

SPEAK UP: POWERING A CULTURE OF INTEGRITY AT MSD

Progress Built on Principles



Every one of our employees has a voice—and the opportunity, responsibility and support to use it. We foster a culture where employees feel safe and empowered to speak up and where our values reflect our commitment to ethical corporate behavior.

SPEAK UP



MSDethics.com is our company’s confidential reporting tool, enabling employees and third parties to raise concerns about potential misconduct, policy breaches or Code of Conduct violations.

- Available 24/7* in local languages
- Third-party managed* to ensure independence, trust and privacy
- Accessible for anonymous reporting* where legally permitted
- Enables employees to raise concerns* without fear of retaliation

Quality, Health & Safety are Paramount

We prioritize

- ☒ *Quality*
- ☒ *Safety*
- ☒ *Integrity*

by upholding rigorous standards across our operations—from manufacturing to clinical trials to product security—to protect patient health and maintain stakeholder trust.

In a dynamic regulatory landscape, *we proactively manage risk, collaborate with authorities and leverage technology* to ensure product integrity while always putting patients first and operating responsibly to build a safe, sustainable and healthy future.



ROOTED IN **ETHICS.**



BUILT ON **TRUST.**



DELIVERED WITH **INTEGRITY.**