

**2024 benefits
and well-being**

For the
whole you



2024 annual enrollment is October 3-26, 2023

When we design our benefits, you better believe we have your well-being in mind.

Like always, our 2024 benefits are built to help you face whatever life throws your way. They're made for the whole you — physical, mental, financial and social.

Take a few minutes to read on and get to know what's important for 2024. You'll be glad you did!



Great to know for 2024



Physical
well-being



Mental
well-being

NEW VENDOR FOR PRESCRIPTION DRUG BENEFITS

CVS Caremark

On January 1, 2024, our pharmacy benefits manager will change from Express Scripts to CVS Caremark. This means CVS Caremark will now manage and administer the prescription drug benefits we offer in conjunction with our medical plan.

You can still get your prescriptions filled at any participating pharmacy, whether it's a CVS or not (e.g., Albertson's, Duane Reade, Fred Meyer, Kroger, Rite Aid, Target, Walgreens, Walmart and Wegman's). In fact, most retail pharmacies in the U.S. participate in the CVS Caremark network. Please note: Costco is not a participating pharmacy.

Beginning September 29, 2023, you can call CVS Caremark 24/7 at **800-932-7412** or go online at info.caremark.com/oe/merck to find out if your current pharmacy is in the network, find a participating pharmacy near you or price out a medication for 2024.

What else you need to know

- **Specialty medications can be shipped to a participating CVS store.** Or you can continue to have them shipped to your home at no extra cost.
- **Continue to access digital tools** to help you manage your family's prescriptions, speed up refills and create reminders.
- You still have access to a **90-day supply** of your maintenance medications through mail order or at participating CVS and Walgreens stores through Retail 90.
- All your current prescriptions (and any validated prior authorizations) with Express Scripts **will be automatically moved** to CVS Caremark on January 1, 2024.*
- As noted last year, **Merck drugs on the \$0 copay list that transferred to Organon will no longer be on the \$0 copay list in 2024.**
- **The list of drugs subject to prior authorization is changing slightly**, but this change will not impact any of your current medications. If you're affected by this change in the future, you'll be notified by CVS Caremark.

* Except compounds and/or controlled substances

What's next

To ensure you have an adequate supply of medication during the transition to CVS Caremark, we recommend you refill any prescription medications with Express Scripts (if possible) that are running low in December. If you have any questions, contact Express Scripts at **800-RX-MERCK (800-796-3725)**. Also, if you are currently using Costco for prescription drug fills, go to info.caremark.com/oe/merck or call CVS Caremark at **800-932-7412** to find a new participating pharmacy to use in 2024.

In mid-December you'll receive a **welcome kit** from CVS Caremark with a new prescription drug ID card, which you should begin to use on January 1, 2024. You'll also receive instructions on how to register at caremark.com, where you'll be able to order additional ID cards and download a digital card.



Download the app

Download the free CVS Caremark app to refill and renew prescriptions, check your order status and more! When downloading the CVS app, choose "CVS Caremark" (blue) and not the in-store retail app called "CVS Pharmacy" (red). Apps can be downloaded from the App Store or Google Play.



Medical plan ID card

You will receive a new medical plan ID card in December that lists 2024 out-of-pocket maximums. You can still use your current ID card, if needed.



Life insurance beneficiary change

Beginning January 1, 2024, we're changing the way life insurance benefits are paid when there is no named beneficiary. If you pass away and do not have a beneficiary on file, life insurance benefits will be paid based on the hierarchy shown to the right.

Of course, it's always best if you designate a beneficiary. To do so, or to update a beneficiary already on file, call the Benefits Service Center at **800-666-3725**. For more details on how

life insurance benefits are paid, refer to the life insurance SPD at onlinespd.com.

1	Your surviving spouse/domestic partner
2	Your surviving child(ren) in equal shares
3	Your surviving parent(s) in equal shares
4	Your surviving sibling(s) in equal shares
5	Your estate



An update on contributions

After *four straight years* of no increases to medical plan contributions (a staggering run by marketplace standards) we need to make adjustments due to healthcare inflation. Merck will continue to subsidize most of the cost of medical and prescription drug coverage, and will absorb the majority of these increases. This means you will see only a small increase to the medical plan contributions you pay for 2024. What's more, employee contributions for dental and vision are decreasing. And life insurance rates* will remain the same. Go to benefitsatmerck.com > **What you need to know for 2024** for details.

Key facts

- ✓ You and Merck share the cost of medical coverage and Merck pays approximately 85% of the cost.
- ✓ Merck absorbed the cost of increases occurring in the marketplace during COVID.
- ✓ We're mindful of the impact of inflation on you and your family, which is why Merck will continue to absorb the large majority of cost increases.
- ✓ Moving from Express Scripts to CVS Caremark helps us keep your 2024 healthcare contribution increases low.

* Life insurance rates are based on your age and annual salary. If you move into a new age band or your salary changes, your contributions for life insurance will change in the following month.

Other news: Beginning in 2024, we are eliminating the part-time employee contribution "premium." So, if you're a part-timer you'll pay the same contribution amounts as your full-time colleagues.

Flexible spending accounts (FSAs)

You can save real dollars on taxes when you pay for health care and/or dependent care expenses using an FSA.

For the lowdown on FSAs, go to benefitsatmerck.com/health/fsas/. Then enroll during annual enrollment for 2024! (Remember, if you already use FSAs, you still have to re-enroll each year.)



Here’s what to know for 2024:

- Beginning January 1, you can contribute more to the **health care FSA**: The contribution limit is increasing to \$3,050.
- For the **health care FSA** only, you can roll over unused 2023 funds into 2024, up to an increased max of \$570. The maximum rollover amount for rollovers from 2024 to 2025 is increasing to \$610.
- The **dependent care FSA** contribution limit will continue to be \$5,000 in 2024.

New salary bands for out-of-pocket limits in the Merck PPO medical plan

You may not be aware of this, but your out-of-pocket maximum in the Merck medical plan varies depending on your base pay as of Nov. 1 of the previous year.* Generally speaking, the higher your base pay, the higher your out-of-pocket maximum.

That said, we haven’t updated these salary bands in 10 years. With recent inflation, we decided now is an appropriate time to reset them, meaning that, for many, your out-of-pocket maximums will now be lower. Note: The out-of-pocket maximum amounts themselves are not changing.

Current salary bands	New salary bands as of January 1, 2024	Annual individual/family out-of-pocket maximums (includes deductible and coinsurance)	
		In-network	Out-of-network
Under \$60,000	Under \$80,000	\$1,500/\$3,000	\$3,000/\$6,000
\$60,000 to \$100,000	\$80,001 to \$140,000	\$2,500/\$5,000	\$5,000/\$10,000
\$100,001 to \$150,000	\$140,001 to \$200,000	\$3,500/\$7,000	\$7,000/\$14,000
\$150,001 and over	\$200,001 and over	\$4,500/\$9,000	\$9,000/\$18,000

* Salary bands for new hires/rehires will be based on your starting salary.



Physical
well-being



Financial
well-being

Vision plan enhancement

In lieu of frames for prescription glasses, you or your covered dependents can purchase ready-made, non-prescription sunglasses or non-prescription light filtering glasses, up to \$150, after a \$10 copay.*

* Not eligible for FSA reimbursement.



Mental
well-being

Changes to medical plan behavioral health services

Certain behavioral health services no longer require prior authorization*, including:

- Psychological and neuropsychological testing
- Psychiatric home health services
- Outpatient electroconvulsive therapy (ECT)
- Outpatient detoxification

Biofeedback and hypnosis are not covered under the plan.

For details, please refer to the medical plan SPD at onlinespd.com.

* These updates went into effect during 2023.

Preventive care

We can't say it enough. Preventive care is vital to keeping you healthy and healthcare costs down. Fortunately, we make preventive care easy and affordable (as in \$0):

- Get an **annual physical, preventive cancer screening** and **HPV, flu and other vaccines**, which are 100% covered under our medical plan when in-network.

How to get a flu vaccine



Doctor's office

Present your Horizon BCBS ID card. To find an in-network doctor, go to horizonblue.com/merck or contact a Horizon Health Guide at **877-663-7258**.



Pharmacy

Present your prescription drug ID card and contact your pharmacy benefit manager for assistance in locating a participating pharmacy.

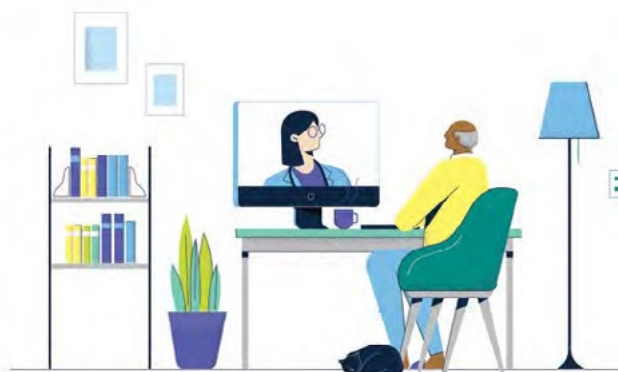
- Before 2024, use your Express Scripts card and call **800-796-3725** for assistance.
- Beginning January 1, use your CVS Caremark card and call **800-932-7412** for assistance.



Onsite

Check the flu vaccine schedule at Sync > HR > **Onsite Vaccine Schedule**.

- Improve your **mental well-being** for free with Calm. Learn more at Sync > HR > **Calm**.
- Do a **mental health check-in** through Lyra. The first 12 sessions each year are free. Go to merck.lyrahealth.com or Sync > HR > **Lyra Health** to learn more, or call Lyra at **844-737-9423**.
- Get **two routine dental exams per calendar year**, 100% covered with no deductible when in-network.
- Get your **vision exam** — If you're enrolled in VSP, you only pay a \$10 copay per year when in-network; if you're only enrolled in the Merck medical plan, you can get a routine eye exam every 24 months.
- Join **Virgin Pulse** for challenges, activities and resources. **You and your spouse/ domestic partner can each earn up to \$225 every year! Get started today at join.virginpulse.com/liveit.**





Financial
well-being

More retirement resources, all in one place

You can access everything you need to know about your Merck pension, 401(k) and financial planning benefits at **Fidelity NetBenefits**. Now, you can see a snapshot of the big picture, as well — the financial value provided by Merck of the compensation and benefits programs the company offers! Go to **mycompandben.com** and log in using your NetBenefits credentials. Or log in directly from NetBenefits.



Social
well-being

What about you?

Want to help build community through positive interactions? Make your voice heard and connect with others:

- **Become a well-being champion**
>>> Go to https://collaboration.merck.com/sites/wellbeing_champions
(from a Merck device) to learn more and to apply.
- **Join an employee business resource group (EBRG)**
>>> Go to Sync > HR > **Employee Business Resource Groups (EBRGs)**
- **Reach out to the Benefits and Well-being Team** by emailing globalwellbeing@merck.com.
We always welcome feedback.

Enroll now October 3-26, 2023



Online

netbenefits.com/merck

Log in with your
Fidelity NetBenefits® username/password.



Mobile app

“NetBenefits” mobile app Download from
Apple or **Google Play**.



By phone

800-66-MERCK (800-666-3725) TDD: Use 711 relay

Customer Service Representatives are available
Monday through Friday (excluding New York Stock Exchange
holidays), 8:30 a.m. to 8:30 p.m. ET.

Overseas? Dial your country's toll-free AT&T USADirect®
access code then **800-666-3725**. Find your access code at
business.att.com/collateral/access.html or call your local operator.

What happens if I don't enroll during annual enrollment?

Your current benefit elections will roll over for 2024, with the exception of FSA elections. **To participate in a health care and/or dependent care FSA in 2024, you must actively (re)enroll by October 26, 2023, even if you participated in 2023.**

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This newsletter is a summary of material modifications (SMM) to the summary plan descriptions (SPDs) for the Merck Medical, Dental, Life Insurance and Long Term Disability Plan and Merck Other Benefits Plan. It is not otherwise an official plan document or an SPD. If any information included in this SMM or any website or any written or verbal representation conflicts in any way with the official plan documents, which may include any underlying insurance policies, the provisions of the official plan documents, as amended, will govern. To view the SPDs for the applicable benefits described in this SMM, or to view the summary of benefits coverage for the Merck Medical Plan for Employees, go to **onlinespd.com** or call **800-66-MERCK (800-666-3725)** and a hard copy will be provided to you at no cost.