

Bristol Myers Squibb's Commitment to Environment, Social and Governance: Our Progress & Aspirational Goals

FOR EXTERNAL USE



Our Approach to ESG

At BMS, we understand that the future of our company, employees, communities, and the planet are inextricably linked. Our passion for making an impact extends beyond the discovery, development and delivery of innovative medicines that help patients prevail over serious diseases. Through our ESG strategy, we seek to mobilize our capabilities and resources to positively impact the communities where we live, work and serve around the world.

Our ESG Strategy is Centered on Topics Essential to Our Mission with Opportunity to Differentiate

Advancing Patient Health Around the World

Pricing & Patient Access

Ensure patients have equitable access to innovative medicines regardless of location or ability to pay

Expanding the Boundaries of Science

Product Innovation

Address unmet patient needs while ensuring a more inclusive future for clinical research

Fostering a High-Performing & Inclusive Global Workforce

Inclusion & Diversity & Culture

Ensure that our people are at their best so that we can optimally deliver for our patients



Our Aspirational Goals



Advancing Patient Health Around the World

Increase global patient and provider reach



Provide training support to **1 million** healthcare providers by 2033

208K+ People treated or reached in LMICs by 2033

Improve access to medicines

Deliver medicines to patients in high income countries

100% Access plans developed for late-stage assets in 2024



Expanding the Boundaries of Science

Extend clinical trial diversity and inclusivity efforts

≥25% female investigators globally in 2024

↑ increase racially and ethnically diverse patients enrolled in clinical trials globally by 2026

≥40% non-white Lupus

≥20% Black Multiple Myeloma

≥26% non-white Pulmonary Fibrosis

≥26% non-white Alzheimer's Disease



Fostering a High-Performing & Inclusive Global Workforce

Enhance execution of talent attraction and engagement strategy

72-74 Maintain employee "Inclusive Engagement" myVoice score in 2024

How our people are enabling diverse suppliers

\$1B Maintain spend with small and diverse-owned businesses in 2024

30+ Countries outside of the U.S. reached with small and diverse suppliers in 2024



Sustaining Our Planet & Improving Health

Energy & Water Usage

100%

Renewable energy by 2030 | Electric fleet by 2040 | Equitable use by 2040

Waste

Zero

Waste to landfill by 2040

Green House Gas Emissions

55%

Decrease in Scope 1+2 emissions by 2033

Net Zero

Scope 1,2,3 by 2050

2023 Progress Highlights

■ Advancing Patient Health Around the World
 ■ Expanding the Boundaries of Science
 ■ Fostering a High-Performing & Inclusive Global Workforce
 ■ Sustaining Our Planet & Improving Health

<p>12M+ people reached through BMS' health equity grants (2020-2023)</p>	<p>11 emerging market brands (EMBs) filed</p>	<p>>80 low- and middle-income countries (LMICs) have potential direct import (DI) access for 12 BMS medicines</p>	<p>~12.3M patients reached globally^{††}</p> <p><small>†† Excluding established brands (Baraclude, Abiraxane, Vidaza, Reyataz and Nulojin)</small></p>
<p>26% racially diverse clinical trial participants, exceeding target goal of 20%</p>	<p>11 approvals in the U.S., E.U. and Japan 2023</p>	<p>58% of clinical trial sites were located in highly diverse areas of the U.S.</p> <p><small>† Defined as 30%+ non-white</small></p>	<p>30+ assets in early-stage clinical development</p>
<p>~41% BMS employees are members of one or more People and Business Resource Group (PBRG)</p>	<p>9 BMS celebrated its 9th Global Patient Week</p>	<p>47.4% of BMS employees at the executive level are female</p>	<p>Nearly 9,000 volunteer hours logged by BMS employees worldwide</p>

In 2023, BMS published its first Task Force on Climate-related Financial Disclosures (TCFD) Report



Announced a second 15-year Virtual Power Purchasing Agreement (VPPA) with National Grid Renewables for 145 megawatts (MW) of solar

