



Annual Compensation Planning Process 2022/2023

Employee Name: Blythe Bealer
Employee ID: 10081302
FTE % as of Feb 1st: 100%

Manager: Senthil Murugan
Performance Category: Outperformed

2023 Salary Increase Currency USD

| | |
|---------------------------|--------------------------|
| Annual Salary as of Feb 1 | 160,673.86 |
| Salary Increase % | 4.50% |
| Salary Increase Amount | 7,230.32 |
| New Annual Salary | 167,904.18 |
| Salary Range | 144,320.00 to 227,100.00 |

2022 Annual Incentive Plan - AIP Award* Currency USD

| | |
|------------------------|-----------|
| Final AIP Award Amount | 56,696.54 |
|------------------------|-----------|

AIP Award Calculation Details

| Start Date | FTE % | AIP Eligible Earnings | AIP Target % | AIP Target Amount | Proration Percent | AIP Individual Performance % | Company Scorecard | AIP Award for Period |
|------------|---------|-----------------------|--------------|-------------------|-------------------|------------------------------|-------------------|----------------------|
| 01/01/2022 | 100.00% | 160,673.86 | 16% | 25,707.82 | 100.00% | 123.90% | 178% | 56,696.54 |

* AIP Target % is prorated to reflect changes in position and where applicable, reductions due to plan participation of less than 12 months. For full program terms and conditions, refer to: Sync > HR > Money > Annual Incentive Plan

2023 Long-Term Incentive Currency USD

Estimated LTI Grant Value 20,000 (the grant value shown will be adjusted based on your FTE% as of February 1)

The planned value shown represents the estimated value of your Long-Term Incentive ("LTI") grant that is comprised of restricted stock units (RSUs). Your LTI grant is subject to local, legal, tax and securities requirements.

Restricted Stock Units (100%)

In order for your shares to be released to you once they vest, you must log into [StockPlan Connect](#) administered by Morgan Stanley, and actively accept the Terms & Conditions of your annual grant. Instructions may be found in the [LTI Program Overview](#).

Typically, restricted stock units are granted in May on the third business day following the release of the Company's first quarter earnings.

For full program terms and conditions, refer to: Sync > HR > Money > Long-Term Incentive Program.

This Compensation Statement is provided for information only. This statement is not intended to represent nor shall it be construed as a contract of employment for any specific duration between you and the Company, nor a contractual obligation to provide to you the compensation and benefits described above. Further, this statement does not modify your current employment status, including, without limitation any right (subject to local law and to any individual or collective agreement) for you or for the Company to end the employment relationship. The amounts included in this statement are estimates and you should not rely on this statement for financial planning, tax planning or filing, or other purposes, and some of the components described above involve discretionary plans or arrangements, which may require board and company approvals and continued employment through the payment date, subject to the requirements of applicable law.

Note for non-U.S. Employees:

Any stock awards granted to you by Merck & Co., Inc. under its 2019 Incentive Stock Plan (the "Plan") ("LTI Awards") are not part of your salary or other normal or expected compensation for any purpose. The value of the LTI Awards that may be granted to you will vary depending on the value of the underlying shares of common stock and therefore cannot be predicted with certainty. The LTI Awards and underlying shares are an extraordinary item that does not constitute compensation for services of any kind rendered to your employer, and which is outside the scope of your employment contract. The receipt of LTI Awards and participation in the Plan shall not create a right to further employment with your employer, nor does it create an employment relationship with Merck & Co., Inc. or any other subsidiary or affiliate of Merck & Co., Inc. Further, the grant of LTI Awards is voluntary and occasional and does not create any contractual or other right to receive future grants of awards, or benefits in lieu of awards, even if awards have been granted in the past. All decisions with respect to this and any future grants, if any, will be at the sole discretion of Merck & Co., Inc. The Plan and LTI Awards granted under the Plan are exclusively governed by U.S. law.