

## Dear Supplier Partner,

- We are maintaining our steadfast commitment to protecting our workforce, communities, and patients, and ensuring the continued supply of life-saving medicines.
- As a science-based company, we have a social responsibility to help reduce the spread of the virus. We are encouraged that more than 85% of our employees in the U.S. and Puerto Rico are vaccinated against COVID-19, and as of November 1, 2021, vaccination will be required for all of our colleagues in these regions.
- This new vaccination requirement includes all contractors, consultants, contingent workers, Enterprise Service Providers and Functional Services Providers who work on or visit BMS sites, and who work with BMS employees or with stakeholders on behalf of BMS.
- We are committed to implementing similar requirements in other markets wherever possible. Medical or religious accommodations will be considered on an individual basis.
- We continue to require weekly asymptomatic testing, mask wearing, and physical distancing of all colleagues onsite at our facilities in the U.S. and Puerto Rico. We also keep our workforce safe by conducting regular deep cleaning of our sites.
- Our manufacturing sites have remained open throughout the pandemic supported by on site personnel. We have taken a thoughtful and phased approach to bringing the rest of our workforce back to our 250+ sites around the world, guided by the following principles:
  - Serving the Needs of our Patients and Customers
  - Prioritizing Health and Safety
  - Following Medical Advice and Government Direction
  - Leading with Compassion and Flexibility
  - Modeling Key Learnings
- No single approach fits for every site or market - our timelines and circumstances have varied across the globe. We are monitoring local conditions and government direction closely and adjusting our plans as appropriate.
- Should you have further questions regarding this requirement, contact the BMS leader or BMS manager who provides day-to-day operational oversight to you/your team..
- Thank you for your continued partnership, cooperation and support of BMS and our mission.

***Bristol Myers Squibb Strategic Sourcing & Procurement***