

Socially responsible

MSD in Poland - Impact Report 2022



Table of contents

01

Overview of MSD operations7
MSD in the world and in Poland8
Our locations..... 12
Responsible management 14
High ethical standards 15
Relations with suppliers.....17

02

Impact areas19
Our impact on patients20
Our impact on employees22
Our impact on the economic environment ..23

03

A partner in health care 25
Therapeutic areas – MSD portfolio26
Innovative approach28
Industry cooperation 31
Community engagement of MSD.....32

04

MSD as an employer37
Our employees.....38
Organizational culture39

05

About this Report 45
Contact.....47



Letter of Managing Director, MSD Polska

Dear All,

As a biopharmaceutical company operating for more than 130 years globally and over 30 years in Poland, we have been using the power of leading-edge science to improve patients' health and quality of life. By building robust programs and solid partnerships, our company is committed to increasing access to modern therapies and boosting the healthcare system. We are also a valued employer, implementing the highest employment standards.

We strive to ensure that our activities are carried out in accordance with the guiding principles of sustainable development. We are aware of our impact on the economy, environment, and society. We conduct business so that our contribution is sustainable and positive for all the stakeholders and societal groups, where we operate. The present report demonstrates the abovementioned impact of MSD in Poland in 2022.

Last year, for the second time in a row, we received the status of a research and development center mainly thanks to the investments in clinical trials resulting in the development of most effective therapies. By offering modern solutions to patients, we contribute to improving the general health and well-being of Polish society.

In June 2022, we opened our new office in Warsaw, tailored to diverse needs of our employees. Our goal is to create optimal working and development conditions that would promote and encourage the creation of innovative solutions and building commitment. MSD Poland has been recognized in this context as well – our efforts as an employer gained recognition, such as the titles of Top Employer and PracoDawca Zdrowia.

The past year was particularly marked by the war in Ukraine. From the very beginning, we have been striving to effectively help refugees, who found themselves in a difficult life situation. As a company, we provide them with medical and material assistance. Within the volunteering framework, our employees have been ceaselessly engaged in various activities aimed at minimizing the negative consequences of war and restoring hope to those affected.

We truly believe that the upcoming years of our activity in Poland will enable us to intensify our positive impact on Polish healthcare and our patients' lives.



Justin Gandy

Managing Director,
MSD Poland



01

Overview of MSD operations

MSD globally and in Poland

MSD companies in Poland are parts of MSD, global research-intensive biopharmaceutical company, known as Merck & Co., Inc., Rahway, NJ, USA in the United States and Canada. The history of our company dates back to the turn of the 19th and 20th centuries; we have been operating in Poland since 1991.

The company's driving force is its commitment to the development of science. We strive to develop and deliver innovative therapies and relevant solutions for important and still unmet health needs.



We cooperate with numerous research centers globally and our products reach patients in over 140 countries.



We spend 23% of our annual revenues

on research and development, which makes us clearly stand out against other pharmaceutical companies (USD 13.3 billion in 2022).



We provide employment

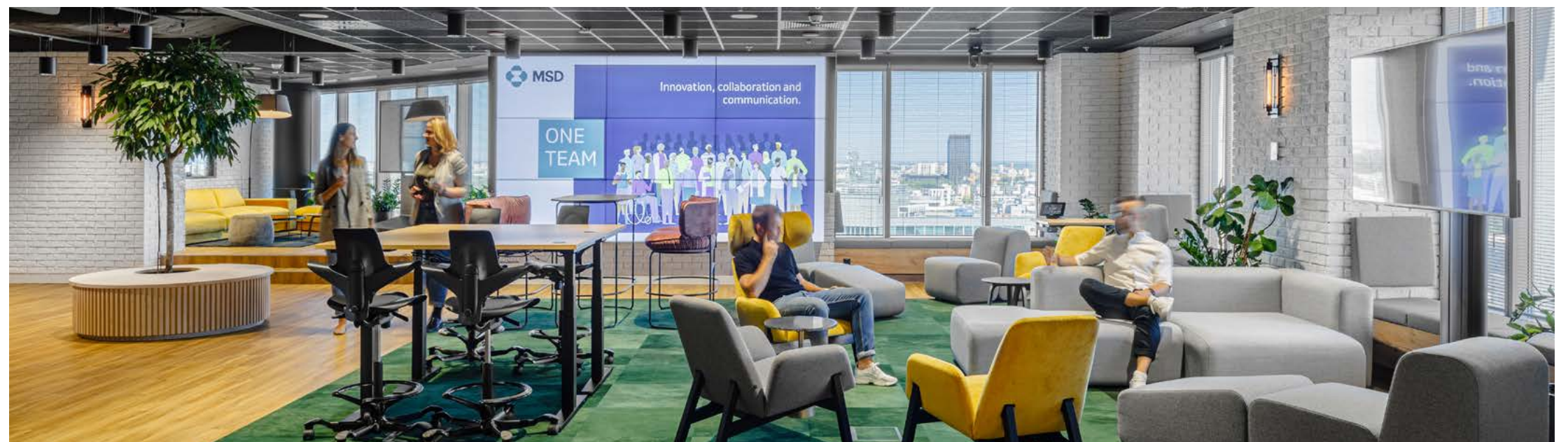
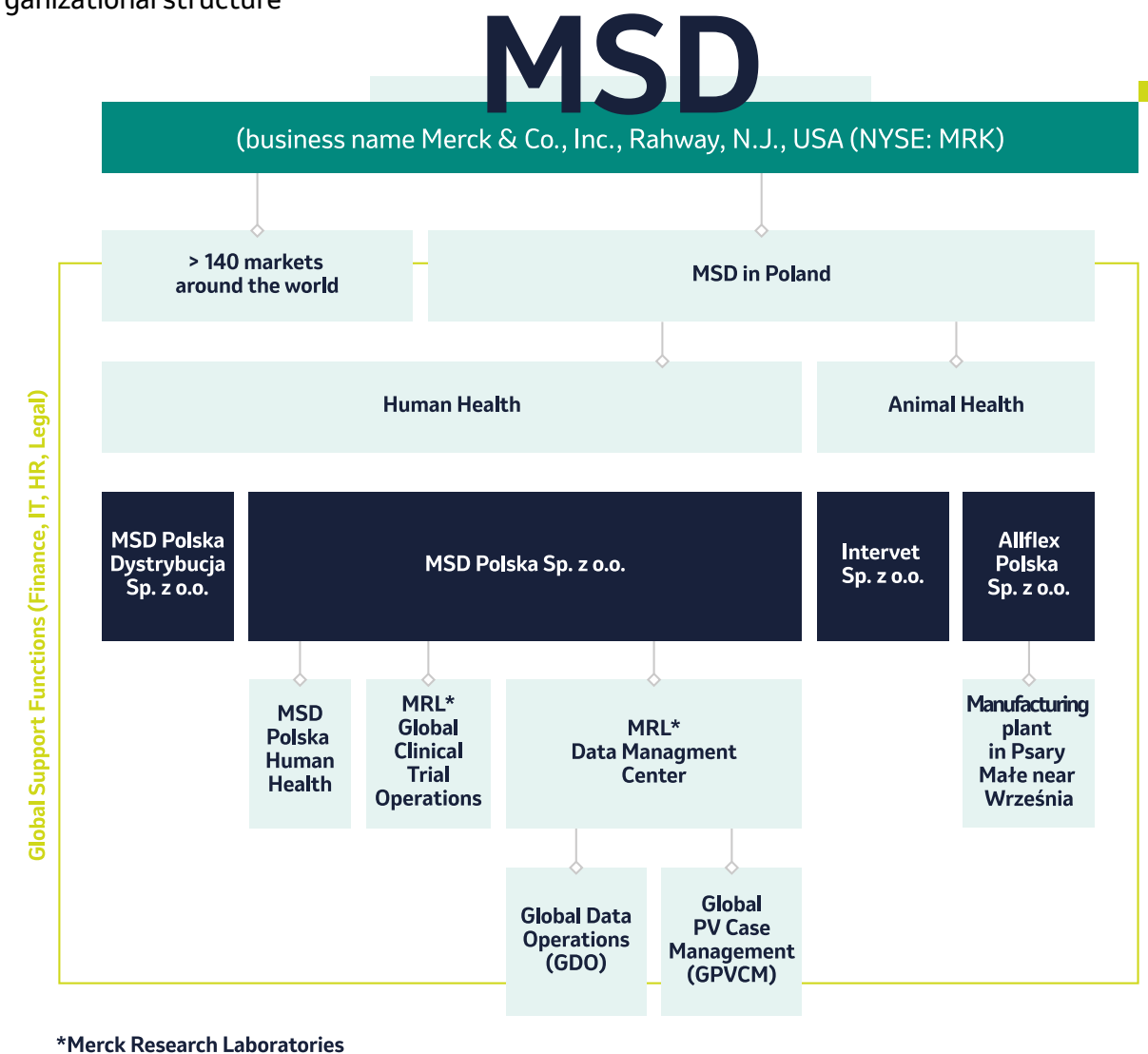
to a total of **over 68 thousand** people.



To learn more about MSD's current aspirations in the discovery and development of innovative solutions for some of the world's most difficult health challenges, please visit:

www.msd.com/research

Organizational structure



One Health

In pursuit of the *One Health* concept, we use our knowledge and experience to contribute to the wellbeing of people, animals and the environment, as we are aware of their mutual interdependence.

- The ongoing changes in the natural environment accelerate the emergence of new challenges for health - both of people, as well as of animals.
- Globalization and elimination of barriers to the movement of people, animals and animal-based products increase the likelihood and speed of disease spreading across the world.
- 60% of infectious human diseases are zoonotic in origin.

MSD actively cooperates with stakeholders engaged in human and animal health, as well as in issues related to environmental protection, in order to face the major challenges connected with population health, including resistance to antimicrobial agents, zoonotic diseases, and vector diseases.

In the area of animal health, our actions follow a two-track approach, i.e. development and manufacturing of products and solutions in support of animal health, as well as education addressed to veterinarians, farmers and pet owners.

Human Health

MSD's primary objective is to use state-of-the-art science to save human life and improve its quality. We focus mainly on oncology, prevention of communicable diseases, hospital treatment and diabetology.

Oncology is one of the dominant areas of MSD's engagement in the area of human health. Effective cancer therapies are among the world's most pressing medical needs. We invest significant resources worldwide in the development of innovative oncology medicines. We are conducting a number of research projects aimed at developing more effective treatments for cancer using immunotherapy. In the early stages of the disease, immunotherapy complements surgery and chemotherapy to increase the chances of remission and prevent disease recurrence. In an advanced stage of an oncological disease, immunotherapy may improve the overall survival rate in many types of malignancies.

For several decades now, our researchers are also responsible for the discovery and development of new vaccines, which are among the best tested as well as effective medical interventions and contribute to improvement in public health. Vaccination is critical in the global fight against disease, both in children and adults. Thanks to vaccines, we can effectively prevent diseases such as mumps, measles and rubella, as well as HPV, rotavirus and pneumococcal infections.

We are also engaged in hospital treatment, including in the area of cytomegaloviral infections, which are one of the most frequent and most serious complications after allogeneic bone marrow transplant. Our research and therapies continue to focus on areas chosen from among the most important health challenges of today, e.g. SARS-CoV-2 or HIV. We provide medicines in rare diseases (such as pulmonary hypertension, antibiotics for hospital-acquired infections), rheumatology and anesthesiology.

Key therapeutic areas in Poland

Oncology

Non-small-cell lung cancer

Head and neck squamous cell carcinoma

Renal cell carcinoma

Melanoma

Urothelial cancer

Endometrial carcinoma

Colorectal cancer

Esophageal cancer

Triple-negative breast cancer

Hodgkin's lymphoma

Vaccines

HPV

MMR (mumps, measles, rubella)

Pneumococci

Rotaviruses

Animal Health

Guided by its mission of The Science of Healthier Animals®, MSD Animal Health provides to veterinarians, animal farmers, pet owners and institutions a wide range of veterinary medicines, vaccines and innovative animal health management services, including a range of technological solutions, such as animal identification or animal health monitoring.

In Poland, MSD Animal Health offers products and solutions for companion animals and livestock. In the company's factory in Psary Małe near Wrzesnia in Wielkopolska, MSD manufactures, among others, livestock identification earrings and microchips. It is the largest plant of this kind in Poland and one of the most modern and largest in the world, operated by MSD.



Companion animals

Every year, the number of pets is growing, as does the demand for state-of-the-art medicines, products and services in support of their health and wellbeing. Owners of dogs, cats and other family pets know how important regular veterinary care is, as well as a prevention of diseases in their animal friends. Climate change, civilizational diseases or the change of our pets' position in the family hierarchy are just a few areas in which we are involved.

MSD Animal Health provides support to veterinarians and pet owners in a holistic manner - we offer antiparasitic protection, vaccines and specialist medicines. Our products from the Sure PetCare line, including thermo-chips, activity monitors for dogs or smart water troughs for cats, let us help even more in learning about the pets' behaviour.

Livestock

The world needs healthy animals and farms that emphasize more efficient operation and sustainable farming production. It is very important to care about livestock's welfare and quality of life, because in the long-term this approach translates into our health, as well.

MSD Animal Health offers a range of medical products, health platforms, diverse technological tools and solutions that support farmers of cattle, hogs and poultry in protecting and caring for the health and welfare of their herds and flocks. Our innovative products for identification, tracking and monitoring of livestock support agricultural producers in making optimum decisions and achieving the right level of farming production.

More information on MSD Animal Health in Poland can be found at: www.msd-animal-health.pl.

Diabetology

Diabetes and the associated complications

Hospital and outpatient treatment

Cytomegalovirus (CMV) infection

Bacterial and fungal infections

Anesthesiology

HIV, COVID-19, autoimmune diseases

Our locations

Our operations in Poland are organized around two locations - the MSD's head office in Warsaw and the Animal Health factory in Psary Małe near Wrzesnia (Wielkopolskie voivodship). Our clinical research teams and medical representatives operate across the whole country.

Our Head Office

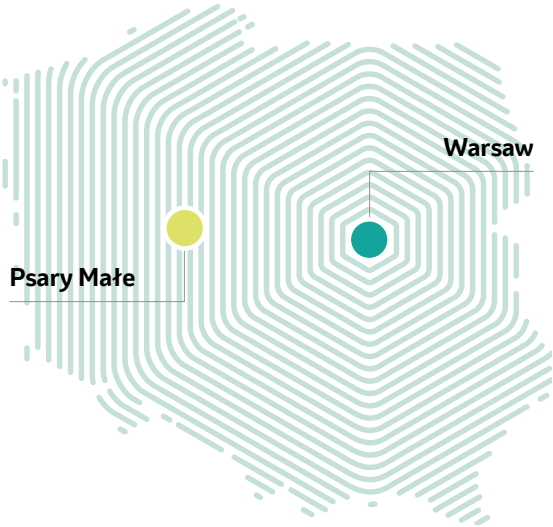
In June 2022, MSD opened its modernized offices at 51 Chłodna street in Warsaw Trade Tower. The office interior design has been adapted to the diverse needs of our employees.

When designing our new office space, we were guided by the "less waste" principle, which is an important part of our approach to sustainable development. We used the furniture from our previous office and revitalized it by adding new desk tops produced from recycled PET. The office items from the old office that had not been moved were sold to employees or businesses specializing in office furniture trading which follow the zero waste principle. New office equipment was purchased primarily from suppliers that manufacture it exclusively from recyclable materials. We have also followed initiatives designed to reduce ongoing use of materials, e.g. under the *Paperless HR* concept we maintain an electronic data recording system, which will lower paper consumption.

One of the criteria we followed when choosing the location of our head office was energy efficiency - the building holds the BREEAM In-Use certificate at the Excellent level. The underground parking is equipped with electric vehicle charging stations for the cars made available to our employees. Our employees who do not drive are encouraged to bike to office if they are not using public transport.

Use of raw materials in 2022 (MSD office in Warsaw)

Electricity	208,915.9 kWh
Water	2,488.95 m³



Animal Health Manufacturing Plant

Our presence in the local community is strongly seen in Psary Małe near Wrzesnia, the location of our manufacturing plant operated by Allflex Polska Sp. z o.o., being a part of the Animal Health division. The plant produces highly specialized products for identification and welfare control of animals, including :

- visual and electronic earrings for livestock identification,
- TST earrings for sampling of ear tissue for genome testing,
- microchips for companion animals and horses.

The factory complies with the **ISO 9001 and 14001** standards, as well as with a number of internal standards in respect of occupational health **and** safety (OHS) as well as firefighting regulations, or else norms ensuing from the **ISO 9001 and ISO 14001** standards.

We ensure identification of the manufacturing plant's impact on the natural environment, i.e. greenhouse gas emissions or generation of waste and effluents (this report does not provide detailed data in this respect).



93%

of our production is exported into global markets



15%

of global demand for animal identification devices



252

employees in Poland, employed in total by the companies: Intervet Sp. z o.o. and Allflex Polska Sp. z o.o.

”

Care for the environment is an important aspect of responsible management of any human wellbeing-centered organization. Our health in the future will largely depend on the decisions we are making today, in particular those that translate directly into air quality, greenhouse gas emissions into the air, as well as access to clean water.



Marcin Bodio,
Policy & Communications
Director



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We are a part of a global community, therefore, driven by the interests of the future generations, we continually strive to improve animal health and welfare and to guarantee sustainable food supply. In this pursuit, we we use our experience and expertise.



Mariusz Kleszczewski,
Managing Director, Animal Health,
Central Europe Region

Responsible management

Conducting our operations responsibly underlies our ability to generate a permanent effect, i.e. creation of long-term value for our company and the society at large.

Our values



Patient-centered approach



Ethics and integrity



Respect for everyone



Innovation

”

In 2022 in Poland, over 7,000 patients took medications provided by MSD, of whom almost half were oncological patients. Furthermore, over 1.4 million vaccine doses were delivered to the market, out of which the majority were vaccines against rotaviruses.



Monika Klaus-Piskała,
Market Access Director,
MSD Polska

MSD’s global strategy in the area of the environment, society and corporate governance (ESG) is aligned with the idea of sustainable development and the goals adopted by the United Nations. Of particular importance to us is Goal 3 - Good health and Quality of Life.

Its implementation is closely linked with the development of the pharmaceutical industry. **MSD products have reached 79% of all the countries in the world.** They include medicines and vaccines, whose administration translates directly into primary indicators of societal wellbeing, such as lower mortality rate due to serious diseases or longer life expectancy.

In previous years, we have been rewarded many times for our business operations in Poland. The special award of the Economic Forum in Karpacz and the Golden Super Biznes Laurel confirm our contribution to the development of Polish health care system, as well as the effectiveness of collaboration between private and public entities for the purpose of a greater value: wellbeing of the entire society.

High ethical standards

Given its specificity and particular vulnerability of the final recipient, the pharmaceutical industry pursues the highest ethical standards. All the divisions of the organization follow the **MSD Code of Conduct**. The Code sets out the values that our employees and collaborators should be guided by in their everyday work.

Our internal policies regulate contacts with our stakeholders in particular key areas:

- Patient safety
- Product quality
- Research
- Business and marketing practices and transmission of information
- Prevention of corruption and bribery
- Procurement and relations with suppliers
- Prevention of monopolistic practices and fair competition
- Global trade
- Financial integrity
- Conflict of interests
- Insider dealing in transactions
- Disclosure of information about MSD
- Information management and protection
- Adherence to OHS and environmental regulations
- Reporting and response to irregularities
- Management of controlled substances
- Global human resources
- Testing on animals and care for animals used in tests
- Charitable contributions and volunteering
- Privacy and data protection

Respect for these principles developed over the years is supervised by the **Ethics Ambassadors**, i.e. persons perceived as trustworthy, appointed to this role by the local management team with the HR Department and the Office of Ethics, Law and Compliance. An Ethics Ambassador receives alerts from employees about potential breaches of our standards and values, and recommends the right response. In line with our *Speak Up* culture, we encourage reporting any irregularities observed in the company, and every such report is treated very seriously. Our employees can safely and anonymously report any breaches via a special platform called the *Speak Up Tool*.



We are one of the 24 members of INFARMA, the Innovative Pharmaceutical Employers' Union, and consequently - a signatory of the Transparency Code and the Best Practice Code¹. We also develop and enhance ethical standards in business as a member of the American Chamber of Commerce in Poland (AmCham), the Employers' Union of the Republic of Poland (Pracodawcy Rzeczypospolitej Polskiej) and the Polish Pharmaceutical Industry Chamber of Commerce (Farmacja Polska). In the area of Animal Health, we follow among others the Marketing Code of Ethics of the Polish Association of Veterinary Medicines Manufacturers and Importers (POLPROWET), of which we are a member. In our research and development activities, we also observe the rules of the Good Clinical Practice (ICH-GCP).



100%

members of the management structures, employees and business partners have familiarized themselves with the company's anti-corruption policy

An Ethical Company

Twice, in 2019 and 2021, the jury of the competition organized by the Puls Biznesu daily awarded to MSD Polska the title of an Ethical Company, in recognition of the high standards we follow in our everyday work. Thanks to the clearly defined principles of conduct, we can respond adequately and quickly in any situation, even such an extraordinary one as the COVID-19 pandemic or the war in Ukraine. These awards consolidate our belief about legitimacy of our internally implemented initiatives in support of the integrity of our organization and enhanced sensitivity to and mindfulness of ethical issues among our employees.

¹ The INFARMA Code of Best Practice implements the EFPIA Code of Practice, adopted by the European Federation of Pharmaceutical Industries and Associations (EFPIA) and mandatory for all the innovative pharmaceutical companies in Europe.

Relations with suppliers

MSD's operations in Poland are regulated by both local laws as well as global guidelines adopted for the entire MSD Group.

Given the specificity of our products, distribution-related issues are also subject to best practice defined for this area (*Good Distribution Practice*) as well as the provisions of the Pharmaceutical Law. We follow strict rules of product quality management, and together with our business partners we guarantee the proper conditions for the transportation of products and their safe reprocessing or disposal. Furthermore, wherever subcontractors or business partners can obtain medical information, we include contractual clauses that obligate them to provide the relevant information to MSD by a specified deadline.

When collaborating with other entities, we are guided primarily by the principle of partnership. From our suppliers we expect respect for the values we follow and adherence to the MSD standards. Every employee and collaborator of MSD is required to complete anti-corruption training.

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Thanks to the cooperation of institutions managing data from clinical trials and adverse events at the global level, we are able to reach out with our *know-how* to over 140 countries across the world.





02

Impact areas of MSD in Poland

As a part of a global organization, our Polish operations make a contribution into the development of the local economy, science, and community; we also have an impact on the natural environment. Looking from our perspective, we have identified three key areas in which our impacts were the most noticeable in 2022. These are: patients, employees and the company’s economic environment.

Our impact on patients

- Bringing to patients in Poland innovations in medicine (therapies under drug programs, emergency access, inclusion of patients in innovative clinical trials).
- Increasing patients’ chances for better therapeutic outcomes, including the overall survival rate, e.g. among cancer patients.
- Therapy safety, thanks to, among others, monitoring of medicines’ side effects.
- Improved Quality of Care (QOC).
- Easier access via clinical trial programs to highly qualified physicians and high quality health care.
- Indirect financial support from the National Healthcare Fund (NFZ) in the form of partial funding of innovative patient therapies in Poland.
- Education of physicians and patients, raising of the society’s awareness about ways to take care of one’s health, prevention, actions to take in the event of a disease.
- Striving to support veterinarians and livestock farmers in respect of the reduction of antibiotics use in agricultural production, which translates into better health of people, animals and the environment.
- Financial and in-kind assistance offered to those in need, e.g. under grant programs or direct support provided to Ukrainian patients in Poland.
- Advantages for the beneficiaries of actions taken under employee volunteering initiatives.



As a biopharmaceutical company, MSD in the greatest extent impacts public health by providing innovative therapies to patients, as well as preventive vaccinations for the society at large. Our therapies represent a turning point in addressing so far unmet patient needs in the most challenging therapeutic areas, such as oncology, concurrently enabling them to maintain a good quality of life. Our organization’s efforts focus on making therapies available to as many patient groups as possible, through cooperation with key health care stakeholders.

We invest in clinical trials with participation of Polish patients and in cooperation with leading research institutes. Poland is also the location of a global center in charge of the management of clinical trials data, providing its services to the world’s markets where MSD operates.

An important element of MSD’s social involvement, both at international as well as national level, is education and raising health competencies of Poland’s inhabitants. Through awareness-raising campaigns in the area of health, the company joins in the efforts to reduce the incidence of certain diseases, linked to e.g. HPV infections or cancer prevention. We are working on increasing the knowledge of society as regards the patient’s pathway.

We provide significant funding to patient organizations, for their important projects in the area of education and development of health competencies, such as navigating the healthcare system.

Moreover, we provide financial and in-kind funding to support industry and non-governmental organizations in the execution of social and community projects. In 2022, refugees from Ukraine were a special group of our beneficiaries.

We are aware how critical activities for the benefit of patients’ health are. We emphasize processes related to patient safety, in particular as regards reporting on adverse events linked with our products. In the data management center located in Poland, we analyze the adverse event data (Global PV Case Management), collected by the organization across the whole world. It is our contribution in the medical knowledge and creating Poland’s image as an important research center.

More information on this topic can be found in **chapter 4. A Partner in health care.**



Our impact on employees

- Direct and indirect job creation.
- Market-matched pay for employees and provision of a comprehensive benefits package (and raising their standards).
- Development of competences.
- Raising employee awareness in respect of the work-life balance, physical and mental health.
- Support for employees in reconciling professional and family duties, through such solutions as paid parental time off or a flexible working model.
- Support of health of the employees and their families through medical services, such as access to free-of-charge vaccinations against HPV and pneumococcal infections.
- Increasing the diversity of teams and development of an inclusive culture among employees.
- Analysis of procedures in the inclusion aspect of all employee groups.
- Increasing the engagement of employees in activities for the benefit of local communities and animals through the employee volunteering program.
- Raising of the environmental awareness (offices furnished in compliance with the zero waste design principles, offering electric company cars).
- Raising of ethical standards through training in this area.

People employed by the company or in connection with its operation in Poland represent an important group of its stakeholders. We create jobs and development opportunities for highly qualified human resources and representatives of the local community. We employ over 430 people in the companies: MSD Polska Sp. z o.o. and Intervet Sp. z o.o. The Allflex company offers over 200 jobs in the Wielkopolska region.

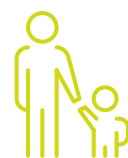
Creation of an inclusive work environment, which supports the diverse potential of our employees, is very important for our company. We want to make sure that everyone feels an important member of the enterprise. Organizationally, we have adapted our new office to the existing and potential needs of the employees (including in the area of neurodiversity), as well as analyzed our procedures for inclusion of the various employee groups. We not only maintain, but also are raising the market standards of employee benefits. These include for example *Paid Parental Time Off*, free-of-charge vaccinations provided by private health care both to the employees as well as their families (e.g. vaccination against pneumococci, influenza, HPV). We minimize the personal expenses of our employees by financing ergonomic furniture for a home office in the case of working remotely.

More information on this topic can be found **in chapter 5. MSD as an employer.**



1,049

the total number of jobs created by MSD Polska, Allflex, Intervet (includes employees and service suppliers collaborating with MSD)



1/4 employees

have benefited in 2022 from preventive vaccinations offered as an employee benefit in MSD Polska

Our impact on the economic environment

- Economic value added through, among others, taxes paid into the state budget, i.e. VAT, CIT and other levies related to employment (such as the social and health insurance contributions as well as PIT advances).
- Positive impact on Poland's economic development, thanks to the global nature of the services provided by the MSD Data Management Center (which is a shared services hub for MSD entities across the world).
- Creation of jobs adequate for the specialist qualifications of people from across the country.
- Increased employment in the economy - jobs generated by, among others, MSD's demand for suppliers and various kinds of services.
- Ensuring medicine safety for Poland and the significant positive impact on the functioning of the overall health care system.
- Creation of public-private partnerships.
- Cooperation with industry and state organizations.

Having operated in Poland for over three decades now, we are an important and reliable payer of public levies and employer. Our contribution into the local economy comprise taxes paid on the real property in our two locations (MSD's head office in Warsaw and the Animal Health manufacturing plant in Psary Małe near Września).

We develop the highest standards of cooperation with a broad range of external partners, including suppliers of services and materials, by, among others, selecting those who hold the relevant certification and meet our internal standards set out in the *Business Partner Code of Conduct*.

Support for the development of health care is our priority. We have engaged in the development of public-private partnerships and cooperation with other entities involved in the development of medicine. We provide both substantive and financial support to them. In our clinical trials, the costs of the participating patient are partially covered by MSD as the trial sponsor, which reduces the burden on the National Healthcare Fund's budget. We enhance the image

of a company from the pharmaceutical industry which is a strong and innovative institution following the industry standards and regulations, in particular in the area of ethics and prevention of corruption.

More information on this topic can be found **in chapter 4. A partner in health care.**



PLN 2.7 billion

total expenditures on research and development as well as procurement of marketing services in 2008-2022



11,109

number of jobs in the entire economy created as a result of MSD's operations in Poland²



PLN 345 thousand

generated gross value added per 1 person working in innovative pharmaceutical companies³

² "Innovative pharmaceutical companies as the leading partners of projects supporting Poland's development", INFARMA 2022 Report (calculated with the use of an indirect and induced multiplier).

³ Ibid.



03

A partner
in health care

Therapeutic areas - MSD portfolio

In collaboration with the key stakeholders, we are working to ensure that our contribution into science supports the development of health care, and that our products are available to all who need them. We focus on ensuring an uninterrupted supply chain of our medicines, thus also increasing the medicine safety of the country. We pursue rigorous quality standards and effective supply chain management, to ensure the safety of our products, regardless of where they are manufactured.

We perceive our role in providing access to health much broader than delivery of medicines alone: we develop education for health care personnel, support research and science, educate patients, promote disease prevention, etc. We also take an active part in the dialog on the development of the health care system, as well as engage our knowledge and experience in the drafting of reports and analyses needed to identify and implement system-based solutions.

More information on this topic can be found in the Human Health section, in chapter 2. **Operations overview.**

The results of our operations, especially in the area of research and development, comprise innovative products and therapies, introduced based on patents and accreditations, as well as marketing authorizations issued by, among others, the European Medicines Agency (EMA).

Human Health

- **Oncology***
- **Vaccinations**
(HPV, MMR, pneumococci, rotaviruses)
- **Infectious diseases** (HIV, HCV)
- **Bacterial and fungal infections**
- **Diabetology**
- **Cytomegalovirus infection**
(CMV prevention in bone marrow transplant recipients)
- **Autoimmune diseases**
- **Pulmonary hypertension**
- **Anesthesiology**

Animal Health

- **Antiparasitic treatment**
(fleas, ticks)
- **Anti-inflammatory treatment**
- **Specialty pharmaceutical products**
- **Fertility control**
- **Prophylaxis programs**
- **Needle-free vaccination**
- **Identification chips**
- **Tools for data management**
in animal husbandry

Product liability

The company undergoes regular internal audits of the quality management system in the area of **Pharmacovigilance**⁴ (PV). In MSD, we pursue a rigorous global corporate policy as regards, among others, PV issues in market research, patient support programs, digital solutions or activity on the social media. The leading unit ensuring PV compliance is the Pharmacotherapy Safety Supervision Department, and additionally all persons employed in MSD Polska take part in mandatory training: *Know to Report – Patients First*, in which they learn how to identify adverse events (AE), as well as receive product quality complaints (PQC) and other feedback information that must be reported.

👍 Best practice

We encourage any doubts related to our medicinal products and vaccines to be reported, because it helps us increase their effectiveness and safety. For this purpose, a preferred channel of communication with us can be chosen: a telephone call to an appointed contact person for supervision over the use of a medicinal product in MSD, an email or fax message, or else via a special form available at the website www.msd.pl/formularz-zdarzen-niepozadanych.

All reports are documented in a central database and analyzed in detail in respect of the medicine's safety profile.

Up-to-date information about medicines, including, - if applicable - about the ways to minimize the risk associated with their administration, are available on the website dedicated for medical professionals - www.msddlekarzy.pl. From the perspective of patients and pharmacists, our product packaging is an important provider of information. As regards the information placed on the packaging, MSD meets the statutory requirements of the European Union. In other words, the packaging gives e.g. the unique serial code, product name in the Braille language, and the contact details of the marketing authorization holder.

👍 Best practice

We are aware that reading leaflets may be challenging, especially for the blind and the visually impaired. With these difficulties in mind, we have launched a special **telephone service** - after dialing the free of charge number 800 706 848, one **can listen to the leaflet content** of all our products which are traded in Poland. In case of need, on weekdays it is possible to talk to a consultant - the line is open between 8 am and 8 pm.



⁴ Supervision over pharmacotherapy safety.

Innovative approach

In MSD, we focus on discovering and development of medicines and vaccines which address the key global health needs that we can have the greatest impact on today and in the future. As an innovative pharmaceutical company, we co-create one of the most advanced sectors of the Polish economy.

In July 2022, for the second consecutive time the Minister of Development and Technology granted to MSD in Poland the status of a research and development center. Our company belongs to the small group of just 63 enterprises holding this title, and is one of only two multinational biopharmaceutical corporations in this group. This decision reflects our significant contribution into Polish science and progress in the pharmaceutical industry, in the form of, i.a., clinical trial programs with participation of Polish patients and industry-wide partnerships (public and private).

Oncology is an important area of MSD's interest, both globally and locally. We are striving to get the best description profiles of carcinomas, their origins and course of the disease, which allows us to propose to patients treatments that are adapted to individual characteristics. Besides immunotherapy, an important route to prevent cancer is vaccination (HPV, type B hepatitis). These new treatment methods are a turning point in oncology.

In our operations, we also focus on diseases caused by commonly occurring pathogens which undergo constant mutations (e.g. as a result of the introduction of vaccines against rotaviruses or pneumococci).

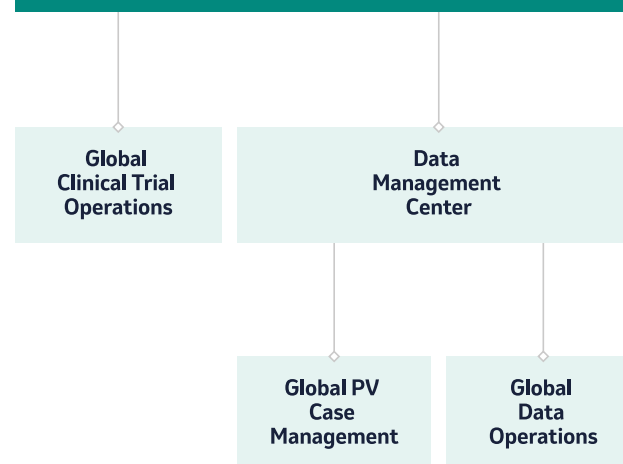
PLN 156 million

the amount of MSD Polska's investment in the development of clinical trials in 2022

PLN 919 million

expenditures on research and development of MSD Polska in 2008-2022

MSD's research and development activities



Our contribution into innovation – we feel appreciated

- 2018
Inwestor bez Granic (Investor Without Borders) - a title awarded at the European Economic Congress
- 2019
special award at the Healthcare Forum in Krynica for contribution into innovations
- 2019
Innowatory Wprost (Wprost Weekly Innovators) 2019 in the science category, for the contribution in the therapy designed to prevent reactivation and development of the disease caused by the cytomegalovirus (CMV)
- 2021
special award of the Economic Forum in Karpacz
- 2021
Złoty Laur Super Biznesu (Super Biznes Golden Laurel) for activities generating benefits for the Polish economy
- 2023
Wektor (Vector) 2022 awarded by the Employers Union of the Republic of Poland to innovation leaders who change the face of the Polish economy and encourage the development of entrepreneurship

Clinical trials

The first clinical trials started as early as two years after MSD opened its branch in Poland. In the course of 30 years, we have grown into one of the three largest entities conducting this kind of activities in the country. These are programs implemented with participation of patients, designed to assess the safety and effectiveness of newly-developed therapies. Alternatively, they may seek effective ways of preventing disease. In both cases, clinical trials directly contribute to the progress in medicine and in the long-term bring about an improvement in patient health.

In terms of the number of patients involved in MSD's clinical trials, Poland ranks third in Europe and sixth in the world.

3,670

patients participating in clinical trials

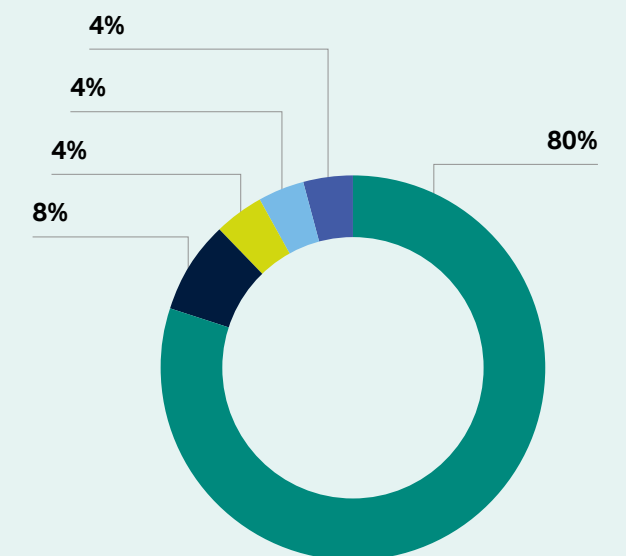
490

research centers that we cooperate with

126

clinical trials

Areas of clinical trials, including the indications



- oncology (lung cancer hemato-oncology, breast cancer, metastatic carcinoma of the head and neck)
- antiviral treatments (HIV, COVID-19, cytomegaloviral disease)
- diseases of the cardiovascular system
- other (diabetology, endocrinology, neurology)
- other

Data Management Center

In Warsaw, we operate as one of the six MSD Data Management Centers in the world, and the second largest one. Their location in different parts of the world⁵, and consequently - different time zones, allows MSD to handle data 24 hours per day, five days per week. The center comprises a management facility of the data from MSD's clinical trials and a management facility of the data pertaining to adverse events.

8,000

AE (Adverse Event) reports analyzed monthly

5 days

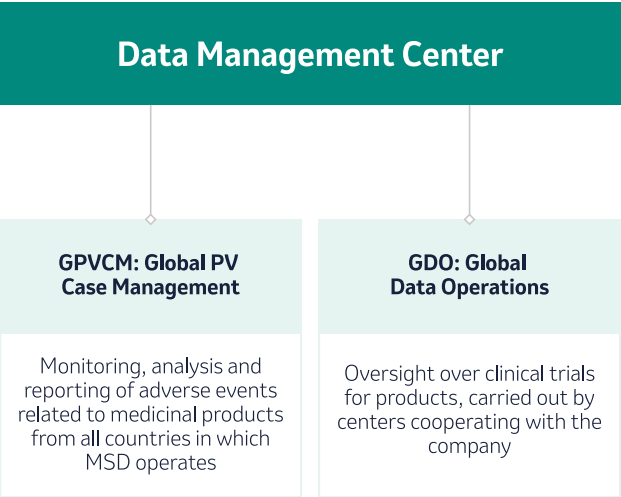
per week round-the-clock service of the GPVCM

approx. 75%

data from clinical trials pertains to oncology

5,000

number of centers whose data we verify



The initial information is already provided to us at the new product development stage and clinical trials - mainly from the area of oncology, as well as infectious diseases, diabetes, neurology and cardiology. Irrespective of the accuracy and details level of the trials, individual formulations may differ slightly in how they act on the body of every individual. That is why information from patient programs and other distribution and administration points is so valuable for us.

The purpose of the Center is continuous oversight over the highly specialized products and improvement of its quality. Our final recipients are primarily patients, including the particularly vulnerable group of cancer patients. We approach every reported adverse event with due diligence, even if its severity is minimal and does not mean that the product must be withdrawn from use. We endeavor to continually improve the quality of our medicines, vaccines and therapies.

”

By conducting clinical trials, MSD bring access to innovative science and medicine to patients and health care providers in Poland. In terms of research, Poland has a significant footprint within the company. I can see a huge potential of the pharmaceutical market, scientists and medical centers with whom we cooperate on clinical trials, and specialists who join our teams involved in the development and monitoring of clinical trials in Poland.



Thomas Johansson,
Executive Director,
Global Clinical Trials Operations,
CEE Region

Industry cooperation

Exchange of knowledge and experiences among research centers is necessary for continuous development of medicine science. The effects of this collaboration have a direct impact on the lives and health of patients in treatment, therefore it is our priority to conduct an active dialogue with a range of different stakeholders.

Every day we collaborate, among others, with the Pharmaceutical Employers' Union ZPFF INFARMA, the Polish Pharmacy Chamber of Commerce, Employers' Union of the Republic of Poland, American Chamber of Commerce in Poland, providing, among others, opinions on draft legislation proposed for various areas of health care and the labor market in Poland.

Our representatives on the working groups of ZPFF INFARMA share their substantive knowledge when developing research projects and reports, for example "Access Gap – How to Level Out Differences", Commercial Clinical Trials in Poland. Possibilities to increase the number and scope of clinical trials in Poland".

In 2022, we initiated a partnership with the National Oncology Institute in Warsaw, in order to better identify the existing barriers and needs related to cancer patient pathway in Poland.

Warsaw Health Innovation Hub

As from 2021, we have been partners of the Warsaw Health Innovation Hub - a partnership bringing together public and private institutions from the area of pharmacy, medicine and biotechnology, in order to exchange knowledge and develop innovative solutions that could be implemented in the health care system. The project is coordinated by the Innovation and Development Department of the Medical Research Agency. In October 2022 in Washington, a Letter of Intent was signed between the Medical Research Agency and MSD Polska, regarding exchange of experiences and more extensive cooperation.

Public consultations

The most important areas under the consultations pertaining to system challenges comprise the patient pathway, including the time needed for diagnosis and treatment, challenges in the access to innovative therapies and to knowledge based on which patients can take the most advantageous decisions as regards their treatment. In this respect, we discuss potential solutions to these issues with leaders of the research communities. In MSD Polska, we have also established the role of a Patient Health Associate Director, who is responsible for the coordination of consultations with patient organizations.

In 2022, we initiated a patient advisory group, planning to meet regularly (4-6 times per year). In December, we held another **Patient Forum** under the theme of "Dialog and Understanding". During this event, our experts met with representatives of over 20 patient organizations, which allowed us to discuss in a larger forum the challenges identified by Polish health care stakeholders.

As members of associations, we also join their educational initiatives addressed to patients and the society at large. So far, such projects included Akademia Pacjenci Pro (Patients Pro Academy, with ZPFF INFARMA), Zawodowo Zaszczepieni (Professionally Vaccinated, with the Employers' Union of the Republic of Poland), Vaccine Forum (with Porozumienie na Rzecz Dobrych Praktyk w Szczepieniach, Best Vaccination Practice Agreement).



⁵ The other centers are located in the USA, Columbia, Switzerland, China and Costa Rica

Social engagement of MSD

MSD Chrońmy Zdrowie (Let's Protect Health) Foundation

The primary tool of our public support, in particular of local communities, was the MSD Chrońmy Zdrowie (Let's Protect Health) Foundation, holding the status of a public benefit organization⁶. In 2009-2022, it was engaged in publishing as well as educational programs and campaigns. They focused on a broad range of topics pertaining to health and prevention, and in particular to women's health. Within the framework of a partnership with the National Institute of Public Health, the Mother and Child Institute and the State Sanitary Inspectorate, the Foundation prepared, among others, reports on the threats and the condition of women's health in Poland.

Selected educational programs

The Foundation was in particular engaged in the prevention of women's genital organs malignancies, promoting education in this area from a very young age. Therefore, under the **"Wybierz Życie – Pierwszy Krok (Choose Life - The First Step)"** program and in cooperation with the State Sanitary Inspectorate, we trained secondary and higher secondary school teaching staff in the area of preventing cervical cancer and HPV infections. At present, this program is continued by the Gwiazda Nadziei (Star of Hope) Foundation. The initiative **"Nie płać za błędy. Zapobiegaj! (Don't Pay For Mistakes. Prevent!)"**, addressing **prevention of cervical cancer, was adapted to the specific needs of women at the risk of social exclusion.**

Prizes and distinctions awarded to the Foundation's initiatives

- 2013
Złoty Otis award for the program **"Wybierz Życie – Pierwszy Krok (Choose Life - The First Step)"**
- 2015
Brązowy Lider Ochrony Zdrowia (Bronze Healthcare Leader) in the category of "Health Promotion and Prevention"
- 2020
Fundacja Promocji Zdrowia (Foundation for Advancement of Health) Award for the campaign **"Witalna Polka (Polish Woman Vitality)"**
- 2021
Lider Roku (Leader of the Year) 2021 Distinction in the category of "Educational and Training Activities"

"Wybierz Życie – Pierwszy Krok" (Choose Life - The First Step) in numbers

1.4 million

students covered by the program

> 3,300

participating teachers

> 3,000

collaborating schools

11

voivodships covered by the program

In a partnership with two other organizations, the Foundation implemented the program **"Jestem Przy Tobie (I Am By Your Side)"**. The Foundation supported women fighting gynecologic cancers.

The project **"Rzuć go (Quit It)"** was addressed to smoking girls and women. The purpose of the campaign was education and support in quitting the smoking habit, aided by a mobile app.

Program **"Moda na serce (Fashionable Heart)"** focused on the prevention of cardiovascular diseases as the top cause of women's deaths in Poland, taking into account the specific course of these diseases manifesting differently in the two genders.

⁶ In 2009-2021, the foundation operated under the name: Fundacja "MSD dla Zdrowia Kobiet" (MSD for Women's Health Foundation).



Educational campaigns

In spite of the universal access to the Internet, the knowledge of Poland's inhabitants about their health still seems to be inadequate.

Throughout the year, we conduct activities aimed at education of patients and prevention of diseases. Via the social media, we disseminate knowledge about how to prevent diseases, discover adverse changes in the body and fight them effectively.

Prevention is better than cure

Activities of such organizations as MSD contribute to the continual increase in the overall survival rate and quality of life of people suffering from severe diseases. During the COVID-19 pandemic, we learned that an individual's everyday functioning may indeed be seriously aggravated by long-term effects of less manifestable and underestimated maladies, such as pneumonia.

Despite certain risk factors which we have no control over (such as age or genetic load), we do have an impact on the likelihood of development and/or seriousness of, for example, malignancy or diabetes. We therefore raise the awareness of a broad range of our stakeholders of the importance of the right diet, physical exercise and regular medical check-ups.

We emphasize the significance of vaccinations for public health. Reliable knowledge about vaccines is extremely important in the time of broad access to information which has not been adequately evidenced by scientific medical sources. In this context, of particular meaning is our campaign: **„O co dbasz tak naprawdę (What Do You Really**

⁷ P. Cichoń, *Wirus HPV główną przyczyną raka szyjki macicy (HPV as the Main Cause of Cervical Cancer)*, https://www.onkonet.pl/dp_hpv_rak_szyjki_macicy.php, accessed: 25 January 2023.

⁸ [n.a.], *One Health*, <https://www2.protectourfuturetoo.com/pl/jedno-zdrowie/> (accessed: 1 February 2023).

Care For)". The webpage www.hpv.pl and the communication campaign on the social media promote knowledge about the prevention of cervical cancer. The incidence of this cancer in almost all the cases is caused by an HPV infection⁷.

Protect Our Future Too

Poland is one of the 30 countries in the world in which we run the educational project entitled **#ProtectOurFutureToo**. It comprises activities to raise the awareness of veterinarians and people caring for animals as regards the climate change impact on livestock and pets.

Our environment is changing. The average temperature over the last century has risen by 1°C, and this change influences the year's seasons and weather immensely. Addressing climate change, one cannot fail to note the threats that are invisible at first sight; one of them is the growing number of external parasites that serve as vectors for various infectious pathogens.

The experts we work with are warning that dogs and cats (especially short-haired) are particularly exposed to being infected with diseases transmitted by thermophilic insects, which are also dangerous for humans. At present it is estimated that as many as 2.2 million deaths per year are attributable to zoonoses⁸.

For more information please visit the website <https://www2.protectourfuturetoo.com/pl>, where we present educational contents raising the awareness of animal carers and veterinarians about the existing and potential challenges resulting from climate change and their impact on pet health.



Educational platforms

Besides campaigns devoted to specific themes, every day we share our knowledge via webpages addressed to specialists.

The website www.msddialekarzy.pl provides information to health care professionals about our products in the area of human health.

A similar purpose is served by www.msd-animal-health.pl/platforma-edukacyjna addressed to veterinary technicians and veterinarians, as well as animal farmers.

In connection with the COVID-19 pandemic, we launched the MieiPlan.pl (Have a Plan) website targeting general audience. It provided information about the typical symptoms of a SARS-Cov-2 infection and how to protect oneself against the virus, what the higher risk factors of severe COVID-19 and death are, as well as how the infection is treated and why COVID vaccination is so important. The information was presented, among others, in the form of answers to most frequently asked questions addressed to physicians.

The website www.hpv.pl, referred to above, is also an educational platform of the campaign “O co dbasz tak naprawdę (What Do You Really Care For)”.

Sponsorship and grant programs

We support initiatives and organizations promoting health in Poland not only by providing our expert knowledge, but financially as well. We assist with the financing of local industry conferences, dialog fora with patients and educational campaigns.

The program **MSD Global Oncology Policy Grant** is an example of an international initiative having a direct impact on local beneficiaries. Under this venture, we provide grants for projects which identify local challenges in health care (administrative, system-based, socio-economic and other) and propose solutions which can ensure better health outcomes for Polish patients. So far, grants have been awarded to two Polish applicants: the Alivia Oncological Foundation (of USD 100,000) and the Polish Coalition of Oncological Patients (of USD 50,000).

In 2022, MSD Polska provided financial support to , among others, the following educational initiatives:

- “To się leczy (It Can be Cured)” Foundation, the Sanitas Association, Onkocafe, PARS, Polish Coalition of Oncological Patients,
- Melanoma Academy,
- Lung Carcinoma Forum,
- the projects: “Szpital bez papierosa (Hospitals Without Cigarettes), “Znamie! Znam je? (A Mole! Do I Know?)”, OnkoBieg (OncoRun),
- the campaign: #CzasMaZnaczenie w raku płuca (#TimeCounts in Lung Cancer),
- ... and many others.

Support for Ukraine

During the initial days of Russia’s invasion of Ukraine, our most important objective was to reorganize the company’s priorities. It was key for us to ensure that the safety of our employees and their families, both in Ukraine as well as in Poland. Concurrently, we secured in particular the continuity of our products supply, so that patients were guaranteed uninterrupted care.

We cooperate closely with the Ministry of Health, in order to respond to actual needs of persons affected by humanitarian crisis.

We provided to patients from Ukraine vaccines against MMR (mumps, measles, rubella) and type B hepatitis, which were delivered to locations considered as higher risk areas.



We also support non-governmental organizations, by the way of our grant program and creating for our employees opportunities of volunteering projects designed to assist Ukrainian citizens. Our grant program focuses on the following areas: education, psychological assistance, support for single mothers, assistance to oncological patients, support in the process of gaining self-sufficiency and achieving equity of opportunities.

Many people coming from the areas threatened by military attacks evacuated together with their pet friends. MSD Animal Health supported their needs, by supplying the necessary medicines to veterinary clinics helping refugees at, among others, the state border.



25

donations to non-governmental organizations from MSD Polska



USD 100 million

was provided in 2022 from MSD as a global organization



04

MSD as an employer

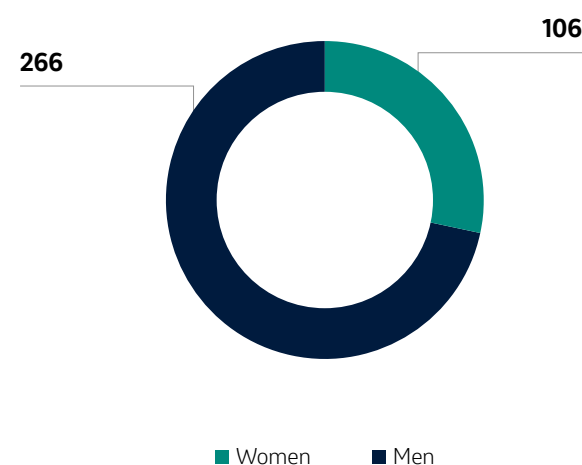
Our employees

MSD Polska creates competitive jobs and offers development opportunities for highly qualified specialists as well as for people just starting their careers who want to develop in the field of life sciences. As a result, young professionals are retained in Poland and acquire the most advanced know-how in the market. Our professionals have a strong background in medicine, pharmacy, biology, biotechnology and digital communications.

We also recruit and provide onboarding to persons without any professional experience, among others persons just entering the labor market in the area of data management. Our entire training team is composed of internal coaches coming from the local project teams. The Global Data Management Center ensures a path of raising professional qualifications (both expert and as regards soft skills) of employees at all team operation levels.

During the recruitment process, we primarily seek appropriate competencies and the specialized education of a candidate for a given job position. A high percentage of women in our workforce proves that they are excellent in both STEM subjects as well as in the competitive labor market. As a company with 30 years' worth of experience, we also see great value in exchange of inter-generational experiences. Programs such as *Reverse Mentoring* promise to be successful, because in our diverse teams persons with different experience and skills mutually share these unique resources.

Number of MSD Polska employees by gender



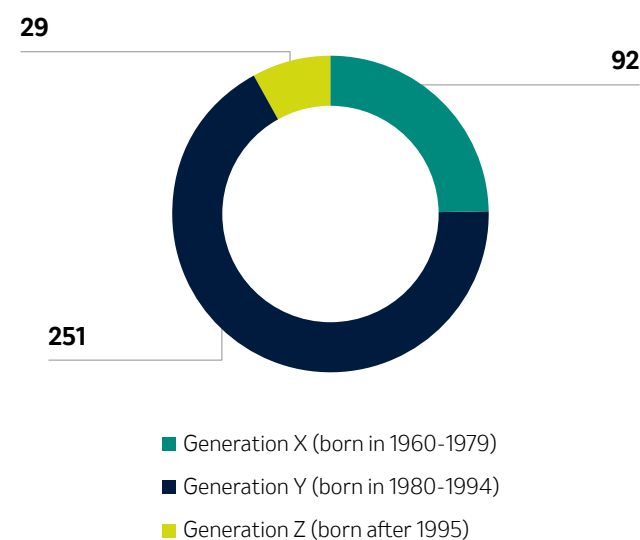
100%

of MSD Polska's employees have university education, including 10% who hold a Ph.D. or higher academic degree

52%

people in managerial positions are women

Number of MSD Polska employees by generation



Company culture

We believe that every employee brings a unique value into the organization, and diversified teams are conducive for innovation. We endeavor that all our employees feel an important part of MSD and are mindful of each other.

Diversity & Inclusion

We run a range of internal initiatives to raise the awareness of diversity. Furthermore, our HR policies set out the standard of equitable treatment of civil partnerships irrespective of gender, and we ensure that all family members of our employees have access to the benefits offered to the latter.

We pay particular attention to care for minorities at the risk of exclusion in any occupational groups, regardless of the place of work. These are primarily parents of young children, both mothers as well as fathers, and employees in the lowest income groups or in particularly hard life circumstances.

In the course of the year we engage in educational campaigns in this respect. Thanks to the social media and engaging employees as D&I ambassadors, we have a chance of reaching out to larger audiences.

Objectives of the "Diversity and Inclusion" strategy

- Building and developing work culture and environment designed to ensure inclusion of diverse social and employee groups, employee engagement and comfort at work.
- Consolidation of an *empowered* and learning organization, characterized by a high level of the sense of psychological security.
- Taking care to treat the various employee groups consistently.
- Support of informal partnerships and same sex partnerships in access to employee benefits, such as health care, paid parental time off or life insurance.



Diversity, Equity & Inclusion Experience Week

In September 2022, as part of the annual educational campaign MSD Polska organized a *Diversity, Equity & Inclusion Week*. The campaign comprised a series of internal workshops attended by representatives of all departments, which helped over 150 participants understand and support their co-workers. The workshops presented the difficulties that may be encountered on an everyday basis by LGBT+ persons, persons with ADHD or on the autism spectrum, people suffering from depression or experiencing anxiety disorders or disability. The program is a part of an annual plan of initiatives implemented by a team of employees acting as our D&I Champions and supported by the company's country council.

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It is a priority for all of us to feel well at MSD Polska, have real impact on the functioning of the organization and know that our ideas will always be noticed and considered.



Aleksandra Ossowska,
HR Director

The inclusive office

We endeavor to facilitate everyday functioning of our employees. Therefore, when designing our new head office we took neurodiversity into account as a factor for laying out individual spaces of the office. Relative to the type and style of work, every employee may have different needs. Our office therefore provides space for team brain storming, *networking*, as well as silent work zones. Important role is played by relaxation areas, such as the *wellness room*. To further promote the inclusive culture, we have also furnished gender-neutral restrooms and on the occasion of the *Pride Month* we displayed the rainbow flag at our reception.

Development

Innovation means not only scientific development in medicine – for us it is also simply a way of acting in every area of operations. We follow closely the most recent trends in employment, to create optimum conditions for work and development. We know the importance of the *work-life balance*, so we adapt our offer of programs and benefits so that they address the existing needs of our employees.

approx. 20

thematic inspirational sessions organized in 2022, devoted to, among others, development of new competencies, openness to change, courage and sensitivity in leadership.

We promote the culture of integration and belonging, in which all employees feel welcome and appreciated, and every person is considered as a valuable resource in our mission of saving and improving life.

Two employee groups merit special mention in this context (*MSD Employee Business Resource Groups*):

- **Next Generation Network** – its role is to use the knowledge of people from various age groups to shape the future of our company, being guided by fundamental values, such as personal development or creation of an inclusive team which has an impact on how we conduct our business.
- **Women's Network** – its objective is to create a community in which women can find resources for their personal development, have a sense of belonging, collaborate with each other and create an environment in which men engage as friendly allies.

The networking events are attended by employees of all departments, representing various functions and levels in the organization, thus enhancing the web of relationships between individual worker groups. By using all the communication channels available in MSD (newsletters, intranet, webinars, *Town Hall* or *Lunch&Learn* events), a broad audience is reached with their initiatives. Effects of this work includes the *Reverse Mentoring* and *Job Shadowing* programs.

Reverse Mentoring

In 2022, we introduced the program of inter-generational exchange of experiences. It has shown our employees that everyone has different knowledge and skills that they can share with each other, regardless of experience or job position.

Job Shadowing

We employ persons with a broad range of interests that they keep on developing. If they would like to try it out at a different job position, they have an opportunity to observe it up close. The program was piloted in 2022 and offers one day of shadowing. It is a chance of obtaining unique skills and knowledge about the practical aspects of some competence areas.

Internship Program

We provide opportunities of development not only to experienced professionals, but also to people just entering the labor market. The company offers internship of up to 18 months to persons seeking to gain practical experience and start a career in the occupation of their choice. After this period, the interns may take part in regular recruitment process at MSD Polska. The internship participants in 2022

were gaining knowledge and experience in, among others, oncology, vaccines, clinical trials, HR, communication and finance.

Wellbeing in MSD

As a biotechnological company, we are aware of the relationship between employee health and their work satisfaction. Our point of departure is rigorous observance of the OHS standards (both statutory and internal), however it does not fulfill all the needs of our employees. We endeavor to respond to as many of these requirements as possible, in support of overall wellbeing of our workforce.

We take into account that a part of the employees work remotely or follow the hybrid model. We would like this choice to represent clear improvement of the comfort of work; therefore we have implemented the **Furniture Program**. The employees can order to their home an ergonomic desk and/or chair at the employer's expense. In this way, we hope to prevent or reduce the potential posture defects or backpain resulting from working in front of a computer.

Our wellbeing program is developed continually. It has been divided into four components and comprises a whole range of benefits which help our employees maintain good mental and physical condition.

PREVENTION

- Private health care
- Vaccinations against influenza, HPV and pneumococci (also for families of the employees)
- Psychological/psychiatric consultations (up to 15 consultations per year)
- First aid training (basic life saving (BLS) protocols)
- Campaigns which encourage quitting of the smoking habit (anti-smoking programs, such as “Quit It” during the Lung Cancer Awareness Days)
- Educational campaigns on oncological awareness, as regards, among others, melanoma, lung cancer, breast cancer and the critical role of vaccinations in the prevention of hazardous diseases (e.g. vaccinations against HPV in the prevention of cervical cancer and other cancers)
- Educational webinars devoted to mental health, such as “Mental Resilience” Sense of Psychological Security, Mental Disorders, *Mindfulness*

MOVEMENT

- Sports initiatives, such as the MSD Running Club, MSD Volleyball Team
- Multisport gym subscription
- Teambuilding workshops

BALANCE

- *Activity-based workplace* (ABW) – a new office model, supporting employees in choosing their way of working in line with their needs and tasks, consolidating the team and sense of empowerment.
- Flexible remote work, including an option of working abroad
- Training in *work-life balance*, time and stress management, sense of psychological security
- *Employee Assistance Program* (EAP) – a support program, including consultations in crisis situations
- Mindfulness Day for all employees, as a part of the World Mindfulness Day
- Access to the CALM app (meditation and relaxation)
- *Massive Notification System* – an internal warning system
- Employee volunteering (up to 40 hours annually during working time)
- Paid Parental Time Off
- *Furniture Program*

FUEL

- Consultations with a nutritionist as a part of the health care services package

Best Practice

We are listening to our employees. Several times a year, an anonymous survey of employee satisfaction is conducted, whose results are analyzed and communicated internally. Thanks to the feedback collection tools of this kind, the company is able to introduce solutions that respond to employee needs and identify areas of potential development.

Paid Parental Time Off (PPTO)

In 2022, we introduced the option of using fully paid time off (up to the maximum of 12 weeks) to care for young children. The purpose of this initiative is to facilitate employee efforts to reconcile their work with parenthood, and consequently to support professional careers of women in Poland. It is also a mark of treating everyone equitably as a parent, regardless of their gender and formal relationship status - as the time off is also awarded to parents of adopted children and children of their life partners, whose statutory rights in this respect are limited. This solution was introduced concurrently in all the three companies in Poland.

Our endeavors to provide our workforce with adequate development conditions are recognized not only by the employees themselves, but also by public and private institutions.

In 2022, for the second time in a row we were awarded the title of **Top Employer Polska** and **Top Employer Europe** (together with a few other companies of MSD). The jury paid particular attention to the atmosphere of openness and work-life balance, based on clear collaboration rules. After an in-depth HR audit, the high standards of our organization were awarded in the following areas:

- *People Strategy,*
- *Work Environment,*
- *Talent Acquisition,*
- *Learning,*
- *Wellbeing,*
- *Diversity & Inclusion.*

From the state's viewpoint, MSD is primarily an important employer. We have been recognized by the Ministry of Health as a company dedicated to the wellbeing of employees. We have been awarded the title of „Pracodawca Zdrowia” in the recognition for our concern for employee health, as well as effective implementation of health promotion projects. Our endeavors in this respect focus on the prevention of civilizational diseases in employees, which comprises both regular exercise and healthy nutrition, but also vaccinations and prophylactic check-ups, especially screening for cancer.

Employee volunteering

Every employee of MSD may devote five paid workdays every year for activities benefitting the community. It is the employees themselves who choose the initiative they want to support in their applications. The projects they select are predominantly aligned with the overall scope of MSD's social engagement.

Up to now, our volunteers worked in cooperation with foundations and other non-governmental organizations, including in hospices, hospitals, orphanages, shelters for single mothers or the homeless, or animal shelters.

During the COVID-19 pandemic, we used the expertise of our employees, in particular those with medical educational background. In that period, we engaged, among others, in competence volunteering, by working in the establishments directly treating COVID-19 patients, as well as in laboratories. We also suspended the limit of volunteering hours that could be devoted to such activities.

The year 2022 was marked by the war in Ukraine. Our employees engaged in volunteering, in, among others, warehouses and points of distribution to refugees of parcels with food and clothes, e.g. in the point organized by the Polish Red Cross in Warsaw. They also engaged in activities for animals, by supporting the Serce dla Zwierząt (Heart For Animals) Foundation.



”

There is nothing more beautiful than selflessly helping others, especially children. I am extremely glad that as the Team we could devote our shared time during the departmental meeting for this initiative. I deeply believe that it was at least as important as the purely business-oriented sessions.



Maciej Świerczek,
Vaccines & Primary Care
Business Unit Lead

One of our teams collaborated with the Ronald McDonald's Foundation. In October, the team visited one of Warsaw's children hospitals, where they helped with cleaning of common spaces and played with the young patients.

#CzasMaZnaczenie (#TimeMatters)

In November, we joined in with the **Stowarzyszenie Walki z Rakiem Płuca (Association for the Fight Against Lung Cancer)**, disseminating the knowledge about lung cancer in the campaign #CzasMaZnaczenie:

approx. 30

MSD volunteers engaged in the initiative

250

primary health care and pulmonary clinics visited

500

leaflets distributed

657

total number of hours devoted to employee volunteering in 2022.

40

number of hours that an employee can devote in a year to activities for community benefit

97

number of volunteer projects applied for (1 application = 1 person/day) in 2022



05

About this Report

This Report is the first of its kind published by MSD Polska with the participation of companies that are part of the MSD operations in Poland. In drafting this report, the GRI Standards were followed in defining the areas of impact.

The impact areas for MSD in Poland have been selected at a workshop with the internal stakeholders of the company. The meeting was hybrid (face-to-face and remote). Nine persons took part, representing the various teams and departments of the organization.

The participants shared their observations in respect of the actual and potential impacts in the three key areas of the economy, society (including human rights) and the natural environment. Various dimensions of impacts were discussed, taking into account short- and long-term impacts, positive and negative impacts, as well as intended and inadvertent impacts. The companies whose operations were discussed comprised MSD Polska sp. z o.o., Allflex Polska Sp. z o.o., Intervet Sp. z o.o., as well the cooperation with business partners.

Thanks to the fact that the organization regularly identifies and assesses its impacts within the framework of its everyday activities, it was possible to define specific areas in which the impacts are more or less significant. Given that it is the first report on MSD's sustainable development in Poland, the company has decided to outline a broader historical context of its operations, which in particular reflects its long-term impact.

The Report also highlights how the company is positioned within the global operations of MSD across the world. Thus the stakeholders can better understand the inherent relationships of the company's global, national and local impacts.



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