



2022-2023 Annual well-being report



Our company is committed to helping employees and their families improve their health and well-being. We share this annual well-being report to demonstrate the priority we place on employee well-being and to hold ourselves accountable to measure our progress, celebrate successes, raise the bar, and share best practices with all our employees, their families and stakeholders.



Promoting healthier and happier lives



Together, we continue our dedication to Our Purpose, saving and improving lives across the globe. During the past couple of years, the COVID-19 pandemic has presented significant challenges to the way we live and work. As we emerge, we have a collective renewed hope. Our peace of mind is now more important than ever.

I'm proud to share that we continue our commitment to prioritizing significant investment into our colleagues' well-being. We know that through our emphasis on the health and safety of our employees and their families — we're also creating an environment for them to achieve career growth and success.

As you'll see in this year's 2022-2023 Annual Well-being Report, we organize our efforts into four key pillars: physical, mental, financial and social. Our company is continuing to care for our diverse workforce with a comprehensive suite of benefits and resources, including professional coaching and counseling, nutrition and fitness resources, mental health tools, and financial planning and social clubs. It's an array of programs designed to support everyone — no matter what may come their way in life.

We're honored to be recognized for many 2022 and 2023 industry awards. Among our awards, we achieved the *Global CEO Cancer Gold Standard* and received the *Business Group on Health Best Employers: Excellence in Health & Well-being* award for the fifth year in a row.

Our commitment to the hybrid working model continues, leveraging what we've heard from employees and industry benchmarks to guide our way. Our belief in in-person collaboration fosters our culture of One Team, while supporting career development through intentional and impromptu interactions. It's been energizing for me to see our workplaces come back to life as centers of innovation that benefit our patients and customers.

As always, we will continue to invest in our people and create an environment where everyone can be at their best. In doing so, we'll evolve our culture of wellness to help our employees and their families achieve peace of mind and lead happier, healthier lives!

Be well,

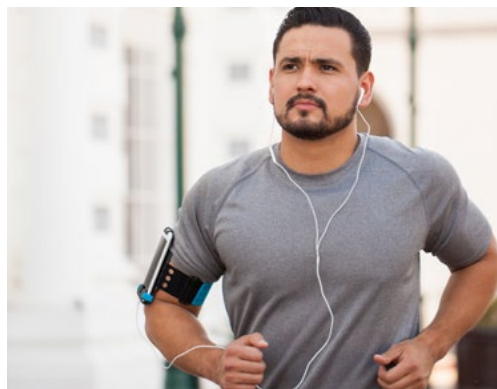
A handwritten signature in dark ink, appearing to read 'Steve'.

Steven C. Mizell

Executive Vice President & Chief Human Resources Officer

Comprehensive approach to well-being

We are continuously evolving a culture of well-being that encompasses four pillars — **physical**, **mental**, **financial** and **social**. It fosters a safe and supportive work environment and enables our employees and their families to live their healthiest, fullest lives. Our comprehensive and integrated approach connects closely with our company values, including our culture of psychological and physical safety. We are also adopting a diverse and inclusive approach so our employees can live with purpose and feel safe to be their authentic selves.



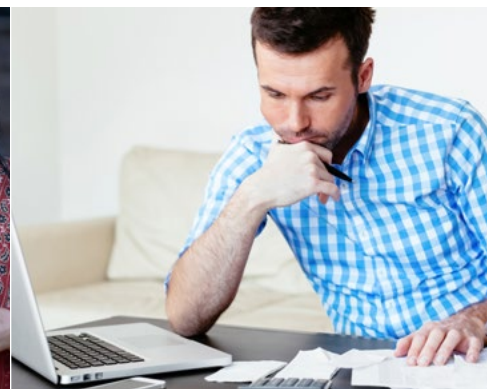
Physical

We build a culture of prevention by providing support to employees and their families to avoid preventable diseases and ensure health through positive physical activities, nutrition and sleep. In the event of illness, we provide holistic benefits and programs for best treatment outcomes, long-term recovery and survivor support, if needed.



Mental

We provide support for the full spectrum of emotional and mental well-being needs. Awareness, prevention and early intervention programs help address stigma, build resilience and maintain good mental health.



Financial

We help employees build the confidence to take charge of their finances to reduce stress and increase feelings of security. Our programs provide financial knowledge and resources to manage commitments, meet goals, protect against risks and cope with unexpected surprises.



Social

We develop positive interactions with colleagues, managers and leaders. Our programs create a sense of belonging and connection to people and communities within and outside of work. And we encourage employees to believe in their own self-worth and find purpose.

Because we approach well-being from a holistic perspective, we recognize that many of our benefits and well-being programs intersect and overlap. For example, do our medical benefits support physical well-being or mental well-being? The answer is both! The same is true for our time away programs — from vacation to leaves of absence to volunteer time and more — which can support any or all of our well-being pillars, depending on your need.

Recognition



Business Group on Health Best Employers:
Excellence in Health & Well-being Award
(2019-2023)



American Heart Association Workplace
Health Achievement Award
(Achieved the highest level three years in a row as
recognition of our commitment to employee well-being)



Global CEO Cancer Gold Standard
(The Gold Standard is a workplace wellness accreditation
program that encourages and celebrates organizations
committed to reducing the risk and burden of cancer
among employees, families and communities.)



Seramount Best Companies for
Multicultural Women #12
(2022)



Seramount 100 Best Companies #9
(2022)



Seramount Best Companies for Dads #13
(2022)



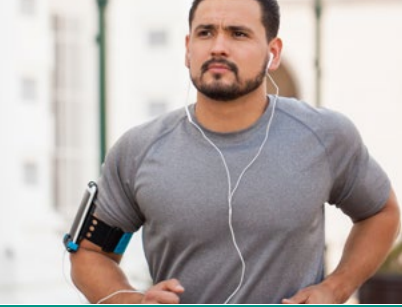
Human Rights Campaign's Best Places to
Work Corporate Equality Index
(2022)



Disability Equality Index 2022 Best Places
to Work
(2022)



Bloomberg Gender-Equality Index (GEI)
(2023)



Physical

Physical well-being involves preventive actions, building healthy habits to maintain and improve physical health and having quick and easy access to high-quality benefits that can help manage and/or resolve illnesses and chronic conditions. Our health and well-being programs and benefits draw from best practices to ensure quality, competitive value, financial protection and access to care and resources so families can live their lives well — no matter what that looks like for them.

Physical well-being involves a commitment to providing preventive care coverage with affordable access to high-quality medical plans as well as programs and resources that build healthy habits for daily maintenance of healthy routines.

Medical plan

Our medical plan benefits are continuously reviewed and updated to meet the needs of our employees and their families. They are designed to be market-competitive to help in attracting and retaining top talent to our company. In creating and deploying our benefits, we carefully consider a number of factors, including employee data and applicable government guidelines.



Office ergonomics

We support office ergonomics as an important component of physical well-being, so employees are comfortable and productive when sitting at their computer workstations.

We offer ergonomics training and a self-assessment tool to all employees working at a computer workstation, to verify their office workstation is properly adjusted.

We also provide general guidance on working remotely to help employees working from home with tips, well-being office stretches and more.

Healthy Habits

We understand the importance of a holistic approach to physical health, which means facilitating ways employees and their families can build lasting healthy habits. For example, we make it easier for employees to be more active by integrating fitness into their daily routines, and we invite spouses and domestic partners to participate in the many virtual physical challenges. We offer healthy eating and weight management programs, as well as workshops on nutrition, disease management, integrative health, etc.

Well-being challenges

Each year, our company sponsors several virtual well-being challenges to motivate employees to get moving, individually or with a team. Spouses and domestic partners are invited to join in the fun. In 2022, our well-being challenges had 3,978 participants who walked 1,153,063,781 steps, which covered 576,532 miles.



In 2022, our fitness team conducted approximately:

107

stretch breaks

5,622+

employees reached

An increase of 24% compared to 2021.



Nutrition

We provide resources to help employees and their families understand nutrition and how to reach their health and well-being goals.

To help employees stay on track with their healthy food plan, we gave them access to professional chefs and registered dietitians hosting a series of cooking demonstrations with healthy appetizers, main dishes, desserts and holiday treats.



1,284+

Employees participated in nutrition-related webinars, nutrition month cooking demos and ask-the-dietitian sessions in 2022.



Webinar topics

- Supporting Mental Health with Nutrition
- Let's Cook: Heart Healthy Meals, Black History Month
- Knife Skills Cooking Demo for National Nutrition Month
- One Pan Meals Cooking Demo
- Healthy Eating on a Budget

Tobacco-free

We are making a concerted effort to reach our goal of 100% tobacco-free sites and are proud of our progress. Ninety-one percent of global employees and a full 100% of U.S. employees report to a tobacco-free site. Additionally, we continue to offer many tobacco-cessation resources, including an Employee Assistance Program (EAP), nicotine replacement therapy products and a free Quitline.

100%

U.S. tobacco-free sites

91%

Countries worldwide tobacco-free sites

Continuing COVID resources

One of our company's top concerns throughout the COVID-19 pandemic has been the well-being of our employees and their families. We conducted a thorough review of all our medical plans to identify and solve for gaps in coverage for COVID-19-related expenses.

We continue to make significant investments in programs to support the unique needs of our employees.



Mental

We firmly believe in the importance of **mental well-being awareness**, and pride ourselves in providing colleagues with benefits and resources to support them in their personal and professional lives. As employees balance working in the office and at home with our global hybrid work model, many continue to struggle with other aspects of life such as child and elder care. The ongoing effects of the pandemic, including stress and anxiety, have made it more important than ever for us to support our employees' emotional and mental well-being. Through our mental well-being pillar, our company makes available programs and workshops on topics such as mindfulness, resilience and sleep.

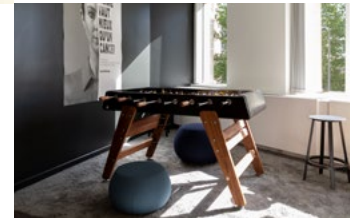
Employee Assistance Program (EAP)

Our Employee Assistance Program (EAP), through Resources for Living, offers employees in-the-moment telephone support for daily relationship challenges, work issues and everyday stress, as well as professional counseling sessions for personal, family or emotional issues. Employees can also get help finding assisted living for an aging parent, support with childcare services and crisis support for unanticipated events.



Flexible work arrangements (global)

We believe flexible work arrangements offer a different way of working and can enhance employees' mental well-being, foster teamwork, increase productivity and support work-life balance. We have had a global flexible work arrangement policy since 2008. To show our commitment to workplace flexibility, we provide a wide range of resources to help employees with home office setup, including tips for ergonomics, well-being office stretches and more.



Time off and leave

We understand the importance of taking time away from work when needed and we are committed to providing competitive paid time off and leaves of absence options to help colleagues when they or their family members are ill or need time to manage work and life responsibilities. Time off and leave benefits are based on local laws and market practices.

Mind Well

Our Mind Well program is focused on reducing the stigma of mental health by raising awareness, providing training and providing peer support. We're grateful to our employees around the world who volunteer as Mind Well Champions to support the emotional well-being of their colleagues, offer help and access to critical information and resources.

Global Paid Parental Time Off

All new parents deserve time off to care for and bond with a new child. That's why we implemented a policy to establish a global minimum standard for paid parental time off of 12 weeks.

This policy applies equally to employees who become parents through birth, adoption or surrogacy, regardless of marital status, sexual orientation and/or gender identity.

We established a deadline of December 31, 2022, for countries to evaluate and incorporate the terms of this global policy into their local policies. As of June 2023, over 95% of countries have successfully implemented the policy.

We've provided additional time for remaining countries to implement the policy to accommodate unique local conditions, such as union negotiations. We recognize that final policies in some countries may differ due to legal requirements and restrictions.



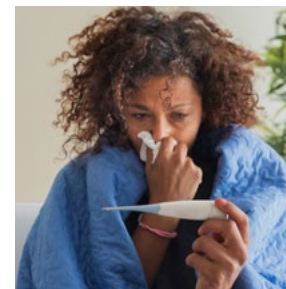
Mind Well Champions:

Colombia	U.K.
Switzerland	New Zealand
Australia	Ireland



3,702

Employees logged into our series of Mental Health Global Webinars with experts on a range of topics to help employees and their families.



R U OK? Day

One thing we learned from the pandemic is the value of human connection on our health and well-being. Every year in September, our company promotes R U OK? Day, which encourages people to connect with each other in an effort to address social isolation and promote community cohesiveness. We shared resources about reaching out with tips tailored to specific groups, such as colleagues, friends, family and members of traditionally marginalized groups such as the LGBTQ+ community.



Spotlight on mental health and emotional well-being

Every year in May and October, we put a spotlight on mental health and emotional well-being. We provide resources, tools and materials to support our employees' emotional well-being and sponsor a special series of webinars focused on hope and navigating difficult emotions, led by world-renowned experts.

“

On the Power of Gratitude Webcast (October 2022)

- *I really enjoy Dr. Mattis as a speaker — I hope she comes back to tell us more about her research. Thank you for these talks. I appreciate that our company gives us these opportunities to help us improve our mental health and find strategies to be better people (and employees).*
- *Taught me great strategies to live a life with more gratitude and focus on the positive things going on around me instead of the negative things and thank those who have helped me.*

On the Creating a Deeper Sense of Purpose at Work Webcast (May 2022)

- *The presenter's messages and examples are spot on. I loved that there were exercises to complete during the session and I liked the way AJ Adams used her personal examples to help provide context and the benefit of knowing your purpose.*

”



1,017

Global participants — Develop Your Personal Well-being Goals: Your Self-Care Action Plan for the Summer (June and September 2022)

Hosted by Benefits & Well-being, this global webcast and active workshop was led by Allison Task, a career and life coach. She helped employees focus on their personal needs and evaluate 10 areas of life to identify where change can be beneficial.

Calm

Our company offers all employees, their dependents and household members free subscriptions to Calm, an app that produces materials designed to aid sleep and lower stress and anxiety. Guided meditations, sleep stories and monthly challenges are just a few of the resources employees have access to through the app. Calm also provides a number of online resources we promote through our well-being websites, such as monthly calendars, well-being newsletters and blogs and several resource guides.

35% 

Approximately 35% of employees have registered for Calm in 2022.

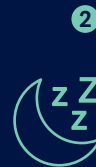


75%

Of registrants actively engage with the Calm app.



1
Meditation is the leading type of activity, followed by sleep, with our global employees.



What employees have been saying about Calm as a benefit:

“**Serious investment of my employer into a high quality and renowned provider of content to maintain mental health. Excellent and truly meaningful benefit!**”

“**I’m using Calm almost every day. I love sleep stories and getting back to sleep. They tremendously help me calm down and rest during the night. Especially the ones with music.**”

“**Helps to calm my mind after a busy/stressful day. I hope our company continues to provide this benefit.**”

“**Calm has helped me with stress and anxiety. I enjoy the various meditation sessions it has along with the music it has to offer. It also helped my children with the sleep stories it has.**”

“**Calm provides a way for me to **destress from work and day-to-day activities**. It relaxes my mind and body and also helps me get better sleep. It provides tools to control my environment and mood.**”



Financial

Financial well-being is a sense of security and, for some, a feeling of control over day-to-day and long-term finances. Finances can affect a person's mental and physical well-being, so we're committed to providing the benefits, tools and resources for this important element of overall well-being.

Retirement savings

Worldwide, we offer core and ancillary financial security and retirement benefits that routinely rank amongst the most valuable and progressive of other large multinational corporations.

Outside the U.S., we have more than **80 pension plans** (including defined benefit, cash balance and defined contribution plans) in over **40 countries**. These plans often supplement government-sponsored social security benefits to improve employees' financial security through added retirement income.





Social

Hybrid work model

Over the past two years, we launched and evolved our global hybrid working model to create workplace flexibility, empowering employees to balance their professional and personal well-being. While we remain committed to the flexibility of the hybrid model, we also see an opportunity to further shape and foster collaboration, culture and career development, and create energy by connecting in person more often. Globally, our approach balances business and employee needs so that, ultimately, we can deliver even greater results for patients, customers and each other.

#GrowAMo photo contest

Movember is an annual global event to raise awareness for the key issues of men's mental health and suicide prevention, prostate cancer and testicular cancer. By growing mustaches, hosting events or setting personal fitness goals, we join millions of people around the world each year who are helping men live happier, healthier and longer lives. In 2022, colleagues from around the world participated in our #GrowAMo photo contest to see who could grow the best mustache (real or fake) during the month of November.

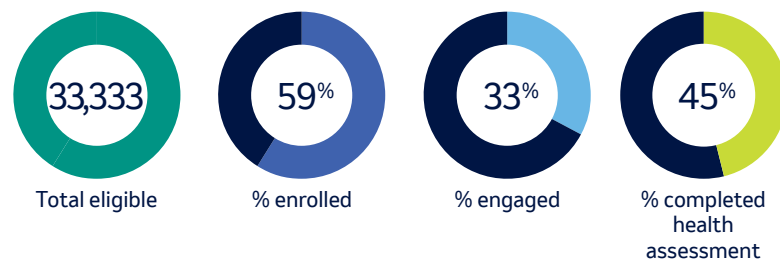


Alireza Tarighian was the winner of the 2022 photo contest. Here, he and his family model their Mos!

Virgin Pulse digital well-being platform

Many of our employees enjoy participating in our Virgin Pulse challenges, some related to physical well-being, some related to mental well-being, and some related to financial well-being. But all challenges bring together individuals and teams to connect virtually through the well-being platform. Colleagues are inspired to motivate each other with messages of praise and inspiration, and many share their insights, feelings, challenges and achievements as participants engage in a community of wellness.

Member engagement



Top journey categories

Eat well for healthy cholesterol 1,519	Find your focus 1,352	Eat well to manage blood sugar 1,154	Get back to sleep 970
Choose a new mindset 1,411	Calm your mind for sleep 1,236	Stress less in no time 1,020	Get strong at home 901
		Make time for play 996	Eat for health 856

Top healthy habits

Activity minutes 2,691	Stairs 2,278	Mind sweeper 2,186	Wake up with water 1,830
Get a workout 2,658	Get some sleep 2,249	What's your mood? 2,184	Steps 1,816
		Start the day right 2,131	What's your weight 1,292

Employee Business Resource Groups

Our company Employee Business Resource Groups (EBRGs) provide a supportive community for people with similar backgrounds or beliefs. Because each group has its own unique focus areas and interests, we provide various ways to support their well-being, including webinars and workshops designed specifically for their community (financial well-being workshops geared towards women, the Black community, the LGBTQ+ community and Veterans; interactive presentations with a licensed therapist on women's reproductive health care and mental health).

In 2022, we collaborated on 20 events that supported various EBRGs, with 2,100+ employees attending.

Employee champions

Well-being champions have a vested interest in achieving personal health and well-being as well as encouraging their colleagues to be well. They provide local support to increase awareness, visibility and participation in well-being programs and initiatives.

Employee volunteerism and philanthropy

We support programs to help improve access to health and enhance the quality of life in our communities and we invest in philanthropic programs aligned with our guiding principles and priorities.



Our Pro Bono Legal Program enables employees to offer expertise to members of the community that would otherwise be unable to access legal advice.



The MSD Fellowship for Global Health is a three-month, corporate pro bono program that leverages the skills and talents of our employees and helps build the capacity of non-governmental organizations (NGOs) working to improve global health.

Pro Bono Legal USD \$487,750

Fellowship USD \$2,659,800

Total USD \$3,147,550



Doing good in Italy

Doing good to others, to what surrounds us and to ourselves is a principle at the base of MSD Italy's daily actions.

In that spirit, and in collaboration with Retake Roma, they launched an initiative to support their community. Forty employees dedicated their time to the redevelopment of a bike path and playground in the Ponte Nomentano area of Rome. They didn't do it alone, thanks to the contributions of the boys of Guscio di noce APS Association, a group that welcomes, educates and enhances paths toward social inclusion for young people with psychosensory disabilities and autism.



[Watch more here](#)

Building community



MSD Family Picnic Day in Singapore

The Singapore well-being committee and Next Gen Network (NGN) organized an MSD Family Picnic Day for employees and loved ones. The event was held in conjunction with National Family Week 2023 in Singapore and in celebration of Father's Day. While there were, of course, activities, games, friendly competitions, food and prizes throughout the event, there was also a special moment when children volunteered to express their appreciation for their fathers through words of love. It was a unique opportunity to forge closer ties and build lasting memories with colleagues and their families!



MSD Manufacturing Division (MMD) Appreciation Week in Singapore

MMD Appreciation Week was held at four sites over four days in Singapore to show appreciation for the country's manufacturing employees, celebrating their resilience to emerge from the pandemic without disruption in production to meet the needs of our patients. For the first time ever, as part of the week, we conducted an "MSD Got Talent" contest. The performances were entertaining, and it was meaningful to see our employees come together to cheer for their colleagues while reconnecting through song and dance.



We value the health and well-being of our employees and encourage everyone to strive to be at their very best. Our programs help colleagues exercise, eat healthy, manage emotional well-being and pursue an overall healthier life. For those who are just beginning a well-being journey, start small and continuously add new healthy habits after mastering current ones. The fact is good health and well-being can make a positive personal impact and allow for stronger and more meaningful contributions both at work and at home!

For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. And to do so, we are unified by our purpose: We use the power of leading-edge science to save and improve lives around the world.

*For more information on our well-being programs for employees, as well as on other Environmental, Social & Governance (ESG) topics, please see our **ESG Progress Report** on the ESG page of our corporate website.*

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