



Leading and Learning Through Diversity



Boehringer Ingelheim stands apart from other companies. We lead the way in the research and treatment of disease. Since, 1885 we have built a family-owned business committed to the well-being of people and communities. We are a global pharmaceutical business unique in our knowledge, independence and long-term perspective. This combination forms the distinctive character that enables us to successfully pursue our corporate vision of delivering "Value through Innovation."

Boehringer Ingelheim Pharmaceuticals, Inc., based in Ridgefield, CT, is the largest U.S. subsidiary of Boehringer Ingelheim Corporation

and a member of the Boehringer Ingelheim group of companies—one of the world's 20 leading pharmaceutical companies.

Headquartered in Ingelheim, Germany, it operates globally with 144 affiliates in 45 countries and nearly 36,000 employees.

Serving humankind

Boehringer Ingelheim operates in eight key therapeutic areas including respiratory, urology, virology, cardiovascular, central nervous system (CNS), immunology/anti-inflammatory, metabolic and oncology.

In each of these areas, our founder's corporate values of social caring, reliability and stability continue, to guide all of our activities.

Patient needs are of paramount importance and the quest for innovation and medical breakthrough is what drives our business. We invest a large proportion of our revenues in research and development and clinical trials in the search for therapies that fulfill unmet medical needs. Our basic research institutes meanwhile, probe scientific frontiers in search of answers to fundamental questions about disease and possible treatments.

Our core products are still growing and rejuvenating our product portfolio. In coming years, the share of our pharmaceuticals still under patent protection will rise to above 70 percent. Our pipeline contains promising new compounds in, for instance, virology, CNS, cardiovascular and oncology, while established products continue to fulfill their medical and market potential.

Preferred partner, industry expert

Our long and successful track record in R&D, clinical trials, registration, manufacturing and marketing, makes Boehringer Ingelheim a preferred business partner. We conduct fully-fledged, worldwide integrated clinical research, in-house clinical pharmacology and globally integrated medical science at our dedicated R&D centers.

We are also a world leader in biopharmaceutical process sciences and manufacturing. Our ownership structure permits exceptional flexibility in dealing with potential partners and long-term commitments. We have important collaborations in early and late development stages, but also market products together with such partners as Pfizer Inc. and Eli Lilly and Company. We have also formed partnerships with smaller technology-based companies.

Employer of Choice

At Boehringer Ingelheim, we realize that our strength and competitive advantage lies with our people. As such, our goal is to create and maintain an inclusive, highly diverse and flexible work environment that values and respects all employees.

In the competitive marketplace, we realize that we succeed only when we create an environment and culture in which everyone can perform to the best of their ability. For this reason, BI views diversity as a business imperative for success now and in the future.



To this end, we have established diversity councils within each of our U.S. businesses, developed diversity action plans and built diversity into the performance targets for the members of our senior management team.

By making diversity a part of the fabric of our culture, we are building on our tradition of delivering "Value through Innovation," and creating a performance culture that values the contributions of every individual.

While the well-being of our employees and the communities we serve have always been at the center of our attention—and will continue to be, we also pay special attention to our social and natural environment. We not only comply with but fully embrace the intention and basic principles of corporate social responsibility and corporate governance as proposed by leading international organizations.

Leadership

We believe that each of us is responsible for taking a leadership role. Every individual at Boehringer Ingelheim contributes to the company's uncompromising commitment to quality in our products, excellence in our scientific pursuits and high ethical standards of behavior. The diversity of our employees makes it possible for us to craft unique solutions to today's complex business challenges.

Diversity and inclusion will continue to be part of the company's business and strategic goals and Boehringer Ingelheim will to continue to demonstrate its strong commitment to make even greater progress toward these efforts in the years ahead.

