

Supplementary Table I - URLs used for the analysis

Abbott	https://www.abbott.com/	Kyowa-Kyirin	https://www.kyowa-kirin.com/
Abbvie	https://www.abbvie.com	Leo	https://www.leo-pharma.com/
Actelion	https://www.actelion.com/	Lilly	https://www.lilly.com/
Alexion	https://alexion.com/	Lundbeck	https://www.lundbeck.com/global
Alfasigma	http://www.alfasigma.com/en	Lupin	http://www.lupinpharmaceuticals.com/
Allergan	https://www.allergan.com/	Mallinckrodt Pharma	https://www.mallinckrodt.com/
Almirall	https://www.almirall.com/en/	Mayoly Spindler	https://www.mayoly-spindler.fr/en/
Amgen	https://www.amgen.com/	MedexusPharma	http://www.medacpharma.com/
Angelini	https://www.angelinipharma.com/	Mediolanum	http://www.mediolanum-farma.it/en/who-we-are/company-overview.html
Aspen Pharmacare	https://www.aspenpharma.com/	Menarini	https://www.menarini.com/
Astellas	https://www.astellas.com/	Merck KGaA	https://www.merckgroup.com/en
Astrazeneca	https://www.astrazeneca.com/	Merck&co	https://www.merck.com/
Baxter	https://www.baxter.com/	Merz	https://www.merz.com/
Bayer	https://www.bayer.com/	Mitsubishi Tanabe	http://www.mt-pharma-eu.com/
Bial	https://bial.com/com	Mundipharma	https://www.mundipharma.com/
Biocodex	https://www.biocodex.com/en/	Mylan	http://www.mylan.com/
Biogen	https://www.biogen.com/	Nordic	https://www.nordicpharmagroup.com/
Biomarin	https://www.biomarin.com/	Norgine	https://www.norgine.com/
Boehringer Ingelheim	https://www.boehringer-ingelheim.com/	Novartis	https://www.novartis.com/
Bracco	https://corporate.bracco.com/	Novo Nordisk	https://www.novonordisk.com/
Bristol-Myers Squibb	https://www.bms.com/	Octapharma	https://www.octapharma.com/en.html
Cantabria Labs	https://www.cantabrialabs.com/	Ono	https://www.ono.co.jp/eng/
Celgene	https://www.celgene.com/	Orion	https://www.orion.fi/en/
Chiesi	https://www.chiesi.com/	Otsuka	https://www.otsuka.com/en/
Chugai	https://www.chugai-pharm.co.jp/english/	Pfizer	https://www.pfizer.com/
CSL	https://www.cslbehiring.com/	Pharmamar	http://pharmamar.com/?lang=en
Daiichi Sankyo	https://www.daiichisankyo.com/	Pierre Fabre	https://www.pierre-fabre.com/en
Danippon Sunimoto	https://www.ds-pharma.com/	Recordati	http://www.recordati.it/en/
Dompe	http://www.dompe.com/en/	Regeneron	https://www.regeneron.com/
Eisai	https://www.eisai.com/	Roche	https://www.roche.com/
Endo Health Pharma	http://www.endo.com/	Rovi	https://www.rovi.es/en/
Esteve	https://www.esteve.com	Sanofi	https://www.sanofi.com/
Expanscience	https://www.expanscience.com/en	Santen	https://www.santen.com/en/
Faes Labs	https://faesfarma.com/en/	Santhera	http://www.santhera.com/
Ferrer	https://www.ferrer.com/	Servier	https://servier.com/en
Ferring	https://www.ferring.com/	Shionogi	https://www.shionogi.com/
Fresenius	https://www.fresenius.com/	Shire	https://www.shire.com/
Galderma	https://www.galderma.com/galderma-medical-solutions	Sun Pharmaceutical Industries	http://www.sunpharma.com/
Gedeon Richter	http://www.richter.hu/en-US/Pages/default.aspx	Swedish Orphan Biovitrium	https://www.sobi.com/en
Genevri	https://www.laboratoires-genevrier.com/en/	Takeda	https://www.takeda.com/
Gilead	https://www.gilead.com/	Teva	https://www.tevapharm.com/
Grifols	https://www.grifols.com/en/	The Medicines Company	https://www.themedicinescompany.com/
Grunenthal	https://www.grunenthal.com/	Thea	https://www.laboratoires-thea.com/en
GSK	https://www.gsk.com/	UCB	https://www.ucb.com/
Helsinn	https://www.helsinn.com/	Uriach	http://www.uriach.com/en/
Incyte	https://www.incyte.com/	Valeant (Bausch Health)	https://www.bauschhealth.com/
Ipsen	https://www.ipsen.com/	Vertex	https://www.vrtx.com/
Italfarmaco	https://www.italfarmaco.com/en-us/	Zambon	https://www.zambon.com/en
JazzPharma	https://www.jazzpharma.com/		
Johnson & Johnson	https://www.jnj.com/		

Supplementary Table II - Company values of top 50 global companies. Updated December 2019

Company	Values
Abbott	NA
Abbvie	Transforming lives; acting with integrity; driving innovation; embracing diversity & inclusion; serving the community
Actelion	Innovation; trust and teamwork; open communication; results driven
Alexion	Serve patients; empower people; act with integrity; innovate for solutions
Allergan	NA
Amgen	Be science-based; compete intensely and win; create value for patients, staff and stockholders; be ethical; trust and respect each other; ensure quality; work in teams; collaborate, communicate and be accountable
Aspen Pharmacare	Teamwork; integrity; commitment; excellence; innovation
Astellas	High sense of ethics; customer focus; creativity; competitive focus
AstraZeneca	Access to healthcare; environmental protection; ethics & transparency
Bayer	Leadership; integrity; flexibility; efficiency
Biogen	Customer focused; inclusive; pioneering; agile; accountable; ethical
Boehringer Ingelheim	NA
Bristol-Myers Squibb	NA
Celgene	Passion for the patient; courage; trust; excellence in results; curiosity and continuous learning
Chugai	Patient centric; pioneering spirit; integrity
CSL	Patient focus; innovation; integrity; collaboration; superior performance
Daiichi Sankyo	Innovation; integrity; accountability
Danippon Sunimoto	NA
Eisai	NA
Endo Health Pharma	Customer focus; performance driven; integrity; collaboration; quality and continuous improvement
Ferring	NA
Fresenius	Innovation and efficiency; high-quality healthcare; inclusive
Gilead	Integrity; inclusion; teamwork; accountability; excellence
Grifols	Pride; safety; effort; commitment; excellence; teamwork; innovation and improvement
GSK	Patient focus; transparency; respect; integrity
Johnson & Johnson	Growth & innovation; investing in our future; global diversity, citizenship and sustainability; develop our diverse, global supply base
Kyowa-Kyrin	Commitment to life; integrity; innovation; teamwork/harmony and loop among people
Lilly	Integrity; excellence; respect for people
Lupin	NA
Mallinckrodt Pharma	Patient-centric; integrity; innovative; collaborative
Menarini	Dedication and commitment; centred around the person; excellence; ethics and transparency; focus on the patient; innovation; multicultural identity; responsibility; solidarity; environmental protection
Merck KGaA	Courage; achievement; responsibility; respect; integrity; transparency
Merck & Co	Patient first; respect for people; ethics and integrity; innovation and scientific excellence
Mitsubishi Tanabe	Pride and sense of mission; challenge and innovation; trust and collaboration; harmonious coexistence with society
Mylan	Innovation; integrity; reliability; service; teamwork
Novartis	Innovation; quality; collaboration; performance; courage; integrity
Novo Nordisk	Patient centred business approach; excellence; accountability; innovation; respect and good relations; personal performance and development; healthy environment; agility and simplicity; quality and business ethics
Ono	World-changing team; the greater the challenge, the more passionately ono will rise to meet it; acts with dignity and pride
Otsuka	
Pfizer	NA
Regeneron	NA
Roche	Integrity; courage; passion

Supplementary Table II - (Continued)

Company	Values
Sanofi	Equality and inclusiveness; healthcare for all; corporate citizenship; environmental impact; ethics and transparency
Servier	Dare to innovate; care; grow by sharing; commit to succeed
Sun Pharmaceutical Industries	Quality; reliability; consistency; trust; innovation
Takeda	Integrity; fairness; honesty; perseverance; patient; trust; reputation; business
Teva	Leading the way; focus and accountability; getting it done together; innovating where we create value; caring; making our families proud
UCB	NA
Valeant (Bausch Health)	Accountability; agility; courage; integrity; teamwork; results orientation

- Shire excluded from the analysis.

Supplementary Table III - Company values of convenience sample of selected companies

Company	Values
Alfasigma	NA
Almirall	Caring; dedicated; dynamic; expert
Angelini	Professional skills; competitiveness; involvement; collaboration at all levels; ethics
Baxter	NA
Bial	Caring for health; invest in quality and innovation; excellence in scientific research; integrity and high standards of ethics; rigour, responsibility and teamwork; respect for the universal values
Biocodex	NA
Biomarin	NA
Bracco	Respect; balance; quality; transparent
Cantabria Labs	Science and ethics; intuition and reason; value and trust; personal initiative; collective knowledge; teamwork by and for others; entrepreneurship; innovation; caring; science and ethics; intuition and reason
Chiesi	Reliable company; focus on people; team spirit; every one of us is Chiesi; value generation; focus on customers
Dompe	Integrity; speed; knowledge; passion; attention to detail; reliability; flexibility; teamwork
Esteve	People; trust and confidence; research and innovation; strategic partner; flexible organization; constantly improve; sustainable development
Expanscience	Learning; responsible; effective; appreciative; expert; innovative; creative
Faes Labs	NA
Ferrero	Audacity; agreement; certainty; ecological conscience; empathy; humility; diversity; integrity; passion; trust
Galderma	NA
Gedeon Richter	NA
Genevri	Foresight; trust; audacity
Grunenthal	Innovative + clever; honest + courageous; caring + inspiring; results driven + value adding
Helsinn	Quality; integrity; respect
Incyte	NA
Ipsen	Healthcare and patient focus; integrity; independence; legitimate intent; transparency; accountability
Italfarmaco	NA
JazzPharma	Integrity; passion; collaboration; innovation; pursuit of excellence
Leo	Integrity; customer focus; innovation; passion; adaptability
Lundbeck	Patient-driven; courageous; ambitious; passionate; responsible
Mayoly Spindler	Pragmatism; responsibility; respect;
MedexusPharma	Be courageous; be ethical; be respectful; be optimistic; be passionate; be collaborative; be committed
Mediolanum	Determination, competitiveness, spirit of sacrifice; innovation; respect of patients' and the scientific community's needs; cooperation with customers and suppliers; continuity in time and through generations; ability to maintain values and renovate
Merz	Persist in innovation; commit to customers and colleagues; deliver trusted results
Mundipharma	NA
Mylan	NA
Nordic	NA

(Continued)

Supplementary Table III - (Continued)

Company	Values
Norgine	One Norgine; innovation; trustworthiness
Octapharma	Ownership; integrity; leadership; sustainability; entrepreneurship
Orion	Appreciate each other; strive for excellence; build the future
Pharmamar	NA
Pierre Fabre	Independence; pharmaceutical rigor; cohesion; humanistic approach; innovation; environmentally friendly; an ear to the ground; entrepreneurial passion; recognition of performance
Recordati	NA
Rovi	Honesty, integrity and ethics; team, cooperation, involvement; efficiency; patient benefit; respect; innovation
Santen	Vision-driven; customer perspective; creativity and innovation; employee growth; harmony with society
Santhera	Respect; passion; commitment; collaboration; accountability
Shionogi	Respect; operational excellence; performance driven; entrepreneurial spirit; transparency; organizational alignment
SOBI	NA
The Medicines Company	Respecting others; flawless integrity; sense of urgency; acting like an owner; courageous communication
Thea	Flexible, responsive, adaptable; independent; human
Uriach	Unity; resonance; intensity; ambition; confidence; history
Vertex	NA
Zambon	Integrity; honesty; people care; modesty