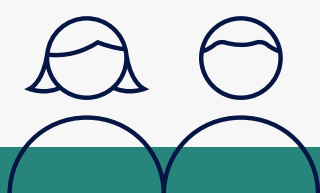
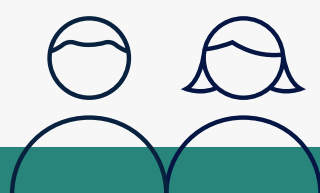


EMPOWERING EMPLOYEES THROUGH CONTINUING LEARNING & DEVELOPMENT

We use leading-edge science to save and improve lives—and our people make it possible. By investing in their growth, well-being and sense of belonging, we foster a culture that drives innovation, impact and lasting change.



People are Our Greatest Asset



From onboarding to leadership, employee development is aligned with our Company aspirations and purpose, ensuring all team members have access to the learning experiences needed to thrive.

Learning That Grows with Each Individual

Our learning strategy is designed around five critical moments in an employee’s career journey. They include:



In-Role Growth

Enhancing skills for current positions to drive performance and satisfaction



Professional Development

Curated learning opportunities that support employee growth across all organizational levels



Leader Development

Cultivating future leaders through targeted programs that foster leadership skills



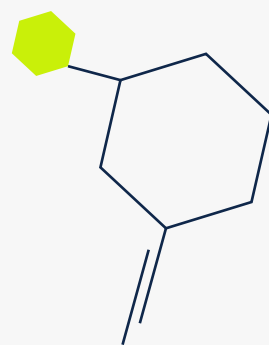
Company & Culture

Promoting organizational values and fostering a sense of belonging among all employees



Mandatory Training

Ensuring compliance and awareness of essential policies and practices



In 2024 alone, our employees showed their commitment to development:

6.3M

course completions for all learners

3.2M

hours of training¹

57

average course completions per learner²

Learn more in our *Purpose for Progress: 2024/2025 Merck Impact Report* at <https://www.merck.com/company-overview/sustainability/>

1 Based on average of 30 minutes per course.

2 Reflects hours of training for "All learners", defined as all active regular and part-time employees, as well as applicable contingent workers.