

## News Release

Your Contact

**Media Relations**

rachel.bloom-baglin@milliporesigma.com

Phone: 978-436-1725

October 10, 2023

## **Merck KGaA, Darmstadt, Germany Releases Its First-Ever DE&I Report**

- **Report outlines aspirations to achieve gender parity and increase percentage of underrepresented employees in leadership positions in U.S. by 2030**
- **Company aims to increase share of employees in leadership in growing regions of Asia, Latin America, Middle East, and Africa by 2030**

Burlington, MA, October 10, 2023 – Merck KGaA, Darmstadt, Germany, a leading science and technology company, has released its premier Diversity, Equity and Inclusion (DE&I) Report. The report covers the company’s plans and progress in 2022 and outlines its ambitions through 2030.

“Our world is beautifully diverse and so is our company. We believe that championing a diverse workforce helps us better understand the needs of our stakeholders, exceed our customers’ expectations, stay economically and socially sustainable, and, most of all, drive the groundbreaking innovation that advances human progress,” said Belén Garijo, Chair of the Executive Board and Chief Executive Officer.

Merck KGaA, Darmstadt, Germany, brings together more than 64,000 employees from 139 nationalities in 66 countries. Forty-three percent of its global workforce are women, with 38% women in leadership roles. The adjusted global gender pay gap is less than 1.5%, which from the company’s assessment, is enviable compared to other companies of similar size and structure that report employee data.



## News Release

The report also outlines the company's DE&I aspirations through 2030 which include:

- Achieving gender parity in all leadership positions: With 24% of Merck KGaA, Darmstadt, Germany, employees based in the U.S., the company aims to increase the share of employees in leadership who are members of underrepresented racial and ethnic groups from 21% at the end of 2022 to 30%.
- Increasing the global share of employees in leadership from 16% at the end of 2022 to 30% by 2030 in regions with strong current performance and predicted future growth, i.e., Asia, Latin America, the Middle East, and Africa.

"DE&I has been part of our more than 350-year journey – we are not in it for the quick win," explained Renee Connolly, Chief Diversity, Equity and Inclusion Officer. "We are also looking to the future, to the next generation and the one after that. We are working to create an environment where all can belong, grow and thrive – today, tomorrow and for the next 350 years."

To view the full DE&I Report, please visit:

[www.emdgroup.com/en/company/building-belonging.html](http://www.emdgroup.com/en/company/building-belonging.html).

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](http://www.emdgroup.com/subscribe) to register online, change your selection or discontinue this service.

### **About Merck KGaA, Darmstadt, Germany**

Merck KGaA, Darmstadt, Germany, a leading science and technology company, operates across life science, healthcare and electronics. More than 64,000 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 2022, Merck KGaA, Darmstadt, Germany, generated sales of € 22.2 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.