EMD Serono MilliporeSigma EMD Electronics

Belonging & Inclusion policy

1 Objective

This policy provides the framework for Belonging & Inclusion (B&I) activities at Merck KGaA, Darmstadt, Germany. These activities shall be performed in compliance with the Code of Conduct, the applicable internal standards, applicable local and/or national legal requirements, as well as local established ethical, scientific, quality, and regulatory standards.

At Merck KGaA, Darmstadt, Germany and its affiliates, Belonging & Inclusion is essential for driving progress, fostering innovation, and ensuring the sustainability of our company. We embrace talent in all its forms. We recruit for excellence. We develop with purpose. We support with care. We aim to help every employee maximize their potential, regardless of their backgrounds and identities, including gender identity, ethnicity, race, religion, faith, sexual orientation, national origin, socioeconomic and family status, different mental or physical abilities, neurodiversity spectrum, age, military service, and political perspective.

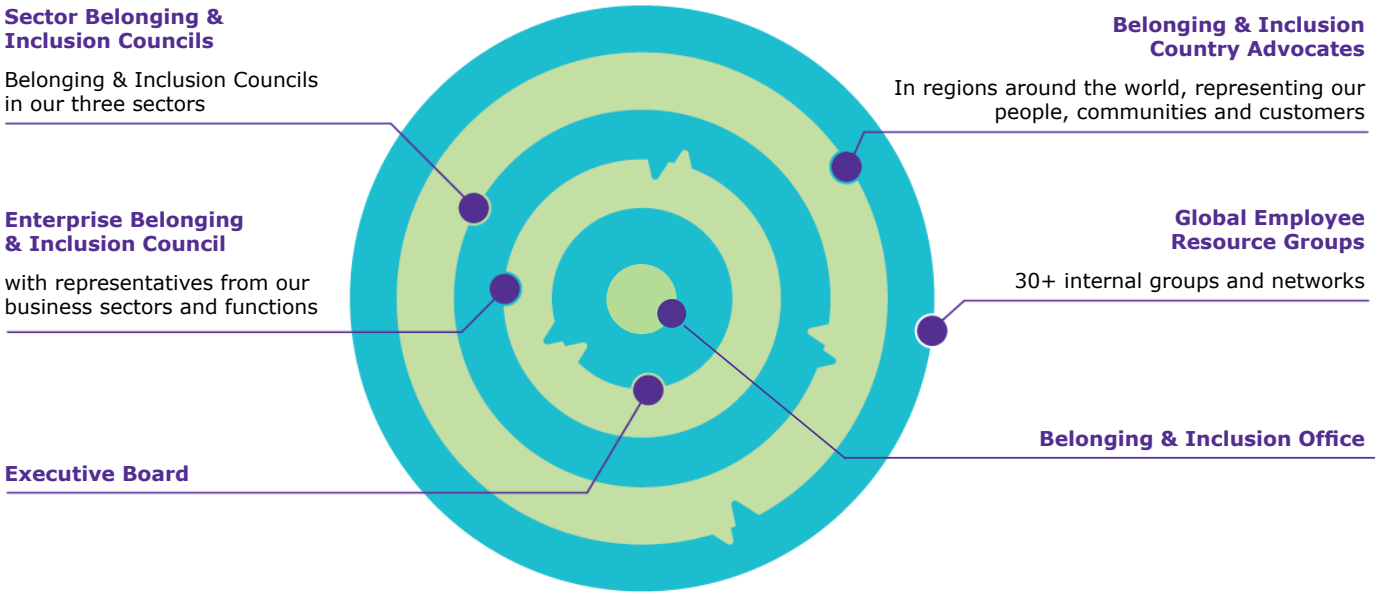
We believe **building belonging for all employees provides us with a competitive advantage** and have approached building a culture of **belonging with the same pace, purpose, and transparency** as our global business objectives. We aim to foster a workplace that includes the communities we serve and drives our collective success.

This policy addresses our responsibility and core commitments to recognizing that our people's uniqueness drives progress and strengthens our ability to innovate in all areas of our business. Through this policy, we are committed to fostering an inclusive culture where all employees feel welcome, their voices are heard, and they truly belong.

2 Scope

This Group Belonging & Inclusion Policy is unique and mandatory for Merck KGaA, Darmstadt, Germany and its affiliates. It applies to all organizational units and legal entities of the Merck KGaA, Darmstadt, Germany for direct implementation.

3 Management Responsibility



The Chief Belonging & Inclusion Officer is responsible for our global Belonging & Inclusion strategy and for steering its related activities. In that capacity, the individual reports directly to the Chief People Officer whose responsibilities include Group Human Resources, ensuring inclusion initiatives are integrated into the company's enterprise-wide strategy and operations.

The centralized Belonging & Inclusion Council, an official subcommittee of the Executive Board, comprises high-ranking executives from all our business sectors and selected Enabling Functions. The Belonging & Inclusion Council:

- Focuses on building belonging while fostering an inclusive, humane workplace that offers equal employment and advancement opportunities for all.
- Drives our Belonging & Inclusion agenda in their respective business sector or function in active support of their corresponding Executive Board member and in all geographies where the business operates.
- Endorses our Belonging & Inclusion strategies and initiatives.
- Ensures leaders take ownership for Belonging & Inclusion initiatives in their business sector or function.
- Provides input on Belonging & Inclusion challenges and best practices.
- Is an ambassador on a global level and within their sector or function of responsibility, including encouraging other leaders to show visible support for Belonging & Inclusion topics and being approachable to employees.
- Promotes transparency and awareness of Belonging & Inclusion topics, relevance and awareness across the organization.
- Leads by example by getting actively involved as a Belonging & Inclusion Champion (e.g., Employee Resource Group, mentoring) within their sector, area of responsibility and as a leader at Merck KGaA, Darmstadt, Germany.
- Chairs Belonging & Inclusion Councils in their respective sectors.

B&I Country Advocates nominated within the various markets where we operate and our Employee Resource Groups (ERGs), which are open to all employees, are integral to our commitment to Belonging & Inclusion. These groups provide a platform for employees to connect, share experiences and promote an inclusive culture within the organization. ERGs also serve as advisory bodies, contributing to the development and implementation of initiatives that advance inclusion across the company. Through ERGs, employees can foster a sense of belonging, community and drive positive change within our organization.

4 Commitments & Aspirations

Our commitment to equal opportunity and non-discrimination is set out in our Human Rights Charter, the Code of Conduct and the Social and Labor Standards Policy. These include the fundamental conventions of the International Labour Organization (ILO). Our position papers affirm that our company advocates for disability inclusion and does not tolerate any form of discrimination, physical or verbal harassment, or intolerance.

We actively promote a culture that values **inclusion and belonging** at every level of our organization. Building on our care culture and our values, we aim to deepen belonging through meaningful employee experiences tailored to the needs of all our employee. Belonging is demonstrated through how we recognize and support our people from increasing awareness of benefits to actively engaging employees through ERGs and events that reinforce inclusion and care. To achieve this, we embed inclusive leadership and learning practices across our global culture, fostering a sense of belonging for all.

We lead by example and seek opportunities for growth. It represents our commitment to fostering an inclusive and belonging-oriented workplace by providing equal opportunities for individuals from all backgrounds to join, develop, and succeed based on their performance and potential. We are equally committed to ensuring equitable pay and offering family-friendly, inclusive benefits that align with local laws and market conditions.

We take ownership of our actions and decisions to ensure that we are responsible for fostering an inclusive environment for all employees and remaining committed to continuous improvement. We achieve this by setting clear expectations and responsibilities for fostering an inclusive environment for all employees, implementing effective policies that are compliant with local laws, and conducting regular assessments of our initiatives. Moreover, we monitor local laws and regulations to ensure compliance and actively solicit feedback from employees. We benchmark our practices against industry standards and best practices to enhance our effectiveness.

Through action, we create a workplace environment where all employees can thrive and contribute to their fullest potential. We implement our Belonging & Inclusion strategy by translating our commitment into tangible initiatives, leveraging the perspectives of all our employees, providing training on inclusive practices, and facilitating open dialogues about belonging and inclusion.

Our progress will be measured through our Inclusion Index, which will help us assess the quality of belonging and psychological safety within our workplace. Additionally, we are dedicated to ensuring that all employees and leaders have access to comprehensive inclusion training. These metrics will guide our efforts as we work to foster a workplace where every individual feels valued and empowered to contribute their best.