

**INVENT.  
IMPACT.  
INSPIRE.**

## Total Rewards at Merck: Our Commitment to our Employees

We recognize that our employees are vital to the company's success and are a key element in our goal of becoming the best health care company in the world. Merck offers its employees a work environment that is challenging and rewarding — one that focuses on our mission to improve health and wellbeing around the world.

At Merck, we are a company built on a foundation of culture, responsibility and rewarding our employees through career development and rewards.



### CULTURE

We believe that having a diverse, inclusive workforce makes us a more innovative and agile company — and better attuned to the needs of our customers and patients.



### CAREER

We are committed to fostering a culture of professional career development that aligns to our business strategy.



### RESPONSIBILITY

Corporate responsibility is our daily commitment to tackling the world's biggest health challenges by discovering better ways to make a difference in everything we do.



### REWARDS

Our compensation and benefit plans and work-life programs are part of Merck's Total Rewards program.

## Total Compensation Programs

Total compensation at Merck is made up of the following pay programs, each targeted to recognize and reward a different aspect of individual and company performance:

### Annual Base Pay —

competitive pay, determined by an employee's position in the marketplace, experience, skills and abilities

### Short-Term Incentives —

cash award programs to reward employees based on company and/or individual performance versus objectives

### Long-Term Incentives —

stock-based incentives that recognize an employee's sustained performance and future contribution potential

### Recognition Awards —

programs designed to recognize employee service milestones and reward outstanding contributions of individuals and teams

## Health & Wellbeing Programs

Merck's health and wellbeing programs make up a significant part of your Total Rewards and are designed to support you and your family's health and wellness. Our health and wellness benefits draw from best practices to ensure quality, competitive value, protection from significant hardship, and access to tools and resources to support a healthy lifestyle while giving you flexibility and choice.

### HIGH QUALITY

Providing high-quality benefits that support the health and wellbeing of our employees and their families continues to be an important priority for Merck.

### COST EFFECTIVE AND COMPETITIVE

Merck contributes over 80% to the cost of health care per employee.

### WELLBEING

*LIVE IT* is a comprehensive and integrated approach to wellbeing that is based on employee needs and goes beyond physical health to also include emotional, social and financial wellbeing.

### INDIVIDUAL FLEXIBILITY AND CHOICE

We offer a variety of health and insurance benefits that allow you to select the plans and programs that best fit the needs of your family.



#### MEDICAL PLAN

You and Merck share in the cost of medical coverage, which includes prescription drug coverage. Merck offers one Medical Plan option (PPO). For additional information, go to [BenefitsatMerck.com](https://www.merck.com/benefits)



#### DENTAL PLAN

- You and Merck share in the cost
- Coverage for a wide range of services



#### VISION CARE PLAN

- Offered through Vision Service Plan (VSP)



#### FLEXIBLE SPENDING ACCOUNTS

- Health Care Account
- Dependent Care Account

## Programs to Protect Your Income and Provide Security

- Life Insurance Program
- Disability Programs

## Programs to Plan for Retirement

Merck provides valuable benefits to help you plan for a healthy and financially secure retirement.

- Pension Plan
- Savings Plan
- Retiree Health Care
- Financial Planning Program

## Additional Benefits and Services

Merck offers additional benefits and services to help you be productive and successful in all aspects of your life.

- Time Away from Work
- Volunteering & Charitable Giving
- *LIVE IT* Resources
- Employee Assistance Program and Work-Life Services
- Programs That Support Your Family
- Programs to Help Save Money
- Employee Business Resource Groups