

## **Merck Sharp & Dohme (UK) Limited and Schering Plough Holdings Limited**

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

For more than a century, MSD has been at the forefront of research, bringing forward medicines, vaccines, and innovative health solutions for the world's most challenging human and animal diseases. Through inclusive scientific research, enabling access to ground-breaking treatments and effective partnerships with the health system, we believe that we can cultivate a more equitable healthcare landscape that is equipped to make a real difference to patients' lives and ultimately, tip the scales on health disparities in the UK. From designing diverse and inclusive trials for our medicines and vaccines, to improving health literacy and overcoming barriers to patient access to services and treatments, we are committed to doing all we can to improve health outcomes.

What we do and how we do it matters. Our values are our core: putting patients first, respect for people, ethics and integrity and innovation and scientific excellence. 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 Non-Financial and Sustainability statement (p6) and the Streamlined Energy and Carbon Reporting report (p10-13)).
- 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.

Stakeholder Group	Interests	Business and Director Engagement
	<p><b>What are their key interests? What issues and factors are important to them?</b></p>	<p><b>How did the business and its' directors engage with this stakeholder in 2024?</b></p>
<b>Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>➤ Compliance with Medicines and Controlled Drug Regulations</li> <li>➤ Reviewing, evaluating, and approving applications for Investigational Medical Products (IMP) and Non-IMP clinical trials</li> <li>➤ Sets standards for interactions between industry and health professionals</li> <li>➤ Protect and promote the interests of patients and the public in health and social care</li> <li>➤ Compliance with financial reporting regulations</li> </ul>	<ul style="list-style-type: none"> <li>➤ Timely submission of high quality and accurate documentation</li> <li>➤ Direct, open and transparent engagement on inspections, audits and enquiries (internal and external)</li> <li>➤ Through industry associations, industry association boards, forums, conferences and meetings</li> </ul>
<b>Patients</b>	<ul style="list-style-type: none"> <li>➤ Promote the patient voice in order to improve patients' experience of healthcare</li> <li>➤ Access to safe and efficacious medicines and vaccines</li> <li>➤ Minimal burden associated with clinical trial participation</li> </ul>	<ul style="list-style-type: none"> <li>➤ Engaged directly (meetings, membership, social media and events), as well as indirectly (through industry associations) to ensure the development of any solution, treatment, or digital strategy is patient-centric</li> <li>➤ Indirect engagement through clinical trial participation and data collection.</li> </ul>
<b>Government and Payers</b>	<ul style="list-style-type: none"> <li>➤ Set the policies, rules, regulations and operating environment for life sciences, health, medicines and vaccines</li> <li>➤ Responsible for providing evidence-based guidance on health and social care</li> <li>➤ Ensure accountability of the health and care system to Parliament and the taxpayer</li> <li>➤ Support the NHS to deliver high quality, safe and sustainable care.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Directly through meetings and written submissions to inquiries and consultations. Indirectly through industry associations</li> <li>➤ Enable our product for the benefit of the patient through HTA and Regulatory approvals and supply to the markets in line with the contracts with government bodies</li> <li>➤ Indirect engagement via industry (ABPI) association boards</li> </ul>
<b>Health Care Practitioners (HCP's) and Health Care Organisations (HCO's)</b>	<ul style="list-style-type: none"> <li>➤ Accurate and up-to-date Medical Information on licensed products</li> <li>➤ Collaboration, Joint Working and Sharing of Information</li> <li>➤ Health and high-quality care for all</li> <li>➤ Advancing science by providing modern medicines and vaccines to patients to address unmet medical needs</li> </ul>	<ul style="list-style-type: none"> <li>➤ Provision of Medical Information in response to individual, unsolicited enquiries</li> <li>➤ Engagement as consultants to address company knowledge gaps via advisory boards or as speakers for medical education activities</li> <li>➤ Provision of medical education via resources and meetings, including congress attendance</li> <li>➤ Collaborative working, including Joint Working Projects and proactive Medical Educational Goods and Services (MEGS).</li> <li>➤ Promotion of MSD Medicines and Vaccines</li> </ul>

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<b>Our People</b>	<ul style="list-style-type: none"> <li>➤ Values, standards and Ways of Working (WOW)</li> <li>➤ Competitive and fair compensation, benefits, flexible working, training and development opportunities</li> <li>➤ Diversity and Inclusion</li> <li>➤ Wellbeing, Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>➤ Regular Town Halls – globally, regionally and locally</li> <li>➤ Intranet and email weekly communications across all UK sites</li> <li>➤ Bi-annual employee listening surveys</li> <li>➤ Employee Business Resource Groups</li> <li>➤ Office of Ethics - safe to speak up environment</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>➤ Understanding of MSD's strategy and how the supplier can best create economic, social and environmental value through innovation and business partnering</li> <li>➤ Creating a collaborative and trusting environment between the supplier and MSD</li> <li>➤ That MSD acts ethically and have open and transparent processes</li> <li>➤ Economic inclusion that supports supplier diversity</li> </ul>	<ul style="list-style-type: none"> <li>➤ Partner/sponsor with organisations that promote supplier diversity</li> <li>➤ Engage collaboratively at a regional and global level to leverage enterprise-wide supplier relationships</li> <li>➤ Work closely with the business to identify current and future needs and identify suppliers that can service these requirements</li> <li>➤ Supplier Relationship management - manage and develop relationships that meet mutual long-term business objectives</li> </ul>