

2023 ESG HIGHLIGHTS



About Organon

We are an independent, standalone company that envisions 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.

Our diverse portfolio offers solutions across a range of areas including reproductive health, cardiovascular disease, neurology, autoimmune and respiratory conditions. We bring these necessary therapies and devices to those who need them in approximately 150 markets around the world.

Our approach to ESG and stakeholder management

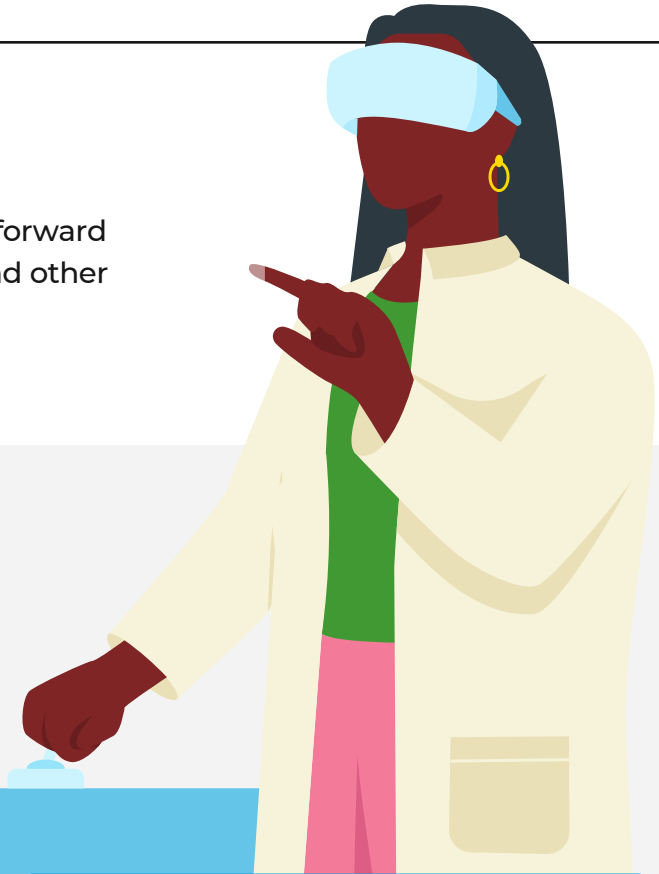
We believe that by advancing the health of women, we advance the health of society. Our ESG priorities are embedded throughout our business, where we focus on the issues that matter most to our stakeholders, our company, and women around the world.

The [priority topics](#) we track reflect ESG issues that are important to Organon, based on the results of our [ESG materiality assessment](#) that was conducted in 2021.



Her Equity

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.



INNOVATION FOR WOMEN'S HEALTH

GOAL

Aim to redefine and harness innovation in women’s health by dedicating a majority of our pre-clinical and clinical development activity toward areas of unmet health needs in conditions that are unique to women, affect her disproportionately or impact her differently.

GOAL

Seek potential solutions that can achieve a significant impact by improving care, diagnosis, quality of life and health outcomes for women.

GOAL

Seek collaborations to expand access to treatment options that improve her health and help secure Her Promise.

Strive to engage the women's health innovation ecosystem - NGOs, startups, venture capital and others - to think creatively about how to support the best science and accelerate access to new medicines, devices and solutions for girls and women around the world.

PROGRESS

9

transactions completed since 2021, with two in 2023, which allows us to advance meaningfully toward our mission.



SPOTLIGHT

We made a strategic investment in Claria Medical, a privately held company developing an **investigational medical device being studied for use during minimally invasive laparoscopic procedures**. We also entered an agreement with *Eli Lilly* in Europe aimed at building on strong commercial expertise in central nervous system disorders.



Her Equity

HUMAN CAPITAL

GOAL

Aspire to have balanced gender representation through all levels of the company globally by 2030.

To reach this goal, we strive to maintain our current global gender balance while increasing the number of women in mid- to senior leadership roles.*

*Where and to the extent permitted by law.

PROGRESS

Female representation in roles at director-level and above increased to 47%.



GOAL

Aim to achieve pay equity.

PROGRESS

Completed pay equity studies conducted by external economic and legal experts in nine of our largest markets (Australia, Brazil, Canada, China, Portugal, Spain, Switzerland, the United Kingdom and the United States) and achieved 100% balance in pay equity for similarly situated female and male employees in equivalent positions.**

**Adjusted to account for legitimate labor economic factors.

PROGRESS



Achieved 100% balance in pay equity for similarly situated non-White (including Black, Hispanic/Latino and Asian employees) and White employees in equivalent positions in the United States.***

***Adjusted to account for legitimate labor economic factors. Due to local legal and regulatory requirements, there was insufficient information available to conduct this second analysis outside the United States.



Her Equity

ACCESS TO MEDICINES AND HEALTHCARE

Access to medicines is a key pillar of our ESG strategy, and it is critical to helping women and girls achieve their promise. We aim to address the barriers to accessing our medicines — whether they are geographic, financial, social, cultural, or political — and create a better and healthier every day for every woman.



GOAL

Work together with partners **to help prevent an estimated 120 million unintended pregnancies** by 2030 by providing 100 million women and girls in low- and middle-income countries (LMICs) with affordable access to contraceptive options by 2030.

GOAL

Aim to work with health authorities to **expand access to postpartum hemorrhage (PPH) treatment options** for women around the world.

PROGRESS

~65M Helped prevent **~65 million unintended pregnancies** through the Her Promise Access Initiative, more than halfway to our goal.

54M Provided over **54 million women and girls in LMICs affordable access to contraceptive options.**

PROGRESS

Actively working on a **development program that would allow expanded access PPH treatment options** to women around the world in developing and developed countries.

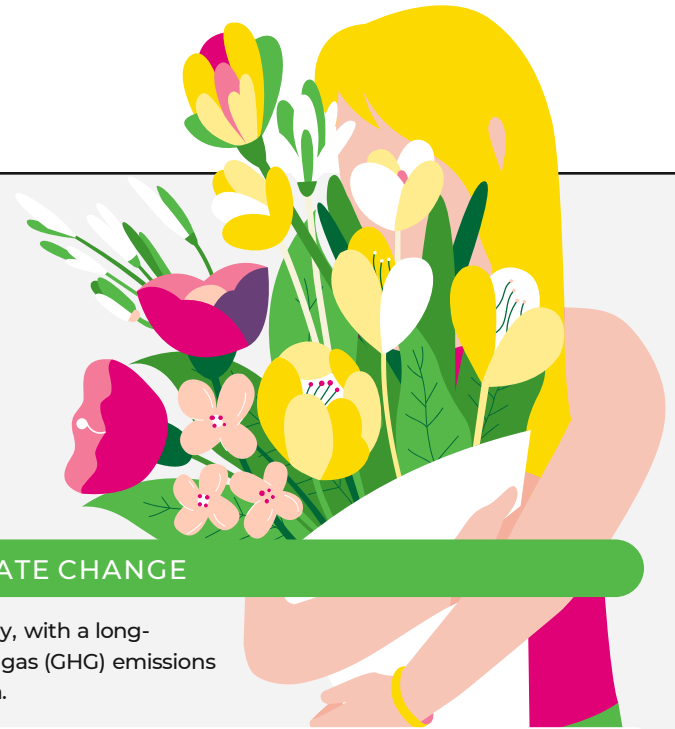
SPOTLIGHT

We launched new programs and partnerships of *Her Plan is Her Power* with Direct Relief and Power to Decide, to address barriers and inequities that perpetuate unplanned pregnancies in the United States. Programming grants were awarded to community health clinics in high-need areas to support local education, program implementation and resourcing needs; and to support an ambassador program to promote a culture of reproductive well-being on campuses of historically black colleges and universities.



Her Planet

The health of women depends on the health of our planet. While climate change affects the entire world, pervasive gender inequality magnifies its impact on women and girls. We are working to implement environmentally friendly practices and long-term sustainability initiatives across our operations and value chain to positively impact women everywhere.



CLIMATE CHANGE

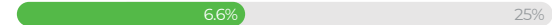
Support the transition to a low-carbon economy, with a long-term ambition to achieve net zero greenhouse gas (GHG) emissions in our operations and through our supply chain.

GOAL

By 2025:
Aim to reduce our Scope 1 and 2 GHG emissions by more than 25% from 2020 levels.

PROGRESS

6.6% Reduced Scope 1 and 2 GHG emissions* by 6.6% against a 2020 baseline.



*Including biogenic emissions.

GOAL

By 2025:
Aim to have at least **70% of our supplier spend devoted to suppliers that have GHG emissions reduction programs.**

PROGRESS

Advanced our review of suppliers' GHG emission reduction plans. Currently evaluating supply chain risk management tools that will track, trend and assist in developing our suppliers' environmental sustainability initiatives.

GOAL

By 2025:
Characterize and regularly update our Scope 3 GHG emissions to reflect our supply chain.

PROGRESS

Developed our method to estimate and track Scope 3 GHG emissions, starting with an initial estimate for 2022 and updating it for 2023.

SPOTLIGHT

CLIMATE

We have entered into a **virtual purchase power agreement** with Schneider Electric, which will secure renewable energy for our manufacturing sites in Oss, Netherlands, and Heist, Belgium, for the next 10 years starting in December 2025.



Her Planet

WATER MANAGEMENT

GOALS

By 2050:

Integrate water stewardship principles into our business models.

By 2025:

- ▶ Aim to reduce water usage in our operations by >5% from 2020 levels.
- ▶ Aim to have at least 70% of our supplier* spend devoted to suppliers that have water reduction programs.
- ▶ Characterize and regularly update the water usage in our value chain.

*This concerns water-relevant suppliers.

PROGRESS

6.1%

Reduced water usage by 6.1% against a 2020 baseline.

SPOTLIGHT

WATER

To conserve water and increase biodiversity, our manufacturing site in Oss, Netherlands, installed a WADI. In 2023 the site successfully improved its capabilities by infiltrating an area greater than 8,500 m² preventing more than 5,000 m³ of rainwater discharge annually to the local sewer system.

WASTE MANAGEMENT

GOALS

By 2050:

Integrate circular economy principles into our business models.

By 2025:

- ▶ Reuse, recycle or otherwise used beneficially** more than 80% of our sites' operational waste.
- ▶ Strive to have 30% of our legacy packaging reviewed against the Organon Sustainability Packaging Guidelines to identify opportunities to reduce our environmental impact.

**Otherwise used beneficially includes composting and incinerated with heat recovery.

PROGRESS

93%

Reused, recycled or otherwise used beneficially** 93% of our operational waste from our six manufacturing sites.

- ▶ **Developed Organon Sustainability Packaging Guidelines**, which will drive recycled content, recyclability and responsible sourcing. Aim to assess all new products against these guidelines.

SPOTLIGHT

WASTE

Our Heist site in Belgium partnered with packaging suppliers and initiated waste reduction and packaging improvements to successfully reduce plastic and cardboard waste by approximately 6 metric tonnes per year.



Her Planet

BIODIVERSITY

GOAL

By 2025 :

Seek to invest in projects that preserve and restore **biodiversity** at or near all Organon manufacturing sites and major* office locations.

*Major office locations refers to our largest office locations based on square footage

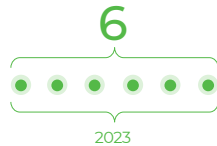
GOAL

By 2050:

Aim to preserve and increase biodiversity at our locations and in our communities.

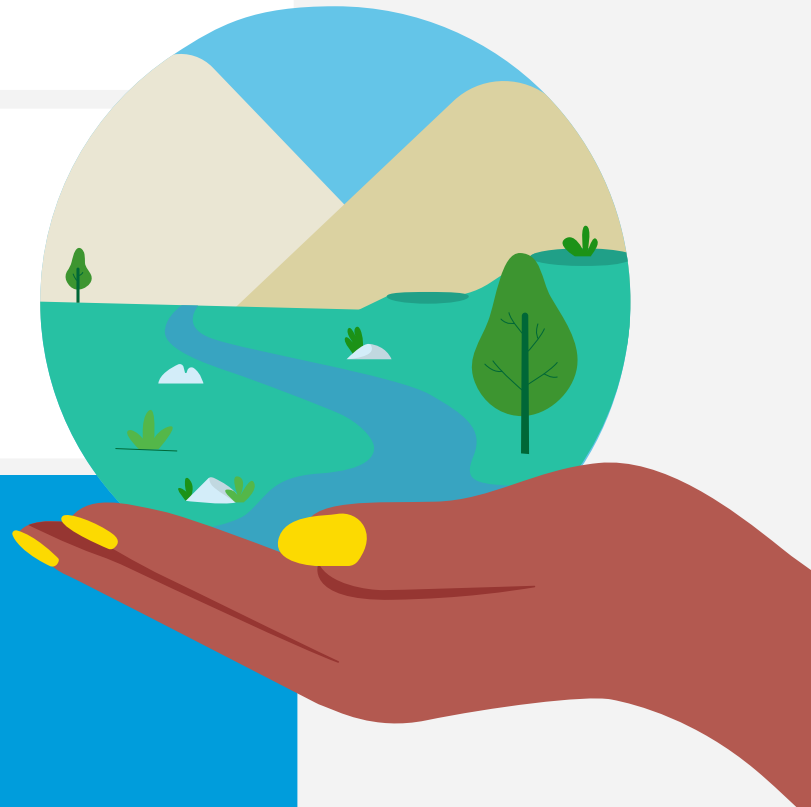
PROGRESS

Engaged in biodiversity projects at or near all six of our manufacturing sites.



PROGRESS

Offsetting 2023 GHG emissions from our major* office locations through independently measured and verified projects that restore and conserve biodiversity and support communities.



SPOTLIGHT

Through a partnership with Climate Impact Partners, we are supporting two nature-based offsetting projects in the Lower Mississippi Alluvial Valley and the Chinese province of Qinghai, which will enable us to **offset 2023 GHG emissions from our major* office locations, which account for nearly half of our total emissions from all offices and labs worldwide.**



Her Trust

BUSINESS ETHICS AND COMPLIANCE

We aim to be a credible voice for women’s rights and gender equity. Doing so and operating our business effectively requires that we uphold the highest levels of ethics and integrity across our operations. This effort begins with our Board of Directors, which oversees our rigorous approach to ethics and compliance.

BOARD COMPOSITION AND ESG STRATEGY

GOALS

Commit to uphold the **highest levels of ethics and integrity** throughout our business.

Aspire to maintain the expertise, gender and racial diversity that characterizes our Board composition today.

PROGRESS

42% Of our directors are from U.S. underrepresented racial and ethnic groups. Half have lived and worked outside the U.S. and bring their global perspective to our organization.

70% Since our founding in 2021, **nearly 70% of our Board of Directors have been women.**

66% In addition, **66% of our standing Board committees are chaired by women.**

PROCUREMENT AND SUPPLY CHAIN PRACTICES

GOAL

Aim to engage at least five new or existing suppliers in a development and mentorship program.

PROGRESS

5 Exceeded development and mentorship goal of engaging **five suppliers.** Continuing our proactive approach to identify, develop and mentor small and diverse suppliers.

GOAL

Aim to increase addressable spend with diverse suppliers by 25%, from a 2021 baseline, by 2025.

PROGRESS

25%+ **Maintained exceeded target of 25%** against a 2021 baseline spend.





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