

For more than 125 years, Merck (known as MSD outside of the U.S. and Canada) has been inventing for life, bringing forward medicines and vaccines for many of the world's most challenging diseases in pursuit of our mission to save and improve lives.

Our patients are diverse and inclusive of one of the largest global under-served populations—people with disabilities. In 2015 Merck created the Global Disability Inclusion Council, a cross-functional group of leaders who embarked on a five-year disability inclusion strategy to improve in areas such as Information Technology, Facilities, Health & Benefits, Population Health, Talent Acquisition, Labor Relations, Supplier Diversity, and Branding.

This journey enabled us to sign the International Labor Organization Global Business and Disability Network Charter in 2018. This relationship enabled us to make connections and work with national business and disability networks across the globe. On Monday, November 30th we supported the ILO GBDN Declaration reaffirming corporate commitment to disability inclusion especially during this time of great impact due to the global COVID pandemic.

We have worked closely with Disability:IN to promote the full inclusion of people with disabilities, to inspire accessible innovation for all, and to foster cultures of inclusion. In 2019 and 2020 we scored a 100 on the Disability Equality Index and in 2020 were named Corporation of the Year.

In 2019 we were proud to join the Valuable 500. As one of 351 member companies we are helping create the tipping-point for change and unlocking the social and economic value of 1.3 billion people living with apparent and non-apparent disabilities across the world.

Diversity and inclusion (D&I) are the reason we are able to deliver on our promise to invent for life. We foster a workforce where employees feel comfortable bringing their unique perspectives to work, creating a sense of belonging. We embrace the power of Employee Resource Groups (ERGs) as a business imperative. ~10% of our global employee base participate in 10 ERGs. They unleash the powerful potential of our employees by playing a role in business strategy and setting the example of diversity and inclusion as a core value of our culture.

Specifically, the Merck capABILITY Network offers a forum to colleagues with disabilities and their allies. There are 20 Chapters across the globe with 627 Members, a 16% increase in Membership in 2020. Members are corporate ambassadors at internal and external events and support the:

- Education of the Company Community thru events with Artlifting & Purple Light Up, and implementation of Universal Design
- Talent Acquisition practices thru College Outreach and Strategic Partnerships with companies such as Best Buddies and Getting Hired.
- Community Outreach programs thru sponsorship of New Jersey Millburn Papermill Playhouse/Autism-friendly events and disability inclusive programs during Bring Your Child to Work Day

In the workplace we have embraced the 7 principles of Universal Design, a process that enables and empowers a diverse population by improving human performance, health and wellness, and safety and social participation by removing barriers. We have imbedded these principles in our Engineering Design Standards with the emphasis on making the design flexible, intuitive and safe for all. We educate our Engineers, Architectural and Design Firms, and Construction partners so they can embrace and deliver our universal design strategy. Facilities that are Founded on Universal Design Principles Will Differentiate Companies in the Marketplace while creating a work environment where everyone can bring their full self to work and thrive.

Economic Inclusion & Supplier Diversity is the epicenter of Merck's diverse and inclusive procurement practices. We create economic opportunities for underrepresented communities by procuring products and services from minority-, women-, veteran-, lesbian, gay, bisexual and transgender (LGBT)-, and disability-owned enterprises.

Within the Disability-Owned business community, we serve on the Advisory Board of the Disability:IN Disability Equality Index (DEI). We Co-Chair the Disability:IN Procurement Council and participate in mentoring programs providing us an opportunity to coach and develop suppliers, not only to do business with Merck but with other Fortune-500 Companies.

Because the potential of 1.3 billion people living with apparent and non-apparent disabilities should not be ignored, we are committed to:

Leveraging best-in-class and next generation digitally accessible technology to enhance our employee, patient and consumer experience.

Furthering the Implementation of Universal Design and facility-accessibility standards to benefit not only people with disabilities but also all employees working at facilities around the world.

Engaging employees in workplace mental health awareness to reduce the stigma and to implement proven mental health best practices to improve the lives of our employees and their families.

Utilize recruiting and promotion processes to reduce unconscious bias and structural barriers in the hiring and retention of people with disabilities and leverage direct hiring, indirect hiring and supplier diversity engagements to broaden the feeder pool of talent.

Continue to identify and promote other best practices that support our employees to confidently Self-ID and bring their full self to work and thrive.

Thank You