

# Our ESG topics<sup>1</sup>

#### SOCIAL

# **HER EQUITY**

Address unmet health needs of women while helping to ensure sustainable access to our products and instill a culture of belonging for employees and business partners.

#### **ENVIRONMENT**

## **HER PLANET**

Aim to achieve net zero greenhouse gas (GHG) emissions and integrate water stewardship and circular economy principles into our business model.

#### GOVERNANCE

### **HER TRUST**

Help ensure strong Board oversight and elevate our commitment to transparency, ethics, integrity, compliance, privacy, and product quality.

Access to medicines and healthcare	Air emissions
Community engagement	Biodiversity
Diversity, equity, inclusion, and belonging (DEI&B)	Climate change risks and resilience
Employee health and safety	Energy usage
Human capital	GHG emissions
Innovation for women's health	Waste management
Product safety and quality	Water usage

Board composition and practices
Ethics and compliance
Ethical marketing practices
Fair competition and open markets
Human rights
Political contributions and public policy
Privacy and data security
Procurement and supply chain practices
Product labeling
Tax

<sup>&</sup>lt;sup>1</sup>This listing of our ESG topics has been updated to align with key sections of our reporting. Topics not covered in our reporting have been removed and topics have been renamed to align with what they are called in the respective reporting sections.