



## 2023-2024 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.



# Helping people be their best



Our employees face multifaceted challenges, both professionally and personally, and their needs are constantly evolving — along with the needs of their families. In my first year here at our company, it's already clear to me that we prioritize a culture of well-being that enables our colleagues and their families to be at their best.

Our purposeful, strategic well-being investments make a big difference for our people! From promoting healthy habits, to providing affordable access to high-quality medical plans, to offering nutrition resources, and even giving free mental health tools — we offer a wide selection of assets, programs and services to engage and support our employees. Our company is devoted to our people who are operating in an ever-changing external environment that is still impacted by the pandemic's effects.

This devotion is showcased in our 2023-2024 Annual Well-being Report.

Our world-class culture of well-being is based on four pillars: physical, mental, financial and social. We are proud of the external recognition that we have earned. Among our awards include Fortune 100 Best Companies to Work For (2023), Human Rights Campaign's Best Places to Work Corporate Equality Index (2023-2024) and Forbes 2023 World's Best Employer.

This recognition is a testament to our commitment to creating an inclusive environment and peace of mind for our employees and their families!

Through our work, we have an opportunity to continue the significant impact we make on the well-being of others around the world. This is a responsibility that all of our employees take very seriously, and I admire their commitment to helping patients and customers.

We also have a responsibility to take care of ourselves and each other! Going forward, our company will continue our tireless dedication to our people as they navigate the litany of challenges faced every day. In doing so, we will better enable them to propel Our Purpose of saving and improving lives and make a meaningful impact on global health!

Be well,

A handwritten signature in black ink that reads "Betty Larson".

**Betty Larson**

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. Additionally, we follow an 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, early intervention and prevention programs help address stigma, build resilience and maintain good mental health. In addition, we provide resources and support to enable people with mental health conditions to participate and thrive.



## 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 (2019-2024)



American Heart Association Workplace Health Achievement Award (Achieved the highest level four 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.)



Forbes 2023 World's Best Employer



Forbes 2023 America's Best Employer for Veterans



Fortune 100 Best Companies to Work For (2023)



100 Best Companies — Top 10 (2023)



Human Rights Campaign's Best Places to Work Corporate Equality Index (2023-2024)



Disability Equality Index 2023 Best Places to Work (2023)



Bloomberg Gender-Equality Index (GEI) (2023)



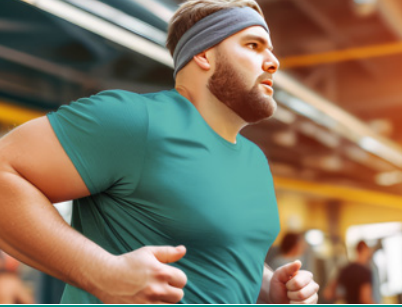
U.S. News Best Companies to Work For (2023-2024)



Military Friendly Employer (2024)



Science Magazine's 2023 Top Employer



## 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, dental and vision plans, as well as programs and resources that build healthy habits for daily maintenance of healthy routines.

## Medical, dental, vision plans

Our medical plan in the U.S. helps support our members with an advocacy solution designed to help them navigate the health care system and save time by:

- Providing help with health care insurance claims and estimates
- Finding providers, specialists, facilities and experts
- Coordinating care and helping manage complex medical conditions
- Scheduling appointments with physicians and for treatments and tests
- Offering referrals to other company programs

In addition to our core health care benefits, we offer:

- Expedited appointments and cancer treatment at Memorial Sloan Kettering and Dana-Farber Cancer Institute
- Expert medical opinions — such as confirming a complex or rare diagnosis, weighing in on a prescribed treatment plan or providing an alternative approach — from medical specialists at leading institutions
- Diabetes management program
- Tobacco cessation program

## Wellness

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 onsite gyms and sports clubs; discounts to off-site gym memberships; virtual exercise classes; healthy eating and weight management programs; and workshops on nutrition, disease management, integrative health, etc.



## Onsite fitness centers

Our onsite fitness centers are now free to all employees, encouraging them to celebrate their in-person office days with a healthy routine. The fitness centers offer access to the latest exercise equipment and a wide array of group exercise classes hosted by our onsite expert and degreed fitness professionals! To get employees and their families moving — no matter where they are located around the world — virtual live groups and recorded exercise classes include Bootcamp, HIIT, Tabata, Cardio Kickboxing, Pilates, Mobility and more. We also provide a unique, interactive web experience that provides the guidance and motivation people need to get active, unwind and stay strong. Daily tips and live streaming events feature everything from yoga and kid-friendly workouts to nutrition tips. More than 12,387 employees took advantage of in-person and virtual physical activities in 2023.



In 2023, our fitness team conducted approximately:

149

stretch breaks

5,639+

employees reached

An increase of 29% compared to 2022.

“

*Thanks for making the fitness center a perk — I feel if Merck can invest in me, I should also invest in my well-being!*

*The onsite gym staff are wonderful, helpful and the facilities are great for a corporate gym. The in-person classes are really fun and you definitely get a good workout!*

*I have been a member of the fitness center for 15 years and the current staff at UG is the best that I have ever met. The coaches and personal trainers do an outstanding job of interacting with members, sharing their enthusiasm for fitness and inspiring members to reach their fitness goals! It's wonderful to see how this staff makes such a strong impact on the wellness of others.*

”

## 1:1 coaching

We know it's not always easy to get — and stay — motivated to move. Our 1:1 coaching sessions enable employees to work individually with a fitness center team member to talk about fitness objectives, motivation and struggles and design a fitness plan! Employees participated in 2,010 personal training sessions in 2023.

## 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 2023, our well-being challenges had 3,181 participants who walked 1,297,439,093 steps, which covered 648,720 miles.

## Nutrition

We provide resources to help employees and their families understand nutrition and how to reach their health and well-being goals. We offer a range of programs and services to our employees, such as discounts on grocery delivery services and meal prep subscriptions, discounts on weight loss programs and healthy recipes.

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.



# 927

**Employees** participated in nutrition-related webinars, nutrition month cooking demos and ask-the-dietitian sessions in 2023.

## Webinar topics



- Q&A with your RD (4 sessions)
- Heart Healthy Teaching Kitchen: Make Your Own Sushi
- Hispanic Month Teaching Kitchen
- Food & Stress
- Holiday Recipe Revamp

## 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%

Worldwide tobacco-free sites

## Onsite employee health clinics

Our clinics provide a broad range of occupational and preventive health programs and services aimed at keeping our employees healthy, including:

- Emergency care for individuals suffering a serious illness or injury while at work
- Administration of vaccines, such as flu and HPV
- Business travel consulting and administration of travel-related vaccines
- Onsite lab services





# Mental

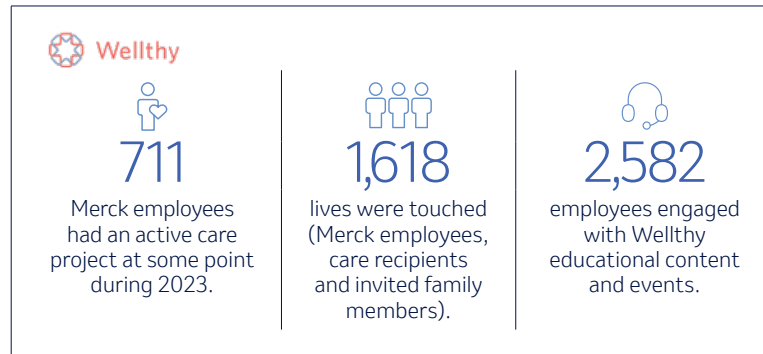
We firmly believe in the importance of **mental well-being awareness**, and pride ourselves in providing colleagues with benefits and resources to support them in their personal and professional lives. As employees balance working in the office and at home with our global hybrid work model, many continue 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)

Lyra, our U.S. EAP, provides 12 free sessions of high-quality mental health care. Lyra can recommend personalized treatment options, match employees with providers that are available right away and offer real-time appointment scheduling. Lyra also provides gatherings, which are small, virtual group discussions led by clinical topic experts, and workshops, which are mental well-being informational sessions facilitated by Lyra clinicians. Both offer sessions on thought-provoking topics related to mental health, current events, diversity, inclusion and belonging. See [page 16](#) for more detail.

## Caregiving support

Wellthy provides personalized support, at no cost, when employees need help managing care for themselves or a loved one who has complex and ongoing care needs. Wellthy pairs employees with care coordinators who can provide guidance through a care plan, advocate for care and tackle caregiving tasks.



## Mental health providers

U.S. employees enrolled in the Merck medical plan also have access to mental health providers through Horizon BCBS, continuation of mental health therapy through our EAP with Lyra, and medication management with either provider.

## Flexible work arrangements

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.

For all U.S.-based employees not subject to a collective bargaining agreement, regardless of tenure, we offer 25 days of vacation, 12 holidays (including a flex day), a year-end shutdown period of four days and various other paid time off or leaves of absence to help employees take time off when they need it, including:

- Compassionate time — up to 10 days per calendar year to deal with personal or family emergencies, bereavement or other challenging situations
- Parental leave — up to 12 weeks following the birth, adoption or foster placement of a child
- Sick time
- Jury/witness time
- Voting time
- Time to volunteer
- Family medical leave (FML)
- Unpaid child care leave (UCCL)
- Military leave
- Summer hours



## Mind Well

Our Mind Well program is focused on reducing the stigma of mental health by raising awareness, providing training and offering 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.

 162

**U.S. Mind Well Champions**

 6,656

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

 500+

**Employees completed the 2023 Mental Health First Aid certification courses.** This certification is good for three years and requires eight hours of training.

 9,696

**Employees attended daily Mindful Minutes sessions.**

## 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 and family.



1,784

**Global participants — Nora McInerney: Be Better Than Fine Webcast**

Nora's keynote presentation left all of us with such a profound sense of how important it is to value each and every moment.



## 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.

“

**AJ Adams, Strategies for Flourishing (October 2023)**

- *I love AJ's practical approach that allows us to apply learnings more broadly across both professional and personal lives. I think her handouts are meaningful and engaging.*
- *This session taught me that even calling into meetings and engaging can be a boundary I need to start setting. I am learning that working on myself is just as important as all the other work I do at Merck, a better me is a better employee. Thanks again for the great session!*

**November annual Global Webcast (November 2, 2023)**

*Healthier Men, Healthier Families, Healthier Communities: a discussion on men's health and fatherhood*

- *I enjoyed the discussion around the actions that men and loved ones can take to support men in their families and communities.*

”

## Calm

Our company offers all employees, their dependents and household members free subscriptions to Calm, an app 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.



### What employees have been saying about Calm as a benefit:

*“The Calm app is great and I use it everyday! I’m very grateful and proud that I work in a company who cares about the well-being of their employees.”*

*“I love this app. I’ve been using it to help me with stress and anxiety. I started doing meditations in the mornings before work to help me focus and then I use it to help me sleep at night. It has amazing content also like relaxing music, interesting podcasts and stretching exercises. It has been life changing and I’m so thankful for having it.”*

*“This app is a great tool to support well-being. The stories and meditations are perfect to step away for a short period of time and take a few minutes to recenter myself. It helps me to focus on tranquility in my life and be grateful for all the good things I have. I love this app and appreciate having access to it.”*



## 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

We offer a retirement program designed to help provide a comfortable retirement for our employees and their spouse or partner. In fact, Merck ranks in the top quartile of Most Admired/Best Employers for U.S. retirement benefits (2023 Aon Benefit Index) — we are one of the few companies to offer both pension and retirement savings plans.

Our pension plan is an automatic, company-funded retirement plan designed to replace a portion of income in retirement. After three years of vesting service (or at age 65), employees are 100% vested in the benefit, which is based on a number of factors, including age, hire date and years of service.

Our retirement savings plans (e.g., 401(k)) are voluntary plans that strive to offer best-in-class investment options so that our employees can build a diversified portfolio appropriate for their individual circumstances. Participants fund the plan through paycheck contributions and then the company matches \$0.75 for every \$1.00 the employee contributes, up to the first 6% of total pay (and up to IRS limits).

### Disability insurance

An important part of one's sense of financial security is knowing that if you suffer an illness or medical event that prevents you from working for an extended period of time, we provide company-paid short- and long-term disability coverage. This coverage includes the option of choosing additional employee-paid coverage for longer disability leaves.



We provide a Compensation & Benefits Statement, powered by Fidelity. This gives colleagues a real-time snapshot of the financial value of the compensation and benefits programs provided by Merck to support their personal and professional well-being.

## Financial planning and savings

We provide access to many benefits, plans and resources to help employees improve their financial acumen, save on discounted services and access programs that provide financial assistance for a number of needs unique to our diverse population:

- **Comprehensive financial planning**, a valuable benefit provided at no cost to employees. This service helps with budgeting, saving, investing, estate and tax planning, as well as selecting benefits options and retirement planning guidance.
- **Flexible spending accounts**, which are tax-advantaged savings vehicles for those with eligible medical and/or dependent care expenses
- **Educational assistance**, which provides up to \$12,000 to cover expenses for higher education
- **Access to student loan consolidation** and refinancing options
- **Banking** through our credit union, which offers competitive interest rates on savings accounts and lending
- **Employee discounts** on a wide range of products and services
- **Pet insurance** for the other members of our employees' families
- Access to **legal services** benefit
- **Adoption/surrogacy** reimbursement of up to \$25,000 of eligible expenses per child, per family
- **Backup elder care**
- **Discounted child care**, including onsite day care and backup child care
- **Breastmilk storage and shipping** for employees traveling on business
- **K-12 educational support** and discounted tutoring for students of all ages
- **College coach** — expert guidance from financial aid advisors
- **Wellthy resources for caregivers** (guidance on Medicaid, state benefits and financial aid applications, alternative payment options, insurance appeals, etc.)



## Educational workshops, resources and challenges

In order to engage employees with the various financial benefits and resources available to them, we regularly provide educational platforms, such as:

- Financial planning workshops and seminars
- Financial fitness challenges during which employees complete financial “steps” and earn rewards
- A digital menu of financial planning resources available to employees 24/7 without having to log into work that directs them to a number of plans and programs based on their unique needs

## Disaster relief

Our U.S. disaster relief policy provides stipends, temporary living arrangements, loans and other support for colleagues and their families who are affected by major disasters.

We also monitor the global landscape to ensure that colleagues around the world receive disaster relief or crisis support when unusual circumstances arise. For example, in 2023 we provided relief to those affected by the war in the Middle East, which included temporary housing, financial assistance and mental health support where needed.





## 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.

### 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 U.S. paid time off and leaves of absence policy provides employees with up to 40 hours of paid leave a year to **volunteer** with eligible nonprofit organizations and donate their professional skills through virtual, short-term projects with a skills-based volunteer program.



**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	\$639,867
Fellowship	\$2,496,000

**Total \$3,135,867**



Through the **matching gift programs**, employees in the U.S. and Puerto Rico can double the value of their donations to their favorite eligible nonprofit organizations or have their volunteer hours matched with a donation to the organization where they donate their hours.

**Total 2023 contributions: ~\$18.6M**

- Organizations that benefitted: 5,399
- Total U.S. employee participants: 4,502

### #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 2023, 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.

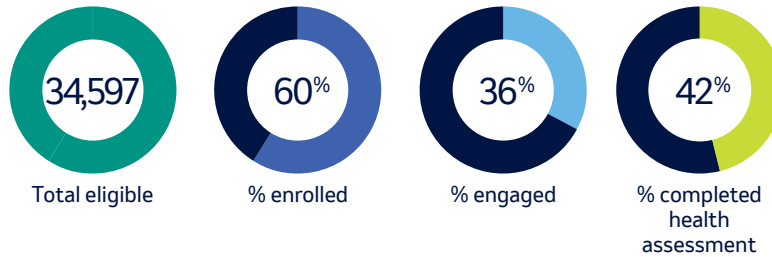


The 2023 winners were Team “Gardaseal” from Elkton, Virginia!

## 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

Choose a new mindset 1,696	Find your focus 1,519	Eat well to manage blood sugar 1,199	Get strong at home 983
Eat well for healthy cholesterol 1,680	Calm your mind for sleep 1,245	Make time for play 1,086	Get back to sleep 938
		No thanks, I'm smoke-free 950	Live healthy: blood pressure 930

### Top healthy habits

Activity minutes 2,553	Get some sleep 2,512	What's your mood? 2,337	Start the day right 2,139
Get a workout 2,538	Stairs 2,379	Time for friends 2,256	What's your weight 2,011
		Wake up with water 2,140	Steps 1,562

## Lyra gatherings and workshops

We partner with Lyra throughout the year to coordinate events that touch the hearts of our various communities of diverse employees:

- **Gathering sessions:**
  - Running on Empty: Workplace Burnout (Animal Health Team, September 2023)
  - Managing Anxiety During Political Unrest (Interfaith Organization, October and November 2023)
- **Clinician-led workshops** to help managers and employees learn new strategies around mental health, including:
  - Effective Communication (January 2023)
  - Neurodiversity for Managers (April 2023)
  - Parenting in the Real World (August 2023)
  - Psychological Safety for Managers (October 2023)
  - Noticing and Responding (November 2023)
  - Coping with Distressing Current Events (November 2023)

## Wellthy Community

Being part of a community with shared experiences can often provide the social support needed in challenging situations. Wellthy, our caregiving concierge, offers an online peer-to-peer forum that allows employees and their loved ones to find support in a safe space, share experiences and exchange knowledge with others navigating similar caregiving situations.



## Social clubs

Our social clubs provide a platform for the promotion of health, wellness and social connectedness, while expanding employee engagement, productivity and performance through the combined experience of unity, connection and cohesiveness. Our social clubs include sports teams gatherings, such as cycling, soccer, softball, tennis and volleyball, as well as fellowship gatherings, such as bible study.

## Onsite programs and activities

Our company and our local sites help build a culture of social engagement and activity through local challenges and programs. For example, each spring, the Merck Fitness Centers organize local field day events to encourage physical activity, healthy eating and community connection. Employees can enjoy free outdoor exercise classes for all fitness levels, music festivals, lawn games and a chance to chat with employee business resource groups, facilities groups and vendor partners, such as the FLIK team that manages our cafeterias.

## 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.





## Breast Cancer Awareness Walk

113 participants

Our Upper Gwynedd (UG), PA site participated in a walk organized by our UG Women's Network EBRG in collaboration with our onsite fitness center, the largest participation so far.



## Highway to Health

84 participants

This four-week program ran in September 2023 and was designed to educate Merck employees about the health-related onsite offerings available to them. Those who registered for the program were given a passport to complete as they discovered and took part in onsite offerings. The more offerings participants engaged in, the more raffle tickets they received.

Passport activities included:

- FLIK cafe services
- Office ergonomics
- Onsite walking trails
- Stretch/recharge breaks
- Meeting with a coach
- Importance of recovery



## Resolution Kickoff

148 participants

This six-week hybrid program was designed to challenge participants in different categories of total well-being. Reflection and goal setting kicked off the program and subsequent weeks focused on healthy recipes, self-care and workouts of the day.

Participants were given materials each week to have the opportunity to complete tasks and earn points. These tasks included mindset tips, healthy recipes, workouts and more.

Participants were given access to coaches for guidance and could also track their progress and points.

“

*I felt so much more productive at work.*

*It shows how much our company cares about us and our well-being.*

*Felt my mindset improve throughout the six-week program.*

”

*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 or finances 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 company's sustainability efforts and other topics, please see our Impact Report on our corporate website.*

*Information included in this report is a summary and is for informational purposes only. All employee benefits are subject to the terms and conditions of the company's benefit plans. If information included in this report conflicts with the terms of the company's benefit plans, the terms of the benefit plans will control.*

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