

News Release

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Merck KGaA, Darmstadt, Germany, Announces New Chief Human Resources Officer

Darmstadt, Germany, September 7, 2022 – Merck KGaA, Darmstadt, Germany, a leading science and technology company, today announced that effective January 1, 2023, Khadija Ben Hammada will become Chief Human Resources Officer (CHRO), reporting directly to Belén Garijo, Chair of the Executive Board and CEO of Merck KGaA, Darmstadt, Germany. In this role, Ben Hammada will be responsible for further evolving the company's human resources (HR) strategy and operations, including talent management, recruitment, leadership development, compensation, and benefits, as well as market HR support. Ben Hammada will succeed Dietmar Eidens, who will retire and leave the company at the end of 2022.

"I would like to wholeheartedly thank Dietmar Eidens for his leadership and outstanding contributions to professionalize, globalize and digitize our HR organization. During his tenure, the HR team executed numerous Group-wide and sector-specific projects, contributing to the successful development of our company. Upon his retirement, Dietmar Eidens will hand over a strong HR team ready to help accelerate our journey of organizational growth and transformation", said Belén Garijo. "At the same time, I am delighted that Khadija Ben Hammada, one of our top internal talents, will be promoted to this executive leadership position. Her extensive leadership experience, enterprise-first mindset, integrity, and impact-orientation make her the best possible successor to Dietmar Eidens", Belén Garijo concluded.

Dietmar Eidens joined the company in Geneva, Switzerland, as Head of HR for Pharmaceuticals in 2009. In 2011, he became HR Business Partner for the Healthcare business sector, transferring to Darmstadt in January 2013. Eidens



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became Head of the global HR Business Partner organization in 2015 and was appointed CHRO a year later.

Khadija Ben Hammada joined the company in 2010 in Molsheim, France. Her subsequent career has encompassed various roles in Europe, APAC, and the USA, supporting all sectors and various functions within HR and beyond. In addition to supporting major integrations, she has worked on key business and country transformations as well as core HR initiatives. Since May 2022, she has led Innovation HR Talent Development and Recruiting.

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About Merck KGaA, Darmstadt, Germany

Merck KGaA, Darmstadt, Germany, a leading science and technology company, operates across life science, healthcare and electronics. More than 60,000 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 advancing gene editing technologies and discovering unique ways to treat the most challenging diseases to enabling the intelligence of devices – the company is everywhere. In 2021, Merck KGaA, Darmstadt, Germany, generated sales of € 19.7 billion in 66 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.