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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.

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RICHARD T. CLARK
GLOBAL HEALTH PROGRAMS
FELLOWSHIP | PATHFINDER

Richard T. Clark (RTC) Global Health Programs

NGO application guide & program overview

November 2026

MSD

Disclaimer: All information and dates contained in this document are provided for informational purposes only, are tentative, and are subject to change without notice. We will not use, sell, rent, trade, or otherwise disclose any information you submit in the application except as required by law.

Overview

Our Purpose: We use the power of leading-edge science to save and improve lives around the world.

Businesses
Prescription medicines, vaccines, biologic therapies, animal health products and technology solutions

2025 revenues
$65 billion

2025 R&D expenses
$15.8 billion

Global Headquarters
Rahway, New Jersey, USA

Merck & Co., Inc., Rahway, New Jersey, USA
This is the corporate name of our parent company and is listed on the New York Stock Exchange under the symbol “MRK.” We are known as MSD outside of the United States and Canada.

Employees
Approximately 75,000 (as of 12/31/25)

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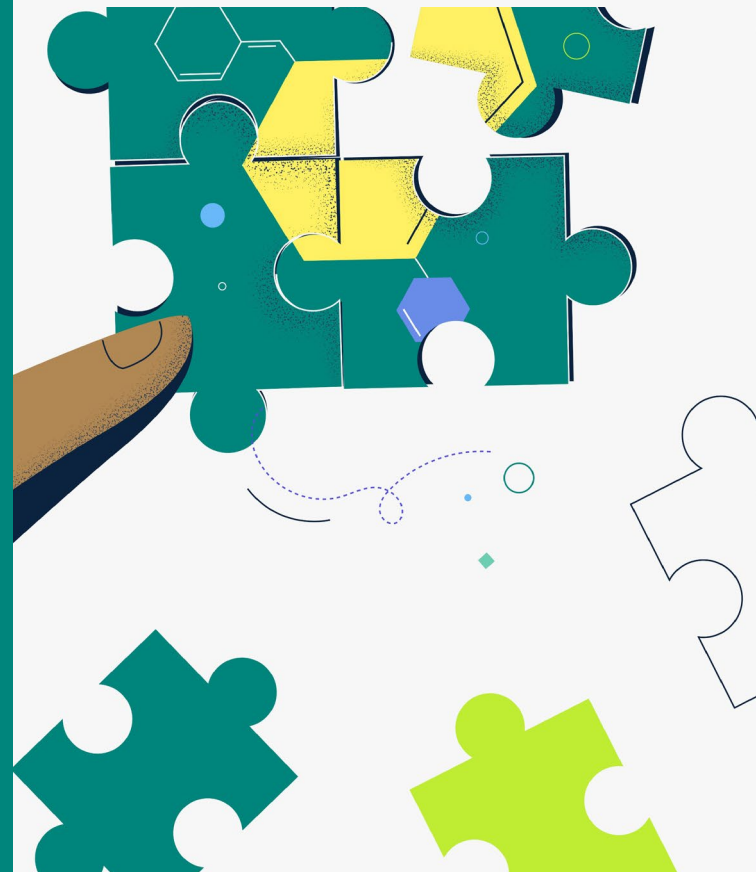
NEW! RTC Global Health Pathfinders

In 2026, as part of the MSD Richard T. Clark (RTC) Global Health Programs, the **RTC Global Health Pathfinders** pilot program was launched. This is a fully virtual, skills-based companion to the RTC Fellowship for Global Health. In this new program, MSD employees support your organization remotely by sharing their professional skills to help address specific global health challenges.

The RTC Pathfinders program is a 6 month, fully virtual program which runs from ***May to November 2027**.

- **Flexible Pathfinder support:** MSD employees will volunteer approximately 5-10 hours per week for 6 months. Employees will be selected through a rigorous application process based on skill and interest.
- **Virtual-first:** Designed for collaboration across time zones and functions, no travel is associated with the program.
- **Clear scope:** Each project is timebound and has clearly defined goals and outcomes that we will agree on together with your organization.
- **Primarily skills-based support:** NGOs receive up to $10,000, along with focused, project-based skills assistance.

**Dates have yet to be finalize*



Two paths. One shared purpose.

RTC Fellowship for Global Health

BACKGROUND

Established in 2012; pairs MSD employees with NGOs to improve access to health through a hands-on leadership development experience.

HOW IT WORKS

Teams of 3–4 MSD employees work **full-time** for three months: eight weeks **in the field**, then four weeks virtually.

DISTINCTIVE STRENGTH

Immersive collaboration builds local understanding and supports hands-on implementation.

GRANT SUPPORT

Up to $50,000 USD alongside employee expertise.

RTC Global Health Pathfinders

BACKGROUND

Introduced in 2026; a **fully virtual**, skills-based companion to the Fellowship supporting NGOs to improve access to health.

HOW IT WORKS

Teams of 4-5 MSD employees volunteer about 5-10 hours per week for six months, with **no travel**.

DISTINCTIVE STRENGTH

Flexible remote collaboration provides focused skills support for clearly scoped projects.

GRANT SUPPORT

Up to $10,000 USD alongside employee expertise.

One Application. Two Possibilities.

NGOs interested in the Pathfinder Program should apply through the Richard T. Clark Fellowship application process and indicate their interest in being considered for Pathfinder.

MSD will evaluate all applications and may recommend projects that are not selected for the 2027 Fellowship, or that are better suited to Pathfinder, for consideration in the Pathfinder Program.

NGOs receiving a Pathfinder invitation may choose to accept or decline.

The remaining slides in this presentation will describe the RTC Fellowship for Global Health.

RTC Fellowship for Global Health

MSD's Richard T. Clark (RTC) Fellowship for Global Health is a three-month philanthropic leadership program that pairs MSD employees with non-governmental organizations (NGOs) to address a range of public health challenges.

RTC Fellows work collaboratively in teams of 3 and 4, leveraging their diverse skills to consult on and develop innovative and sustainable solutions. In addition to the strategic support from the RTC Fellows, NGOs are provided with a monetary grant up to $50,000 (USD).



Since the fellowship was established in 2012, **402 fellows** from **45 countries** have partnered with **55 NGOs.**

Who are the RTC Fellows?

- Cross-functional teams of high performing MSD employees
- Globally diverse—participants come from around the world including North America, South America, Europe, the Middle East, South and East Asia, Africa and Australia
- Passionate about making a difference in global health
- Emerging leaders with expert knowledge and strategic support
- Enthusiastic and motivated about our company's purpose



Functional experience/skill sets include:

Planning & Management
- Managing projects and programs
- Planning budgets and finances
- Building organizational strength
- Working with partners and stakeholders

Research & Learning
- Designing and running research studies
- Evaluating and learning from projects
- Building research skills in the team
- Data collection and analyzing information

Operations & Logistics
- Managing supplies and logistics
- Ensuring quality and safety
- Buying and working with suppliers
- Planning for risks and emergencies

Communication & Outreach
- Sharing information and raising awareness
- Engaging with communities and building partnerships
- Planning and running campaigns
- Using digital and social media
- Telling stories and creating messages

Support Services
- Managing finances and accounts
- Handling legal matters
- Managing people and training
- Managing information and technology

Profile of an NGO Partner

Our partner organizations have proven expertise and success in driving solutions that expand access to health in meaningful and sustainable ways.

Their efforts range from improving the availability of clean water and essential medicines to designing outreach programs that connect families with health and social services to reinforcing infrastructure for consistent follow-up and continuity of care.

Our partners vary each year. See the eligibility requirements before applying. **Please note that all partners must be non-profit NGOs.**

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Historically, we have supported projects that improve health and access to health for communities — especially for cancer, diabetes, HIV/AIDS, chronic and infectious diseases, maternal and animal health — and strengthen local health systems. We also support projects that connect environment and health (clean water, climate) in low- and middle-income countries.



MSD Expertise and Grant Giving

An Investment in the Project and the People Delivering It

Up to **$50,000 USD** to support your project

What the project budget supports:

RTC provides funding to help the NGO partner create the practical foundation needed to implement the proposed project successfully.

- Shared, apartment-style housing for RTC Fellows
- In-country transportation for Fellows
- Hotel accommodations for Fellows and NGO staff when project activities require travel beyond the NGO's immediate base location
- Salary and benefits for NGO employees participating in the project
- Equipment, software, supplies, and other practical or logistical needs, such as translation services, directly supporting project delivery

Beyond the budget:

A dedicated team of English-speaking RTC Fellows

The NGO receives a team of 3-4 experienced, highly skilled MSD professionals who bring expert knowledge, fresh perspective and hands-on strategic support to help implement the proposed project. These RTC Fellows are hand selected to match the skills NGOs request in their project proposal.

Fellows do more than advise. They work alongside the NGO team to strengthen capabilities, solve real challenges and create practical solutions that can continue delivering value after the assignment ends.

Organizational responsibilities: NGO Partners



Planning

- Write and revise Scope of Work (SOW), as needed
- Create an agenda for the 14-week program, including planning an eight week in-person field visit
- Coordinate logistics for eight-week field visit



Partnership

- Assign a project manager to manage and consult with Fellows—this role is key in driving successful communication among the Fellows, NGO, and stakeholders
- Connect Fellows to appropriate external stakeholders
- Provide access to key people and information within the organization
- Share insight into local cultural context



Expenses

- Manage and report on expenses covered by charitable grant
- Track receipts to share with MSD at the end of the Fellowship

Timeline

The RTC Fellowship currently operates as a hybrid program and runs from July to October. The RTC Fellows and NGO will work together, full time, for a period of three months. This begins with an eight-week field visit to the organization's office location and/or project location and continues with four weeks of daily virtual interactions.

After you're selected as an NGO partner…

Mid-May:
NGO kick off call

Virtual call with the RTC Fellowship Leadership Team

Mid-May:
Meet your assigned RTC Fellows

Virtual call with the 3-4 RTC Fellows supporting your project

End of May-July:
Prep calls

Reoccurring virtual call with your RTC Fellows to transfer knowledge and revise the scope of work (SOW)

End of July – End of September:
8 week field visit

Full time, in-person field visit to the NGO's office location and/or project location.

See the next slide for why the RTC Fellows go on field-visits.

October:
Post-field visit Assignment

Full time virtual work with your RTC Fellows

Mid-October:
Final check out with RTC Fellows

Virtual call with your RTC Fellows and any additional stakeholders

Mid-November:
Feedback survey

Virtual survey sent from the RTC Fellowship Leadership Team

Why do RTC Fellows go on field-visits?

Field-visits provides RTC Fellows with an in-depth understanding of the local public health challenges. This enables them to engage with key stakeholders and community members and tailor project deliverables to meet the specific needs of the population.

Stakeholder engagement

Research and data collection

Understanding local context



Monitoring and evaluation

Implementation support

Culturally tailored interventions

Building relationships and trust

Examples of past projects

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Case Study #1

Project goal: Create a media-based training program to increase national rabies elimination efforts in Cambodia and across Africa

Key activities:

- Develop a **one-day training course**
- Create **course materials** and **standard operating procedures (SOPs)**
- Design an **online course** for the Learning Academy
- Collaborate with **stakeholders** to identify local challenges and collect **videos/photos**

Requested skills:

- Proficient in **writing**, including diagrams and training materials
- Background or interest in **animal welfare** or **veterinary science**
- **Vaccination** experience
- Familiar with **Adobe products** (Photoshop, Illustrator, Premiere Pro, After Effects)



Cambodia

Case Study #2

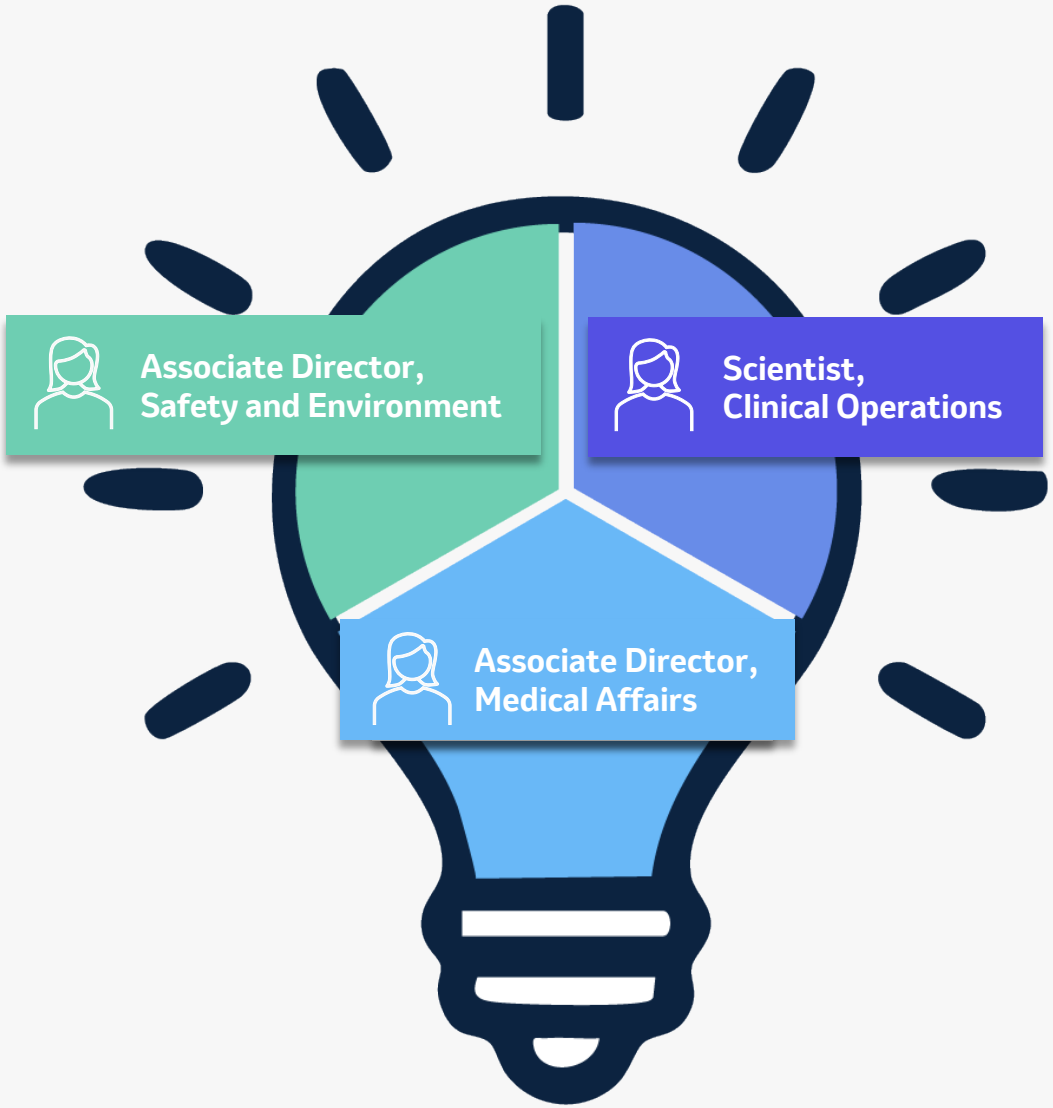
Project goal: Measure the impact of a safe water access program in rural India through a Health Impact Assessment (HIA)

Key activities:

- Conduct a **Health Impact Assessment (HIA)**, including:
  - Develop a **research plan** and trained **surveyors**
  - Interview **local community members** and assessed **water treatment stations** to collect firsthand data
- Produce a **60+ page HIA report**
- Submit report to **global environmental summits**
- Assist in **research paper development** by:
  - Shortlisting **publications** and creating an **abstract** and dissemination plan

Research skills:

- Proficient in **study design**, **community engagement**, and **program monitoring**
- Skilled in **statistical analysis**, **health economics**, and **scientific writing**



India

Case Study #3

Project goal: Evaluate the educational component of a healthcare intervention and recommend enhancements to improve the NGO's efforts in reducing the number of pregnancies among young individuals.

Key activities:

- Develop **study design** and **research questions** with stakeholders
- Create a **mobile survey**, **train field workers** and **collect data**
- Analyze data and **provide actionable recommendations**
- Prepare a **written report** with statistical evidence

Requested skills:

- **Training and capacity development** for field workers
- **Research, monitoring and evaluation** expertise
- **Model design** for effective intervention strategies



Senegal

How to apply

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2027 Process

The RTC Fellowship for Global Health uses a three-part application to keep the process simple and reduce work for applicants.

Part 1: Short Application (Open to anyone)

Purpose: Eligibility check and short project summary

You submit:

- Basic organization info & conflict/eligibility answers
- Short description of the community and health needs
- One short patient/community story (Example provided)
- Links or proof of impact (reports, testimonials, etc.)
- Proposed goals of the project

Outcome: Select applicants are invited to Part 2

Where to apply: msd.com/rtcfellowship

Part 2: Full Project Proposal (By invitation)

Purpose: Show the project is feasible, impactful and compliant

You submit:

- Detailed project plan with milestones and deliverables
- 12-week plan broken down week-by-week
- Line-item budget + justification (template provided)
- Goals & indicators, risks & mitigation, sustainability plan

Outcome: Finalists are invited to Part 3

Part 3: Final Documents (Finalists only)

Purpose: Complete grant setup and confirm financial/legal eligibility

You submit:

- Proof of non-profit and tax ID
- Bank details (bank certificate, voided check, or first page of bank statement)
- Board list, annual operating budget, audited financials
- Progress report if you've partnered with the RTC Fellowship before

Outcomes: Grant funds and support from RTC Fellows

Deadlines:

There are two chances to apply:

- Submit Part 1 by **November 20, 2026,** for earlier review and faster decisions (highly recommended).
- Submit Part 1 by **December 11, 2026,** if you need more time to prepare (reviews begin after Round 1).

For questions, email:
rtcfellowship@msd.com

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RICHARD T. CLARK FELLOWSHIP FOR GLOBAL HEALTH

Thank you!

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