Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
MERCK US PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1956

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
MERCK & CO., INC.

126 EAST LINCOLN AVENUE
P.O. BOX 2000
RAHWAY, NJ 07065

2b Employer Identification Number (EIN)
22-1918501

2c Plan Sponsor's telephone number
732-594-4000

2d Business code (see instructions)
325410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/29/2026	TIMOTHY G. DILLANE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

MERCK SHARP & DOHME LLC

126 EAST LINCOLN AVENUE
P.O. BOX 2000
RAHWAY, NJ 07065

3b Administrator's EIN
22-1261880

3c Administrator's telephone number
732-594-4000

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	71380
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	28038
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	28558
b	Retired or separated participants receiving benefits	**6b**	12015
c	Other retired or separated participants entitled to future benefits	**6c**	28711
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	69284
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1977
f	Total. Add lines **6d** and **6e**.	**6f**	71261
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	362
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1C 1D 1E 3H 3F

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☐ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
MERCK US PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MERCK & CO., INC.

D Employer Identification Number (EIN)
22-1918501

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	9056524746
b Actuarial value	**2b**	9019794921

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	13465	2049616176	2049616176
b For terminated vested participants	30022	2981544236	2981544236
c For active participants	28038	3845998619	4258213546
d Total	71525	8877159031	9289373958

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.36 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	339997301
b Expected plan-related expenses	**6b**	30900000
c Target normal cost	**6c**	370897301

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/16/2026
Date

SUSAN J. FEIGHTNER
Type or print name of actuary

26-08170
Most recent enrollment number

BUCK GLOBAL, LLC
Firm name

412-290-1956
Telephone number (including area code)

600 GRANT STREET
SUITE 2880
PITTSBURGH, PA 15219
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	453463848
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	453463848
10	Interest on line 9 using prior year's actual return of 3.08 %	0	13966687
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		157434585
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.12 %		8060651
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		165495236
d	Portion of (c) to be added to prefunding balance		165495236
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	632925771

Part III Funding Percentages

14	Funding target attainment percentage	14	90.28 %
15	Adjusted funding target attainment percentage	15	90.28 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	103.86 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
02/13/2025	70000000	0			
04/10/2025	70000000	0			
05/08/2025	70000000	0			
			Totals ► 18(b)	210000000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	207326178

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	370897301
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	902504808	84149947
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	455047248

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	247721070	247721070

36 Additional cash requirement (line 34 minus line 35)	**36**	207326178
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	207326178
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MERCK US PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MERCK & CO., INC.

D Employer Identification Number (EIN)
22-1918501

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCK & CO. MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): MERCK & CO., INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
13-6366355-001	M	11086798426

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MERCK US PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
MERCK & CO., INC.

D Employer Identification Number (EIN)
22-1918501

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	36283872	31466419
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	10053799414	11086798426
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	10090083286	11118264845
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	10090083286	11118264845

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	210000000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		210000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		1433652692
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		1643652692
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	607904853	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		607904853
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	7566280	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		7566280
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		615471133
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1028181559
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PRICEWATERHOUSECOOPERS LLP **(2)** EIN: 13-4008324

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		80000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 583513.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MERCK US PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
MERCK & CO., INC.

D Employer Identification Number (EIN)
22-1918501

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): _____ _____

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 1580

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 55.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 39.0 %
High-Yield Debt: _____ % Real Assets: 3.0 % Cash or Cash Equivalents: 3.0 % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Merck US Pension Plan

Financial Statements
December 31, 2025 and 2024

Merck US Pension Plan
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December 31, 2025 and 2024

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Note: Schedules required by 29 CFR 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Report of Independent Auditors

To the Administrator of Merck US Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of Merck US Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended and the statement of accumulated plan benefits as of December 31, 2024 and the related statement of changes in accumulated plan benefits for the year then ended, including the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024 and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PricewaterhouseCoopers LLP
300 Madison Avenue
New York, New York 10017
(646) 471 3000

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.



New York, New York
September 23, 2026

Merck US Pension Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024
($ in thousands)

	2025	2024
Assets		
Investments, at fair value (Note 3)		
Interest in Master Retirement Trust	$ 9,980,630	$ 9,014,556
Net assets held in 401(h) account (Notes 3 and 8)	1,106,167	1,039,242
Advance benefit payment to paying agent	31,446	36,264
Income tax receivable	20	20
Total assets	11,118,263	10,090,082
Liabilities		
Amounts related to obligation of 401(h) account (Note 8)	(1,106,167)	(1,039,242)
Total liabilities	(1,106,167)	(1,039,242)
Net assets available for benefits	$ 10,012,096	$ 9,050,840

The accompanying notes are an integral part of these financial statements.

Merck US Pension Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2025 and 2024
($ in thousands)

	2025	2024
Additions to net assets attributed to		
Interest in the net income from Master Retirement Trust	$ 1,347,623	$ 253,236
Employer contributions	210,000	160,000
Total additions	1,557,623	413,236
Deductions from net assets attributed to		
Benefit payments	(588,801)	(536,237)
Administrative expenses	(7,566)	(7,145)
Total deductions	(596,367)	(543,382)
Net increase (decrease)	961,256	(130,146)
Net assets available for benefits		
Beginning of year	9,050,840	9,180,986
End of year	$ 10,012,096	$ 9,050,840

The accompanying notes are an integral part of these financial statements.

Merck US Pension Plan
Statements of Accumulated Plan Benefits and Changes in Accumulated Plan Benefits
($ in thousands)

	December 31, 2024
Vested benefits	
Participants currently receiving payments	$ 1,749,961
Other participants	5,246,915
Total vested benefits	6,996,876
Nonvested benefits	376,159
Total actuarial present value of accumulated plan benefits	$ 7,373,035

	Year Ended December 31, 2024
Actuarial present value of accumulated plan benefits, beginning of year	$ 7,376,394
Increase (decrease) during the year attributed to	
Interest	551,279
Benefits paid	(536,237)
Benefits accumulated and other	266,439
Assumption changes (Note 4)	(284,840)
Net decrease	(3,359)
Actuarial present value of accumulated plan benefits, end of year	$ 7,373,035

The accompanying notes are an integral part of these financial statements.

1. Description of the Plan

The following description of the Merck US Pension Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

Merck & Co., Inc. ("Merck" or the "Company") is the Plan Sponsor (the "Sponsor"). The Plan is a noncontributory, defined benefit plan which provides retirement income to eligible employees and former employees of Merck Sharp & Dohme LLC ("MSD") and participating subsidiaries not covered by collective bargaining agreements unless specified by the applicable collective bargaining agreement. The Plan also provides retirement income to previous participants in the Legacy Schering-Plough Retirement Plan and the Retirement Account Plan for the Organon BioSciences U.S. Affiliates, both of which merged with and into the Plan.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Internal Revenue Code of 1986 ("IRC"), in each case, as amended.

The Plan is administered by management committees appointed by the Company's Chief Executive Officer or the Compensation and Management Development Committee of the Board of Directors of Merck (collectively, the "Plan Administrator").

Funding Policy

Section 412 of the Internal Revenue Code requires the maintenance of a funding standard account, which was established for this Plan as of January 1, 1976. The Company's funding policy is to make annual contributions to the Plan in amounts that fall between the minimum and maximum range permitted by the Internal Revenue Code and as determined in consultation with the Plan's actuary. Contributions are made to the Plan so that no deficiency on an accrual basis exists in the funding standard account at the end of any plan year.

Participants' Contributions

Since January 1, 1973, no contributions by participants have been required.

Participation and Vesting

For eligible employees hired before January 1, 2013, participation began on January 1 or July 1 following the date of hire. For eligible employees hired on or after January 1, 2013, participation begins on the date of hire. Vesting service commences on the date of hire and full vesting is attained after three full or partial (as defined in the Plan document) years of service for most participants.

Retirement and Benefits

Active participants in the Plan as of December 31, 2012 accrued benefits under a traditional formula based on final average compensation multiplied by years of credited service (maximum 35 years), reduced by a portion of social security benefits. For participants accruing benefits under the traditional formula, normal retirement age is 65 and early retirement age is 55 with 10 years of credited service. There is no age or service requirement for disability retirement. An unreduced early retirement benefit is available for most participants at age 62. Benefits accrued under the traditional formula provide a death benefit to spouses of active married participants or estates of active unmarried participants, and to spouses of inactive participants with a vested benefit.

Before July 1, 1995, participants who met the Rule of 85 (age plus service equals or exceeds 85) could receive unreduced benefits at retirement. Participants who were at least age 40 as of July 1, 1995, retained limited rights to grow into this benefit. Certain employees who terminated under a special separation program were provided the right to receive the Rule of 85 benefits or the subsidized early retirement benefit otherwise available only to retirees.

The Plan also provides retirement income benefits to participants of the former Legacy Schering-Plough Retirement Plan who accrued benefits under a traditional formula based upon the participant's average final earnings, years of service and Social Security income, reduced for early retirement. Death and disability benefits are also available under the Plan. Benefits become fully vested after three years of vesting service.

The Plan also provides cash balance pension benefits to a closed group of employees and former employees of the U.S. affiliates of Organon BioSciences based on accumulated amounts in a hypothetical account maintained for each participant. Pension benefits are based on years of service and eligible pay up to December 31, 2006, including interest credits on each participant's account balance until the month of withdrawal. Interest is credited to the account balance at the greater of 4% or the annual rate for 10-year Treasury bonds at the beginning of each period. Certain employees who met specified age and service conditions on January 1, 1998, are eligible to receive a final average pay benefit instead of a cash balance benefit. Plan participants have the option of receiving benefits upon termination of employment or to defer payments to a later date. Death and disability benefits are also available under the Plan.

Effective January 1, 2013, active participants accrue benefits using a cash balance formula based on age, service, pay and interest, which accumulate in a hypothetical account maintained for each participant. The hypothetical accounts receive pay and interest credits annually. The pay credits are a percentage of total pay as defined in the Plan document ranging from 4.5% to 10% of total pay based on the participants' age and years of service as of December 31 of the plan year. The interest credits are calculated annually on the account balance as of the previous December 31, based on a rate which is the greater of 1) the percentage change in Consumer Price Index for the prior year plus 3%, or 2) 3.3%, which resulted in a rate of 5.7% and 6.1% for 2025 and 2024, respectively. During a transition period from January 1, 2013, through December 31, 2019, participants who were eligible for US benefits as of December 31, 2012, regardless of which plan they participated in prior to the merger, earned the greater of the benefit as calculated under the employee's legacy traditional formula or their new cash balance formula. For all service after December 31, 2019, participants will earn future benefits under only the cash balance formula. For new hires after January 1, 2013, retirement income is based entirely on the cash balance formula.

Master Retirement Trust

The assets of the Plan are maintained in the Master Retirement Trust, for investment purposes only, on a commingled basis with the assets of the Retirement Plan for the Hourly Employees of MSD, the MSD Puerto Rico Pension Plan, and the MSD Salaried 401(h) Postretirement Health account (the "Merck 401(h) account"). See Note 6 for further discussion of the plans' ownership interests.

Plan Termination
Although it has not expressed any intention to do so, the Company has the right under the Plan to modify the benefits provided to participants, to discontinue its contributions at any time, and to terminate the Plan subject to the provisions set forth in ERISA. In the event that the Plan is terminated, the assets of the Plan would be distributed among its members and their beneficiaries in the order and manner prescribed by ERISA. Any residual assets of the Plan may be distributed to the Sponsor if all liabilities of the Plan, to its members and their beneficiaries, have been satisfied and the distribution does not contravene any provision of law. Any such residual assets attributable to member contributions, however, shall be equitably distributed to the members who made such contributions (or their beneficiaries) in accordance with their rate of contributions.

The Pension Benefit Guaranty Corporation ("PBGC"), established by ERISA as a nonprofit organization within the Department of Labor, gives further protection against possible loss of benefits. Subject to certain limitations specified by law, the PBGC insures the vested benefits of participants under the Plan in the event the contributions prove to be insufficient. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Sponsor and the level of benefits guaranteed by the PBGC.

2. Summary of Accounting Policies

Basis of Accounting
The accompanying financial statements are prepared on the accrual basis of accounting and are in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Payment of Benefits
Benefit payments to participants are recorded upon distribution.

Use of Estimates
The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition
Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Master Retirement Trust's valuation policies utilizing information provided by investment advisers and Bank of New York Mellon, the trustee of the Plan (the "Trustee"). See Note 7 for discussion of fair value measurements. The interest in the net income (loss) from the Master Retirement Trust includes interest, dividends, investment related expenses and net appreciation (depreciation) in the fair value of investments. Purchases and sales of securities are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date. Interest income is recorded on the accrual basis. The net appreciation (depreciation) in fair value of investments consists of the realized gains and losses on the sales of investments and the unrealized appreciation (depreciation) of investments.

Administrative Expenses
Administrative expenses, to the extent such expenses are not paid directly by the Company, are paid by the Plan. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying Statements of Changes in Net Assets Available for Benefits.

Risks and Uncertainties
The actuarial present value of accumulated plan benefits is prepared based on certain assumptions pertaining to interest and mortality rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

The Plan provides for investments in various investment securities. Investment securities in general are exposed to various risks and may decline in value for several reasons, including changes in prevailing interest rates and credit availability, increases in defaults, increases in voluntary prepayments for investments that are subject to prepayment risk under normal market conditions, widening of credit spreads and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits and the Statements of Changes in Net Assets Available for Benefits.

3. Information Certified by Trustee

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Investments held as of December 31, 2025 and 2024, and investment income (loss) for the years then ended, including investment information related to the Merck 401(h) account (see Note 8), that are disclosed in the accompanying financial statements and notes to financial statements, were obtained or derived from information certified as complete and accurate by the Trustee. Such information is as follows:

Statements of Net Assets Available for Benefits
December 31:

	2025	2024
Assets		
Investments, at fair value		
Interest in Master Retirement Trust, at fair value	$ 9,980,630	$ 9,014,556
Net assets held in 401(h) account in Master Retirement Trust (Note 8)	1,106,167	1,039,242

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31:

	2025	2024
Additions to net assets attributed to		
Interest in the net income from Master Retirement Trust	$ 1,347,623	$ 253,236

The fair value of the investment assets and liabilities of the Master Retirement Trust, Merck US Pension Plan Interest, and Merck 401(h) Account Interest, as shown in Note 6 as of December 31, 2025 and 2024, and the investment income (loss) of the Master Retirement Trust for the years then ended, are also certified by the Trustee.

4. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits represent the estimated future periodic payments under the Plan's provisions that are attributable to services rendered by employees through the valuation date. Accumulated plan benefits include benefits expected to be paid to the following: (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' annual compensation as a Plan participant. The accumulated plan benefits for active employees are based on their compensation ending on the date as of which the benefit information is presented subject to the minimum benefit in effect as of such date. Benefits payable under all circumstances (i.e., retirement, death, disability, and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary, and that amount results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuations as of December 31 are as follows:

	2024	2023
Lump sum rate	Implied forward rates embedded in the 12/31/2024 Willis Towers Watson RATE: Link 60th to 90th percentile yield curve	Implied forward rates embedded in the 12/31/2023 Willis Towers Watson RATE: Link 60th to 90th percentile yield curve
Discount rate	8.00%	7.75%
Interest crediting rate	5.75% (current year), 5.40% (future years)	6.14% (current year), 5.35% (future years)
Mortality table		
Post commencement	Pri-2012 Retiree White-Collar Private Retirement Plans Mortality Tables	Pri-2012 Retiree White-Collar Private Retirement Plans Mortality Tables
	Mortality Improvement: Generational projection based on Buck Modified 2021 projection scale	Mortality Improvement: Generational projection based on Buck Modified 2021 projection scale
Pre commencement	Pri-2012 Employee White-Collar Private Retirement Plans Mortality Tables	Pri-2012 Employee White-Collar Private Retirement Plans Mortality Tables
	Mortality Improvement: Generational projection based on Buck Modified 2021 projection scale	Mortality Improvement: Generational projection based on Buck Modified 2021 projection scale
Lump sum mortality	2025 and 2026 IRC Section 417(e)(3) Mortality Tables used for payments in 2025 and 2026 and later, respectively	2024 and 2025 IRC Section 417(e)(3) Mortality Tables used for payments in 2024 and 2025 and later, respectively
Retirement age	55-72 (average retirement age of 63)	55-72 (average retirement age of 63)
Lump sum utilization	Salaried - 80%, LSP - 60%, OBS RAP - 65% cash balance/55% ANRP participant elect a lump sum payment	Salaried - 80%, LSP - 60%, OBS RAP - 65% cash balance/55% ANRP participant elect a lump sum payment

The impact of the changes in discount rates/lump sum interest rates, offset by changes in lump sum mortality and interest crediting rates, resulted in a net decrease in the actuarial present value of accumulated plan benefits of $284,840 which is reflected in the Statement of Changes in Accumulated Plan Benefits.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025 and 2024. Had the computations been performed as of December 31, 2024 and 2023, there would be no material differences.

5. Contributions

Minimum contributions by the Company are calculated based on actuarial assumptions. There was no minimum contribution to the Plan required for the years ended December 31, 2025 and 2024. The Plan has met the minimum funding requirements of ERISA. Additionally, the Company makes contributions to the Merck 401(h) account (see Note 8) within the maximum annual deductibility under the IRC and at the discretion of the Company.

6. Net Assets Held in the Master Retirement Trust

Assets of the Master Retirement Trust are held in pools segregated primarily by investment type. Each plan's interest in a pool is established to create an asset allocation that is expected to deliver a rate of return sufficient to meet the long-term obligation of each plan, given an acceptable level of risk. The Plan maintains an undivided interest in each pool of investments held by the Master Retirement Trust.

The fair value of the Plan's interest is based on the beginning of year value plus actual contributions and allocated investment income, less actual distributions and allocated administrative expenses. Investment income and administrative expenses of the Master Retirement Trust are allocated monthly to each plan based on the relationship of each plan's interest in each pool of the Master Retirement Trust to the total interest of all plans in the Master Retirement Trust. The allocation is based on the previous month's ending balance. Within the Plan, investment income and administrative expenses are further allocated between the Merck 401(h) account and other assets of the Plan.

A summary of the net assets of the Master Retirement Trust, the Plan's interest in the Master Retirement Trust, and the Merck 401 (h) account's interest in the Master Retirement Trust as of December 31 is as follows:

	2025				
	Master Retirement Trust	Merck US Pension Plan Interest	Merck US Pension Plan Interest percentage of Master Retirement Trust*	Merck 401 (h) Account Interest	Merck 401 (h) Account Interest percentage of Master Retirement Trust*
Investment Assets					
Short-term investments	$ 252,078	$ 221,604	87.9%	$ 5,973	2.4%
Investment funds	4,951,325	4,372,457	88.3%	82,021	1.7%
Equity securities	2,231,677	1,970,767	88.3%	36,969	1.7%
Fixed income securities	4,967,061	3,631,893	73.1%	970,499	19.5%
Private equity investments	1,727	1,649	95.5%	-	0.0%
Total investments	12,403,868	10,198,370		1,095,462	
Other receivables	83,824	64,523	77.0%	12,616	15.1%
Total assets held	12,487,692	10,262,893		1,108,078	
Investment Liabilities					
Derivative (liabilities) assets	(21,593)	(19,548)	90.5%	112	-0.5%
Other payables	(286,874)	(257,040)	89.6%	(1,610)	0.6%
Accrued administrative expenses	(6,719)	(5,675)	84.5%	(413)	6.1%
Net assets held	$ 12,172,506	$ 9,980,630		$ 1,106,167	

* *Percentages are approximate.*

	2024				
	Master Retirement Trust	Merck US Pension Plan Interest	Merck US Pension Plan Interest percentage of Master Retirement Trust*	Merck 401 (h) Account Interest	Merck 401 (h) Account Interest percentage of Master Retirement Trust*
Investment Assets					
Short-term investments	$ 135,109	$ 116,813	86.5%	$ 5,256	3.9%
Investment funds	4,232,217	3,722,058	87.9%	76,215	1.8%
Equity securities	2,281,488	2,006,473	87.9%	41,086	1.8%
Fixed income securities	4,599,413	3,356,390	73.0%	906,516	19.7%
Private equity investments	2,170	2,072	95.5%	-	0.0%
Total investments	11,250,397	9,203,806		1,029,073	
Other receivables	84,825	67,009	79.0%	10,695	12.6%
Total assets held	11,335,222	9,270,815		1,039,768	
Investment Liabilities					
Derivatives	(29,645)	(26,784)	90.3%	91	-0.3%
Other payables	(248,611)	(223,772)	90.0%	(188)	0.1%
Accrued administrative expenses	(6,775)	(5,703)	84.2%	(429)	6.3%
Net assets held	$ 11,050,191	$ 9,014,556		$ 1,039,242	

* *Percentages are approximate.*

Other receivables primarily represent amounts due to the Master Retirement Trust for securities sold and for income accruals. Other payables primarily represent amounts payable by the Master Retirement Trust for investments purchased.

The investment income of the Master Retirement Trust for the years ended December 31 are as follows:

	2025	2024
Investment income (loss)		
Net appreciation	$ 1,387,470	$ 149,808
Interest and dividends	223,655	203,065
Investment fees	(26,548)	(28,369)
Total investment income	**$ 1,584,577**	**$ 324,504**

7. Fair Value Measurements

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. Entities are required to use a fair value hierarchy which maximizes the use of observable inputs and minimizes the use of unobservable inputs when measuring fair value. There are three levels of inputs that may be used to measure fair value:

Level 1 — Quoted prices in active markets for identical assets or liabilities. The Master Retirement Trust's Level 1 assets primarily include registered investment companies (mutual funds), equity securities, and exchange-traded futures contracts.

Level 2 — Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities. The Master Retirement Trust's Level 2 assets primarily include certain fixed income investments such as government and agency securities, corporate obligations, loans secured by mortgages, asset-backed securities, municipal obligations, and other derivatives that are traded over the counter.

Level 3 — Unobservable inputs that are supported by little or no market activity and that are financial instruments whose values are determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant judgment or estimation. The Master Retirement Trust's Level 3 assets consist of investments in private equity investments, for which there is limited observability of market pricing.

If the inputs used to measure the financial assets and liabilities fall within more than one level described above, the categorization is based on the lowest level input that is significant to the fair value measurement of the instrument.

Within the Master Retirement Trust, investments are recorded at fair value, as follows:

Short-term investments
Short-term investments are comprised of interest-bearing cash and investments in collective investment funds which invest in high quality money market instruments. As a practical expedient, collective investment funds are valued at their respective net asset values provided by the trustee. There is daily liquidity for these collective investment funds.

Investment Funds
Investment funds are comprised of common/collective trusts, 103-12 investment entities, Section 3(c)(1) and 3(c)(7) funds and registered investment companies. Investment funds are valued at their respective net asset values. The fair value of investments in common/collective trusts, 103-12 investment entities and Section 3(c)(1) and 3(c)(7) funds are determined by their trustee and are measured at net asset value as a practical expedient. The net asset values of investments in registered investment companies are typically determined by the fund at the close of regular trading.

Presented in the table below are the percentages of investment funds held by the Master Retirement Trust that may be redeemed daily, monthly, and quarterly as of December 31:

	2025	2024
Daily	75%	78%
Monthly	19%	18%
Quarterly	6%	4%

Equity Securities
Equity securities, for which market quotations are readily available, are generally valued at the last reported sale price on their principal exchange on the valuation date, or official close price for certain markets. If no sales are reported for that day, investments are valued at the more recent of (i) the last published sale price or (ii) the mean between the last reported bid and asked prices for long positions, or at fair value as determined in good faith by the Trustee and the Sponsor.

Fixed Income Securities
Fixed income securities, including U.S. government and agency obligations, corporate obligations, asset-backed securities, and loans secured by mortgages, are generally valued on the basis of valuations furnished by a pricing service approved by the Trustee or at fair value as determined in good faith by the Trustee and the Sponsor. The Trustee has the discretionary authority to hire a pricing service to determine valuations using methods based on current market transactions, prices for comparable securities and various relationships between securities which are generally recognized by institutional traders.

Private Equity
Private equity investments are made via fund-of-funds, whereby the Master Retirement Trust is a limited partner in a fund managed by a general partner. The general partner invests in portfolios of private equity partnerships. The underlying portfolio investments are diversified by strategy, such as buyouts and venture capital, and by industry, such as healthcare, services, and technology. At inception, an unfunded commitment is made to the fund which is then drawn over time. Once invested, it is very difficult to achieve liquidity before the manager realizes the investments in the portfolio, which is typically in five to ten years from inception. Distributions are made only as investments are converted to cash.

The funds held by the Master Retirement Trust are mature and in their distribution phase. The Master Retirement Trust values its investments in these funds at the net asset value of the Master Retirement Trust's ownership interest in the fund. Unfunded commitments for these funds as of December 31, 2025 and 2024 was approximately $2,907 and $2,901, respectively. The private equity instruments are fully owned by the Plan and the MSD Puerto Rico Pension Plan.

Derivatives
Fixed income managers within the Master Retirement Trust use interest rate futures to extend or shorten portfolio duration. A futures contract is an agreement to buy or sell a financial instrument for a set price in the future. Futures contracts are exchange-traded and are generally valued based on prices received from primary and secondary exchanges. Futures are marked-to-market daily. Changes in the market value of open futures contracts are recorded as unrealized appreciation or depreciation.

Managers of international investments within the Master Retirement Trust use foreign currency contracts to facilitate the purchase of foreign equities, manage currency exposures and convert foreign currency dividends received into U.S. dollars. A forward foreign currency contract is a commitment to purchase or sell a foreign currency at a future date at a negotiated forward rate. Foreign currency contracts are generally valued using pricing models with inputs that are observable in the market. The market value of a forward foreign currency contract fluctuates with changes in foreign currency exchange rates. All commitments are marked to market daily at the applicable exchange rates and any resulting unrealized appreciation or depreciation is recorded.

Derivatives involve elements of both market and credit risk for the Master Retirement Trust in excess of the amounts reflected in the net assets of the Master Retirement Trust. The Master Retirement Trust bears the market risk, which arises from any changes in security or currency values. The credit risk for futures contracts is limited to failure of the exchange or board of trade which acts as the counterparty to the Master Retirement Trust's futures transactions. Foreign currency contracts are executed directly with the counterparty and not through an exchange and can be terminated only by agreement of both parties to such contracts. With respect to such transactions, the Master Retirement Trust is exposed to the risk of default by the counterparty. Due to the nature of the Plan, such risks are limited to the Plan's interest in the Master Retirement Trust.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

There have been no changes in the methodologies used at December 31, 2025 and 2024.

Presented in the tables below are the fair values of derivatives within the Master Retirement Trust as of December 31. These amounts are included in Interest in the Master Retirement Trust on the Statements of Net Assets Available for Benefits.

	2025		
	Fair Value of Derivatives		U.S. Dollar
	Asset	Liability	Notional
Derivatives not designated as hedging instruments			
Interest rate futures	$ -	$ 21,593	$ 1,318,960
Total	$ -	$ 21,593	$ 1,318,960

	2024		
	Fair Value of Derivatives		U.S. Dollar
	Asset	Liability	Notional
Derivatives not designated as hedging instruments			
Interest rate futures	$ -	$ 29,645	$ 1,675,681
Total	$ -	$ 29,645	$ 1,675,681

The tables below provide information on the investment gains/(losses) on derivatives within the Master Retirement Trust for the years ended December 31, 2025 and 2024. These gains/(losses) are included in the Interest in the net income from Master Retirement Trust on the Statements of Changes in Net Assets Available for Benefits.

	2025		
	Realized (Loss) / Gain	Change In Unrealized (Loss) / Gain	Total Investment (Loss) / Gain
Derivatives not designated as hedging instruments			
Interest rate futures	$ (7,855)	$ 8,052	$ 197
Foreign currency contracts	(96)	(2)	(98)
Total	$ (7,951)	$ 8,050	$ 99

	2024		
	Realized (Loss) / Gain	Change In Unrealized (Loss) / Gain	Total Investment (Loss) / Gain
Derivatives not designated as hedging instruments			
Interest rate futures	$ (10,367)	$ (154,049)	$ (164,416)
Foreign currency contracts	131	1	132
Total	$ (10,236)	$ (154,048)	$ (164,284)

Master Retirement Trust Investments Measured at Fair Value

Investments measured at fair value are summarized below:

	Fair Value Measurements as of December 31, 2025			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments in Master Retirement Trust				
Investment Assets				
Short-term investments	$ 100,747	$ -	$ -	$ 100,747
Investment funds	207,935	-	-	207,935
Equity securities	2,231,677	-	-	2,231,677
Fixed income securities	-	4,967,061	-	4,967,061
Private equity investments	-	-	1,727	1,727
Total investment assets	$ 2,540,359	$ 4,967,061	$ 1,727	$ 7,509,147
Investment Liabilities				
Derivatives	21,593	-	-	21,593
Total investment liabilities	$ 21,593	$ -	$ -	$ 21,593
Investments within the fair value hierarchy	$ 2,518,766	$ 4,967,061	$ 1,727	$ 7,487,554
Investments measured at NAV practical expedient (1)				4,894,721
Investments at fair value				$ 12,382,275

(1) *Certain investments that were measured at net asset value (NAV) per share or its equivalent have not been classified in the fair value hierarchy. The fair value amounts presented in this table also do not include other receivables and payables.*

The following table presents a reconciliation of the beginning and ending balances for the fair value measurements using significant unobservable inputs (Level 3) as of December 31, 2025:

Balance, beginning of year	$	2,170
Realized gains/(losses)		221
Change in unrealized gains/(losses)		(91)
Investment purchases		15
Investment sales		(588)
Balance, end of year	$	1,727
The amount of total gains or losses for the period included in changes in net assets attributable to the change in unrealized gains or losses relating to assets still held at the reporting date	$	(91)

Master Retirement Trust Investments Measured at Fair Value

Investments measured at fair value are summarized below:

	Fair Value Measurements as of December 31, 2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments in Master Retirement Trust				
Investment Assets				
Short-term investments	$ 4,611	$ -	$ -	$ 4,611
Investment funds	180,066	-	-	180,066
Equity securities	2,281,488	-	-	2,281,488
Fixed income securities	-	4,599,413	-	4,599,413
Private equity investments	-	-	2,170	2,170
Total investment assets	$ 2,466,165	$ 4,599,413	$ 2,170	$ 7,067,748
Investment Liabilities				
Derivatives	29,645	-	-	29,645
Total investment liabilities	$ 29,645	$ -	$ -	$ 29,645
Investments within the fair value hierarchy	$ 2,436,520	$ 4,599,413	$ 2,170	$ 7,038,103
Investments measured at NAV practical expedient (1)				4,182,649
Investments at fair value				$ 11,220,752

(1) *Certain investments that were measured at net asset value (NAV) per share or its equivalent have not been classified in the fair value hierarchy. The fair value amounts presented in this table also do not include other receivables and payables.*

The following table presents a reconciliation of the beginning and ending balances for the fair value measurements using significant unobservable inputs (Level 3) as of December 31, 2024:

Balance, beginning of year	$	3,169
Realized gains/(losses)		1,913
Change in unrealized gains/(losses)		(2,071)
Investment purchases		4
Investment sales		(845)
Balance, end of year	$	2,170
The amount of total gains or losses for the period included in changes in net assets attributable to the change in unrealized gains or losses relating to assets still held at the reporting date	$	(2,071)

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

The significance of transfers between levels is based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2025 and 2024, there were no transfers.

8. 401(h) Account

The Plan includes a medical-benefit component in addition to the normal retirement benefits to fund a portion of the postretirement obligations for retirees of the Plan and their beneficiaries in accordance with Section 401(h) of the IRC. A separate account has been established and maintained in the Master Retirement Trust for the net assets related to the medical-benefit component (Merck 401(h) account). In accordance with IRC Section 401(h), the Plan's investments in the Merck 401(h) account may not be used for any purpose other than providing health benefits for retirees and their beneficiaries. Any assets transferred to the Merck 401(h) account from the Plan in a qualified transfer of excess pension plan assets, and any income allocable thereto, that are not used during the plan year are required to be transferred out of the Merck 401(h) account to the Plan.

The Plan recognizes an offsetting liability equal to the net assets held in the Merck 401(h) Account because those assets are restricted to be used only for retiree health benefits in the Merck Retiree Medical Plan, and are not available for payment of pension benefits under the Plan. Accordingly, obligations relating to the Merck 401(h) account are not reflected in the Plan's Statements of Accumulated Plan Benefits and Changes in Accumulated Plan Benefits. Restricted net assets held in the Merck 401(h) account totaled $1,106,167 and $1,039,242 at December 31, 2025 and 2024, respectively. Employer contributions or qualified transfers to the Merck 401(h) Account are determined at the discretion of the Company, subject to applicable IRC limitations.

9. Related Party Transactions and Parties-in-Interest

Certain investments of the Master Retirement Trust are managed by the Trustee and therefore, these transactions qualify as party-in-interest transactions.

As of December 31, 2025 and 2024, the total market value of investments managed by the Trustee was $151,331 and $130,498, respectively. During the years ended December 31, 2025 and 2024, net income (loss) from investments managed by the Trustee was $11,202 and $18,302, respectively.

10. Tax Status

The Plan and the related Master Retirement Trust are designed in accordance with applicable sections of the IRC and accordingly, the Master Retirement Trust's net income is taxable only to the extent it is considered unrelated business taxable income under the IRC. The Plan received a favorable determination letter from the Internal Revenue Service as of December 13, 2017. The Plan has been amended since receiving the determination letter. However, the Plan Administrator and counsel believe that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been recorded by the Plan, except for consideration of unrelated business income.

U.S. GAAP requires the Plan Administrator to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions. The Plan administrator believes the Plan is no longer subject to income tax examinations for the years prior to 2022.

As incurred, the Plan records tax expense for unrelated business taxable income in the Statements of Changes in Net Assets Available for Benefits, and a related receivable for excess tax payments in the Statements of Net Assets Available for Benefits.

11. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 as of December 31:

	2025	2024
Net assets available for benefits per financial statements	$ 10,012,096	$ 9,050,840
Add: Net assets held in 401(h) account included as net assets in Form 5500	1,106,167	1,039,242
Net assets available per Form 5500	$ 11,118,263	$ 10,090,082

The net assets of the Merck 401(h) account included in Form 5500 are not available to pay pension benefits but may be used only to pay retiree health benefits. The following is a reconciliation of the net decrease in net assets available for benefits per the financial statements to Form 5500 for the respective year ending:

	December 31, 2025		
	Amounts Per Financial Statements	Merck 401(h) Account	Amounts Per Form 5500
Employer contributions	$ 210,000	$ -	$ 210,000
Net investment income from Master Retirement Trust	1,347,623	86,030	1,433,653
Benefit payments	(588,801)	(19,105)	(607,906)
Administrative expenses	(7,566)	-	(7,566)
Net decrease	$ 961,256	$ 66,925	$ 1,028,181

	December 31, 2024		
	Amounts Per Financial Statements	Merck 401(h) Account	Amounts Per Form 5500
Employer contributions	$ 160,000	$ -	$ 160,000
Net investment income from Master Retirement Trust	253,236	35,223	288,459
Benefit payments	(536,237)	(40,088)	(576,325)
Administrative expenses	(7,145)	-	(7,145)
Net increase	$ (130,146)	$ (4,865)	$ (135,011)

12. Subsequent Events

The Plan has evaluated subsequent events through September 23, 2026, the date the financial statements were available to be issued, and no events were noted which warrant adjustments to, or disclosure in, the financial statements.

Schedule SB, line 26a – Schedule of Active Participant Data

Attained Age	YEARS OF CREDITED SERVICE*																						Total
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29		30 to 34		35 to 39		40 & up				
	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.	No.	Avg. Comp. Avg. Cash Bal.			
Under 25	340	88,207 1,766	308	94,020 7,079	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -			**648**
25 to 29	576	115,702 2,333	1694	118,694 13,431	272	140,403 31,784	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -			**2,542**
30 to 34	525	140,975 2,687	1965	148,626 17,590	896	158,028 42,825	50	173,637 74,594	0	- -	0	- -	0	- -	0	- -	0	- -	0	- -			**3,436**
35 to 39	385	171,450 3,282	1706	170,511 22,693	1066	185,365 59,155	304	180,776 88,728	99	204,997 99,456	0	- -	0	- -	0	- -	0	- -	0	- -			**3,560**
40 to 44	290	186,578 4,663	1354	192,268 28,720	826	206,543 76,014	359	208,927 116,790	471	212,196 129,187	165	214,183 147,053	1	- -	0	- -	0	- -	0	- -			**3,466**
45 to 49	240	200,702 4,988	1039	197,130 33,142	806	213,741 90,073	259	212,435 138,437	522	221,014 160,617	824	220,829 174,975	190	233,409 204,439	1	- -	0	- -	0	- -			**3,881**
50 to 54	188	179,217 9,113	797	197,565 37,889	659	220,916 108,051	225	215,513 166,915	508	216,516 183,892	844	220,499 205,397	746	223,469 225,942	132	247,702 296,908	3	- -	0	- -			**4,102**
55 to 59	102	191,111 6,113	572	189,883 40,077	509	209,754 116,049	174	214,216 192,077	340	205,441 202,036	625	212,003 225,659	621	223,599 253,981	374	230,301 279,656	196	216,753 268,444	6	- -			**3,519**
60 to 64	49	160,213 7,226	313	181,031 45,278	324	210,706 130,660	127	197,103 198,676	229	196,944 218,996	401	196,495 225,852	346	210,900 266,266	172	217,391 289,674	179	201,798 257,494	33	163,866 234,693			**2,173**
65 to 69	7	- -	99	171,038 46,674	112	204,432 152,075	47	191,082 210,248	66	179,253 215,494	79	186,818 231,077	69	200,068 260,251	34	209,637 289,262	37	201,451 254,547	29	180,918 236,824			**579**
70 & up	3	- -	14	- -	22	245,243 70,026	11	- -	16	- -	31	206,337 124,719	20	226,692 154,002	5	- -	6	- -	4	- -			**132**
Total	**2,705**		**9,861**		**5,492**		**1,556**		**2,251**		**2,969**		**1,993**		**718**		**421**		**72**				**28,038**

* Credited service under the Final Average Compensation (FAC) benefit. Cash balance service is measured from the date of hire.

Average compensation and cash balance is not shown for cells with less than 20 participants.

All Constituent Plans

Funding assumptions and methods selection and rationale

For each assumption that has a significant effect on the measurement and that the actuary selected, the actuary should disclose the information and analysis that led the actuary to determine, in the actuary's professional judgment, that the assumption is reasonable for the purpose of the measurement.

The material demographic assumptions are withdrawal rates, retirement rates, salary increase, assumed form of payment upon retirement, and pension commencement. These assumptions are based on the experience study completed in 2024 using the annual actuarial valuations for the period January 1, 2019 to January 1, 2024.

The asset valuation method was selected by the plan sponsor with the actuary's advice.

Use of Models

Gallagher uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding rules specified in this report. Further, the model applies those funding rules to the liabilities derived and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report. Gallagher has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Gallagher also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable funding rules as well as the manner in which the model generates its output.

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report. However, in accordance with ASOP 51, an assessment of risks for the plan was performed.

All Constituent Plans (continued)

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Funding interest rates

	2025 Plan Year	2024 Plan Year
Funding Rates – Constrained*		
First Segment Rate	5.07%	4.75%
Second Segment Rate	5.31%	4.87%
Third Segment Rate	5.50%	5.59%
Effective Interest Rate	5.36%	5.12%
Funding Rates – Unconstrained**		
First Segment Rate	5.07%	3.62%
Second Segment Rate	5.33%	4.46%
Third Segment Rate	5.36%	4.52%
Effective Interest Rate	5.32%	4.43%

* Used for minimum funding and benefit restriction purposes.

** Used for maximum tax-deduction and ERISA 4010 reporting purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

All Constituent Plans (continued)

Prescribed Funding Assumptions and Methods (continued)

Mortality

Mortality tables for non-disabled participants mandated by applicable law and regulations as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, applied on a fully generational basis using the IRS 2024 Adjusted Scale MP-2021 Rates mortality improvement scale. For disabled participants, mortality as specified in Revenue Ruling 96-7 for post-1994 is used.

Lump Sum interest and mortality:

Interest Rate:	Forward rates implied by the funding interest rates (annuity substitution rule)
Mortality:	2025 IRC 417(e) Applicable Mortality table

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including expected expenses to be paid from plan assets during the year.

All Constituent Plans (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

Cost-of-living

For 2025 Plan Year:	
Future Years:	2.40%
Current Year:	2.75%
For 2024 Plan Year:	
Future Years:	2.35%
Current Year:	3.14%

For 2025, it's based on the year over year change in November CPI-U, which is 2.75% for 2025 and for future years, the single equivalent rate of 2.40% produced by applying expected benefit payments attributed to prior service to the inflation yield curve published by the Federal Reserve Bank of Cleveland as of December 1, 2024.

Social Security

Annual increase in maximum wage base:	1.0% above cost-of-living

Expenses

The Target Normal Cost expense load is estimated as the sum of (i) estimated non-PBGC premiums expenses, which consist primarily of investment management & trust/custodian fees and is determined as a percentage of 1/1/2025 Market Value of Assets based on the prior year's expenses paid as a percentage of 1/1/2024 Market Value of Assets and (ii) PBGC premiums to be paid for the current year based on information available at the valuation date. The dollar amount of the expense load to the Target Normal Cost has decreased.

For 2025 Plan Year:	$30,900,000
For 2024 Plan Year:	$32,100,000

All Constituent Plans (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

The Actuary's assumption is consistent with the expected long-term rate of return selected by the plan sponsor for accounting purposes. The actuary has considered the plan sponsor's estimates of long-term future experience, taking into account asset allocation and historical and expected plan experience, and has selected the rate shown below (limited by the applicable third segment rate) for valuation of the plan's assets.

	Actuary's Assumption	Third Segment Rate	Reflecting PPA Limit
2025 Expected Return	8.00%	5.50%	5.50%
2024 Expected Return	7.75%	5.59%	5.59%
2023 Expected Return	7.00%	5.74%	5.74%

Constituent Plan: Retirement Plan for the Salaried Employees of MSD

Non-Prescribed Funding Assumptions and Methods (continued)

Commencement of benefits

Current deferred vested participants are assumed to commence benefits in accordance with the following:

For 2025 Plan Year:

Non-Early Retirement Eligible: 100% at age 65

Early Retirement Eligible: Commencement according to retirement rates below

Age at Commencement	Rate
55	70.0%
56	50.0%
57	40.0%
58	40.0%
59	40.0%
60	40.0%
61	40.0%
62	60.0%
63	60.0%
64	70.0%
65	100.0%

Bridged: Commencement according to retirement rates below

Age at Commencement	Rate
Under age 55	0.0%
55	45.0%
56	20.0%
57	20.0%
58	20.0%
59	20.0%
60	20.0%
61	20.0%
62	25.0%
63	20.0%
64	30.0%
65	100.0%

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Organon Transfers: Commencement according to retirement rates below

Age at Commencement	Rate
Under age 55	0.0%
55	30.0%
56	30.0%
57	30.0%
58	30.0%
59	30.0%
60	30.0%
61	30.0%
62	60.0%
63	60.0%
64	30.0%
65	100.0%

The updated commencement assumption is based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024 Plan Year:

Non-Early Retirement Eligible: 100% at age 65

Early Retirement Eligible: Commencement according to retirement rates below

Age at Commencement	Rate
55	60.0%
56	40.0%
57	40.0%
58	40.0%
59	40.0%
60	40.0%
61	40.0%
62	75.0%
63	75.0%
64	75.0%
65	100.0%

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Bridged: Commencement according to retirement rates below

Age at Commencement	Rate
Under age 55	0.0%
55	55.0%
56	25.0%
57	25.0%
58	25.0%
59	25.0%
60	25.0%
61	25.0%
62	30.0%
63	25.0%
64	25.0%
65	100.0%

Organon Transfers: Transfers to Organon are assumed to commence payments immediately upon retirement eligibility in accordance with the current form of payment assumptions.

The commencement assumptions are based on an experience study completed in 2019 covering experience over the period 2014-2018.

Those currently over age 65 are valued with an actuarially increased benefit.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Disability Rates

Age	Rate
25	0.0%
30	0.0%
35	0.0%
40	0.0%
45	0.1%
50	0.2%
55	0.5%
56	0.5%
57	0.6%
58	0.7%
59	0.8%
60	1.0%
61	1.2%
62	1.4%
63	1.7%
64	2.0%

This assumption is that there were no future deaths eligible for the enhanced COVID death benefit.

Early retirement rates

For 2025 Plan Year:

	Years of Service			
Age	5 – 9	10 – 19	20 – 29	30+
55	6.00%	6.00%	8.00%	11.00%
56	6.00%	6.00%	8.00%	11.00%
57	6.00%	6.00%	8.00%	11.00%
58	6.00%	6.00%	8.00%	11.00%
59	6.00%	6.00%	8.00%	11.00%
60	6.00%	6.00%	8.00%	11.00%
61	6.00%	14.00%	14.00%	20.00%
62	6.00%	14.00%	14.00%	20.00%
63	6.00%	14.00%	14.00%	20.00%
64	6.00%	20.00%	23.00%	27.00%

The updated early retirement rates are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

For 2024 Plan Year:

	Years of Service		
Age	10 – 19	20 - 29	30+
55	4.50%	5.75%	6.50%
56	4.50%	5.75%	6.50%
57	4.50%	5.75%	6.50%
58	4.50%	5.75%	11.00%
59	4.50%	5.75%	14.00%
60	9.00%	5.75%	14.00%
61	11.00%	11.00%	14.00%
62	11.00%	16.00%	17.00%
63	11.00%	16.00%	20.00%
64	17.00%	20.00%	20.00%

The early retirement rates are based on an experience study completed in 2020 covering experience over the period 2015-2019.

Upon retirement, active participants are assumed to commence receiving benefits in the lump sum form of payment immediately and benefits in the form of an annuity are deferred to age 60.

The commencement assumption is based on an experience study completed in 2019 covering experience over the period 2014-2018. The experience study completed in 2024 resulted in no change to the commencement assumption.

Frequency of optional payment forms (non-lump sum)

	For 2025 Plan Year		For 2024 Plan Year	
	Rate		Rate	
Payment Form	Male	Female	Male	Female
Single Life Annuity	20.0%	50.0%	25.0%	45.0%
50% Joint and Survivor Annuity	30.0%	25.0%	25.0%	30.0%
100% Joint and Survivor Annuity	50.0%	25.0%	50.0%	25.0%

For the 2025 plan year, the updated election percentages are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For the 2024 plan year, the election percentages are based on an experience study completed in 2019 covering experience over the period 2014-2018.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Cash Balance interest crediting rate

Future Years:	5.40%
Current Year:	5.75%
Prior Year:	6.14%

The current year interest crediting rate is based on the current year interest rate. For future years, it's determined as the assumed cost-of-living rate plus 3.0%, but not less than 3.30%.

Lump sum utilization

It is assumed that 80.0% of active and deferred employees who are eligible for lump sums will elect a lump sum at retirement.

The lump sum utilization is based on an experience study completed in 2024 covering experience over the period 2019-2023 which resulted in no change to the assumption.

Marital percentage

For 2025 Plan Year: 80.0% of male participants and 60.0% of female participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

For 2024 Plan Year: 80.0% of male participants and 70.0% of female participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

The updated marital assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Retirement rates

For 2025 Plan Year:

	Years of Service				
Age	0 – 4	5 – 9	10 – 19	20 – 29	30+
65	16.0%	18.0%	20.0%	23.0%	32.0%
66	16.0%	18.0%	25.0%	23.0%	27.0%
67	12.0%	18.0%	20.0%	23.0%	32.0%
68	12.0%	18.0%	13.0%	23.0%	36.0%
69	12.0%	18.0%	13.0%	23.0%	36.0%
70	12.0%	18.0%	13.0%	23.0%	36.0%
71	12.0%	50.0%	50.0%	50.0%	50.0%
72+	100.0%	100.0%	100.0%	100.0%	100.0%

The updated retirement rates are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

For 2024 Plan Year:

	Years of Service			
Age	0 - 9	10 – 19	20 – 29	30+
65	13.0%	18.0%	30.0%	30.0%
66	13.0%	18.0%	14.0%	22.0%
67	13.0%	11.0%	25.0%	22.0%
68	13.0%	11.0%	40.0%	40.0%
69	13.0%	11.0%	6.5%	40.0%
70	13.0%	11.0%	20.0%	10.0%
71+	100.0%	100.0%	100.0%	100.0%

The retirement rates are based on an experience study completed in 2020 covering experience over the period 2015-2019.

Upon retirement, participants are assumed to commence receiving benefits immediately.

An experience study completed in 2024 covering experience over the period 2019-2023 resulted in no change to the commencement assumption.

Salary increases

Salary increases vary by age. Select ages shown.

	2025 Plan Year	2024 Plan year
Age	Rate	Rate
25	7.30%	6.50%
30	6.90%	6.35%
35	6.38%	5.95%
40	5.73%	5.30%
45	5.00%	4.40%
50	4.35%	3.70%
55	3.80%	3.20%
60	3.40%	2.85%
61	3.33%	2.80%
62	3.28%	2.75%
63	3.23%	2.75%
64	3.18%	2.75%

The salary increase assumption reflects the anticipated compensation practice of the plan sponsor.

The updated salary increase assumption is based on an experience study completed in 2024 covering experience for the period 2019-2023.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Withdrawal rates for active participants not eligible for retirement

For 2025 Plan Year:

Service	Rate
0-5	9.30%
6	8.60%
7	7.90%
8	7.10%
9-14	6.40%
15+	4.10%

The updated withdrawal rates are based on an experience study completed in 2024 covering experience for the period 2019-2023.

For 2024 Plan Year:

Service	Rate
0-5	10.00%
6	7.25%
7	7.00%
8	6.00%
9-14	5.25%
15+	2.25%

The withdrawal rates are based on an experience study completed in 2020 covering experience for the period 2015-2019.

Vested active participants are assumed to commence as follows:

	Non-Lump Sum Form of Payment		Lump Sum Form of Payment	
Present Value at Valuation Date	2025 Plan Year	2024 Plan Year	2025 Plan Year	2024 Plan Year
Greater than $50,000	Age 65	Age 65	Age 65	Age 65
Less than $50,000	Age 65	Age 65	25% immediate 75% at age 65	50% immediate 50% at age 65

For the 2025 plan year, the updated commencement assumption is based on an experience study completed in 2024 covering experience for the period 2019-2023.

For the 2024 plan year, the commencement assumption is based on an experience study completed in 2019 covering experience for the period 2014-2018.

Constituent Plan: Legacy Schering-Plough Retirement Plan

Non-Prescribed Funding Assumptions and Methods (continued)

Commencement of benefits

For 2025 Plan Year:

Current deferred vested participants are assumed to commence benefits as follows:

Age at Commencement	Rate
Under age 55	0.0%
55	10.0%
56 - 59	5.0%
60 – 63	15.0%
64	35.0%
65+	100.0%

Organon Transfers:

Age at Commencement	Rate
Under age 55	0.0%
55	30.0%
56	30.0%
57	30.0%
58	30.0%
59	30.0%
60	30.0%
61	30.0%
62	60.0%
63	60.0%
64	30.0%
65	100.0%

The updated commencement assumptions are based on an experience study completed in 2024 covering experience for the period 2019-2023.

For 2024 Plan Year:

Current deferred vested participants are assumed to commence benefits as follows:

Age at Commencement	Rate
Under Age 55	0.0%
55	10.0%
56 – 59	5.0%
60 – 64	20.0%
65+	100.0%

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Organon Transfers:	Transfers to Organon are assumed to commence payment immediately upon retirement eligibility in accordance with the current form of payment assumptions.

The commencement assumptions are based on an experience study completed in 2019 covering experience for the period 2014-2018.

Those currently over age 65 are valued with an actuarially increased benefit.

Disability rates

Incidence rates rated at one-fourth of the incidence rates according to Twelfth Valuation of Railroad Retirement Board. Participants on disability are assumed to commence benefits at age 65.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Frequency of optional payment forms (non-lump sum)

Current active participants are assumed to elect the optional form of payment in accordance with the following:

Payment Form	2025 Plan Year Rate		2024 Plan Year Rate	
	Male	Female	Male	Female
Single Life Annuity	15.0%	55.0%	25.0%	50.0%
50% Joint and Survivor Annuity	40.0%	20.0%	30.0%	25.0%
100% Joint and Survivor Annuity	45.0%	25.0%	45.0%	25.0%

Current deferred vested participants are assumed to elect the optional form of payment in accordance with the following:

Payment Form	2025 Plan Year Rate		2024 Plan Year Rate	
	Male	Female	Male	Female
Single Life Annuity	25.0%	50.0%	25.0%	50.0%
50% Joint and Survivor Annuity	30.0%	25.0%	30.0%	25.0%
100% Joint and Survivor Annuity	45.0%	25.0%	45.0%	25.0%

For the 2024 plan year, the frequency of optional payment form is based on an experience study completed in 2019 covering experience over the period 2014-2018.

For the 2025 plan year, the updated frequency of optional payment form is based on an experience study completed in 2024 covering experience over the period 2019-2023.

Cash Balance interest crediting rate

Future Years:	5.40%
Current Year:	5.75%
Prior Year:	6.14%

The current year interest crediting rate is based on the current year interest rate. For future years, it's determined as the assumed cost-of-living rate plus 3.0%, but not less than 3.30%.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Lump sum utilization

For 2025 Plan Year: 60% of active and deferred employees will elect a lump sum at retirement.

The updated lump sum utilization assumption is based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024 Plan Year: 40% of active and deferred employees will elect a lump sum at retirement.

The lump sum utilization assumption is based on an experience study completed in 2019 covering experience over the period 2014-2018.

Marital percentage

For 2025 Plan Year: 100% of participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

For 2024 Plan Year: 100% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

The updated marital assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Retirement rates

	2025 Plan Year	2024 Plan Year
Age	Rate	Rate
55	7.0%	4.0%
56	7.0%	4.0%
57	7.0%	4.0%
58	7.0%	4.0%
59	7.0%	4.0%
60	7.0%	5.0%
61	9.0%	10.0%
62	9.0%	7.0%
63	9.0%	7.0%
64	22.0%	20.0%
65	22.0%	20.0%
66	25.0%	20.0%
67	20.0%	20.0%
68	20.0%	20.0%
69	15.0%	20.0%
70	17.0%	20.0%
71	17.0%	100.0%
72+	100.0%	100.0%

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

For the 2025 plan year, the updated retirement rate assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For the 2024 plan year, the retirement rate assumptions are based on an experience study completed in 2020 covering experience over the period 2015-2019.

Upon retirement participants are assumed to commence benefits in accordance with the table below:

	2025 Plan Year	2024 Plan Year
Age	Rate	Rate
55 – 58	20% Immediate / 80% at Age 61	15% Immediate / 85% at Age 61
59-60	35% Immediate / 65% at Age 61	30% Immediate / 70% at Age 61
61+	Immediate	Immediate

For the 2024 plan year, the commencement assumptions are based on an experience study completed in 2019 covering experience over the period 2014-2018.

For the 2025 plan year, the updated commencement assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Salary increases

Salary increases vary by age. Select ages shown.

	2025 Plan Year	2024 Plan Year
Age	Rate	Rate
25	7.30%	6.50%
30	6.90%	6.35%
35	6.38%	5.95%
40	5.73%	5.30%
45	5.00%	4.40%
50	4.35%	3.70%
55	3.80%	3.20%
60	3.40%	2.85%
61	3.33%	2.80%
62	3.28%	2.75%
63	3.23%	2.75%
64	3.18%	2.75%

The salary increase assumption reflects the anticipated compensation practice of the plan sponsor.

For the 2024 plan year, the salary increase assumption is based on an experience study completed in 2020 covering experience over the period 2015-2019.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

For the 2025 plan year, the updated salary increase assumption is based on an experience study completed in 2024 covering experience over the period 2019-2023.

Withdrawal rates for active participants not eligible for retirement

Sample rates as follows:

	2025 Plan Year	2024 Plan Year
Service	Rate	Rate
0-5	4.90%	10.50%
6	4.90%	9.25%
7	4.90%	8.75%
8-10	4.90%	7.50%
11-13	4.90%	6.25%
14	4.90%	5.25%
15-24	4.90%	3.50%
25+	3.70%	3.50%

For the 2025 plan year, the updated withdrawal rate assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For the 2024 plan year, the withdrawal rate assumptions are based on an experience study completed in 2020 covering experience over the period 2015-2019.

Vested participants are assumed to commence receiving benefits as follows:

Present Value at Valuation Date	Non-Lump Sum Form of Payment	Lump Sum Form of Payment
Greater than $50,000	Age 61	Age 61
Less than $50,000	Age 61	50% Age 61 / 50% Immediate

The commencement assumptions are based on an experience study completed in 2019 covering experience over the period 2014-2018. The experience study completed in 2024 resulted in no change to the commencement assumption.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates

Non-Prescribed Funding Assumptions and Methods (continued)

Commencement of benefits

Active and deferred vested participants with a Cash Balance account are assumed to commence benefits in accordance with the table below:

For 2025 Plan Year:

	Age 65	Two Years After Termination
Active	75.0%	25.0%
Deferred Vested		
Terminated within 2 years of valuation date	75.0%	25.0%
Termination more than 2 years prior to valuation date	100.0%	0.0%

The updated commencement percentages are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024 Plan Year:

	Age 65	Two Years After Termination
Active	40.0%	60.0%
Deferred Vested		
Terminated within 2 years of valuation date	40.0%	60.0%
Termination more than 2 years prior to valuation date	100.0%	0.0%

The commencement percentages are based on an experience study completed in 2019 covering experience over the period 2014-2018.

All terminated participants assumed to commence benefits no later than age 65, or immediately if termination is after age 65.

Active and deferred vested participants with an ANRP benefit are assumed to commence benefits in accordance with the table below:

Decrement Type	Age 65	Immediately
Actives Decrement Type		
Early Retirement Eligible	0.0%	100.0%
Non-Early Retirement Eligible	100.0%	0.0%
Disability	100.0%	0.0%
Deferred Vested	100.0%	0.0%

An experience study completed in 2024 covering experience over the period 2019-2023 resulted in no change to the commencement assumption.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Disability rates

Incidence rates rated at one-half of the incidence rates according to 1974 Social Security Study.

The assumption is that there were no future deaths eligible for the enhanced COVID death benefit.

Frequency of optional payment forms (non-lump sum)

Active and deferred vested participants with a Cash Balance account are assumed to elect a form of payment in accordance with the table below:

	2025 Plan Year Rate		2024 Plan Year Rate	
Payment Form	Male	Female	Male	Female
Life Annuity	40.0%	40.0%	30.0%	40.0%
50% J&S Annuity	35.0%	35.0%	25.0%	35.0%
100% J&S Annuity	25.0%	25.0%	45.0%	25.0%

Active and deferred vested participants with an ANRP benefit are assumed to commence benefits in accordance with the table below:

	2025 Plan Year Rate		2024 Plan Year Rate	
Payment Form	Male	Female	Male	Female
Life Annuity	30.0%	75.0%	30.0%	50.0%
50% J&S Annuity	25.0%	20.0%	25.0%	45.0%
100% J&S Annuity	45.0%	5.0%	45.0%	5.0%

For 2025, the updated form of payment election percentages are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024, the form of payment election percentages are based on an experience study completed in 2019 covering experience over the period 2014-2018.

Cash Balance interest crediting rate

Future Years:	4.00%
Current Year	4.57%
Prior Year:	4.00%

The interest crediting rate is based on the current year interest rate. Future rates consider expected future treasury rates taking into account the minimum rate of 4.00%.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Lump sum utilization

Participants are assumed to elect a lump sum form of payment in accordance with the table below:

Participant Group	Percentage Elected	
	2025 Plan Year	2024 Plan Year
Cash Balance	65.0%	75.0%
ANRP Lump Sum Eligible	55.0%	55.0%

For 2025, the updated lump sum form of payment election percentages are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024, the lump sum form of payment election percentages are based on an experience study completed in 2019 covering experience over the period 2014-2018.

Marital percentage

For 2025 Plan Year: 80% of male participants and 60% of female participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

For 2024 Plan Year: 80% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

The updated marital assumptions are based on an experience study completed in 2024 covering experience over the period 2019-2023.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Retirement rates

For 2025 Plan Year:

	Years of Service				
Age	3 – 4	5 – 9	10 – 19	20 – 29	30+
55-60	0.0%	0.0%	6.0%	8.0%	11.0%
61-63	0.0%	0.0%	14.0%	14.0%	20.0%
64	0.0%	0.0%	20.0%	23.0%	27.0%
65	16.0%	18.0%	20.0%	23.0%	32.0%
66	16.0%	18.0%	25.0%	23.0%	27.0%
67	12.0%	18.0%	20.0%	23.0%	32.0%
68	12.0%	18.0%	13.0%	23.0%	36.0%
69	12.0%	18.0%	13.0%	23.0%	36.0%
70	12.0%	18.0%	13.0%	23.0%	36.0%
71	12.0%	50.0%	50.0%	50.0%	50.0%
72+	100.0%	100.0%	100.0%	100.0%	100.0%

The updated retirement rates are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024 Plan Year:

Age	Rate
55 - 59	4.5%
60 - 62	15.0%
63 - 64	7.5%
65	50.0%
66 - 67	25.0%
68 - 70	30.0%
71+	100.0%

The retirement rates are based on an experience study completed in 2020 covering experience over the period 2015-2019.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Withdrawal rates for active participants not eligible for retirement

Sample rates as follows:

For 2025 Plan Year:

Service	Rate
0 - 5	9.30%
6	8.60%
7	7.90%
8	7.10%
9 - 14	6.40%
15+	4.10%

The updated withdrawal rates are based on an experience study completed in 2024 covering experience over the period 2019-2023.

For 2024 Plan Year:

Service	Rate
0 - 5	10.00%
6	7.25%
7	7.00%
8	6.00%
9 - 14	5.25%
15+	2.25%

The withdrawal rates are based on an experience study completed in 2020 covering experience over the period 2015-2019.

All Constituent Plans (continued)

Summary of Changes from the January 1, 2024 Valuation

- The interest rate basis and mortality tables for computing funding liabilities were updated for 2025 in accordance with PPA.
- The cost of living was changed from 3.14% for 2024 and 2.35% for 2025 and later for the 1/1/2024 valuation to 2.75% for 2025 and 2.40% for 2026 and later for the 1/1/2025 valuation.
- The interest credit rates were changed as follows:
    - Salaried/USRP: from 6.14% to 5.75% for the current year and from 5.35% to 5.40% for future years
    - Organon: from 4.00% to 4.57% for the current year
- The expected return on assets changed from 7.75% for 2024 to 8.00% for 2025.
- The withdrawal rates, retirement rates, salary increase, assumed form of payment upon retirement, pension commencement, marital percentage, and participant/spouse age difference assumptions have been updated based on an experience study completed in 2024.
- The enrolled actuary estimated the expense load as the sum of (i) a percentage of the 1/1/2025 Market Value of Assets for non-PBGC premium expenses, which consists primarily of investment management & trust/custodian fees and (ii) projected current year PBGC premiums. The percentage is based on the prior year's expenses paid as a percentage of the 1/1/2024 Market Value of Assets. The dollar amount of the expense load to the Target Normal Cost has decreased from $32,100,000 to $30,900,000 due to a decrease in recent expenses.
- The changes in prescribed and non-prescribed assumptions between 1/1/2024 and 1/1/2025 decreased the Funding Target by 2.26%, decreased the Target Normal Cost by 2.78% and increased the AFTAP from 88.24% to 90.28%.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
MERCK US PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Merck & Co., Inc.

D Employer Identification Number (EIN)
22-1918501

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	9,056,524,746
b Actuarial value	**2b**	9,019,794,921

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	13,465	2,049,616,176	2,049,616,176
b For terminated vested participants	30,022	2,981,544,236	2,981,544,236
c For active participants	28,038	3,845,998,619	4,258,213,546
d Total	71,525	8,877,159,031	9,289,373,958

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.36%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	339,997,301
b Expected plan-related expenses	**6b**	30,900,000
c Target normal cost	**6c**	370,897,301

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE (SIGNED) Susan J. Feightner sjf — 09/16/2026

Signature of actuary — Date

Susan J. Feightner — 2608170

Type or print name of actuary — Most recent enrollment number

Buck Global, LLC — 412-290-1956

Firm name — Telephone number (including area code)

600 Grant Street
Suite 2880
Pittsburgh PA 15219

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	453,463,848
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	453,463,848
10	Interest on line 9 using prior year's actual return of 3.08 %	0	13,966,687
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		157,434,585
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.12 %		8,060,651
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		165,495,236
	d Portion of (c) to be added to prefunding balance		165,495,236
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	632,925,771

Part III Funding Percentages

14	Funding target attainment percentage	14	90.28 %
15	Adjusted funding target attainment percentage	15	90.28 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	103.86 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
02/13/2025	70,000,000	0			
04/10/2025	70,000,000	0			
05/08/2025	70,000,000	0			
		Totals ► 18(b)	210,000,000	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	207,326,178

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	370,897,301
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	902,504,808	84,149,947
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	455,047,248

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	247,721,070	247,721,070

36 Additional cash requirement (line 34 minus line 35)	**36**	207,326,178
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	207,326,178
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

Schedule SB Notes for 2025 Plan Year

In preparing this Schedule SB, the actuary relied on other parties for--and applied reasonability tests to--information on assets, contributions, plan provisions, and data on people covered by the Plan.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

This table calculates the weighted average retirement age for all active persons in the plan.

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
55	10,557.0203	0.0758	800.1481	44,008.1466
56	10,430.8870	0.0770	803.0034	44,968.1920
57	10,219.2377	0.0784	800.7001	45,639.9071
58	9,987.0358	0.0797	795.5952	46,144.5209
59	9,706.5889	0.0809	785.4436	46,341.1736
60	9,417.0002	0.0817	769.8367	46,190.2030
61	9,016.5279	0.1478	1,333.0764	81,317.6598
62	8,021.9060	0.1476	1,183.7647	73,393.4095
63	7,068.2919	0.1473	1,041.1083	65,589.8228
64	6,230.9867	0.2202	1,371.8414	87,797.8498
65	4,963.1536	0.2486	1,233.8291	80,198.8911
66	3,890.1316	0.2449	952.5605	62,868.9943
67	3,041.8551	0.2450	745.1272	49,923.5198
68	2,370.2712	0.2415	572.4287	38,925.1490
69	1,846.2711	0.2277	420.3351	29,003.1205
70	1,456.9560	0.2242	326.7049	22,869.3432
71	1,152.5110	0.4376	504.2896	35,804.5626
72	660.4743	1.0000	660.4743	47,554.1503
73	22.0000	1.0000	22.0000	1,606.0000
74	12.0000	1.0000	12.0000	888.0000
75	11.0000	1.0000	11.0000	825.0000
76	6.0000	1.0000	6.0000	456.0000
77	5.0000	1.0000	5.0000	385.0000
78	4.0000	1.0000	4.0000	312.0000
79	-	1.0000	-	-
80	1.0000	1.0000	1.0000	80.0000
81	-	1.0000	-	-
82	-	1.0000	-	-
83	-	1.0000	-	-
84	1.0000	1.0000	1.0000	84.0000
Total			**15,162.2673**	**953,174.6160**
Weighted Average Retirement Age = 953,174.6160 / 15,162.2673				**62.86**
Rounded Weighted Average Retirement Age				**63**

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	15,516,328	20,915,871	196,650,195	233,082,394
2026	42,251,244	44,818,751	191,957,803	279,027,798
2027	70,148,447	65,751,008	187,028,769	322,928,224
2028	98,437,767	83,872,369	181,878,783	364,188,919
2029	126,909,376	102,774,847	176,668,321	406,352,544
2030	155,342,490	120,622,960	171,212,643	447,178,093
2031	183,194,102	138,404,503	165,632,120	487,230,725
2032	209,362,974	156,394,890	159,862,291	525,620,155
2033	234,459,222	172,399,054	153,830,189	560,688,465
2034	257,246,175	188,566,195	147,638,962	593,451,332
2035	278,223,748	206,664,950	141,225,129	626,113,827
2036	298,456,874	221,217,833	134,664,038	654,338,745
2037	316,716,544	234,237,721	127,891,762	678,846,027
2038	333,838,435	247,818,221	121,037,833	702,694,489
2039	348,822,845	257,739,161	114,033,946	720,595,952
2040	362,868,776	266,820,923	106,954,920	736,644,619
2041	375,128,867	275,538,595	99,847,380	750,514,842
2042	385,545,740	281,526,757	92,737,508	759,810,005
2043	393,106,596	286,414,979	85,694,529	765,216,104
2044	399,705,770	288,937,713	78,740,689	767,384,172
2045	403,124,416	287,806,743	71,903,578	762,834,737
2046	405,102,410	285,722,852	65,253,949	756,079,211
2047	405,553,336	281,670,799	58,806,201	746,030,336
2048	403,685,799	276,167,148	52,602,663	732,455,610
2049	400,158,702	270,109,306	46,684,723	716,952,731
2050	395,552,384	262,928,853	41,091,431	699,572,668
2051	389,476,996	254,899,539	35,857,110	680,233,645
2052	381,280,837	245,721,889	31,010,252	658,012,978
2053	371,908,852	236,300,107	26,573,287	634,782,246
2054	361,372,537	225,787,532	22,557,658	609,717,727
2055	349,864,244	214,408,974	18,966,861	583,240,079
2056	336,907,634	202,406,629	15,796,587	555,110,850
2057	323,158,808	190,106,319	13,030,649	526,295,776
2058	308,687,444	177,599,771	10,649,078	496,936,293
2059	293,817,311	164,936,350	8,625,061	467,378,722
2060	278,439,801	152,275,375	6,927,353	437,642,529
2061	262,643,189	139,725,333	5,521,963	407,890,485

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments (continued)

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2062	246,422,820	127,311,230	4,374,300	378,108,350
2063	230,395,463	115,098,725	3,447,779	348,941,967
2064	214,342,339	103,381,556	2,709,111	320,433,006
2065	198,312,218	92,224,225	2,126,908	292,663,351
2066	182,434,927	81,755,195	1,675,542	265,865,664
2067	167,039,506	72,018,596	1,325,603	240,383,705
2068	152,305,763	63,054,891	1,059,869	216,420,523
2069	138,346,384	54,878,117	855,039	194,079,540
2070	125,223,144	47,486,445	699,687	173,409,276
2071	112,945,305	40,863,398	582,887	154,391,590
2072	101,517,609	34,979,772	493,903	136,991,284
2073	90,929,267	29,795,709	426,550	121,151,526
2074	81,159,440	25,263,143	374,373	106,796,956

Constituent Plan: Retirement Plan for the Salaried Employees of MSD

Definitions

Effective Date

January 1, 1956, as amended through January 1, 2024.

Credited service

Each year of employment commencing January 1 or July 1 following date of hire to date of termination.

Cash balance service

Number of whole years and months from date of hire to December 31 of each year. If date of hire falls on the first day of the month, cash balance service is granted for the month of hire.

Base compensation

Regular salary as of December 31, annualized, excluding commissions, overtime pay, bonuses and any special or supplemental compensation.

Compensation

The greater of base compensation or actual annual earnings for the calendar year plus commissions, overtime, bonuses and any special or supplemental compensation. It does not include deferred bonus. Effective January 1, 2013, compensation includes deferred bonus for the year it would otherwise have been paid. It excludes special or supplemental compensation.

Final average compensation

The average annual compensation during the five consecutive calendar years in the last ten years of credited service including year of retirement affording the highest such average.

Social Security benefit

The primary old age insurance benefit under Title II of the Social Security Act to which the participant is or would be entitled at age 62 (age 65 for terminated vested participants) or date of retirement, whichever is later, under the provisions of the Act at the time of termination and assuming zero earnings for periods subsequent to termination for participants who retire from active service and continued coverage to normal retirement date with no change in compensation for terminated vested participants.

Participant in Plan

Each salaried employee of the Company becomes a participant on the first day of January or the first day of July coincident with or next following his employment. Eligible Employees hired on or after January 1, 2013 become participants as of the Employee’s hire date.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Benefit Formulas

Final Average Compensation (FAC) Benefit

An annual allowance equal to 2.0% of Final Average Compensation multiplied by years of credited service prior to July 1, 1995, plus 1.6% of Final Average Compensation multiplied by years of Credited Service on or after July 1, 1995. In aggregate, credited service is limited to 35 years. This sum is reduced by 1.6% of the participant's Social Security benefit multiplied by years of credited service but limited to 50% of such Social Security benefit. The minimum annual normal retirement income, before optional election, shall not be less than $720 multiplied by the participant's years of credited service. The annual normal retirement income, before optional election, payable to any participant shall be reduced by the amount of retirement allowance payable from all other retirement plans, other than government-established plans, supported in part or in whole by contributions of the Company.

Cash Balance (CB) Benefit

Effective January 1, 2013 the Plan established a cash balance account that includes pay credits and interest credits.

Pay credits are calculated annually based on the sum of age and cash balance service as of December 31 each year according to the chart below:

Age plus Cash Balance Service at 12/31		Pay Credit Percentage
At least	Less than	
-	40	4.50%
40	50	5.50%
50	60	6.50%
60	70	8.00%
70	-	10.00%

Interest credits are calculated annually on the account balance as of the previous December 31, based on a rate which is the greater of:

- The year to year change in the Consumer Price Index for the month of November prior to the plan year, plus 3.0%, and
- 3.3%

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Benefits

Service Retirement Benefit

Condition for Benefit

The normal retirement age is 65.

Amount of Benefit

For participants with service before December 31, 2012 who terminate before December 31, 2012, the annual allowance is the FAC benefit.

For participants with service before December 31, 2012 who terminate after December 31, 2012 and before December 1, 2019, the annual allowance is the greater of:

(a) The FAC benefit frozen as of December 31, 2012 plus the CB benefit starting at January 1, 2013, or

(b) The FAC benefit accrued through termination date.

For participants with service before December 31, 2012 who terminate after December 31, 2019, the annual allowance is the greater of:

(a) The FAC benefit frozen as of December 31, 2012 plus the CB benefit starting at January 1, 2013, or

(b) The FAC benefit frozen as of December 31, 2019 plus the CB benefit starting at January 1, 2020

New participants hired on or after January 1, 2013 are only eligible for the CB benefit.

Early Retirement Benefit

Condition for Benefit

A participant may elect to retire after the attainment of age 55 if he has also completed at least 10 years of credited service in the Salaried Plan or any other retirement plan of the Company.

Amount of Benefit

The earlier retirement benefit is computed as the normal retirement benefit based on the participant's FAC benefit and CB benefit at early retirement. The earlier retirement benefit is either a deferred retirement income beginning at age 65, or, at his election, a reduced income beginning immediately.

The FAC benefit is reduced by .25% for each month benefits begin prior to age 62 and further reduced from time to time by the amounts of benefits becoming payable from such other retirement plans.

For participants who have attained age 50 by June 30, 1995, the FAC benefit is not reduced for early commencement if age plus service is at least 85. For participants between ages 40 and 50 as of June 30, 1995, prorated reductions apply for early commencement if age plus service at retirement is at least 85.

The CB benefit is based on the account balance at early retirement without projection to normal retirement date.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Disability Retirement Benefit

Condition for Benefit

A participant who becomes mentally or physically incapacitated may be retired on a date earlier than his normal retirement date.

Amount of Benefit

In the event of disability retirement, there shall be made available a benefit which, when added to all other retirement benefits payable from other retirement plans of the Company, shall produce a benefit equal to the total benefit payable from all such retirement plans commencing at his normal retirement date based on his compensation and service to his disability retirement date.

Vested Accrued Benefit

Condition for Benefit

If a participant is terminated after at least 3 years of service he is entitled to a termination allowance.

Amount of Benefit

The termination allowance is payable at age 65, or in an actuarially reduced amount if paid prior to age 65, is equal to the retirement allowance he would be entitled to at normal retirement date and is computed based on the participant's FAC benefit and CB benefit at termination of employment.

For participants having both a FAC benefit and a CB benefit, the following distribution rules will apply.

(a) If the participant is under age 55 upon termination and the present value of the combined FAC benefit and CB benefit is less than $50,000, the participant may elect to commence the total benefit upon termination.

(b) If the participant is under age 55 upon termination and the present value of the combined FAC benefit and CB benefit is at least $50,000, the participant may elect to commence the total benefit upon attainment of age 55.

New participants on or after January 1, 2013 can commence their benefit any time after the date of termination once they are vested, regardless of age.

Surviving Spouse's Benefit

Condition for Benefit

Upon the death before retirement of an active participant or terminated vested participant, a benefit may be payable to the spouse.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Amount of Benefit

The FAC benefit payable to the spouse, where applicable, is equal to the benefit which would have been payable had the participant retired on early retirement the day before his death and elected Option (b). The CB benefit payable to the spouse, where applicable, is equal to the account balance at the date of his death. For terminated vested participants the FAC benefit is reduced for spouse's coverage.

Death Benefit to Estate

Condition for Benefit

Upon the death in active service of an unmarried participant a benefit shall be payable to the participant's estate.

Amount of Benefit

The FAC benefit payable to the estate is equal to the lump sum which would have been payable had the participant retired on early retirement the day before his death and elected Option (b) with a spouse who is the same age as the participant. The CB benefit, where applicable, is payable to the estate and is equal to the account balance at the date of death.

Death Benefit

Upon the death of a participant prior to retirement, his accumulated contributions, if any, are paid to a designated beneficiary.

Upon the death of a retired participant whose retirement income is payable under Option (a), Option (e), Option (f) or Option (g), any excess of his accumulated contributions, if any, at retirement over the total of his retirement allowance payments is paid to a designated beneficiary.

Upon the death of the second to die of a retired participant who has elected Option (b), Option (c), Option (d) or Option (h) and the person designated to receive survivorship benefits under such option, any excess of the participant's accumulated contributions, if any, at retirement over the total of the retirement allowance payments made is paid to a designated beneficiary.

Maximum Benefit

The maximum annual retirement benefit is that permitted by the Employee Retirement Income Security Act of 1974 as amended by the Tax Reform Act of 1986, and by IRC Section 401(a)(17) compensation limitations as amended by the Omnibus Budget Reconciliation Act of 1993 and the Economic Growth and Tax Relief Reconciliation Act (EGTRRA) of 2001. For purposes of EGTRRA, the Company has opted to grant the increase in the 401(a)(17) compensation limitations retroactively.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Retirement Income Options

Prior to retirement, a retiring participant elects one of the following options. The incomes payable under Options (b) through (i) are of equivalent actuarial value to the income payable under Option (a). In the event an unmarried retiring participant fails to elect an option or the last designated contingent annuitant predeceases him before he becomes a retired participant, he is deemed to have elected Option (a). If the retiring participant is married, he is deemed to have elected Option (b).

(a) A retirement income payable to him for life.

(b) A reduced retirement income payable to him for life and, after his death, one-half of the reduced income to the survivor.

(c) A reduced retirement income payable to him for life and, after his death, the same reduced income to his surviving spouse. Effective January 1, 2013, a non-spouse may be named as the survivor.

(d) A reduced retirement income payable to him for life and, after his death, 75% of the reduced income to the survivor.

(e) A reduced retirement income payable to him for life with the provision that, if he dies before receiving total payments equal to five times the accrued annual benefit otherwise payable at his normal retirement date (after adjustment for the minimum allowance), the excess of such amount, if any, will be payable to a designated beneficiary.

(f) A reduced retirement income payable to him for life with the provision that, if he dies before receiving income payments in an aggregate amount equal to ten or fifteen times (as elected by the participant prior to retirement) such reduced annual retirement income payable to him, then the excess of such amount, if any, will be payable to a designated beneficiary.

(g) A reduced retirement income in such amount that, together with his Social Security benefit and any other non-optional benefit under any other plan of the Company, will provide the same income both before and after his primary Social Security benefit commences.

(h) A reduced retirement income payable to him for life and, after his death, one half of the reduced income to a designated contingent annuitant.

(i) A one-time single sum of actuarial equivalent value of the benefit to which the participant is entitled.

(j) Some other variation of the forms above determined on an actuarial equivalent basis.

Effective January 1, 2013, the following forms are also available.

(k) A reduced retirement income payable to him for life with the provision that, if he dies before receiving 60, 120, 180 or 240 income payments, the remaining benefits will be paid to a beneficiary for the remainder of the certain period or be paid as a single sum of the present value of the remaining payments.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Contributions

By Participants

Effective January 1, 1973, no further contributions by participants were required.

By Company

The Company contributes the portion of the cost of benefits that is not covered by the contributions of participants.

Special Provisions

Calgon Carbon Corporation (“Carbon”) (including Big Sandy and Neville Island) -

As of April 19, 1985, employees of Calgon Carbon Corporation ("Carbon") ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. The accrued benefit is determined assuming that the compensation used to calculate Final Average Compensation increases by 2.5% per year. This benefit is based upon the Social Security laws in effect on April 19, 1985 using the same compensation as for Final Average Compensation.

For purposes of determining eligibility for early retirement, service with Carbon after April 19, 1985 is taken into account. The provisions of the Plan concerning disability retirement and pre-retirement spouse annuity for active employees remain in effect with respect to the accrued benefit.

BAC/PACO and BAC-Pritchard

As of May 20, 1985, employees of BAC/PACO and BAC-Pritchard became terminated vested participants in the Plan and became vested in their accrued benefits as of that date.

For purposes of determining eligibility for early retirement, service with BAC/PACO or BAC-Pritchard after May 20, 1985 is taken into account.

AGVET

As of January 1, 1998, employees with AGVET ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. The accrued benefit is determined using actual compensation earned with AGVET for 10 years after 1997 to calculate Final Average Compensation.

For purposes of determining eligibility for early retirement, service with AGVET after January 1, 1998 is taken into account only for employees whose age plus service at January 1, 1998 was at least 60. Effective September 17, 2009, all Rule of 60 Employees shall be deemed to have satisfied any requirements to have attained Early Retirement Age; provided, further, that such participants shall be eligible to apply for an Annuity Starting Date as of the first day of the month after the later of (i) attainment of age 55 or (ii) September 30, 2009.

Constituent Plan: Retirement Plan for the Salaried Employees of MSD (continued)

Crop Protection

As of July 2, 1997, employees of Crop Protection ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. The accrued benefit is determined assuming that the compensation used to calculate Final Average Compensation increases by 4.0% per year for 10 years after July 2, 1997 only. This benefit is based upon the Social Security laws in effect on July 2, 1997 using the same compensation as for Final Average Compensation.

For purposes of determining eligibility for early retirement, service with Crop Protection after July 2, 1997 is taken into account only for employees whose age plus service at July 2, 1997 was at least 60.

Medco

As of January 1, 2003, certain employees who transferred to Medco ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. The accrued benefit is determined assuming that the compensation used to calculate Final Average Compensation increases by 4.0% per year through the earlier of June 30, 2015 or date of termination. This benefit is based upon the Social Security laws in effect on December 31, 2002 using the same compensation as for Final Average Compensation.

For purposes of determining eligibility for early retirement, service with Medco through the earlier of June 30, 2015 or termination date will be taken into account.

Danville

As of December 31, 2007, employees who transferred to PRWT, ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. The accrued benefit is determined assuming that the compensation used to calculate Final Average Compensation increases by 3.0% per year through the earlier of September 3, 2010 or date of termination. This benefit is based upon the Social Security laws in effect on December 31, 2007 using the same compensation as for Final Average Compensation.

For purposes of determining eligibility for early retirement, service with PRWT after December 31, 2007 is taken into account only for employees whose age plus service at December 31, 2007 was at least 60. On September 3, 2010 employees still active with PRWT re-entered the Plan.

COVID Death Benefit

There was an enhanced benefit provided to specific deaths due to COVID through December 31, 2023.

Organon

As of June 2, 2021, employees who transferred to Organon ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. Transferred employees continue to accrue service under the Pension Plan for purposes of early retirement eligibility and subsidies until they cease their employment with Organon. They are provided with any service crediting bridges that would have been provided under the Merck & Co., U.S. Separation Benefits Plan if they would have met the age and service requirements for such bridge benefits by December 31, 2022.

Summary of Changes from the January 1, 2024 Valuation

None.

Constituent Plan: Legacy Schering-Plough Retirement Plan

Definitions

Effective Date

July 1, 1953, as amended through January 1, 2024.

Employee

All employees of Schering-Plough Corporation and any other adopting subsidiary.

Service

Used to determine participation and eligibility for benefits. Service is excluded for any period during which employee contributions were required for participation but the employee did not elect to contribute.

Credited service

Used to determine the amount of benefit payable to a participant. One month of credited service is earned for each month of participation in the plan. Service and credited service earned prior to July 1, 1976 are based on service rules of the provisions of the plan in effect prior to such date. Additional service has been granted to Plough employees for employment between ages 22 and 25 which was previously excluded. In addition, service with predecessor corporations of Plough, Inc. has been granted in certain situations.

Cash balance service

Number of whole years and months from date of hire to December 31 of each year. If date of hire falls on the first day of the month, cash balance service is granted for the month of hire.

Base compensation

Regular salary as of December 31, annualized, excluding commissions, overtime pay, bonuses and any special or supplemental compensation.

Compensation

Prior to 1/1/81	Base compensation, excluding bonuses, commissions and overtime.
After 12/31/80	Base compensation, excluding bonuses and overtime, but including sales achievement bonuses and commissions.
After 12/31/03	Base compensation, including bonuses, overtime, sales achievement bonuses and commissions.

Compensation for Plough participants subject to a collective bargaining agreement is equal to Total Compensation for all years of service. Compensation for Plough plan participants is equal to Total Compensation for years prior to January 1, 1991 and after December 31, 2003. Compensation is limited to $200,000, indexed in accordance with IRC Section 401(a)(17) of the Code, and is applicable retroactively for participants who accrue benefits on or after January 1, 2002.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Final average compensation

Average rate of monthly compensation for the 60 consecutive months which produce the highest such average during the 120 months preceding normal retirement or earlier termination. The additional elements of compensation that became pensionable prospectively from January 1, 2004 (e.g., incentive bonus, overtime, shift differential) are averaged over future service months from January 1, 2004, but not greater than 60 months.

Participant in Plan

This Plan covers all employees of the former Schering-Plough Corporation and any other adopting subsidiary. Such employees become participants on the first day of the month following the earlier of (a) age 25 and completion of 1 year of service prior to January 1, 1985; (b) age 21 and completion of 1 year of service but not earlier than January 1, 1985; or (c) age 40. Employees hired after December 31, 2012 are not eligible to participate in the Plan.

Benefit Formulas

Final Average Compensation (FAC) Benefit

The greater of (i) 1% of Final Average Compensation multiplied by years of credited service and (ii) 1-1/2% of Final Average Compensation multiplied by years of credited service (maximum 40) with such amount reduced by 1/70th of the employee's Primary Insurance Amount multiplied by years of credited service (maximum 35). For participants of the Plough Plan as of December 31, 1990, the minimum benefit is the amount accrued as of that date based on the plan provisions in effect prior to the plan merger. For members of the Memphis Bargaining Unit, (i) above is increased to 1.5% for years of credited service from January 1, 1998 to September 30, 2000 only.

For employees whose compensation was greater than $150,000 prior to 1994, the benefit is the greater of (a) the formula benefit recognizing the $200,000 (indexed) limitation (but not less than the December 31, 1993 accrued benefit) and (b) the December 31, 1993 accrued benefit plus the formula benefit recognizing the $200,000 (indexed) limitation and credited service after December 31, 1993 only. This method of applying the new compensation limits is known as the "extended wear-away" method and permits continued accruals for affected participants under the qualified plan.

Cash Balance (CB) Benefit

Effective January 1, 2013 the Plan established a cash balance account that includes pay credits and interest credits.

Pay credits are calculated annually based on the sum of age and cash balance service as of December 31 each year according to the chart below:

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Age plus Cash Balance Service at 12/31		Pay Credit Percentage
At least	Less than	
-	40	4.50%
40	50	5.50%
50	60	6.50%
60	70	8.00%
70	-	10.00%

Interest credits are calculated annually on the account balance as of the previous December 31, based on a rate which is the greater of:

- The year to year change in the Consumer Price Index for the month of November prior to the plan year, plus 3.0%, and
- 3.3%

Benefits

Service Retirement Benefit

Condition for Benefit

The normal retirement age is 65.

Amount of Benefit

For participants with service before December 31, 2012 who terminated before December 31, 2012, the annual allowance is the FAC benefit.

For participants with service before December 31, 2012 who terminate after December 31, 2012 and before December 1, 2019, the annual allowance is the greater of:

(a) The FAC benefit frozen as of December 31, 2012 plus the CB benefit starting at January 1, 2013, or

(b) The FAC benefit accrued through termination date.

For participants with service before December 31, 2012 who terminate after December 31, 2019, the annual allowance is the greater of:

(a) The FAC benefit frozen as of December 31, 2012 plus the CB benefit starting at January 1, 2013, or

(b) The FAC benefit frozen as of December 31, 2019 plus the CB benefit starting at January 1, 2020.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Early Retirement Benefit

Condition for Benefit

A participant may elect to retire after the attainment of age 55 with 5 years of service.

Amount of Benefit

The early retirement benefit is computed based on the participant's FAC benefit and CB benefit at early retirement. The FAC benefit is calculated as for normal, based on Final Average Compensation at early retirement and years of credited service including imputed service to age 65. Result is multiplied by the ratio of credited service at early retirement to credited service imputed to age 65 and is payable at age 65. Alternatively, a participant may elect a pension commencing prior to age 65, but reduced as follows:

Age at Early Retirement Date	Percentage if Less than 40 Years of Service *	Percentage if at Least 40 Years of Service *
65	100.0%	100.0%
64	96.0%	100.0%
63	92.0%	100.0%
62	88.0%	100.0%
61	84.0%	100.0%
60	80.0%	100.0%
59	73.4%	96.0%
58	67.5%	92.0%
57	62.2%	88.0%
56	57.4%	84.0%
55	53.1%	80.0%

*Percentages are interpolated if the early retirement date is not the calendar month in which the employee's birthday occurs.

The CB benefit is based on the account balance at early retirement without projection to normal retirement date.

Disability Retirement Benefit

Condition for Benefit

A participant who becomes permanent and totally disabled may be retired on a date earlier than his normal retirement date.

Amount of Benefit

Same as normal, based on Final Average Compensation at age 65 assuming pay remains constant from disability to age 65, and credited service including imputed service to age 65.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Vested Accrued Benefit

Condition for Benefit

If a participant is terminated after at least 3 years of service, he is entitled to a termination allowance.

Amount of Benefit

Deferred retirement benefit payable at age 65 determined in same manner as early, based on Final Average Compensation and credited service at termination. It is computed based on the participant's FAC benefit and CB benefit at termination of employment.

For participants having both a FAC benefit and a CB benefit, the following distribution rules will apply. The eligibility rules for a lump sum were more restrictive prior to October 1, 2015.

(a) If the participant is under age 55 upon termination and the present value of the combined FAC benefit and CB benefit is less than $50,000, the participant may elect to commence the total benefit upon termination.

(b) If the participant is under age 55 upon termination and the present value of the combined FAC benefit and CB benefit is at least $50,000, the participant may elect to commence the total benefit upon attainment of age 55.

New participants on or after January 1, 2013 can commence their benefit any time after the date of termination once they are vested, regardless of age.

Surviving Spouse's Benefit

Condition for Benefit

If a participating employee or disabled employee dies prior to retirement after completing 10 years of service or, with respect to a participating employee whose death occurs on or after January 1, 2008, completed 5 years of service and either (i) attaining age 55 or (ii) his age plus years of service equals at least 65, but prior to his normal retirement date, his spouse (if then living) receives a pension.

Amount of Benefit

The FAC benefit payable to the spouse, if any, is payable according to the following schedule:

(a) Age 55 or more with 10 or more years of service: 50% of the employee's accrued benefit

(b) Age 50 through 54 and age plus service equals at least 65: 40% of the employee's accrued benefit

(c) Under age 50 and age plus service equals at least 65: 26.55% of the employee's accrued benefit

If a participating employee who has completed at least 5 years of service or a vested former employee dies prior to retirement, his eligible spouse receives a pension commencing on the later of the employee's date of death or the date the employee would have attained age 55. The amount of spouse pension is equal to the spouse pension which would have been payable if the employee had elected to receive his accrued benefit on an early retirement basis as of the commencement date with a 50% joint and survivor option in effect.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

A surviving spouse whose spouse's pension commences on or after October 1, 2015 may elect to receive a single lump sum payment at the earliest date the participant could have commenced payment.

The CB benefit payable to the spouse, where applicable, is equal to the account balance at the date of the participant’s death.

Death Benefit to Estate

Condition for Benefit

If a participating employee dies and is unmarried or married for less than one year at the time of death, the CB benefit plus employee’s contributions with interest (accumulated at the specified rate) will be paid to his beneficiary or estate. Effective January 1, 2017, participants are eligible for a death benefit based on the entire accrued benefit under the Plan except for the following participants:

(a) Terminated employment prior to January 1, 2017

(b) Date of death prior to January 1, 2017

(c) Active participant at January 1, 2017 and the date of death on or after January 1, 2017 but age at death is 55 years or older and under age 65 and has less than 5 years of eligibility service

(d) Active participant at January 1, 2017 and the date of death on or after January 1, 2017 but age at death is less than 55 years and the sum of age and eligibility service is less than 65

Amount of Benefit

The FAC benefit payable to the estate is equal to the lump sum which would have been payable had the participant retired on early retirement the day before his death and elected 50% choice in Option (d) with a spouse who is the same age as the participant. The CB benefit, where applicable, is payable to the estate and is equal to the account balance at the date of death.

Postretirement Death Benefit

Upon the death of a retired participant, the payable amount is the death benefit specified in the form of income applicable, with the provision that if the total benefits paid to, or on behalf of, an employee is less than his contributions plus interest to retirement, the difference is paid to the employee's beneficiary.

Maximum Benefit

The maximum annual retirement benefit is that permitted by the Employee Retirement Income Security Act of 1974 as amended by the Tax Reform Act of 1986, and by IRC Section 401(a)(17) compensation limitations as amended by the Omnibus Budget Reconciliation Act of 1993 and the Economic Growth and Tax Relief Reconciliation Act (EGTRRA) of 2001. For purposes of EGTRRA, the Company has opted to grant the increase in the 401(a)(17) compensation limitations retroactively.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

Retirement Income Options

Prior to retirement, a retiring participant elects one of the following options. The incomes payable under Options (b) through (f) are of equivalent actuarial value to the income payable under Option (a). In the event an unmarried retiring participant fails to elect an option or the last designated contingent annuitant predeceases him before he becomes a retired participant, he is deemed to have elected Option (a). If the retiring participant is married, he is deemed to have elected the 50% choice in Option (d).

(a) A monthly retirement income payable to him for life.

(b) Reduced pension payable for life with 60 or 120 payments guaranteed (also 180 or 240 payments guaranteed if less than expected future lifetime).

(c) Reduced pension payable for joint lives of employee and his beneficiary and following death of either, 66 2/3% of such pension payable for life of survivor.

(d) Reduced pension payable for joint lives of employee and his beneficiary and following death of employee 50% or 75% or 100% of such pension payable for life of beneficiary.

(a) Participants who retired prior to age 65 may elect to receive an increased pension prior to commencement of Social Security benefits and a reduced pension thereafter such that the difference between the increased pension and the reduced pension is approximately equal to his expected Social Security pension and the actuarial value of the optional pension is equivalent to the actuarial value of his early retirement pension.

(f) A one-time single sum of actuarial value of the benefit to which the participant is entitled.

Contributions

By Participants

Effective January 1, 1997, no further contributions by participants were required.

By Company

The Company contributes the portion of the cost of benefits that is not covered by the contributions of participants.

Special Provisions

Legacy Benefit for Scholl Employees

For participants in the former Scholl Retirement Income Plan, benefits for service prior to transfer to Plough, Inc. are based on benefits accrued under such plan prior to date of transfer. For participants in the former Scholl Pension Plan, benefits for service prior to transfer to Plough, Inc. are based on service accrued under such plan prior to transfer and final compensation at retirement or termination of employment. Benefits for service after transfer are based on the provisions of the Schering-Plough Corporation Retirement Plan with an overall minimum equal to the benefit determined under the provisions of the Scholl plan in which the employee was participating prior to transfer, assuming 1983 compensation continues to retirement or termination of employment.

Constituent Plan: Legacy Schering-Plough Retirement Plan (continued)

2003 Voluntary Early Retirement Program (VERP)

A Voluntary Early Retirement Program was offered to certain employees who had attained age 50 and completed 5 years of vesting service as of December 31, 2003. Employees who accepted the offer received an enhanced retirement benefit by being credited with 5 additional years of age and service.

Productivity Transformation Program (PTP)

A Productivity Transformation Program (PTP) to reduce headcount was implemented during 2008. Employees affected by the PTP were granted up to 2 years of age and service in order to be 100% vested.

Special Termination Benefits

Under the Merger Agreement, employees terminated on account of the merger are treated as fully vested in their accrued benefit at separation date if they would have become fully vested at the end of the Benefits Continuation Period (December 31, 2010).

Partial Termination

The “Integration” program to reduce headcount constitutes a partial termination. Employees terminated involuntarily between November 4, 2009 and December 31, 2012 are 100% vested in their accrued benefit at separation date.

Organon

As of June 2, 2021, employees who transferred to Organon ceased to be active participants in the Plan and became vested in their accrued benefits as of that date. Transferred employees continue to accrue service under the Pension Plan for purposes of early retirement eligibility and subsidies until they cease their employment with Organon. They are provided with any service crediting bridges that would have been provided under the Merck & Co., U.S. Separation Benefits Plan if they would have met the age and service requirements for such bridge benefits by December 31, 2022.

Summary of Changes from the January 1, 2024 Valuation

None.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates

Definitions

Effective Date

December 31, 1975, restated effective December 31, 1997 as amended through January 1, 2024.

Type of Plan

Final Average Pay (former ANRP formula)
Cash Balance

Plan Configuration

Merger of many previously separate plans. Some common provisions, with individual company variations for service dates, benefit formulas, minimums and offsets. The plan was spun off from the Akzo Nobel Inc. Retirement Account Plan and frozen as of December 31, 2006.

Eligibility to Participate

Salaried and certain hourly employees on later of date of hire or age 21. Effective January 1, 1998, participants between the ages of 40 and 55 had the option to remain under the ANRP formula or to choose the cash balance. Participants beyond age 55 or who had 30 years of service remained under the ANRP formula and participants under age 40 fall under the cash balance provisions. All new participants after January 1, 1998 will be under the cash balance provisions. Employees hired on or after October 1, 2006 are not eligible. The plan was frozen as of December 31, 2006.

Benefit Service

Former ANRP: All continuous service (see comments)
Cash Balance: One year for each 12 month period of 1,000 hours
Benefit service is frozen at the earlier of December 31, 2006 or date of termination.

Vesting

0% first 3 years of service – 100% thereafter

Normal Form

Life Annuity

ANRP Formula

Normal Retirement Benefit

Condition for Benefit

Age 65 and 5 years of service (age 65 if employed on 12/31/1988)

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Amount of Benefit

The sum of (a), (b), and (c), all of which were frozen as of December 31, 2006, but not less than (d):

(a) 1.1% of final average earnings (highest 60 months out of last 120) up to Social Security covered compensation times benefit service up to 35 years.

(b) 1.6% of final average earnings in excess of Social Security covered compensation times benefit service up to 35 years.

(c) 1.1% of final average earnings times benefit service in excess of 35 years, but not more than 40 years.

(d) The benefit accrued as of December 30, 1989.

Note: Participants over age 55 or with 30 years of service at January 1, 1998 may receive their benefits in a lump sum payment. Effective October 1, 2015, all participants may receive their benefits in a lump sum payment.

For benefit service earned before January 1, 1991, earnings refers to base compensation paid plus shift differential (for employees of Reliance Universal, earnings include that portion of earned commission necessary to increase earnings to $50,000).

For benefit service earned between January 1, 1991 and December 31, 2000, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and the portion of the EVA bonus that is equal to the historical percentage of the performance related bonus (PRP).

For benefit service earned after December 31, 2001, earnings refers to base compensation paid plus shift differential, sales commissions, overtime paid and EVA bonuses paid under designated programs.

For the portion of the EVA bonus considered PRP bonus to be used for service between January 1, 1991 and December 31, 2001, the following percentage of the EVA bonus will be used for the pay grade levels shown below. For participants not in these grade levels, the EVA bonus equals the PRP bonus.

Grade	PRP%
SE1	63.0%
SE2	55.0%
SE3	50.0%
TE	44.0%
TEA	44.0%
TEC	44.0%

All earnings are limited as required by IRC Section 401(a)(17).
Minimum Final Average Earnings: $35,280 ($39,600 for Intervet).

Social Security covered compensation is the average of the Social Security wage bases for the 35-year period ending in the year of an employee's Social Security retirement age.

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Early Retirement Benefit

Condition for Benefit

Age 55 and 10 years of service

Amount of Benefit

Reduced ½% per month from age 62.

Postponed Retirement Benefit

Condition for Benefit

Over age 65

Amount of Benefit

Normal retirement benefit including continued service and earnings.

Disability Retirement Benefit

Condition for Benefit

Receipt of Social Security benefit and Organon BioSciences USA Plan Benefits

Amount of Benefit

Benefit service continues to normal retirement date. Final average earnings and Social Security covered compensation determined at date of disability. Payments begin at age 65, or when the LTD benefits end, if later.

Deferred Vested Retirement Benefit

Condition for Benefit

Ages 55 and 3 years of service

Amount of Benefit

Reduced ½% per month from age 65.

Preretirement Death Benefit - Prior to earliest retirement age

Condition for Benefit

3 years of service

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

Amount of Benefit

50% joint and survivor, reduced for early commencement, payable when participant would have been first eligible to receive benefits. If no surviving spouse, 5-year certain benefit, reduced for early commencement, payable to beneficiary at date first eligible to receive benefits.

Preretirement Death Benefit - After earliest retirement age

Condition for Benefit

Age 55 and 10 years of service

Amount of Benefit

50% joint and survivor reduced early commencement, payable immediately after death. If no surviving spouse, 5 year certain benefit, reduced for early commencement, payable to beneficiary immediately after death.

Prior Plan benefits

Participation in prior plan.

Comments

(a) Benefit service is frozen as of December 31, 2006.

(b) Earnings received after December 31, 2006 will not be used to determine any benefits under the ANRP formula.

Cash Balance Formula

Normal Retirement Benefit

Condition for Benefit

3 years of service

Amount of Benefit

Cash balance formula with each year's accrual as the sum of (a), (b), and (c):

(a) A percentage of annual pay, as follows:

Service	Percentage
Less than 5	4.0%
5 – 9	5.0%
10 – 14	6.0%
15 – 19	7.0%
20 or more	8.0%

Constituent Plan: Retirement Account Plan for the Organon Biosciences US Affiliates (continued)

No accruals after December 31, 2006.

(b) 4% of annual pay in excess of 80% of the Social Security wage base. No accruals after December 31, 2006.

(c) Interest credit on the prior year's balance. The interest rate is the annual 10-year Treasury bond rate, not less than 4%.

Disability Retirement Benefit

Condition for Benefit

Receipt Social Security benefit and Organon BioSciences USA Plan Benefits

Amount of Benefit

Annual pay credits and interest credits continue during total disability. No pay credits will be accrued after December 31, 2006.

Preretirement Death Benefit

Condition for Benefit

Vested

Amount of Benefit

Account balance is payable to beneficiary.

Comments

(a) Participants at January 1, 1998 have an opening balance based on pre-1998 service and earnings and the former ANRP formula.

(b) Annual pay equals base pay plus shift differential, sales commissions, overtime pay, lump sum merit increases and EVA bonuses paid.

(c) Pay credits will no longer be credited after December 31, 2006.

(d) Earnings received after December 31, 2006 will not be used to determine any benefits under the Cash Balance formula.

Summary of Changes from the January 1, 2024 Valuation

None.

Schedule SB, line 32 – Schedule of Amortization Bases

Date Established	Type Of Base	Years Remaining	Shortfall Amortization Installment	Present Value of Remaining Installments as of January 1, 2025
January 1, 2025	Shortfall	15	$ 84,149,947	$ 902,504,808
Total			$ 84,149,947	$ 902,504,808

Schedule SB, line 24 – Change in Actuarial Assumptions

- The expected return on assets changed from 7.75% for 2024 to 8.00% for 2025.
- The cost of living was changed from 3.14% for 2024 and 2.35% for 2025 and later for the 1/1/2024 valuation to be the year over year change in November CPI-U, which is 2.75% for 2025 and single equivalent rate of 2.40% produced by applying expected benefit payments attributed to prior service to the inflation yield curve published by the Federal Reserve Bank of Cleveland as of December 1, 2024 for 2026 and later for the 1/1/2025 valuation.
- The interest credit rates were changed as follows:
    - Salaried/USRP: from 6.14% to 5.75% for the current year and from 5.35% to 5.40% for future years
    - Organon: from 4.00% to 4.57% for the current year
- The withdrawal rates, retirement rates, salary increase, assumed form of payment upon retirement, pension commencement, marital percentage, and participant/spouse age difference assumptions have been updated based on an experience study completed in 2024.
- The enrolled actuary estimated the expense load as the sum of (i) a percentage of the 1/1/2025 Market Value of Assets for non-PBGC premium expenses, which consists primarily of investment management & trust/custodian fees and (ii) projected current year PBGC premiums. The percentage is based on the prior year's expenses paid as a percentage of the 1/1/2024 Market Value of Assets. The dollar amount of the expense load to the Target Normal Cost has decreased from $32,100,000 to $30,900,000 due to a decrease in recent expenses.