

Materiality Analysis

In 2025, we surveyed key stakeholders to evaluate our corporate responsibility materiality assessment conducted in 2021 and to identify potential shifts in our corporate responsibility priorities. This process considered both internal and external perspectives on the topics that could have the greatest impact on our business and that matter most to our stakeholders.

Based on the results, we remain committed to the pillars established in 2021: **Innovation, Patients, People, Communities, Planet and Governance**. This framework helps guide the allocation of our resources toward initiatives that we believe support the creation of long-term value and positive impact for our shareholders and society. They also inform the structure of this report and guide the development of our corporate responsibility strategy, starting with the identification of broad aspirations and objectives.

Material topics are listed below. Bolded topics have been identified as higher priority and are prioritized in the development of our annual Impact Report.

Topic	Definition
Access & Affordability	This issue refers to a company's ability to ensure all individuals and population groups who may benefit from their products and services can access them without discrimination, including the management of universal needs and affordability. It further captures initiatives aimed at providing complementary and timely health care services that support such access.
Climate Change Risks and Management	This issue refers to the impacts, risks, and opportunities presented by climate change and adaptation and resilience measures adopted by companies. It further captures the greenhouse gas emissions that an organization generates directly or indirectly and non-greenhouse gas air emissions that impact air quality, atmospheric conditions, or human health.
Clinical Trial Practices	This issue refers to ethical practices employed when conducting clinical trials. It captures the mechanisms to ensure patients are safe and are treated fairly and with moral and ethical integrity.
Community Relations	This issue refers to the management of the relationship between businesses and the communities in which they operate within or with which they interact and considers engagement mechanisms, community contributions, and positive or negative impact on local communities.
Employee Equity, Inclusion & Belonging	This issue refers to the processes and mechanisms a company has implemented to grow and maintain employee inclusion and belonging and ensure equal opportunities and treatment for all employees.
Employee Health & Safety	This issue refers to a company's safety performance and the mechanisms in place to maintain a safe and healthy workplace environment. It captures protocols, training, work arrangements, and the physical and mental working conditions to which employees are exposed.

Energy Management	This issue refers to the management of the environmental and social consequences associated with energy use. It addresses a company's management of its energy consumption, production, diversification, recovery, reductions, and the transition from a predominantly fossil-based system of energy consumption to zero-carbon and renewable energy sources.
Ethical Practices & Corporate Behavior	This issue refers to risks and opportunities associated with ethical considerations, lawful behavior, and compliance practice, as well as responsible and unethical communications or sales strategies. It further captures business and government mechanisms related to fair competition and considerations of the ethical treatment of animals used in research.
Governance Structures & Mechanisms	This issue refers to processes aimed at ensuring and evaluating the knowledge, skills, and experience of Board members and related performance standards. It covers the structure and composition of a Board, including the mix of skills and characteristics of the Board and its guiding principles and continuity & improvement practices. It further refers to systems and channels aimed at collecting, processing, and addressing formal complaints.
Human Rights	This issue refers to the fundamental rights and freedoms inherent to all human beings, including those that regulate labor relations between workers and employers (e.g., freedom of religion, right to life, protection from discrimination, freedom from slavery, and forced labor). It captures the measures necessary to uphold these rights along the value chain, e.g., obligation and training employees and business partners to adhere to human rights, provision of grievance mechanisms, human rights due diligence.
Impact	This issue refers to the process of organizing, monitoring, maintaining, and improving relationships and communication streams with people, groups, and governments who may affect or be affected by the company's activities and decisions, as well as the positive and negative perceptions of stakeholders and associated risks based on the company's past actions and its perceived ability to deliver value.
Innovation/R&D	This issue refers to the development and use of advanced technologies, procedures, and processes to develop effective products and bring them to market in a timely way to impact patient lives. This may also encompass initiatives geared towards optimizing the company's financial, social and environmental value in the long term and improving patients and other stakeholders' experiences.
Management of the Legal & Regulatory Environment	This issue refers to the company's regulatory compliance strategy and how the company engages and aligns itself with regulators to make public and corporate interests compatible. It captures corporate compliance management.
Patient Safety	This issue refers to the initiatives, procedures, and staff training to ensure patient safety, including considerations regarding product ingredients and their potential effects on human health.

Privacy & Data Security	This issue refers to the aspect of information technology that deals with the security and protection of corporate information and any protected personal information (PPI) that a company collects or maintains on employees, patients, or other individuals, as well as critical information systems and networks.
Product Quality	This issue refers to the initiatives, procedures, and staff training to ensure product and service quality. References to breaches of product or service quality and general liability concerns are included in this topic.
Product Stewardship	This issue refers to substances and materials used in an organization's operations or present in its products that pose a threat to human health or the environment and the management and minimization of the environmental, health, safety, and social impacts involved across all stages of the products or materials lifecycle.
Risk Management & Business Continuity	This issue refers to identifying and managing risks and opportunities connected to business planning, including social, environmental, and economic challenges related to the supply chain and the challenges due to society, politics, and people. It further captures significant risks to public health and protection and infringement of intellectual property rights.
Transparency	This issue refers to the comprehensive management of corporate communication through the systematic recording, reporting, transmission of information, analysis of corporate developments, performance, and management. It further includes the governance bodies and organizational structures that define and manage an organization's ESG strategy, objectives, and goals.
Waste Management	This issue refers to the gaseous, liquid, and solid substances used or disposed of in business operations or present in products that threaten human health or the environment. It captures the generation, treatment, recovery, recycling, and reduction measures of hazardous and non-hazardous waste and the handling, storage, and application of hazardous material.
Water Management	This issue refers to the management and conservation of water resources to meet business needs. It captures water consumption, efforts to reduce it and water effluent, and wastewater treatment.
Workforce Management	This issue refers to the process of ensuring the workforce is functioning at its most productive levels, e.g., through organizational changes. This issue captures employee recruitment, retention, and development practices, employment practices across full-time and contingent workforce throughout the value chain.