

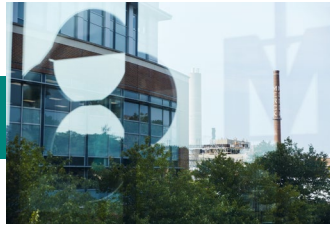


# MSD in Germany

2023/2024



## Our company



In Germany, MSD Sharp & Dohme GmbH is an affiliate of Merck & Co., Inc., Rahway, N.J., U.S.A., known as Merck in the United States and Canada.

We are unified around our purpose: We use the power of leading-edge science to save and improve lives around the world.

For over 130 years, we have brought hope to humanity through the development of important medicines and vaccines.

- Learn more about MSD Germany at [msd.de](https://msd.de)
- Click here to read our [MSD Impact Report 2022-2023](#).

## Our presence in Germany



 **1,102** employees\*

 **120** active clinical trials

 **60** years in Germany

 **149** of clinical trial sites

 **18** products

 **704** participants in clinical trials

 **9** MSD sites in Germany

 **USD \$1.7 million** investment in clinical studies

\*These numbers apply to our Human Health Commercial sites in Munich and Berlin only.



## Select global awards and recognitions

**2024**

*Time*

#28 of 500 on the World's Most Sustainable Companies.

**2024**

*Newsweek*

America's Most Responsible Companies - #1 overall and #1 in the sector.



## Select Germany awards and recognitions

**2023**

**Successful. Family-friendly Award** recognized us among the top 20 family-friendly companies in Bavaria

**2022 to date**

*Pride Champion*

Since 2022, we have been distinguished with the "PRIDE Champion" Seal, that recognizes companies in Germany for their commitment to LGBTIQ+.

# Our sustainability impact

For more than 130 years, we've been dedicated to operating responsibly and creating value for society. That commitment is one of our ongoing strengths and core to our business, which is why operating responsibly is part of the foundation of our Strategic Framework, denoting our commitment to enable a safe, sustainable and healthy future for people and communities.

■ Click [here](#) for more information



## Our company-wide sustainability focus areas



Access to Health



Employees



Environmental Sustainability



Ethics & Values

■ Learn more about our impact areas of focus [here](#)



## Our efforts in Germany are fully aligned with our sustainability strategy

As an example of an industry-leading best practice, we became the first healthcare company to switch to dispatching our medications and vaccines for Veterinary and Human use utilizing multi-use containers as early as 2021. Together with our logistics partners, we created a recycling system for cleaning and fetching back the boxes. In May 2023, we delivered the one-millionth multi-use box. This led to water savings of 1.1 million liters. With every multi-use box, we reduce emissions by 70% which corresponds to savings of 38 grams of CO<sub>2</sub> per box.

■ Click [here](#) for more information

# Our impact areas of focus



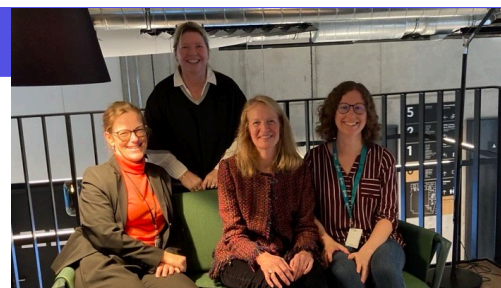
## Local initiatives



### Access to Health

#### 217,600 migrants reached

We support the project **“With migrants, for migrants” (MiMi)** of the Ethno-Medizinisches Zentrum e.V. (EMZ) in Hanover. Across Germany, migrants are trained to be “MiMi health mediators” in 64 sites. Mediators reach communities in their native language to discuss healthy ways of living, promote preventive care and offer local health services. In 2023, over 18,100 informative events were conducted with women representing 75% of attendees. “MiMi-Onco” focused on cancer diagnosis, prevention and care. This is an industry-leading best practice to help improve wellbeing of migrants in need and is being modeled in 7 European countries.



MiMi Project Lead with MSD colleagues in Bavaria

Click [here](#) for more information.



### Employees

#### 4 working groups

**“Employee Business Resource Groups” (EBRGs)** connect employees across the company to promote new perspectives and inclusion reflecting communities we serve. In Germany the active EBRG’s are:

- **Women's Network** promotes professional development and supports women in the workplace.
- **The Rainbow Alliance** supports the LGBT\*IQ+ community and strengthens awareness of the diversity of queer lifestyles, both within and outside the company.
- **Next Gen Network (NGN)** promotes cross-generational collaboration for the sustainability of our business.
- **CapABILITY Network** strives to make our company a preferred employer for talented people with disabilities.



Colleagues from NGN together with external speaker

Click [here](#) for more information



### Environmental sustainability

#### 23% reduction of domestic flights

Through the **“TRAIN rather than PLANE”**, challenge employees in Germany joined efforts to reduce domestic flights by 23% in 2023 compared to 2022.

We are guided by the “Greenhouse Gas Protocol” to ascertain our CO<sub>2</sub> footprint to reduce our emissions across SCOPE 1, 2 & 3.



Logo “Train rather than Plane” Challenge

Click [here](#) for more information

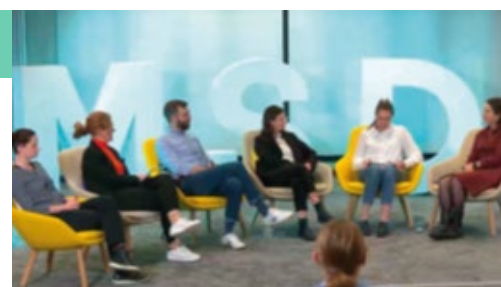


### Ethics and Values

#### Employee engagement

More than 520 employees participated in person and online during the first **Sustainability Week** to engage employees on our collective duty to learn about and participate in actions toward a sustainable future.

Click [here](#) for more information



Fishbowl discussion during our Sustainability Week



## Our impact areas of focus (continued)

### Employee mobility



#### City Cycling

In 2023, we took part in the “CITY CYCLING -for a good climate” initiative. The aim: to jointly travel 7,000 km on corporate bicycles within three weeks. Forty six colleagues participated and we successfully passed the challenge having travelled 9,788 km .

Click [here](#) for more information

### Employee giving



#### 13,000 hours since 2009

With “MSD Gives Back”, we offer our employees in Germany an opportunity to use up to 40 paid hours of work time annually for social projects in their neighborhood. This allows us to create space for social responsibility directly on site and supports our commitment to improving lives of people in need.

Click [here](#) for more information

### Employee wellbeing



#### AllAboutYou App

1,500 colleagues participated in monthly group events, and approximately 400 live coaching sessions on topics such as nutrition, movement and mental health.

Click [here](#) for more information

## Our collaboration with partners and stakeholders

Our collaboration with partners support our wider global priorities and our purpose of using the power of leading-edge science to save and improve lives around the world.



#### MSD Open

The line between Climate and Health was a featured topic at the MSD Open 2023 conducted in our Berlin hub. With representatives from the civil society, the scientific community, the government and non government sector, associations and the business community, we discussed important topics, such as: What is the connection between climate change and health? What does that mean to our health system, and what contributions can all sectors make?

Click [here](#) for more information



#### “Anna Schaffelhuber Grenzenlos Camps”

“It’s my life – Going through life unimpaired”: Since 2019, Anna Schaffelhuber Grenzenlos Camps have organized inspiring meetings for young people with and without disabilities. Anna Schaffelhuber, the paraplegic founder of the camp, ranks among the top enthusiasts in sports for people with disabilities aiming to encourage social competence and confidence in young people.

Click [here](#) for more information



#### PRIDE Parade in Munich

We fly the flag for a diversified, colorful life. Since 2018, we have been the proud partner of the Christopher Street Day (CSD)- an initiative supported by our EBRG “Rainbow Alliance” and the HIV and HPV Business Units. In 2023 and 2024, we were on the road on trucks under the motto #PharmaForPride in Munich and Cologne, with over 50 employees, customers and partner organizations.

Click [here](#) for more information



## About MSD

MSD is known as Merck in the United States and Canada. In Germany, MSD Sharp & Dohme GmbH is an affiliate of Merck & Co., Inc., Rahway, N.J., U.S.A. We are unified around our purpose: We use the power of leading-edge science to save and improve lives around the world. For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. We aspire to be the premier research-intensive biopharmaceutical company in the world – and today, we are at the forefront of research to deliver innovative health solutions that advance the prevention and treatment of diseases in people and animals. We foster a diverse and inclusive global workforce and operate responsibly every day to enable a safe, sustainable and healthy future for all people and communities.

MSD Sharp & Dohme GmbH

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