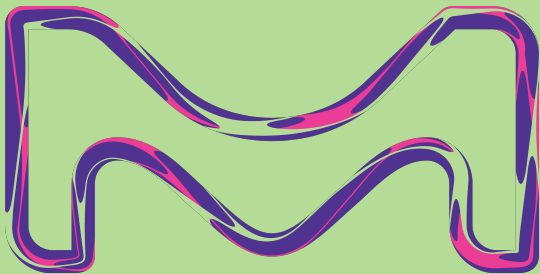


The businesses of Merck KGaA, Darmstadt, Germany operate as
EMD Serono, MilliporeSigma and EMD Electronics in the U.S. and Canada.

Transitioning well-being

Through 2021 and beyond

Karen Bishop| Head of Total Rewards North America
April 2021



EMD
SERONO

Millipore
SIGMA

EMD
ELECTRONICS

who We
are



56,000

Employees worldwide*



Key figures

66

Countries



Founded

1668



14.8

Sales (€ billion)



2.2

R&D (€ billion)





We are

MERCK

Every day, our nearly 56,000 employees work in 66 countries to make a positive difference to millions of people's lives by creating more joyful and sustainable ways to live.

EMD
SERONO

MILLIPORE
SIGMA

EMD
ELECTRONICS

We are known as Merck internationally except for the United States and Canada, where we operate as EMD Serono in the biopharmaceutical business, MilliporeSigma in the life science business, and EMD Electronics in the high-tech materials business.

WELL-BEING

Summary of Program

Participation-Based
with
Incentives



75%
participation
rate



wellness
IN ACTION



Wellness Portal &
Onsite
wellness coordinators

Employees earn up to **\$500** for wellness activities



Wellness
Education



Flu shot



Health Screening



Exercise



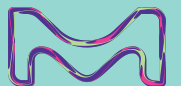
CommunityWellness



Tobacco Cessation



Health Profile



WELL-BEING IN 2020

Adapting to the “New Normal”

Focus on Programming

Utilized data to create programing

Improved coordination with wellness administrator

Increased on-site wellness coordinator presence

Adapted content for Covid-19

Increased interactive email campaigns & home mailings

Added subsidy incentive for Headspace



Data

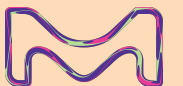
- Added more interactive content
- Added behavior change program based on health informatics data
- Providing financial solutions to support employee hardship

Covid-19

- Monthly live webinars
- More digital solutions since onsite was not available
- Onsite content transitioned to virtual (onsite yoga to virtual / on-site gym replaced with online bootcamp)

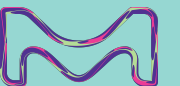
Behavioral Health

- Added webinars
- Added leadership coaching
- Dedicated resource page on the company's intranet
- Telehealth benefit
- Onsite EAP counseling moved to virtual



WELL-BEING 2021 & BEYOND

	How will We Evolve?	Activities
✓	Flexibility	More creative ways to earn incentives (meal prep services like Sunbasket & Hellofresh; incentives for gardening & composting) Financial well-being tools
✓	Behavioral Health	Mental Health awareness campaign Enhanced learning opportunities
✓	Enhanced Scope	Global Wellness Getting families involved in wellness Accolade Awareness
✓	Work Policy	Future Ways of Working Support for caregivers Expanded fertility benefits



Meet Me

in our smart garden for curious minds

