



# MSD in Switzerland

2024/2025

## Our company



MSD is known as Merck & Co., Inc., Rahway, N.J., USA in the United States and Canada. We are unified around our purpose: **We use the power of leading-edge science to save and improve lives around the world.**

As a leading biopharmaceutical company, we are at the forefront of scientific research, working tirelessly to provide innovative health solutions to advance the prevention and treatment of diseases in both humans and animals.

Learn more about us at [msd.ch](https://www.msd.ch)

Click here to read our [Purpose for Progress Impact Report 2024/2025](#)

## Our presence in Switzerland

 **5** MSD sites incl. **1** Research & Development Site

 **~ CHF 162 million** investment in research since 2012

 **> 1,000** employees with 70 nationalities

 **> 700k people** and **~5M animals** impacted by our medicines & vaccines


 **Manufacturing** for Global Clinical Trials

 **> 60** years in Switzerland


 **1 out of 4** forensic labs worldwide

 **Strong representation** in industry associations

 **55 %** proportion of women employed

 **> 60** clinical trials in 2024 and 2025

 **~ 800** vendor partnerships

 **~ 700** enrolled subjects (cumulative)



## Global awards and recognitions

### 2024 & 2025

#### Time

#28 of 500 on the World's Most Sustainable Companies in 2024 and #38 in 2025.

### 2024 & 2025

#### Newsweek and Statista

America's Most Responsible Companies – #1 overall and #1 in the sector in 2024 and in 2025.



## Swiss awards and recognitions

### 2024 & 2025

#### We are a Top Employer

For the 12th & 13th time in a row, MSD has received the "Top Employer" award in 2024 and 2025. In 2025, MSD was also recognized as "LinkedIn Top Company".

### 2024 & 2025

#### Swiss LGBTI-Label

A certification awarded to companies and organizations with an open and inclusive culture.

# Our purpose for impact

Operating responsibly is integral to our strategy and underscores our pledge to foster a safe, sustainable and healthy future for communities worldwide.

By integrating sustainability throughout our operations, we deliver value for our business and shareholders and create opportunities to better serve patients, customers, employees and society.



Initiated by MSD in 2022, PINK CUBE Test Your Breast is a unique initiative to promote breast cancer prevention in Switzerland.

## Our company-wide sustainability focus areas



Access to Health



Employees



Environmental Sustainability



Ethics & Values



National Future Day in November: Each year, MSD Switzerland invites employees to share their workplace with their children.

## Our efforts in Switzerland are aligned with our sustainability strategy

At MSD, we continuously strive to make our working methods more ecological and to shape the healthcare system to be increasingly diverse and inclusive, as well as to strengthen the health literacy of patients worldwide. We are convinced that sustainable action is also the key to long-term success.

With our commitment, we contribute to the United Nations (UN) Sustainable Development Goals (SDGs) as part of the 2030 Agenda for Sustainable Development.

In doing so, we create added value for patients, our customers, society, and ourselves as a company.

# Our impact areas of focus

## Local initiatives



### Access to Health

#### We aim to improve awareness, prevention and facilitate access

Our commitment to improving access to healthcare is grounded in meaningful collaboration with caregivers, authorities, research institutions, and patient associations. By actively engaging with these stakeholders, we identify and address gaps in the patient journey and health literacy, ensuring that everyone receives comprehensive care and fully understands their health. Additionally, our efforts in disease prevention contribute to better population health and more sustainable health care.

Examples of our initiatives supporting these goals include PINK CUBE Test Your Breast, Lucerne Health Trend Days, the Patient Sounding Board, and many more. You will find more details about these collaborations in the following pages.



PINK CUBE Test Your Breast winning both, the Audience Award and the Responsibility Award at the 6th Night of Sponsoring in 2025.



### Employees

#### Driving diversity, inclusion and engagement for our people

We are committed to a diverse, skilled, and engaged workforce. We foster a positive work environment and well-being through community building and initiatives that promote inclusion and diverse perspectives.

**Employee Business Resource Groups (EBRGs):** Led by passionate employees, serve as cultural and educational resources. In Switzerland, we have 7 active EBRGs, including Rainbow Alliance, League of Employees of African Descent, CapABILITY, Women's & Next Gen Network, Asia Pacific Association, and Alianza.

**Gender Equality:** We strive for equal opportunities and a 50/50 gender balance across all levels. Our Gender-Neutral Parental Leave Policy reflects this commitment.

**One MSD:** This initiative supports an inclusive culture and employee well-being through company events and volunteering opportunities.



MSD Switzerland at the Zurich Pride 2025.

# Our impact areas of focus

## Local initiatives



### Environmental Sustainability

#### Energy efficiency and zero emissions

As a company, MSD is committed to achieving net-zero greenhouse gas (GHG) emissions across our global operations (Scopes 1, 2, and 3) by 2045. Reaching our sustainability goals, 100% of the electricity purchased for our MSD Switzerland facilities comes from renewable energy sources. We continuously strive to minimize our environmental footprint at these sites.

**LEED Platinum** is the highest global standard for sustainable building design. Our office in The Circle in Zurich and our new Rösslimatt headquarters in Lucerne (opening 2026) both hold this certification, reflecting our commitment to environmental responsibility and energy efficiency. Additionally, The Circle is **WELL Gold** certified, recognizing its focus on occupant health and well-being.



MSD's  
LEED Platinum  
Certificate



MSD's  
WELL Gold  
Certificate

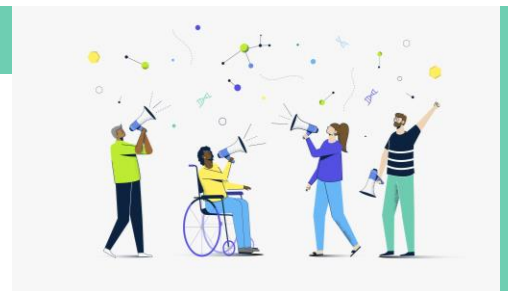


### Ethics and Values

#### Foster a "Speak up" culture

We are committed to fostering a culture of safety where employees feel empowered to voice their concerns, a commitment reinforced through leadership communication and initiatives such as individual psychological safety training. Additionally, MSD has appointed Ethics Ambassadors at each site who are connected to the global program at [www.msdeethics.com](http://www.msdeethics.com) and receive ongoing training to uphold our ethical standards.

In 2024, over 99% of our employees in Switzerland completed the annual Leading With Ethics & Integrity training series, designed to build trust and promote inclusion and well-being within our workplace.



MSD Ethics Ambassadors invite employees to speak up.

## Lucerne Health Trend Days



Every year, more than 600 decision-makers and influencers in the areas of medicine, science, economics and politics meet to discuss trends and perspectives in the Swiss healthcare system at the Trendtage Gesundheit at KKL Lucerne. As a Lucerne-based biopharmaceutical company, MSD has supported this leading national industry event for many years and has been a principal partner since 2013. MSD is a member of the advisory board and gives input on identifying annual trends and defining the symposium content. [More](#)

## Race for Life



Race for Life is an annual event in Bern designed to raise awareness and funds for cancer research and support. It brings together participants of all ages to promote community solidarity and hope for those affected by cancer. MSD partnered with Race for Life from 2022 to 2024. [More](#)

## Lucerne City Run



MSD partners with the Lucerne City Run (Luzerner Stadtlauf) since 2025 to promote community engagement and health. This initiative aligns with our sustainability goals by encouraging physical activity, team spirit and well-being. Our support for around 1,000 children in the event underscores our commitment to empowering the next generation and fostering inclusive opportunities. [More](#)

## MSD Cancer Carer Barometer



The MSD Cancer Care Barometer (Krebsbarometer), launched in 2021, surveys public opinion on cancer care in Switzerland with a focus on prevention and early detection. In 2025, it gathered responses from 1,250 people across all language regions, 10–11% of whom reported personal or family cancer experience. Developed by GFS Bern and MSD, the Barometer combines feedback from patients, healthcare professionals and the public to assess care quality, reveal disparities and highlight improvement areas — including communication, timely access to treatment and long-term survivor needs — making it a key resource for policymakers and providers to improve cancer care and outcomes. [More](#)

## MSD Patient Sounding Board



The Oncology Patient Sounding Board aims to integrate patients' voices into daily business operations by facilitating a two-way exchange of information, allowing both patients and industry to learn from each other. The objective of working with advocacy groups is to empower patients and caregivers, strengthen relationships with oncology patient advocacy groups, and enhance patient advocacy in the political environment. Overall, the board seeks to create a more patient-centered approach in our business. The initiative has now been expanded to include other therapeutic areas as well.

## PINK CUBE Test Your Breast



Initiated by MSD in 2022, PINK CUBE Test Your Breast is a unique initiative to promote breast cancer prevention in Switzerland, raise public and political awareness, impart knowledge, and strengthens early detection during the roadshows of Breast Cancer Awareness Month in October and throughout the year. In 2024, 471 people were screened of whom 34 people were transmitted to further medical care. The same year PINK CUBE Test Your Breast won both the Audience Award and the Responsibility Award on the 6<sup>th</sup> Night of Sponsoring. [More](#)

## HPV vaccination for MSD employees



Since 2023, MSD's Power to Protect and LiveEarnGrow partnered with Benu Pharmacy Group to offer HPV vaccination to female employees aged 27-45, expanding the existing MSD employee vaccination program. More than 60 female employees were vaccinated in 2024 and 2025. Simultaneously, Power to Protect promotes HPV awareness through Lunch & Learns, the HPV Ambassador Program (185 members), newsletters, and videos targeting young adults, parents, and women up to 45 years old.

## Diversity & Inclusion (D&I)



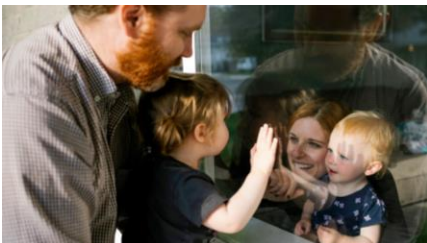
Diversity & Inclusion (D&I) is a top priority at MSD, reflected in our strong commitment at the highest company levels. In Switzerland, we aim for pay equity and sustainable gender parity, targeting a balanced 50-50% representation. To support this, MSD partners with Advance, a leading Swiss business association for gender equality. Internally, we promote our Gender Parity Workstream, which includes initiatives like Inclusive Leader Journey training and Female Listening Circles. Since 2022, MSD Switzerland has supported Zurich Pride, a peaceful political demonstration commemorating the 1969 Stonewall uprising – the start of the global LGBTQ+ civil rights movement.

## Volunteering



Through MSD's Corporate Volunteering Program, employees can dedicate up to 40 working hours per year to support non-profit organizations. In 2024, our employees spent over 1'000 hours volunteering for charitable organizations. In 2025, MSD partnered with Copalana to make it easier for employees to participate in volunteer opportunities and to broaden the program's reach within the community and beyond.

## Gender-neutral parental leave



We are committed to fostering work-life balance and celebrating gender equality. An example of this commitment is our Gender-Neutral Parental Leave policy. This initiative provides both new parents, also in case of adoption, with 16 weeks of paid leave to care for the child and strengthen family bonds.

## LiveEarnGrow



LiveEarnGrow aims to cultivate a collaborative and inclusive workplace culture at MSD, focusing on boosting employee engagement and well-being. Its foundation rests on four key pillars: Prevention, Balance, Movement, and Fuel. The program drives impactful initiatives such as wellness programs, diversity training, and sustainability projects, all designed to foster positive change both within the organization and in the wider community. Examples include employee vaccination campaigns, Bike to Work challenges, yoga classes, the PINK Ribbon Walk, and nutrition workshops.

## Financial literacy course for women



Financial literacy courses play a crucial role in empowering women, reducing inequalities, and driving economic growth - benefiting society as a whole. In 2024, MSD developed and delivered a comprehensive four-course curriculum covering various key aspects of financial literacy. Recordings of these sessions are now available for future reference and ongoing learning.

## LEED & WELL Certification



Leadership in Energy & Environmental Design (LEED) and WELL certifications are globally recognized standards that focus on creating environmentally friendly buildings and promoting the health and well-being of their occupants. We're proud that The Circle building in Zurich is already LEED Platinum and WELL Gold certified.

## Renewable energy



MSD is committed to achieving net-zero greenhouse gas (GHG) emissions across our global operations (Scopes 1, 2, and 3) by 2045, reflecting our dedication to climate action. Reaching our sustainability goals, 100% of the electricity purchased for our MSD Switzerland facilities comes from renewable energy. We continuously strive to improve energy efficiency and reduce our environmental footprint at these sites.

## Embracing sustainability



At MSD, we are committed to minimizing our environmental footprint through targeted waste reduction and resource efficiency initiatives. By implementing centralized trash bins to reduce plastic waste, establishing dedicated recycling zones, and adopting a centralized badge printing system, we effectively reduce waste generation across all our sites. In addition, our sustainability efforts extend to energy and resource optimization. We have transitioned to energy-efficient LED lighting, optimized heating and ventilation systems, and utilize lake water for cooling at our Lucerne Citybay office – collectively advancing our goal of creating a greener, more sustainable workplace.

## MOJO/ Embracing sustainability



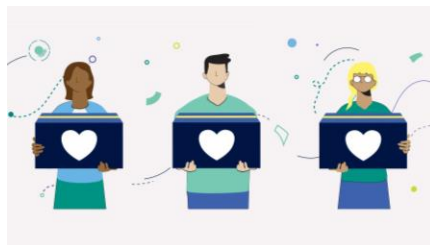
Our The Circle building has achieved MOJO Gold certification! This certification, awarded by the Mobility Mojo accessibility evaluation tool, helps organizations standardize and improve the accessibility of their buildings. It reflects our commitment to creating inclusive spaces for all employees and visitors.

## Speak up



Being ethical goes beyond following the law. Our Global Ethics Program ensures all employees adhere to our Code of Conduct, promoting accountability, respect, and ethical decision-making. Through training, communication, and monitoring, we empower employees to handle ethical challenges and encourage speaking up without fear of retaliation. We build trust with stakeholders by demonstrating our commitment to our values. We do not tolerate workplace wrongdoing and provide a safe process for voicing concerns.

## Ethics Ambassadors



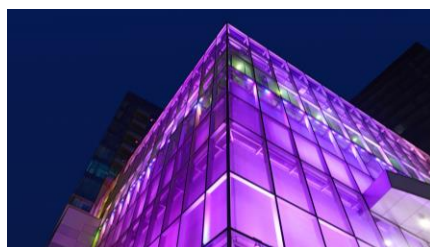
The Ethics Ambassador Program plays a vital role in ensuring that every employee knows how and where to raise concerns, feels safe speaking up and can do so without fear of retaliation. In Switzerland, two Ethics Ambassadors are established at each of the five sites. They are assisting employees who have questions about how or to whom they can speak up and raise a concern in addition to talking to the manager, HR, Legal, or reach out to [msdeethics.com](https://www.msdeethics.com).

## MSD pension fund investments in ESG



Investing in ESG is crucial not only for fostering sustainable practices and mitigating risks but also for aligning financial goals with ethical values. As the focus on sustainability and social responsibility grows, ESG investments are becoming an essential component of our forward-thinking pension fund investment strategy. At the end of 2024, the MSD Pension Fund invested more than CHF 80 millions in ESG funds.

## MSD light-up initiative



Through our initiative, we illuminate our offices year-round to raise awareness for important causes, including American Heart Month, Black History Month, International Women's Day, and Earth Hour. We also recognize days like World Autism Awareness Day and Mental Health Awareness Month, fostering a supportive community and celebrating diversity.



## About MSD

MSD is known as Merck & Co., Inc., Rahway NJ, USA. In Switzerland, MSD is an affiliate of Merck & Co., Inc., Rahway, NJ., U.S.A. We are unified around our purpose: We use the power of leading-edge science to save and improve lives around the world. For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. We aspire to be the premier research-intensive biopharmaceutical company in the world – and today, we are at the forefront of research to deliver innovative health solutions that advance the prevention and treatment of diseases in people and animals. We foster a diverse and inclusive global workforce and operate responsibly every day to enable a safe, sustainable and healthy future for all people and communities. For more information, visit [www.msd.ch](http://www.msd.ch) and connect with us on LinkedIn, Instagram and YouTube.

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