SASB Index

SASB is an independent standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosure on ESG factors. The tables on the next pages summarize how our existing reporting aligns with the recommended metrics for the Biotechnology & Pharmaceuticals Standard within the Healthcare sector, and where this information can be found on our website.

Industry: Biotechnology & Pharmaceuticals

SASB Code	Metric	ESG Report Sections(s)/Disclosure	Additional References / Links
Safety of Clinical Trial Participants			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	See Product Quality and Safety	
HC-BP-210a.2	Number of U.S. FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	See Product Quality and Safety There were no U.S. FDA inspections of Organon clinical trial management or PV systems in 2024.	
Access to Medicines			
HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	See Access to medicines and healthcare	
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	See Access to medicines and healthcare We have four contraceptive options listed on the WHO PQP.	See WHO Prequalified FPP
Affordability & Pricing			
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Organon's approach is to make medicines as accessible and affordable as possible for the patients who need them. Each situation varies based on the dynamics of the particular market and the individual situation. In general, the following factors are considered: value provided to healthcare systems and patients, unmet needs, access, R&D sustainability, and competition.	
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Not discussed.	
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not discussed.	

Industry: Biotechnology & Pharmaceuticals

SASB Code	Metric	ESG Report Sections(s)/Disclosure	Additional References / Links
Drug Safety			
HC-BP-250a.1	List of products listed in the U.S. Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Please see MedWatch database.	FAERS MedWatch
HC-BP-250a.2	Number of fatalities associated with products as reported in the U.S. FDA Adverse Event Reporting System	Please see MedWatch database.	FAERS MedWatch
HC-BP-250a.3	Number of recalls issued, total units recalled	In 2024, there were four market actions taken on products that had been released.	FAERS MedWatch
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Not discussed.	
HC-BP-250a.5	Number of U.S. FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	There were no enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP) within 2024.	
Counterfeit Drugs			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	See Product Quality and Safety	
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	See Product Quality and Safety	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not discussed.	
Ethical Marketing			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Not discussed.	
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See Product Quality and Safety See Business Ethics and Compliance.	

Industry: Biotechnology & Pharmaceuticals

SASB Code	Metric	ESG Report Sections(s)/Disclosure	Additional References / Links
Employee Recruitment, Development & Retention			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	See Human Capital	
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	See performance data tables in our ESG Reporting Center	
Supply Chain Management			
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Not discussed.	
Business Ethics			
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Not discussed.	
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	See Business Ethics and Compliance.	See our Reporting & Responding to Misconduct Policy, Prevention of Bribery and Corruption Policy; Insider Trading Policy; Conflicts of Interest Policy [referenced in our Code of Conduct].
Activity Metrics			
HC-BP-000.A	Number of patients treated	Considering the size of our product portfolio, we do not disclose patient demographics.	
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	See About Organon	

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