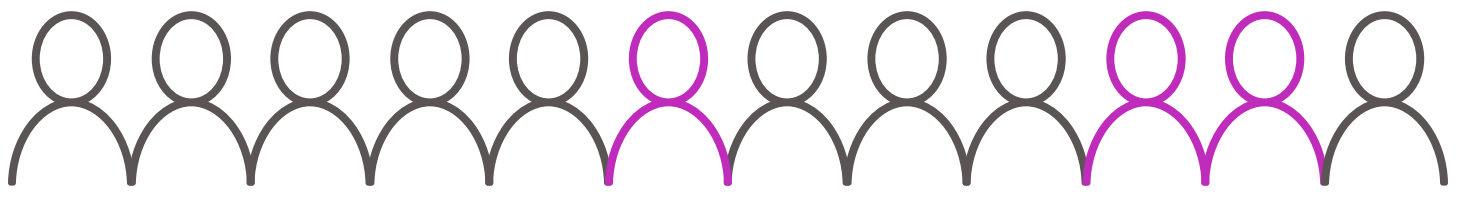


Diversity in clinical trials is a scientific imperative

Insights into how a particular disease might affect a diverse patient population are essential to the drug development process so researchers can create the most innovative treatments and interventions. By including a wide range of patients in our research who are impacted by a particular disease, regardless of their race, ethnicity, gender, disability status, sexual orientation and/or where they live, among other characteristics, we can help reduce health disparities.



We seek to have patient populations in our clinical trials that are **reflective of the real-world population** and **aligned with the epidemiology of the diseases we study**. In doing so, we believe we can better address barriers to achieving health equity and deepen understanding of the safety and efficacy of transformative medicines for diverse populations.



Recognition of the need for more diverse representation has prompted an industry-wide effort for inclusive medical research

How is Bristol Myers Squibb increasing clinical trial diversity?

As we continue assuring trials are designed with the right patient population in mind, we have taken a comprehensive approach in clinical trial diversity to focus on:



Protocol design considerations

Designing clinical trials considering diverse populations' needs



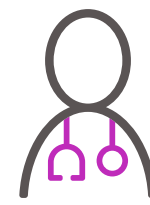
Metrics and measures

Setting clear measures to track trial participant diversity for ongoing adjustments



Communications and engagement

Engaging with diverse stakeholders, including advocacy organizations, industry collaboratives, principal investigators, community outreach groups and trusted voices to foster sustainability and trust in clinical trials



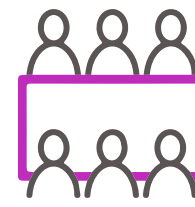
Site and investigator selection

Aiding trial sites and investigators in recruiting and retaining diverse participants and assuring research centers are more accessible to diverse populations



Patient support

Providing tailored services in an effort to understand and address barriers for participation



Training

Investing in staff training to address diversity and inclusion in clinical trials, fostering an internal and external mindset shift and a culture of awareness

Our work to-date

BMS has ensured that studies are focused on medically underserved populations and that sites for our new studies include investigators in the most racially and ethnically diverse metro areas in the United States

Conducted **58%** of BMS clinical trial sites in racially and ethnically diverse metro areas of the U.S. in 2023, surpassing our initial goal of **25%** set in 2020 and making clinical trials more accessible to underrepresented groups



Allowing adult patients in the U.S. to **privately self-identify their sexual orientation, gender identity and intersex status (SOGIIS)**; focused on addressing health disparities affecting LGBTQ+ persons

Evolving our approach to focus on **increasing the percentage of racially and ethnically diverse patients enrolled in clinical trials globally across key indications**, including lupus, multiple myeloma, pulmonary fibrosis and Alzheimer's disease

We recognize there is still work to be done.

We are committed to scientific excellence and investment in our R&D capabilities to provide more medicines to more patients faster. Our efforts to advance clinical trial diversity are aligned with [BMS' broader commitments](#) to global inclusion and diversity and health equity.