



2021/2022 Annual wellbeing report >

Our company is committed to helping employees and their families improve their health and wellbeing. We share this annual wellbeing report with you to demonstrate the priority we place on employee wellbeing and to hold ourselves accountable to measure our progress, celebrate successes, constantly raise the bar, and share best practices with employees, their families and stakeholders around the world.

Prioritizing a culture of wellbeing



We are a company that is committed to achieving our purpose of saving and improving lives. We know that to be truly successful, we need to continue to focus on the health, wellbeing and safety of our employees and their families. Throughout 2021 and 2022, the world faced challenges to the way we live and work. The COVID-19 pandemic continued to affect millions of lives and geopolitical uncertainty weighed on many of us—psychologically, mentally, emotionally and physically.

To that end, we continued to offer a broad suite of wellness tools, including wellbeing champions, professional counseling, fitness resources, meeting stretch breaks and access to nutrition programs. I'm especially proud of the vast number of managers who took our mental health awareness training. According to Pulse Survey data, 84% of our employees feel their manager supports a culture of wellbeing, an amazing testament to the caring culture we have fostered across our company.

In 2021, we also introduced our global hybrid working model for in-office employees. This model balances the flexibility of remote work with in-person collaboration, allowing us to be agile and productive while continuing to drive innovation and deliver solutions to patients and stakeholders. We also offered our employees and their families free subscriptions to Calm, an app designed to aid sleep and lower stress and anxiety.

You can read all about these efforts in this year's 2021-2022 Annual Wellbeing Report. As always, we welcome feedback and look forward to doing even more next year to help our employees and their families lead happier, healthier lives.

Be well,

A handwritten signature in black ink, appearing to read 'S. Mizell', written in a cursive style.

Steven C. Mizell

Executive Vice President & Chief Human Resources Officer

Comprehensive approach to wellbeing

Our employee wellbeing mission is to optimize a culture of health, wellness and safety that becomes a business imperative with measurable improvement in targeted areas, including the health and wellbeing status of our employees and their families.

Our benefits and wellbeing program is a comprehensive and integrated approach to wellbeing based on employee needs. It goes beyond physical health to include emotional and financial health and safety. It provides a broad array of resources to help employees create healthy habits by changing behaviors one step at a time.



Movement

Physical activity plays a key role in employee health, both today and in the future. Through Movement, our company makes it easier to integrate fitness into a daily routine.



Fuel

Through Fuel, our company provides resources to help employees and their families better understand nutrition and achieve a healthy weight.



Balance

Through Balance, our company offers education, tools and services to help employees enhance their emotional, mental and financial wellbeing.



Prevention

When it comes to wellbeing, prevention is our top priority. Through Prevention, our company offers many programs and resources to optimize physical health, including vaccination clinics and a commitment to all our work-sites becoming tobacco free.

Recognition

How do we know if we're making an impact? Are we truly helping our employees and their families lead healthier and more productive lives? Are we driving meaningful business results? In addition to tracking our employees' wellbeing engagement, many external organizations are validating the work we're doing. We always seek opportunities to improve — and this recognition tells us we're making progress.

The American Heart Association
Workplace Health Achievement Gold —
highest level four years in a row



Best Employers Award
Excellence in Health & Wellbeing, with additional
honors for Excellence in Mental Health, sponsored
by the Business Group on Health



CEO Cancer Gold Standard Company



Forbes Best Employer
(2021 and 2022) — 8th year in a row



We also measure employee perceptions to evaluate our impact on wellbeing. According to our most recent employee Pulse Survey (2022):



Employee champions

Champions are employee volunteers who support, motivate, educate and inspire their colleagues to live healthier, more enriched lives. We're particularly proud of our employees' commitment to helping one another and the growth of this volunteer program across our company.

U.S. Wellbeing Champions (2022)

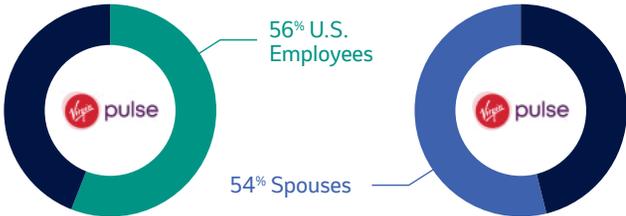


Digital access

Our employee wellbeing websites house helpful information, tools and resources on all four of our focus areas — Movement, Fuel, Balance and Prevention — to empower employees and their families to make wellbeing a priority. We also created a special section of our intranet site to provide employees and their families with easy access to critical resources to support them throughout a cancer journey. From diagnosis to treatment and survivorship to caregiving, we provide a wide range of resources and support to help.

To amplify our wellbeing efforts, we also have a digital app through Virgin Pulse that encourages employees to engage in fitness challenges, journeys and even connect with a wellness coach. Participants can turn healthy behaviors into lifelong habits while getting rewarded along the way. In fact, 56% of employees are enrolled in Virgin Pulse.

Enrolled in Virgin Pulse (2022)





Movement

Our company makes it easier for employees to be more active by integrating fitness into their daily routines. While many of our on-site fitness centers were closed during the pandemic, we kept our employees moving and safe through a wide range of virtual fitness activities, coaches, guides, and recognition and rewards. These programs were made available to employees all around the globe.

We offer a wide range of activities to help employees and their families get moving—no matter where they are located around the world—including virtual live groups and recorded exercise classes (Bootcamp, HIIT, Tabata, Cardio Kickboxing, Pilates, Mobility and more). We also provide a unique, interactive web experience that provides the guidance and motivation people need to get active, unwind and stay strong. Daily tips and live streaming events feature everything from yoga and kid-friendly workouts to nutrition tips. Over 13,000 employees took advantage of our live, virtual activities in 2020.

Once the company fitness centers reopened at many of our larger sites, we opted to make them free for our employees in celebration of return to in-person activities. We were once again able to offer access to the latest exercise equipment and a wide array of group exercise classes hosted by our on-site expert and degreed fitness professionals!



“

I would like to acknowledge our EXOS Fitness Center and awesome coaches for their incredible support—especially during the challenges of COVID and post-COVID. They quickly instituted virtual classes which have remained popular even as most people who were working virtually have returned to site. The coaches are quite expert and motivating and their enthusiasm comes through remotely as it does in person...Thank you to our EXOS Fitness Center coaches for their extraordinary efforts to keep us engaged, healthy and well; and most importantly for fostering a real community for people to feel connected, whether in person or remotely.

– Employee quote

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1:1 coaching

We know it’s not always easy to get — and stay — motivated to move. Our 1:1 coaching sessions enable employees to work individually with a fitness center team member to talk about fitness objectives, motivation, struggles and design a fitness plan!

Wellbeing challenges

Twice a year, our company sponsors a wellbeing challenge to motivate employees to get moving, individually or with a team. In Spring 2021, our companywide challenge resulted in employees traveling a total of 395,695 miles which equates to 791,390,096 steps! That’s like walking from the Earth to the moon!



Fuel

We provide resources to help employees and their families understand nutrition and how to achieve a healthy weight. We offer a range of programs and services to our employees, such as discounts on grocery delivery services and meal prep subscriptions, discounts on weight loss programs and healthy recipes.

To help employees stay on track with their healthy food plan, we gave them access to professional chefs and registered dietitians hosting a series of cooking demonstrations with healthy appetizers, main dishes, desserts and holiday treats.



2,000+
employees participated in nutrition related webinars, nutrition month cooking demos and ask the dietitian sessions to date (July 2022)



Webinar
topics included intuitive eating, packing healthy school lunches, eating with mental health in mind, eat to beat stress and healthy cooking demos.



“

Thanks so much for offering the teaching kitchen class on making vegan fajitas. Just in time for this long weekend!!!! I loved the class!

- Employee quote

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Balance

As employees transitioned to our global hybrid work model, many also balanced transitions in other aspects of life such as partners returning to the office, children returning to school and schedules once again filling up with in-person events. The ongoing effects of the pandemic, including stress and anxiety, have made it more important than ever for us to support our employees' emotional and mental wellbeing. Through Balance, our company makes available programs and workshops on topics such as mindfulness, resilience and sleep.

Mind Well

Our Mind Well program is focused on reducing the stigma of mental health by raising awareness, providing training and providing peer support. We're grateful to our employees around the world who volunteer as Mind Well Champions to support the emotional wellbeing of their colleagues, offer help and access to critical information and resources.

104

U.S. Mind Well Champions (2022)

7,154

employees logged into our ongoing series of Mental Health Global Webinars with experts on a range of topics to help employees and their families (a more than 43% increase over 2020)

R U OK? Day

One thing we learned from the pandemic is the value of human connection on our health and wellbeing. Every year in September, our company promotes R U OK? Day, which encourages people to connect with each other in an effort to address social isolation and promote community cohesiveness. We shared resources about reaching out with tips tailored to specific groups such as colleagues, friends, family and members of traditionally marginalized groups such as the LGBTQ+ community.



Spotlight on mental health and emotional wellbeing

Every year in May and October, we put a spotlight on mental health and emotional wellbeing. We provide resources, tools and materials to support our employees' emotional wellbeing and sponsor a special series of webinars focused on hope and navigating difficult emotions led by world-renowned experts.

“

This presentation was outstanding. The presenter was very knowledgeable, and her data was supported by extensive research. The information was practical. Thank you for what I think has been the best wellness presentation to date.

- Employee quote: Hope and the power of embracing the unseen *global webcast*)

[The presenter] provided several great suggestions on different types of exercises that we can use to help acknowledge and support our emotional wellbeing.

- Employee quote: Science-backed strategies for navigating difficult emotions *global webcast*

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Our mental health results



4,088

employees took our global mental health e-module to learn how to recognize the signs of mental health distress, talk about it comfortably and guide colleagues to the many available resources and help they need.

The module was designed for managers but open to all employees. (As of July 2022)



9,860

employees took advantage of daily 15-minute Mindful Minute meditation sessions designed to help reduce distractions and stress and increase overall mental wellbeing. (2021)



7,154

employees logged into our ongoing series of Mental Health Global Webinars with experts on a range of topics to help employees and their families improve and maintain their emotional wellbeing. (2021)

Calm

In 2021, our company began offering employees, and later their dependents, free subscriptions to Calm, an app that produces materials designed to aid sleep and lower stress and anxiety. Guided meditations, sleep stories and monthly challenges are just a few of the resources employees have access to through the app. Calm also provides a number of online resources we promote through our wellbeing websites such as monthly calendars, wellbeing newsletters and blogs, and several resource guides.

- Approximately 27% of employees have registered for Calm. (2022)
- Of those registered, 76% regularly engage with materials on the app.
- Meditation is the leading type of activity, followed by sleep with our global employees.

“

Calm has provided an extremely easy way to have a time out, refocus and relieve anxiety any place and any time of day. This has been extremely helpful to relieve stress, be more resilient, preserve mental health and sleep better during these still disturbing times.

- Employee quote

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Employee Assistance Program (EAP)

Our global EAP with Resources for Living offers employees outside the U.S. in-the-moment telephone support for daily relationship challenges, work issues and everyday stress in addition to professional counseling sessions for personal, family or emotional issues.

Our U.S. employees have access to Lyra and Wellthy:

- Lyra provides 12 free sessions of high-quality mental health care as well as additional coverage for those enrolled in the company PPO with Horizon BCBS. Lyra can recommend personalized treatment options, match employees with providers that are available right away, and offer real-time appointment scheduling.
- Wellthy provides personalized support, at no cost, when employees need help managing care for themselves or a loved one who has complex and ongoing care needs. Wellthy pairs employees with care coordinators who can provide guidance through a care plan, advocate for care and tackle caregiving tasks.



70,872

hours saved by offering caregiver concierge services via Wellthy in the U.S. in 2021

Employee volunteering

Volunteering provides many benefits to mental and physical health; it helps counteract the effects of stress, anger, and anxiety. We know it feels good to do good! With this in mind, we include a volunteer component to our Balance efforts to help employees learn about the benefits of making a difference in the lives of others.



1,786

employees recorded volunteer hours (2021)



68,300

hours recorded total (2021)



Prevention

Through Prevention, our company continues to raise awareness and provide resources for vaccines, cancer, smoking cessation and much more. Over the last two years, we have expanded our offerings to help employees sustain their wellbeing and continue to comfortably work in a hybrid office environment.

Hybrid work

Many employees are working in a hybrid arrangement (both remote and in office), and we know it's important for employees to have an ergonomically sound workstation. We provided a wide range of resources to help employees with home office setup, including tips for ergonomics, wellbeing office stretches and more. In the U.S., we introduced an employee purchase program to make it easy to order supplies and equipment.

Tobacco-free

We are making a concerted effort to reach our goal of 100% tobacco free sites and are proud of our progress. Ninety percent of global employees and a full 100 percent of U.S. employees report to a tobacco-free site. Additionally, we continue to offer many tobacco-cessation resources, including an EAP, nicotine replacement therapy products and a free Quitline.



#GrowAMo photo contest

November is an annual global event to raise awareness for the key issues of men's mental health and suicide prevention, prostate cancer and testicular cancer. By growing moustaches, hosting events or setting personal fitness goals, we join millions of people around the world each year who are helping men live happier, healthier and longer lives. In 2021, colleagues from around the world participated in our #GrowAMo photo contest to see who could grow the best moustache (real or fake) during the month of November.

Bethanne Friedmann was the winner of the 2021 photo contest. Here, she and her pets model their Mos!



“

I work in our Research Laboratories division in the clinical sciences and study management group, specifically for prostate oncology indication, and I see the impact of prostate cancer every day. I may not be able to grow a mustache but wanted to show my support of the men in my life as well as use a little humor to get my message across.

- Bethanne Friedmann

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Adapting to COVID

One of our company's top concerns throughout the COVID-19 pandemic has been the wellbeing of our 68,000 employees and their families. Our approach includes providing information and resources to help employees adapt to the new normal, with engaging, practical information, programs and services.



SARS-CoV-2 global town hall series

Julie Gerberding, former executive vice president and chief patient officer, and Dr. Pete Nigro, former chief employee health officer, hosted several town halls through May 2021 to provide critical information about COVID-19 safety and wellbeing, resilience, ways of working during challenging times, COVID testing and vaccines.

We expanded our health and wellbeing programs to include a range of information and tools to help employees sustain their physical and mental wellbeing and feel connected to those around them in a remote world. These resources include robust work-life offerings, financial counseling and webinars to help with sleep, stress and a variety of wellbeing topics.

We made significant investments in programs to support the unique needs of our employees. Examples of our investments include covering all COVID-19 related medical expenses at 100% and paid leave for employees unable to work due to COVID-19 related quarantine. In the U.S., we expanded our backup child and elder care program by increasing the total visits allowed by 3x and introduced a friends and family feature. Our vacation carryover allotment was extended, and we also launched subsidized remote tutoring services, a caregiving concierge and tools to enhance work-from-home.

We value the health and wellbeing of our employees and encourage everyone to strive to be at their very best. Our programs help colleagues exercise, eat healthy, manage emotional wellbeing or finances and pursue an overall healthier life. For those who are just beginning a wellbeing journey, start small and continuously add new healthy habits after mastering current ones. The fact is good health and wellbeing can make a positive personal impact and allow for stronger and more meaningful contributions both at work and at home!

For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. And to do so, we are unified by our purpose: We use the power of leading-edge science to save and improve lives around the world.

For more information on our wellbeing programs for employees, as well as on other Environmental, Social & Governance (ESG) topics, please see our ESG Progress Report on the [ESG page](#) of our corporate website.

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