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February 18, 2025

Merck KGaA, Darmstadt, Germany, announces new CEOs for Life Science and Healthcare business sectors and appoints Chief People Officer to its Executive Board

- **Appointment of three internal senior executives ensures strategic continuity with a new era of leadership**
- **Jean-Charles Wirth to become CEO Life Science, succeeding Matthias Heinzl, who has decided not to renew his contract**
- **Danny Bar-Zohar to become CEO Healthcare, succeeding Peter Guenter, who has decided to retire from Merck KGaA, Darmstadt, Germany**
- **Khadija Ben Hammada joins Executive Board in newly created role as Chief People Officer**

Darmstadt, Germany, February 18, 2025 – The Board of Partners of E. Merck KG, Darmstadt, Germany, has appointed three new members to the Executive Board of Merck KGaA, Darmstadt, Germany – a natural evolution in the company's leadership as it continues to implement its growth strategy.

Jean-Charles Wirth (51), who currently heads Science & Lab Solutions within the Life Science business sector of Merck KGaA, Darmstadt, Germany, will become CEO Life Science as of June 1, 2025. He succeeds Matthias Heinzl (58), who has successfully set the Life Science business sector on a sustainable growth path during



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the extremely challenging phases of the pandemic. He has decided to not renew his contract with the company. He will serve on the boards of public companies and to further pursue his interest in private equity.

Danny Bar-Zohar (54), currently Global Head of Research & Development and Chief Medical Officer of the Healthcare business sector, will take on the position of CEO Healthcare, as of June 1, 2025. He succeeds Peter Guenter (62) who has decided to retire from Merck KGaA, Darmstadt Germany, after a successful career spanning almost 40 years in the pharmaceutical industry. Peter Guenter will continue to serve on the boards of public companies and pursue further opportunities in private equity.

Jean-Charles Wirth and Danny Bar-Zohar will have a 90-day transition with their predecessors to ensure a seamless handover for the global businesses of Merck KGaA, Darmstadt, Germany.

Khadija Ben Hammada (44), Chief Human Resources Officer of Merck KGaA, Darmstadt, Germany, will join the Executive Board in the newly created role of Chief People Officer as of March 1, 2025. She will also be responsible for Corporate Sustainability, Quality & Trade Compliance, Inhouse Consulting, as well as Site Management of the company headquarters in Darmstadt, Germany. Her appointment to the Executive Board – which increases the board to six people – illustrates the relevance of people and talent for the long-term growth, resilience and sustained success of Merck KGaA, Darmstadt, Germany.

“We would like to express our heartfelt thanks to Matthias Heinzl and Peter Guenter for their years of service to our company. Matthias Heinzl successfully steered the Life Science business sector while resetting its strategy and operating model, implementing a strong senior leadership team and setting the business on a sustainable growth path. Under Peter Guenter’s leadership, our Healthcare business sector has set a clear strategic roadmap and delivered significant organic sales growth in every single quarter throughout his tenure as Healthcare CEO, coupled with achieving record EBITDA levels,” said Johannes Baillou, Chairman Executive Board and Family Board of E. Merck KG, Darmstadt, Germany. “We warmly welcome Jean-Charles Wirth, Danny Bar-Zohar and Khadija Ben Hammada to the Executive Board of the company they already know so well. They bring deep expertise in their

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fields, strong leadership complemented by diverse backgrounds, international exposure and an innovative outlook that will further enrich our company.”

“I join Mr. Baillou in extending my gratitude to Matthias Heinzl and Peter Guenter for their leadership and contribution at a very critical time in our journey. And I am delighted to welcome three proven internal leaders to join me on the Executive Board along with Kai Beckmann, CEO Electronics, and Helene von Roeder, Chief Financial Officer. As a value compounder, our company is focused on resilient growth, innovation, and people. The nomination of the next generation of leaders is testimony to the strong bench of global and diverse talents we have developed in recent years at our company,” said Belén Garijo, Chair of the Executive Board and CEO of Merck KGaA, Darmstadt, Germany. “The Executive Board will remain sharply focused on securing long-term profitable growth across our three sectors.”

Jean-Charles Wirth joined Merck KGaA, Darmstadt, Germany, in 2006 and is the Global Head of the Science and Lab Solutions business unit, which is the largest division within the Life Science business sector with more than €4 billion in sales. Prior to taking on that role in 2022, he held several roles of increasing responsibility in the company, including Head of Applied Solutions business unit, Chief Financial Officer for Life Science, where he played an active role in its transformation from a €2.3 billion to €6 billion solutions provider through a combination of organic growth, acquisitions, and strategic partnerships, and Head of Controlling for the Performance Materials sector (now Electronics). He has had oversight of multi-billion-euro P&Ls, and has led multinational teams from Operations, Commercialization and Business Development, always with a keen focus on customers’ needs. Prior to joining Merck KGaA, Darmstadt, Germany, Jean-Charles Wirth worked for Baxter, Price Waterhouse Coopers and Alcatel Lucent. Jean-Charles Wirth is a global leader with deep expertise in finance, strategic planning, and a reputation for building energized, focused teams. He is a global citizen who has worked and lived in France, Germany, and the United States, and has spent significant time in North Africa and Asia.

Danny Bar-Zohar has served as Global Head of Research & Development and Chief Medical Officer of the Healthcare business sector since 2022. In this capacity, he has been instrumental in transforming the R&D organization with a strong emphasis

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on creating a “drug-hunter mindset.” In addition to his oversight of R&D, he oversees External Innovation as well as Business Development for Healthcare. He joined the company in 2020 to serve as Global Head of Development. He has two decades of leadership experience in the pharmaceuticals sector, having worked previously at Novartis, Teva Pharmaceuticals and venture capital firm Syncona Investment Management. His experience includes global drug development from strategy to execution, across almost every modality in drug development, including small molecules, therapeutic proteins, antibodies and gene therapy. His visionary approach to R&D has helped to deliver multiple new global therapeutic approvals at both Teva Pharmaceuticals and Novartis. Prior to joining the pharmaceutical industry, Danny Bar-Zohar spent several years training as a general surgeon at the Tel Aviv Sourasky Medical Center in Israel and served as an airborne rescue physician in the Israel Defense Forces (IDF).

Khadija Ben Hammada joined Merck KGaA, Darmstadt, Germany, in 2010 and has served as Chief Human Resources Officer since 2023. Since joining the company, she has held global roles in Europe, Asia-Pacific and the United States, driving transformations, major integrations and strategic initiatives across all sectors and various functions within Human Resources and beyond. She also held the role of Chief of Staff to the CEO of Merck KGaA, Darmstadt, Germany, where she played a pivotal role in advancing a high-impact culture at Merck. Born in France, Khadija Ben Hammada has always valued learning and inclusion. She is a trailblazer in her field – representing the next generation of executives who lead with empathy and a people-first approach. As a business leader, Khadija Ben Hammada works towards a future where organizations succeed through a balanced combination of strategic leadership, sustainable practices, and a strong focus on people. Her vision is centered on fostering organizational excellence, employee upskilling, and guiding leadership development. During her tenure as Chief Human Resource Officer, her team has driven a portfolio of step-changes around leadership excellence and family-friendly benefit offerings such as enterprise-wide support for fertility and caregiving.

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As of June 2025, the Executive Board of Merck KGaA, Darmstadt, Germany, will be structured as follows:

Belén Garijo, Chair of the Executive Board and CEO

Board responsibility for Global Communications / Group Internal Auditing / Group Legal and Compliance / Group Political Office / Group Science & Technology Office / Group Strategy, M&A and Venturing

Danny Bar-Zohar, Member of the Executive Board

CEO Healthcare and Board responsibility for Global Health & Health Equity

Kai Beckmann, Member of the Executive Board

CEO Electronics and Board responsibility for Patents & Scientific Information

Khadija Ben Hammada, Member of the Executive Board

Chief People Officer and Board responsibility for Group Human Resources / Inhouse Consulting / Corporate Sustainability, Quality & Trade Compliance / Site Management at the company headquarters in Darmstadt, Germany

Helene von Roeder, Member of the Executive Board

Chief Financial Officer and Board responsibility for Group Controlling / Group Financial Reporting / Group Procurement / Group Treasury / Group Tax / Investor Relations / Global Enterprise Solutions / Information Technology / Data & Digital

Jean-Charles Wirth, Member of the Executive Board

CEO Life Science

About Merck KGaA, Darmstadt, Germany

Merck KGaA, Darmstadt, Germany, a leading science and technology company, operates across life science, healthcare and electronics. Around 63,000 employees work to make a positive difference to millions of people's lives every day by creating more joyful and sustainable ways to live. From providing products and services that accelerate drug development and manufacturing as well as discovering unique ways to treat the most challenging diseases to enabling the intelligence of devices – the company is everywhere. In 2023, Merck KGaA, Darmstadt, Germany, generated sales of € 21 billion in 65 countries.

The company holds the global rights to the name and trademark "Merck" internationally. The only exceptions are the United States and Canada, where the business sectors of Merck KGaA, Darmstadt, Germany, operate as MilliporeSigma in life science, EMD Serono in healthcare and EMD Electronics in electronics. Since its founding in 1668, scientific exploration and responsible entrepreneurship have been key to the company's technological and scientific advances. To this day, the founding family remains the majority owner of the publicly listed company.

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