

community

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COMMUNITY involvement

We take on social responsibility, especially in those areas where we can leverage our expertise. Our aim is to support health, education and cultural projects and assist people in need in the countries where we operate, especially in the immediate vicinity of our sites.

Our approach to community involvement

Worldwide, we are deeply committed to supporting the communities in which our sites are located. In selecting social projects, we choose initiatives that align with our strategic **spheres of activity**, namely Global Health, Broad Minds and Sustainable Solutions. Beyond efforts that empower people, we also provide disaster relief when emergencies arise.

We are particularly determined to facilitate access to health for people worldwide. To do so, we take a multi-pronged approach that includes a wide array of **health projects** aimed at strengthening communities. In pursuing these activities, we apply our competencies, knowledge and experience in the health industry.

We view scientific education as a key component of culture – and vice versa. Education can help us understand culture, while culture can also **build a bridge to education**; it can stimulate curiosity, nurture creativity and even inspire scientific discovery. We therefore sponsor **cultural initiatives** and support a number of **educational projects** aimed at cultivating the next generation of scientists. As part of these efforts, we deploy our expertise to encourage and inspire curious young people who share our passion for science and technology.

Our activities are intended to have a sustainable effect on the community. We work with reliable partners to support many long-term projects, enabling us to strengthen our relationship with our stakeholders and to reinforce our social license to operate.

How we structure community support

The Group Corporate Affairs function monitors our Group-wide community outreach and coordinates some of our activities, including the **Praziquantel Donation Program**, the Global Pharma Health Fund (GPHF) and the **Deutsche Philharmonie Merck**. Beyond these Group-wide efforts, our business sectors also run their own projects such as the educational program **SPARK**, while several of our health initiatives in low- and middle-income countries operate under the auspices of the **Merck Foundation**. Most of our regional activities are planned locally and executed inde-

pendently by our subsidiaries, which choose for themselves the spheres of activity from our **Corporate Responsibility strategy** they wish to support.

The Merck family has also long been committed to philanthropic work, consolidating its activities under the umbrella of the **Merck Family Foundation** and the "Merck'sche Gesellschaft für Kunst und Wissenschaft e. V.". The Merck Family Foundation supports social projects internationally, focusing on health and education, furthering citizens' initiatives, development cooperation, and intercultural understanding. In addition, the foundation cooperates with government and scientific institutions as well as non-governmental organizations. It gives priority to advancing projects that our employees are privately involved in. The "Merck'sche Gesellschaft für Kunst und Wissenschaft e. V." is a philanthropic organization that promotes artistic and scientific projects related to either the Rhine-Main region, the city or district of Darmstadt (Germany), or to the business sectors of Merck KGaA. For instance, the organization awards doctoral and postdoctoral grants and fellowships to leading researchers in the fields of chemistry and pharmacy.

Our commitment: The principles of our community involvement

We align our projects with our Group Policy on Contributions to Society, which defines what community outreach means to our company and the objectives we wish to pursue. This policy gives our business sectors and subsidiaries abroad a framework for structuring their respective activities themselves. Moreover, it sets out roles and responsibilities, emphasizing that our activities should have a **sustainable, positive effect on the community**. With this in mind, we focus our efforts on long-term projects. In 2019, we revised this Group policy so as to more closely align projects with our strategic spheres of activity.

We also rolled out and communicated our new Corporate Volunteering Guideline. Applicable Group-wide, it aims to encourage our people to get involved in supporting the community. We grant our employees up to two days of paid leave per year to take part in volunteer activities either run or supported by our company.

Our Good Deeds

Our **community outreach activities** are collectively referred to as “**Our Good Deeds**” and include volunteer initiatives as well as monetary and product donations. In January 2020, our employees were again asked to select their favorite projects from 2019. The projects with the most votes were distinguished with an “Our Good Deeds Award” and also received financial support.

In 2019, we spent around € 46 million on community involvement, which also includes community outreach spending by Versum Materials and Intermolecular (as of the beginning of October 2019). However, it does not include contributions from the **Merck Foundation**, nor initiatives that primarily serve to market our products.

Our community involvement – 2019



Examples of good deeds

In 2019, our employees again participated in **numerous philanthropic projects**, most of which were conducted locally.

In October 2019, our Healthcare team in the Netherlands organized an “Impact Day”. In cooperation with a local partner, the team of 30 employees chose to spend the day with residents from a care center for the elderly. During the event, they enjoyed social activities with residents, going for a walk together and accompanying those with mobility challenges.

In Thailand, our employees organized an internal charity bazaar for the second time, selling items such as homemade food and drinks. The money raised was donated to a local organization that works to improve educational opportunities for children.

In Poland, our employees took part in a campaign by the local Red Cross, collecting school supplies and donating

them to children from socioeconomically disadvantaged families.

In France, employees collected winter clothing, which they distributed along with hygiene articles to homeless people. Employees also ran a toy drive to bring Christmas cheer to children from disadvantaged families.

To mark the integration of Versum Materials and Intermolecular, our Performance Materials employees took part in an initiative designed to raise the business sector’s level of community engagement. Various activities, for instance an online quiz, were held to allow every employee to impact the funding amount. A total of € 100,000 will now be used to support charitable projects around the world that employees have proposed themselves.

Further projects can be found under “**Broad Minds**” and “**Global Health**”.

Global Health

We use our expertise to support health initiatives around the world. We particularly focus on promoting local healthcare infrastructure, providing basic and advanced training for health workers as well as educating people on health issues.

Our commitment: the principles of our community involvement

We align our health activities with our Group Policy on Contributions to Society, which was revised in 2019. More information is available under "[Community involvement](#)".

In addition, health initiatives are also governed by our Healthcare business sector's policies and our "[Access to Health Charter](#)", which was updated at the end of 2018. We calculate the value of our pharmaceutical donations according to the World Health Organization (WHO) [guidelines for medicine donations](#).

Educational initiatives for healthcare professionals

We are dedicated to improving medical care around the world. Every year, our Global Medical Education and External Relations unit initiates and supports a multitude of **educational initiatives for healthcare professionals**. This includes funding educational programs through independent third-party providers as well as leading the development of scientifically and clinically relevant programs. In this way, we advance the knowledge of healthcare professionals, sensitize for clinical disease patterns and encourage familiarization with progressing medical treatment methods, all of which ultimately benefits patients.

In 2019, we supported more than 87 Continuing Medical Education (CME) programs offered by 22 independent medical education providers and designed 17 new Merck Medical Education Programs. More than 100,000 healthcare professionals participated via e-learning platforms and in-person courses.

The educational initiatives we launch through our Global Health Institute help to **strengthen local health systems**. Our efforts mainly focus on collaborations with academia and R&D institutions in Africa to initiate and implement research programs with focus on schistosomiasis and malaria. We continued these initiatives in 2019. These include, for example, our research collaboration for drug discovery in Cape Town (South Africa) and our Master program at the Makerere University (Uganda) to assess resistance of identified bacterial pathogens and to support the development of an infection control program.

In addition, we support the Ghana Health Service's National Malaria Control program with microscopy stations and by offering training for health workers to improve **malaria and co-infection diagnosis**. PhD students and young academic researchers are involved in our research program to study the epidemiology of the malaria parasite.

As part of our collaboration with the European & Developing Countries Clinical Trials Partnership ([EDCTP](#)), we offer

a fellowship program to **train African senior researchers** on clinical management and clinical study practices.

Health education in India: Fighting anemia together

In India, more than 50% of all women suffer from anemia. In 2019, as part of our [Healthy Women, Healthy Economies](#) initiative, we continued our support of the Swasth Nari Sashakt Parivar (healthy woman, healthy family) program.

As part of this initiative, we continued to provide funding for the non-profit organization [Doctors For You](#). By the end of 2019, the organization had reached nearly 4,800 women in Mumbai aged between 18 and 35, testing them for anemia and offering **nutritional counseling and medical treatment** for those with low hemoglobin. Unique to this initiative, Doctors For You not only treats anemia, but also provides vocational skills development courses to the women undergoing treatment.

Within the scope of the Swasth Nari Sashakt Parivar program, we introduced a new project on hypothyroidism education for women. Launched in the Raigad district of Maharashtra, the project primarily aims to reach out to women in the 18-55 age group, facilitating screening for hypothyroidism, creating awareness and providing both education on preventive measures and information on diagnostic facilities for treatment.

Heightening disease awareness in Brazil

Since rare forms of cancer are often detected too late and pose a serious health threat, we want to drive the conversation on these diseases and raise awareness of early diagnosis and treatment.

To heighten awareness of colorectal cancer, we presented our **giant intestines exhibition** in March 2019 in São Paulo (Brazil). Featuring an inflatable model of the organ large enough for visitors to walk through, the exhibition provided audiovisual information on the human intestines, with more than 1,000 people attending. We also provided educational videos and speeches given by health professionals.

In partnership with the Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry, we conducted events for patients and caregivers at two hospitals to provide information on colorectal cancer and care during treatment. These included workshops provided by our medical team and a lecture on the importance of skin care during cancer treatment.

Building on our success in 2018, we organized a roadshow in Brazil in 2019 featuring a multiple sclerosis (MS) mini-simulator and additional interactive information. More

than 500 visitors had the opportunity to take a virtual journey through the brain of a patient to better understand neurodegenerative disease and the challenges patients face in everyday life. In addition, Merck in Brazil supported the art exhibition "My invisible MS" at the Museum of Image and Sound in São Paulo. The exhibition featured artworks created by patients around the world, depicting the invisible symptoms of MS. Brazil was one of 16 countries that hosted this unique collection of artwork.

Further educational health projects can be found under "**Health awareness**".

Improving access to healthcare in Madagascar

We take part in the AR-MADA initiative, which provides sustainable healthcare for underserved populations in remote, rural areas of Madagascar where access to healthcare is very limited or non-existent. At least six times a year, volunteer doctors travel to different remote areas of the island to **distribute medicines free of charge**, provide expertise and help with local workforce capacity-building. Since its inception in 1999, the project has reached almost 360,000 underserved patients. We sponsor the initiative and provide strategic support.

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IMPROVING ACCESS TO HEALTHCARE THROUGH THE MERCK FOUNDATION

The Merck Foundation is a non-profit organization that aims to improve the health and well-being of people and advance their lives through science and technology – especially in low- and middle-income countries as well as underserved regions. Its efforts are primarily focused on improving access to innovative healthcare solutions in underserved communities, building healthcare and scientific research capacity and empowering people in STEM subjects, with a special focus on women and young people.

To find out more about the Merck Foundation's programs and impact, please visit www.merck-foundation.com.

Broad Minds

Building on a long-standing tradition within our company, the promotion of scientific education and culture is a core element of our commitment to society. It enables us to promote characteristics that are very valuable to us as a high-tech company, namely creativity, enthusiasm for new discoveries, curiosity, and the courage to transcend boundaries. To tap into these key drivers, we sponsor educational and cultural initiatives at many of our sites, grant scholarships and further learning in specific subjects.

Our commitment: The principles of our community involvement

When it comes to supporting creativity and inspiration within our communities, we align our efforts with our Group Policy on Contributions to Society, which was revised in 2019. More information is available under "[Community involvement](#)".

Advancing educational initiatives worldwide

In a quest to spark the interest of young people in science, we hold competitions, recognize special achievements and offer opportunities for hands-on learning.

For example, we support and hold a **variety of STEM competitions** in Germany. As the host of the competition in the German federal state of Hesse, we have been supporting the "[Jugend forscht](#)" competition for more than 35 years. In 2019, 72 young researchers took part. In addition, we support the "Internationale Biologie-Olympiade Hessen", the "Internationale Chemie-Olympiade Hessen und Thüringen", the "Chemie – die stimmt!" competition, the one-week "Erfinderlabor" as well as the German-wide "Tag der Mathematik" with 100 school students from the Darmstadt region. Apart from helping out with funding, we assist by hosting the competitions, offering site tours and allowing the competition participants to conduct research in the junior labs we support at the Technical University of Darmstadt (Germany).

Recognizing and promoting special accomplishments

In 2019, we granted awards to the three **best high school students in STEM subjects** at each of 25 schools in the Rhine-Main region. Together with the journal "Chemie in unserer Zeit", we also awarded the annual "[Julius Adolph Stöckhardt Prize](#)" for the first time in 2019. This annual prize recognizes dedicated chemistry teachers who present chemistry curricula in an especially engaging manner, thereby spurring interest in chemistry classes.

Junior Labs at the Technical University Darmstadt

We regularly invite young people to our Junior Labs, which we operate together with the Technical University of Darmstadt, to discover the **joy of experimentation**. Linking classroom lessons with the latest topics and state-of-the-art research methods, the initiative encompasses different focus areas. In the course of 2019, approximately 2,500 school students worked on research experiments here. In addition, we operate the "livfe BioLab", where around 1,500 pupils conducted biology experiments under professional guidance in 2019.

Continuing education for teachers and expanding school partnerships

As part of our school sponsorship program, we helped approximately 50 schools in Darmstadt (Germany) and the vicinity thereof to conduct experiment-based science projects in 2019.

We also support teachers by offering **professional development courses** and suggesting teaching techniques. In 2019, we again hosted a science conference attended by more than 100 teachers from the region.

Building on long-standing school partnerships in Germany, we are now also putting our experience to use worldwide. By focusing on training for teachers, we can help them to design exciting lessons that will **spark their students' curiosity in science**.

In 2019, we focused on continuing our project in Kenya, where we are applying a simple educational concept for children ("Finding out with Fred"), which combines scientific education with imaginative stories. In order to develop the curricula for the lessons, we work with partner organizations, who help us to adapt the experiments to **local circumstances**. All the experimental designs in the individual teaching blocks are possible with inexpensive materials that are easy to obtain locally. We are partnering with the [Kenya Chemical Society](#) here.

SPARK: igniting a passion for science in the next generation

As part of our global volunteer program SPARK, employees from our Life Science business can dedicate their time and expertise to assist schoolchildren in hands-on learning. The goal is to ignite a passion for science and inspire them to consider a Science, Technology, Engineering or Mathematics (STEM)-related career. SPARK activities include our Curiosity Labs™ program, which engages students through dynamic, interactive lessons. In 2019, the program reached more than 8,000 students from around the world. We also offer tours of our production sites, career panel events and more. In addition to providing materials for **interactive lessons**, we collaborate closely with education experts around the world to ensure that SPARK aligns with specific local requirements and that it complements existing curricula.

In 2019, as part of SPARK, our Life Science business ran its third year-long Curiosity Cube™ tour across North America. Consisting of a shipping container retrofitted into a mobile science lab, the Curiosity Cube™ provides a learning environment that immerses visitors of all ages in specific science topics through **hands-on experiments and state-of-the-art technology**. Supporting the daily work of teachers by offering tools and resources that many schools lack, the tour focuses on schools with underprivileged students, which account for 94% of the facilities visited.

The hands-on science experiments offered in 2019 focused on the periodic table of elements. The students learned about elements in nature, technology and the human body. The 2019 Curiosity Cube™ was equipped with digital microscopes, 3D printers and virtual reality gear. In total, the Curiosity Cube™ traveled 48,000 kilometers across North America in 2019 and engaged students in 99 communities. Following the visit, 92% of students **improved their understanding of life science terminology**.

Throughout 2019, over 2,300 of our employees volunteered more than 19,400 hours via the overall SPARK Global Volunteer Program that also includes the Curiosity Cube™, **engaging over 66,500 students worldwide**.

Partnering with Seeding Labs

In 2019, we further increased our support of **Seeding Labs**, a non-governmental organization that provides scientists in

low- and middle-income countries with laboratory equipment, training and opportunities to collaborate with other experts in their field. To date, we have enabled the organization to equip 76 universities in 36 low- and middle-income countries with 265 metric tons of used but **fully functioning laboratory equipment**, providing access to the global scientific community and helping to accelerate scientific research. The goal is to expand the access to vital resources and help the global scientific community advance scientific research.

We are the exclusive sponsor of the new online platform hosted by Seeding Labs, **TeleScience**. It features educational videos and training sessions led by our Life Science employees, who share techniques and tips on a wide range of science topics. TeleScience developed 18 videos and has been visited by more than 2,300 users from 117 countries since its launch in 2018.

Pioneering hands-on learning

We have been engaged in a signature partnership with Technorama since 2017. Located in Switzerland, this organization is the third largest science center in Europe and a pioneer of practical, self-directed learning. To date, 76 of our employees have participated in six newly developed science experiments for over 1,000 visitors through events called **Technorama Days**. Through our partnership, over 3,000 teachers have benefited from enhanced advisory and training services. We also helped to convert wet laboratories into larger, state-of-the-art spaces, giving more than 100,000 visitors per year hands-on chemistry experiences. We have developed ten unique workshop themes for these laboratories and held 500 workshops.

Clean water for China

Our partnership program with the One Foundation charity fund aims to provide safe drinking water to schools in China, where over 40 million students across 114,000 rural schools lack access to such. We donate one Chinese renminbi (approximately US\$ 0.14) a day on behalf of each of our employees in China. The money is used to **supply rural schools** with safe drinking water. In addition to making a personal contribution to this project, in 2019 24 employees volunteered 16 hours each, raising awareness on topics such as safe water, sanitation and electricity and organizing small scientific experiments for the schoolchildren.

Music and literature as ambassadors

Our symphony orchestra

The **Deutsche Philharmonie Merck** is a professional symphony orchestra established back in 1966. It is an integral part of cultural life in Darmstadt (Germany) and the local region and regularly tours internationally, performing in Moscow (Russia), in April 2019.

It is important to us to spark an **interest in music** early on. Children aged four and older enjoy the traditional cushion concerts. In our annual orchestra workshops, talented young musicians work with our professional orchestra musicians to develop sophisticated concert programs. Around 60 young aspiring musicians participated in 2019.

The Deutsche Philharmonie Merck gave its 31st charity concert in January 2019, raising a total of € 50,000. Via the "Echo hilft!" initiative, the proceeds went to help five community projects in the Darmstadt area.

~21,000

people attended the concerts given by our symphony orchestra in 2019.

Literary awards for bridge builders

Like music, literature is an important mediator between cultures. That is why we grant five literary prizes around the world, some annually, others every two years. These comprise the Johann Heinrich Merck Award for Literary Critique and Essay in Germany (since 1964), the Premio Letterario Merck in Italy (since 2003), the Merck Kakehashi Literature Prize in Japan (since 2014), the Merck-Tagore Award in India (since 2012) as well as the Merck Translation Award in Russia (since 2016). We thus mainly recognize those authors who build bridges between cultures, as well as between literature and science. Worth € 20,000, the 2019 Johann Heinrich Merck Award for Literary Critique and Essay went to Austrian literary scholar and critic Daniela Strigl. In 2019, the Merck-Tagore Award worth around € 6,000 went to Bahamian professor Kris Manjapra.