

Diversity, Equity,
Inclusion & Belonging

POLICY

1 Objectives

This policy provides the framework for Diversity, Equity, Inclusion and Belonging 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, Diversity, Equity, Inclusion and Belonging (DEIB) are essential for driving progress, fostering innovation and ensuring the sustainability of our company. We are committed to attracting, retaining, advancing and empowering high-performing talent from diverse backgrounds to address the challenges of the present and the future. We aim to help every employee maximize their potential, regardless of their backgrounds and identities, including gender identity, ethnicity, race, religion, sexual orientation, national origin, socioeconomic and family status, different mental or physical abilities, age, military service and political perspective.

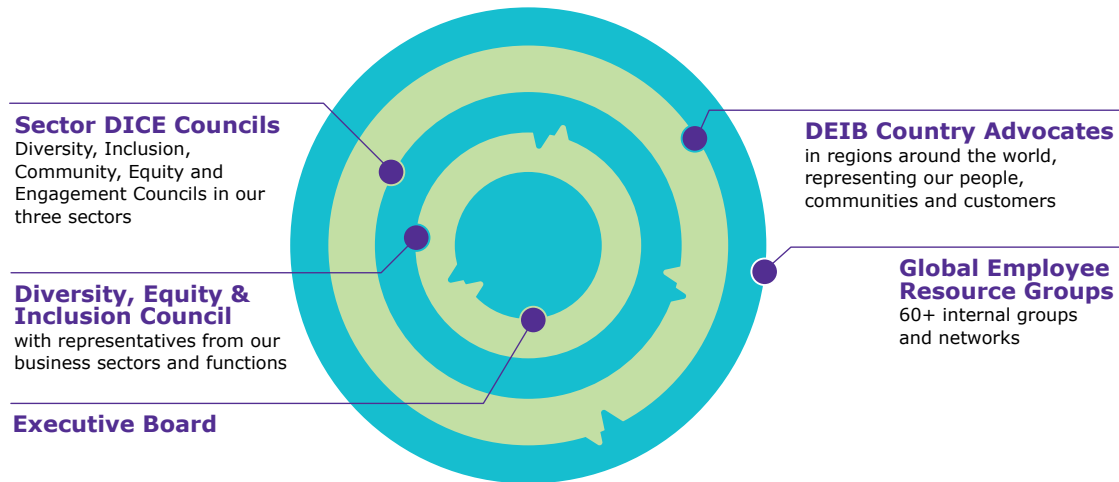
For us, DEIB is not a "topic". It is not an "issue". It is not a "hobby". We approach Diversity, Equity, Inclusion and Belonging with the same level of purpose and intentionality as we run our global business, aiming to achieve ambitious goals and make a positive impact in the communities where we operate.

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

3 Management Responsibility



The Chief Diversity, Equity and Inclusion Officer is responsible for our global DEIB strategy and for steering its related activities. In that capacity, the individual has direct access to the Executive Board member whose responsibilities include Group Human Resources, ensuring inclusion initiatives are integrated into the company's enterprise-wide strategy and operations.

The centralized Diversity, Equity and Inclusion Council, an official subcommittee of the Executive Board of Merck KGaA, Darmstadt, Germany, comprises high-ranking executives from all our business sectors and selected Enabling Functions. Each Diversity, Equity and Inclusion Council member:

- Drives our DEIB 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.
- Is accountable to contribute in delivering on our DEIB strategic priorities.
- Ensures leaders are held accountable for DEIB in their business sector or function.
- Provides input to the DEIB Office, DEIB Owners and Diversity, Equity and Inclusion Council regarding 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 DEIB topics and being approachable to employees.
- Drives transparency and awareness on DEIB topics, relevance and awareness across the organization.
- Leads by example by getting actively involved as a DEIB Champion (e.g., Employee Resource Group, mentoring) within their sector, area of responsibility and as a leader at Merck KGaA, Darmstadt, Germany.
- Advocates for inclusion in all aspects supporting the recruitment, attraction and retention of a diverse workforce.
- Chairs Diversity, Inclusion, Community, and Equity & Engagement Councils in their respective sectors.

DEIB Country Advocates nominated within the various markets where we operate and our Employee Resource Groups (ERGs) are integral to our commitment to DEIB. 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 diversity and 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](#), the [Social and Labor Standards Policy](#) and the Equal Employment Opportunity and Affirmative Action Policy. These include the fundamental conventions of the International Labour Organization (ILO). Our [position papers](#) on DEIB affirm that our company advocates for disability inclusion and does not tolerate any form of discrimination, physical or verbal harassment, or intolerance.

In recognizing the true value of **diversity**, we embrace the rich mix of our people. 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. We are committed to fostering a truly **inclusive culture** for all employees. We are dedicated to nurturing an environment where there is a strong **sense of belonging** for all employees, fostering a culture where we care about one another, everyone feels welcome and their voices are heard.

Based on this shared understanding, we pledge to our people, our partners, our patients and our industry to move the needle on our DEIB efforts, with robust aspirations in three focus areas to hold us accountable:

- **GENDER:** Building on the progress we have made to foster the representation of women across the organization, we aim at gender parity in leadership by 2030.
- **CULTURE & ETHNICITY:** Given our strong presence across the globe, we are committed to increase international and ethnic diversity in leadership to reflect our employee and customer base.
- **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. We are committed to building inclusive leadership practices into our global culture and drive inclusivity for our patients, our business and the community.