



Global Health and Safety Policy Summary

The purpose of ViatriS' global Health and Safety policy is to provide guidance and lay the foundation for ViatriS' business conduct with respect to Health and Safety. ViatriS has a global EHS management system and organization to support conduct in accordance with Health and Safety policies, promote appropriate management of risks and regulatory compliance at all levels of the organization, drive continuous improvements and manage opportunities across our operations.

This policy applies to all of ViatriS' operations and employees. ViatriS' EHS management system and framework serves as the tool for implementation of this policy, overseen by ViatriS' cross-functional EHS governance committee. It is ViatriS' policy to:

- Maintain compliance with all applicable health and safety regulations in countries in which ViatriS operates. Where laws and regulations do not provide adequate controls, we will adopt our own standards to protect human health and safety.
- Provide a safe and healthy workplace through comprehensive health and safety management systems, planning and education.
- Promote and maintain a work environment in which each of us accepts personal responsibility for our own safety and that of their colleagues, and where everyone actively intervenes to ensure the safety and health of others at work.
- Reduce incidents and risk by reinforcing our principle that all health and safety incidents are preventable.
- Stipulate that contractors, vendors and visitors adhere to regulatory requirements and meet ViatriS' health and safety standards.
- Cultivate a culture of health and safety so our employees and contractors are aware of relevant health and safety issues, and are trained and provided with the knowledge to perform their jobs safely.
- Monitor performance and improve health and safety within our operations by implementing practices consistent with the charters, principles and standards in our EHS management system, including periodic audits to evaluate our health and safety performance.
- Support enhanced engagement with key stakeholders and greater transparency regarding ViatriS' health and safety performance.