



Your Contact

News Release

Gangolf Schrimpf +49 6151 72-9591

March 4, 2015

Employees of Merck KGaA, Darmstadt, Germany, Benefit From Company Success

- **Employees receive € 300 million in profit sharing**
- **Success of growth and transformation program “Fit for 2018“ results in highest ever paid bonus**

Darmstadt, Germany, March 4, 2015 – With a total of € 300 million, Merck KGaA, Darmstadt, Germany, a leading company for innovative and top-quality high-tech products in healthcare, life science and performance materials, will reward its employees worldwide for the economic success of the year 2014. As Merck KGaA, Darmstadt, Germany, announced today, this is the highest sum ever paid in bonuses.

"As we illustrated in the presentation of our annual results on Tuesday, we were able to conclude the 2014 financial year with record numbers. Due to this achieved economic success, we want to reward our employees appropriately and pay out to them about € 40 million more in bonus than in the previous year," said Kai Beckmann, the Executive Board member of Merck KGaA, Darmstadt, Germany, responsible for personnel. "The success of our company would not be possible without our dedicated and motivated employees."

Since 2003, Merck KGaA, Darmstadt, Germany, has rewarded employees in the financial success of the company. "With a success and performance-oriented remuneration system, we encourage the entrepreneurial thinking and actions of our employees," Beckmann said. Responsible for the good financial results in the past fiscal year was primarily the successful implementation of the transformation and growth

Page 1 of 2

Merck KGaA

Frankfurter Strasse 250
64293 Darmstadt
Hotline +49 6151 72-5000
www.emdgroup.com

Head Media Relations -62445
Spokesperson: -9591 / -7144 / -6328
Fax +49 6151 72-3138
media.relations@emdgroup.com



News Release

program “Fit for 2018”, which focuses on growth initiatives such as the purchase of AZ Electronic Materials last year. “These first fruits should now be reaped by all employees, especially because many employees were affected in previous years by the necessary efficiency measures and thus helped to achieve these results,” said Beckmann.

The bonus shares for non-exempt and exempt employees is calculated as 30 percent for collective goals and 70 percent for individual performance. With the payment of performance and success-based bonuses, Merck KGaA, Darmstadt, Germany, supports its aim to further promote the performance orientation within its workforce and offers competitive compensation structures. The payout of the bonus will be with the April salary. For non-exempt employees in Germany this usually means a bonus payment of more than a half of a month’s salary.

All Merck KGaA, Darmstadt, Germany, press releases are distributed by e-mail at the same time they become available on the EMD Group Website. In case you are a resident of the USA or Canada please go to www.emdgroup.com/subscribe to register again for your online subscription of this service as our newly introduced geo-targeting requires new links in the email. You may later change your selection or discontinue this service.

Merck KGaA of Darmstadt, Germany, is a leading company for innovative and top-quality high-tech products in the healthcare, life science and performance materials sectors. Its subsidiaries in Canada and the United States operate under the umbrella brand EMD. Around 39,000 employees work in 66 countries to improve the quality of life for patients, to further the success of customers and to help meet global challenges. The company generated sales of € 11.3 billion in 2014 with its six businesses EMD Serono, Consumer Health, Biosimilars, Allergopharma, EMD Millipore and Performance Materials. Merck KGaA of Darmstadt, Germany is the world’s oldest pharmaceutical and chemical company – since 1668, the name has stood for innovation, business success and responsible entrepreneurship. Holding an approximately 70 percent interest, the founding family remains the majority owner of the company to this day.