

Merck KGaA, Darmstadt, Germany

CORPORATE AFFAIRS

Position on Diversity, Equity & Inclusion

External Position Paper

Contact details:

CorporateGovernmentRelationsUSA@emdgroup.com

Date: April 2023

Why It Matters

The world in which we operate – professionally and personally is changing. So are our workplaces. As industry leaders, we have a social responsibility to not only reflect, but sometimes do better than the world around us, especially when it comes to our people.

At Merck KGaA, Darmstadt, Germany and its affiliates, we believe the more diverse our people, the more inclusive our offices, plants or virtual meetings are the better we can master future challenges and stay economically and socially sustainable as a company. It is simple: Diversity, Equity, & Inclusion (DE&I) drive progress, innovation, and is good for business.

Our Position

For us, DE&I is not a “topic”. It is not an “issue”. It is not a “hobby”.

It is a business and people **imperative**, securing our role as a science and technology leader. It supports our goals to attract, retain, advance, and fuel our future with high-performing talent who are ready to tackle the challenges of tomorrow, today.

We approach DE&I with the same purpose and **intention** that we run our global business in order to meet the ambitious targets and achieve the business **impact** we are after - €25 billion by 2025. Our DE&I approach also fuels the difference we want to make in the communities where we live and work. We believe in the power of intentionality and expect our leaders and people managers to be purposeful in how they attract, hire, retain, and advance their people.

In recognizing the true value of diversity, we embrace the rich mix of our people. This includes, but is not limited to, gender identity, culture, ethnicity, race, religion, sexual orientation, nationality, socioeconomic and family status, language, different mental or physical abilities, age, mindset, faiths, military service, and political perspective.



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We strive for equitable outcomes and work to identify and eliminate barriers that may hinder our colleagues' contributions or ability to thrive, creating access to opportunity and advancement.

Simply put, **we care** that all of our people belong, thrive, and grow. We know that diversity drives progress and strengthens our ability to innovate in all areas of our business so that **we can pioneer**. And we recognize the unique perspectives that drive our leadership in science and technology so **we can outperform**.

We've pledged to our people, our partners, our patients, and our industry to move the needle on our DE&I efforts with robust aspirations to hold us accountable:

- **GENDER:** We made great progress in the past years and have reached 38% women in leadership (roles 4+) and 43% women in the global workforce. Building on this effort, we are now aiming for gender parity in leadership positions by 2030.
- **CULTURE & ETHNICITY:** With 23% of our employees based in the U.S., it is critical that we become an employer of choice among underrepresented racial and ethnic groups in this market. Therefore, we plan to increase the share of colleagues in the U.S. leadership (roles 4+) who are members of underrepresented racial and ethnical groups from 21% to 30% by 2030. Asia, Latin America, and Middle East & Africa contributed more than 40% of our global business in 2020. Therefore, we aspire to increase global share of nationals from these regions in leadership positions (roles 4+) from 16% to 30% by 2030.
- **INCLUSION:** Beyond our aspiration to foster specific types of diversity and equity, we will continue to accelerate our efforts to create a truly inclusive culture for all employees. To achieve this, we will roll out and promote programming that will help leadership reflect on how they can lead more inclusively, which all leaders will be encouraged to participate in over the coming years.

At Merck KGaA, Darmstadt, Germany and its affiliates, it is the uniqueness of our people that brings science, curiosity, and our high-impact culture to life. We nurture an environment where there is a strong sense of **belonging** for all so that we can drive the best outcomes. Together, **we are building an inclusive culture where we care about one another**, we all feel **welcome**, our different voices are **heard**, and we all **belong**.

To read our U.S.-specific DE&I policy paper or for more details on our company's U.S.-specific work, visit:

<https://www.emdgroup.com/en/company/press-positions.html>.



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