

MSD Animal Health UK Limited and Intervet UK Production Limited

Stakeholder Engagement and 172(1) Statement for the period ending 31 December 2024

We are a leading Animal Health company in Great Britain, with an aim to become the partner of choice for our core customer base of vets, traders, producers and animal owners. Our products and services enable pets to lead healthier lives, to protect the human animal bond and help keep livestock to ensure a safe, wholesome and affordable food supply.

This means we operate in a demanding scientific and complex regulatory environment, and in doing so, engage with several stakeholders.

Our Code of Conduct enables our employees to operate with the highest levels of integrity at every level throughout our organisation.

Throughout the year the directors of the company have acted in good faith to promote the success of the company for the benefits of its members. The table below identifies how the directors of the company have had regard to the matters set out in section 172 (1) of the Companies Act 2006. These include the following:

- a) The likely consequences of any long-term decision
- b) The interests of the company's employees
- c) The need to foster the company's business relationships with suppliers, customers and others
- d) The impact of the company's operations on the community and the environment (also addressed within the the Streamlined Energy and Carbon Reporting report (p8-10).
- e) The desirability of the company maintaining a reputation for high standards of business conduct
- f) The need to act fairly between members of the company.

This is demonstrated through identification of our key stakeholders and how we have engaged with them throughout 2024.

	Interests	Business and Director Engagement
	<i>What are their key interests? What issues and factors are important to them?</i>	<i>How did the business and its directors engage with this stakeholder in 2024?</i>
Regulatory Bodies	<ul style="list-style-type: none"> ➤ Sets standards for interactions between industry and NOAH (National Office of Animal Health) ➤ Protect and promote the interests of animals and pet owners ➤ Compliance with financial reporting regulations 	<ul style="list-style-type: none"> ➤ Timely submission of high quality and accurate documentation ➤ Direct, open and transparent engagement on inspections, audits and enquiries (internal and external) ➤ Through industry associations, industry association boards, forums, conferences and meetings
Our People	<ul style="list-style-type: none"> ➤ Values, standards and Ways of Working (WOW) ➤ Competitive and fair compensation, benefits, flexible working, training and development opportunities ➤ Diversity and Inclusion ➤ Wellbeing, Health and Safety 	<ul style="list-style-type: none"> ➤ Regular Town Halls – globally, regionally and locally ➤ Intranet and email weekly communications across all UK sites ➤ Bi-annual employee listening surveys ➤ Employee Business Resource Groups ➤ Office of Ethics - safe to speak up environment

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	What are their key interests? What issues and factors are important to them?	How did the business and its directors engage with this stakeholder in 2024?
Customers	<ul style="list-style-type: none"> ➤ Advancing science by providing innovative products to address unmet medical needs ➤ Accurate and up-to-date Medical Information on licensed products ➤ Collaboration, Joint Working and Sharing of Information ➤ Health and high-quality care for all animals and pet owners 	<ul style="list-style-type: none"> ➤ Provide technical support to address company knowledge gaps via advisory boards or as speakers for medical education activities ➤ Provision of medical education via resources and meetings, including congress attendance ➤ Promotion of MSD products
Suppliers	<ul style="list-style-type: none"> ➤ Understanding of MSD's strategy and how the supplier can best create economic, social and environmental value through innovation and business partnering ➤ Creating a collaborative and trusting environment between the supplier and MSD ➤ That MSD acts ethically and have open and transparent processes ➤ Economic inclusion that supports supplier diversity 	<ul style="list-style-type: none"> ➤ Partner/sponsor with organisations that promote supplier diversity ➤ Engage collaboratively at a regional and global level to leverage enterprise-wide supplier relationships ➤ Work closely with the business to identify current and future needs and identify suppliers that can service these requirements ➤ Supplier Relationship management - manage and develop relationships that meet mutual long-term business objectives