

Purpose for Progress

MSD Impact Report Summary 2024/2025

For our full report, please [click here](#).

“Our long-standing commitment and focus on advancing access to health, operating responsibly and implementing strategies that protect the health of people, animals and the planet is unwavering. As we continue to navigate the rapid pace of change happening all around us, I am proud of the progress we’ve made thus far, and I remain optimistic about our future.”



Robert M. Davis
Chairman and
Chief Executive Officer



Key highlights

Access to Health

>450 million

People reached with our medicines and vaccines in 2024¹

>247 million

People enabled to access our innovative medicines and vaccines through access solutions in 2024²

Employees

>25,000

Employees are members of at least one of our 10 Employee Business Resource Groups—that is over 30% of our workforce globally. All employees are welcome to join any of our Employee Business Resource Groups

>75

Countries have access to our global Employee Assistance Program (EAP), providing comprehensive mental health support for our employees and their families

Environmental Sustainability

Net-zero

We are committed to achieve net-zero target greenhouse gas emissions across our global operations (Scopes 1, 2 and 3) by 2045, which is aligned with the guidelines of the Science Based Targets initiative (SBTi)

400+

Partnership engagements with suppliers in support of our efforts to reduce GHG emissions. Representing ~60% of our Scope 3 emissions in 2023

Ethics & Values

24/7

Availability of our [MSDethics.com](#) reporting tool, which allows employees and third parties to raise concerns confidentially and anonymously (where permitted by law)

\$4 billion

Spent with small Tier 1 and 2 suppliers globally in 2024, fostering a healthy supply chain

Our sustainability focus areas, goals and performance

We operate responsibly every day to enable a safe, sustainable and healthy future for people and communities everywhere. Our goals reflect our public commitments to provide value to society and our business. In the past year, we have challenged ourselves to make significant progress toward our ambitious commitments across each of our focus areas: Access to Health, Employees, Environmental Sustainability, and Ethics & Values.³

Access to Health

Goals	2023	2024	Total
Reach more than 50 million people in low- and middle-income countries and in underserved populations in high-income countries with our social investments by 2025 ^{4,5}	21.2	11.4	66.2
Reach at least 75% of countries around the world annually with our products ^{6,7}	79%	92%	
Enable 350 million more people to access our innovative medicines and vaccines globally through access solutions by 2025 ²	240.0	247.7	

Environmental Sustainability

Goals	2023	2024
Reduce our operational GHG emissions (i.e., Scopes 1 & 2) 46% by 2030, from a 2019 baseline ⁹	14% below baseline	16% below baseline
Reduce our value chain (Scope 3) GHG emissions by 30% by 2030, from a 2019 baseline ^{10,11}	9% below baseline	6% below baseline
Source 100% of our purchased electricity from renewable sources by 2025 ¹²	57%	61%
Achieve net-zero greenhouse gas (GHG) emissions (Scopes 1, 2 & 3) by 2045	In 2024, we committed to a net-zero target for our greenhouse gas (GHG) emissions across our global operations (Scopes 1, 2 and 3) by 2045, aligned with the guidelines of the Science Based Targets initiative (SBTi).	

Employees

Goals	2023	2024
Maintain or exceed our current employee engagement index score by 2025 ⁸	On track	On track
Maintain or exceed our current inclusion index score by 2025 ⁸	On track	On track

Ethics & Values

Goals	2023	2024
Foster a “Speak Up” culture by maintaining or exceeding our current percentage of global employees responding favorably to the “Willingness to report” question in an internal survey as an annual average, by 2025 ¹³	On track	On track
Maintain 100% compliance to privacy and data protection regulatory requirements for active incident monitoring, risk/harm analysis and on-time notification of data breaches ¹⁴	100% compliance maintained	100% compliance maintained

Select awards and recognition

We’re proud that our longstanding commitment to driving responsible actions has received external recognition as we strive to mitigate sustainability-related risks and create value for our business, society and all of our stakeholders.

Sustainability

Newsweek & Statista

Ranked #1 on America’s Most Responsible Companies list, and #1 in the Health Care and Life Sciences sector, holding first place for the second year in a row (2024, 2025)

TIME

Ranked #28 on World’s Most Sustainable Companies list (2024)

JUST Capital/CNBC

Ranked #41 on America’s Most JUST Companies list, and #2 in the Pharmaceuticals and Biotech sector (2025)

Corporate Leadership & Management

Wall Street Journal

Ranked #33 on 250 Best-Managed Publicly Traded U.S. Companies list (2024)

Fortune

Ranked #68 on 100 Best Companies to Work For® list (2024)

Forbes

Ranked #97 on Best Large Employers list, out of 700+ companies (2025)



Notes

¹ This people reached metric estimates the number of people who have received a company product through commercial channels, clinical trials, voluntary licensing or product donations. Product donations include people reached through the MECTIZAN Donation Program, U.S. Patient Assistance Programs, and the MSD Medical Outreach Program. Sources of data are Merck & Co., Inc., Rahway, NJ, USA and third-party data sets that are tracked within an enterprise-wide internal database. The people reached metric for all sources is calculated as doses sold divided by the average dose schedule for a given market in a given year. People taking multiple products may be counted as multiple people toward the total estimate. In some instances, this estimate may include people enabled to access our products through access solutions, which are calculated as part of our goal to enable access to our innovative medicines and vaccines. The people reached metric does not include people reached through social investments, which are calculated as part of our goal to further advance access to health for populations in LMICs and groups with limited access to care in high-income countries.

² The number displayed is for the year 2024 and provides information on the number of additional people who we estimate now have the option to access medicines and vaccines as a result of our sustainable access strategies, solutions and partnerships. These solutions include our commitment to Gavi and UNICEF (rather than doses shipped), collaborations to optimize resources in health systems, expanded financial coverage through insurance, and new community-based channel partnerships. “Innovative medicines and vaccines” refers to our Company’s on-patent products. Enable “more people” is defined as populations supported by initiatives implemented and launched in market and will be in comparison to the baseline (2020) as of 2025. Evidence for metrics is sourced from publicly available data and proxy sources by market. While proxies differ by market, all methodologies are evaluated and represent our best estimate of people enabled to access innovative medicines and vaccines. People who were enabled to access innovative medicines and vaccines did not necessarily receive such innovative medicines and vaccines.

³ Our Company’s strategic framework.

⁴ Social investments include our Company’s philanthropic partnerships, programs and impact investments. Underserved populations are defined as those that face health disparities due to disadvantages related to insurance status, social determinants of health, race, ethnicity, gender identity/sexual orientation, age and/or language preference. The goal is cumulative across the reporting period of 2021-2025 and is independent of a baseline period. Actuals for each year to date are based on reports received between the 1st of March and the last day of February of the corresponding performance year.

⁵ Third-party reporting is used to calculate the number of people reached through social investments. In some cases, third-party reports may include cumulative people reached for the reporting period, and/or data that is attributable to other partners as well as our Company’s philanthropic investment.

⁶ Countries are as defined by the World Bank Country and Lending Groups. Includes only human health products.

⁷ Reflects improved data capture through updated processes that now include previously unreported markets.

⁸ In 2022, we revised employee survey measurements to align with evolving best practices. In this report, 2022 data are used as the baseline for future comparison.

⁹ Scope 1 GHG emissions are direct emissions from owned or controlled sources such as on-site fuel combustion and fleet vehicles. Scope 2 GHG emissions are indirect emissions from the generation of purchased energy consumed by the reporting company.

¹⁰ Scope 3 GHG emissions include all other indirect emissions in a company’s value chain.

¹¹ In 2024, we initiated a work process with our suppliers to collect and report their activity data related to our Scope 3 emissions in place of our input/output spend modeled data, when available. Our 2019-2024 Scope 3 performance data and goals were updated to include this data.

¹² We have defined “purchased electricity” as electricity sourced from external suppliers as well as renewable electricity that was generated and utilized on site where we retained the renewable attributes or where we have obtained renewable attributes through contract.

¹³ Favorable response indicates the percentage of respondents who respond “yes” to the question stating, “I am willing to report employee misconduct and potential ethics or compliance issues.”

¹⁴ Regulatory requirements differ by region.



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Risks and uncertainties include but are not limited to, general industry conditions and competition; general economic factors, including interest rate and currency exchange rate fluctuations; the impact of pharmaceutical industry regulation and health care legislation in the United States and internationally; global trends toward health care cost containment; technological advances, new products and patents attained by competitors; challenges inherent in new product development, including obtaining regulatory approval; the company’s ability to accurately predict future market conditions; manufacturing difficulties or delays; financial instability of international economies and sovereign risk; dependence on the effectiveness of the company’s patents and other protections for innovative products; and the exposure to litigation, including patent litigation, and/or regulatory actions.

The company undertakes no obligation to publicly update any forward-looking statement, whether as a result of new information, future events or otherwise. Additional factors that could cause results to differ materially from those described in the forward-looking statements can be found in the company’s Annual Report on Form 10-K for the year ended December 31, 2024 and the company’s other filings with the Securities and Exchange Commission (SEC) available at the SEC’s Internet site (www.sec.gov).

No duty to update

The information contained in this publication was current as of the date presented. The Company assumes no duty to update the information to reflect subsequent developments. Consequently, the Company will not update the information contained in this publication and investors should not rely upon the information as current or accurate after the presentation date.

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