



# MSD in Germany

2024/2025



## Our company



We, MSD Sharp & Dohme GmbH, are the German subsidiary of the research-intensive US pharmaceutical company Merck & Co., Inc., Rahway, NJ, USA.

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.

More about our company at [msd.de](https://www.msd.de)

Our global [Impact Report 2023/2024](#)

## MSD in Germany (Focus on Human Health)



**1162**  
active employees



**1828**  
active participants in clinical trials



**580**  
active trial sites



**60**  
years in Germany



**USD 1.7 million**  
in investments in trials



**55**  
products



**150**  
active clinical trials



## Selected international awards

**2024**

### Human Rights Campaign Foundation

*We have been recognized in the Corporate Equality Index (2023-2024)*

**2024**

### Newsweek

*We have been distinguished as one of America's most responsible companies - No. 1 overall and No. 1 in our sector.*



## Selected national awards

**2025**

### kununu Top Company Seal 2025

*We have been distinguished as one of the companies with the best working environment in Germany. 94% of all members of staff who have left a rating on kununu recommend MSD as an employer.*

**2024**

### Gold Certificate - WELL Building Institute

*We have been distinguished, as one of the first companies in Germany, for a particularly health-promoting and pleasant working environment in the Macherei, Munich.*

# 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..

■ More on sustainability on the [MSD website](#)



## Our company-wide sustainability focus areas

This Sustainability Factsheet shows selected initiatives in Germany.



Access to Health



Employees



Environmental Sustainability



Ethics and Values



[More about our global sustainability strategy](#)



## Together for better health literacy and integration

Since 2010 we have been supporting the project 'With Migrants for Migrants' (MiMi) of the Ethno-Medizinisches Zentrum e.V. [Ethno-Medical Center] (EMC) in Hanover. At 64 sites in Germany migrants are being trained to become MiMi health mediators, who inform their compatriots about health promotion, prophylaxis offerings and local health services. In 2024 we conducted 22 events within the context of the MiMi-HPV Campaign in Bavaria alone. It is not only one of our flagship projects, but is meanwhile considered a leading paradigm in the industry for greater health literacy and equal opportunities in healthcare supply.

EMC Team and MSD staff at the MiMi Symposium in Munich (March 2024)

# Our areas of action

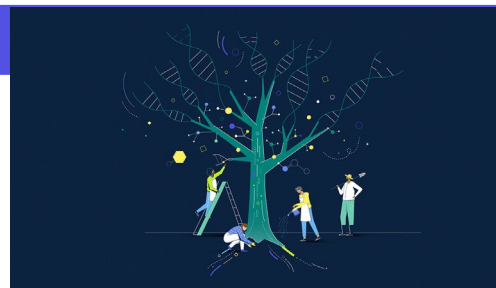
Selected Human Health Initiatives in Germany



## Access to Health

### Climate change and infectious diseases: New health risks at a glance

Precisely in the case of people with pre-existing medical conditions, health risks may increase through climate change. In the workshop of BAG Selbsthilfe [Federal Self-Help Working Group] (the umbrella association of 121 self-help associations in Germany), supported by us, a renowned expert explained how climate change encourages the spread of infectious diseases, and what specific risks may result from that. The event contributed towards strengthening the health literacy of patients and patient associations when dealing with climate-induced health risks.



## Employees

### Let's Move DE&I: Focus on inclusion and unconscious bias

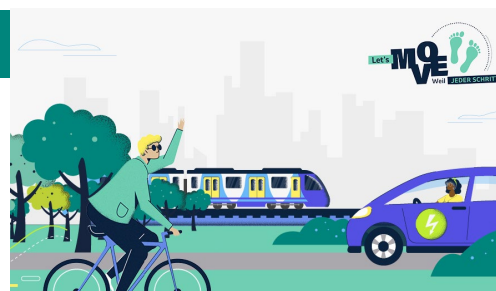
In September 2024, our ninth internal “DE&I Experience Month” (Diversity, Equity & Inclusion) took place, this time with the focus on inclusion and unconscious bias. During this month, three events and a podcast were organized by our four Employee Business Resource Groups (EBRGs) for all German sites: CapABILITY, Women's Network, Next Generation Network and Rainbow Alliance. The rate of participation of our employees rose significantly in comparison to the previous year – a positive signal that we are focusing on the right topics and formats.



## Environmental sustainability

### Sustainable mobility: New routes for our employees

In 2023 we launched the “TRAIN-instead-of-PLANE” challenge, to reduce our emissions when undertaking business trips. We have been consistently pursuing this route since 2024 and are continuing to work on minimizing our primary drivers. A key step: By 2030 our fleet is supposed to consist, to an extent of 65 per cent, of electric vehicles. To achieve that, we are adapting our ordering process, making test vehicles available, and providing assistance in installing a private charging infrastructure. By promoting the BahnCard railroad discount card, and providing guidelines for sustainable business trips, we are further pursuing the reduction of emissions during business trips. In addition, we are extending our range of company bicycles, and taking part in city cycling again – together we have cycled over 9,000 kilometers (5592 miles).



## Ethics and Values

### Sustainability Roadshow: Because every step matters

In 2024 the sustainability team conducted a comprehensive internal roadshow. That involved the sustainability objectives already being showcased to 18 teams and departments, as well as discussed in an open dialogue. This initiative not only fosters the awareness of sustainability, it motivates employees to be committed to achieving the objectives.



# Our impact areas of focus

Additional local Human Health Initiatives in Germany



## Access to Health



### Offering specialist information in a more suitable way

We are involved in initiatives which make use of easy-to-read, digital patient information and package leaflets. The objectives include easier access to health information, greater health literacy on the part of the patients, and a reduction in CO<sub>2</sub> emissions by consuming less paper through using digital formats.

## Employees



### Multiplying social volunteering

Our social volunteering program "ich engagiere mich" enables staff to leverage up to 40 paid working hours per year for social projects. In 2024 we more than doubled the available hours in comparison to 2023. Overall, we put in over 2,500 hours in various social and ecological projects.

## Environmental sustainability



### Extending and making use of external platforms

We took part in important events which bring our partners from the fields of business, science and politics together, in order to pave the way for new approaches and alliances, in order to achieve greater sustainability in healthcare. We sponsored, for example, CleanMed Berlin, and got actively involved in the ZUKE Green Congress.

# Our Collaboration with partners and stakeholders

In 2024 we expanded and intensified our partnerships. Because only together can we achieve our global objectives.



### deinNachbar e.V.

Through a cooperation with deinNachbar e.V. (Your Neighbor, reg. assoc.) we assist staff in caring for their relatives. The association provides advice, training events and everyday assistance. In addition, employees can be involved on a voluntary basis by taking part in our social volunteering program, thereby further empowering the social assistance network of deinNachbar.



### myAbility Social Enterprise GmbH

On the topic of inclusion, we cooperate with the social enterprise myAbility, which is committed to an accessible and equal opportunity society. As part of our collaboration, 85 people managers and DE&I experts have completed inclusion training with myAbility. In said training, jointly with people who have both visible and non-visible disabilities they discussed interacting, and collaborating in, the world of employment.



### Loxness and Trans-O-Flex

By 2030, we are targeting a 30 per cent reduction in our Scope 3 emissions, compared to 2019, to achieve a more sustainable supply chain. Following the successful deployment of more eco-friendly multi-use boxes, we are intensifying the cooperation between Global Sustainability, Logistics and the partners Loxness and Trans-o-flex. The focus is on innovative methods of collecting data, reducing waste and achieving transport efficiency.



## About MSD

In Germany MSD 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. For more information, visit [www.msd.com](http://www.msd.com) and connect with us on Facebook, Twitter, Instagram, YouTube and LinkedIn.

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*Merck & Co., Inc., Rahway, N.J., U.S.A., is known as MSD outside the United States and Canada.*