



2024-25

Organon ANZ Gender Pay Gap Report

Our vision drives us

Organon ANZ is an independent global healthcare company that **envisioned a better and healthier every day for every woman.**

By addressing health conditions that are unique to women, affect her disproportionately or impact her differently, we are igniting our purpose: advancing the complete health of women at all stages of her life journey.

We are working toward a better and healthier every day for every woman by bringing forward the innovations needed to support women's health, expanding access to medicines and other products, and advancing gender equity inside and outside the company.

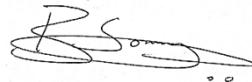
As an organisation, **we have embedded Environmental, Social and Governance (ESG)**, priorities throughout our business and aim to achieve balanced gender representation throughout all levels of the organisation globally by 2030.

Since being established as an independent organisation in 2021, **we have taken several measures to address equity in the workplace**, including rolling out key initiatives, constantly engaging with our founders, evaluating our policies to ensure relevancy and conducting in-depth pay equity analyses.

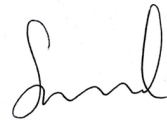
These actions are detailed in this report and highlights our ongoing dedication to promoting equality by ensuring that all founders, irrespective of gender, have equal opportunities to contribute both at home and in the workplace.

While we have seen some progress since commencing Gender Pay Gap (GPG) analysis and reporting, we recognise there is work to be done to continue to address pay gaps within our organisation and we are committed to maintaining our sustained efforts to achieve this.

We confirm the data included in this report is accurate in accordance with the requirements of the Workplace Gender Equality Act 2012.



Bilal Somra
Country Lead



Sonia Mourad Stawiski
HR Lead



As part of our commitment to Her Equity, we will continue to address the Gender Pay Gap and ensure fairness in compensation practices.

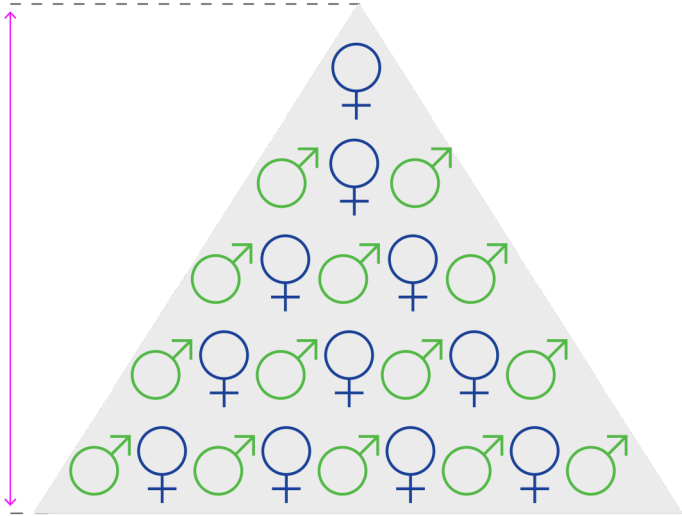


Understanding the calculations

It is important to understand that **Gender Pay Gap** is not the same as **Equal Pay**.

Gender Base Pay Gap

Calculates the difference in base pay between men and women across a whole organisation.

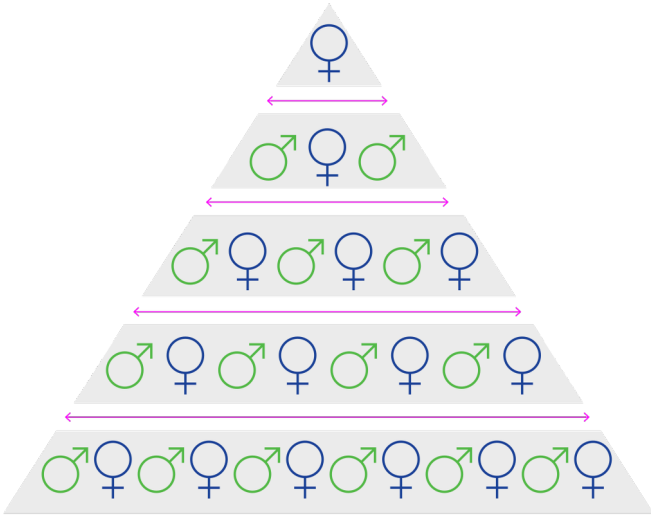


Gender Total Remuneration Pay Gap

Calculates the difference in total remuneration (base pay plus superannuation, bonuses and allowances) between men and women across a whole organisation.

Equal Pay

Ensures pay is equal for all employees carrying out the same or similar work, or work of equal value taking into account level and job type.

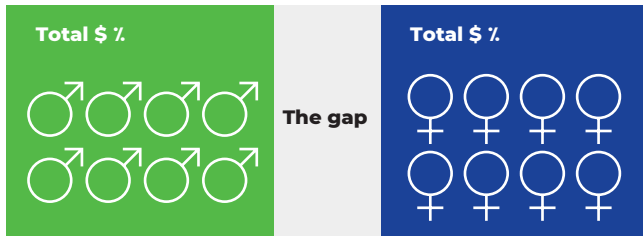


$$\text{Average \% GPG} = \frac{(\text{Average Base or Total Remuneration of Men} - \text{Average Base or Total Remuneration of Women})}{\text{Average Base or Total Remuneration of Men}} \times 100$$



Understanding the calculations

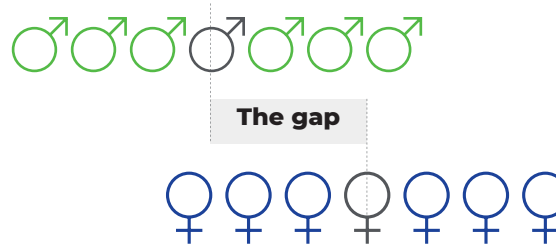
Average (or Mean) Pay



The average (or mean) pay is calculated by adding the pay of all employees and dividing it by the total number of employees.

This is calculated for men and women, and the averages are compared.

Median Pay

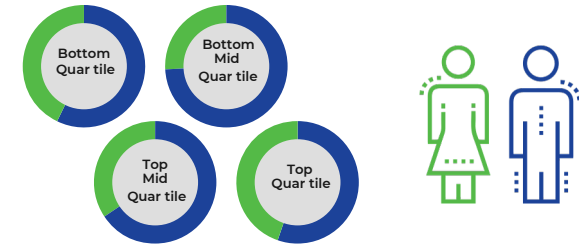


The median is the middle number of a ranking of pay from lowest to highest.

This is calculated for men and women, and the medians are compared.

Typically the median is less affected by those who receive lower or higher pay than the average.

Quartile Pay Band Data



The quartiles represent total remuneration pay rates across the organisation, split into four quartiles, regardless of gender.

WGEA collects information from employers on non-binary employees on a voluntary basis. Due to the small numbers and voluntary nature of reporting, information about non-binary employees has not been published by WGEA across any organisation.



Organon ANZ GPG results

As at 31 March 2025

Organon ANZ has an average base pay GPG of 19.6% and an average total remuneration GPG of 21.5%.*

The median pay gaps are larger than the average pay gaps for both pay types.

The median base GPG is 21.1% and the median total remuneration GPG is 25.3%.

Within Organon ANZ, the total remuneration pay gaps are larger than the base pay gaps.

The driving factor for the GPGs is the gender representation across a smaller workforce, including:

- Organon ANZs workforce composition is 68% women to 32% men; and
- A disproportionate number of women (83%) in the lower quartiles.

This indicates women are more likely to be in lower paid roles than men.

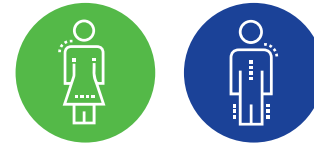
Base pay – GPG

Average



+19.6%

Median



+21.1%

Total remuneration – GPG

Average



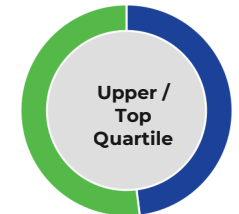
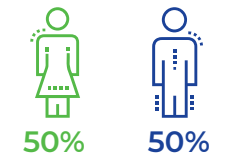
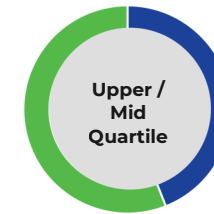
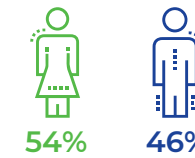
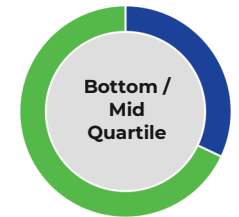
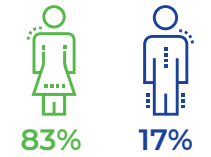
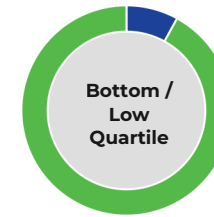
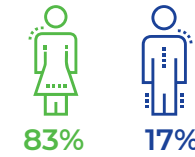
+21.5%

Median



+25.3%

Pay quartiles



*As per WGEA requirements, the results presented are specific to the Australian workforce and does not include employees located outside of Australia.
#Shows the percentage of men and women in each of the pay quartiles of the organisation.

We acknowledge closing the GPG requires a long-term sustained effort

While Organon ANZ has a strong foundation with high female representation (68%) compared to an industry average of 62%* and a national average of 51%; the challenge lies in the distribution of women in lower pay quartiles. Additionally, with a workforce of 96 employees, the GPG is highly sensitive to changes in workforce composition, making small shifts impactful.

Organon ANZ experiences lower voluntary turnover rates which is attributed to a culture of belonging and family inclusivity, minimising the potential for changes to the GPG.

Organon ANZ employee experience metrics show equity for both men and women across engagement, belonging, well-being and growth indices, reinforcing the strength of organisation's inclusive culture. Global like-for-like pay equity analysis further supports fairness in compensation practices, as we continue to address systemic factors shaping the GPG whilst striving for balanced gender representation by 2030 globally.

Organon's global Inclusion, Innovation & Belonging Strategy, recruitment principles and leader education continues to underpin any movements throughout the organisation, ensuring where appropriate opportunities arise, they are acted upon, where and to the extent, permitted by law.



Our commitments to our founders

We support our founders to:



balance life and work

By providing access to flexible working arrangements to allow all founders to effectively balance their work and personal commitments. We also acknowledge the diverse needs of our founders and provide them with 10 additional days of flexi leave per year.



access supportive resources

By providing free Premium access to Calm, a mental fitness app providing users with meditations, sleep stories, and music designed for all ages.



take extra family care when needed

By providing enhanced & equitable Paid Parental leave of up to 18 weeks' leave for primary or secondary carers, available from day one inclusive of adoption, surrogacy and foster care. In addition, we offer financial support for fertility treatments and pregnancy loss.



learn and grow their expertise

By providing developmental opportunities through hands-on experiences, supportive mentoring, and formal training, including short-term "gig" opportunities shaped to fit developmental plans matched with a real business need.



access fertility treatment support

By providing access to financial support on an annual basis to support consultations, tests, doctor's fees, appointments, hospital/surgery costs and other treatment expenses related to (but not limited to) fertility testing, IVF, egg freezing and other Artificial Reproductive Technology (ART) treatments.



bring their whole self to work

With access to the online platform, Circle In, designed to support, grow and connect with parents and caregivers at Organon providing on-demand resources and support as they go through every stage of the parenting and caregiving journey.



