

Job Candidate Privacy Notice

Last Updated: November 24, 2025

Purpose of this Privacy Notice

This Job Candidate Privacy Notice (“Notice”) provides a comprehensive overview of the practices of Merck & Co., Inc., Rahway, NJ, USA, known as “MSD”, “our company”, “we”, “us”, “our” and its affiliates, which includes but is not limited to the covered entities: Merck Sharp & Dohme LLC, Rahway, NJ, USA, with respect to the collection, use and disclosure of Personal Information of applicants, candidates, and potential applicants and candidates for employment at our company. For the purposes of this Notice:

- **Applicant** refers to an individual who has actively submitted an application for a specific job opening at our company.
- **Candidate** refers to an individual who is under consideration for employment
- **Potential Applicant** refers to an individual who has not yet applied but may do so in the future, such as someone visiting our careers site or engaging with our talent community.
- **Potential Candidate** refers to an individual who has been identified or sourced by our company as a possible fit for a role but has not formally applied

Employees may also become candidates or applicants for new roles within the company. In such cases, this Notice applies to the recruitment-related processing of their Personal Information, while the [Employee Privacy Notice](#) continues to govern the processing of their information in the context of their employment. Collectively, these individuals are referred to as “Candidates,” “you,” or “your” throughout this notice. As used in this Notice, “Personal Information” means any information relating to an identified or identifiable natural person.

Candidates who reside in the European Economic Area (“EEA”), Switzerland, the United Kingdom (“UK”) or California have certain rights with respect to the collection, processing, and disclosure of their Personal Information. For more information, please see [Appendix A](#), our EEA, Swiss, and UK Job Candidate Privacy Notice or [Appendix B](#) our California Job Candidate Privacy Notice, as applicable. Please note that this Notice does not apply to information we collect in non-job-applicant or non-talent acquisition related capacities. For further details about our privacy practices pertaining to non-Candidate Personal Information, please visit <https://www.msdprivacy.com/>.

What Candidate Personal Information We Collect

The types of Personal Information we may collect from Candidates when Candidates apply for career opportunities with our company or in connection with Candidate inquiries and communications with our talent acquisition team for potential career opportunities and the requirements and restrictions under applicable local law. In general, we may collect the following categories of Personal Information about Candidates:

- Identifiers, such as name; alias; addresses; phone numbers; fax numbers; email addresses; date of birth; IP addresses and other online identifiers; unique personal identifiers; physical characteristics or descriptions; national identity number or other government-issued identifiers; or other similar identifiers;

- Characteristics of Protected Classification under applicable law, such as nationality; disability status; marital status; housing status; racial or ethnic origin; sexual orientation; religion; and gender;
- Internet or Other Network Information, such as browsing history, interactions with our websites or advertisements, and username and password for our career site;
- Biometric Information for the purpose of identity verification
- Geolocation Data, such as device location
- Audio, Electronic, Visual and Similar Information, such as call and video recordings; security camera footage;
- Professional or Employment-Related Information, such as information on your CV, résumé and cover letter; details of qualifications; skills; certifications; credentials; positions and roles you are or may be interested in; communication preferences; work authorizations, status, visa, or other immigration information; employment history, including references from previous employers; and conflict of interest information and debarment status; social media (e.g. LinkedIn)
- Education Information, such as education history, degrees, diplomas, certifications, and institutions;
- Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, a Candidate's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes;
- Information we may collect that that may be considered "sensitive" under applicable law, including:
 - Personal Information that may reveal:
 - Social security, driver's license, state identification card, or passport number;
 - Racial or ethnic origin, or union membership;
 - Biometric data processed for the purpose of uniquely identifying a Candidate; and
 - Under limited circumstances, we may collect personal Information concerning a Candidate's health

Why We Collect Candidate Personal Information

We may collect, process, and disclose Personal Information about Candidates, in connection with our talent acquisition-related activities and the requirements and restrictions under applicable local law, including, to:

- Evaluate Candidates' suitability and fitness for employment with us and specific roles and work opportunities;
- Communicate with Candidates during the recruitment and applicant process;
- Contact Candidates about job advertisements or opportunities that match their preferences or interests;

- Send Candidates marketing communications;
- Conduct background checks to verify identity and confirm accuracy of application details and promote a safe work environment;
- Conduct conflict of interest reporting and confirm debarment status;
- Conduct audits to verify that our internal processes function as intended;
- Monitor and foster equal opportunity in the recruitment process;
- Comply with legal and regulatory requirements including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws;
- Comply with contractual obligations;
- Monitor, investigate, and enforce compliance with and potential breaches of MSD policies and procedures and legal and regulatory requirements;
- Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons; and
- Exercise or defend the legal rights of our company and its employees, affiliates, customers, contractors, and agents.

We may also de-identify any Personal Information we collect about Candidates and analyze that data for statistical or any other purposes permitted by law. When we do so, we take reasonable measures to ensure that the information cannot be associated with a Candidate or household, and we maintain and use the information in de-identified form. We will not attempt to re-identify the information, except that we may attempt to re-identify the information solely for the purpose of determining whether our de-identification processes satisfy applicable legal requirements. After it has been de-identified, the information is no longer Personal Information and is not subject to this Notice.

Depending on the location in which you live, local laws may require that you provide specific consent for the collection, use and disclosure of Candidate Personal Information for some of the purposes listed above. Where required, you may be asked to provide your consent by appropriate and permitted means.

Use of Artificial Intelligence: We may use artificial intelligence (“AI”) when carrying out the processing activities of Candidate Personal Information listed above if permitted by applicable local law. We are committed to upholding fairness, transparency, and accountability in the use of AI. If we use AI to make decisions related to recruiting and hiring decisions, we may provide you with additional information regarding our use of AI to the extent required by applicable laws. If you have questions about how AI may be used to process your Personal Information, please contact our Global Talent Acquisition Team at msd_gta@msd.com

As part of our recruitment process and when permitted by applicable local law, we may also use automated tools and AI driven systems (collectively “AI tools”) to help our recruiters assess applications and match candidates to open positions at our company. This may include use of Candidate Personal Information, if you have consented to such use. These tools may analyze the information you provide (e.g., resume content, skills, and work experience) and compare it to job requirements or relevant opportunities, or rank or score candidate-job matches to help our recruiters prioritize outreach. This means that, if you have consented to such use, your application may be selected, or may not be

selected, by these AI tools for further consideration for certain position by our recruiting team. Automated matches and suggestions produced by AI tools are reviewed by our human recruiters before any hiring decision or formal job offers are made. AI tools support, but do not replace, human judgment in our recruiting and hiring processes, and we periodically review our use of AI tools in this context to ensure that they remain fair, effective, and unbiased. You may opt out of the use of such AI tools in the evaluation of your candidacy. Opting out will not negatively impact your candidacy.

How We Disclose Candidate Personal Information

We may disclose the Personal Information we collect about Candidates in the following contexts:

- To affiliates within the Merck & Co., Inc., Rahway, NJ, USA family of companies globally for everyday business and talent acquisition purposes as described in this Notice.
- To our service providers that provide services on our behalf and in accordance with our instructions. For example, we use service providers to provide us with candidate selection and related hiring services, benefits and wellness services, website services, as well as other products and services, such as web hosting, data analysis, customer service, infrastructure services, technology services, email delivery services, legal services, and other similar services. These service providers may need Personal Information about you to perform their obligations. We contractually require our service providers to keep the Personal Information they process on our behalf confidential and to use it only to provide services on our behalf.
- As described in any privacy notice we provide to you, or with your consent if we obtain it from you in a particular context.

In addition, we may also disclose Candidate Personal Information:

- To government, regulatory, and legal authorities when we, in good faith, believe disclosure is appropriate to comply with the law, a court order, or a subpoena. We may also disclose Personal Information to prevent or investigate a possible crime, such as fraud or identity theft; to protect the security of our services; to enforce or apply our other agreements; or to protect our own rights or property or the rights, property, or safety of our users or others.
- To a successor organization or prospective purchaser, if we transfer the ownership or operation of all or a portion of our business to another organization, we merge with or are acquired by another organization, or if we liquidate our assets. If such a transfer occurs, we will seek assurances that the successor organization will treat the Personal Information we disclose to it in accordance with this Notice.
- In aggregated or de-identified form, for our business purposes or any other purposes permitted by applicable law.

How We Protect Personal Information

We will take reasonable steps to protect your Personal Information, which may vary depending on its sensitivity and how it is collected and transmitted between your computer or device and our online resources and servers. These steps are intended to protect Personal Information in our possession from unauthorized access, disclosure, alteration or destruction.

For How Long We Retain Candidate Personal Information

We generally retain Personal Information for as long as reasonably needed for the specific business purpose or purposes for which it was collected and the duration of your Candidate (and if applicable, subsequent employee or contractor) relationship with us. In some cases, we may be required to retain information for a longer period of time based on laws or regulations that apply to our business, such as applicable rules on statute of limitations or for other necessary business purposes. Where possible, we aim to de-identify the information or remove unnecessary identifiers from records that we may need to keep for periods beyond the original retention period.

Contact Our Global Privacy Office

If you have questions regarding this Notice or the Personal Information we collect, use and disclose about you, please contact us.

To contact the Global Privacy Office:

Write to us at:

Global Privacy Office
Merck & Co., Inc.
UG4B-24
351 N. Sumneytown Pike North Wales, PA, USA 19454

Or email us at: msd_privacy_office@msd.com

Changes to this Notice

We reserve the right to modify, add or remove portions of this Notice at any time. If we decide to change this Notice, we will post the updated notice on this page, prior to the changes becoming effective.

Appendix A

EEA, UK, and Swiss Job Candidate Privacy Notice

This EEA, UK, and Swiss Candidate Privacy Notice (“EEA Notice”) provides additional information about Merck & Co., Inc., Rahway, NJ, USA, known as “MSD”, “our company”, “we”, “us”, “our” and its affiliates, which includes but is not limited to the covered entities Merck Sharp & Dohme LLC, Rahway, NJ, USA, collection, use and disclosure of Personal Information about applicants, candidates, and potential applicants and candidates for employment at MSD located in the European Economic Area (“EEA”), Switzerland, and the United Kingdom (“UK”). For the purposes of this Notice:

- **Applicant** refers to an individual who has actively submitted an application for a specific job opening at our company.
- **Candidate** refers to an individual who is under consideration for employment
- **Potential Applicant** refers to an individual who has not yet applied but may do so in the future, such as someone visiting our careers site or engaging with our talent community.
- **Potential Candidate** refers to an individual who has been identified or sourced by our company as a possible fit for a role but has not formally applied

Employees may also become candidates or applicants for new roles within the company. In such cases, this Notice applies to the recruitment-related processing of their Personal Information, while the [Employee Privacy Notice](#) continues to govern the processing of their information in the context of their employment. Collectively, these individuals are referred to as “Candidates,” “you,” or “your” throughout this notice. As used in this EEA Notice, “Personal information” means any information relating to an identified or identifiable natural person.

Please also note that this EEA Notice only addresses MSD’s collection, use, and disclosure of job applicant or talent acquisition-related Personal Information and only applies to Candidates in the EEA, UK, and Switzerland. This EEA Notice does not apply to individuals who are located in other countries and/or who do not interact with us in a job applicant or talent acquisition-related capacity. For further details about our privacy practices pertaining to non-Candidate Personal Information, please visit <https://www.msdprivacy.com/>.

The MSD entity which you are directly applying for employment with or inquiring about employment with is the primary controller of your Personal Information and is responsible for processing the Personal Information about Candidates collected directly from Candidates or from other sources. If you have any questions regarding the processing of your Personal Information or this EEA Notice, please contact the Global Privacy Office via email at msd_privacy_office@msd.com or via mail to:

Global Privacy Office
Merck & Co., Inc.,
UG4B-24, 351 N. Sumneytown Pike North Wales, PA, USA 19454

You can also contact our Data Protection Officer via email at:

- For the EU: euprivacydpo@msd.com;

Categories of Candidate Personal Information We Collect and Process

MSD may, depending on the locally applicable law, collect and process the following categories of Personal Information about Candidates:

- Identifiers, such as name; alias; addresses; phone numbers; fax numbers; email addresses; date of birth; IP addresses and other online identifiers; unique personal identifiers; physical characteristics or descriptions; national identity number or other government-issued identifiers; or other similar identifiers;
- Characteristics of Protected Classification under applicable law, such as nationality; disability status; marital status; racial or ethnic origin; sexual orientation; and gender;
- Internet or Other Network Information, such as browsing history, interactions with our websites or advertisements, and username and password for the MSD Careers site;
- Audio, Electronic, Visual and Similar Information, such as call and video recordings; security camera footage;
- Professional or Employment-Related Information, such as information on your CV, résumé and cover letter; details of qualifications; skills; certifications; credentials; positions and roles you are or may be interested in; communication preferences; work authorizations, status, visa, or other immigration information; employment history, including references from previous employers; and conflict of interest information and debarment status;
- Education Information, such as education history, degrees, diplomas, certifications, and institutions;
- Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, a Candidate's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes;
- Information we may collect and that may be considered "sensitive" under applicable law, including:

Under limited circumstances, we may collect personal Information collected and analyzed concerning a Candidate's health.

We only collect and process such sensitive Personal Information if such processing is allowed or required under applicable law and such sensitive Personal Information is used and disclosed only for processing for which we have a valid legal basis under applicable law.

Purpose and Legal Basis for Processing Candidate Personal Information

Depending on the locally applicable law, MSD may process your Personal Information for the following purposes, in reliance on the following legal basis, as set out in the table below:

Purpose for Processing	Legal Basis
Evaluate Candidates' suitability and fitness for employment with us and specific roles and work opportunities.	<ul style="list-style-type: none"> • Performance of a contract • Consent

	<ul style="list-style-type: none"> • Legitimate interest in talent acquisition
Communicate with Candidates during the recruitment and applicant process.	<ul style="list-style-type: none"> • Performance of a contract • Consent • Legitimate interest in talent acquisition
Contact Candidates about job advertisements or opportunities that match their preferences or interests.	<ul style="list-style-type: none"> • Consent • Legitimate interest in talent acquisition
Send Candidates marketing communications.	<ul style="list-style-type: none"> • Consent • Legitimate interest in talent acquisition
Conduct background checks to verify identity and confirm accuracy of application details and promote a safe work environment.	<ul style="list-style-type: none"> • Legitimate interest in employee management and safety • Legal obligation
Conduct conflict of interest reporting and confirm debarment status.	<ul style="list-style-type: none"> • Legal obligation
Conduct audits to verify that our internal processes function as intended.	<ul style="list-style-type: none"> • Legitimate interest in improving business performance
Monitor and foster equal opportunity in the recruitment process.	<ul style="list-style-type: none"> • Consent • Legal obligation
Comply with legal and regulatory requirements including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws.	<ul style="list-style-type: none"> • Legal obligation
Comply with contractual obligations.	<ul style="list-style-type: none"> • Performance of a contract
Monitor, investigate, and enforce compliance with and potential breaches of our policies and procedures and legal and regulatory requirements.	<ul style="list-style-type: none"> • Legitimate interest in defending our rights and protecting our property
Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons.	<ul style="list-style-type: none"> • Legal obligation
Exercise or defend the legal rights of our company and its employees, affiliates, customers, contractors, and agents.	<ul style="list-style-type: none"> • Legitimate interest in defending our rights and protecting our property

We may also anonymize any Personal Information we collect about Candidates and analyze that data for statistical or any other purposes permitted by law. After it has been anonymized, the information is no longer Personal Information and is not subject to this Notice.

Where we need to collect and process your Personal Information as required by an applicable law, or under the terms of a contract we have with you, and you fail to provide us with that data when requested, we may not be able to perform our legal and contractual obligations related to your employment, including paying and providing benefits to you.

Artificial Intelligence and Profiling

We may use artificial intelligence (“AI”) when carrying out the purposes for processing Candidate Personal Information listed above if permitted by applicable local law. We are committed to upholding fairness, transparency, and accountability in the use of AI. If we use AI to make decisions related to recruiting and hiring decisions, we may provide you with additional information regarding our use of AI to the extent required by applicable laws. If you have questions about how AI may be used to process your Personal Information, please contact our Global Talent Acquisition Team at msd_gta@msd.com

As part of our recruitment process and when permitted by applicable local law, we may also use automated tools and AI driven systems (collectively “AI tools”) to help our recruiters assess applications and match candidates to open positions at MSD. This may include use of Candidate Personal Information, if you have consented to such use. These tools may analyze the information you provide (e.g., resume content, skills, and work experience) and compare it to job requirements or relevant opportunities, or rank or score candidate-job matches to help our recruiters prioritize outreach. This means that, if you have consented to such use, your application may be selected, or may not be selected, by these AI tools for further consideration for certain position by our recruiting team. Automated matches and suggestions produced by AI tools are reviewed by our human recruiters before any hiring decision or formal job offers are made. AI tools support, but do not replace, human judgment in our recruiting and hiring processes, and we periodically review our use of AI tools in this context to ensure that they remain fair, effective, and unbiased. You may opt out of the use of such AI tools in the evaluation of your candidacy. Opting out will not negatively impact your candidacy.

When permitted by applicable local law, we may also use profiling to help us determine the types of communications relevant to you and measure your engagement with our materials. Personal Information processed for purposes of profiling will be based on our legitimate business interests, to assess how we can support you and further strengthen our relationship, and, to the extent required under applicable law, based on your explicit consent. “Profiling” as used in this EEA Notice means any form of automated processing of Personal Information consisting of the use of Personal Information to evaluate certain personal aspects relating to a natural person, in particular to analyze or predict aspects concerning that natural person’s performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or movements. If we use your Personal Information for purposes of profiling that produces legal or similarly significant effects about you, we will provide you with additional information regarding the logic involved in the profiling and the significance and the envisaged consequences of such processing of your Personal Information. Further, if we use solely automated processing, including profiling, for decisions that produce legal or similarly significant effects about you, you have the right to obtain human intervention by us, to express your point of view, and to contest the decision.

You also have the right to opt out of profiling that produces legal or similarly significant effects at any time, by following the instructions for submitting a rights request in the “Candidate Rights to Personal Information” section of this EEA Notice.

Disclosure of Candidate Personal Information

We disclose the Personal Information we collect about Candidates in the following contexts:

- To affiliates within the Merck & Co., Inc., Rahway, NJ, USA family of companies globally for everyday business and talent acquisition purposes as described in this EEA Notice.
- To our service providers that provide services on our behalf and in accordance with our instructions. For example, we use service providers to provide us with candidate selection and related hiring services, benefits and wellness services, website services, as well as other products and services, such as web hosting, data analysis, customer service, infrastructure services, technology services, email delivery services, legal services, and other similar services. These service providers may need Personal Information about you to perform their obligations. We contractually require our service providers to keep the Personal Information they process on our behalf confidential and to use it only to provide services on our behalf.
- As described in any privacy notice we provide to you, or with your consent if we obtain it from you in a particular context.

In addition, we may also disclose Candidate Personal Information:

- To government, regulatory, and legal authorities when we, in good faith, believe disclosure is appropriate to comply with the law, a court order, or a subpoena. We may also disclose Personal Information to prevent or investigate a possible crime, such as fraud or identity theft; to protect the security of our services; to enforce or apply our other agreements; or to protect our own rights or property or the rights, property, or safety of our users or others.
- To a successor organization or prospective purchaser, if we transfer the ownership or operation of all or a portion of our business to another organization, we merge with or are acquired by another organization, or if we liquidate our assets. If such a transfer occurs, we will seek assurances that the successor organization will treat the Personal Information we disclose to it in accordance with this EEA Notice.
- In aggregated or de-identified form, for our business purposes or any other purposes permitted by applicable law.

International Transfer of Candidate Personal Information

We may disclose Candidate Personal Information to MSD affiliates or our service providers, which may involve transferring your Personal Information outside of the EEA, Switzerland, or the UK, including to the United States. The level of protection for personal data in other countries, including the United States may not be the same as the level of protection in the EEA, UK, or Switzerland. When we transfer Candidate Personal Information outside the EEA, UK, or Switzerland, we do so in accordance with applicable law and our Global Cross Border Privacy Rules Policy, which is available at <https://www.msdprivacy.com/us/en/cross-border-privacy-policy-rules.html>.

Data Privacy Framework Notice

Our company - participates in and has certified its compliance with the EU-U.S. Data Privacy Framework (“EU-U.S. DPF”), the UK Extension to EU-U.S. DPF and the Swiss-U.S. Data Privacy Framework (“Swiss-U.S. DPF”) as set forth by the U.S. Department of Commerce (collectively, the “DPF”). MSD has certified to the U.S. Department of Commerce that we adhere to the EU-U.S. DPF Principles and the Swiss-U.S. DPF Principles (the “DPF Principles”). We are committed to subjecting all Candidate Personal Information received from the EEA, UK, and Switzerland, in reliance on the DPF, to the DPF Principles. If there is any conflict between the terms in this EEA Notice and the DPF Principles, the DPF Principles shall govern. To learn more about the DPF program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

With respect to onward transfers to third parties of Candidate Personal Information we receive from the EEA, UK, and Switzerland in reliance on the DPF, we take responsibility for such third parties’ compliance with the DPF Principles when such third parties process Candidate Personal Information on our behalf.

With respect to Candidate Personal Information received or transferred pursuant to the DPF, we are subject to the regulatory enforcement powers of the U.S. Federal Trade Commission. In certain situations, we may be required to disclose Personal Information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Individuals in the EEA, UK, or Switzerland with inquiries or complaints regarding our policies related to the DPF Principles should first contact us at msd_privacy_office@msd.com. Our company has further committed to cooperate with the EU Data Protection Authorities (DPAs) (https://www.edpb.europa.eu/about-edpb/about-edpb/members_en) for EEA Candidates, the UK Information Commissioner’s Office (<https://ico.org.uk/>) for UK Candidates, and the Swiss Federal Data Protection and Information Commissioner (<https://www.edoeb.admin.ch/edoeb/en/home.html>) for Swiss Candidates, with regard to unresolved complaints concerning Candidate Personal Information transferred from the EU, the UK or Switzerland, respectively, in the context of the employment relationship. Candidates may engage the applicable local data protection authority concerning our adherence to the DPF Principles and we shall respond directly to such authorities with regard to investigations and resolutions of complaints.

Under certain conditions individuals may invoke binding arbitration for some residual claims not resolved by other redress mechanisms. See <https://www.dataprivacyframework.gov/framework-article/ANNEX-I-introduction>.

In addition to the rights described in the “Candidate Rights to Personal Information” section of this EEA Notice, if we intend to use Candidate Personal Information transferred to the United States in reliance on the DPF, we will offer Candidates the opportunity to affirmatively or expressly consent (opt-out) whether their Personal Information is (a) to be disclosed to a third party, or (b) to be used for a purpose that is incompatible with purpose(s) for which it was originally collected or subsequently authorized by the Candidate. For any Candidate Personal Information transferred to the United States in reliance on the DPF that constitutes sensitive data under the Principles, we will give Candidates an affirmative or explicit (opt in) choice if the data is (a) to be disclosed to a third party or (b) used for a purpose other than which it was originally collected or subsequently authorized by the Candidate. Candidates will be provided with clear and conspicuous, readily available, and affordable mechanisms to exercise these choices, as further described in the “Candidate Rights to Personal Information” section of this EEA Notice.

Sources of Candidate Personal Information

We collect Personal Information of Candidates directly from Candidates. We also collect Personal Information from public databases, providers of demographic data, publications, professional organizations, institutions, social media platforms, and service providers and third parties that help us screen and onboard individuals for hiring purposes as far as we are allowed to do so under applicable law and when they otherwise disclose information to us.

Personal Information Retention

We generally retain Personal Information for as long as reasonably needed for the specific business purpose or purposes for which it was collected and the duration of your Candidate (and if applicable, subsequent employee or contractor) relationship with us. In some cases, we may be required to retain information for a longer period of time based on laws or regulations that apply to our business, such as applicable rules on statute of limitations or for other necessary business purposes. Where possible, we aim to de-identify the information or remove unnecessary identifiers from records that we may need to keep for periods beyond the original retention period.

Candidate Rights to Personal Information

Candidates located in the EEA, UK, or Switzerland have the following rights with respect to their Personal Information, subject to certain exceptions:

- **Access**. You may request access to your Personal Information.
- **Rectification**. You may request we correct any inaccurate or incomplete Personal Information we maintain about you.
- **Erasure**. You may request we delete the Personal Information we maintain about you.
- **Restriction of Processing**. You may request that we limit the processing of your Personal Information in certain contexts.
- **Data Portability**. You may request to receive your Personal Information in a structured, commonly-used, and machine readable format and have the right to transmit that information to another data controller.
- **Objection to Processing**. You may object to our processing of your Personal Information in certain contexts.
- **Withdraw Consent**. To the extent our processing of Personal Information is based on your consent, you can withdraw your prior consent, provided that such withdrawal will not affect the lawfulness of the processing of your Personal Information prior to such withdrawal.
- **Opt-out of Profiling**. You have the right to opt-out of our processing of your Personal Information for purposes of profiling.
- **Complain to a Supervisory Authority**. You have the right to lodge a complaint with the supervisory authority in the jurisdiction in which you are located (for example the Information Commissioner's Office in the U.K.)

Please note, however, that we reserve the right to enforce statutory restrictions on our part, for example if we are obliged to retain or process certain data, have an overriding interest (insofar as we may invoke such interests) or need the data for asserting claims.

Please see instructions to exercise your rights:

To exercise any of the rights set out above, please contact us at msd_privacy_office@msd.com or by visiting <https://www.msdprivacy.com>, selecting the applicable country from the list on the page, and using the data request contact information provided for the applicable country.

Changes to this EEA Notice

We reserve the right to modify, add or remove portions of this Notice at any time. If we decide to change this Notice, we will post the updated notice on this page, prior to the changes becoming effective.

Last Updated November 24, 2025

Appendix B

California Job Candidate Privacy Notice

The California Consumer Privacy Act, as amended by the California Privacy Rights Act, and its implementing regulations (collectively, the “CCPA”), gives California residents certain rights and requires businesses to make certain disclosures regarding their collection, use, and disclosure of Personal Information. This California Job Applicant Privacy Notice (“California Notice”) provides additional information about Merck & Co., Inc., Rahway, NJ, USA, (“MSD,” “our company,” “we,” “us,” “our”) and its affiliates’ collection, use and disclosure of Personal Information about applicants, candidates, and potential applicants and candidates for employment at our company. For the purposes of this Notice:

- **Applicant** refers to an individual who has actively submitted an application for a specific job opening at our company.
- **Candidate** refers to an individual who is under consideration for employment
- **Potential Applicant** refers to an individual who has not yet applied but may do so in the future, such as someone visiting our careers site or engaging with our talent community.
- **Potential Candidate** refers to an individual who has been identified or sourced by our company as a possible fit for a role but has not formally applied

Employees may also become candidates or applicants for new roles within the company. In such cases, this Notice applies to the recruitment-related processing of their Personal Information, while the [Employee Privacy Notice](#) continues to govern the processing of their information in the context of their employment. Collectively, these individuals are referred to as “Candidates,” “you,” or “your” that are residents of California. As used in this Notice, “Personal Information” means any information relating to an identified or identifiable natural person.

Please also note that this California Notice only addresses our company’s collection, use, and disclosure of job applicant or talent acquisition-related Personal Information and only applies to residents of California. This California Notice does not apply to individuals who are located in other states/countries and/or who do not interact with us in a job applicant or talent acquisition-related capacity. For further details about our privacy practices pertaining to non-Candidate Personal Information, please visit <https://www.msdprivacy.com/>.

As a Candidate, you have the right to know what categories of Personal Information we collect, use, disclose, sell, and share about you. This California Notice provides that information and other disclosures required by California law.

Definitions

- **Personal Information:** As used in this California Notice, “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular Candidate or household. Personal Information includes Sensitive Personal Information, but does not include protected health information covered by the Health Insurance Portability and Accountability Act (“HIPAA”), nonpublic personal information under the Gramm-Leach-Bliley Act (“GLBA”), or any other information which is exempt from the CCPA.
- **Sensitive Personal Information:** As used in this CCPA Notice, “Sensitive Personal Information” includes Personal Information that reveals an Candidate’s (i) social security number, driver’s

license, state identification card, or passport number, (ii) account log-in, financial account, debit card, or credit card number in combination with any required security or access code, (iii) precise geolocation, (iv) racial or ethnic origin, citizenship or immigration status, religious or philosophical beliefs, or union membership, (v) mail, email, and text messages contents, unless we are the intended recipient of the communication, (vi) genetic data, or (vii) neural data. Sensitive Personal Information also includes biometric information for the purpose of uniquely identifying an Candidate, Personal Information concerning a Candidate's health, and Personal Information concerning the Candidate's sex life or sexual orientation.

- **Other CCPA Definitions:** As used in this CCPA Notice, the terms "Collect," "Processing," "Service Provider," "Third Party," "Sale," "Share," "Consumer," and other terms defined in the CCPA and their conjugates, have the meanings afforded to them in the CCPA, whether or not such terms are capitalized herein, unless contrary to the meaning thereof.

Candidate Personal Information We Collect

We collect and have collected in the past 12 months the following categories of Personal Information about Candidates:

- Identifiers, such as name; alias; addresses; phone numbers; fax numbers; email addresses; date of birth; IP addresses and other online identifiers; unique personal identifiers; physical characteristics or descriptions; social security number or other government-issued identifiers; or other similar identifiers;
- Characteristics of Protected Classification under applicable law, such as nationality; disability status; marital status; housing status; racial or ethnic origin; sexual orientation; religion; and gender;
- Internet or Other Network Information, such as browsing history, interactions with our websites or advertisements, and username and password for our Careers site;
- Biometric Information; for the purposes of identification
- Geolocation Data, such as device location;
- Audio, Electronic, Visual and Similar Information, such as call and video recordings; security camera footage;
- Professional or Employment-Related Information, such as information on your CV, résumé and cover letter; details of qualifications; skills; certifications; credentials; positions and roles you are or may be interested in; communication preferences; work authorizations, status, visa, or other immigration information; employment history, including references from previous employers; and conflict of interest information and debarment status;
- Education Information, such as education history, degrees, diplomas, certifications, and institutions;
- Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, a Candidate's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes;

- Sensitive Personal Information, including:
 - Personal Information that reveals:
 - Social security, driver's license, state identification card, or passport number;
 - Racial or ethnic origin, religious or philosophical beliefs, or union membership;
or
 - Biometric data processed for the purpose of uniquely identifying a Candidate; and
 - Personal Information collected and analyzed concerning a Candidate's health.

Purpose for Collecting, Processing, & Disclosing Candidate Personal Information

We collect, process, and disclose, and we have collected, processed, and disclosed in the past 12 months, the categories of Personal Information listed in the "Candidate Personal Information We Collect" section above, to:

- Evaluate Candidates' suitability and fitness for employment with us and specific roles and work opportunities;
- Communicate with Candidates during the recruitment and applicant process;
- Contact Candidates about job advertisements or opportunities that match their preferences or interests;
- Send Candidates marketing communications;
- Conduct background checks to verify identity and confirm accuracy of application details and promote a safe work environment;
- Conduct conflict of interest reporting and confirm debarment status;
- Conduct audits to verify that our internal processes function as intended;
- Monitor and foster equal opportunity in the recruitment process;
- Comply with legal and regulatory requirements including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws;
- Comply with contractual obligations;
- Monitor, investigate, and enforce compliance with and potential breaches of our policies and procedures and legal and regulatory requirements;
- Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons; and
- Exercise or defend the legal rights of our company and its employees, affiliates, customers, contractors, and agents.

We may also de-identify any Personal Information, including any Sensitive Personal Information, we collect about Candidates. When we do so, we take reasonable measures to ensure that the information cannot be associated with an individual or household, and we maintain and use the information in de-

identified form. We will not attempt to re-identify the information, except that we may attempt to re-identify the information solely for the purpose of determining whether our de-identification processes satisfy applicable legal requirements. After it has been de-identified, the information is no longer Personal Information and is not subject to this California Notice.

Further, we collect, process, and disclose the categories of Sensitive Personal Information described in this California Notice only for purposes that are permitted by the CCPA regulations.

Use of Artificial Intelligence: We may use artificial intelligence (“AI”) when carrying out the processing activities of Candidate Personal Information listed above if permitted by applicable local law. We are committed to upholding fairness, transparency, and accountability in the use of AI. If we use AI to make decisions related to recruiting and hiring decisions, we may provide you with additional information regarding our use of AI to the extent required by applicable laws. If you have questions about how AI may be used to process your Personal Information, please contact our Global Talent Acquisition Team at msd_gta@msd.com

As part of our recruitment process and when permitted by applicable local law, we may also use automated tools and AI driven systems (collectively “AI tools”) to help our recruiters assess applications and match candidates to open positions at our company. This may include use of Candidate Personal Information, if you have consented to such use. These tools may analyze the information you provide (e.g., resume content, skills, and work experience) and compare it to job requirements or relevant opportunities, or rank or score candidate-job matches to help our recruiters prioritize outreach. This means that, if you have consented to such use, your application may be selected, or may not be selected, by these AI tools for further consideration for certain position by our recruiting team. Automated matches and suggestions produced by AI tools are reviewed by our human recruiters before any hiring decision or formal job offers are made. AI tools support, but do not replace, human judgment in our recruiting and hiring processes, and we periodically review our use of AI tools in this context to ensure that they remain fair, effective, and unbiased. You may opt out of the use of such AI tools in the evaluation of your candidacy. Opting out will not negatively impact your candidacy

Retention of Candidate Personal Information

We generally retain Personal Information for as long as reasonably needed for the specific business purpose or purposes for which it was collected and the duration of your Candidate (and if applicable, subsequent employee or contractor) relationship with us. In some cases, we may be required to retain information for a longer period of time based on laws or regulations that apply to our business, such as applicable rules on statute of limitations or for other necessary business purposes. Where possible, we aim to de-identify the information or remove unnecessary identifiers from records that we may need to keep for periods beyond the original retention period.

Sale & Sharing of Candidate Personal Information

We generally do not sell or share Personal Information that we collect about our Candidates. Under the CCPA, “sell” or “sold” means the disclosure of Personal Information to third parties for monetary or other valuable consideration, and “share” or “shared” means disclosure of Personal Information to third parties for cross-context behavioral advertising, regardless of whether the disclosure is made for monetary or other valuable consideration.

However, we do sell and share, and we have sold and shared in the past 12 months, Personal Information in other contexts. This includes Personal Information collected via cookies and other tracking technologies, such as IP addresses and browsing data, including when we allow third parties,

such as advertising networks and data analytics providers, to place certain types of cookies or other tracking technologies on our websites for marketing and analytics purposes.

California Candidates have the right to opt out of sale and sharing. To opt out of sale and sharing when you use our sites, please click on the Cookie Preferences link in the footer of the website you are visiting to open our “Privacy Preference Center.” Then, please either (1) click “Reject Optional Cookies” or (2) use the menu options to click on each type of cookie, toggle it on or off to accept or reject that type of cookie, and then click “Confirm My Choices.”

We do not knowingly sell or share Personal Information of consumers under the age of 16.

How We Disclose Candidate Personal Information

We disclose and have disclosed in the past 12 months the categories of Personal Information listed in the “Candidate Personal Information We Collect” section, above, in the following contexts:

- To affiliates within the Merck & Co., Inc., Rahway, NJ, USA family of companies globally for everyday business and talent acquisition purposes as described in this Notice.
- To our service providers that provide services on our behalf and in accordance with our instructions. For example, we use service providers to provide us with candidate selection and related hiring services, benefits and wellness services, website services, as well as other products and services, such as web hosting, data analysis, customer service, infrastructure services, technology services, email delivery services, legal services, and other similar services. These service providers may need Personal Information about you to perform their obligations. We contractually require our service providers to keep the Personal Information they process on our behalf confidential and to use it only to provide services on our behalf.
- As described in any privacy notice we provide to you, or with your consent if we obtain it from you in a particular context.

In addition, we may also disclose Employee Personal Information:

- To government, regulatory, and legal authorities when we, in good faith, believe disclosure is appropriate to comply with the law, a court order, or a subpoena. We may also disclose Personal Information to prevent or investigate a possible crime, such as fraud or identity theft; to protect the security of our services; to enforce or apply our other agreements; or to protect our own rights or property or the rights, property, or safety of our users or others.
- To a successor organization or prospective purchaser, if we transfer the ownership or operation of all or a portion of our business to another organization, we merge with or are acquired by another organization, or if we liquidate our assets. If such a transfer occurs, we will seek assurances that the successor organization will treat the Personal Information we disclose to it in accordance with this California Notice.
- In aggregated or de-identified form, for our business purposes or any other purposes permitted by applicable law.

Sources of Candidate Personal Information

We collect Personal Information of Candidates directly from Candidates. We also collect Personal Information from public databases, providers of demographic data, publications, professional organizations, institutions, social media platforms, and service providers and third parties that help us screen and onboard individuals for hiring purposes as far as we are allowed to do so under applicable law and when they otherwise disclose data to us.

Your Privacy Rights

California Candidates have the following rights regarding our collection and use of their Personal Information, subject to certain exceptions.

- **Rights that Require Verification.** You, a legal representative, or another legally authorized agent, can exercise available rights [here](#) by selecting the right you would like to exercise and providing the requested information, which will be used to verify your identity and to match the personal data we have about you. For more information on your data subject rights, you can also contact us via email at msd_privacy_office@msd.com or by phone at [insert toll free phone number].
 - **Right to Know:** You have the right to know the following:
 - The categories of Personal Information we have collected about you;
 - The categories of sources from which such Personal Information was collected;
 - The business or commercial purpose for collecting, selling, or sharing Personal Information collected about you;
 - The categories of third parties to whom we disclose Personal Information collected about you;
 - The categories of Personal Information about you that we have sold, and for each category, the categories of third parties to whom we sold that particular category of Personal Information;
 - The categories of Personal Information about you that we disclosed for a business purpose to a service provider or contractor, and the purposes for such disclosures; and
 - The specific pieces of Personal Information that we have collected about you.
 - **Right to Delete:** You may request that we delete any Personal Information about you we that we collected from you.
 - **Right to Correct:** You may request that we correct any inaccurate Personal Information we maintain about you.
 - **Right to Access Specific Pieces of Personal Information:** You may ask to obtain the specific pieces of Personal Information we have collected about you in a portable and, to the extent technically feasible, readily usable format that allows you to transmit the Personal Information to another entity without hindrance. You may not exercise this right more than two times in a calendar year.
- **Rights that Do Not Require Verification**

- **Right to Opt-Out of Sale & Sharing:** You have the right to opt out of the sale and sharing of your Personal Information. To opt out of sale and sharing click on the Cookie Preferences link in the footer of the website you are visiting to open our “Privacy Preference Center.” Then, please either (1) click “Reject Optional Cookies” or (2) use the menu options to click on each type of cookie, toggle it on or off to accept or reject that type of cookie, and then click “Confirm My Choices.”
- **Right to Limit the Use of Your Sensitive Personal Information:** We do not use Sensitive Personal Information that we collect about Candidates for purposes other than those that are permitted by the CCPA regulations. But if we did, you would have the right to limit the use of your Sensitive Personal Information to the purposes permitted by the CCPA.
- **Non-Discrimination.** We will not discriminate against you for exercising your data subject rights. For example, we will not make hiring, firing, promotional, disciplinary, or similar decisions based on your exercise of your privacy rights.
- **Opt-Out Preference Signals.** Some browser features or add-ons allow consumers to send an “opt-out preference signal” to companies whose websites they visit, such as the “Do Not Track” signal or the “Global Privacy Control” signal. These signals, when turned on, tell the websites you visit that you do not wish to be tracked or do not want your information shared for targeted advertising purposes. We recognize the “Do Not Track” signal and we are currently incorporating recognition of the “Global Privacy Control” signal into our websites. We treat these signals as a request to opt-out of sale and sharing for the browser or device through which the signal is sent and any consumer profiles we have associated with that browser or device, including pseudonymous profiles. Accordingly, if you use different devices or browsers to interact with us at different times, you need to turn these features on for all of the internet browsers and devices you use, separately. If we know the identity of the consumer from the opt-out preference signal, we will also treat the signal as a request to opt out of sale and sharing for the consumer.

Other Disclosures

- **Financial Incentives for California Consumers.** We do not offer financial incentives to California Candidates under the CCPA. If and when we do so, we will update this California Notice.

Contact Us

If you have questions regarding this California Notice or the Personal Information we collect, use and disclose about you, please contact us.

To contact the Global Privacy Office:

Write to us at:

Global Privacy Office
Merck & Co., Inc.
UG4B-24
351 N. Sumneytown Pike North Wales, PA, USA 19454

Or email us at: msd_privacy_office@msd.com

Changes to this California Notice

We reserve the right to modify, add or remove portions of this California Notice at any time. If we decide to change this Notice, we will post the updated notice on this page, prior to the changes becoming effective.

Last Updated: November 24, 2025