

Leading with our Value of Inclusion:

Driving equitable advancement and outcomes for all

2021 Global Inclusion & Diversity Report
September, 2022



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A Letter from Giovanni Caforio, MD, Board Chair and Chief Executive Officer



Giovanni Caforio, MD
Board Chair and Chief Executive Officer

Bristol Myers Squibb (BMS) is a science-based company, but first and foremost, we are a community of compassionate professionals devoted to helping improve the health of patients. We have an unwavering commitment to transforming patients' lives through science in everything we do.

We do our best work because we have created an inclusive and diverse environment that ensures our more than 32,000 global employees can be their authentic selves at work. We know that through inclusion and diversity, we strengthen the foundation of BMS and unleash our collective ability to realize the promise and power of science for all.

While this report amplifies our progress in 2021, it also serves as a means to hold ourselves accountable. We are accelerating our efforts to drive scientific innovation to meet the evolving needs of patients worldwide and drive sustainable business performance.

The need for the development of innovative treatments for serious diseases has never been greater. That urgency is a big part of why we

are unrelenting in our pursuit to narrow health disparities. We are acutely aware of the role that access to our medicines can play in improving the lives of patients and their families, which is why we are doing all we can to ensure greater health equity.

Our focus on inclusion and diversity is at the very heart of who we are as a company. The importance of this mission is reflected in our bold Inclusion & Diversity and Health Equity Commitments, as well as my decision to elevate the role of Chief Inclusion & Diversity Officer to my leadership team to strengthen the alignment with our business and growth strategy and drive more equitable and sustainable health outcomes around the world.

I am confident we will continue to grow and challenge ourselves to address and deliver on the unmet needs of patients and communities around the world. They deserve our very best, which is why we won't rest until true health equity is a reality.

A handwritten signature in black ink that reads "Giovanni Caforio".

Giovanni Caforio, MD
Board Chair and Chief Executive Officer

“We do our best work because we have created an inclusive and diverse environment that ensures that our more than 32,000 global employees can be their authentic selves at work.”

Giovanni Caforio, MD
Board Chair and Chief Executive Officer

A Letter from Pamela Fisher, Chief Inclusion & Diversity Officer



Pamela Fisher
Chief Inclusion & Diversity Officer

“Who are you working for?” This question has served as a unifying call to action for us at BMS, a reminder as we continuously strive to inclusively discover, develop and deliver innovative medicines to transform patients’ lives through our science. This question connects colleagues to our vision and aligns to one of the company’s core [Values: Inclusion](#). We embrace diversity and foster an environment where we can all work together at our full potential to fuel innovation and growth and address the unmet needs of our patients and communities globally.

Since joining the company last year, I have been humbled by the authenticity, kindness and dedication of our colleagues from around the world and their passion to collaborate and engage in opportunities to build upon our strong Inclusion & Diversity (I&D) foundation. We have aligned around a comprehensive, cohesive enterprise-wide Global Inclusion & Diversity (GI&D) strategy that leads with our Value of Inclusion and strengthens the human connection we bring to our work every day

to spark scientific breakthroughs for our patients and communities, for colleagues and for business and industry.

Our strategy is built upon the belief [that inclusion and diversity drive equitable advancement and outcomes for all](#). It unleashes the power that humanity brings to our science. This report brings our refreshed strategy to life through patient stories, the collective efforts of colleagues around the world and through sustainable long-term investments to address health disparities in underserved communities. It also helps keep us humble, accountable and on the right path to ensure continued growth.

We are proud of the progress we have made on our 2025 Inclusion & Diversity and Health Equity Commitments. We invite you to view our accomplishments in employee diversity, health equity, supplier diversity, clinical trial diversity and employee giving on the following page and throughout our 2021 Global Inclusion & Diversity

Report. These findings set the new standard for BMS and dictate how we operate as a company and how we can improve to ensure we’re holding ourselves to the highest of standards in the evolving healthcare landscape.

We are thrilled to share our Inclusion, Diversity, & Health Equity journey with you, and look forward to engaging all of our stakeholders to continue advancing our strong I&D foundation and business priorities. Together, we can drive equitable advancement and outcomes for all.

A handwritten signature in black ink that reads "Pamela Fisher". The signature is fluid and cursive.

Best wishes,
Pamela Fisher
Chief Inclusion & Diversity Officer

Bristol Myers Squibb & the Bristol Myers Squibb Foundation: Inclusion & Diversity impact by the numbers

Global executive* gender parity

45.5%

of global executives were women in 2021 vs. 42.6% in 2020

*Vice President or higher

U.S. executive* representation by race/ethnicity

4.5%

of U.S. executives were Black/African American in 2021 vs. 2.4% in 2020

7.2%

of U.S. executives were Latino/Hispanic in 2021 vs. 4.2% in 2020

17.7%

of U.S. executives were Asian American in 2021 vs. 16.7% in 2020

*Vice President or higher

Diversity in clinical trials: Bringing clinical trials to diverse communities

54%

of U.S. clinical trial sites were located in highly diverse communities in 2021

Addressing health disparities in the U.S.

\$27.9M

across 107 grants was awarded to support the health disparity efforts of non-profit organizations and external partners in 2021

Supplier diversity spending

\$899M

in spending with diverse businesses in 2021 vs. \$695M in 2020

45%

growth in supplier diversity spending between 2019 and 2021

Bristol Myers Squibb Foundation Diversity in Clinical Trials Award Program

52

scholars selected through the Bristol Myers Squibb Foundation's Robert A. Winn Diversity in Clinical Trials Award Program

73%

of Robert A. Winn Diversity in Clinical Trial scholars come from groups underrepresented in medicine

Bristol Myers Squibb Foundation Employee Giving Program

\$802K

awarded to social justice organizations (September 2020 – December 2021)

*Bristol Myers Squibb donates to the Bristol Myers Squibb Foundation, an independent charitable organization.

About Bristol Myers Squibb

Our areas of focus

Innovative science is our passion. Transformational medicines are our goal. BMS is committed to discovering, developing, and delivering transformational medicines in areas where we believe we have opportunities to make a meaningful difference for patients: oncology, hematology, immunology, cardiovascular, and fibrosis.

Oncology: We have pioneered breakthrough medicines that have helped change survival expectations for patients with solid tumor cancers. Through our decades of focus in oncology, we have led a revolutionary change in the treatment of more than 10 cancers.

Hematology: We're advancing blood cancer treatments with transformational potential and building on the life-changing medicines we have brought forward that now represent the foundations of care.

Immunology: Fueled by our passion to help patients and driven by our deep understanding of the immune system that spans over 20 years of experience, BMS continues to pursue pathbreaking science to deliver meaningful solutions that address unmet needs in rheumatology, gastroenterology, dermatology, and neurology.

Cardiovascular: Our deep and long-standing commitment to cardiovascular disease began more than 60 years ago. Today, we are evaluating multiple novel agents to address the needs of patients with serious cardiovascular conditions.

Fibrosis: We are researching medicines that have the potential to halt or reverse the progression of fibrosis, the buildup of excessive scar tissue that impairs normal organ function. By exploring new anti-fibrotic therapeutic mechanisms, we are hoping to advance the next wave of fibrosis medicines to patients with the goal of improving or restoring organ function.

Our vision to transform patients' lives inspires us every day. We are pursuing 50+ compounds in development and studying over 40 disease areas. We are committed to the complex, time-consuming process of discovering and testing novel drug compounds because they bring new hope.

Continued pipeline progress

\$11.4b

invested in research and development

11

positive Phase 3 clinical trial readouts

7

high potential mid- to late-stage assets

50+

early-stage assets

16

new *Opdivo* approvals

8

approvals across New Product Portfolio in the U.S., EU and Japan

- 2 new cell therapies: *Abecma*[®] (idecabtagene vicleucel) and *Breyanzi*[®] (lisocabtagene maraleucel)
- New oral medicine for ulcerative colitis *Zeposia*[®] (ozanimod)

FDA accepted submissions for 3 next-generation assets for*:

- Relatlimab plus nivolumab fixed dose combination for metastatic melanoma
- Mavacamten for obstructive hypertrophic cardiomyopathy (HCM)
- Deucravacitinib for moderate to severe plaque psoriasis

*FDA submission details based on 2021 regulatory status

Strong revenue growth across portfolio

17%

Eliquis[®] (apixaban) year-over-year growth

8%

Opdivo[®] (nivolumab) year-over-year growth

20%

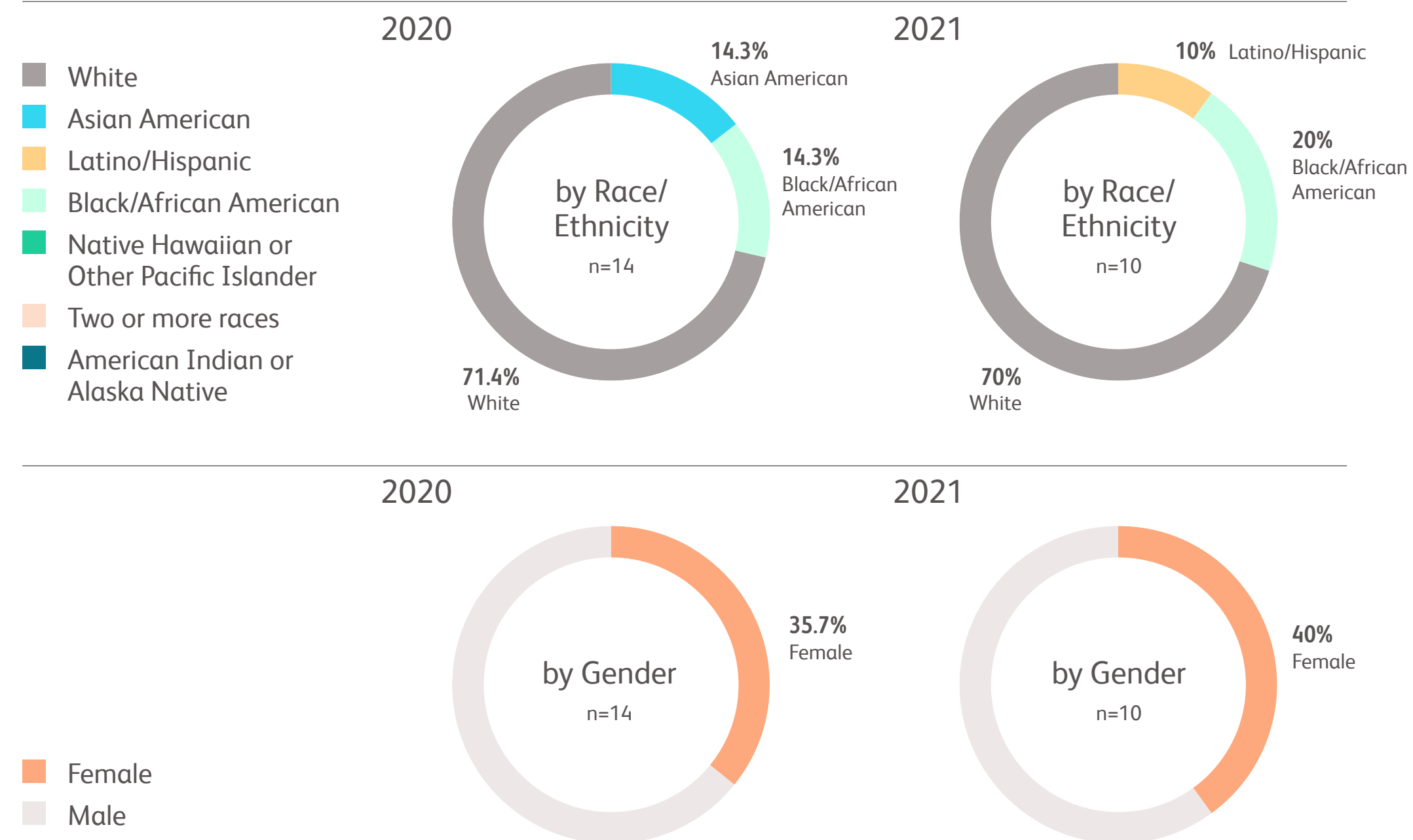
Yervoy[®] (ipilimumab) year-over-year growth

Our Board of Directors

Elected annually by our shareholders, the Board of Directors is responsible for establishing broad corporate policies and for the overall performance of our company. Directors evaluate the performance of certain executives who are responsible for the day-to-day operation of the company. In 2021, the Board reviewed our I&D and Health Equity progress to drive our business forward.

The following data reflects our Board of Directors' composition as of December 2021.

2021 board composition



Giovanni Caforio, MD
Board Chair and Chief Executive Officer



Peter J. Arduini
President and Chief Executive Officer of GE Healthcare



Deepak L. Bhatt, MD, MPH
Executive Director of Interventional Cardiovascular Programs Professor, Harvard Medical School*



Julia A. Haller, MD
Ophthalmologist-In-Chief, Wills Eye Hospital



Manuel Hidalgo Medina, MD, PhD
Chief, Division of Hematology and Medical Oncology, Weill Cornell Medicine and New York-Presbyterian/Weill Cornell Medical Center



Paula A. Price
Former Executive Vice President and Chief Financial Officer, Macy's, Inc.



Derica W. Rice
Former Executive Vice President, CVS Health and President, Pharmacy Benefits Business, CVS Caremark



Theodore R. Samuels
Lead Independent Director and Retired President of Capital Guardian Trust Company



Gerald L. Storch
Chief Executive Officer, Storch Advisors



Karen H. Vousden, PhD
Senior Group Leader, The Francis Crick Institute and Chief Scientist, Cancer Research UK


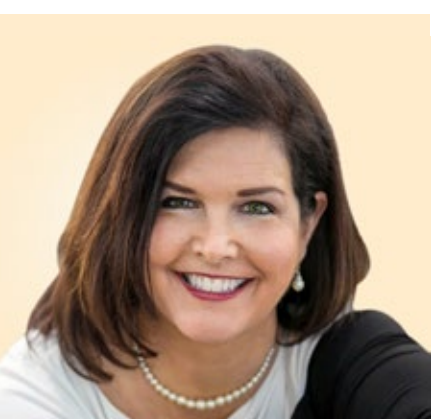



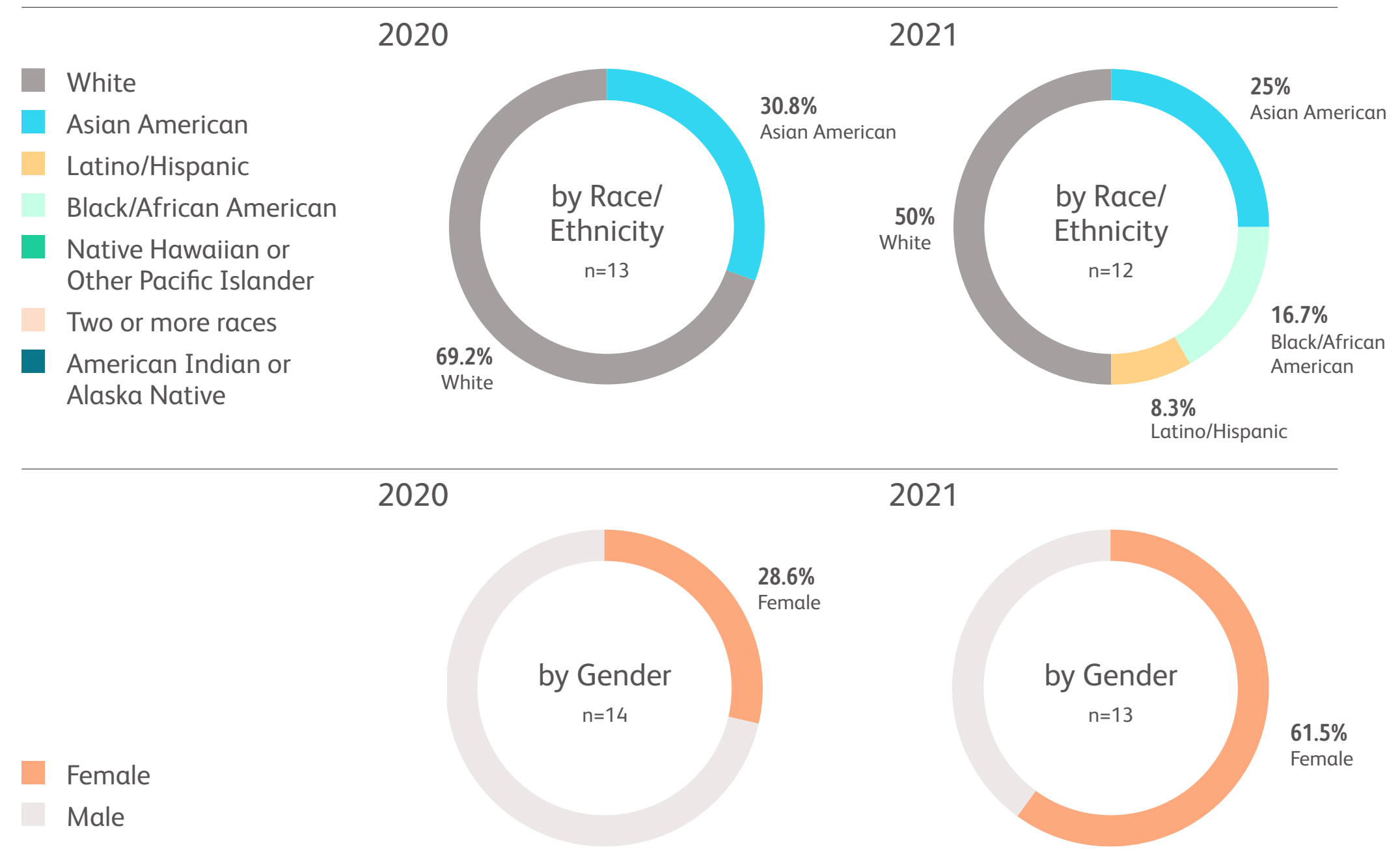
Phyllis R. Yale
Advisory Partner, Bain & Company

*New Board Director appointed in 2022

Our Leadership Team

We are guided by a leadership team that brings a rich and diverse set of global experiences to navigate an evolving and fast-paced global healthcare landscape. The team is held accountable for delivering on our I&D and Health Equity commitments to our patients and communities, our colleagues, and to our business and industry. Ultimately, our success will be measured by the difference we can make in the lives of patients.

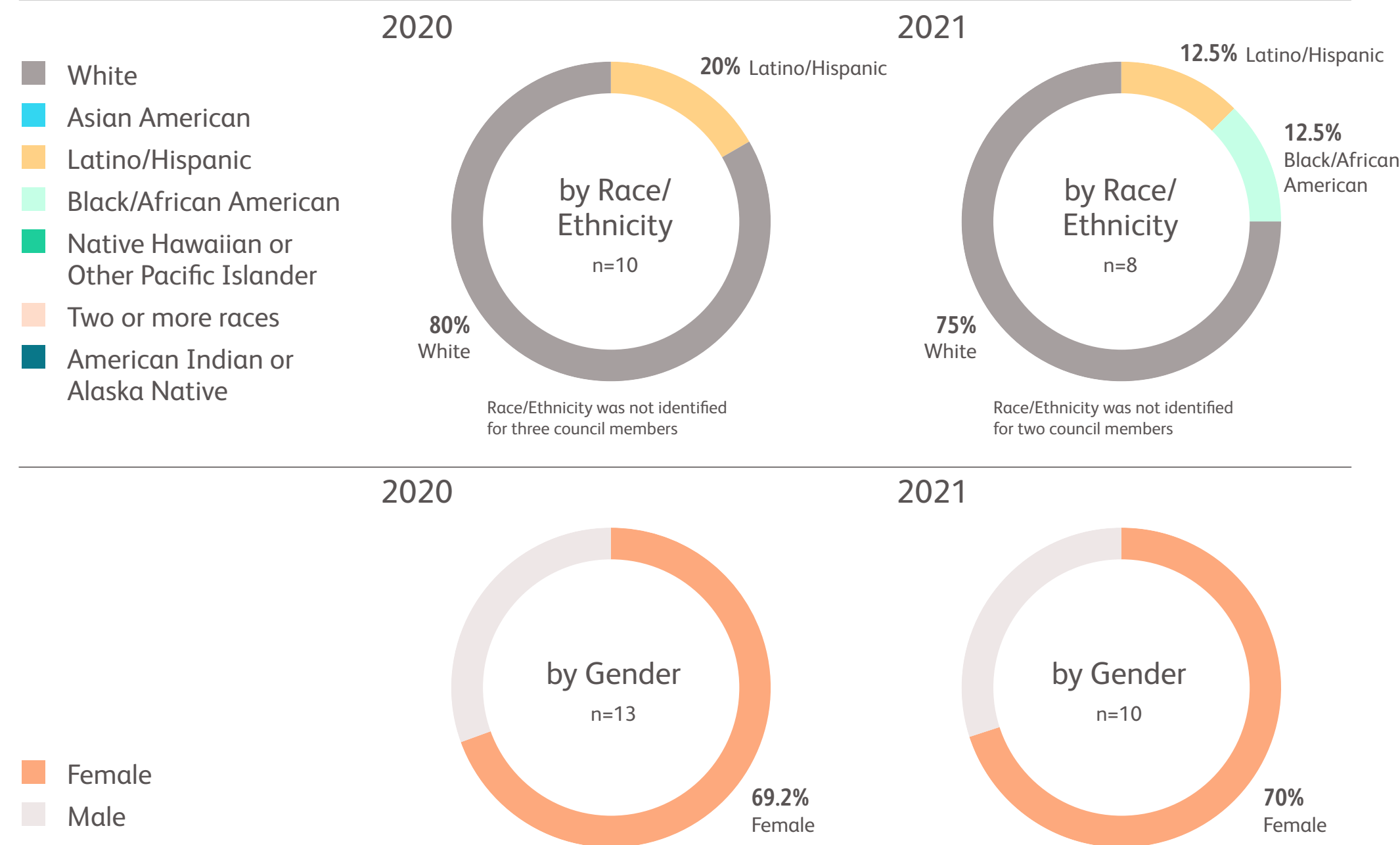
				
Giovanni Caforio, MD Board Chair and Chief Executive Officer	Chris Boerner, PhD Executive Vice President, Chief Commercialization Officer	David Elkins Executive Vice President and Chief Financial Officer	Pamela Fisher Chief Inclusion & Diversity Officer	Cari Gallman Chief Compliance and Ethics Officer
				
Samit Hirawat, MD. Executive Vice President, Chief Medical Officer, Global Drug Development	Sandra Leung Executive Vice President, General Counsel	Greg Meyers Executive Vice President, Chief Digital & Technology Officer*	Elizabeth A. Mily Executive Vice President, Strategy & Business Development	Ann M. Powell Executive Vice President, Chief Human Resources Office
				
Karin Shanahan Executive Vice President, GLOBAL Product Development & Supply*	Catalina Vargas Chief of Staff to the Chief Executive Office	Rupert Vessey, MA, BM, BCh, FRCP, DPhil Executive Vice President and President, Research and Early Development	Estelle Vester-Blokland, MD Senior Vice President, Global Medical Affairs	Michelle Weese Executive Vice President, Corporate Affairs



*New LT member appointed in 2022

Our Global Inclusion & Diversity Council

Chaired by the Chief Executive Officer, the Global Inclusion & Diversity Council (GIDC) provides strategic direction, best practice sharing and accountability at the enterprise and business unit/functional level to advance BMS' I&D and Health Equity priorities and deliver meaningful outcomes.



Giovanni Caforio, MD
Board Chair and Chief Executive Officer



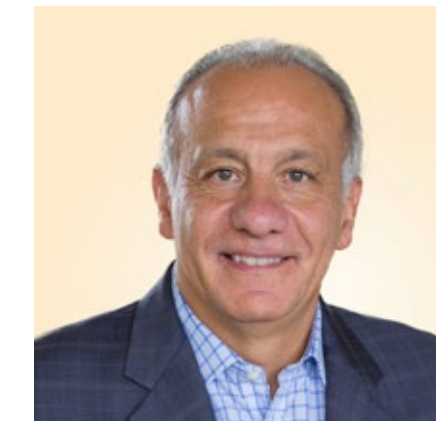
Ann M. Powell
Executive Vice President, Chief Human Resources Office



Pamela Fisher
Chief Inclusion & Diversity Officer



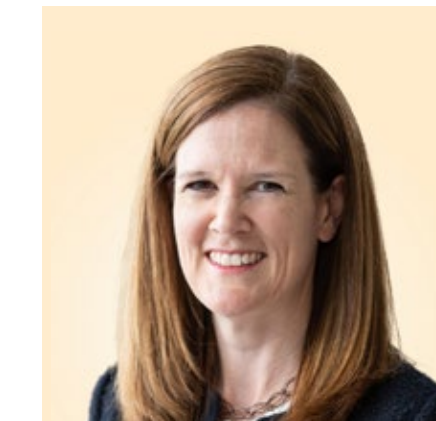
Ester Banque
SVP GM of US Hematology, Worldwide Commercial



John Damonti
President, Bristol Myers Squibb Foundation; VP Corporate Philanthropy



Amadou Diarra
SVP, Global Policy, Advocacy and Government Affairs, Corporate Affairs



Kimberly Jablonski
VP Corporate Governance and Securities Law, Employee Benefits & Corporate Secretary, Corporate Legal



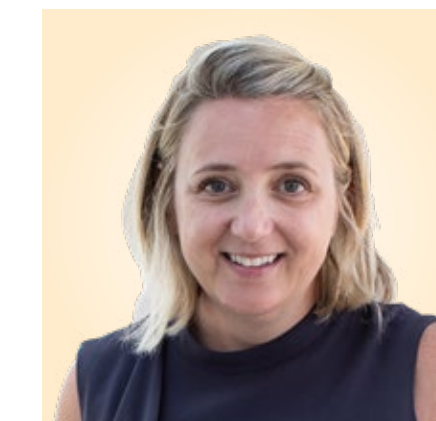
Sydney Klein
SVP, Chief Information Security Officer & Head of IT Core Services, Information Technology



Rao Mantri
SVP, Product Development Global Product Development & Supply*



Farryn Melton
SVP, Chief Procurement Officer, Global Business Operations



Kathryn Owen
SVP, Global Development Operations, Global Drug Development

*New GIDC member appointed in 2022



Argentina

01

Our Path Forward: Inclusion & Diversity strengthen the I.D. and foundation of BMS

We are guided by a single vision — transforming patients' lives through science and are aligned to one of our company's six core values: Inclusion. To fully realize this vision, we have relied on the strength of our rich history and long-standing commitment to inclusion and diversity to ensure that we can drive meaningful impact and outcomes for our patients and communities, our colleagues, and our business and industry. Our evolved Global Inclusion & Diversity strategy and priorities are the first steps on that path forward.

Our Values

INCLUSION

We embrace diversity and foster an environment where we can all work together at our full potential

INTEGRITY

We demonstrate ethics, integrity and quality in everything we do for patients, customers and colleagues

URGENCY

We move together with speed and quality because patients are waiting

ACCOUNTABILITY

We all own Bristol Myers Squibb's success and strive to be transparent and deliver on our commitments

INNOVATION

We pursue disruptive and bold solutions for patients

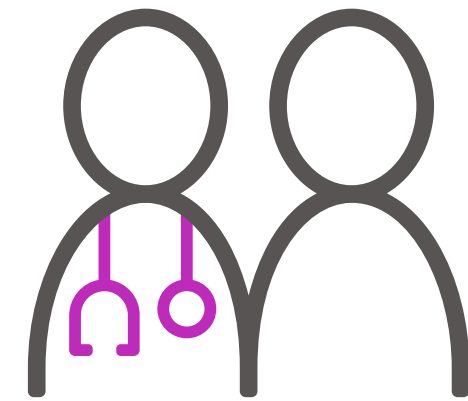
PASSION

Our dedication to learning and excellence helps us to deliver exceptional results



We lead with our Value of Inclusion

Our Global Inclusion & Diversity strategy has three pillars focused on critically important stakeholders.



Patients and Communities

Drive innovation & growth to address the unmet needs of our increasingly diverse patients and communities around the world.

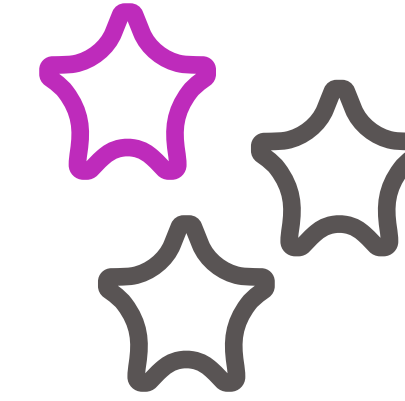
We relentlessly invest in and drive innovation and growth to better understand and serve the unmet and evolving needs of our patients and communities around the world. We know that we must care comprehensively for our patients and communities by addressing the social determinants of health as well as health disparities. We continue to drive this effort through our health equity commitments — clinical trial diversity, global public health, and supplier diversity.



Colleagues

Lead with our Value of Inclusion to advance a workplace where our colleagues feel they belong, and their unique perspectives are valued and rewarded, while building a global workforce that reflects the diverse cultures, backgrounds and experiences of our patients and communities globally.

We rely on our inclusive culture to engage and harness the collective power of our colleagues around the world. We continue to strengthen inclusive leadership competencies across levels, businesses and markets to attract, develop and retain a globally diverse workforce, and drive greater transparency and stronger accountability for people leaders.



Business and Industry

Reimagine and transform business and industry practices, processes and policies to achieve equitable advancement and outcomes for all.

We continue to challenge ourselves and our industry to lead boldly to transform our business practices and drive sustainable, systemic change.



China

02

Patients and Communities

Inclusion and Diversity strengthen the I.D. of BMS to drive scientific innovation and serve the unmet and evolving needs of our patients and communities, globally.

The evolving patient landscape heightens our need to shape a future led by inclusion for all



“As a science-driven company, we know it is through diversity of thought and experience that we are able to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. Patients have greater trust in our medicines when they feel their own communities are reflected in the people responsible for developing these lifesaving therapies. It is our privilege to serve any patient that needs our help, regardless of who they are or where they’re located.”

Samit Hirawat, MD

Executive Vice President, Chief Medical Officer, Global Drug Development



BMS is leveraging our Inclusion & Diversity priorities to unleash our collective ability to drive equitable advancement and outcomes for all. We are driven by our concern for the growing disparity in the treatment of diseases around the world. We know that social determinants of health — including social, economic and environmental factors — contribute to health inequities.

As one of the world’s largest healthcare companies, we have a responsibility to address health inequities and we aim to care comprehensively for our patients and communities. We are addressing the diversity of our clinical trials and collaborating with partners across the healthcare landscape with our shared

commitment to drive differentiated education and economic development outcomes across our global communities. We recognize the important role we can play in leading systemic change.

“The road to a health-for-all economy starts with placing value on the right actions. Only then can we focus on carrying out actions that have the right values.”

World Health Organization Council on the Economics of Health for All¹



Disparities in disease burden and inequities in access to high-quality healthcare drive **BMS's commitment** to meeting the unmet needs of our patients and communities, globally.

Cancer

33%

of new cancer cases reported in Eastern Asia²

49%

of new cancer deaths reported in Eastern and Central Asia²

61.7%

Five-year relative survival rates for blood cancer cases are lowest for Asian/Pacific Islanders at 61.7%³

2x

Latino/Hispanics are almost 2x as likely to have and die from liver cancer than non-Hispanic Whites⁴

60%

Asian American men have 60% higher liver cancer death rate vs. non-Hispanic White men⁵

50K

new cancer cases are reported to the Veterans Administration every year⁶

Multiple sclerosis

3x

Multiple sclerosis is at least 3x higher in women than men⁹

People with disabilities

4x

People with disabilities report being 4x more likely to be treated poorly in the health care system. They report experiences of prejudice, stigma and discrimination by health service providers and other staff at health facilities as compared to non-disabled.¹⁰

LGBTQ+

LGBTQ+ people

Frequently avoid

seeking health care due to concerns about stigma.¹¹

Proficiency in health literacy

Only 12%

of adult Americans have proficient health literacy¹²

Global Disease Burden

23%

of the global disease burden is in Sub-Saharan Africa, yet it accounts for 16% of the world population¹³

Heart disease

+30%

Higher likelihood of death from heart disease among Black/African Americans than non-Hispanic Whites⁷

Rheumatoid arthritis

75%

of rheumatoid arthritis patients are women — often beginning approaching their 40s⁸

“Technology and digital capabilities will catalyze our ways of working — from how we develop medicines, improve patient experience and run our core business operations. Now more than ever, technological advancements in fields like artificial intelligence and machine learning will help us conduct clinical trials more commensurate with our population and develop and deliver innovative medicines that help patients prevail over serious diseases.”

Greg Meyers

Executive Vice President, Chief Digital & Technology Officer

Gaining ground in how we educate patients, recruit for clinical trials and improve access to equitable care

To ensure the efficacy and safety of our medicines, we need to authentically engage our patients and communities in the discovery, development and delivery processes. BMS has been focused on a global effort to increase diversity in clinical trials for nearly a decade. This fueled our commitment in 2020 to invest \$150 million over five years to accelerate I&D and Health Equity. Because of the company's leadership in this space, we were able to build on our many years of experience to expand our clinical trial diversity commitment, which accelerated our existing efforts to include identifying and activating clinical trial research sites in racially and ethnically diverse cities across the U.S. This focus has also shifted how we conduct clinical trials with an eye toward making them more accessible, diverse and inclusive — both in terms of the investigators conducting trials and the patients who enroll in them. We are proud to share that **54%** of U.S. clinical trial sites were located in highly diverse communities in 2021.

In addition, since 2020, BMS has worked closely with patient advocates through an initiative called Patient Expert Engagement Resource, or PEER, to more formally embed and amplify the voice of the patient at every stage, from drug discovery and

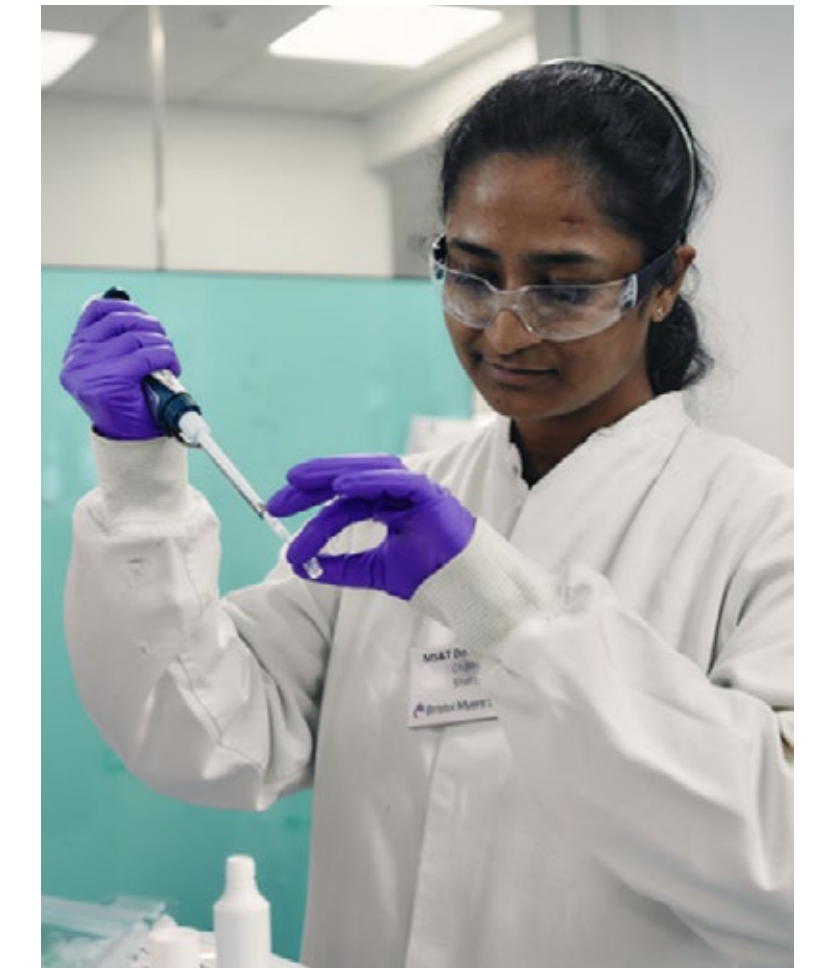
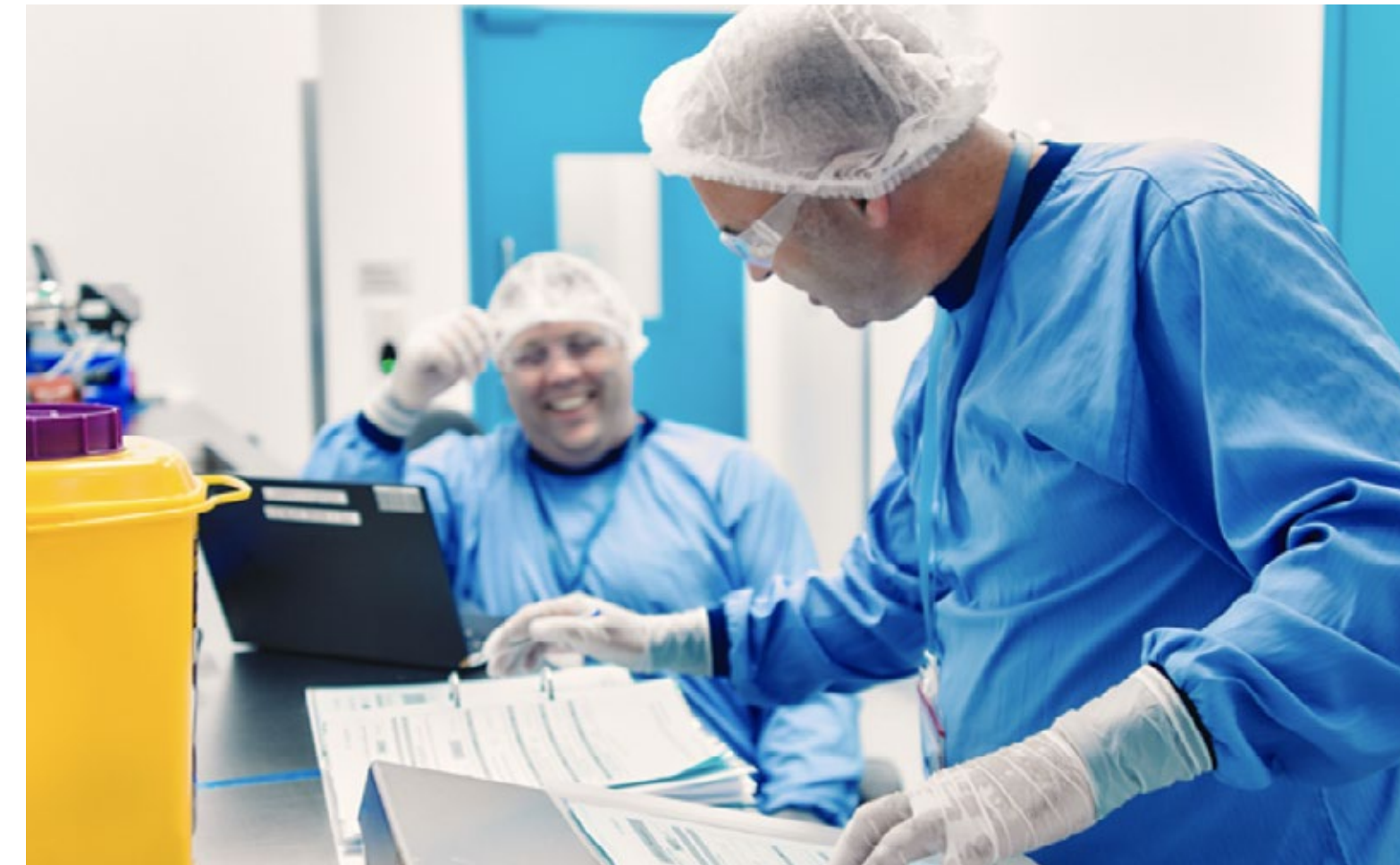
development through product commercialization. Through PEER, we engage patient advocates to provide input into clinical trial design – including exclusion inclusion/criteria for participation and the selection of study sites – as well as ensure they are consulted on all pivotal trial protocols prior to internal sign-off.

“As someone who works to improve access to treatment for people with cancer, I’m often distraught by the disparity between those who have private insurance and those on public assistance in Argentina. In Argentina, 40% of patients are treated in public institutions, yet few have access to innovative medicines. My colleagues and I began working with local hospitals and academic institutions to simplify and standardize their processes to ensure all patients received access to medicine, regardless of their income.”

Cecilia Dantuono
Regional Clinical Operations
BMS Americas Region, **Argentina** 🌐

“Global Medical Affairs plays a critical role in engaging the medical community and implementing our science into clinical practice. Having the opportunity to interact with the greater community has opened my eyes to some of the inequities faced in underrepresented communities and energized me to pursue new ways of thinking that help best serve our patients, who rely on our life-saving medicines.”

Estelle Vester-Blokland, MD
Senior Vice President
Global Medical Affairs



The reality of not seeing my future and my kids' future was real for me

Meet Latina, a BMS patient, nurse and cancer survivor.

Since my childhood, I always felt I was going to be strong woman. I think that attitude helped me get where I am and become the nurse I am today. At the time of my cancer diagnosis, I felt like I was in denial. I was told that if I had been diagnosed 10 years earlier, I may have had only five years left. When I shared my diagnosis with my husband, he was a source of strength and I knew I was ready to fight. After starting a new BMS treatment, I began to see positive results. As my cancer got better, my perception changed. As a survivor I'm grateful not only for myself and my family, but that I was able to continue doing what I love. Because of BMS and my successful treatment, I'm able to do what I'm passionate about and that's helping people.

[Watch Latina tell her story.](#)



BMS's diverse supplier commitment aligns with broader I&D and Health Equity goals

“Diversity in suppliers promotes innovation, champions job creation and has a companywide impact. That’s why we’ve nurtured relationships with key vendors to achieve our goal of creating a base of partners that reflects the rich diversity and demographics of our patient population.”

David Elkins

Executive Vice President and Chief Financial Officer

Our supplier diversity initiative is a global imperative with partnerships in the U.S., Latin America, Europe and Asia. Through collaborations with diverse-owned suppliers and businesses, we continue to drive cutting-edge, innovative products and services that benefit patients and communities, while helping our business partners thrive through the creation of jobs and other positive impacts.

For BMS, supplier diversity provides “next generation” innovation and competitive advantage across the business value chain while enabling our ability to care for, support and address the economic gaps — a social determinant of health outcomes — that exist across diverse communities. Our goal is to develop and build the capacity of these businesses

through mentoring and by providing scholarships to supplier development programs.

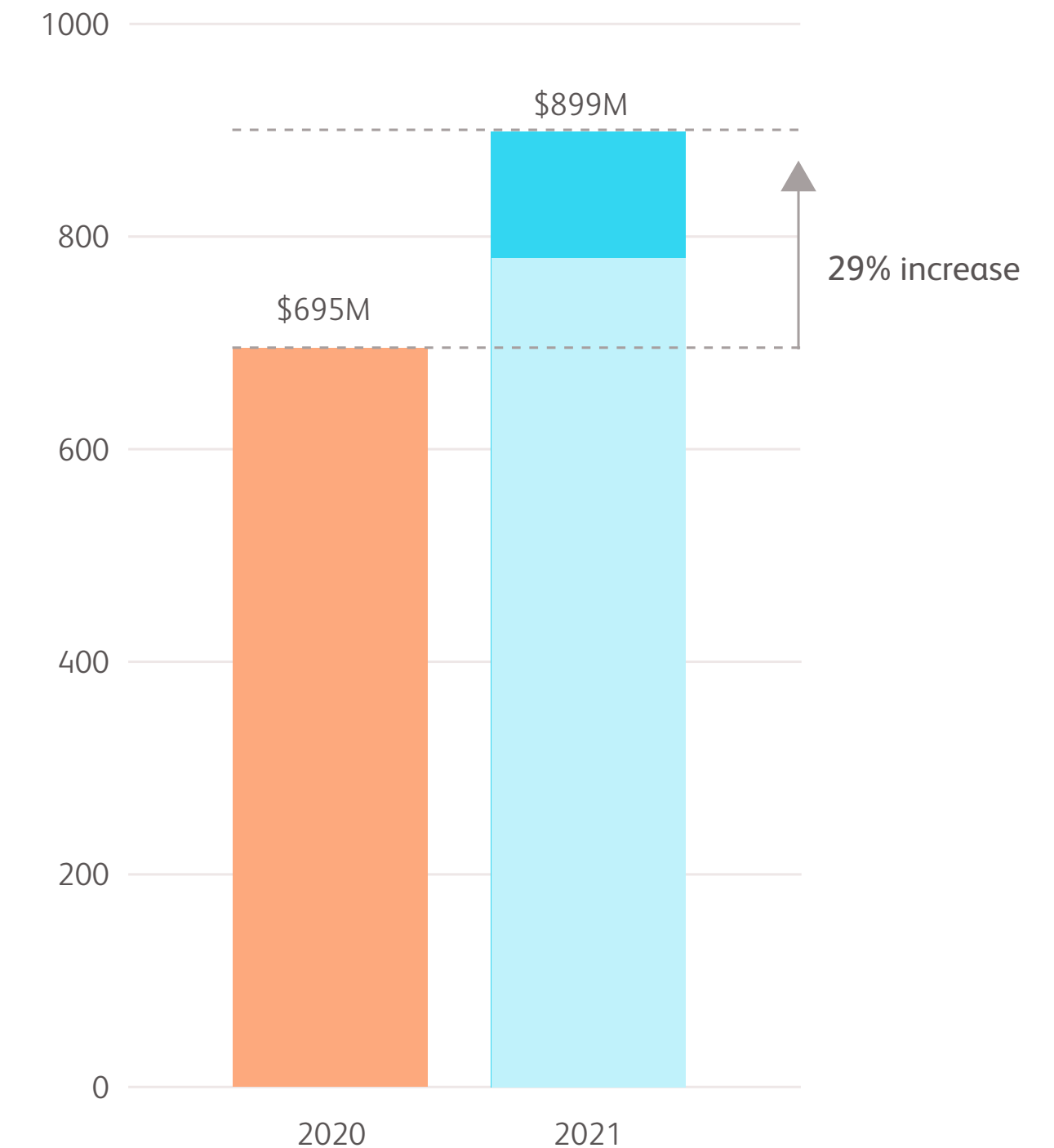
We also leveraged supplier diversity to support the communities where we live and work through our Power2Impact programs. Since 2016 we have implemented over 20 successful community outreach engagements to support local communities. The impact of this work is demonstrated through initiatives such as Hope 4 The Holidays — a distribution of food boxes, warmer kits and blankets to over 16,000 individuals across Atlanta, Phoenix and Trenton; co-sponsoring outreach for LGBTQ and battered women in the Florida region and providing access to healthcare resources and sponsoring Planet Mogul’s

In 2021, we reached \$899 million in spend with diverse suppliers (target spend \$780 million), a 29% increase over FY 2020 (\$695 million) and 45% increase since 2019 (\$619 million).

distribution of 1,000 STEM books across U.S. schools in collaboration with the Women’s Business Enterprise National Council (WBENC).

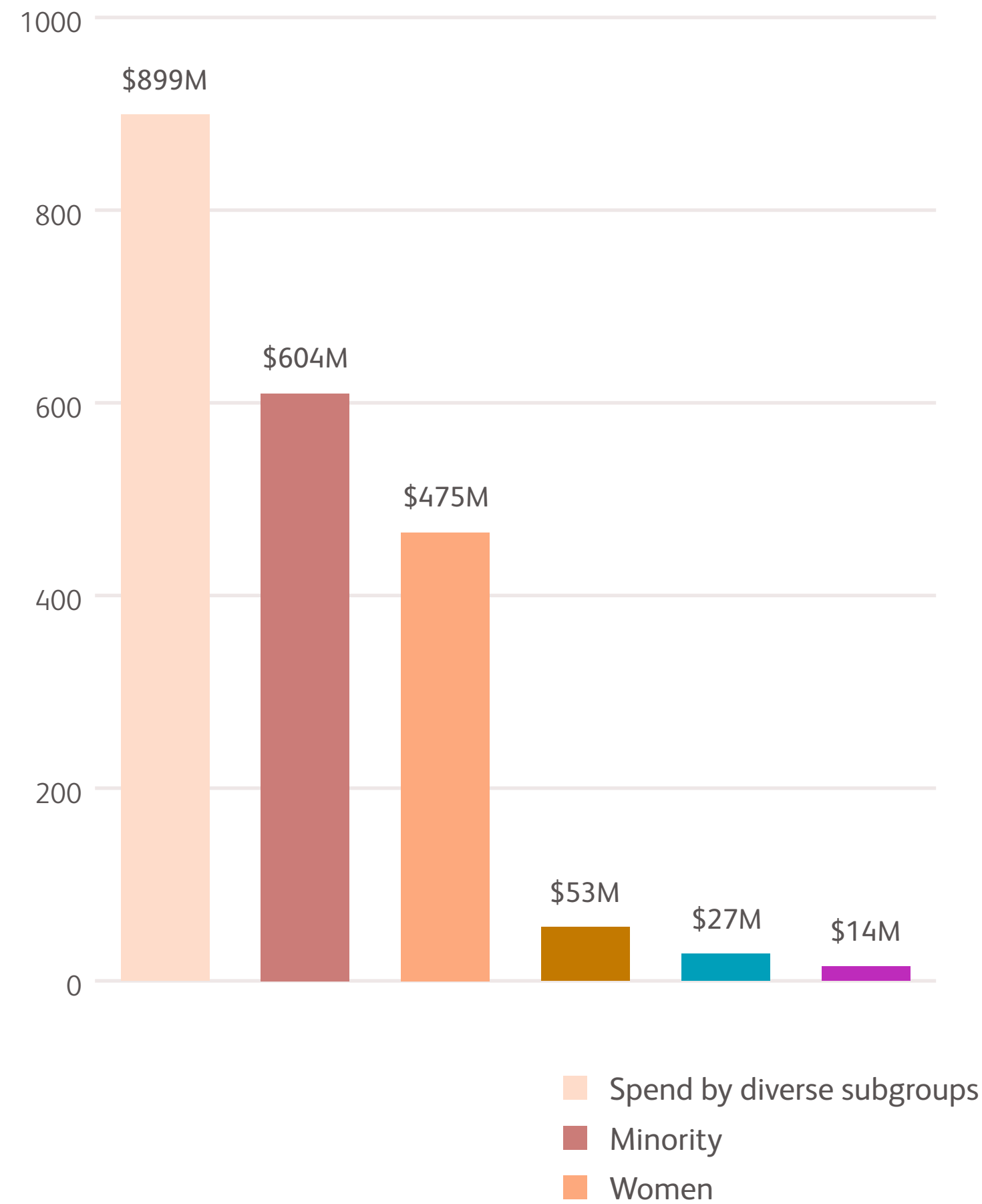
Our supplier diversity procurement initiatives are truly integrated into the business and are a shared objective across our enterprise. BMS’s supplier diversity program is centered around an ethos of ‘partnering with purpose.’ The organization exists to champion economic empowerment, wealth creation and job creation in the community, while fostering inclusive innovation and a supply chain that reflects the company’s values, its patients and the world. Through meaningful partnerships, the program continues to make a transformative impact while building trust and instituting change.

Diverse supplier spend

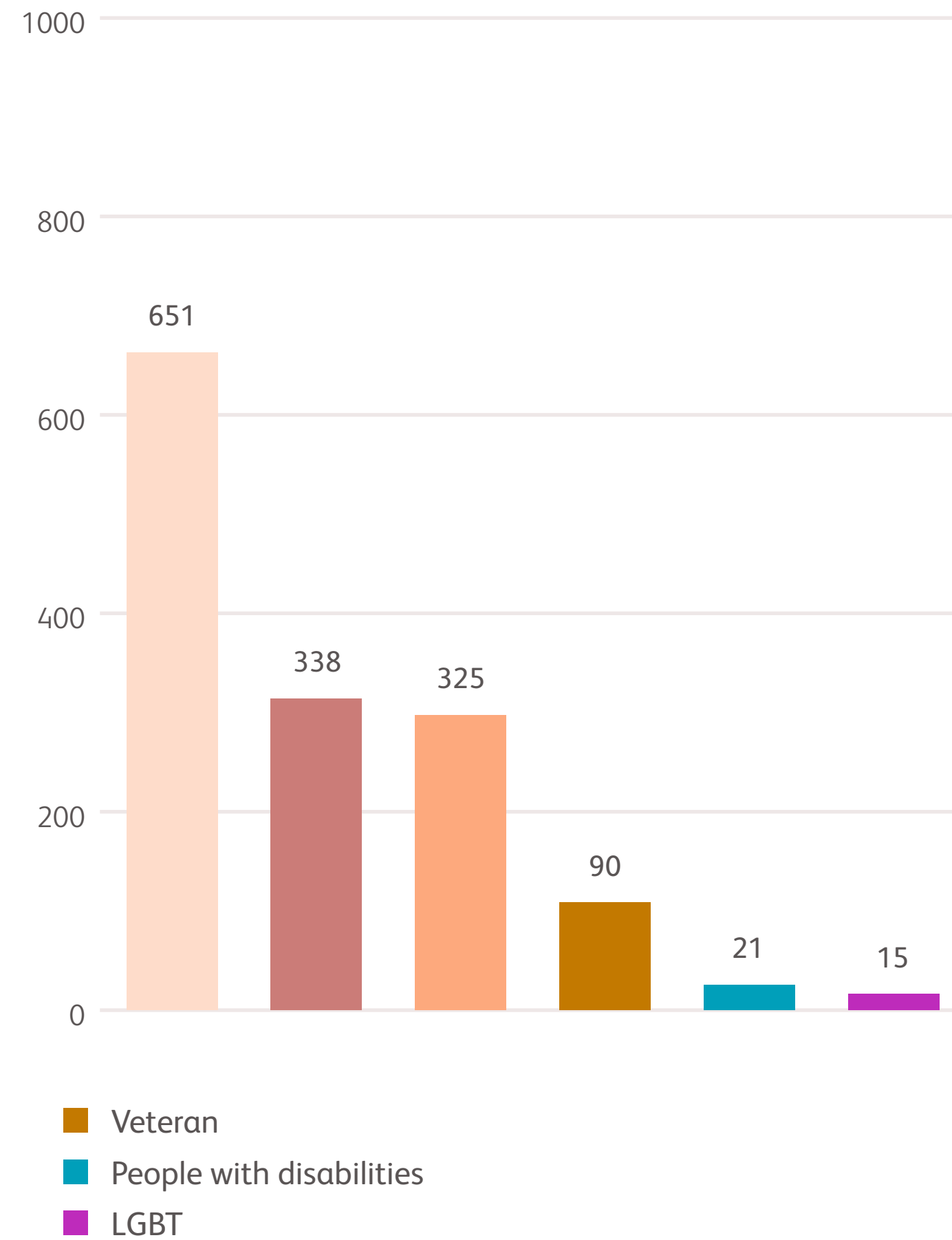


BMS's diverse supplier commitment aligns with broader I&D and Health Equity goals (continued)

Spend by diverse subgroups



Supplier count by diverse subgroups



Case study: Diverse teams and perspectives advance inclusive cultures and business outcomes



To demonstrate our commitment to ensuring a culture of inclusion and belonging, a diverse team of BMS colleagues along with Integrated Facilities Management partner Jones Lang LaSalle, led a collaborative sourcing effort to harmonize the food services program across the BMS network. The team selected SodexoMagic, a minority-owned business enterprise (MBE), to be the food and service provider at 17 BMS sites in the U.S.

SodexoMagic, which sits within the portfolio of business icon and retired basketball superstar Earvin (Magic) Johnson (owner of 51% of SodexoMagic), has a direct social impact on the community. The partnership aligns with the overall mission of our supplier diversity program, which uses agility and innovation to drive economic development through wealth and job creation. BMS now offers its employees and visitors a renewed culinary program with modern recipes that serve culturally enriched food options, all while promoting sustainability.

“SodexoMagic is very closely aligned with how BMS works and with our values,” said Brian Voss, associate director, Facilities Services Procurement. “Magic Johnson is big on issues around health equity, community building and more.”



Giving back to our communities through employee giving

A million ways to give

The first time Mike Patten heard of Skills2Give was from his manager, who described it as an interesting opportunity to both volunteer and develop his skills. Patten, senior director, Research & Early Development Alliances, was intrigued and when a colleague shared that they were active on Skills2Give and really enjoying the experience, he knew he had to give it a try.

Since 2017, the Skills2Give program has connected employees with nonprofit organizations through skills-based, virtual volunteering opportunities. The program has facilitated over \$1 million in pro bono services donated by BMS employees to the nonprofit sector.

As a people manager and someone who has been coaching and mentoring for several years, Patten felt well-equipped to help Phoenix House Texas — an organization that helps adolescents in need of substance abuse and mental health treatment. He also found their cause very important. Professional development is a huge need for those working in the nonprofit sector, whose organizations often have little-to-no budget to invest in this area. Staff members often wear many hats and are stretched incredibly thin. Receiving coaching and professional development can be a real game-changer for these organizations.

Since 2017, he's been working one-on-one with one of their staff members and coaching them weekly on their growth areas, with excellent results.

"I find it incredibly fulfilling," Patten said, "It's been great to be able to share my experience, to be able to find that it can help another person. Personally, it's been a good opportunity to continue to hone and develop my skills and continue to reflect on how I can improve as a manager and mentor. It's been a very rewarding experience."

Mike Patten
Senior Director, Global Alliances,
Business Development
BMS Americas, **United States** 🌐

\$1MM
in pro bono services by BMS Employees

Donation matching program lets employees choose their cause

The Bristol Myers Squibb employee giving program is a year-round initiative that supports our employees in the U.S. and Puerto Rico in donating to eligible charitable organizations. Contributions are matched by the Bristol Myers Squibb Foundation on a dollar-for-dollar basis.

Since the inception of the 2:1 employee giving program as part of our I&D and Health Equity commitments in September 2020, our employees donated \$267,400 to 24 designated organizations that fight discrimination and promote social justice such as the Equal Justice Initiative, the Trevor Project and the NAACP Legal Defense and Educational Fund, the World Institute on Disability and the Asian and Pacific Islander Health Forum, which represent U.S. and global outreach organizations. Overall, the Bristol Myers Squibb Foundation matched employee donations in the U.S. and Puerto Rico 2:1 to the tune of \$534,800 for a total of \$802,200 donated to these designated organizations between September 2020 and December 2021. In 2021, employees in the U.S. and Puerto Rico received matching donations of more than \$7.5MM.

Since the start of the program vs. prior to program

632
unique donors

\$267,400
employee donation amount

\$534,800
Bristol Myers Squibb Foundation matching amount



Spotlight on the Bristol Myers Squibb Foundation: Advancing diverse representation in clinical trials

To advance diverse representation in U.S. clinical trials, the Bristol Myers Squibb Foundation, an independent charitable organization, has established the Robert A. Winn Diversity in Clinical Trials Award Program. This unique initiative seeks to improve representation of diverse investigators in clinical trials. It is known that patients in underrepresented groups are more likely to trust and seek care and guidance from physicians or investigators who have had similar lived experiences.

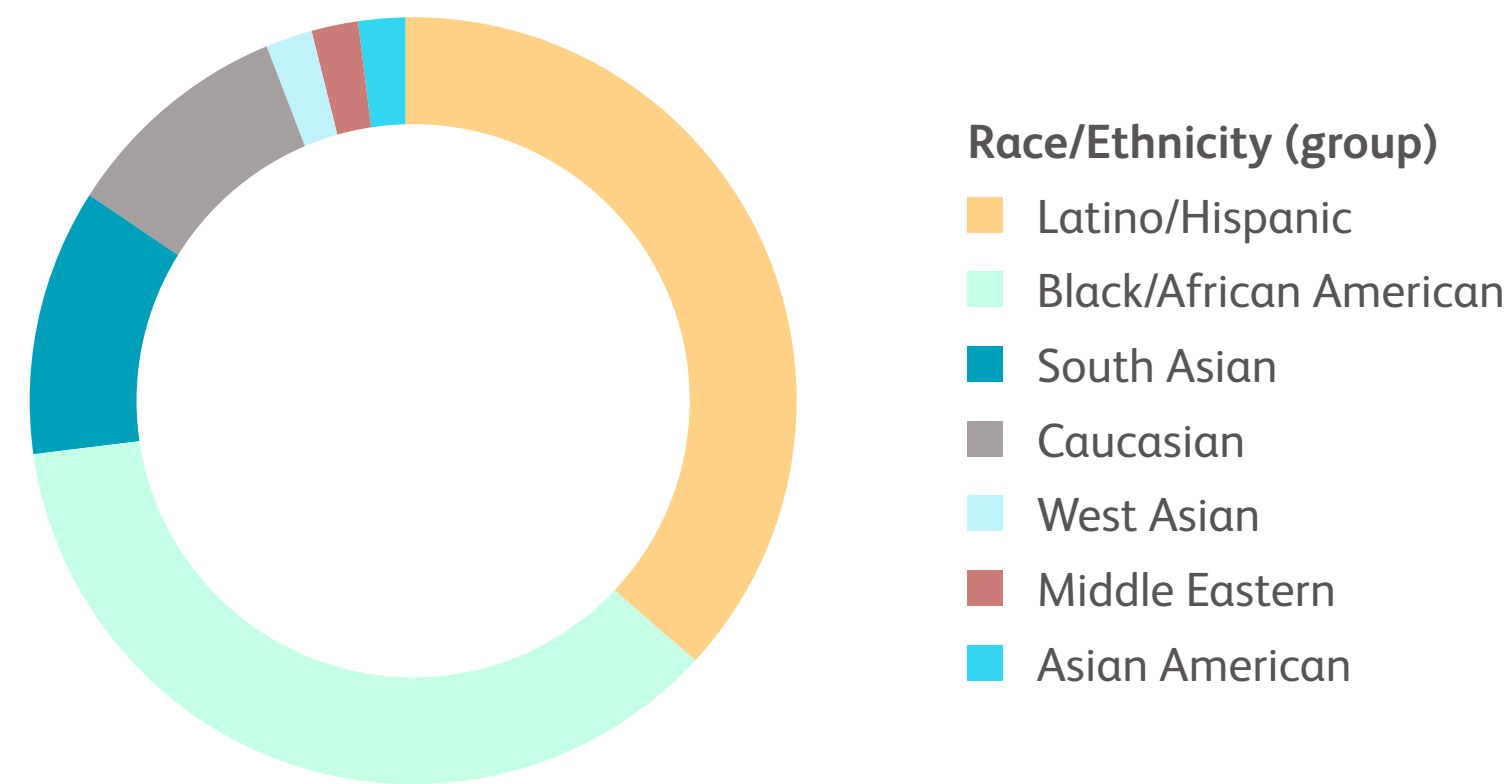
With that in mind, the Bristol Myers Squibb Foundation, along with nonprofit healthcare partners, is training and developing more than 250 new clinical investigators across the country who are racially and ethnically diverse or who have a demonstrated commitment to increasing diversity in clinical trials. This robust effort also is introducing and attracting more than 250 medical students from underrepresented communities to clinical research career pathways, changing the face of clinical work.

The program also assists investigators in building capacity and will support the expansion of clinical trial sites in communities with diverse patient populations.

In addition to this program, ongoing grants from the Bristol Myers Squibb Foundation will continue to make a substantive impact in efforts to narrow racial gaps in treatment and achieve health equity.

Underrepresented groups in scholar selection

In 2021, 52 scholars were selected through the Bristol Myers Squibb Foundation's Robert A. Winn Diversity in Clinical Trials Award Program with 73% coming from groups underrepresented in medicine: 19 Latino/Hispanic; 19 Black/African American; 6 South Asian; 5 Caucasian; 1 West Asian; 1 Middle Eastern; 1 Asian American.*



*Data refers to Cohort I Physicians in the Winn Award Program

“Many aspects of the Bristol Myers Squibb Foundation’s program make it unique. Its focus on helping clinical trialists become experienced in community engagement research methods is key to developing the trust necessary to realize an increase in clinical trial participation by people of color, yet we have not seen this in any other program of this kind.”

Eliseo J. Pérez-Stable, MD
Director of the National Institute on Minority Health and Health Disparities
National Institutes of Health

*Bristol Myers Squibb donates to the Bristol Myers Squibb Foundation, an independent charitable organization.



03

Colleagues

Inclusion and Diversity strengthen the I.D. of BMS to harness the collective power of the diverse cultures, backgrounds and perspectives of our colleagues around the world.

Ireland

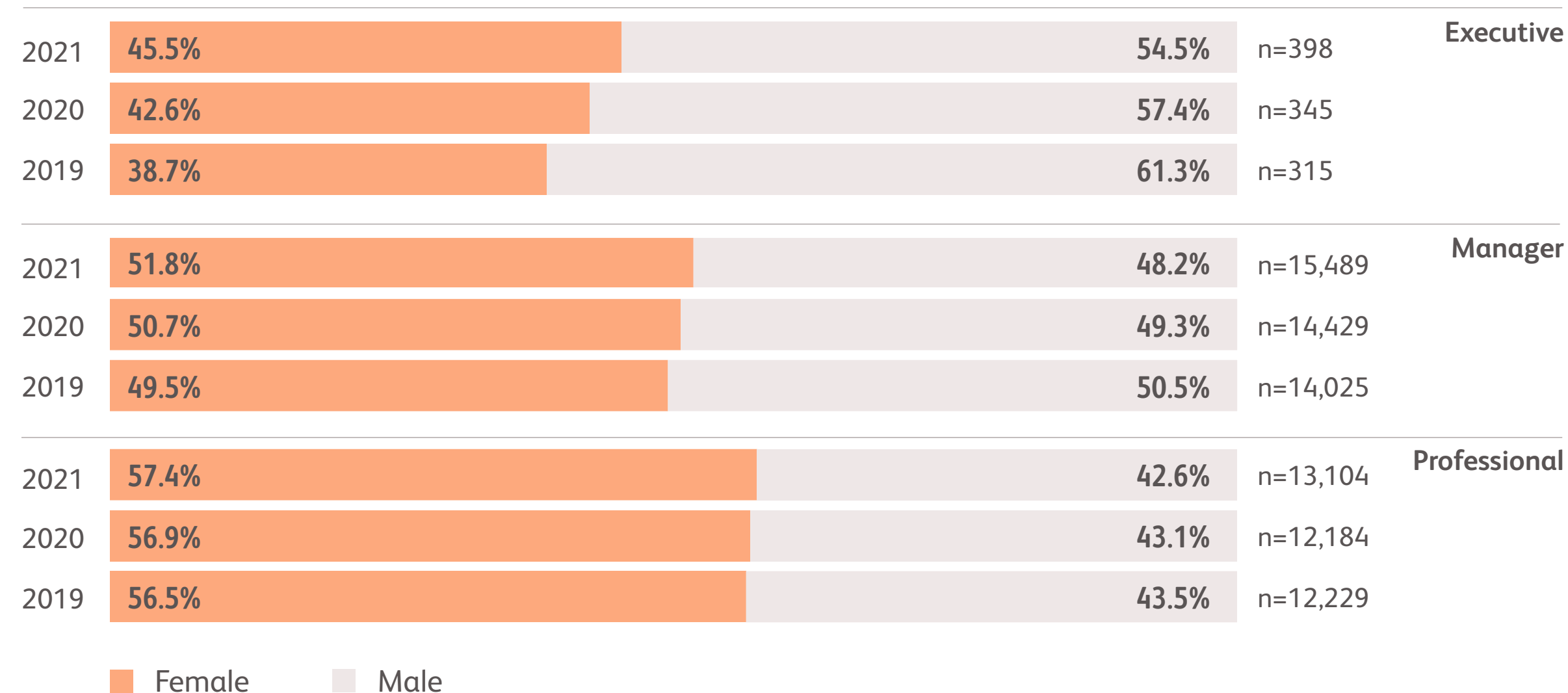
Building a culture of inclusion and belonging to harness the power and impact of our globally diverse workforce

“Our people are our greatest strength. It is **essential** that we build a **global workforce** that reflects the diverse cultures, backgrounds and experiences of our patients and communities around the world. We focus on creating a workplace where **everyone feels they belong**, their unique perspectives are valued and they can fully contribute to BMS’s vision of transforming patients’ lives through science.”

Ann M. Powell

Executive Vice President, Chief Human Resources Officer

Global gender by management level chart



ATTRACTING

DEVELOPING

ADVANCING

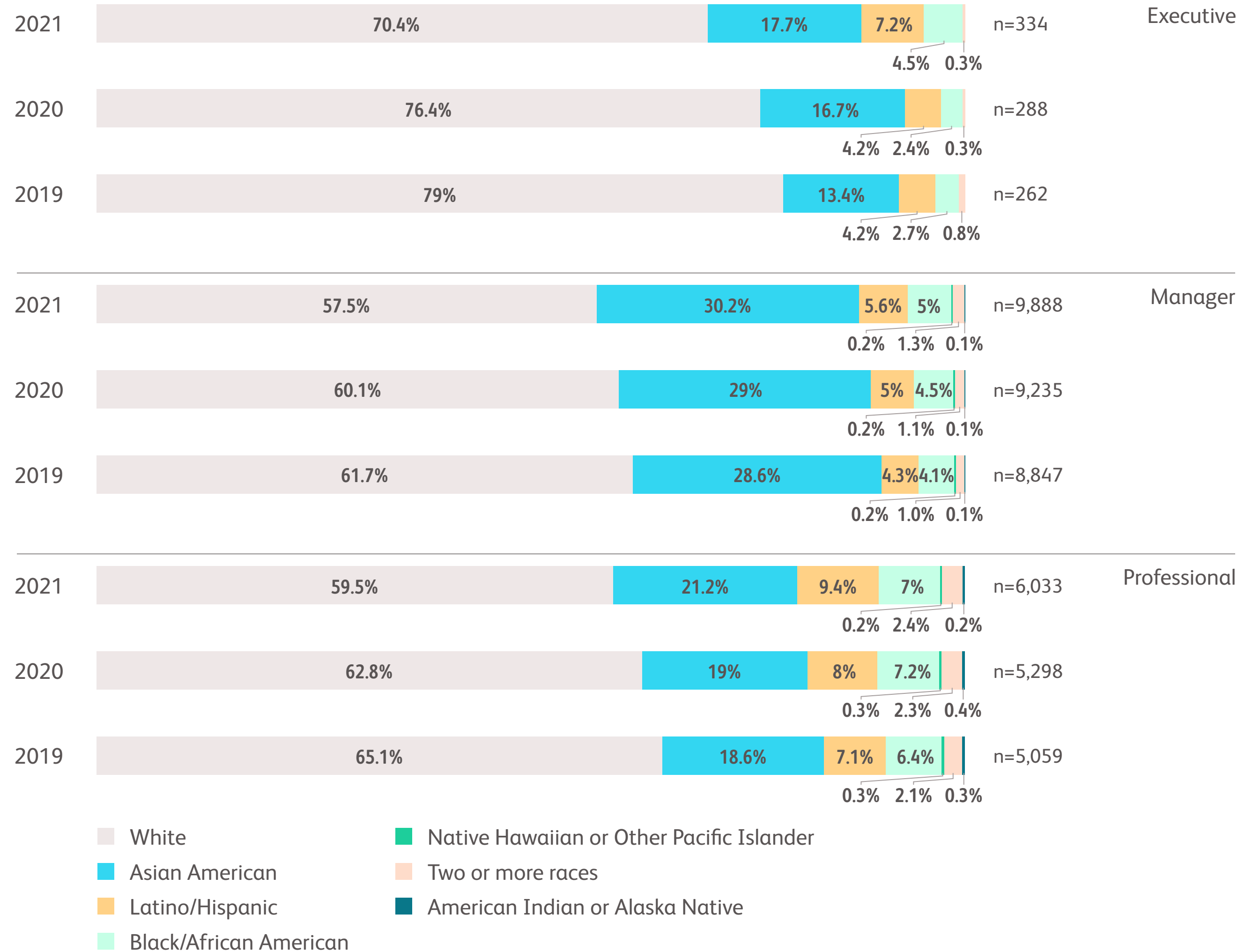
Building a culture of inclusion and belonging to harness the power and impact of our globally diverse workforce (continued)

Building a globally diverse workforce requires intentionality, transparency and accountability and by leveraging talent management best practices, accelerated leadership development and inclusive leadership behaviors, we harness the collective power of our colleagues to drive the human connection and innovation we bring to our work every day.

We are proud of the significant progress we are making to expand the diversity of our executive, management and professional teams.



U.S. ethnicity by management level chart



We value an executive team that reflects the perspectives and backgrounds of the patients and communities we serve

Workforce aspirational representation goals

In 2020, we made bold Inclusion, Diversity, & Health Equity commitments to accelerate our efforts to address systemic inequities and drive meaningful change. We are proud of the progress we have made to achieve our aspirational representation goals at the executive level of our organization given our intentionality and accountability.

- Achieve gender parity at the executive level (VP+) globally by 2022
- Double executive representation (VP+) of Black/African American employees in the U.S. by 2022 from 2020 levels
- Double executive representation (VP+) of Latino/Hispanic employees in the U.S. by 2022 from 2020 levels

Global executive gender parity

45.5%

of global executives were women in 2021 vs. 42.6% in 2020



U.S. executive representation by race/ethnicity

4.5%

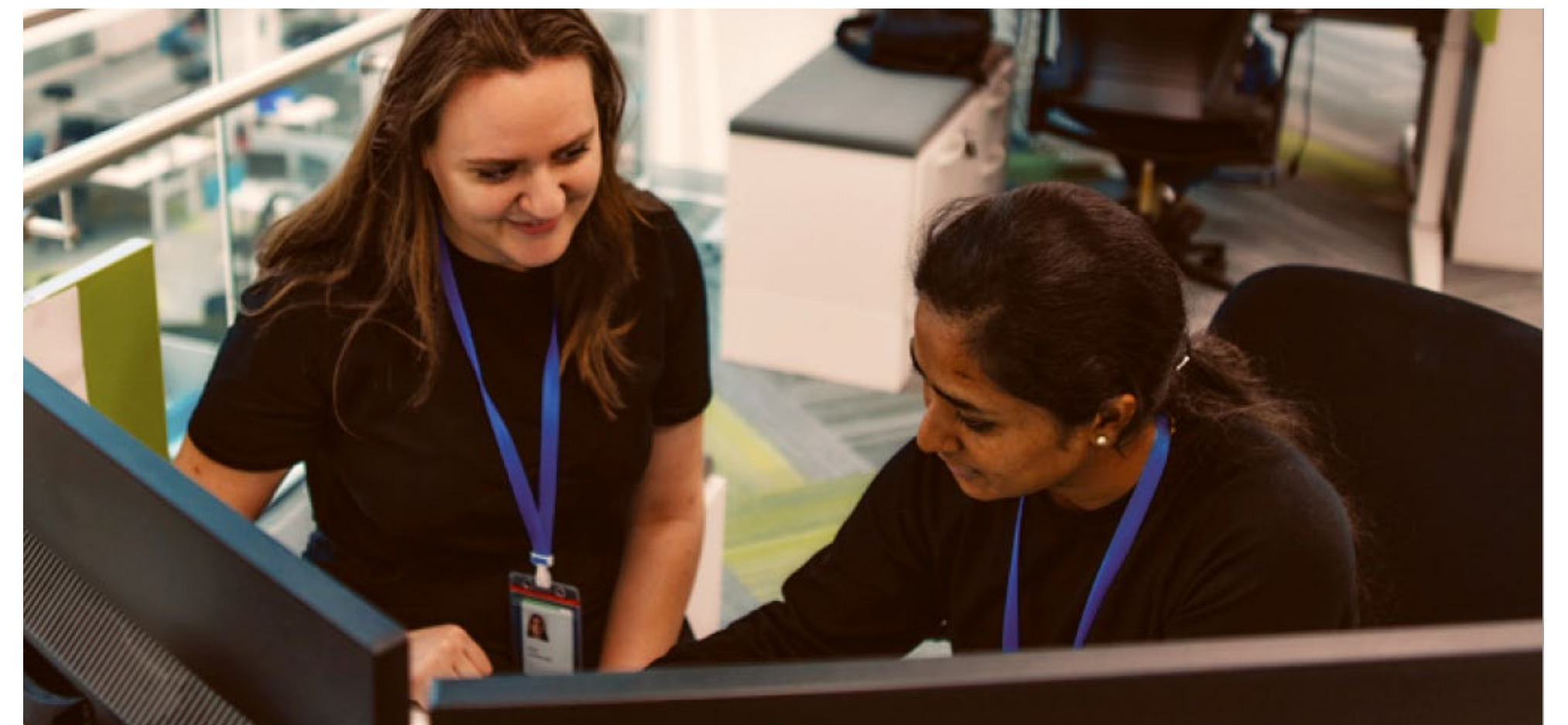
of U.S. executives were Black/African American in 2021 vs. 2.4% in 2020

7.2%

of U.S. executives were Latino/Hispanic in 2021 vs. 4.2% in 2020

17.7%

of U.S. executives were Asian American in 2021 vs. 16.7% in 2020*



“We know that inclusion and diversity are influenced by cultures, countries and regions, which is why we promote our best practices and programs across BMS globally, enabling us to **reduce the impact of political, social and economic systemic inequities** and create a diverse and robust pipeline of partnerships that drive global business innovation.”

Elizabeth A. Mily

Executive Vice President
Strategy & Business Development

Building a global, diverse workforce that is driven by our values

Pay equity

We are committed to pay equity as one of several enablers of an inclusive and diverse work environment. It is a BMS principle to pay employees equitably based on the work they do, the capabilities, and experience they possess, and the performance and values they demonstrate. We use a market-based approach for roles at all levels in the organization to set starting salaries and make pay decisions.

Aspirational goals — accountability & transparency

By leveraging analytics and external market data, we set five-year aspirational goals to increase the representation of women globally and historically underrepresented racial and ethnic groups in the U.S. in the healthcare industry. We will strive to achieve these goals by holding ourselves accountable through key performance indicators (KPIs) linked to critical talent management data, such as robust succession plans, ensuring and tracking diversity of candidate slates and interview panels.

Accelerated leadership development and advancement

We have enhanced our longstanding investments in accelerated leadership development and have developed unique and relevant content for women

globally and for underrepresented racial and ethnic groups in the U.S. These initiatives include creating differentiated development opportunities and development plans that prepare our leaders for future global challenges.

Insights for Success

Our Insights for Success program is offered to diverse employees — women, Black/African American, Latino/Hispanic and Asian Americans — to enhance their organizational and personal career success and ensure equitable leadership opportunities. During 2021, we hosted several cohorts in this program and offered our first cohort focused on LGBTQ+ employees.

“As part of the BMS Greece Market Access team, it was important that we worked together to hire candidates with diverse backgrounds to ensure a stronger foundation and team — because strength lies in differences, not similarities. With that in mind, we took a chance on someone with little experience but a great attitude, commitment and a good foundation of skills. During my maternity leave, our new hire excelled, bringing new ideas to the table and taking on new assignments with an unmatched enthusiasm.”

Zefi Vlachopioti
Market Access Lead
BMS Europe Region, **Greece** 🌐

“Our deep and unwavering commitment to ethics and integrity provides the foundation for everything we do. It guides how we interact with our colleagues and external partners, as well as the work we do on behalf of our patients and communities around the world.”

Cari Gallman
Chief Compliance and Ethics Officer



We leverage a broad suite of programs to identify and develop future talent

Leveraging mentoring programs

The BMS Connections Mentoring Program leverages intra-company global group mentoring capabilities to build relationships and learn from the diverse perspectives of others. Launched in 2007, Connections Mentoring has been a hallmark of how BMS enhances and accelerates the development of leadership capabilities for members of our People and Business Resource Groups (PBRGs). Our research shows a positive impact on promotion and retention among program participants.

One Young World

One Young World (OYW) is a global non-profit that unites young leaders, from every country and sector, working to accelerate the change they want to see. A participating organization since 2012, BMS supports OYW as an opportunity to provide leadership development and demonstrate our commitment to nurture and grow emerging leaders at the company.

Encouraging tomorrow's leaders through support for education today

We know fulfilling our mission to be a more inclusive organization — one that is laser-focused on improving patient outcomes — takes strong leadership. That is why we are nurturing a future generation of decision-makers and opinion leaders who can lead the charge in reducing healthcare disparities among globally diverse patients.

Our Global Inclusion & Diversity focus plays a key role in our global reputation as an employer of choice among top, diverse talent in science, technology, engineering and math (STEM). But our commitment to STEM goes far beyond developing future employees for our business. We support STEM because we believe in the power of science and its ability to do good for our society.

Partnering with Historically Black Colleges and Universities (HBCUs) to solve STEM disparities

The number of STEM graduates has grown, especially at the bachelor's and master's levels. However, Black/African American and Latino/Hispanic talent remain underrepresented in the STEM workforce compared with their share of all workers. HBCUs help address this disparity as evidenced by the fact that 20% of the graduates from these institutions receive a STEM-related degree.¹⁴ Preparing Black/African American students for success in STEM requires resources and guidance they may not have exposure to before college.

To help address this gap, BOLD (Black Organization for Leadership and Development), one of our eight PBRGs, not only engages middle school, high school and university students in STEM mentoring, but also has a continued sponsorship of the Executive Leadership Council BMS Scholarship Program and the United Negro College Fund Postgraduate Fellowship Program.

The BMS Network of Women (B-NOW) PBRG also sponsors and leads a mentoring program with the Rutgers Douglass WiSE Program to support STEM. The BMS-Douglass WiSE WORKS mentoring program provides a 1:1 mentoring relationship between a female undergraduate student in the Douglass WiSE program and a BMS employee each academic year. Since 2019, B-NOW also teams

up with the BOLD and the Organization for Latino Achievement (OLA) PBRGs to include five additional students from each of these PBRGs. The mentoring relationship is coupled with a series of group mentoring activities throughout the academic year, including lab tours, a Women in STEM seminar series, resume building, elevator pitch workshops, and speed networking.



Exploring STEM in Central New Jersey

Bristol Myers Squibb's New Jersey STEM team helps cultivate a passion for STEM in local youth

Inspiring budding scientists is the critically important mission of BMS's Research and Early Development team. This includes our new STEM educational program, which is supported by the Central New Jersey STEM team. Members include participants from toxicology, drug metabolism and pharmacokinetics, chemistry, biology, translational sciences and clinical pharmacometrics, all of whom volunteer their time and share their passion for science to encourage STEM learning.

"The Science of Me" program at the Young Scholars Institute in Trenton, NJ, provided STEM classes to local area students in grades three through six. Students attending the eight-week program had the opportunity to learn by participating in fun science experiments and educational games. Additionally, they learned JavaScript and coding cohorts to prepare them for a future in computer sciences.

Click [here](#) to learn more about BMS's commitment to STEM.

"Our STEM Council brings together people from across our organization to build a program that benefits the next generation of scientists and innovators. Not only does it improve our broader community by providing resources to stimulate young minds, but it adds a pipeline of diverse talent for the company and the industry."

Rupert Vessey, MA, BM, BCh, FRCP, DPhil

Executive Vice President and President
Research and Early Development



Veterans, People with Disabilities and LGBTQ+ status Self-Identification

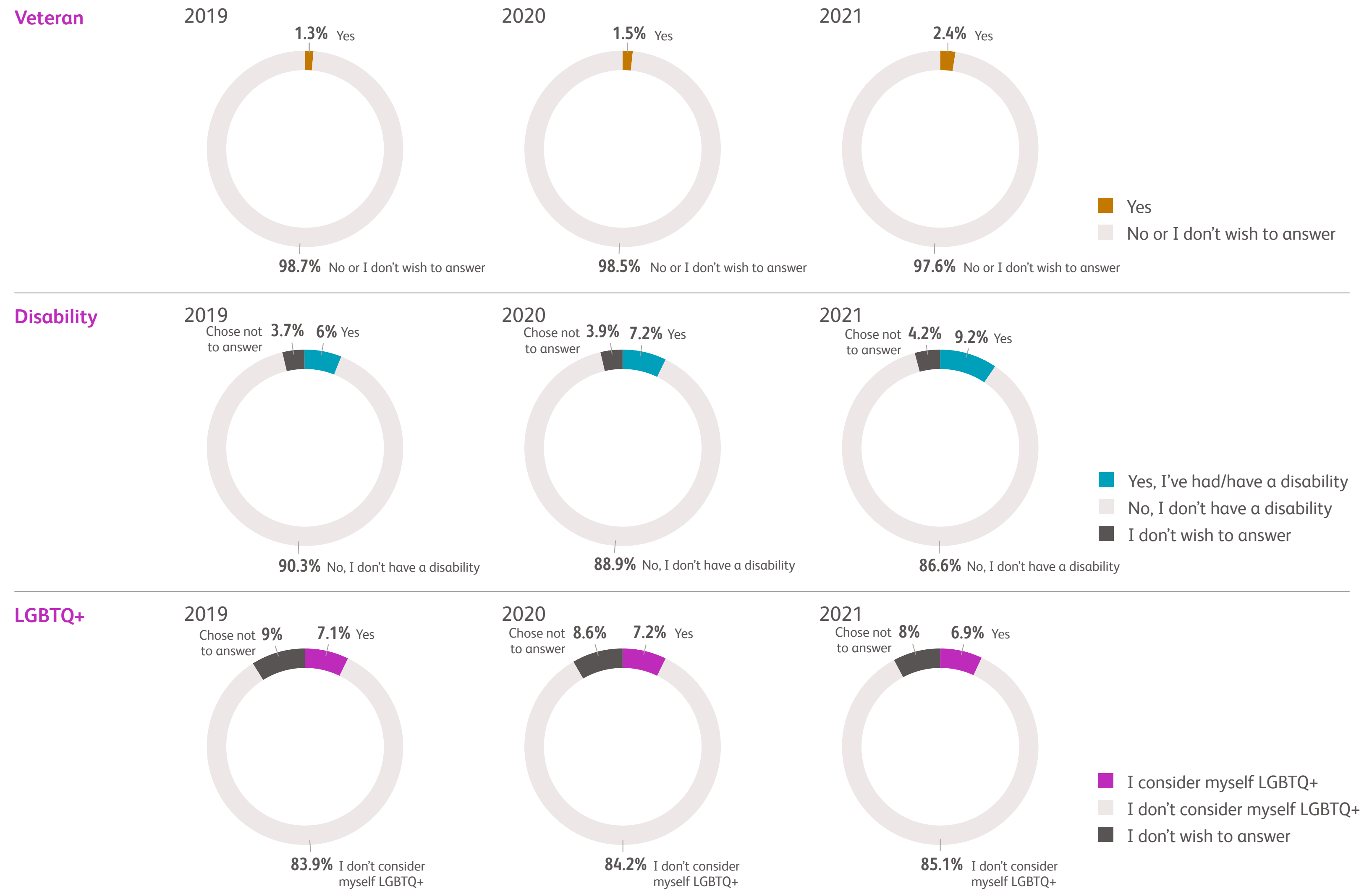
In the U.S. and Puerto Rico, employees have the opportunity to disclose their veteran status, disability status and LGBTQ+ status in our Human Resources system of record. Through an amplified self-identification program with leader messages and employee videos called, “Everybody Counts,” we are seeing increases in the number of employees who voluntarily participate and report their veteran, disability and LGBTQ+ status.

From 2019 to 2021, we saw the percentage of those willing to disclose their disability status increase from 36.7% to 44.4%. In addition, for LGBTQ+ employees, the increase in those willing to self-ID increased from 6.4% to 14.8%. These results show that we are creating an environment of trust and psychological safety where people feel they can disclose the full spectrum of their identity at BMS.

Percentage of workforce providing status

	Veteran*	Disability	LGBTQ+
2021	63%	44.4%	14.8%
2020	75.7%	41.3%	13.2%
2019	83.4%	36.7%	6.4%

*Adjustments in how these data were captured between 2019-2021 caused a change in data availability



Creating a culture of inclusion and belonging

We strive to ensure every colleague around the world — across diverse cultures, backgrounds and experiences — is valued, respected and feels a sense of belonging. This brings to life our efforts to create a culture that rewards employees for bringing their authentic selves to work and encourages them to speak up and contribute to how we move forward.

96%

of BMS employees who feel they are working in an inclusive environment would recommend BMS to others as a great place to work.

“At BMS Middle East Africa Region, MEA, we live diversity every day. Inclusion is ingrained in our office, where we encourage every voice and welcome different backgrounds: soliciting input and encouraging others to learn. In my finance department, we have 11 different backgrounds and nationalities and speak eight languages. Inclusion is vital to our success.”

Israel Eduardo Lopez
Finance Manager
BMS Middle East & Africa Region, **Dubai** 🌐

Unconscious bias education

To ensure we mitigate the impact of bias in the workplace, we have refreshed and deepened our focus on unconscious bias workshops for our global leadership team, managers and our employees.

7,700+

More than **7,700+** leaders and managers had the opportunity to attend unconscious bias education training in 2021.

Moreover, all global colleagues are provided with access to on-demand training on unconscious bias education through Global Inclusion & Diversity.

Possibility Lives

We bring to life a culture that invites employees to bring their authentic selves to work through inclusion, authenticity and belonging. Possibility Lives is a culture change program based on neuroscience and organizational change best practices and mobilized by nearly 800 global Ambassadors and Verified Inclusion Partners around the world. This program enables us to create an inclusive workplace — in the office, working remotely, in the field, across global time zones or in a hybrid working environment. Through

Possibility Lives, diversity is celebrated, inclusion is intentional and everyone benefits, especially our patients.

Working with our global PBRG leadership teams, we developed what we believe to be the right habits and actions that can further our I&D goals.



Creating a culture of inclusion and belonging (continued)

Focus on employee wellbeing

During 2021, we continued to invest in our Living Life Better strategy that encourages wellbeing at BMS for ourselves, our families, our patients and our community. Our strategy allows employees to choose offerings that best suit their unique needs. To further our support of emotional wellbeing, we created a Mental Health Allies program to train BMS employees to provide onsite real-time emotional support on a peer-to-peer basis. This supplements our global employee assistance program and continued investments in access to mental health professionals. As a result of the Mental Health Allies program, we saw a double digit increase in positive sentiments about using Employee Assistance Program (EAP) services and speaking with a Mental Health Ally.

We also recognize that financial security plays a critically-important role in the wellbeing of our colleagues. BMS provides competitive compensation, insurance and retirement offerings, as well as counseling to assist them in meeting their financial goals.

We understand that our employees have unique personal priorities outside of work as well. To that end, we provide support for:

- welcoming and nurturing family members through paid parental leave, bridge back parent leave, adoption/surrogacy reimbursement
- fertility/infertility benefits
- support for traveling mothers
- paid family care leave
- child, elder and pet care resources
- commuter accounts
- paid sick time, vacation, holidays and annual paid volunteer days
- paid bereavement leave
- paid military leave and military family care leave.

Universal design

BMS has committed to the adoption of universal design to help ensure our buildings are accessible and built for inclusion. BMS facilities are being built and refurbished with the intent of casting the widest net possible with design so that the broadest range of people can use or interact with the design comfortably. This includes designing things to be flexible and to account for the vast diversity of people's skills, knowledge and needs.

“I was first drawn to the biopharmaceutical industry to help bring much-needed treatments to patients with serious diseases. I've held a number of roles across the enterprise during my time here and watching BMS implement change has been powerful, uplifting and truly rewarding.”

Catalina Vargas

Chief of Staff to Chief Executive Officer



Our People and Business Resource Group Leadership Team

The **PBRGs** focus on our inclusion and diversity priorities to build a workforce that reflects the diversity of the patients and communities we serve, foster a culture of inclusion and belonging and drive innovation and business results.

Each of our eight PBRGs is led by a full-time business leader, who reports directly to members of the BMS Leadership Team. They serve as a trusted advisory group, providing critical insights and value on key business initiatives, amplifying the voice of our workforce and advancing innovation fueled by diverse patient insights and knowledge. Our PBRGs empower members to be business leaders, adding value through the execution of business plans and accelerated leadership development for members. PBRGs offer our workforce proactive opportunities to support business priorities, foster employee engagement and shape a culture of inclusion.

PBRG membership has grown to more than 12,200+ unique members in 2021 across 200+ chapters in 44 countries.

40%

Nearly 40% of our employees worldwide are members of PBRGs.

B-NOW Bristol Myers Squibb Network of Women

BOLD Black Organization for Leadership and Development

CLIMB Cultivating Leadership and Innovation for Millennials and Beyond

DAWN Disability Advancement Workplace Network

OLA Organization for Latino Achievement

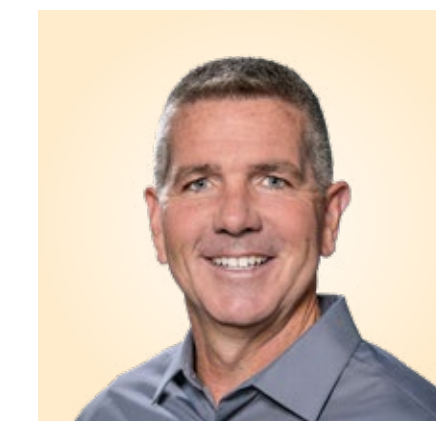
PAN Pan Asian Network

PRIDE Alliance

VCN Veterans Community Network



Tinamarie Duff
Global Lead, Disability Advancement Workplace Network (DAWN)



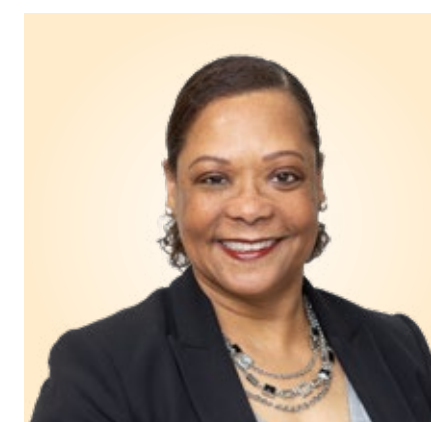
Patrick Krug
Global Lead, Veterans Community Network (VCN)



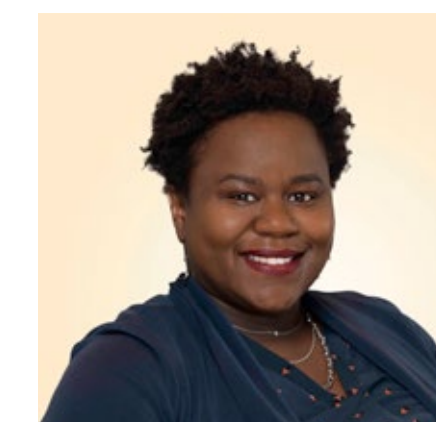
John Loveseth
Global Lead, Cultivating Leadership and Innovation for Millennials and Beyond (CLIMB)*



Nataly Manjarrez-Orduño
Global Lead, Organization for Latino Achievement (OLA)



Thalia Mingo
Global Lead, Bristol Myers Squibb Network of Women (B-NOW)



Monique Phillips
Global Lead, Black Organization for Leadership & Development (BOLD)



Jennifer Rasing
Global Lead, PAN Asian Network (PAN)



Paul Shay
Global Lead, PRIDE Alliance



Adriana Zupa-Fernandez
Global Lead, Cultivating Leadership and Innovation for Millennials and Beyond (CLIMB)

*New CLIMB Global Lead appointed in 2022

People and Business Resource Group highlights and progress

B-NOW Bristol Myers Squibb Network of Women

Impact on gender parity and allyship

“B-NOW contributes to the successes BMS and its executive representation goal of reaching gender parity by first focusing internally on advancing and retaining our pipeline talent while establishing strategic partnerships externally. The B-NOW PBRG is deliberate about fostering a culture of inclusion globally, so all members experience a sense of belonging and authentically contribute to driving our BMS mission and vision of delivering our medicines to our patients.”

Thalia Mingo
B-NOW, Global Lead

Member testimonial: Allyship

“Since I joined the Italian B-NOW chapter, I’ve been proud that our group isn’t just made up of women. The group is also comprised of men who feel strongly about the upward mobility of women. I’ve also been surprised to discover that contrary to popular stereotypes about gender roles, people’s backgrounds and circumstances actually played a bigger role in shaping their views. B-NOW has helped me understand how important inclusion and diversity are for a company that wants to make a difference. It’s a reminder of why I love ballet: a great performance requires everyone to do their part. Through B-NOW, we can rise to this challenge with passion and curiosity as we work for the greater good.”

Michela Ferri
Associate Director, Oncology, Marketing
BMS Europe Region, **Italy** 🌐

BOLD Black Organization for Leadership and Development

Impact on STEM and professional development

“BOLD is shaping the future of talent through STEM outreach in the Black/African American community. This is accomplished through our relationships with colleges, universities, high schools, civic organizations and nonprofits. Through these efforts BOLD is able to impact approximately 1,800 students annually and teach them science and practical skills — such as how to read a product label — while exposing them to the world of science and a plethora of career opportunities in the pharmaceutical industry.”

Monique Phillips
BOLD Global Lead

Membership testimonial: Professional development

“I’ve seen firsthand how our PBRGs allow you to strengthen muscles that you’re not sure that you have. It’s a safe place for development. It’s a safe place to make mistakes. I encourage everyone to be a member of at least one PBRG. I’m actually a member of all eight. What this experience provides to the workforce is that kind of ‘for us, by us’ professional development.”

Learn more about Carla’s story [here](#).

Carla Daily
Senior Director Development of People Operations
BMS Americas Region, **United States** 🌐

People and Business Resource Group highlights and progress

CLIMB Cultivating Leadership and Innovation
for Millennials and Beyond

Impact on sustainability and mentoring

“The CLIMB PBRG leveraged internal communications channels to create the Sustainability Calendar Challenge. Every month employees are encouraged to participate in a challenge related to the environment, safety or wellbeing. The digital calendar provides education and shares examples on how everyone can take action. Last year, the program generated over 10,000 impressions. As we focus more on sustainability as a company and as humans, CLIMB is committed to doing our part, both individually and collectively.”


Adriana Zupa-Fernandez

CLIMB, Global Lead (2021 Global Lead)

Membership testimonial: Reverse mentoring

“When my chapter of CLIMB proposed a reverse mentoring experiment last year, I was intrigued. Instead of senior employees offering advice to their younger millennial colleagues, we would mentor them. I immediately signed up and was surprised how nervous I was before my first virtual meeting with my new mentee: Would I make a good first impression? What she offered was an eye-opening lesson on the importance of meaningful work. During our second session, she told me how she was driven by a sense of purpose in her job and felt that many people in her generation shared the same mission. Her comment made me reflect on my own sense of purpose. I realized that I — along with my medical team — had the privilege of talking regularly with healthcare providers and learning how our medicines directly helped patients. Hearing those stories made it very easy to remember why I work at BMS. It became clear to me that finding one’s purpose wasn’t just a value held by millennials. It’s something we all share.”

Emilie Brosse

Manager, Global Procurement
Site Support, Global Procurement
BMS Europe Region, **Switzerland & Austria** 

Eveline Trachsel

Medical Director
BMS Europe Region, **Switzerland & Austria** 

DAWN Disability Advancement
Workplace Network

Impact on voluntary self-disclosure and employee empowerment

“DAWN guides the company in its hiring approach for people with disabilities, ensuring that at each step, BMS is being fully inclusive. The DAWN PBRG identified opportunities to support the improvement of the accessibility of our platforms, documents, accommodations and building designs. By enhancing our internal and external messages on disability inclusion, along with building the company capabilities, we have seen consecutive years of growth in disability self-disclosure across applicants and in our existing employee base. I find it encouraging to know that twice as many applications have disclosed a disability since we made changes to our communications and processes.”

Tinamarie Duff

DAWN Global Lead

Member testimonial: Empowered by my disability

How my disability gave me confidence

“As a fibromyalgia sufferer and a person with a disability, I say with great pride that BMS is unique in the way employees like myself are supported. Since I joined, my colleagues have gone out of their way to make sure I was given the tools to best do my job, which is really all I want from a position. BMS is the one employer who has come to me and asked, “What can I do for you?” From confirming I have the right tools I need to succeed at my desk, to ensuring I know the building’s exit plan in the event of an emergency, BMS has been there for me.”

Debbie Le Goff

Director of International Contracting
BMS Europe Region, **Ireland** 

People and Business Resource Group members around the world



People and Business Resource Group highlights and progress

OLA Organization for Latino Achievement

Impact on clinical trials and patient access

“Inclusion and diversity are essential for better outcomes for our patients and communities. At OLA, we have prioritized the Latino/Hispanic patient voice. The OLA PBRG is sponsoring a clinical trial academy that provides the training needed to certify clinical trial coordinators in Latino/Hispanic communities in Texas and New Mexico. This initiative supports Latino/Hispanic patient communities by improving their representation in healthcare and impacts local economies by providing access to high-paying jobs for the people selected for the academy. It also means patients will be receiving care from clinical teams with diverse backgrounds, which we know increases the likelihood of participation in clinical trials. We expect that this effort will contribute to the recruitment of more than 50,000 racially and ethnically diverse patients over the next three years.”

Nataly Manjarrez-Orduño
OLA Global Lead

Member testimonial: Patient access

“I used to compare my country to others with the hope that one day, it would be possible for Mexicans to have the opportunity to receive BMS innovative therapies in the public sector. This year, that dream finally came true through the signature of a government sales agreement. The possibility of bringing these medicines to the public hospitals filled me with energy, even during stressful moments. After 15 years at BMS, I’m proud to share that in Mexico, patients now have access to our innovative therapies in both the public and private sectors. Enabling wider use of our medicines has been challenging but immensely rewarding.”

Maria Guadalupe Leon
Access Director
BMS Americas Region, **Mexico** 

PAN Pan Asian Network

Impact on Health Equity and a Sense of Belonging

“Asian Americans are twice as likely to develop chronic hepatitis B than non-Hispanic Whites and have the highest incidence of mortality rates of liver and stomach cancers. Representing our Asian American and Native Hawaiian/Pacific Islander (AANHPI) communities, the PAN PBRG works diligently to promote health equity to improve the health outcomes of populations disproportionately affected by serious diseases. PAN partners with internal and external organizations and advocacy groups to accelerate disease awareness, provides educational programs, develops culture-competent healthcare services and drives community outreach within the AANHPI communities. Our efforts increase clinical trial diversity at all levels and engages with individuals with diverse knowledge and experiences to share their stories and amplify their voices at the grassroots level.”

Jennifer Rasing
PAN Global Lead

Member testimonial: Belonging

Rita Thakkar, a recent recipient of the 50 Outstanding Asian Americans in Business Award from the Asian American Business Development Center, on the topic of belonging.

“For me, belonging means having a place at the table where my contributions are heard and appreciated, being part of a team that values me as an individual and where I feel comfortable enough to be candid about my story, share my aspirations and provide input. Belonging also means being in an environment of possibility where I can see women and other diverse individuals succeeding. For the longest time, I did not share much about myself, my culture, my values, my purpose, or my achievements unless I was asked. Over time, I learned how important it was to open up about myself and be vulnerable and to share my goals and accomplishments. It’s something I continue to work on. As I reflect on what helped me develop a sense of belonging, I think back to when I joined BMS a few years ago from Celgene. I took the time to identify the leaders who could help me better appreciate BMS’s culture, context, history and priorities, and over the course of my discussions with those leaders, I learned how my passions and values aligned with the company’s.”

Rita Thakkar
SVP, Chief Audit Executive
BMS Americas Region, **United States** 

People and Business Resource Group highlights and progress

PRIDE Alliance

Impact on health equity, belonging and inclusion

“Transgender patients are at an increased risk of venous thromboembolism (VTE), also known as blood clots, while receiving gender affirming therapy or surgery. However, many physicians do not know how to assess and manage VTE risk in this population and patients may also be unaware. PRIDE Alliance has supported initiatives by the North American Thrombosis Forum to provide education to patients and physicians around ways of implementing gender affirming surgery, while minimizing thrombosis risk. In several therapeutic areas, PRIDE Alliance has focused on identifying and understanding health equity opportunities for the LGBTQ+ community by raising awareness internally and externally and supporting organizations that are building solutions.”

Paul Shay

PRIDE Alliance Global Lead

Member testimonial: Belonging and inclusion

From Taiwan with PRIDE

“LGBTQ rights in Taiwan are regarded as the most progressive in Asia. In May 2017, the Taiwanese Supreme Court ruled that laws banning same-sex marriage were unconstitutional and in 2019, same-sex marriage became fully legalized: Taiwan was the first country in Asia to attain this goal. Despite the positive gains, I was disappointed when seeing most Taiwanese voters disagreed with same-sex marriage in a November 2018 referendum, just six months before legalization. Following the referendum results, my colleagues and I decided to launch the PRIDE Alliance chapter in BMS Taiwan. Our goal was to demonstrate our allyship to those in the LGBTQ community. Launching this chapter is only the first step in embracing an even more inclusive attitude towards the LGBTQ community. I truly believe that with continuous effort to promote inclusion, all BMS Taiwan employees will embrace our differences, celebrate our diversity, to include and to be included.”

Viv Chen

BI&A Manager

BMS Asia Pacific Region, **Taiwan** 

VCN Veterans Community Network

Impact on veteran hiring and military leave support

“VCN has heightened its focus to expand the applicant pool to include more veterans and those who are military-connected. In 2021, the VCN PBRG worked closely with the talent acquisition team to attract more veterans to apply at BMS which resulted in an increase in veteran hiring by over 350% compared to previous years. Notably, the military-connected include members of the military, reservists and military spouses (military spouses are statistically mostly women). We understand the career sacrifices of dedicated career spouses and have committed to working with B-NOW, another of our forward-thinking PBRGs, on a returner pilot program to create opportunities for military spouses.”

Patrick Krug

VCN Global Lead

Member testimonial: Support during military leave

“Shortly after starting at BMS, I found out that I was being deployed for several months as a member of the Air National Guard. Without hesitation, my manager and team stepped up to support me during my military leave. Upon my return, all parties worked together to make my transition back into civilian life as seamless as possible. The support I felt meant the world at the time and still sticks with me to this day.”

Watch this video of Ken’s story [here](#).

Ken Faria

Senior Associate Scientist

BMS Americas Region, **United States** 



04

Business and Industry

Inclusion and Diversity strengthen the I.D. of BMS to drive equitable advancement and outcomes for all.

Ireland

Addressing inequities in systems, policies and processes

“We know a culture of inclusion and belonging incubates and encourages creativity and innovation. As a leader in the commercialization of our products, I fully appreciate that the best way to get life-saving treatments to those in need is to speak to them directly. That thinking is another reason diversity in thought is so critical to our mission. Inclusion and diversity can’t be afterthoughts in our line of work and our rich legacy in addressing health disparities has improved outcomes for patients around the globe.”

Chris Boerner, PhD

Executive Vice President, Chief Commercialization Officer



“The industry is committed to building a workforce that represents the diverse communities that we serve now and in the future. This starts with having open and honest conversations about racial equity and what it means to have a culture of inclusion and calls for improving recruitment and hiring a qualified workforce that is more diverse from the entry level to the board room. We must also plan for future workers and create better pathways to biopharmaceutical industry jobs for people of color by investing in STEM and other curricula that serve underrepresented students. And we must focus on diversifying our business practices to better invest in communities of color and serve as an engine for economic change in all communities.”



In 2021, Bristol Myers Squibb awarded \$27.9M for 107 health equity grants focusing on:

- trusted disease awareness and education
- patient supportive services and social determinants of health
- access to high-quality care
- diversity in clinical trials
- diversity in the healthcare and biomedical research workforce
- health disparities research
- health equity policy advancement

While the Health Equity commitment is focused on the U.S., BMS continues to deepen its investment globally in proven health equity solutions by supporting patient advocacy, community-based and faith-based organizations, medical societies and nonprofit healthcare institutions that together serve a wide range of communities across the world.

\$27.9M

was awarded to 107 nonprofit organizations to improve diversity in clinical trials and equitable access to high-quality care for medically underserved patients and communities in the U.S.

Building partnerships that break down barriers to equitable health outcomes

We recognize that to drive a more just and equitable society, we must address health disparities and the social determinants of health in communities around the world. One step we are taking is activating sites in metro areas in the U.S. and encouraging more diverse clinical trial populations. We understand that change often happens slowly and that continued funding, education and resourcing is essential for sustainable change.

Our focus on building lasting partnerships is an important differentiator in how we are executing our Inclusion & Diversity strategy. We are proactively pushing forward business results and global innovation that bolster all our stakeholders — patients, communities, our colleagues and the healthcare industry.

“Some diversity and inclusion measures are written law, while others are guiding principles of our company. Both are instrumental in the overall health, wellbeing and upward movement of BMS.”

Sandra Leung

Executive Vice President, General Counsel

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DOWN
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Building partnerships that break down barriers to equitable health outcomes (continued)

Total BMS U.S. spend on health equity commitments addressing health disparities from August 2020 to December 2021

\$54.6M | **194 grants**

The Bristol Myers Squibb Foundation committed

\$29.7M

in multi-year grants across oncology, immunology and cardiovascular therapeutic areas (of which \$12.8 million has been paid out via milestone payments)

Number of people reached with BMS health equity programs and services

619K

People have been reached with programs and services

4K

People have been trained

The Bristol Myers Squibb Foundation

Empowers grantees to develop and test innovative solutions to advance health equity and improve access to quality healthcare for patients

18,798

Vulnerable people served

6,767

Healthcare workers trained

Educational resources and newly created platforms

537

Educational events and convenings

85

Educational resources and platforms

119

Collaborations with other institutions/stakeholders

372

Partnerships established

\$13.5M

Additional funding secured

Improving business & industry practices, processes & policies for the patients we serve

At BMS, we are reimagining and transforming business and industry practices, processes and policies to achieve equitable advancement and outcomes for all. We have a rich legacy of addressing health disparities and improving health outcomes for patients around the globe.

We are deeply committed to making a meaningful impact on today's global health disparities by ensuring medically underserved and diverse patient populations benefit from inclusive research, innovative medicines and high-quality care and support. For example, health equity considerations and business questions have been included

in our global commercial brand planning tool, health disparities and inclusive research are now regular topics of medical and patient advocacy advisory boards and independent medical education programs are raising awareness among healthcare providers of unconscious bias and healthcare quality disparities. In addition, we are a tireless advocate for critically important policy advancements with relevant government agencies.

“In my role overseeing worldwide product development, manufacturing and supply for BMS I know firsthand the logistical challenges of providing life-saving medicines to communities in need. I'm so pleased to return to BMS, where I first started my career, knowing how dedicated our company is to ensuring access to our medicines safely and with certainty, regardless of region.”

Karin Shanahan

Executive Vice President, Global Product Development & Supply



Greece

Industry recognition as an admired company across a spectrum of stakeholders

Our overarching commitment to our patients and communities, colleagues and business and industry have been recognized in innumerable ways. While we know there is more work to be done, we are honored to have been recognized for our achievements. These accolades confirm that we are moving in the right direction and making a

meaningful difference. Our reputation and record in supporting women, veterans, racial and ethnically diverse populations, LGBTQ+ communities and people with disabilities sustainably and globally reflect our values and our passionate commitment to being more inclusive.

“In a constantly changing world, it is important to engage all of our stakeholders and partner together to improve the lives of patients.”

Michelle Weese
Executive Vice President, Corporate Affairs

Diversity

Women



Multicultural



LGBTQ+



Disability



Veteran



Global



Sustainability





United States

05

The Journey Continues

Inclusion leading the way

Leading with our Value of Inclusion to drive systemic change and equitable advancement for all

We are proud of our company's commitment to Inclusion & Diversity and the meaningful steps we are taking to drive equitable advancement and outcomes for all. Our collaborative efforts to foster inclusion require transparency across our organization. We want our workforce, partners and patients to be aware of our culture of inclusion and the commitment we have for continued growth in service to our patients around the world.

We strive to ensure every colleague — across diverse cultures, backgrounds and experiences — is valued, respected and feels a sense of belonging. This brings to life our efforts to create a culture that rewards employees for bringing their authentic selves to work and encourages them to speak up and contribute to how we move forward.

It is through our human connection that we fuel innovation and growth to boldly address the unmet needs of our patients and communities, our colleagues and our business and industry. This, in turn, drives business performance, enables us to innovate in science and moves society forward, for everyone.

Acknowledging opportunities for growth

We readily acknowledge there are tremendous opportunities for growth and progress ahead of us. In order to continue to achieve success against our GI&D strategy, we are working every day to improve our ability to reach more patients and overcome systemic barriers for a healthier society.

We aspire to do our part to promote equity by creating a culture of inclusion so our patients, our workforce and our suppliers achieve their full potential. We are confident this will lead to better science, better medicines and better communities throughout the world.



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All BMS data is from 2021, unless otherwise noted.

BMS consolidated [EEO-1 report](#) for 2021