepted into the U.S. until the warning letter is lifted. Viatris provided a formal response to the FDA Warning Letter with our comprehensive corrective/preventive action plan to address the concerns raised by the FDA and have been in regular communication with FDA during this process and will continue to work to ensure that the FDA is satisfied with the steps we have taken to resolve all the points raised. For more information, see our other public disclosures.

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

- In 2024, more than 110 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.

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.

In 2024, >110 health authority inspections were conducted across Viatris facilities.

Global Product Safety & Risk Management

Our Product Safety & Risk Management (PSRM) function has a Pharmacovigilance (PV) system, 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.

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. To support the business, Global PSRM is a critical stakeholder within the Global Development Committee, providing due diligence on patient safety aspects for new business opportunities.

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. Cross-functional safety teams undergo continuous education to ensure compliance with the legal requirements of global pharmacovigilance tasks and support the growth and vision of the Viatris product portfolio.

To manage the safety of a diversified and complex product portfolio, Viatris in 2024 submitted more than 350,500 ICSRs and more than 1,100 aggregate safety reports to various global regulatory authorities and business partners with a high compliance rate.

As part of our PV system, the risk-benefit profile 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.

The company currently has more than 580 risk management plans and associated interventional measures designed to help ensure our products are used safely and effectively.

The Global PSRM team supports the company's strategic pillars by maintaining the base business with a robust operational PV system. The team also is a key stakeholder in development programs of products in the pipeline by providing rigorous due diligence on patient safety aspects when it comes to new business opportunities through the Global Development Committee.

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.

In 2024, 15 internal and nine external audits were performed by Viatris' Global Operations Audit team. In addition, Viatris' PSRM hosted 13 external PV audits and 24 audit questionnaires by business partners, three risk assessment questionnaires by regulatory authorities, and six PV inspections by regulatory authorities.

Key PSRM Collaborations

In 2024, the PSRM function held two key successful events.

The Global Leadership Meeting for Product Safety and Risk Management brought together leaders from the PSRM function across the different regions to discuss key initiatives, share best practices and align on strategies to ensure safety of our products and support the growth, strategy and vision of Viatris.

At the Affiliate Safety Representative Meeting of the Asia-Pacific, Middle East, and Africa (APAC) region, the PSRM team met in Indonesia with its local affiliate safety representatives from the APAC region and key global subject matter experts to share market insights and challenges, and industry best practices.

These collaborations strengthen knowledge sharing in our internal network, serve as a springboard for continued growth and success, and contribute to the wellbeing and safety of patients worldwide.

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 their impact is assessed.

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.

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, smooth transfer of PV responsibilities and regulatory compliance. In 2024, the PSRM function supported several acquisition and divestment projects, ensuring that PV-relevant knowledge, data and documents were transferred from the seller to the buyer and any PV-obligations and responsibilities are handed over in compliance with required regulations. Pharmacovigilance activities where Viatris is responsible during this process have been met with a high compliance rate.

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 2024, 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 2024, 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. Any such innovations are subject to 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 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 or labeling.

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).

Global Clinical Operations is embarking on a concerted effort to bring new medicines (NMEs) to market, thus improving patient access to needed therapies.

Key events in 2024 included increasing collaborations with our partners, vendors and investigators with development plans in multiple regions throughout the world.

In 2024, 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. Clinical studies continued in Europe, Africa, ASIA-PAC and North America. We expanded studies in 2024 in areas including Egypt, Lebanon, Jordan, Japan and more. Our research encompassed varied therapeutic areas including mental health disorders, COPD, chronic and progressive autoimmune disease 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

Clinical trials that include diverse populations can have better, more robust results than clinical trials that do not include diverse participants. As a global healthcare company serving 165 countries and territories, Viatris supports efforts focused on diverse representation in clinical trials and works to include varied patient populations for global studies that will be submitted for approval to health authorities around the world.

Considerations 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 works with health authorities to enhance safety, scientific rigor and diverse representation 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.

The following are examples of how we are working to promote diverse representation in clinical trials:

- Viatris is supporting drug development in multiple regions around the world supporting ethnic and racial inclusiveness of participants who may reflect various socio-economic backgrounds.
- Similarly, applicable development programs may allow for greater inclusiveness by allowing for enrollment across a broad age range including both children and adults. Further, women of child-bearing potential may also enroll with adequate birth control measures in place.

Management and Oversight

To further support the direction of Viatris' portfolio with increasingly innovative assets, the clinical organization reports to the Chief R&D Officer. 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 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

Whether our clinical trials 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 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.

- 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.

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.

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 clinical trial.

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

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 2024, GOA audited eight 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
- Pursue
- Prevent
- 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. We are training and partnering with global law enforcement bodies such as Interpol and the World Customs Organization to maximize our reach.

In 2024, we were invited by the Ministry of Public Health (MOPH) in Qatar to deliver bilateral specialist forensic training and product security strategies to MOPH officials, their pharmacy inspection unit, customs service, academia and third-party industry partners. Our training was designed not only to raise awareness, but also to improve capability and capacity.

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.

Viatris Supply Chain Quality, in collaboration with Global Security and with the support of Corporate Affairs, arranged a successful workshop alongside the Egyptian Drug Authority (EDA). The aim of this workshop was "Combating Illicit Medicines." Our unwavering commitment to patient safety and the quality of pharmaceutical products throughout the supply chain served as the driving force behind this initiative.

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.

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

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.

The Outreach training program operated by the Global Security team is 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 2024, we successfully obtained a UK Home Office issued Controlled Drug License which will allow us to expand our forensic analysis and support to all products across our portfolio.

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.

Governments around the world continue to enact regulations requiring serialization, with requirements varying by market. Viatris meets these requirements to help ensure patients' access to high-quality, affordable and authentic medications to ensure patient safety and compliance. As more serialization regulations are implemented, Viatris global serialization teams supported almost 50 international markets. Countries in which these programs went live in 2024 include Kazakhstan, Uzbekistan, Indonesia and Kyrgyzstan.

To further improve communication and service to key stakeholders, upgrades were made to the Viatris Global Serialization Center of Excellence in 2024, with a focus on data and process developments.

Since 2023, Viatris has remained compliant with FDA's Drug Supply Chain Security Act (DSCSA), ahead of its deadline. Initially set for November 2023, the FDA's DSCSA deadline has been pushed to May 2025 for manufacturers and repackagers. 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.

Viatris participates in leadership discussions to help standardize global drug serialization and tracing work. These collaborations include with industry leading groups such as the GS1, European Medicines Verification Organisation, Medicines for Europe, U.S. customer groups 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.

A dedicated cross-functional team, comprising colleagues from our U.S. distribution center, Serialization, IT, Supply Chain, Internal Sites, Quality and Customer Relations, has been established to meet this need. Key capacities include:

- An alert ticketing system to capture, triage and respond to data related events and exceptions on inbound product to our U.S. distribution center
- Maintenance of 24-hour response to customer verification requests
- Status monitoring and tracking of sending successful Electronic Product Code Information Services data to downstream trading partners
- Continuous review of customer scorecards to solve discrepancies between product and data

Beyond meeting U.S. DSCSA standards, our U.S. customer satisfaction rating averages 99%.

In other areas within serialization, our team supported:

- Finalizing the Master Data transition across various Viatris sites
- From 2023 to 2024, observing a more than 55% reduction in "Batch not found" alerts - which indicate a batch is not received successfully in Viatris' systems - and a nearly 40% drop in missing serial number alerts
- Enabling multiple market launches, including our eye care division, coupled with several tech transfers

In the UK, we removed the EU-based Falsified Medicine Directive product data and pack data to comply with the Windsor Framework project, aimed at the UK market post-Brexit for the sale of medicine in the UK exclusively.

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.

As noted previously, 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 26 manufacturing and packaging sites across the world – Australia, Egypt, France, Germany, Greater China, Hungary, India, Ireland, South Africa, Turkey, U.S., Zambia - 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 650 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 and finished dose form suppliers to mitigate disruption and build resiliency.

As part of upholding geographic diversification and flexibility, approximately 50% of our API supply comes from North America, Europe and Emerging Markets, and the rest originates from India and China, with the latter mostly supplying the local market. In India, we have manufacturing 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 160 locations from over 35 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 15 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 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. 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 2024, we were able to maintain a global customer service level of 93% 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, diversified 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.

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:

- 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

In 2024, we progressed on our supplier engagement program regarding Viatris' target to reduce scope 3 GHG emissions by 25% by 2030, from a 2020 baseline by initiating a supplier engagement survey with key suppliers.

In 2024, 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.

To further build awareness and competency of sustainable and responsible practices specific to pharmaceutical operations among our partners and as Viatris, we leverage PSCI's supplier resources, including virtual and in-person training programs, online trainings and events such as the PSCI Supplier Conferences.

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. Any topic covered in Viatris Supplier Code of Conduct can be addressed via this channel including but not limited to human and labor rights, environmental and ethics matters. 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.

To learn more about confidentiality and our policies for managing reports, please see our compliance webpage.

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 2024, more than 50,000 colleagues, temporary workers and contractors 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.

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 73).

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
- 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: Ethics, Human Rights, Health & Safety, Environment, Governance 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 is in the third year of its five-year strategy to complete PSCI assessments of 105 strategic suppliers of our top 100 products by 2026, from a 2022 baseline. In 2024, we exceeded the planned number of assessments across Europe, India and North America. Viatris works with suppliers to actively reduce risk and improve 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.

Our Sourcing in the U.S.

As part of our work to advance sustainable sourcing practices, uphold a reliable supply chain and drive innovation through a variety of perspectives and support local economic development, Viatris in the U.S. proactively builds relationships with the goal that a wide array of enterprises have the opportunity to do business with Viatris. This offers numerous benefits for Viatris and our partners, bringing unique perspectives, experiences and solutions, fostering creativity and driving us to perform at a higher level. Our suppliers support the development of innovative products, services and approaches that resonate with a global customer base. We also seek to contribute to economic development, job creation and community empowerment through our sourcing activities.

We continued to progress our efforts in 2024 by furthering the connectivity with the Global Sourcing team, including quarterly progress reviews, monthly and quarterly meetings with stakeholders and engagement across various Viatris departments.

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. We also operate a Viatris Patient Assistance Program. 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 focus areas are talent management, learning and development, 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 designing, 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.
- HRBPs 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.

Viatris Total Rewards are:

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

We continue to modernize our competitive benefits programs to offer the most comprehensive support for colleagues and their loved ones. Our current health and wellbeing offerings focus on the emotional, financial, physical and social aspects of wellbeing. We 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.

We encourage our employees to share their opinions and any concerns across all our sites and countries. This approach is communicated via regular communication channels through our intranet, announcements on message boards, email and other channels, as appropriate.

Workforce Data[1]

Workforce	2022	2023	2024
Total Workforce	42,822	41,833	35,369
Employees[2]	38,216	37,894	31,993
Contingent Workers[3]	4,606	3,939	3,376
Employees by Gender	**2022**	**2023**	**2024**
Female	35.9%	36.4%	40.7%
Male	64.1%	63.6%	59.3%

Senior Management by Gender[1]	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Overall	21.4%	78.6%	22.7%	77.3%	26.0%	74.0%

Full-time Employees by Segment	2022	2023	2024
Overall	98.5%	98.3%	98.3%
Developed Markets	96.1%	96.1%	96.0%
Emerging Markets	100.0%	100.0%	100.0%
Greater China	100.0%	100.0%	100.0%
JANZ	99.2%	98.5%	98.2%

Employees by Segment and Gender	2022	2023	2024
Developed Markets	35.3%	35.7%	40.5%
Female	52.2%	53.0%	53.4%
Male	47.8%	47.0%	46.6%
Emerging Markets[4]	44.5%	44.5%	38.4%
Female	18.0%	18.4%	23.5%
Male	82.0%	81.6%	76.5%
Greater China	14.8%	15.0%	15.5%
Female	51.5%	51.5%	52.8%
Male	48.5%	48.5%	47.2%
JANZ	5.4%	4.8%	5.6%
Female	34.4%	32.6%	32.5%
Male	65.6%	67.4%	67.5%

- 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, 2024, and does not reflect the impact of acquisitions or divestitures completed in 2025, or pending as of the date of this report.

[2]Employees refers to regular and fixed term employees

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

[4]India Operations specifically makes up 46.5% of Emerging Markets' workforce

Our Policies

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

> Corporate Governance

> 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

> Global Policy on Equal Opportunity and Inclusion

> Viatris Health and Safety Policy Summary

> Viatris Policy on Prohibiting Discrimination, Harassment and Retaliation

Employees by Age Group	2022	2023	2024
Average Age	39.8	40.2	40.8
Under Age 35	37.0%	35.1%	33.1%
Ages 35-54	54.2%	57.0%	57.3%
Ages 55 and over	8.8%	7.9%	9.5%

Career Progression[2]	2022	2023	2024
Overall	20.7%	17.3%	21.2%
Employee New Hire Rate	**2022**	**2023**	**2024**
Overall	14.4%	12.0%	10.1%
Average Employee Tenure	**2022**	**2023**	**2024**
Overall	8.6	8.8	8.9

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

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

Employee Turnover Rate[4]	2022	2023	2024
Overall[5,6]	12.7%	12.1%	27.0%
Female	14.9%	13.9%	16.5%
Male	11.5%	11.1%	33.8%
Voluntary Employee Turnover	8.7%	7.1%	7.4%
Female	10.0%	7.7%	8.0%
Male	7.9%	6.7%	7.1%
Involuntary Employee Turnover[4]	2.7%	1.8%	3.7%
Female	3.1%	2.1%	4.0%
Male	2.5%	1.7%	3.6%

[4]Data per 2022 have been restated to reflect updated definitions.

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

[6]The overall employee turnover rate for 2024 includes the impact of previously announced divestitures, including the divestiture of manufacturing facilities where a majority of impacted employees were male.

Board Composition	2021[1]	2022[2]	2023	2024
Total # of Board Members	13	13	11	12
By Gender				
Female	3	4	3	3
Male	10	9	8	9

To learn more about the background and perspectives of the members of the Viatris Board, please see the Viatris 2024 Proxy Statement and 2024 Form 10-K/A.

[1]As of October 22, 2021

[2]As of October 24, 2022

[3]As of November 3, 2023

[4]As of October 25, 2024

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.

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.

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.

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 helps to ensure the systematic identification of continuous improvement opportunities and industry best practices.

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

Our Policies

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

> 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

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 want to 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

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, these programs 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.

Reflective of our disvestitures in 2024, sites across our internal network that hold external certifications include: ISO 45001: 7 (India), 1 (GC), 1 (IOAO)

External Certifications	2022	2023	2024
Number of sites certified to OSHA's 18001/ISO 45001	15	15	9
Number of sites certified to U.S. OSHA VPP	1	1	1

Health and Safety Performance	2022	2023	2024
Total Recordable Incident Rate (Recordable cases per 200,000 (hours worked)	0.39	0.51	0.49
Total DART Incident Rate (cases per 200,000 hours worked)	0.31	0.31	0.38
Total Lost Time Incident Rate (Lost time cases per 200,000 hours worked)	0.27	0.28	0.34
Work-related fatalities[1]	0	1	0

- Data as of March 2025. 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 2024 reporting year on employee health and safety are available here.

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 30% of our sites, reflecting the strength of Viatris' own EHS management system and standards. Reflective of divestitures in 2024, sites across our internal network that hold external certifications include:

- ISO 14001: 8 (India), 1 (GC), 1 (Middle East)
- ISO 50001: 1 (EU)

External Certifications at Viatris sites	2020	2021	2022	2023	2024
Number of sites certified to ISO 14001	21	17	17	17	10
Number of sites certified to ISO 50001	8	7	7	7	1

- 2020 data represents Legacy Mylan. 2021 and 2022 data represents Viatris.
- Data as of February 2025. 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
- Number of sites with external certifications decreased since 2023 due to divestitures.

GHG Emissions and Climate Change

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

Our sites have set various short-term companywide 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 2024 CDP climate program report, available on the CDP public response page.

Energy Consumption (GWh)*	2020	2021	2022	2023	2024
Total electricity purchased	**535.6**	**504.7**	**471.0**	**477.4**	**487.2**
Renewable electric sources	58.7	58.1	66.3	68.7	92.2
Non-renewable electric sources	476.8	446.4	404.4	408.4	394.5
On-Site Renewable Electricity Gen	0.2	0.3	0.3	0.4	0.5
Total fuel purchased (GWh)	**630.5**	**626.3**	**577.2**	**547.5**	**536.0**
Biomass	9.5	8.9	49.4	78.8	84.6
Fuel Oil	165.3	142.5	99.2	42.2	43.9
Natural Gas	260.5	233.4	179.8	170.6	156.0
LPG	141.0	182.9	191.7	196.0	185.2
Others (including steam)	54.2	58.7	57.0	60.0	66.3
Total energy consumption (GWh)	**1,166.2**	**1,131.1**	**1,048.2**	**1,025.0**	**1,023.2**
Energy Intensity Ratio (GWh/million USD revenue)	0.064	0.063	0.065	0.066	0.069

* The Data Excludes the divested sites and as such all historical data was modified to give an accurate picture of our operations over time.

Greenhouse Gas Emissions (thousand metric tons CO_2e)	2020	2021	2022	2023	2024
Total GHG emissions	**437**	**407**	**370**	**355**	**355**
Scope 1 GHG emissions[1]	132	131	111	96	95
Scope 2 GHG emissions (Market-based)[1]	305	277	258	259	260
Scope 3 GHG emissions (Category 1-4)[2]	2,214	2,052	1,959	2,154	2,154
Total GHG Emissions Intensity Ratio (metric tons CO_2e/million USD revenue)*	24.0	22.9	22.8	23.0	24.1

[1] Scope 1 & 2 emissions have been rebaselined to account for the divestitures completed in 2024.

[2] Scope 3: 2020 Emissions have been rebaselined to account for the combination of Mylan and Upjohn to form Viatris in November 2020; A new rebaseline activity is underway to account for the divestitures completed in 2024 and will be completed after a full year of data is received with divested entities as part of our supplier base. Because of the complexity associated with the scope 3 baseline adjustment for the divested facilities, we are reporting the 2023 scope 3 emissions as a proxy for 2024.

* The 2020 Revenue is the unaudited combined company revenue as stated on p. 99 of the annual report on Form 10-K for the Fiscal Year ended Dec. 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, 2023 and 2024 with the exception of the Rockford, Ill., facility where we maintained operational control of the facility into 2025.
- 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, 2024, 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.
- 2024 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. In 2024, we completed the first phase of our goal to perform water risk assessments for all 12 sites identified under high- or extremely high-water stress areas. 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 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	2024
Total water withdrawal	2,921	2,784	2,537	2,675	2,571
Total water recycled and reused	404	425	444	454	468
Total water discharged	1,610	1,469	1,242	1,255	1,273
Sites with zero liquid discharge (ZLD) systems	5	5	6	6	6

- 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.

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.

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.

Water Use by Sources (thousand m^3)	2020	2021	2022	2023	2024
Municipal/Third-party	2,397	2,266	2,012	1,905	1,852
Off-site borewell Nonrenewable	0	0	0	228	252
On-site borewell Nonrenewable	0	0	0	0	0
On-site borewell Renewable	467	459	477	536	466
Rainwater	57	59	47	5	1

- 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.

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, including:

- 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.

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

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	2024
Total waste generated	40.2	41.0	40.4	41.1	37.6
Hazardous waste	22.1	21.5	20.3	18.9	15.8
Non-hazardous waste	18.1	19.4	20.1	22.1	21.8
Percentage of waste recycled or sent to energy recovery (%)	71.5%	76.9%	73.9%	77.5%	80.0%
Significant spills	0	0	0	0	0

- 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. 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.

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
  - Sustainability Committee
- Inter-Association Initiative on Pharmaceuticals in the Environment Task Force
- Pharmaceutical Supply Chain Initiative (PSCI)
  - Chair of the Board
  - Various working group committees

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 the organization, including progress on companywide goals and priorities on access, people and the environment. 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 regard to sustainability for specific key functions, such as the Sustainable Sourcing Council and others, complementing the advisory committee.

Viatris' Board of Directors oversees management's 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.

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.

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

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 brand-name 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 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, payers, and health systems.

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 advancing 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.

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, Corporate Affairs, Supply Chain, Research & Development, Commercial, 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).

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

Viatris operates in a complex and rapidly changing environment that involves many potential risks, including IT and cybersecurity risks. Risk management is an enterprise-wide objective and is subject to oversight by the Viatris Board and its committees. 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.

The information security team is responsible for defining and overseeing the execution of the Company's information security program and strategy. The Viatris IT team, led by the Chief Information Officer, is responsible for ongoing security operations such as maintaining firewalls and patch management. In addition, the delivery of many information security programs relies on IT resources to execute the selection, delivery and implementation of security solutions, such as end-point protection and end-of-life protocols.

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.

Viatris' senior leadership is updated on our cybersecurity posture and emerging risks on a quarterly basis. Specifically, our Chief Information Security Officer and Chief Information Officer report quarterly to the Compliance and Risk Oversight Committee of the Viatris Board, providing performance indicators, risk assessments, and comparator insights against our peer group.

Hacking Precautions and Training

Viatris maintains an information security program aligned with the National Institute of Standards and Technology Cybersecurity Framework, designed to govern, identify, protect, detect, respond to and recover from cybersecurity threats. Viatris' information security program includes policies, procedures, cybersecurity awareness communications, testing and training for employees (with mandatory training for system users); as well as system monitoring, risk reduction, vulnerability and patch management and monitoring external developments.

As part of its information security program, Viatris has adopted a Cybersecurity Incident Response Plan (CIRP) to guide leadership and incident response stakeholders through any incident—a single event or series of anomalies, or a change in systems or technologies that could impact the confidentiality, integrity, availability or safety of our data, employees or assets, whether due to malicious intent or accident.

The CIRP is managed by the Viatris global information security team, reviewed at least annually, tested through semi-annual technical exercises and periodically evaluated through executive tabletop scenarios. The CIRP provides an overview of critical actions throughout the incident response lifecycle, including a severity matrix that guides communication, escalation protocols and decisions on engaging a third-party incident response vendor.

Viatris' Cybersecurity Incident Response Team (CIRT) reports to the Chief Information Security Officer & Head of Global Security and has responsibility for investigating and executing incident protocols, determining potential impacts, notifying appropriate parties and assessing the need for third-party assistance. Critical incidents require implementation of the global crisis plan and high severity incidents require notification to the executive leadership team once such an incident is confirmed.

Viatris participates in several industry and third-party threat monitoring and information-sharing services, providing insights into vulnerabilities and threats that are incorporated into our security operations and IT remediation.

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 Compliance and Risk Oversight Committee of the Viatris Board 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, management of trade control risk, due diligence and investigations.

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 Viatris, further expanding the Global Compliance Risk Assessment and Monitoring Program into additional countries and furthering our data analytic capabilities. In 2024, we implemented emerging technology and artificial intelligence to improve adherence to Compliance policy requirements by launching a new tool featuring "chatbot" style policy search functionality.

We engage an independent review of the effectiveness of our Compliance program at least every five years. Additionally, we do seek independent review of various aspects of the program more frequently.

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 its 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 its obligations to detect, prevent and mitigate compliance risk.

Looking into 2025, we will transition to a new Compliance Line vendor which will better align with the ways we communicate today. This innovative platform offers translation, anonymized recording to submit concerns verbally and other modern features. We plan to deliver an awareness campaign to promote the variety of options for colleagues to report compliance matters, as well as to emphasize Viatris' strong stance on no retaliation for reports made in good faith.

Key activities in 2024 included:

- Added an introductory letter from Viatris' CEO to the Code of Business Conduct and Ethics.
- Launched a Compliance Academy covering a variety of educational topics to facilitate internal learning for our Compliance personnel and help ensure we continue to develop their breadth of knowledge in an engaging, collaborative forum.
- Enhanced and continued our Compliance Champion Series which features two colleagues each quarter from a different region. These stories focus on colleagues from various functions and business areas to explain how the Compliance team has impacted their work and enabled them to make an Impact via Integrity.

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

- Mergers and Acquisitions due diligence under the direction of global leadership
- Monitoring data used for transparency reporting
- Developing data analytic dashboards to highlight specific compliance risks and identify areas for investigation and remedial efforts

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 potential 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 2024, 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 potentially 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 and Risk Oversight 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 2025, we will continue to further embed ethics and integrity into the business and mindset via quarterly leadership Compliance-related messaging, to enhance "tone from the top."

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 HCPs 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 2024, the rolling completion rate was 94%.

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.

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.

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 made available to all external and internal stakeholders on viatris.com.

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.

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. Based upon risk, we conduct targeted monitoring of third-party distributors in Viatris' Emerging Markets region.

Third-Party Due Diligence

Viatris' third-party due dilligence program is global in scope, managed by a dedicated team. As noted above, 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 including investigation and clarification of discovered legal, civil and reputational allegations or convictions (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

Our due diligence process policies clarify requirements and educate employees on their responsibilities. Looking forward, we will continue to enhance the scope of our third-party due diligence processes.

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 anticorruption 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.

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. We continue the work 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. 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, labor, 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. Human rights topics are 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 PSRM program, as well as 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. Internal and external stakeholders are encouraged to use the Viatris Compliance Line, available on the Viatris corporate website, to report any concerns or potential violations with regards to labor and human rights. For more details on the Compliance line, see here.

We are currently reviewing our company policies and procedures related to human rights and working to 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 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.

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
- Global Policy on Equal Opportunity and Inclusion
- Global Policy Prohibiting Discrimination, Harassment and Retaliation
- Global Health and Safety Policy
- Environmental Stewardship Policy

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

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.

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 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 seven standing 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)/Sofobuvir	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, 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
Lamivudine/Zidovudine	Tablet, Dispersible 30mg/60mg

International nonproprietary name (INN)	Dosage form & strength
Ritonavir	Tablet, Film-coated 25mg
Abacavir (sulfate)/Lamivudine	Tablet, Film-coated 600mg/300mg/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
Efavirenz/Lamivudine/Tenofovir disoproxil fumarate	Tablet, Film-coated 400mg/300mg/300mg
Flucytozine	Tablet, 250mg
Flucytozine	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 | COVID-19
HIV/AIDS | Malaria | Tuberculosis

Sources

[1] WHO Pre-Qualification list as per 1/2/2025

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
Desogestrel/Ethinylestradiol	Tablet 0.150mg/0.030mg
Desogestrel/Ethinylestradiol	Tablet + Placebo Tablet 150mcg/30mcg + 0mcg
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
Molnupiravir	Capsules, hard 200mg
Nirmatrelvir	Tablet, Film-coated + Ritonavir Tablet, Film-coated 150mg + 100mg

Number of medicines on the WHO list of prequalified products (including cross-listed approvals)*	**50**
HIV/Aids:	**32**
Reproductive Health:	2
Tuberculosis:	7
Hepatitis:	4
Malaria:	2
Biotherapeutics - Oncology:	0
Influenza:	1
COVID-19	2

*Data as of January 2, 2025.

Therapeutic Area Legend

Hepatitis | Influenza | Reproductive | COVID-19

HIV/AIDS | Malaria | Tuberculosis

Sources

[1]WHO Pre-Qualification list as per 1/2/2025

GRI Context Index

GENERAL DISCLOSURES

Statement of use: Viatris has reported in reference with the GRI Standards for the period

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 2: General Disclosures 2021	2-1	Organizational details	2024 Form 10-K, pp. 6-16, 52-63, 80		
	2-2	Entities included in the organization's sustainability reporting	2024 Global Sustainability Report, p. 3 2024 Form 10-K, p. 79		
	2-3	Reporting period, frequency and contact point	We report on our sustainability priorities annually. This report covers the reporting period January 1, 2024 to December 31, 2024. Our financial reporting period is in line with the period of our sustainability reporting. We are publishing our sustainability report on May 21, 2025. Should you have questions or feedback, please contact us at GSR@Viatris.com.		
	2-4	Restatements of information	In this report, we restated 2020 data regarding energy consumption, GHG emissions, water use and waste management.		
	2-5	External assurance	Viatris' 2024 Global Sustainability Report has not been assured by a third party. Our reporting to the 2024 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 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.		
	2-6	Activities, value chain and other business relationships	2024 Global Sustainability Report, pp. 3-4, 8-11 2024 Form 10-K, pp. 6-19		
	2-7	Employees	2024 Global Sustainability Report, pp. 4, 61 A significant portion of Viatris' activities are performed by workers who are employees	8	
	2-8	Workers who are not employees	2024 Global Sustainability Report, pp. 61	8	
	2-9	Governance structure and composition	2024 Global Sustainability Report, pp. 61, 68 2024 Proxy Statement, pp. 4, 25-31 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	2024 Proxy Statement, pp. 31-33 Viatris' Governance and Sustainability Committee	16	
	2-11	Chair of the highest governance body	2024 Proxy Statement, pp. 18, 25-26, 45 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	2024 Global Sustainability Report, p. 68 2024 Proxy Statement, pp. 7-8, 10-11, 33-37	16	7
	2-13	Delegation of responsibility for managing impacts	2024 Global Sustainability Report, p. 68		7
	2-14	Role of the highest governance body in sustainability reporting	2024 Global Sustainability Report, p. 68 2024 Proxy Statement, pp. 7, 10-11, 36-37		
	2-15	Conflicts of interest	2024 Global Sustainability Report, p. 72 2024 Proxy Statement, pp. 38-39	16	10
	2-16	Communication of critical concerns	2024 Global Sustainability Report, p. 72		
	2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, pp. 13, 38, 45-46		
	2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, pp. 33, 36-38		
	2-19	Remuneration policies	2024 Proxy Statement, pp. 41-42, 52-54		
	2-20	Process to determine remuneration	2024 Proxy Statement, pp. 52-58		
	2-21	Annual total compensation ratio	2024 Proxy Statement, pp. 77		
	2-22	Statement on sustainable development strategy	2024 Proxy Statement, pp. 9-11 2024 Global Sustainability Report, p. 5-11		7

GRI Context Index

GENERAL DISCLOSURES

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 2: General Disclosures 2021	2-23	Policy commitments	2024 Global Sustainability Report, p. 48, 61, 63, 69-71, 73-75 Viatris' Mission Viatris' Code of Business Ethics and Conduct Global Sustainability Global Compliance	16	
	2-24	Embedding policy commitments	2024 Global Sustainability Report, p. 45-75		
	2-25	Processes to remediate negative impacts	2024 Global Sustainability Report, p. 72		1, 2, 6, 10
	2-26	Mechanisms for seeking advice and raising concerns	2024 Global Sustainability Report, p. 71-72 Viatris' Code of Business Ethics and Conduct	8, 16	1, 2, 6, 10
	2-27	Compliance with laws and regulations	2024 Form 10-K, pp. 16-17		
	2-28	Membership associations	2024 Global Sustainability Report, p. 58-59		
	2-29	Approach to stakeholder engagement	2024 Global Sustainability Report, p. 6, 11, 46, 51-52, 55, 58-59		
	2-30	Collective bargaining agreements	2024 Global Sustainability Report, p. 60	8	8

MATERIAL TOPICS

GRI Standard	Indicator	Description	Response	SDG	UNGC Principle
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2024 Global Sustainability Report, p. 46		
	3-2	List of material topics	2024 Global Sustainability Report, p. 46 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	2024 Global Sustainability Report, p. 47-53, 68-73		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2024 Form 10-K, pp. 61-70	8, 9	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	2024 Global Sustainability Report, p. 12-25, 38-44	5, 9, 11	
	203-2	Indirect economic impacts	2024 Global Sustainability Report, p. 48-53	1, 3, 8	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2024 Global Sustainability Report, p. 71-73 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	2024 Form 10-K, pp. 141-148 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	2024 Global Sustainability Report, p. 63-67		
GRI 302: Energy 2016	302-4	Reduction of energy consumption	2024 Global Sustainability Report, p. 34-35, 65	7, 12, 13	7, 8, 9
GRI 305: Emissions 2016	305-1	Scope 1 GHG emissions	2024 Global Sustainability Report, p. 65	12, 13, 14	7, 8
	305-2	Scope 2 GHG emissions	2024 Global Sustainability Report, p. 65	12, 13, 14	7, 8
	305-4	GHG emissions intensity	2024 Global Sustainability Report, p. 65	12, 13, 14	7, 8
	305-5	Reduction of GHG emissions	2024 Global Sustainability Report, p. 65	12, 13, 14	7, 8, 9
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2024 Global Sustainability Report, p. 57-59 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	2024 Global Sustainability Report, p. 25-32, 60-62, 68-74		
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.	8	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	2024 Global Sustainability Report, p. 30-32, 63-65 Global Health and Safety Policy	8	
	403-2	Hazard identification, risk assessment and incident investigation	2024 Global Sustainability Report, p. 30-32, 63-65 Global Health and Safety Policy	8	
	403-3	Occupational health services	2024 Global Sustainability Report, p. 26-27	8	
	403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Global Sustainability Report, p. 30-32	8, 16	3
	403-5	Worker training on occupational health and safety	2024 Global Sustainability Report, p. 30-32 Global Health and Safety Policy	8	
	403-6	Promotion of worker health	2024 Global Sustainability Report, p. 30-32	3	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Global Sustainability Report, p. 30-32, 64 Global Health and Safety Policy	8	
	403-9	Work-related injuries	2024 Global Sustainability Report, p. 64	3, 8, 16	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2024 Global Sustainability Report, p. 61-62 2024 Proxy Statement, pp. 14	5, 8	6
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	2024 Global Sustainability Report, p. 57-58 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	2024 Global Sustainability Report, p. 75	16	10
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	2024 Global Sustainability Report, p. 48-53 As part of our Pharmacovigilance 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	2024 Global Sustainability Report, p. 35-36, 66	6, 12	8
	303-2	Management of water discharge-related impacts	2024 Global Sustainability Report, p. 35-36, 66	6	8
	303-3	Water withdrawal	2024 Global Sustainability Report, p. 66	6	8
	303-4	Water discharge	2024 Global Sustainability Report, p. 66	6	8
GRI 306: Waste 2020	306-2	Waste related impacts	2024 Global Sustainability Report, p. 36-37, 67	6, 11, 12	8
	306-3	Waste generated	2024 Global Sustainability Report, p. 67	3, 6, 12, 15	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	2024 Global Sustainability Report, p. 62	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	2024 Global Sustainability Report, p. 28		
	404-2	Programs for upgrading employee skills and transition assistance programs	22024 Global Sustainability Report, p. 27-29 2024 Form 10-K, p. 19-20 Viatris' Careers	8	
	404-3	Percentage of employees receiving regular performance and career development reviews	2024 Global Sustainability Report, p. 29	8, 10	6
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	2024 Global Sustainability Report, p. 38-44	17	1
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2024 Global Sustainability Report, p. 73 Promotional activities and materials must never involve promotion of drugs for off-label indications, uses, doses or populations.	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	2024 Global Sustainability Report, p. 53-55
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. 31-32 of our 2024 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	2024 Global Sustainability Report, p. 9-11, 13-24, 47
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	2024 Global Sustainability Report, p. 76-77
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 2024 Global Sustainability Report, p. 20-21, 68
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 2024 Global Sustainability Report, p. 20-21, 68

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 relevant information is provided in our 2024 Global Sustainability Report, p. 51-53.
HC-BP-250a.2	Number of fatalities associated with products	We currently do not report this indicator, but relevant information is provided in our 2024 Global Sustainability Report, p. 51-53
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 2024 Global Sustainability Report, p. 53
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 2024 Global Sustainability Report, p. 36-37
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Relevant information is reported on pp. 12, 32, 35, 37, and 56-57 of our 2024 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	2024 Global Sustainability Report, p. 55-56 2024 Form 10-K, pp. 27-28
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 2024 Global Sustainability Report, p. 55-56, and in our 2024 Form 10-K, pp. 27-28
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 2024 Global Sustainability Report, p. 55-56, and in our 2024 Form 10-K, pp. 27-28

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	2024 Global Sustainability Report, p. 11, 26-29
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	2024 Global Sustainability Report, p. 62
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	2024 Global Sustainability Report, p. 50-51, 55-59
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	2024 Global Sustainability Report, p. 73
Activity Metrics		
HC-BP-000.A	Number of patients treated	2024 Global Sustainability Report, p. 4, 13, 47
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	2024 Global Sustainability Report, p. 4, 10, 47

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 website and provide more comprehensive information.

TCFD THEMATIC AREA	CROSS-REFERENCE OR ANSWER
Governance	2024 Global Sustainability Report, p. 34, 63-65, 68 2024 CDP Response (4.1, 4.3)
Strategy	2024 Global Sustainability Report, p. 34-37, 63-65, 68 2024 CDP Response (2.1, 3.1, 3.6, 5.1, 5.2)
Risk Management	2024 Global Sustainability Report, p. 34-35, 63-65, 68 2024 CDP Response (2.1, 2.2)
Metrics and Targets	2024 Global Sustainability Report, p. 34-35, 65 2024 CDP Response (7.52, 7.53, 7.54, 7.6, 7.7, 7.8)

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, our goals or outlooks with respect to the Company's strategic initiatives and priorities, including but not limited to divestitures, acquisitions, strategic alliances, collaborations, or other potential transactions; the benefits and synergies of such divestitures, acquisitions, strategic alliances, collaborations, 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, share 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 value, 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 and priorities (including divestitures, acquisitions, strategic alliances, collaborations, or other potential transactions) or accelerate its growth by building on the strength of its base business with an expanding portfolio of innovative, best-in-class, patent-protected assets; 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, strategic alliances, collaborations, or other transactions, or restructuring programs, within the expected timeframes or at all; the ongoing risks and uncertainties associated with our recent divestitures; goodwill or impairment charges or other losses; the Company's failure to achieve expected or targeted future financial and operating performance and results; the potential impact of natural or man-made disasters, public health outbreaks, epidemics, pandemics or social disruption in regions where we or our partners or suppliers operate; 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; 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"; products in development that receive regulatory approval may not achieve expected levels of market acceptance, efficacy or safety; longer review, response and approval times as a result of evolving regulatory priorities and reductions in personnel at health agencies; 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 adverse regulatory action, 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, potential for adverse impacts from future tariffs and trade restrictions, 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 the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2024, as amended, Part II, Item 1A of the Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2025, 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 into this document or our filings with the SEC. Viatris undertakes no obligation to update any statements herein for revisions or changes after the date of this document, which is May 21, 2025, other than as required by law.

Note on Non-Financial Information

This Sustainability Report contains non-financial disclosures covering the period of January 1, 2024, through December 31, 2024, 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 2024 CDP Climate Change was verified by an external third party. Our 2024 Scope 1 & 2 GHG emissions are in the process of being verified 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. 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.