



Global Policy Summary Prohibiting Discrimination, Harassment and Retaliation

Viатris is committed to providing a work environment that is free of discrimination and harassment. Discrimination and harassment of any kind are strictly prohibited, including discrimination and harassment on the basis of race, color, religion, citizenship, marital status, age, political activity or affiliation, national origin, ancestry, physical or mental disability, medical condition, genetic information, veteran status, sex (including sexual orientation or gender identity where applicable), pregnancy, childbirth or related medical condition, taking or requesting statutorily protected leave, or based on any other characteristics protected under applicable laws. All personnel decisions affecting the terms and conditions of employment, including recruitment, hiring, training, transfer, compensation, promotion, and terminations will be made without regard to any of the bases listed herein or any other characteristic protected under federal, state or local laws.

Retaliation for reporting any incident of harassment or discrimination, or perceived harassment or discrimination, for making any complaints of harassment or discrimination, or participating in any investigation of incidents of harassment or discrimination, or perceived harassment or discrimination, is strictly prohibited. Any employee who believes he or she has been subjected to discrimination, harassment, or retaliation should immediately report the behavior to their immediate supervisor or any other member of management, the Human Relations Department, the Office of Global Compliance, the Legal Department, or as otherwise provided by Company policy. Any report of retaliation by the one accused of harassment or discrimination, or by co-workers, supervisors, or managers, will also be promptly and thoroughly investigated. Failure to comply with the terms of this policy may subject individuals to disciplinary action, up to and including termination of employment.