



35 years
MSD
in Poland

Innovation That Matters



35 years of MSD in Poland. Innovation that matters.



Thirty-five years of MSD's presence in Poland reflects a meaningful journey alongside the country's growth, from the period of economic transformation to where it stands today. Over this time, health innovation has emerged as a key driver of economic progress, competitiveness, and the development of human capital.

As a trusted biopharmaceutical partner to both the healthcare system and the Polish economy, we are proud of the role we play. We support clinical research, expand patient access to innovative therapies, invest in the development of our employees and healthcare professionals, and actively promote health education across society. In essence, we are committed to innovations that truly make a difference, for patients and for the country as a whole.

Our commitment to research and development in Poland continues to grow - last year alone, we invested more than PLN 263 million, ten times the amount we allocated just a decade ago in 2014.

Poland remains a key market for us. It is a place where we will continue working for patients, investing in people, and contributing to a healthier future.



*Justin Gandy
Managing Director
MSD Polska*



How do we combine global science with local impact?



Globally, we aspire to be the premier research-intensive biopharmaceutical company. We're at the forefront of research to deliver innovative health solutions that advance the prevention and treatment of diseases in people and animals.

In Poland, we have been present since 1991, developing innovations that matter, for patients, the healthcare system and the economy. We combine leading-edge science with local teams, investments and partnerships.

One company - two names

In the United States and Canada:

Merck & Co., Inc., Rahway, N.J.,

In Poland and in the rest of the world:



What do the numbers say about our presence in Poland?*



1 200+

employees and collaborators delivering services in Poland (mostly highly specialized roles).*

200

MSD Animal Health manufacturing facility in Psary Małe, Września employs over 200 people.**

PLN 1.6 billion

total R&D expenditure in Poland in the period 2008-2025.

PLN 4.9 billion

contribution to the Polish economy in the form of R&D expenditure, marketing activities and tax payments to the state budget over the last 17 years (2008-2025).

PLN 363 million

allocated in Research & Development in 2025.



* MSD in Poland: January 2026

** Allflex Polska Sp. z o.o.: January 2026



R&D Center status, granted and maintained by the decision of the Minister of Development and Technology since 2021.

35 medicinal products (including vaccines), manufactured by MSD, are available for sale in Poland.

What do the numbers say about our presence in Poland?



85%

of MSD Animal Health production is exported to global markets. Leader in the production and sales of animal identification systems in Poland.*

The pharmaceutical warehouse** ensures safe and timely distribution of all MSD products across the country.

* Allflex Polska Sp. z o.o.: January 2026

** MSD Polska Dystrybucja Sp. z o.o.: January 2026



Global Data Management Center in Warsaw - one of MSD's six global data management centers.

The Warsaw team processes global adverse event data and clinical trials data conducted by MSD worldwide, supporting pharmacovigilance and safety-analysis processes for therapies.

Development of global functions in Poland

As of Q4 2025, two new global departments within the Global Regulatory Affairs and Clinical Safety division are expanding their operations in Poland, supporting the MSD organization worldwide around patient safety.

Human health solutions for patients, hospitals and the healthcare system



In which areas do our therapies make a difference?

As a biopharmaceutical company, MSD impacts public health by developing therapies for patients and vaccinations, and by implementing prevention programmes. MSD's available therapies and clinical research address unmet medical needs in challenging therapeutic areas such as oncology or cardiovascular diseases, helping to extend patient's life while maintaining its quality.

- **Oncology** - development of cancer therapies within one of the fastest-growing research areas in the industry
- **Vaccinations** - prevention of infectious diseases and cancers (including HPV-related diseases)
- **Infectious diseases** including HIV and antibacterial therapies
- **Rare diseases** - including pulmonary arterial hypertension, von Hippel-Lindau syndrome

HEALTH EDUCATION

We want to provide knowledge that gives hope!



MOJA WSTĄŻKA

- www.mojawstazka.pl
- an educational portal
for people with suspected cancer
or those living with cancer

Human health Solutions for patients, hospitals and the healthcare system



Clinical trials - innovation for patients

What does it mean for patients that Poland is a key clinical research country for MSD?*

approx. 160
active clinical
trials each year
in Poland

+ 500
scientific sites
involved in
collaboration
with MSD

+ 4 400
patients annually
with access to
innovative
therapies through
clinical trials

**6th place in Europe
and 11th globally**
in terms of the
number of MSD
clinical trials conducted
(2025)

* Internal MSD Polska data, September 2025

HPV.PL

- a portal dedicated to health
topics related to HPV virus.



**Clinical trials search engine
available in Polish
www.msddclinicaltrials.com**

It enables patients and physicians
to check the list of MSD clinical
trials open in Poland.



Patients at the center



In our work in healthcare innovation, it is essential that we understand and respond to the life experiences of patients and the communities in which they live. The patient's voice is equally important to us. That is why we listen to them and take their perspective into account when making business and research decisions.

How do we achieve this - selected initiatives:



Dialogue and education with leaders of patient organizations

regarding challenges in healthcare system, e.g. by establishing the MSD Patient Advisory Board in Poland.



MSD Polska Patient Forum

an annual meeting co-created by leaders of patient organizations and MSD, aimed at exchanging experiences, supporting system-level education and strengthening dialogue.



European Cancer Forum

participation of patient organizations from Poland in an international conference in Brussels organized by MSD, aimed at strengthening knowledge and involving them in discussions on shaping European systemic solutions in cancer care.



Enhancing a patient-centric culture among MSD Polska employees

including programs engaging employees as Patient Voice Ambassadors. Their role is to identify areas for improvement by incorporating patient perspectives.



THE RED CHAIR INITIATIVE

MSD offices, we demonstrate that we listen to patients - their experiences and needs should shape every project we develop.

MSD Animal Health in Poland



“No one sees animal health like we do”

MSD Animal Health’s operations in Poland include both manufacturing and distribution of innovative solutions for animal health – covering companion animals (dogs, cats, horses) as well as livestock (poultry, pigs, cattle). Every day, we support veterinarians, breeders and caregivers by providing tools that help them care for animal health more effectively and with greater confidence.

Why does animal health matter for people?

Healthy animals mean safer and more sustainable food sources, better protection of people against zoonotic diseases, as well as longer and healthier lives for companion animals.

Supporting future veterinarians

Since 2010, together with the Federation of Veterinarians of Europe (FVE), MSD Animal Health has supported final-year veterinary students by offering scholarships that help them develop their passion, competencies and confidence as they enter the profession. In the 10th edition in 2025, 3 laureates were selected from Poland.

* MSD Animal Health activities in Poland are carried out by Intervet Sp. z o.o. and Allflex Polska Sp. z o.o.

TECHNOLOGICAL SOLUTIONS FOR LIVESTOCK**

The manufacturing facility of Allflex Polska in Psary Małe, Września is one of the key sites in the Technology Solutions portfolio of MSD Animal Health.



- **200+** employees
- **7,500 m²** of production space
- **Leader in the production** and sales of animal identification systems in Poland
- **approx. 85%** of production exported to global markets
- representing **15%** of global production

MSD employees Innovation starts with people



Who stands behind our innovations?

Diversity as a driver of innovation*

- 74% of employees are female
- 57% women in managerial positions
- 34% of employees are Generation Y

Knowledge and experience

15% of employees hold a doctoral or higher academic degree

Talent development programmes

- **Reverse mentoring** – a programme that creates space for connecting different generations and inspiring each other
- **Career Day** – a forum providing insights into opportunities for lateral development, career advancement and participation in diverse projects

* MSD Polska data, January 2026

Employee-led initiatives

Next Generation Network (NGN)
Women's Network



These two employee-driven initiatives aim to build an inclusive organizational culture and support diversity.

They create space for networking, mentoring and leadership development among employees.

They also address the challenges and needs of specific groups and communities.

MSD employees Innovation starts



Ethics culture supports innovation and entrepreneurship

Dialogue and openness to diverse perspectives are key to innovation. To strengthen employees' psychological safety and encourage them to raise and report misconduct without fear of retaliation, we continuously improve safe mechanisms for reporting concerns and ideas for improvement. Our reporting tool, MSD Ethics, is available 24/7 and allows employees and external stakeholders to raise concerns in a confidential and anonymous way.

Key focus on mental and physical health

#Empower Your Health - employee wellbeing that matters

The programme, introduced in 2024, supports both the physical and mental health of our employees.

Available initiatives include:

- **Crisis support platform**
 - continuous access to anonymous psychological support
- **Psychological Safety workshops**
 - covering all departments across the organization
- **Preventive health screenings**
 - organized in the workplace and included in the employee benefits package



Opportunity to engage in community and social projects. Employees can take up to 5 paid days annually to participate in volunteering initiatives.

MSD Polska volunteering in 2025:

- 166 hours dedicated to social activities
- involving over 130 employees
- supporting approximately 20 institutions and NGOs

Partnerships and educational projects



Who do we work with to expand the impact of our innovations?

Institutional partnerships



The Employers' Union of Innovative Pharmaceutical Companies INFARMA



American Chamber of Commerce (AmCham)



Polish Chamber of Pharmaceutical Industry (PZPPF)



Employers of Poland



Union of Entrepreneurs and Employers (ZPP)

Collaboration agreements and selected project partnerships:

- **Warsaw Health Innovation Hub** - public-private partnership under the auspices of Medical Research Agency
- **University of Warsaw** - opening cooperation in research, academic education, and knowledge exchange to improve public health in Poland
- **Medical University of Warsaw** - cooperation in education and scientific development
- **National Oncology Institute** - Research Institute in Warsaw - collaboration on research projects

Educational projects:

- Support for health education initiatives led by patient organizations
- Educational programmes for healthcare professionals
- Conference: MSD National Oncology Meeting - Onco Academy
- Program to improve the effectiveness of the patient pathway (Pathway Optimization- Programs - POP). Since its launch in 2024, more than 10 hospitals have been involved.



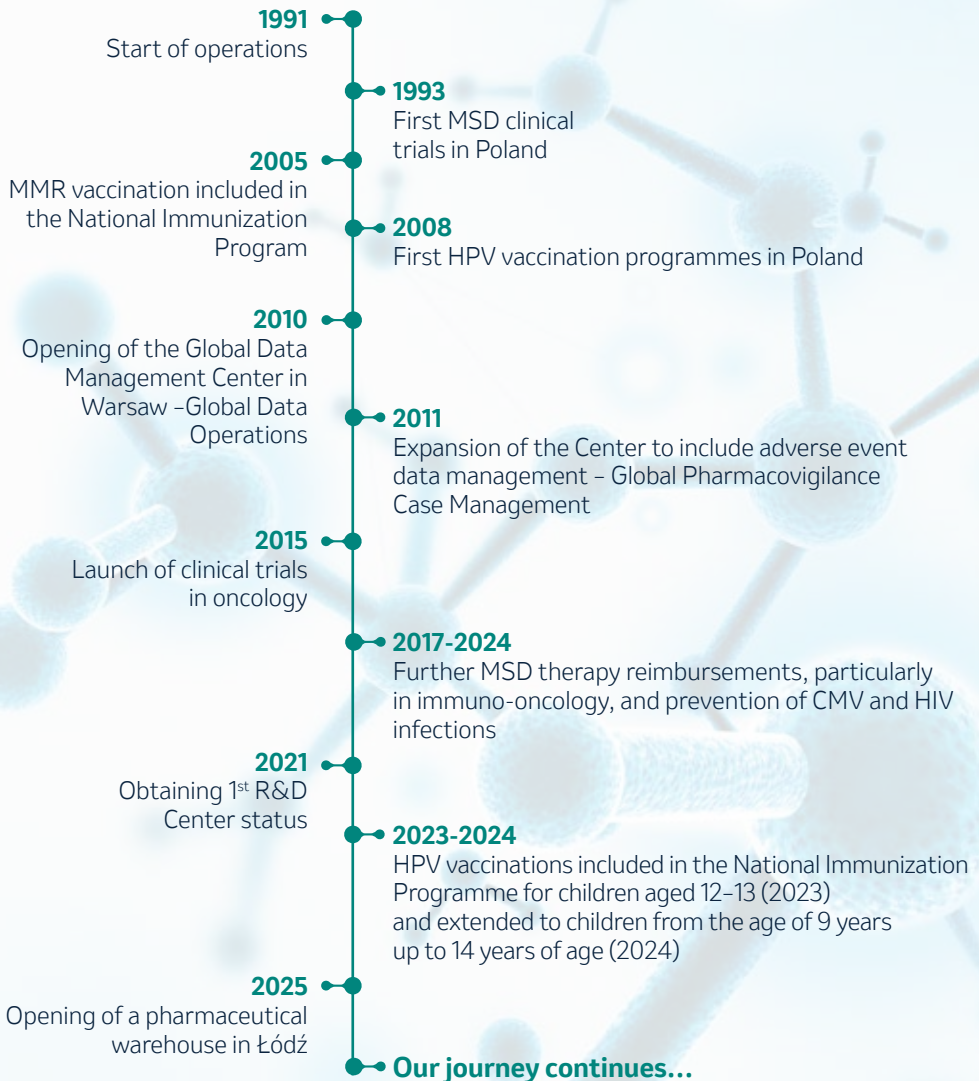
MedConnect internship programme - Enabling Future Leaders in Healthcare

A partnership programme of MSD in collaboration with Polish universities and the Medical Research Agency within the Warsaw Health Innovation Hub.

35 years of innovation that matters



How has the scope and environment of our operations in Poland evolved?



We have been recognized - and it motivates us to do more!



Contribution to the economy and investments in Poland



- **Investor Without Borders Award**
(European Economic Congress 2024)



- **ZPP Economic Award**
for dynamic growth (2025)

Corporate culture and a supportive workplace



- **Healthy Workplace Award**
title granted by the Ministry of Health for a 3-year period
(2022-2025)



- **Women-Friendly Company of the Year**
in the Równowaga competition (EFNI 2024)



- **Ethics Leader 2024, Ethical Company 2025**

Innovations in science and educational campaigns in the field of health



- **Wprost Innovator Award 2024**
(new therapy for pulmonary arterial hypertension)



- **Wprost Innovator Award 2025**
(new therapy for von Hippel-Lindau syndrome)



- **Prix Galien Poland 2024 Medal**
(educational campaign "Let's Win Against HPV!")

Where are we heading in the coming years?



- Continued development of clinical research in Poland
- Strengthening Poland's role in the global ecosystem of research and data
- Expanding access for Polish patients to innovative therapies in various of unmet medical need
- Investing in team capabilities and scientific partnerships
- Building partnerships to strengthen the healthcare system and the Polish economy

35 YEARS
The next chapters
are already waiting for us.



For 35 years, MSD has supported the development of the healthcare system in Poland, investing in innovations that matter.

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by MSD Polska Sp. z o.o.
as a general information intended
for public dissemination.

PL-NON-02553 ed. 2026_03
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