



## Total Rewards that support our employees



Invent. Impact. Inspire.

### Benefits of working with us:

Merck is committed to our people's wellbeing. We empower and support our employees in their professional and personal lives.

Total Rewards, our valuable suite of compensation and benefits programs, include financial rewards, health and wellbeing benefits, insurance programs, and a broad range of additional resources. These benefits help our team members balance personal and professional responsibilities as they pursue rich experiences, develop their skills, and grow their careers. Learn more about our Total Rewards [here](#).

### Protecting the safety and well-being of our employees and their families during COVID-19

Our company remains focused on protecting its employees and their families' safety. We thank them for their continued efforts in meeting the challenges of this crisis.

Some of the benefits we have continued to support and those we have added in response to the COVID-19 pandemic include:

- **Flexible Work Arrangements** - Our managers and employees work together to find flexible working solutions to fit every schedule.
- **Travel** - In line with our focus on employee safety, we have reduced and limited international and domestic travel.
- **Safety** - We provide premium cloth masks to employees who need to work onsite.

- **Quarantine pay** - We continue to pay employees during their quarantine period regardless of their availability to work remotely before applicable sick leave kicks in.
- **Medical benefit program** - We have removed any pandemic exclusions and also ensured the coverage of COVID-19 related testing and treatment in company-sponsored health & welfare plans. In addition, we also launched flu campaigns in various markets before the flu season.
- **Wellbeing** - Our company has implemented a global mental health “R U OK?” campaign, which includes manager training and talking points, as well as employee assistance and work-life services to support wellbeing and work-life needs. In addition, virtual fitness classes and fitness challenges are available in various markets.

Please consult with your local Talent Acquisition Advisor to learn about the benefits in your location.