



Global Reporting Initiative (GRI) Index

The GRI Standards represent global best practices for reporting publicly on a range of economic, environmental, and social impacts. The tables on the next pages summarize where responses to the GRI disclosures can be found throughout our website.

General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
The organization and its reporting practices			
GRI 2-1	Organizational details	Organon and Co. 30 Hudson Street, Jersey City, NJ 07302	See our Annual Report / 10k .
		We distribute products to patients in more than 140 countries and territories. For more information on our global locations, visit https://www.organon.com/about-organon/global-locations/	
		Our 2024 ESG Indexes and performance data tables cover the full enterprise of Organon and all of our legal entities unless otherwise stated.	
		Our 2024 ESG Indexes and performance data tables cover the full enterprise of Organon and all of our legal entities for the 2024 calendar year (January 1, 2024, through December 31, 2024) unless otherwise stated.	
		For investor inquiries email: investor_relations@organon.com For general media inquiries email: media@organon.com	
GRI 2-4	Restatements of information	Data presented represents information available as of 1 April 2025, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to ongoing enhancements of source data and updates to methodology.	
GRI 2-5	External Assurance	This report is not externally assured. We are considering external assurance for certain data in future reports.	
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships		See our Annual Report / 10k .
GRI 2-7	Employees	See performance data tables in our ESG Reporting Center	See EEO-1 Filing on the ESG Reporting Center webpage of Organon.com.
GRI 2-8	Workers who are not employees	See performance data tables in our ESG Reporting Center	



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Governance			
GRI 2-9	Governance structure and composition	<p>See performance data tables in our ESG Reporting Center</p> <p>Board composition: 11 board members, 10 independent; The Board's four standing committees, each of which is made up solely of independent directors, are the Audit, ESG, Talent and PDC Committees. In addition, the Board from time to time may establish other committees to focus on issues as the need arises.</p> <ul style="list-style-type: none">• Audit Committee (4 members, 3/4 women and 2/4 ethnically diverse, female Chair)• ESG Committee (4 members, 3/4 women and 1/4 ethnically diverse)• Talent Committee (3 members, 2/3 women and 2/3 ethnically diverse, female Chair)• PDC Committee (5 members, 2/5 women and 2/5 ethnically diverse)	<p>See our 2025 Proxy Statement</p> <p>All standing committees are governed by Board-approved charters, which are available on our website at https://www.organon.com/about-organon/leadership/corporate-governance/.</p>
GRI 2-10	Nomination and selection of the highest governance body	<p>The ESG Committee is responsible for screening and nominating director candidates to be considered for election by the Board. As part of this process, the ESG Committee considers the composition of the Board at the time, including the depth of experience, balance of professional skills, expertise, and diversity of perspectives and viewpoints represented by its members. The ESG Committee evaluates prospective nominees identified on its own initiative as well as candidates recommended by other Board members, management, shareholders, or search consultants. From time to time, the ESG Committee may also retain a search firm to identify possible candidates who meet the Board's qualifications, to interview and screen such candidates (including conducting reference checks), and to assist in scheduling candidate interviews with Board members.</p> <p>The ESG Committee will consider recommendations for director candidates made by shareholders and will evaluate those individuals using the same criteria applied to other candidates.</p> <p>Beginning at the 2025 annual meeting of shareholders, which was held on June 10, 2025, each of our directors will stand for election each year for a one-year term.</p>	<p>See our 2025 Proxy Statement, ESG Charter, and Governance Principles.</p>
GRI 2-11	Chair of the highest governance body	<p>Our leadership structure separates the Chairman and CEO roles. Our independent Chairman leads the Board in the performance of its duties by establishing agendas, presiding at all meetings of the Board and executive sessions of non-management directors, engaging with the CEO and Executive Leadership Team between Board meetings on business developments, and providing overall guidance to our CEO as to the Board's views and perspectives, particularly on the strategic direction of Organon.</p>	<p>See our 2025 Proxy Statement</p>



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Governance (cont.)			
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>ESG Governance at Organon: We have developed practices and policies designed to promote strong Board oversight over the entirety of our ESG Program.</p> <p>Board of Directors: The full Board has oversight of Organon's ESG strategy and performance and receives regular updates from management on these topics.</p>	See our 2025 Proxy Statement , ESG Charter , and Governance Principles .
		<ul style="list-style-type: none">• Audit Committee engages on specific ESG topics, such as cybersecurity, ethics and compliance with all ESG-related regulations.• ESG Committee advises on policies and practices that pertain to our responsibilities as a global corporate citizen, and our special obligations as a healthcare company whose products and services affect health and quality of life around the world. The ESG Committee also reviews feedback from shareholder engagements on ESG, our ESG reporting and disclosure practices, and the company's performance on priority ESG and sustainability issues, including environmental and product quality matters. As needed, the ESG Committee receives information from third-party consultants and other experts on relevant ESG topics to inform the Committee's thought process and to encourage continuous knowledge-building in support of its ESG oversight role.• Talent Committee plays an important governance role on matters related to human capital management including executive compensation, employee engagement, belonging and workplace culture. As discussed in the CD&A, under the heading "Organizational Health Priorities," the employee engagement aspect of our ESG strategy was also embedded into the 2024 Company Scorecard, which impacted annual incentive payouts. The Talent Committee plays a role in the selection and oversight of the specific metrics from the ESG strategy that are included in the Company Scorecard.• Performance Development Committee (PDC) advises the Board on the strategic, scientific, and R&D aspects of the Company's business development activities. It also evaluates and discusses emerging trends related to areas of therapeutic interest aligned to the Company's business development strategy.	



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Governance (cont.)			
GRI 2-13	Delegation of responsibility for managing impacts	Our Board of Directors oversees our ESG strategy, which they endorsed in December 2021.	
		Management: The entire Executive Leadership Team is responsible for implementing Organon's ESG strategy and is accountable for making progress against the goals and targets that have been set. Executive Leadership Team is supported by the General Counsel and Corporate Secretary, who reports directly to the CEO and is a member of the Executive Leadership Team. He leads a dedicated team of professionals, including the Heads of Environmental, Sustainability, and Corporate Responsibility and Safety, Health and Environment, which collaborates with internal stakeholders across the company to support progress against our ESG goals and targets and promote timely and transparent ESG reporting.	See our 2025 Proxy Statement
GRI 2-14	Role of the highest governance body in sustainability reporting	The ESG Committee reviews feedback from shareholder engagements on ESG, our ESG reporting and disclosure practices, and the company's performance on priority ESG and sustainability issues, including environmental and product quality matters.	
		The General Counsel and Corporate Secretary reports directly to the Chief Executive Officer (CEO) and is a member of the Executive Leadership Team.. He leads a dedicated team of professionals which collaborate with internal stakeholders across all Organon functions to support progress against our ESG goals and targets, and to promote timely and transparent ESG reporting.	See our 2025 Proxy Statement
GRI 2-15	Conflicts of interest	Not discussed.	See our Conflicts of Interest Policy [referenced in our Code of Conduct].
GRI 2-16	Communication of critical concerns	Our Chief Ethics & Compliance Officer has responsibility for corporate wide activities, including those in the United States. The Chief Ethics & Compliance Officer reports to the General Counsel and periodically to the Audit Committee of our Board of Directors. The Chief Ethics & Compliance Officer manages a department that helps promote lawful behavior and supports the development and growth of a culture of integrity.	



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Governance (cont.)			
GRI 2-17	Collective knowledge of the highest governance body	<p>We currently have a highly capable Board of Directors with an exemplary mix of relevant skills and experience. In addition to their personal backgrounds, our Board members have a wide variety of skills, experiences, and areas of expertise. Our 10 independent directors have significant leadership and industry accomplishments, as well as financial acumen, medical degrees, and substantial experience in healthcare delivery, pharmacy, public health policy, scientific research, operations, and marketing.</p> <p>Continuing director education is essential for the Board to remain a strategic asset for the Company. Our directors are encouraged to participate in, and are reimbursed for, continuing education programs at external organizations and universities to enhance the skills and knowledge used to perform their duties. Additionally, we offer regular in-house director education sessions covering areas of relevance to our Company, emerging and evolving trends, initiatives and strategies, along with topics that would assist them in discharging their duties. For example, in 2024, the Board participated in education sessions led by both internal and external experts. These sessions covered topics such as cybersecurity training, enterprise risk management, the U.S. contraceptive market landscape, the medical devices sector, and the global ESG regulatory environment. Directors also receive frequent updates on recent developments, press coverage, and current events relevant to our strategy and business.</p> <p>As needed, the ESG Committee receives information from third-party consultants and other experts on relevant ESG topics to inform the Committee's thought process and to ensure continuous knowledge building in support of its ESG oversight role.</p>	



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Governance (cont.)			
GRI 2-18	Evaluation of the performance of the highest governance body	<p>The Board conducts an annual self-evaluation to assess its performance and the performance of individual directors. The Audit, Talent, Portfolio Development and ESG Committees also conduct annual self-evaluations to assess their performance. In the event it is believed an individual director is not making meaningful contributions to the overall effectiveness of the Board, the Chairman of the Board or another Board member should raise the matter with the ESG Committee, which will then seek the views of the other Board members and, if appropriate, make a recommendation to the Board regarding the future role of the director in question.</p> <p>The ESG Committee is responsible for developing, administering and overseeing processes for conducting evaluations.</p>	
GRI 2-19	Remuneration policies	We use a combination of cash and stock-based incentive compensation to attract and retain independent, qualified candidates to serve on the Board.	See our 2025 Proxy Statement
GRI 2-20	Process to determine remuneration	The Board makes all director compensation determinations after considering the recommendations of the Talent Committee.	See our 2025 Proxy Statement
GRI 2-21	Annual total compensation ratio	The total annual compensation of our median employee, calculated in the same manner as we calculate total annual compensation for purposes of the Summary Compensation Table, was \$76,326. The total annual compensation for our CEO, as reflected in the 2024 Summary Compensation Table, was \$17,117,424. A reasonable estimation of the ratio of our CEO's compensation to our median employee's compensation is 224 to 1.	See our 2025 Proxy Statement



General disclosures

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
Strategy, policies and practices			
GRI 2-22	Statement on sustainable development strategy	<p>Our purpose is to help women and girls achieve their promise through better health. By addressing gender-related disparities in healthcare, we build a more sustainable future for women, families, economies and all of society. Our environmental, social and governance goals focus on three areas: Her Equity, Her Planet, and Her Trust, and the issues that matter most to our stakeholders, our business, and most importantly, women around the world.</p> <p>For more information on our global strategy and goals, visit https://www.organon.com/esg/esg-landing-page/</p>	
GRI 2-23	Policy commitments	See Business Ethics and Compliance .	See our Code of Conduct and Our Policies & Positions .
GRI 2-24	Embedding policy commitments	See Business Ethics and Compliance .	See our Code of Conduct .
GRI 2-25	Process to remediate negative impacts	See Business Ethics and Compliance .	See our Code of Conduct .
GRI 2-26	Mechanisms for seeking advice and raising concerns	See Business Ethics and Compliance .	See our Code of Conduct .
GRI 2-27	Compliance with laws and regulations	See Business Ethics and Compliance .	See our Code of Conduct .
GRI 2-28	Membership associations	See Public Policy and Political Contributions	
Stakeholder engagement			
GRI 2-29	Approach to stakeholder engagement	See ESG Reporting Center	
GRI 2-30	Collective bargaining agreements	Not discussed.	



Material topic specific disclosures - Economic

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 3: Material Topics			
GRI 3-1	Process to determine material topics	See Our Approach to ESG and Stakeholder Engagement in our ESG Reporting Center	
GRI 3-2	List of material topics	See Our Approach to ESG and Stakeholder Engagement in our ESG Reporting Center	
GRI 201: Economic Performance			
GRI 3-3	Management of material topics	Please see our Annual Report.	See our Annual Report / 10k.
GRI 201-1	Direct economic value generated and distributed	Please see our Annual Report.	See our Annual Report / 10k.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	See Climate change See our TCFD disclosure in our ESG Reporting Center	
GRI 201-3	Defined benefit plan obligations and other retirement plans	US founders are eligible to participate in the 401(k) plan on their date of hire. Participants are immediately vested in their individual contributions. Organon contributes 75 cents for every dollar a participant contributes of the first 6% of total pay (maximum matching contribution = 4.5% of total pay), up to IRS limits. Company matching contributions are immediately vested. Organon contributes and additional 4.5% - 10% of a participant's total pay, based on age and service at the end of each plan year. Retirement contributions are 100% vested after three years of service.	See our U.S. savings plan.
GRI 202: Market Presence			
GRI 3-3	Management of material topics	See Human Capital	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not discussed.	
GRI 202-2	Proportion of senior management hired from the local community	Not discussed.	



Material topic specific disclosures - Economic

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 203: Indirect Economic Impacts			
GRI 3-3	Management of material topics	See Community Engagement and Philanthropy See Access to medicines and healthcare	
GRI 203-1	Infrastructure investments and services supported	See performance data tables in our ESG Reporting Center	
GRI 203-2	Significant indirect economic impacts	See performance data tables in our ESG Reporting Center	
GRI 204: Procurement Practices			
GRI 3-3	Management of material topics	See Procurement and Supply Chain	
GRI 204-1	Proportion of spending on local suppliers	Not discussed.	
GRI 205: Anti-corruption			
GRI 3-3	Management of material topics	See Business Ethics and Compliance .	See our Prevention of Bribery and Anti-corruption Policy [referenced in our Code of Conduct].
GRI 205-1	Operations assessed for risks related to corruption	See Business Ethics and Compliance .	
GRI 205-2	Communication and training about anti-corruption policies and procedures	See Business Ethics and Compliance .	
GRI 205-3	Confirmed incidents of corruption and actions taken	Not discussed.	
GRI 206: Anti-competitive Behavior			
GRI 3-3	Management of material topics	See Business Ethics and Compliance .	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not discussed.	



Material topic specific disclosures - Economic

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 207: Tax			
GRI 3-3	Management of material topics	See Tax	See our Annual Report / 10k.
GRI 207-1	Approach to tax	See Tax	
GRI 207-2	Tax governance, control, and risk management	See Tax	
GRI 207-3	Stakeholder engagement and management of concerns related to tax	See Our Approach to ESG and Stakeholder Engagement in our ESG Reporting Center	
GRI 207-4	Country-by-country reporting	Please see our Annual Report.	See our Annual Report / 10k.



Material topic specific disclosures - Environment

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 301: Materials			
GRI 3-3	Management of material topics	See Waste Management .	
GRI 301-1	Materials used by weight or volume	Not discussed.	
GRI 301-2	Recycled input materials used	Not discussed.	
GRI 301-3	Reclaimed products and their packaging materials	Not discussed.	
GRI 302: Energy			
GRI 3-3	Management of material topics	See Climate change	
GRI 302-1	Energy consumption within the organization	See performance data tables in our ESG Reporting Center	
GRI 302-2	Energy consumption outside of the organization	Not discussed.	
GRI 302-3	Energy intensity	See performance data tables in our ESG Reporting Center	
GRI 302-4	Reduction of energy consumption	See performance data tables in our ESG Reporting Center	
GRI 302-5	Reductions in energy requirements of products and services	Not discussed.	
GRI 303: Water and Effluents			
GRI 3-3	Management of material topics	See Water Management	
GRI 303-1	Interactions with water as a shared resource	Not discussed.	
GRI 303-2	Management of water discharge-related impacts	Not discussed.	
GRI 303-3	Water withdrawal	See performance data tables in our ESG Reporting Center	
GRI 303-4	Water discharge	See performance data tables in our ESG Reporting Center	
GRI 303-5	Water consumption	See performance data tables in our ESG Reporting Center	



Material topic specific disclosures - Environment

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 304: Biodiversity			
GRI 3-3	Management of material topics	See Biodiversity .	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not discussed.	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Not discussed	
GRI 304-3	Habitats protected or restored	See Biodiversity .	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not discussed.	
GRI 305: Emissions			
GRI 3-3	Management of material topics	See Climate change	
GRI 305-1	Direct (Scope 1) GHG emissions	See performance data tables in our ESG Reporting Center	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	See performance data tables in our ESG Reporting Center	
GRI 305-3	Other indirect (Scope 3) GHG emissions	See performance data tables in our ESG Reporting Center	
GRI 305-4	GHG emissions intensity	See performance data tables in our ESG Reporting Center	
GRI 305-5	Reduction of GHG emissions	See performance data tables in our ESG Reporting Center	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Given the current limited environmental impact of emissions of ODS from our owned manufacturing sites, we have determined that these do not require reporting in this disclosure.	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Given the current limited environmental impact of emissions of NOx, SOx and other air emissions from our owned manufacturing sites, we have determined that these do not require reporting in this disclosure.	



Material topic specific disclosures - Environment

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 306: Waste			
GRI 3-3	Management of material topics	See Waste Management .	
GRI 306-1	Waste generation and significant waste-related impacts	See Waste Management .	
GRI 306-2	Management of significant waste-related impacts	See Waste Management .	
GRI 306-3	Waste generated	See performance data tables in our ESG Reporting Center	
GRI 306-4	Waste diverted from disposal	See performance data tables in our ESG Reporting Center	
GRI 306-5	Waste directed to disposal	See performance data tables in our ESG Reporting Center	
GRI 308: Supplier Environmental Assessment			
GRI 3-3	Management of material topics	See Procurement and Supply Chain	See or Business Partner Code of Conduct and Supplier Performance Expectations
GRI 308-1	New suppliers that were screened using environmental criteria	There were no material risks identified regarding environmental criteria in new supplier screening process in 2024. This information is based on the data submitted by suppliers through the ESG Questionnaire via a Third Party Due Diligence tool for newly onboarded suppliers. There were 22 ESG assessments initiated in 2024. Out of which 21 were completed and one wasn't as the stakeholder stated they will not be engaging the 3rd party. At the same time Organon started implementation of a central solution for ESG Supplier Risk Assessments in Q4 2024, which also includes environmental criteria for suppliers. 56 suppliers were screened via this tool in 2024.	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	There were no reported incidents.	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 401: Employment			
GRI 3-3	Management of material topics	See Human Capital	
GRI 401-1	New employee hires and employee turnover	See performance data tables in our ESG Reporting Center	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	<p>In 2024, the US had the most employees of any country. All US benefits are available to full-time and part-time Organon employees.</p> <p>US employee vacation grants varied from 15-30 days based on years of service. If Founders work on a part-time basis, participate in job-sharing or have a compressed work week arrangement, their vacation is adjusted to reflect reductions in hours or days worked.</p>	
GRI 401-3	Parental leave	See Human Capital See performance data tables in our ESG Reporting Center	
GRI 402: Labor Relations			
GRI 3-3	Management of material topics	See Human Capital	
GRI 402-1	Minimum notice periods regarding operational changes	Not discussed.	
GRI 403: Occupational Health and Safety			
GRI 3-3	Management of material topics	See Human Capital	
GRI 403-1	Occupational health and safety management system	See Human Capital	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	See Human Capital	
GRI 403-3	Occupational health services	See Human Capital	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	See Human Capital	
GRI 403-5	Worker training on occupational health and safety	See Human Capital	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 403: Occupational Health and Safety (cont.)			
GRI 403-6	Promotion of worker health	See Human Capital	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Human Capital	
GRI 403-8	Workers covered by an occupational health and safety management system	All employees are covered by occupational health and safety management system that is either internally audited or externally audited. There are approximately 1,000 personnel at Organon-managed facilities who are not employees, but whose work is controlled by the organization, who are covered by the occupational health and safety management system.	
GRI 403-9	Work-related injuries	See performance data tables in our ESG Reporting Center	
GRI 403-10	Work-related ill health	See performance data tables in our ESG Reporting Center	
GRI 404: Training and Education			
GRI 3-3	Management of material topics	See Human Capital	
GRI 404-1	Average hours of training per year per employee	Not discussed.	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	See Human Capital	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Not discussed.	
GRI 405: Diversity and Equal Opportunity			
GRI 3-3	Management of material topics	See Human Capital	
GRI 405-1	Diversity of governance bodies and employees	See performance data tables in our ESG Reporting Center	
GRI 405-2	Ratio of basic salary and remuneration of women to men	See performance data tables in our ESG Reporting Center	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 406: Non-discrimination			
GRI 3-3	Management of material topics	See Business Ethics and Compliance .	See Human Rights Statement .
GRI 406-1	Incidents of discrimination and corrective actions taken	Not discussed.	
GRI 408: Child Labor			
GRI 3-3	Management of material topics	See Business Ethics and Compliance . See Procurement and Supply Chain	See Human Rights Statement .
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	There were no material risks identified regarding child labor in new supplier screening process in 2024. This information is based on the data submitted by suppliers through the ESG Questionnaire for newly onboarded suppliers. The ESG Questionnaire includes the screening for child labor incidents. There were 22 ESG assessments initiated in 2024. Out of which 21 were completed and one wasn't as stakeholder stated they will not be engaging the 3rd party. At the same time Organon started implementation of a Third Party Screening tool in Q4 2024, which also includes modern slavery and child labor annual assessment for suppliers. 56 suppliers were screened in 2024.	
GRI 409: Forced or Compulsory Labor			
GRI 3-3	Management of material topics	See Business Ethics and Compliance . See Procurement and Supply Chain	See Human Rights Statement .
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were no material risks identified in new supplier screening in 2024, based on assessment questionnaires completed. This information is based on the data submitted by suppliers through the ESG Questionnaire as part of our due diligence process for newly onboarded suppliers. The ESG Questionnaire includes the screening for forced labor incidents. There were 22 ESG assessments initiated in 2024. Out of which 21 were completed and 1 wasn't as stakeholder stated they will not be engaging the 3rd party. At the same time Organon started implementation of a Third Party Screening tool in Q4 2024, which also includes modern slavery and forced labor annual assessment for suppliers. 56 suppliers were screened in 2024.	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 410: Security Practices			
GRI 3-3	Management of material topics	Not applicable.	
GRI 410-1	Security personnel trained in human rights policies or procedures	Not applicable.	
GRI 411: Rights of Indigenous peoples			
GRI 3-3	Management of material topics	See Business Ethics and Compliance . See Procurement and Supply Chain	See Human Rights Statement .
GRI 411-1	Incidents of violations involving rights of indigenous peoples	Not applicable.	
GRI 413: Local Communities			
GRI 3-3	Management of material topics	See Community Engagement and Philanthropy	
GRI 413 – 1	Operations with local community engagement, impact assessments, and development programs	See Community Engagement and Philanthropy	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	See Community Engagement and Philanthropy	
GRI 414: Supplier Social Assessment			
GRI 3-3	Management of material topics	See Procurement and Supply Chain	See or Business Partner Code of Conduct and Supplier Performance Expectations
GRI 414-1	New suppliers that were screened using social criteria	There were no material risks identified regarding social criteria in new supplier screening process in 2024. This information is based on the data submitted by suppliers through the ESG Questionnaire via a Third Party Due Diligence tool for newly onboarded suppliers. There were 22 ESG assessments initiated in 2024. Out of which 21 were completed and one wasn't as the stakeholder stated they will not be engaging the 3rd party. At the same time Organon started implementation of a central solution for ESG Supplier Risk Assessments in Q4 2024, which also includes social criteria for suppliers. 56 suppliers were screened via this tool in 2024.	
GRI 414-2	Negative social impacts in the supply chain and actions taken	There were no reported incidents.	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 415: Public Policy			
GRI 3-3	Management of material topics	See Public Policy and Political Contributions	
		See Public Policy and Political Contributions	
		In 2024, the U.S. Political Action Committee (PAC) contributions for federal and state candidates totaled \$48,250. At the federal level, 18 PAC contributions were made totaling \$35,000. At the state level, 20 contributions were made totaling \$13,250.	
		In 2024, Organon Australia made AUD \$60,900.46 in corporate contributions to registered political parties. Organon Australia's corporate contributions allowed Organon to engage with key political stakeholders about important priorities including:	
GRI 415-1	Political contributions	<ul style="list-style-type: none">- Raising the profile of women's health policy- Discussing patient access to medicines- Highlighting the importance of biosimilars to a sustainable medicines budget	
		Organon Australia's 2024 corporate contributions were reviewed and approved in accordance with Organon Australia's political contributions policy and comply with all relevant Australian electoral funding and disclosure laws.	
GRI 416: Customer Health and Safety			
GRI 3-3	Management of material topics	See Product Quality and Safety	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	See Product Quality and Safety	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not discussed.	



Material topic specific disclosures - Social

Disclosure	Disclosure Title	ESG Report Sections(s)/Disclosure	Additional References / Links
GRI 417: Marketing and Labeling			
GRI 3-3	Management of material topics	See Business Ethics and Compliance . See Product Quality and Safety	
GRI 417-1	Requirements for product and service information and labeling	See Business Ethics and Compliance . See Product Quality and Safety	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not discussed.	
GRI 417-3	Incidents of non-compliance concerning marketing communications	See Business Ethics and Compliance . See Product Quality and Safety	
GRI 418: Customer Privacy			
GRI 3-3	Management of material topics	See Privacy and Data Security	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Privacy and Data Security	



Learn More

www.organon.com/esg