# UNITED STATES SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

# FORM 8-K

### CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): May 19, 2023

# VIATRIS INC.

(Exact name of registrant as specified in its charter)

Delaware (State or Other Jurisdiction of Incorporation) 001-39695 (Commission File Number) 83-4364296 (I.R.S. Employer Identification No.)

1000 Mylan Boulevard, Canonsburg, Pennsylvania, 15317 (Address of Principal Executive Offices)

Registrant's telephone number, including area code: (724) 514-1800

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

□ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

□ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2 (b))

Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4 (c))

Securities registered pursuant to Section 12(b) of the Act:

	Trading	Name of each exchange
Title of each class	Symbol(s)	on which registered
Common Stock, par value \$0.01 per share	VTRS	The NASDAQ Stock Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company  $\Box$ 

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

# Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

#### Executive Chairman Transition

On May 19, 2023, Robert J. Coury, the Executive Chairman of Viatris Inc. (the "Company" or "Viatris"), agreed with the independent members of the Board of Directors (the "Board") to transition to a new role as Chairman Emeritus and Senior Strategic Advisor from the conclusion of the Company's 2023 Annual Meeting of Shareholders (the "2023 Annual Meeting") through the end of 2025 (the same period that Mr. Coury previously committed to the Company under his Executive Employment Agreement when Viatris was created). As a result of Mr. Coury's agreement to serve in this advisory role, the independent members of the Board and Mr. Coury agreed that Mr. Coury will not stand for re-election at the 2023 Annual Meeting and will cease to be a director and to serve as an officer and employee of the Company effective as of the conclusion of the 2023 Annual Meeting. The Board will select a new independent chair of the Board who will be announced in the coming months and whose tenure is intended to begin following the 2023 Annual Meeting.

In connection with this transition, Mr. Coury will be treated as separating from employment for Good Reason for severance benefit purposes (as defined in, and pursuant to, his Executive Employment Agreement). The Company will also honor the existing compensation rights set forth in that agreement for 2024 and 2025 through an annual consulting fee of \$15 million, paid in monthly installments. The Board believes and anticipates that the value of the compensation is commensurate with the value and benefits to be received by the Company from Mr. Coury's advisory services.

Mr. Coury previously served in various roles for Mylan, including as Chief Executive Officer and Executive Chairman, since 2002. Mr. Coury grew Mylan from the third-largest generics pharmaceutical company in the United States to one of the largest, strongest and most welldiversified and respected pharmaceutical companies in the world, laying the strong foundation for the Company as it stands today. Mr. Coury, in the final stages of the build-out phase of Mylan's strategic plan, also played an instrumental and pivotal role in identifying and consummating the combination of Mylan with Pfizer Inc.'s Upjohn business to form Viatris on November 16, 2020. Mr. Coury has led the Company's strategy on highly complex matters and other strategic initiatives including significant mergers and acquisitions, among other matters.

Mr. Coury's transition as described herein is in no way the result of any disagreement between Mr. Coury and the Company on any matter relating to the Company's operations, policies, or practices. The Board, Mr. Coury and Mr. Smith, the Company's recently-appointed Chief Executive Officer, are committed to continuing to collaborate on the execution of the Company's strategic plans.

#### Director Appointment

On May 19, 2023, the Board appointed Leo Groothuis as an independent (as defined in the applicable NASDAQ listing rules) member of the Board, effective immediately. Mr. Groothuis is a Class I director, with a term of office expiring at the 2023 Annual Meeting. The Board anticipates naming Mr. Groothuis to serve on one or more committees of the Board, but at the time of this Current Report on Form 8-K, has not determined the committee(s) to which Mr. Groothuis will be named. The Company will file an amendment to this Current Report on Form 8-K naming those committees once they are determined. The Company has entered into an indemnification agreement with Mr. Groothuis, the form of which appears as Exhibit 10.25 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2020.

There are no arrangements or understandings between Mr. Groothuis and any other persons pursuant to which he was selected as a director and Mr. Groothuis has no direct or indirect material interest in any transaction requiring disclosure under Item 404(a) of Regulation S-K.

#### Item 7.01 Regulation FD Disclosure.

On May 22, 2023, the Company issued press releases announcing the Executive Chairman transition and the appointment of Mr. Groothuis. A copy of each press release is attached hereto as Exhibit 99.1 and Exhibit 99.2, respectively, and is incorporated herein by reference.

The information in this Item 7.01 (including Exhibits 99.1 and 99.2) shall not be deemed to be "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liability of that section, and shall not be incorporated by reference into any registration statement or other document filed under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such filing.

#### **Forward-Looking Statements**

This Current Report on Form 8-K contains "forward-looking statements". These statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements may include, without limitation, statements regarding the Executive Chairman transition and director appointment; that as a result of Mr. Coury's agreement to serve in his advisory role, the independent members of the Board and Mr. Coury agreed that Mr. Coury will not stand for re-election at the 2023 Annual Meeting and will cease to be a director and to serve as an officer and employee of the Company effective as of the conclusion of the 2023 Annual Meeting; that the Board will select a new independent chair of the Board who will be announced in the coming months and whose tenure is intended to begin following the 2023 Annual Meeting; that in connection with this transition, Mr. Coury will be treated as separating from employment for Good Reason for severance benefit purposes (as defined in, and pursuant to, his Executive Employment Agreement); that the Company will also honor the existing compensation rights set forth in that agreement for 2024 and 2025 through an annual consulting fee of \$15 million, paid in monthly installments; that the Board believes and anticipates that the value of the compensation is commensurate with the value and benefits to be received by the Company from Mr. Coury's advisory services; that the Board, Mr. Coury and Mr. Smith, the Company's recently-appointed Chief Executive Officer, are committed to continuing to collaborate on the execution of the Company's strategic plans; the Board anticipates naming Mr. Groothuis to serve on one or more committees of the Board, but at the time of this Current Report on Form 8-K, has not determined the committee(s) to which Mr. Groothuis will be named; and that the Company will file an amendment to this Current Report on Form 8-K naming those committees once they are determined. Forward-looking statements may often be identified by the use of words such as "will", "may", "could", "should", "would", "project", "believe", "anticipate", "expect", "plan", "estimate", "forecast", "potential", "pipeline", "intend", "continue", "target", "seek" and variations of these words or comparable words. Because forward-looking statements inherently involve risks and uncertainties, actual future results may differ materially from those expressed or implied by such forward-looking statements. Factors that could cause or contribute to such differences include, but are not limited to: the possibility that the Company may be unable to realize the intended benefits of, or achieve the intended goals or outlooks with respect to, its strategic initiatives; the possibility that the Company may be unable to achieve expected benefits, synergies and operating efficiencies in connection with acquisitions, divestitures, or its global restructuring program, within the expected timeframe or at all; impairment charges or other losses related to the divestiture or sale of businesses or assets; the Company's failure to achieve expected or targeted future financial and operating performance and results; the potential impact of public health outbreaks, epidemics and pandemics, including the ongoing challenges and uncertainties posed by the COVID-19 pandemic; actions and decisions of healthcare and pharmaceutical regulators; changes in relevant laws and regulations, including but not limited to changes in tax, healthcare and pharmaceutical laws and regulations globally (including the impact of recent and potential tax reform in the U.S.); the ability to attract and retain key personnel; the Company's liquidity, capital resources and ability to obtain financing; any regulatory, legal or other impediments to the Company's ability to bring new products to market, including but not limited to "at-risk launches"; success of clinical trials and the Company's or its partners' ability to execute on new product opportunities and develop, manufacture and commercialize products; any changes in or difficulties with the Company's manufacturing facilities, including with respect to inspections, remediation and restructuring activities, supply chain or inventory or the ability to meet anticipated demand; the scope, timing and outcome of any ongoing legal proceedings, including government inquiries or investigations, and the impact of any such proceedings on the Company; any significant breach of data security or data privacy or disruptions to our information technology systems; risks associated with having significant operations globally; the ability to protect intellectual property and preserve intellectual property rights; changes in third-party relationships; the effect of any changes in the Company's or its partners' customer and supplier relationships and customer purchasing patterns, including customer loss and business disruption being greater than expected following an acquisition or divestiture; the impacts of competition, including decreases in sales or revenues as a result of the loss of market exclusivity for certain products; changes in the economic and financial conditions of the Company or its partners; uncertainties regarding future demand, pricing and reimbursement for the Company's products; uncertainties and matters beyond the control of management, including but not limited to general political and economic conditions, inflation rates and global exchange rates; and inherent uncertainties involved in the estimates and judgments used in the preparation of financial statements, and the providing of estimates of financial measures, in accordance with accounting principles generally accepted in the United States and related standards or on an adjusted basis. For more detailed information on the risks and uncertainties associated with Viatris, see the risks described in Part I, Item 1A of the Company's Annual Report on Form 10-K for the year ended December 31, 2022, as amended, and our other filings with the U.S. Securities and Exchange Commission ("SEC"). You can access Viatris' filings with the SEC through the SEC website at www.sec.gov or through our website, and Viatris strongly encourages you to do so. Viatris routinely posts information that may be important to investors on our website at investor.viatris.com, and we use this website address as a means of disclosing material information to the public in a broad, non-exclusionary manner for purposes of the SEC's Regulation Fair Disclosure (Reg FD). The contents of our website are not incorporated into this filing or our other filings with the SEC. Viatris undertakes no obligation to update any statements herein for revisions or changes after the date of this filing other than as required by law.

## Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description
99.1	Executive Chairman Transition Press Release, dated May 22, 2023.
99.2	Director Appointment Press Release, dated May 22, 2023.

104 Cover Page Interactive Data File - the cover page XBRL tags are embedded within the Inline XBRL document.

### SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

VIATRIS INC.

Date: May 22, 2023

By: /s/ Sanjeev Narula

Sanjeev Narula Chief Financial Officer



#### Robert J. Coury to Transition from Executive Chairman of Viatris to Chairman Emeritus and Senior Strategic Advisor to the Board and Management at the End of the Year

Coury will serve in this new role until the end of 2025

**Pittsburgh – May 22, 2023 –** <u>Viatris Inc</u>. (NASDAQ: VTRS), a global healthcare company, announced today that as a result of the strength and stability that Viatris has achieved since its formation in 2020, including its ninth consecutive quarter of solid execution and performance, as well as the successful completion of the integration of its two legacy companies, <u>Robert J. Coury</u>, the key architect behind Viatris' unique and powerful global platform, will once again transition his role, this time from his current position of Executive Chairman to Chairman Emeritus and Senior Strategic Advisor to the board and management following the company's 2023 annual meeting of shareholders. The annual meeting for 2023 is anticipated to occur in mid-December of this year, at which time Mr. Coury will not be standing for re-election.

Given his longstanding and critical connection to, as well as direct oversight of, many of Viatris' significant ongoing business matters and strategic development opportunities, Coury will continue to serve the company in this new non-employee, strategic advisor capacity until the end of 2025 when the term of his contract would have otherwise expired. This will not only ensure a smooth transition but also help limit potential business or strategic disruptions. The Viatris board will select a new independent chair of the board who will be announced in the coming months and whose tenure is intended to begin following the 2023 annual meeting.

Robert J. Coury said, "Given the success and stability of Viatris to date and the sustainable future I see ahead for the company as we near the completion of our Phase 1 long-term strategic plan, I am very pleased to be in a position to plan a clear and orderly transition for the company. This will provide an opportunity for its leaders to further progress and grow, while I also remain available to continue to advise the board and management on ongoing matters and help ensure the success of the company's long-term goals. With Viatris' powerful foundation now securely in place, with Scott A. Smith at the helm as our new CEO, and with the clear and defined path that we established for growth going forward, I have never been more confident in the future of our company, our employees and all of our stakeholders than I am today."

Coury concluded, "I have had the great fortune and opportunity over time to work with many leadership teams and board members in addition to Scott and our current members of the board, as we have successfully set and then executed against our long-term vision and our mission of access. I want to sincerely thank each and every one of them for their commitment and partnership. However, it is really the employees of Viatris, including all those who came during my time with Mylan and those who joined the company just a few short years ago from Upjohn, who have done the real work to turn our strategic vision and mission into a reality. Time after time, each and every one of them has stepped up whenever called upon to do whatever it took to get the job done. It has been, and will always be, my true privilege to serve them."



Viatris Lead Independent Director, Mark Parrish said, "Throughout my entire time working with Robert, I have found him to be a true visionary who has worked tirelessly for more than two decades overseeing the execution of his vision to build Mylan and now Viatris into one of the most powerful global platforms in our industry today. He has truly been the key architect behind the company's constant pursuit and achievement of unmatched global access and scale across our manufacturing, R&D, product portfolio, and geographic footprint, all while maintaining one of the strongest balance sheets within our sector. His foresight also led to the creation of what is known as the company's Global Healthcare Gateway, a unique asset that can provide an entry point for any other pharmaceutical company within the industry that has the desire to leverage Viatris' one-of-a-kind global footprint.

Added Parrish, "In an industry that is incredibly fast-paced and ever evolving, the board is unanimous in its belief that Robert's trademark combination of vision, passion and long-term strategic thinking has positioned Viatris as one of the strongest companies within our industry segment and further sets the stage for the sustainable future we see for the company, as we continue to grow and move up the pharmaceutical value chain. Thanks to Robert's oversight, and with Phase 1 of our strategic plan nearly complete and a clear path set for Phase 2, we find our company extremely well-positioned and with a defined mission of providing global patient access and a commitment to its pursuit that we believe will be long-lasting."

Parrish concluded, "Another one of Robert's most important responsibilities was his mentoring of management, and we are pleased that he has agreed to continue to perform this role and remain available to them and to the board whenever needed as Chairman Emeritus and Senior Strategic Advisor. On behalf of every member of the board, past and present, we cannot thank Robert enough for all that he has done to position the company for this moment, and for the long-term success we see ahead."

Viatris CEO, <u>Scott A. Smith</u> commented, "From the first day that I had the opportunity to meet Robert when initially discussing the opportunity to join the Viatris board, I couldn't help but be struck by his incredible energy, engagement, passion and love for the company and its people. My appreciation for his intense commitment and knowledge only deepened as I saw him in action leading the board, helping support the management team, and interacting with our internal teams and external partners around the globe. Robert has a deeply strategic mindset and vast industry and business expertise, but as importantly, it is clear to me as both a board member and as CEO that he commands the genuine respect of all those who work with him and around him. I consider him one of the strongest leaders in the industry, and I am grateful that he will remain available to advise me and the board on many ongoing business matters and other strategic development activities. I cannot thank him enough for his support and guidance over the past several months and know he will continue to be an invaluable resource as I take the torch that he has passed to me as CEO and we move the company into its next phase of opportunity and growth."



#### **About Viatris**

Viatris Inc. (NASDAQ: VTRS) is a global healthcare company empowering people worldwide to live healthier at every stage of life. We provide access to medicines, advance sustainable operations, develop innovative solutions and leverage our collective expertise to connect more people to more products and services through our one-of-a-kind Global Healthcare Gateway<sup>®</sup>. Formed in November 2020, Viatris brings together scientific, manufacturing and distribution expertise with proven regulatory, medical, and commercial capabilities to deliver high-quality medicines to patients in more than 165 countries and territories. Viatris' portfolio comprises more than 1,400 approved molecules across a wide range of therapeutic areas, spanning both non-communicable and infectious diseases, including globally recognized brands, complex generic and branded medicines and a variety of over-the-counter consumer products. With more than 38,000 colleagues globally, Viatris is headquartered in the U.S., with global centers in Pittsburgh, Shanghai and Hyderabad, India. Learn more at viatris.com and investor.viatris.com, and connect with us on <u>Twitter</u>, LinkedIn, Instagram and YouTube.

#### **Forward-looking Statements**

This press release includes statements that constitute "forward-looking statements." These statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Such forward looking statements may include statements that Robert J. Coury, the key architect behind Viatris' unique and powerful global platform, will once again transition his role, this time from his current position of Executive Chairman to Chairman Emeritus and Senior Strategic Advisor to the board and management following the company's 2023 annual meeting of shareholders; the annual meeting for 2023 is anticipated to occur in mid-December of this year, at which time Mr. Coury will not be standing for re-election; given his longstanding and critical connection to, as well as direct oversight of, many of Viatris' significant ongoing business matters and strategic development opportunities, Coury will continue to serve the company in this new non-employee strategic advisor capacity until the end of 2025 when the term of his contract would have otherwise expired; this will not only ensure a smooth transition but also help limit potential business or strategic disruptions; the Viatris board will select a new independent chair of the board who will be announced in the coming months and whose tenure is intended to begin following the 2023 annual meeting; given the success and stability of Viatris to date and the sustainable future I see ahead for the company; this will provide an opportunity for its leaders to further progress and grow, while I remain available to continue to advise the board and management on ongoing matters and help ensure the success of the company's long-term goals; with Viatris' powerful foundation now securely in place, with Scott A. Smith at the helm as our new CEO, and with the clear and defined path that we established for growth going forward, I have never been more confident in the future of our company, our employees and all of our stakeholders than I am today; his foresight also



led to the creation of what is known as the company's Global Healthcare Gateway, a unique asset that can provide an entry point for any other pharmaceutical company within the industry that has the desire to leverage Viatris' one-of-a-kind global footprint; in an industry that is incredibly fastpaced and ever evolving, the board is unanimous in its belief that Robert's trademark combination of vision, passion and long-term strategic thinking has positioned Viatris as one of the strongest companies within our industry segment and further sets the stage for the sustainable future we see for the company as we continue to grow and move up the pharmaceutical value chain; thanks to Robert's oversight, and with Phase 1 of our strategic plan nearly complete and a clear path set for Phase 2, we find our company extremely well-positioned and with a defined mission of providing global patient access and a commitment to its pursuit that we believe will be long-lasting; another one of Robert's most important responsibilities was his mentoring of management, and we are pleased that he has agreed to continue to perform this role and remain available to them and to the board whenever needed as Chairman Emeritus and Senior Strategic Advisor; on behalf of every member of the board, past and present, we cannot thank Robert enough for all that he has done to position the company for this moment, and for the long-term success we see ahead; and I cannot thank him enough for his support and guidance over the past several months and know he will continue to be an invaluable resource as I take the torch that he has passed to me as CEO and we move the company into its next phase of opportunity and growth. Factors that could cause or contribute to such differences include, but are not limited to: the possibility that the Company may be unable to realize the intended benefits of, or achieve the intended goals or outlooks with respect to, its strategic initiatives; the possibility that the Company may be unable to achieve expected benefits, synergies and operating efficiencies in connection with acquisitions, divestitures, or its global restructuring program, within the expected timeframe or at all; impairment charges or other losses related to the divestiture or sale of businesses or assets; the Company's failure to achieve expected or targeted future financial and operating performance and results; the potential impact of public health outbreaks, epidemics and pandemics, including the ongoing challenges and uncertainties posed by COVID-19; actions and decisions of healthcare and pharmaceutical regulators; changes in healthcare and pharmaceutical laws and regulations in the U.S. and abroad; any regulatory, legal or other impediments to Viatris' ability to bring new products to market, including but not limited to "at-risk" launches; Viatris' or its partners' ability to develop, manufacture, and commercialize products; the scope, timing and outcome of any ongoing legal proceedings, and the impact of any such proceedings; any significant breach of data security or data privacy or disruptions to our information technology systems; risks associated with international operations; the ability to protect intellectual property and preserve intellectual property rights; changes in third-party relationships; the effect of any changes in Viatris' or its partners' customer and supplier relationships and customer purchasing patterns; the impacts of competition; changes in the economic and financial conditions of Viatris or its partners; uncertainties and matters beyond the control of management, including general economic conditions, inflation and exchange rates; failure to execute stock repurchases consistent with current expectations; stock price volatility; and the other risks described in Viatris' filings with the Securities and Exchange Commission (SEC). Viatris routinely uses its website as a means of disclosing material information to the public in a broad, non-exclusionary manner for purposes of the SEC's Regulation Fair Disclosure (Reg FD). Viatris undertakes no obligation to update these statements for revisions or changes after the date of this release other than as required by law.

#### **Contacts:**

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#### Viatris Announces Appointment of Leo Groothuis to Company's Board of Directors

**PITTSBURGH – May 22, 2023** – <u>Viatris Inc.</u> (NASDAQ: VTRS), a global healthcare company, today announced that as part of its ongoing board refreshment efforts, Leo Groothuis has been appointed as Viatris' newest member of its board of directors. Groothuis fills the vacancy created by the previous departure of Michael Goettler in April of this year.

Groothuis has significant international experience and serves as General Counsel of HAL Investments, the Dutch investment subsidiary of HAL Holding N.V., an international investment company listed on the Amsterdam stock exchange, which is focused on increasing shareholder value. In addition to his strategic, financial and governance focus, he has also been actively involved in the development and execution of HAL Investments' ESG strategy.

Throughout his career, Groothuis has been a trusted C-suite and board advisor to some of the largest companies in both Europe and the U.S. Prior to his role at HAL Investments, he served as practice leader at NautaDutilh, an international law firm, where he guided numerous multi-national companies on significant and complex transactions. As a result, he is recognized as a top lawyer and thought leader in corporate governance, capital markets and M&A.

Viatris Executive Chairman Robert J. Coury said, "We are extremely pleased to welcome Leo Groothuis, a recognized top international executive to the Viatris board. We believe his proven strategic, corporate governance and capital markets experience should serve as a tremendous asset for Viatris, as we continue to look for ways to build and unlock value for our shareholders."

#### **About Viatris**

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