

# Our Goals

We are working to achieve Her Promise through the following goals:



**Working together with partners, we aim to prevent an estimated 120 million unintended pregnancies by 2030.**

We plan to provide 100 million girls and women in low- and middle-income countries with affordable access to contraceptive options by 2030.

**We aim to redefine and harness innovation in women's health by dedicating a majority of our pre-clinical and clinical development activity toward areas that address the unmet health needs of women and girls.**

**We will work with partners to expand access to treatment options that improve her health and help secure her promise.**

- Working with health authorities, we plan to expand access to postpartum hemorrhage (PPH) treatment options in women around the world, in both developed and developing markets.
- We will seek to secure affordability solutions and education to decrease the unmet medical need in fertility.

**We aim to achieve balanced gender representation through all levels of the company globally by 2030.**

- To reach this goal, we strive to maintain our current global gender balance while increasing the number of women in mid- to senior leadership roles.

**We aim to achieve pay equity.**

- To reach this goal, we have engaged external economic and legal experts to conduct pay equity studies in two of our largest markets in 2022 (the United States and the United Kingdom).

**We aim to support the transition to a low carbon economy, with an ambition to achieve net zero GHG emissions in our operations and through our supply chain.**

- By 2025, we aim to reduce our Scope 1 and 2 GHG emissions by more than 25% from adjusted 2020 levels.<sup>1</sup>
- By 2025, our goal is to have at least 70% of our supplier spending devoted to suppliers that have GHG emissions reduction programs.

**By 2050, we aim to integrate water stewardship and circular economy principles into our business models.**

- By 2025, we aim to reduce water usage in our operations by >5% from adjusted 2020 levels<sup>2</sup> and having more than 70% of our overall spending with suppliers that have water-reduction programs.
- By 2025, our goal is that more than 80% of our sites' operational waste will be reused, recycled, or otherwise used beneficially.

**We are committed to upholding the highest levels of ethics and integrity throughout our business.**

We currently have a highly capable Board of Directors with an exemplary mix of relevant skills and experience. In addition, it is one of the most diverse Boards of Directors in the healthcare industry. We aspire to maintain the expertise as well as the gender and racial diversity that characterizes our Board today.

<sup>1</sup> Baseline will be adjusted to normal (non-COVID) circumstances.