



2022-2023 Annual well-being report >

Our company is committed to helping employees and their families improve their health and well-being. We share this annual well-being report to demonstrate the priority we place on employee well-being and to hold ourselves accountable to measure our progress, celebrate successes, raise the bar, and share best practices with all our employees, their families and stakeholders.



Promoting healthier and happier lives



Together, we continue our dedication to Our Purpose, saving and improving lives across the globe. During the past couple of years, the COVID-19 pandemic has presented significant challenges to the way we live and work. As we emerge, we have a collective renewed hope. Our peace of mind is now more important than ever.

I'm proud to share that we continue our commitment to prioritizing significant investment into our colleagues' well-being. We know that through our emphasis on the health and safety of our employees and their families — we're also creating an environment for them to achieve career growth and success.

As you'll see in this year's 2022-2023 Annual Well-being Report, we organize our efforts into four key pillars: physical, mental, financial and social. Our company is continuing to care for our diverse workforce with a comprehensive suite of benefits and resources, including professional coaching and counseling, nutrition and fitness resources, mental health tools, and financial planning and social clubs. It's an array of programs designed to support everyone — no matter what may come their way in life.

We're honored to be recognized for many 2022 and 2023 industry awards. Among our awards, we achieved the *Global CEO Cancer Gold Standard*, as well as being named a National Business Group on Health *Best Employers for Excellence in Health & Well-being* award for the fifth year in a row.

Our commitment to the hybrid working model continues, leveraging what we've heard from employees and industry benchmarks to guide our way. Our belief is in-person collaboration fosters our culture of One Team, while supporting career development through intentional and impromptu interactions. It's been energizing for me to see our workplaces come back to life as centers of innovation that benefit our patients and customers.

As always, we will continue to invest in our people and create an environment where everyone can be at their best. In doing so, we'll evolve our culture of wellness to help our employees and their families achieve peace of mind and lead happier, healthier lives!

Be well,

A handwritten signature in black ink that reads "Steve". The signature is fluid and cursive, written over a light grey horizontal line.

Steven C. Mizell

Executive Vice President & Chief Human Resources Officer

Comprehensive approach to well-being

We are continuously evolving a culture of well-being that encompasses four pillars — **physical, mental, financial** and **social**. It fosters a safe and supportive work environment and enables our employees and their families to live their healthiest, fullest lives. Our comprehensive and integrated approach connects closely with our company values, including our culture of psychological and physical safety. We are also adopting a diverse and inclusive approach so our employees can live with purpose and feel safe to be their authentic selves.



Physical

We build a culture of prevention by providing support to employees and their families to avoid preventable diseases and ensure health through positive physical activities, nutrition and sleep. In the event of illness, we provide holistic benefits and programs for best treatment outcomes, long-term recovery and survivor support, if needed.



Mental

We provide support for the full spectrum of emotional and mental well-being needs. Awareness, prevention and early intervention programs help address stigma, build resilience and maintain good mental health.



Financial

We help employees build the confidence to take charge of their finances to reduce stress and increase feelings of security. Our programs provide financial knowledge and resources to manage commitments, meet goals, protect against risks and cope with unexpected surprises.



Social

We develop positive interactions with colleagues, managers and leaders. Our programs create a sense of belonging and connection to people and communities within and outside of work. And we encourage employees to believe in their own self-worth and find purpose.

Because we approach well-being from a holistic perspective, we recognize that many of our benefits and well-being programs intersect and overlap. For example, do our medical benefits support physical well-being or mental well-being? The answer is both! The same is true for our time away programs — from vacation to leaves of absence to volunteer time and more — which can support any or all of our well-being pillars, depending on your need.

Recognition



Business Group on Health Best Employers: Excellence in Health & Well-being Award (2019-2023)



American Heart Association Workplace Health Achievement Award
(Achieved the highest level three years in a row as recognition of our commitment to employee well-being)



Global CEO Cancer Gold Standard
(The Gold Standard is a workplace wellness accreditation program that encourages and celebrates organizations committed to reducing the risk and burden of cancer among employees, families and communities.)



Seramount Best Companies for Multicultural Women #12 (2022)



Seramount 100 Best Companies #9 (2022)



Seramount Best Companies for Dads #13 (2022)



Human Rights Campaign's Best Places to Work Corporate Equality Index (2022)



Disability Equality Index 2022 Best Places to Work (2022)



Bloomberg Gender-Equality Index (GEI) (2023)



Physical

Physical well-being involves preventive actions, building healthy habits to maintain and improve physical health and having quick and easy access to high-quality benefits that can help manage and/or resolve illnesses and chronic conditions. Our health and well-being programs and benefits draw from best practices to ensure quality, competitive value, financial protection and access to care and resources so families can live their lives well — no matter what that looks like for them.

Physical well-being involves a commitment to providing preventive care coverage with affordable access to high-quality medical, dental and vision plans, as well as programs and resources that build healthy habits for daily maintenance of healthy routines.

Medical, dental, vision plans

Our medical plan in the U.S. helps support our members with an advocacy solution designed to help them navigate the health care system and save time by:

- Providing help with health care insurance claims and estimates
- Finding providers, specialists, facilities and experts
- Coordinating care and helping manage complex medical conditions
- Scheduling appointments with physicians and for treatments and tests
- Offering referrals to other company programs

In addition to our core health care benefits, we offer:

- Expedited appointments and cancer treatment at Memorial Sloan Kettering through MSK Direct
- Expert medical opinions — such as confirming a complex or rare diagnosis, weighing in on a prescribed treatment plan or providing an alternative approach — from medical specialists at leading institutions through 2ndMD
- Diabetes management program
- Tobacco cessation program

Transgender-inclusive benefits

Our medical plan is designed to provide a full range of transgender-related services and procedures for those with a diagnosis of gender dysphoria. Since transgender care is highly specialized, employees and their covered dependents can use any accredited physician or facility, regardless of location or whether they accept insurance, and receive coverage as if they were in-network. This includes mental health therapists who specialize in transgender patients. Where possible, we follow the latest evidence-based guidelines provided by the World Professional Association for Transgender Health (WPATH).

Healthy Habits

We understand the importance of a holistic approach to physical health, which means facilitating ways employees and their families can build lasting healthy habits. For example, we make it easier for employees to be more active by integrating fitness into their daily routines, and we invite spouses and domestic partners to participate in the many virtual physical challenges. We offer on-site gyms and sports clubs; discounts to off-site gym memberships; virtual exercise classes; healthy eating and weight management programs; and workshops on nutrition, disease management, integrative health, etc.

On-site fitness centers

Our on-site fitness centers are now free to all employees, encouraging them to celebrate their in-person office days with a healthy routine. The fitness centers offer access to the latest exercise equipment and a wide array of group exercise classes hosted by our on-site expert and degreed fitness professionals! To get employees and their families moving — no matter where they are located around the world — virtual live groups and recorded exercise classes include Bootcamp, HIIT, Tabata, Cardio Kickboxing, Pilates, Mobility and more. We also provide a unique, interactive web experience that provides the guidance and motivation people need to get active, unwind and stay strong. Daily tips and live streaming events feature everything from yoga and kid-friendly workouts to nutrition tips. More than 13,000 employees took advantage of our live, virtual activities in 2022.



In 2022, our fitness team conducted approximately:

107

stretch breaks

5,622+

employees reached

An increase of 24% compared to 2021.

“

I'm grateful that the gym is open, and I appreciate all the work that you and your team have done over these past two unprecedented years!

- Rahway Member

What has the Merck fitness team meant to me?... EVERYTHING! They've been instrumental for helping me maintain my physical and mental well-being before and, even more so, since the pandemic. They've kept me motivated, helped me feel connected, and have been supportive helping me achieve fitness goals I didn't think I could reach. Convenience aside, being a Merck fitness center member has been better than any of my prior gym experiences; there's such a feeling of community and acceptance. Everyone really is welcomed and supported.

- West Point Member

”

1:1 coaching

We know it's not always easy to get — and stay — motivated to move. Our 1:1 coaching sessions enable employees to work individually with a fitness center team member to talk about fitness objectives, motivation, struggles and design a fitness plan! Employees participated in 1,194 personal training sessions in 2022.

Well-being challenges

Each year, our company sponsors several virtual well-being challenges to motivate employees to get moving, individually or with a team. Spouses and domestic partners are invited to join in the fun. In 2022, our well-being challenges had 3,978 participants who walked 1,153,063,781 steps, which covered 576,532 miles.

Nutrition

We provide resources to help employees and their families understand nutrition and how to reach their health and well-being goals. We offer a range of programs and services to our employees, such as discounts on grocery delivery services and meal prep subscriptions, discounts on weight loss programs and healthy recipes.

To help employees stay on track with their healthy food plan, we gave them access to professional chefs and registered dietitians hosting a series of cooking demonstrations with healthy appetizers, main dishes, desserts and holiday treats.



1,284+

Employees participated in nutrition-related webinars, nutrition month cooking demos and ask-the-dietitian sessions in 2022.



Webinar topics

- Supporting Mental Health with Nutrition
- Let's Cook: Heart Healthy Meals, Black History Month
- Knife Skills Cooking Demo for National Nutrition Month
- One Pan Meals Cooking Demo
- Healthy Eating on a Budget

Tobacco-free

We are making a concerted effort to reach our goal of 100% tobacco-free sites and are proud of our progress. Ninety-one percent of global employees and a full 100% of U.S. employees report to a tobacco-free site. Additionally, we continue to offer many tobacco-cessation resources, including an Employee Assistance Program (EAP), nicotine replacement therapy products and a free Quitline.

100%

U.S. tobacco-free sites

91%

Countries worldwide tobacco-free sites

Continuing COVID resources

One of our company's top concerns throughout the COVID-19 pandemic has been the well-being of our employees and their families. We conducted a thorough review of all our medical, life insurance and disability plans to identify and solve for gaps in coverage for COVID-19-related expenses.

We continue to make significant investments in programs to support the unique needs of our employees. Examples of our investments include covering all COVID-19-related medical expenses at 100%, including at-home antigen testing until the end of 2023.

On-site employee health clinics

Our clinics provide a broad range of occupational and preventive health programs and services aimed at keeping our employees healthy, including:

- Emergency care for individuals suffering a serious illness or injury while at work
- Administration of vaccines, such as flu and HPV
- Business travel consulting and administration of travel-related vaccines
- On-site lab services



Mental

We firmly believe in the importance of **mental well-being awareness**, and pride ourselves in providing colleagues with benefits and resources to support them in their personal and professional lives. As employees balance working in the office and at home with our global hybrid work model, many continue to struggle with other aspects of life such as child and elder care. The ongoing effects of the pandemic, including stress and anxiety, have made it more important than ever for us to support our employees' emotional and mental well-being. Through our mental well-being pillar, our company makes available programs and workshops on topics such as mindfulness, resilience and sleep.

Employee Assistance Program (EAP)

Lyra, our U.S. EAP, provides 12 free sessions of high-quality mental health care as well as additional coverage for those enrolled in the company PPO with Horizon BCBS. Lyra can recommend personalized treatment options, match employees with providers that are available right away and offer real-time appointment scheduling.

Caregiving support

Wellthy provides personalized support, at no cost, when employees need help managing care for themselves or a loved one who has complex and ongoing care needs. Wellthy pairs employees with care coordinators who can provide guidance through a care plan, advocate for care and tackle caregiving tasks.



Mental health providers

U.S. employees enrolled in the Merck medical plan also have access to mental health providers through Horizon BCBS, continuation of mental health therapy through our EAP with Lyra, and medication management with either provider.

Flexible work arrangements (global)

We believe flexible work arrangements offer a different way of working and can enhance employees' mental well-being, foster teamwork, increase productivity and support work-life balance. We have had a global flexible work arrangement policy since 2008. To show our commitment to workplace flexibility, we provide a wide range of resources to help employees with home office setup, including tips for ergonomics, well-being office stretches and more. In 2022, we introduced an employee purchase program to make ordering supplies and equipment easy for employees in the U.S.

Time off and leave

We understand the importance of taking time away from work when needed and we are committed to providing competitive paid time off and leaves of absence options to help colleagues when they or their family members are ill or need time to manage work and life responsibilities.

For U.S.-based employees not subject to a collective bargaining agreement, we offer three to six weeks of vacation depending on years of service, 16 holidays, a year-end shutdown period of four days and various other paid time off or leaves of absence to help employees take time off when they need it, including:

- Parental leave — up to 12 weeks following the birth, adoption or foster placement of a child
- Sick time
- Bereavement
- Jury duty/witness
- Volunteer time
- Personal time
- Military leave
- Summer hours



Mind Well

Our Mind Well program is focused on reducing the stigma of mental health by raising awareness, providing training and providing peer support. We're grateful to our employees around the world who volunteer as Mind Well Champions to support the emotional well-being of their colleagues, offer help and access to critical information and resources.

 100

U.S. Mind Well Champions

 3,702

Employees logged into our series of Mental Health Global Webinars with experts on a range of topics to help employees and their families.

 200+

Employees completed the 2022 Mental Health First Aid certification courses. This certification is good for three years and requires eight hours of training.

R U OK? Day

One thing we learned from the pandemic is the value of human connection on our health and well-being. Every year in September, our company promotes R U OK? Day, which encourages people to connect with each other in an effort to address social isolation and promote community cohesiveness. We shared resources about reaching out with tips tailored to specific groups, such as colleagues, friends, family and members of traditionally marginalized groups such as the LGBTQ+ community.



Spotlight on mental health and emotional well-being

Every year in May and October, we put a spotlight on mental health and emotional well-being. We provide resources, tools and materials to support our employees' emotional well-being and sponsor a special series of webinars focused on hope and navigating difficult emotions, led by world-renowned experts.

“

On the Power of Gratitude Webcast (October 2022)

- *I really enjoy Dr. Mattis as a speaker — I hope she comes back to tell us more about her research. Thank you for these talks. I appreciate that Merck gives us these opportunities to help us improve our mental health and find strategies to be better people (and employees).*
- *Taught me great strategies to live a life with more gratitude and focus on the positive things going on around me instead of the negative things and thank those who have helped me.*

On the Creating a Deeper Sense of Purpose at Work Webcast (May 2022)

- *The presenter's messages and examples are spot on. I loved that there were exercises to complete during the session and I liked the way AJ Adams used her personal examples to help provide context and the benefit of knowing your purpose.*

”



1,017

Global participants — Develop Your Personal Well-being Goals: Your Self-Care Action Plan for the Summer (June and September 2022)

Hosted by Benefits & Well-being, this global webcast and active workshop was led by Allison Task, a career and life coach. She helped employees focus on their personal needs and evaluate 10 areas of life to identify where change can be beneficial.

Calm

Our company offers all employees, their dependents and household members free subscriptions to Calm, an app that produces materials designed to aid sleep and lower stress and anxiety. Guided meditations, sleep stories and monthly challenges are just a few of the resources employees have access to through the app. Calm also provides a number of online resources we promote through our well-being websites, such as monthly calendars, well-being newsletters and blogs and several resource guides.



What employees have been saying about Calm as a benefit:

“**Serious investment of my employer into a high quality and renowned provider of content to maintain mental health. Excellent and truly meaningful benefit!**”

“**I’m using Calm almost every day. I love sleep stories and getting back to sleep. They tremendously help me calm down and rest during the night. Especially the ones with music.**”

“**Helps to calm my mind after a busy/stressful day. I hope Merck continues to provide this benefit.**”

“**Calm has helped me with stress and anxiety. I enjoy the various meditation sessions it has along with the music it has to offer. It also helped my children with the sleep stories it has.**”

“**Calm provides a way for me to destress from work and day-to-day activities. It relaxes my mind and body and also helps me get better sleep. It provides tools to control my environment and mood.**”



Financial

Financial well-being is a sense of security and, for some, a feeling of control over day-to-day and long-term finances. Finances can affect a person's mental and physical well-being, so we're committed to providing the benefits, tools and resources for this important element of overall well-being.

Retirement savings

We offer a retirement program designed to help provide a comfortable retirement for our employees and their spouse or partner. In fact, Merck ranks in the top quartile of Fortune 100 companies for its U.S. retirement benefits (2022 Aon Benefit Index) — we are one of the few companies to offer both pension and retirement savings plans.

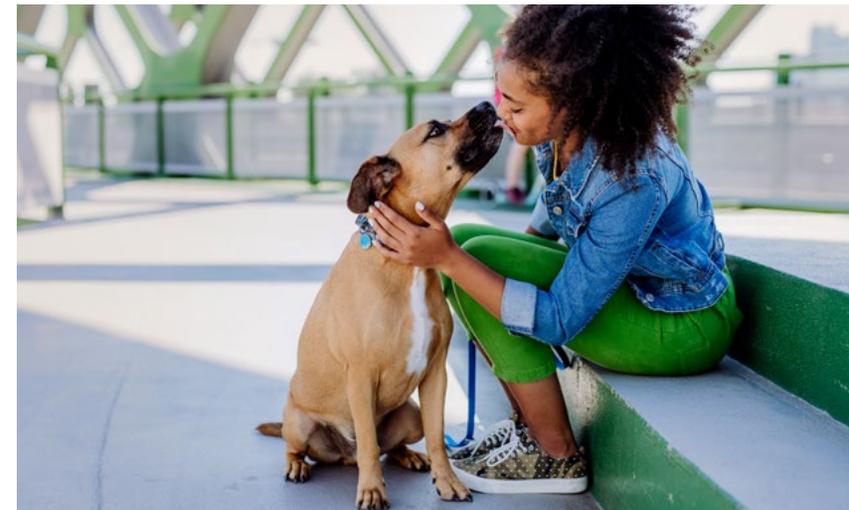
Our pension plan is an automatic, company-funded retirement plan designed to replace a portion of income in retirement. After three years of vesting service (or at age 65), employees are 100% vested in the benefit, which is based on a number of factors, including age, hire date and years of service.

Our retirement savings plans (e.g., 401k) are voluntary plans that strive to offer our participants best-in-class investment options so that our employees can build a diversified portfolio appropriate for their individual circumstances. The employees fund the plan through paycheck contributions and then the company matches \$0.75 for every \$1.00 the employee contributes, up to the first 6% of total pay (and up to IRS limits).



Disability insurance

An important part of one's sense of financial security is knowing that if you suffer an illness or medical event that prevents you from working for an extended period of time, we provide company-paid short- and long-term disability coverage. This coverage includes the option of choosing additional employee-paid coverage for longer disability leaves.



Financial planning and savings

We provide access to many benefits, plans and resources to help employees improve their financial acumen, save on discounted services and access programs that provide financial assistance for a number of needs unique to our diverse population:

- **Comprehensive financial planning**, a valuable benefit provided at no cost to employees. This service helps with budgeting, saving, investing, estate and tax planning, as well as selecting benefits options and retirement planning guidance.
- **Flexible spending accounts**, which are savings vehicles for those with eligible medical and/or dependent care expenses
- **Educational assistance**, which provides up to \$12,000 to cover expenses for higher education
- **Access to student loan consolidation** and refinancing options
- **Banking** through our credit union, which offers competitive interest rates on savings accounts and lending
- **Employee discounts** on a wide range of products and services
- **Pet insurance** for the eligible other members of our employees' families
- Access to **legal services** benefit
- **Adoption/surrogacy** reimbursement of up to \$25,000 of eligible expenses per child, per family
- **Backup elder care**
- **Discounted child care**, including on-site day care and backup child care
- **Breastmilk storage and shipping** for employees traveling on business
- **K-12 educational support** and discounted tutoring for students of all ages
- **College coach** — expert guidance from financial aid advisors
- **Wellthy resources for caregivers** (guidance on Medicaid, state benefits and financial aid applications, alternative payment options, insurance appeals, etc.)



Educational workshops, resources and challenges

In order to engage employees with the various financial benefits and resources available to them, we regularly provide educational platforms, such as:

- Financial planning workshops and seminars
- Financial fitness challenges during which employees complete financial “steps” and earn rewards
- A digital menu of financial planning resources available to employees 24/7 without having to log into work that directs them to a number of plans and programs based on their unique needs

Disaster relief

Our U.S. disaster relief policy provides stipends, temporary living arrangements, loans and other support for colleagues and their families who are affected by major disasters.

We also monitor the global landscape to ensure that colleagues around the world receive disaster relief when unusual circumstances arise. For instance, in 2022, we provided disaster relief to colleagues and their families affected by the war in Ukraine. Whether an employee stayed in Ukraine with their family or not, we were committed to providing financial relief to both the employee and their family as they made their way to safety.



Social

Hybrid work model

Over the past two years, we launched and evolved our global hybrid working model to create workplace flexibility, empowering employees to balance their professional and personal well-being. While we remain committed to the flexibility of the hybrid model, we also see an opportunity to further shape and foster collaboration, culture and career development, and create energy by connecting in person more often. Globally, our approach balances business and employee needs so that, ultimately, we can deliver even greater results for patients, customers and each other.

Employee volunteerism and philanthropy

We support programs to help improve access to health and enhance the quality of life in our communities and we invest in philanthropic programs aligned with our guiding principles and priorities.

Our U.S. paid time off and leaves of absence policy provides employees with up to 40 hours of paid leave a year to **volunteer** with eligible nonprofit organizations and can donate their professional skills through virtual, short-term projects through a skills-based volunteer program.



Our Pro Bono Legal Program enables employees to offer expertise to members of the community that would otherwise be unable to access legal advice.



The MSD Fellowship for Global Health is a three-month, corporate pro bono program that leverages the skills and talents of our employees and helps build the capacity of non-governmental organizations (NGOs) working to improve global health.

Pro Bono Legal	\$ 487,750
Fellowship	\$2,659,800
Total	\$3,147,550



Through the **matching gift programs**, employees in the U.S. and Puerto Rico can double the value of their donations to their favorite eligible nonprofit organizations or have their volunteer hours matched with a donation to the organization where they donate their hours.

**Total 2022 contributions:
~\$19.9M**

- Organizations that benefitted: 5,135
- Employee participants: 5,166 individual participants

#GrowAMo photo contest

Movember is an annual global event to raise awareness for the key issues of men’s mental health and suicide prevention, prostate cancer and testicular cancer. By growing mustaches, hosting events or setting personal fitness goals, we join millions of people around the world each year who are helping men live happier, healthier and longer lives. In 2022, colleagues from around the world participated in our #GrowAMo photo contest to see who could grow the best mustache (real or fake) during the month of November.

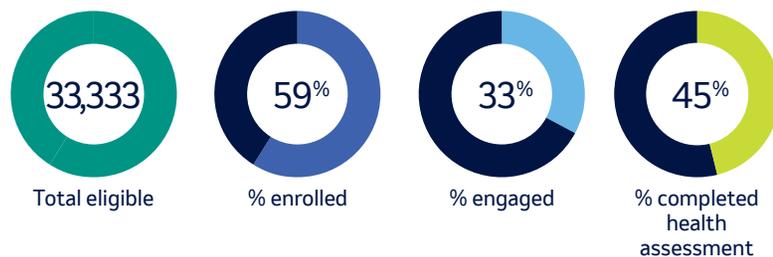


Alireza Tarighian was the winner of the 2022 photo contest. Here, he and his family model their Mos!

Virgin Pulse digital well-being platform

Many of our employees enjoy participating in our Virgin Pulse challenges, some related to physical well-being, some related to mental well-being, and some related to financial well-being. But all challenges bring together individuals and teams to connect virtually through the well-being platform. Colleagues are inspired to motivate each other with messages of praise and inspiration, and many share their insights, feelings, challenges and achievements as participants engage in a community of wellness.

Member engagement



Top journey categories

Eat well for healthy cholesterol 1,519	Find your focus 1,352	Eat well to manage blood sugar 1,154	Get back to sleep 970
Choose a new mindset 1,411	Calm your mind for sleep 1,236	Stress less in no time 1,020	Get strong at home 901
		Make time for play 996	Eat for health 856

Top healthy habits

Activity minutes 2,691	Stairs 2,278	Mind sweeper 2,186	Wake up with water 1,830
Get a workout 2,658	Get some sleep 2,249	What's your mood? 2,184	Steps 1,816
		Start the day right 2,131	What's your weight 1,292

Employee Business Resource Groups

Our company Employee Business Resource Groups (EBRGs) provide a supportive community for people with similar backgrounds or beliefs. Because each group has its own unique focus areas and interests, we provide various ways to support their well-being, including webinars and workshops designed specifically for their community (financial well-being workshops geared towards women, the Black community, the LGBTQ+ community and Veterans; interactive presentations with a licensed therapist on women's reproductive health care and mental health).

In **2022**, we collaborated on **20 events** that supported various EBRGs, with **2,100+** employees attending.

Lyra Gather

Our U.S.-based EAP provides gatherings, which are virtual, small group listening and discussion sessions on thought-provoking topics related to mental health, current events, diversity, equity, inclusion and belonging. Each gathering is a supportive space led by a clinical topic expert. We have used these sessions in partnership with our EBRGs to provide support to our employees in response to traumatic events that impact their communities such as gun violence or race-based violence.

EBRGs and Lyra in collaboration

We partner with our EBRGs and Lyra throughout the year to coordinate events that touch the hearts of our various communities of diverse employees:

- **We hosted small gathering sessions with a Lyra therapist** to help employees talk about current events and hot topics in a safe setting, including:
 - Coping with Critical Events: Mass Shooting in Colorado Springs, CO (Rainbow Alliance, December 2022)
 - Living While Black: Coping, Healing and Caring for Self (League of Employees of African Descent [LEAD], July and August 2022)
 - Racially Motivated Violence Against the Community (Asia Pacific Association, July 2022)
- **We provided education on our EAP and Calm programs** during the LEAD “Community Conversation” events in May and October 2022.
- **We provided mental health training through the Lyra Community Leads Program** to two co-leads from each our 10 EBRGs.



Social clubs

Our social clubs provide a platform for the promotion of health, wellness and social connectedness, while expanding employee engagement, productivity and performance through the combined experience of unity, connection and cohesiveness. Our social clubs include sports teams gatherings, such as cycling, soccer, softball, tennis and volleyball, as well as fellowship gatherings, such as bible study.

On-site programs and activities

Our company and our local sites help build a culture of social engagement and activity through local challenges and programs. For example, each spring, the Merck Fitness Centers organize local field day events to encourage physical activity, healthy eating and community connection. Employees can enjoy free outdoor exercise classes for all fitness levels, music festivals, lawn games and a chance to chat with EBRGs, facilities groups and vendor partners, such as the FLIK team that manages our cafeterias.

Employee champions

Well-being champions have a vested interest in achieving personal health and well-being as well as encouraging their colleagues to be well. They provide local support to increase awareness, visibility and participation in well-being programs and initiatives.



Mile-a-Day May

Mile-a-Day May is a four-week individual, virtual and site-based competitive program designed to increase the amount of movement members participate in daily.

Participants were asked to move (walk, run, row or bike) an extra mile each day in May, in addition to any other activity they already engaged in. Participants competed with one another, and each site collectively competed with the other sites.

123 participants registered for the 2022 program (on-site and virtually)

42% successfully completed the program on-site

58% successfully completed the program virtually

2,937 miles were completed during the program



Workout Warrior

Participants were challenged with conquering eight feats of physical mastery throughout a training period of four weeks. Participants could test their progress in any of eight challenges throughout the program duration.

There were two tiers of performance for the program: the warrior tier for novice and intermediate skill level participants and the elite warrior tier for intermediate and advanced skilled participants.

295 participants enrolled in the 2022 program



Breast Cancer Awareness Walk

70

employees from our Upper Gwynedd (UG), PA site participated in a walk organized by our UG Women's Network EBRG in collaboration with our on-site fitness center, the largest participation so far.



We value the health and well-being of our employees and encourage everyone to strive to be at their very best. Our programs help colleagues exercise, eat healthy, manage emotional well-being or finances and pursue an overall healthier life. For those who are just beginning a well-being journey, start small and continuously add new healthy habits after mastering current ones. The fact is good health and well-being can make a positive personal impact and allow for stronger and more meaningful contributions both at work and at home!

For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. And to do so, we are unified by our purpose: We use the power of leading-edge science to save and improve lives around the world.

For more information on our well-being programs for employees, as well as on other Environmental, Social & Governance (ESG) topics, please see our ESG Progress Report on the ESG page of our corporate website.

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