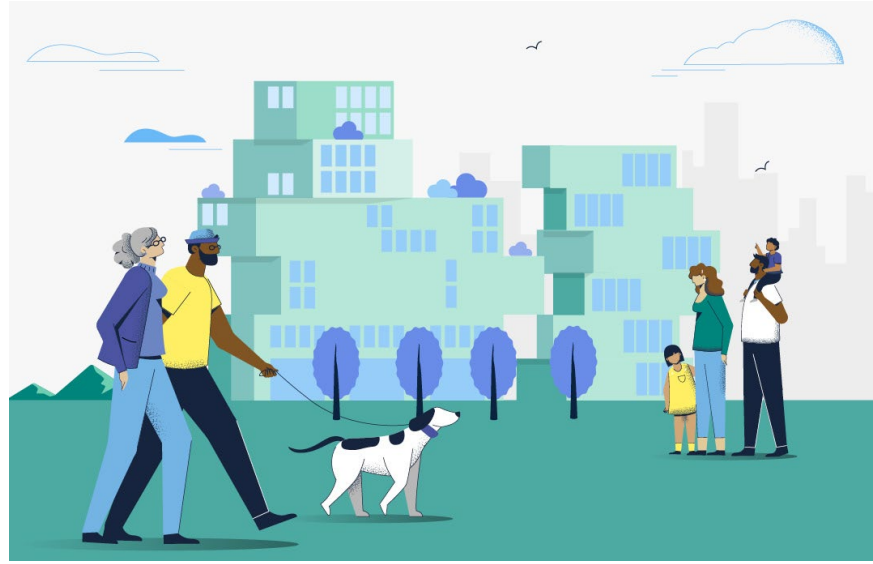




MSD in Germany

2025/2026



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 use the power of leading-edge science to save and improve lives around the world.

For over 130 years, we have stood for medical progress by developing important new medicines and vaccines.

Find out more about our company under [msd.de](https://www.msd.de)

More information on sustainability at Group level: [Our Report](#)

MSD in Germany (Focus on Human Health)



as of December 2025



~2,600
employees in
Germany



1624
active
participants in
clinical trials



553
active trial sites



61 years
in Germany



8
MSD sites
in Germany



55
products



152
active clinical
trials



Selected international awards for our US - parent company

2024, 2025

Newsweek and Statista

We are one of America's most responsible companies - No. 1 overall for the past two years and No. 1 in the "Health Care" sector

2024

Wall Street Journal

Ranked #33 on the list of the 250 best-managed listed US companies (2024)



Selected national awards for us in Germany

2025

ZEIT + kununu: Most wanted Employers 2025

We rank third in the health care sector and are one of the best employers in the medical and pharmaceutical industry in Germany

2025

Munich's award-winning companies 2025

We were among the nominees for the City of Munich's Commitment Award in the "Major companies" category with our "Ich engagiere mich" [MSD gives back] challenge 2024.

Sustainability at MSD

For over 130 years we have been committed to acting responsibly. Operating responsibly is part of our Strategic Framework, expressing our commitment to enable a safe, sustainable and healthy future for people and communities.

■ [More about sustainability on our website](#)



Our company-wide sustainability focus areas

This overview of sustainability initiatives presents selected activities in Germany.



Access to Health



Employees



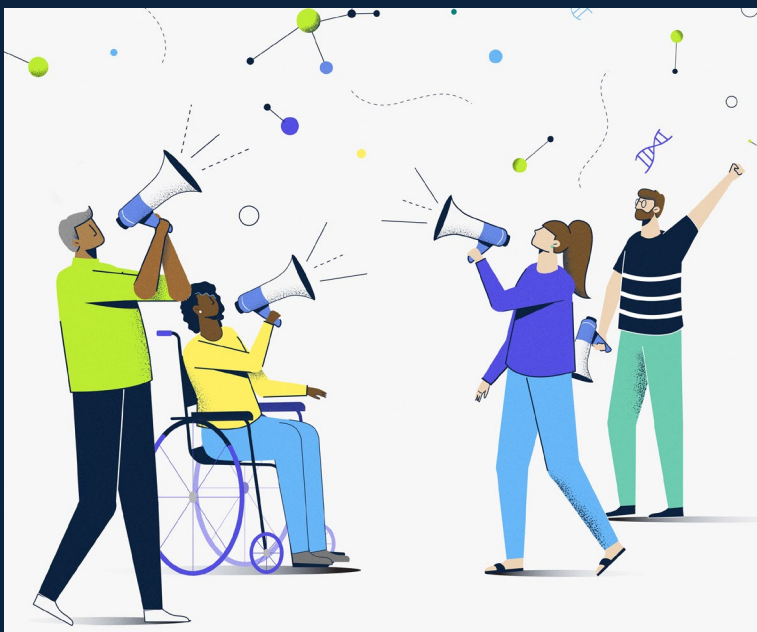
Environmental Sustainability



Ethics and Values



[More about our global sustainability strategy](#)



This year's flagship project - Employees:

Strengthening diversity and inclusion together

MSD has been the main sponsor of the "Anna Schaffelhuber GRENZENLOS [LIMITLESS] Camps" since they were founded in 2019. These camps bring young people with and without disabilities (aged 14-21) together every year and teach them courage, social skills and self-confidence. For the seventh time in 2025, two camps were held in Burghausen under the patronage of the Bavarian Minister of Social Affairs Ulrike Scharf, with seven MSD employees providing on-site support as facilitators. The camp has developed into a recognized flagship project that provides impetus for equal opportunities and participation.

Our areas of action

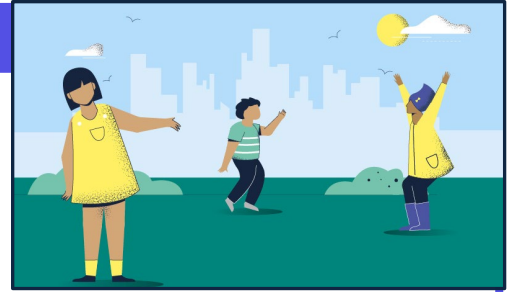
Selected Human Health Initiatives in Germany



Access to Health

Strengthening health literacy right from the start

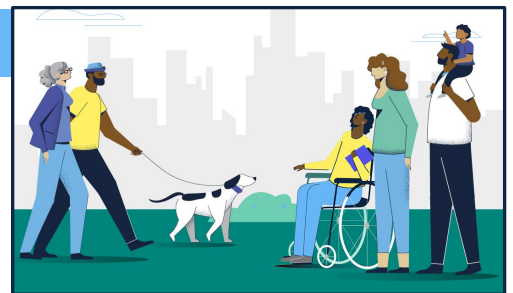
In 2025, we sponsored the school competition "We empower girls against HPV" for the first time together with Zervita e.V. and "We empower girls" of the German Children and Youth Foundation. Teams consisting of a maximum of five girls produced creative videos to raise awareness about HPV (human papillomavirus) and dealt intensively with this important health issue. The pilot project underlines our ongoing commitment to prevention and health education - we motivate young women to actively take responsibility for their health.



Employees

Going strong for 10 years: Diversity & Inclusion Month at MSD

"Show Attitude. Live Diversity" - this was the motto under which we celebrated the tenth anniversary of our company-wide D&I Month in September 2025. Our four local Employee Business Resource Groups (Woman's Network, Next Generation Network, Rainbow Alliance, CapABILITY Network) jointly organized an inspiring and moving kick-off event, the highlight of which was the keynote speech by drag queen Meryl Deep. She underlined our conviction: Diversity and inclusion are an expression of our humanity. They connect us all and create the basis for scientific excellence, innovation and real progress.



Environmental Sustainability

Environmentally friendly packaging for vaccines

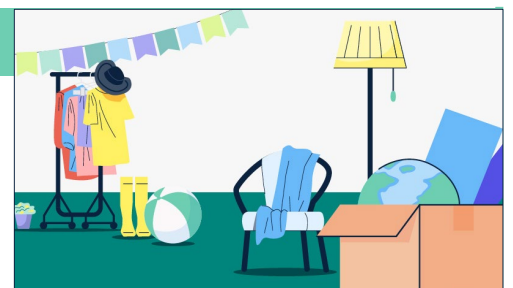
To reduce waste, we are optimizing the packaging for prefilled vaccine syringes. We have replaced plastic holders with cardboard holders, reduced box sizes and created user-friendly openings. We have been using reusable shipping boxes for transportation since 2021. This way, we work hand in hand with our customers and help cut waste across the board.



Ethics and Values

Together for Climate Week 2025

Our Together for Climate Week took place for the second time in May 2025 under the motto "You make the difference". The focus was on emission reductions achieved, individual climate protection commitment and specific measures for each department. With campaigns such as the swap exchange, water saving challenge and city cycling, we conveyed practical approaches. The week made clear: Together, we create big impact through small changes — "because every step counts".



Our areas of action



Additional local Human Health Initiatives in Germany

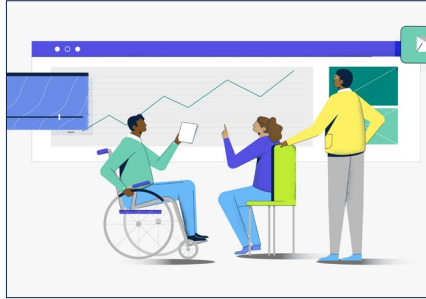
Access to Health



Continuously for more health & integration of migrants

We have been supporting the "With Migrants for Migrants (MiMi)" project of the Ethno-Medical Center e.V. as one of our flagship projects for the past 15 years. In 2025, 105 information events were held for over 1,200 people with a migration background - with a particular focus on the topics of vaccination, human papillomaviruses and cancer. 193 new mediators were trained on these and many other topics, 137 of them in Bavaria alone.

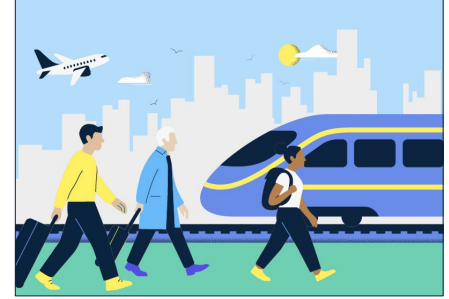
Employees



Diversity & Inclusion: Think globally, shape locally

In July 2025, MSD took part in the 44th "Diversity and Democracy" synergy workshop organized by the "Synergy through Diversity" network. We discussed with 15 companies how employers can take a stand for democratic values in times of increasing polarization. The central results included: Companies should assume political responsibility, train employees in democratic values and use legal options for D&I.

Environmental Sustainability

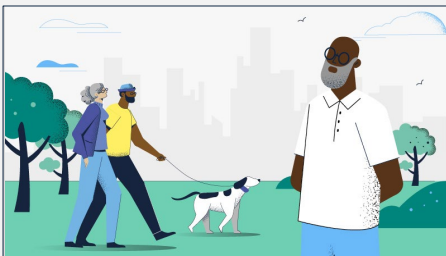


Our contribution to climate protection

Our vehicle fleet is a major lever for reducing Scope 1 and Scope 2 emissions. In 2025, 53% of all newly ordered company cars were already fully electric, marking a significant milestone on our roadmap to electrify the fleet. Beyond fleet transformation, we take a holistic approach to employee mobility. We promote low-emission travel through targeted incentives such as rail programs (e.g. BahnCards) and offer job bike schemes to broaden low-emission mobility options for employees.

Our collaboration with partners and stakeholders

In 2025, we expanded and intensified our partnerships. Because only together can we achieve our global objectives.



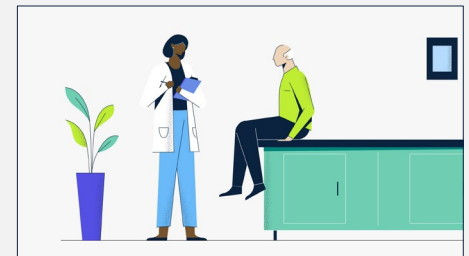
deinNachbar e.V.

We continued our collaboration in 2025. In addition to offering our employees support in caring for relatives with training and everyday assistance, we promoted the tenth anniversary of "deinNachbar e.V." through our "Ich engagiere mich" [MSD gives back] initiative. This strengthened our cooperation with "dein Nachbar e.V."



Christopher Street Days (CSD) in Munich and Cologne

In 2025, we once again took part in the CSD in Munich and Cologne to send a clear signal for diversity and inclusion. Colleagues from various specialist areas got involved together with our Rainbow Alliance and the local D&I team. This shows: Our values apply. We stand for openness and respect - within the company and beyond.



ADP e.V. and LMU Munich Hospital

Climate change is altering disease patterns and influencing the health of all people. This is also an important topic for us as a pharmaceutical company. In 2025, we trained employees on UV protection with the Arbeitsgemeinschaft dermatologische Prävention (ADP) e.V. and, together with the Ludwig-Maximilian-University Hospital in Munich, sensitized doctors to the interaction between climate change and health.



About MSD

MSD is known as Merck in the United States and Canada. 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 and connect with us on Facebook, Twitter, Instagram, YouTube and LinkedIn.

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81673 Munich



For more information, please visit www.msd.com, or follow us on LinkedIn and YouTube.

www.msd.de
www.linkedin.com/company/msd-deutschland/
www.instagram.com/msd_deutschland
www.youtube.com/MsdDeutschland

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