

CONDUCTING BUSINESS WITH CVS HEALTH

As a vendor/supplier to one or more affiliates of CVS Health, you and your company play an integral part in our success as a health care innovation company. Therefore, we ask for your support in CVS Health's on-going efforts to conduct business in accordance with our ethical standards and the law.

To achieve this objective, we ask that you read this letter and provide a copy to all persons within your organization responsible for managing your CVS Health accounts.

Please be aware that you, as a vendor/supplier, are required to abide by all applicable laws that govern your company, your products/services, and our business relationships. You are also required to abide by the ethical standards set forth by CVS Health that we describe in this letter. Should you require additional information about these standards, please reference the Ethics & Compliance section of our website at <http://www.cvssuppliers.com>.

CODE OF CONDUCT

The [CVS Health Code of Conduct](http://www.cvshealth.com) serves as the foundation of our compliance program and articulates the company's expectation of legal and ethical conduct. Please review the Code of Conduct at www.cvshealth.com.

ETHICS LINE

Should you become aware of unethical or improper conduct by a CVS Health employee or contractor, please know that you can and should report the matter through the CVS Health Ethics Line. You may contact the CVS Health Ethics Line anonymously and toll-free at 1-877-CVS-2040 (1-877-287-2040); TTY711, via the web at www.cvshealth.com/ethicsline, or via email at Ethics.BusinessConduct@cvshealth.com. CVS Health prohibits unlawful retaliation. Our non-retaliation policy prohibits retaliation against anyone for raising a legal or ethical concern in good faith or for cooperating with an investigation.

CVS HEALTH'S ETHICAL STANDARDS

Treatment/Selection of Vendors/Suppliers

CVS Health strives to treat all vendors/suppliers on a fair and consistent basis. In deciding whether to enter into or continue a business relationship with a vendor/supplier, we will make every effort to weigh the qualifications, value and experience offered to CVS Health in a fair and impartial manner. To assist us in our efforts, we ask that you conduct business with CVS Health according to our established standards and procedures, and refrain from requesting special favors, allowances, or accommodations. These standards can be found in the Ethics & Compliance section at <http://www.cvssuppliers.com>.

INTERACTIONS WITH VENDORS/SUPPLIERS

Standard of Ethics

In interacting with vendors/suppliers and potential vendors/suppliers, CVS Health is committed to following the highest ethical standards and complying with all applicable laws. Such interactions should be professional exchanges intended to communicate the business needs of CVS Health and the corresponding products and service offerings of the vendor/supplier or prospective vendor/supplier.

Gifts, Meals, Entertainment and Other Things of Value Policy

CVS Health policy prohibits the solicitation or acceptance by CVS Health employees of gifts, meals, entertainment, or other things of value from CVS Health's existing or prospective vendor/suppliers, except as otherwise provided below.

Permitted Business Meals and Entertainment

CVS Health employees may accept occasional, unsolicited, and reasonable business meals or entertainment (such as tickets to sporting events or golf outings) from existing or prospective vendors/suppliers, provided the following requirements are met:

- (a) the existing or prospective vendor/supplier providing the meal or entertainment attends the event with the CVS Health employee;
- (b) the value of the meal or entertainment is modest as judged by local standards; and
- (c) the venue is conducive to informational communication and includes or is contiguous to legitimate business discussions.

Not Permitted

- (a) Travel, lodging, seminar and/or event fees in connection with a meal or entertainment event sponsored by (or attended by) an existing or prospective vendor/supplier unless approved in advance by the CVS Health Chief Compliance Officer or their designee;
- (b) meals, lodging, tickets or travel for the employee's spouse, partner, significant other or other guest of the CVS Health employee; or
- (c) large-scale vendor/supplier-provided meals or entertainment events in which a disproportionately large number of CVS Health employees are in attendance compared to the number of personnel representing the existing or prospective vendor/supplier (such as departmental dinners or similar outings or events) paid for by a existing or prospective vendor/supplier.

Permitted Gifts

CVS Health employees may accept unsolicited gifts of nominal value, such as mugs, hats, or similar inexpensive items from existing and prospective vendors/suppliers on an occasional basis. An employee must not accept any gift that is more than nominal in value, including tickets to an event that the existing or prospective vendor/supplier does not plan to attend. Gifts that exceed nominal value must be returned to the giver. Under no circumstance

may a CVS Health employee accept any payment (whether in the form of cash, cash equivalents, such as gift certificates, gift cards, coupons, stocks, bonds, vouchers, or discounts) from an existing or prospective vendor/supplier to CVS Health.

Payment for Services

CVS Health employees may not accept any form of compensation from a third party for services the CVS Health employee normally would provide in the ordinary course of their employment at CVS Health. For example, CVS Health employees may not receive an honorarium for speaking at an event sponsored by an existing or prospective vendor/supplier that is related in any way to the CVS Health employee's scope of employment.

Conflicts of Interest

Vendors/suppliers must be free from conflicts of interest in dealing with CVS Health. For example, vendors/suppliers must not deal directly with any CVS Health employee whose spouse, domestic partner, other family member or close relative holds a significant financial interest in the vendor/supplier. A vendor/supplier employee who is also employed by CVS Health, or has a spouse, other family member or close relative who is employed by CVS Health, is prohibited from participation in any discussions involving the contract, including negotiation or services provided thereunder with CVS Health.

VENDOR/SUPPLIER PRIVACY AND INFORMATION SECURITY OBLIGATIONS

Protection of Personal Information –

Protected Health Information (PHI), Personally Identifiable Information (PII), and Cardholder Data (CHD)

CVS Health's role in the retail and healthcare industries requires us to collect, use, store, share, process, transmit, or destroy personal information that contains confidential and sensitive data about individuals, such as PHI (as protected under the Health Insurance Portability and Accountability Act (HIPAA) and state laws related to individually identifiable health information), PII (as protected under various federal and state privacy and data breach laws), and CHD (as protected under the Payment Card Industry Data Security Standard (PCI DSS)).

The patients, participants, doctors, prescribers, customers, and others served by us, and by extension our vendors/suppliers, trust us to use their personal information only for authorized purposes and to protect it from unauthorized access, use, disclosure, transmission, storage, and destruction.

It is critical that CVS Health and our vendors/suppliers, who also access, use, and store this information, have in place reasonable and appropriate administrative, technical, and physical safeguards and comply with the privacy and security requirements in our vendor agreements. This extends to the appropriate use of this information in technology to support business operations. CVS Health has taken important steps to ensure that it creates and deploys technologies, including Artificial Intelligence (AI), in a way that is consistent, compliant, safe and responsible. It is critical that our vendors/suppliers enact and follow the policies and procedures which require the responsible use and pre-approval of AI/Gen AI technology prior to deployment.

Toward these goals, CVS Health expects that each vendor/supplier will negotiate with us in good faith to reasonably accommodate CVS Health's contractual requirements in our vendor/supplier agreements, such as our Data Privacy Addendum, Data Security Exhibit, Business Associate Agreement, and any other agreements we may require from time-to-time.

Third Party Risk Governance (TPRG) Program

In order to ensure appropriate safeguards and protections for any CVS Health confidential information, including any personal information, we maintain a TPRG program under which each vendor/supplier who collects, uses, stores, shares, processes, transmits, or destroys confidential information on behalf of CVS Health must undergo an initial and recurring vendor/supplier assessment. The purpose of the assessment is to review the vendor's/supplier's policies, procedures, and practices to determine whether or not the vendor/supplier operates in accordance with our privacy and security requirements. The TPRG program, including the initial and recurring reviews, incorporates all of vendor's/supplier's subcontractors that handle our confidential information. CVS Health does not permit access to or use of any of its confidential information until the TPRG program requirements have been met by vendor/supplier and its subcontractors.

PUBLIC AFFAIRS AND COMMUNICATIONS

Communications with the Media

While we respect our vendor's/supplier's right to discuss their products or services with the media, vendors/suppliers are not authorized to speak about or on behalf of CVS Health without our prior approval, including in the news media, social media, or other external/public communications. This includes any contract you enter into with CVS Health. In the event that you receive an inquiry regarding any facet of CVS Health's business or your business relationship with CVS Health, please refer the individual inquiring to CVS Health's Corporate Communications Department. Wherever possible, please contact our Corporate Communications Department to let us know of the inquiry using the contact information available at <https://www.cvshealth.com/newsroom/media-contacts>.

Requests to Participate in Press Releases

Vendors/suppliers often request that we participate in press releases or other public announcements about their relationship with CVS Health. In many cases, these relationships involve new or pilot programs, business initiatives or technology that CVS Health considers to be competitive or proprietary information and does not want to disclose publicly. All requests for press releases regarding CVS Health's operations must be submitted to our Corporate Communications Department for approval. Contact information is available at <https://www.cvshealth.com/newsroom/media-contacts>.

Usage of CVS Health Brands

All vendor/supplier requests to use any of the CVS Health brands for non-advertising purposes, including our name, logos, signage or other proprietary or trademarked images, must be submitted to our Corporate Communications Department for advance approval. Contact information is available at <https://www.cvshealth.com/newsroom/media-contacts>. Additionally, requests to use the CVS Health brands in any and all vendor/supplier advertising must be submitted to our Advertising Department for advance approval.

VENDOR/SUPPLIER COMPLIANCE OBLIGATIONS

Anti-Corruption Compliance

CVS Health requires its vendors/suppliers to be in full compliance with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act of 2010. Vendors/suppliers may not, directly or indirectly, offer, pay, promise, or authorize the payment of any money or thing of value to any government official, including any employee or agent of a government-owned or government-controlled business, for the purpose of:

- (i) influencing any act or decision of such government official, in their official capacity;
- (ii) inducing such government official to do or omit to do any act in violation of the lawful duty of such official;
- (iii) securing any improper advantage; or
- (iv) inducing such government official to use their influence in order to assist in obtaining or retaining business.

All expenses vendors/suppliers incur in connection with business with CVS Health shall be recorded fully and accurately in the books and records of the vendors/suppliers, and such books and records shall be made available, upon request, to CVS Health, or any accounting firm it may designate, to allow CVS Health to verify compliance with this policy.

Licensure Requirements

Any vendor/supplier of CVS Health that provides workers to perform duties for CVS Health in a licensed capacity, including but not limited to pharmacists, pharmacy technicians, nurses, nurse practitioners, physician assistants, physicians, social workers, dietitians, and behavioral health clinicians, must ensure that their workers maintain current professional licensure, certification and/or registration as required by law, rule, regulation, and any vendor/supplier internal policies and procedures. Vendor/supplier must ensure that such licensure requirements are satisfied and current before any contracted workers commence work on behalf of CVS Health; vendor/supplier must ensure that required licensure, certification, and registration is kept current, active, and in good standing while workers are providing services for CVS Health. Workers that have not met the licensure requirements for their roles will not be eligible to continue work for CVS Health. Vendors/suppliers must ensure that their own facilities are appropriately licensed, registered, and/or certified as required by law and regulation.

Compliance with Applicable Laws and Regulations

Vendors/suppliers are expected to be familiar with and to abide by applicable laws and regulations, including applicable federal and state health care program requirements, in the states and countries in which they conduct business. In the event your company has a contract or other arrangement with CVS Health that permits the use of subcontractors, this provision is applicable to such individuals or firms as well, and you are primarily responsible for communicating and enforcing CVS Health's position with respect to any subcontractors. As required by the Business Associate Agreement entered into with CVS Health, vendors/suppliers are not permitted to perform or subcontract with any parties that may perform any services that involve the use or disclosure of confidential information outside the United States without CVS Health's prior written consent.

Non-Discrimination and Labor Rights

CVS Health is fundamentally committed to respecting and supporting internationally recognized human rights. Our [Human Rights Policy](#) outlines our commitment to respecting and supporting

these rights, including basic labor principles and applies to all business partners, vendors/suppliers and partners across our supply chain.

CVS Health recognizes that employment standards vary by state and country. We are committed to the view that terms and conditions of employment should be based on the ability of an individual to do their job and not on the basis of their personal characteristics and/or beliefs. Such a commitment includes ongoing compliance with all applicable anti-discrimination laws which prohibit discrimination based on sex or gender, race or ethnicity, religion, color, age, physical or mental disability, marital or family status, sexual orientation, gender identity or expression, genetic information, military or veteran status, citizenship status, national origin or any other characteristics protected under applicable federal, state, or local law.

Without limiting the generality of the foregoing, CVS Health requires vendors/suppliers and their subcontractors to abide by the following policies with respect to the treatment of employees:

- Prohibit human trafficking and the use of child, forced, bonded, involuntary, or imprisoned labor and provide working conditions that are safe and fair.
- Forbid any form of discrimination with regard to age, gender, race or ethnicity, and/or other protected classes; and uphold the right to freedom of organization.
- Conduct business in accordance with established legal and ethical standards, including without limitation, the California Transparency in Supply Chains Act.
- Workers shall not be required to surrender identity papers, other critical personal documents, or a "deposit" as a condition of employment.
- Workers shall not be subject to physical or mental coercion.
- Applicable child labor and workplace safety laws and regulations shall be strictly adhered to, and international treaties, compacts and regulations addressing the use of child labor and workplace safety shall be respected and applied in the absence of applicable local law setting minimum standards for the protection of workers.
- Workers shall be free to leave vendor/supplier property and related dormitories during non-working hours.
- Workers shall be paid a fair and legal wage under applicable laws and regulations and shall not have wages withheld for coercive purposes.
- Vendors/suppliers are expected to be familiar with and adhere to import requirements of the United States Customs and Border Protection, a component of the Department of Homeland Security, and other United States governmental and/or regulatory agencies, including Customs-Trade Partnership Against Terrorism.

CVS Health also prohibits associated retaliation as defined in applicable law and policy. Workers should not be subject to harassment, intimidation, threats, coercion, or discrimination because they engaged in good faith in filing a complaint, assisting in a review, investigation or hearing, or have otherwise sought to obtain their legal rights related to any Federal, State or

local anti-discrimination law or non-discrimination policy and expects vendors/suppliers to do the same.

Responsible Sourcing

CVS Health respects the preservation of natural resources and the improvement of the environment. Vendors/suppliers must cooperate with government bodies and communities in environmental protection efforts and comply with environmental laws and regulations.

Our [Responsible Sourcing Standard](#) establishes our requirements for suppliers and lays the foundation for our Responsible Sourcing Program. We intend to work with suppliers to meet these expectations, mitigate risk, and increase positive impacts for stakeholders throughout the supply chain. This Standard applies to all of CVS Health's suppliers, or anyone that supplies product and materials to CVS Health for sale or use in operations.

Ineligible Vendors/Suppliers

CVS Health vendors/suppliers and their related subcontractors and employees must not appear on the Office of the Inspector General, U.S. Department of Health and Human Services' List of Excluded Individuals and Entities, General Services Administration's System for Award Management Excluded Parties List, or applicable state health care program exclusion lists. Vendors/suppliers are responsible for screening their employees and subcontractors to ensure that no entity or individual providing services or furnishing items reimbursable by a federal or state health care program has been debarred or excluded or is otherwise ineligible for participation in federal or state health care programs (including Medicare and Medicaid). Such screening must occur at the time of hire, or contracting, and at least monthly thereafter. Similarly, CVS Health will terminate our relationship with any vendor/supplier who is convicted or excluded from participation in federal programs and/or immediately remove such vendor/supplier from direct responsibility or involvement in any federally funded health care programs. CVS Health may remove from direct responsibility or involvement in any federally funded health care programs any vendors/suppliers against whom criminal charges relating to health care or proposed exclusion from participation in federally funded health care programs are pending. In the event CVS Health learns of a breach of the policies set forth above, we reserve the right to immediately terminate our relationship with your company.

Thank you for your anticipated cooperation.

Sincerely,

David Falkowski
Chief Compliance Officer
CVS Health

Anna Shimanek
Chief Privacy Officer
CVS Health