



## PURPOSE FOR PROGRESS



# Ethics and Values

It is imperative we uphold our stakeholders' trust and act with integrity in all we do. That means putting patients first and operating responsibly to help create a safe, sustainable and healthy future for people globally.

[Learn more](#) about our Purpose for Progress Report

### TOPICS COVERED:



#### Ethical corporate behavior:

The highest standards of ethics and integrity underpin everything we do, which is why we foster a culture where employees feel safe and empowered to speak up and where our values reflect our commitment to ethical corporate behavior.



#### Customer health and safety:

Quality and safety are of paramount importance to us, which is why we have a variety of policies and procedures to help protect the health and safety of our customers.



#### Supplier management:

We are committed to the highest ethical standards to help maximize the long-term sustainability of our business and of the communities in which we operate.



#### Human rights:

We believe dignity and respect for people is essential in business. Respect for human rights is core to our purpose to save and improve lives around the world.



#### Privacy and data security:

We are committed to respecting and protecting the privacy rights of people with whom we interact—patients, customers, partners and employees.



#### Government relations:

Our Company engages in the political process at the federal, state and international levels to educate policymakers, lawmakers and candidates on issues critical to our industry and to our purpose to invent new medicines and vaccines to save and improve lives.

### ETHICS & VALUES HIGHLIGHTS:

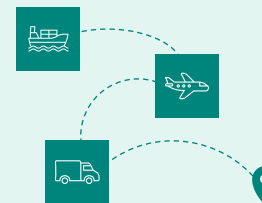


## 24/7

availability of our MSDethics.com reporting tool, which allows employees and third parties to raise concerns confidentially and anonymously (where permitted by law).

## >99%

of employees completed our *Leading with Ethics & Integrity* training series in 2024.<sup>1</sup>



## \$4 billion

spent with small Tier 1 and 2 suppliers globally in 2024, fostering a healthy supply chain.

## 10 points

out of 100 in our 2024 Company Scorecard allocated to select sustainability metrics specific to Access to Health and Employees. This is used to determine the payout of our annual incentive plan for most employees, including our executives.

+10 points



<sup>1</sup> For 2024, the percent complete for Ethics and Compliance Office owned Enterprise Mandatory Training courses was 99.88%