

# Standing for racial equity and justice as one Novartis

We believe unequivocally that Black Lives Matter.

As a company focused on improving human health globally, we also recognize the disparities Black communities and communities of color face when it comes to health care. Our teams are working to ensure our company is providing resources to external organizations, including the NAACP Empowerment Program, to support their core work on health equity.

We are also working to increase patient diversity within our clinical research and development programs and continue our decades-long efforts to combat diseases that disproportionately affect low- and middle-income countries and Black communities.

We stand with our Black associates who have been affected by racial injustice now or in the past.

We are engaging in open dialogue, listening and learning, so that together, we can bring about lasting and meaningful change.

Solidarity is not enough, and we are leaving no stone unturned as we seek to make Novartis a more equitable and inclusive company for our people and live up to our longstanding, global commitments to social equity and human rights.

To those around the world who have made their voices heard on these issues — particularly our associates — we hear you and we see you. Our promise today is an acceleration of both existing diversity and inclusion efforts, as well as implementation of new ones. This is the beginning of a new, purposeful journey to engage in these issues and help right the wrongs of history.

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