

Organon Global Privacy Commitment to Contractors, Consultants & Other External Workers

Last revised: June 2021

FACTS	<p>This Notice provides an overview of the practices of Organon and its affiliates with respect to the collection, receipt, use and disclosure of personal information about certain external partners, outsourced providers and contractors, consultants and other individuals who are granted routine access to Company facilities or systems.</p> <p><i>This Notice is not intended to replace other notices or consents provided by our Company or affiliates to external partners, outsourced providers and contractors and consultants in accordance with national and local laws and regulations or for specific programs. In the event of any conflict between notices or consents required by local law and this Notice, the notices or consents required by local law will prevail.</i></p>
Our Approach	<p>At Organon, our approach to privacy begins with our values. We demonstrate our commitment to privacy through our global privacy program that supports compliance with applicable privacy laws and standards for protecting personal information around the world.</p>
Why?	<p>We collect, receive, use and share identifiable information ("personal information") about external partners, outsourced providers, contractors, consultants and other individuals who are granted routine access to Company facilities or systems <u>in accordance with and as permitted by applicable laws</u>, our Global Cross Border Privacy Rules Policy and as authorized by applicable government authorities, in connection with our everyday business operations, which may include:</p> <ul style="list-style-type: none">• authorizing, granting, administering, monitoring and terminating access to or use of Company systems, facilities, records, property and infrastructure• budget planning and administration• invoice processing and payment-related purposes• training and certification• background checks, as applicable and allowed by local laws• assessment of assignment output• problem resolution, internal investigations, auditing, compliance, risk management and security purposes• project management• conflict of interest reporting• Company communications, as appropriate to external workers• on-site injury and illness evaluation and reporting, only for those who access our facilities• monitoring and surveillance for industrial hygiene, public health and safety• legal proceedings and government investigations, including preservation of relevant data• as required or expressly authorized by laws or regulations applicable to our business globally or by government agencies that oversee our business globally <p>Depending on the location in which you live, local laws may require that you provide specific consent for the collection, use and disclosure of personal information for some of these purposes. Where required, you may be asked to provide your consent by appropriate and permitted means.</p>
What?	<p>The types of personal information we collect (directly from you or from public or third- party information sources) and share depend on the nature of your relationship with our Company and the requirements of applicable laws. Examples of this information may include, among other things:</p> <ul style="list-style-type: none">• contact information (e.g., name, home and business addresses, telephone, fax and pager numbers, e-mail addresses)• personal information (e.g., date of birth, day or year of birth, citizenship, preferred language)• organizational and institutional affiliations• professional credentials• roles or positions held with governmental bodies or hospital or payor organizations• programs and activities in which you participated• agreements you enter into with the Company• payment-related information, including social security number or tax identification number and

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	<ul style="list-style-type: none"> • bank account number • your communications preferences • education and training • industrial hygiene exposure assessment and monitoring information (e.g., noise dosimetry results) • computer or facilities access and authentication information (e.g., identification codes, passwords) • photographs and other visual images of you <p>The examples provided are not all-inclusive. We also may collect similar or related information.</p>	
<p>How?</p>	<p>In the section below, we list the reasons that our company typically may share personal information about external partners, outsourced providers, consultants, contractors and others who are granted routine access to Company facilities or systems, the reasons that we may share this information, and whether you can limit this sharing. We implement reasonable and appropriate security measures to protect personal information, in accordance with its sensitivity, from loss, misuse and unauthorized access, disclosure, alteration or destruction.</p>	
<p>Reasons personal information about you could be shared for employment-related purposes</p>	<p>Do we share?</p>	<p>Can you limit this sharing?</p>
<p>Reporting to government authorities</p>	<p>Yes, for example, to report safety information about our products.</p>	<p>No</p>
<p>To parties in relevant legal proceedings as authorized by the presiding court or tribunal and otherwise to the extent required or explicitly authorized by applicable law</p>	<p>Yes</p>	<p>No, except where required by local law.</p>
<p>In the event that we decide to divest part or all of our business through sale, merger or acquisition, to actual or prospective purchasers</p>	<p>Yes, based on written agreements that personal information will be protected appropriately in these circumstances.</p>	<p>Generally, no, except where local law permits you to opt-out or requires your express consent.</p>
<p>With companies globally that provide services on our behalf and in accordance with our instructions (for example, to deliver specific information you have requested, to assist in internal assessments)</p>	<p>Yes, if the business operation is supported by another company. As a global company, we may work with companies around the world to provide services for or on our behalf, and we will require those companies to protect personal information in accordance with applicable laws, rules and regulations and Company privacy policies.</p>	<p>Generally, no. We have instituted policy, contractual and administrative mechanisms requiring protection of personal information by other companies that process personal information on our behalf globally. However, where local law provides a right for you to limit this sharing, we will comply with such requirements.</p> <p>In circumstances where our business operations are supported by other companies, such as a company that we contract with to mail the materials you request, you will not be able to limit this sharing and still receive the service.</p>

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<p>To affiliates* within the Organon family of companies globally for everyday business purposes as described in this notice</p> <p>*Affiliates are companies related by common ownership or control.</p>	<p>Yes, as a global company, we generally share personal information across our offices globally for the purposes described in this notice. However, only those individuals with a legitimate business need to access personal information for these purposes are granted such access. For example, personal information</p>	<p>Generally, no. We have instituted policy, contractual and administrative mechanisms requiring protection of personal information across our business globally. However, where local law provides a right for you to limit this sharing, we will comply with such requirements.</p> <p>You may request that we not transfer personal information outside of your country of residence, however, in most cases this will substantially limit</p>
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	about you will be available to those with whom you are working, who may be located in another country.	the services we can provide to you. Where our computer servers, databases or processes are located in another country, in most cases we will be unable to fulfill such a request and still provide the service to you.
To companies with which we collaborate to use for their own products and services	In rare cases, companies with whom we collaborate, but who are not acting on our behalf, may request that we share personal information so that they can provide information about their own products and services to you. In such a case we would only share information about you if you provide your express (opt-in) permission for this sharing.	Yes
To other companies we collaborate with solely for activities, with respect to co-development projects, as related to products or services jointly offered or developed by us and that company	Yes, subject to written agreements between us and those companies, which require those companies to protect confidential information provided to them by us	Yes, where permitted by law. If you request to opt-out of this sharing, however, you will not be able to work on co-development projects that we undertake with such companies.

<h2>Contact Us</h2>	<p>If you have questions regarding this notice or the personal information we collect, receive, use and share about you, or if you would like to access or update personal information about you in our databases in accordance with your rights under applicable law, please contact us.</p> <p><u>To contact the Privacy Office:</u></p> <p>Write to: Organon Global Privacy Office 30 Hudson Street Jersey City, NJ 07302</p> <p style="text-align: center;">or</p> <p>Send an e-mail to: Privacy Office</p> <p><u>Data Subject Rights:</u></p> <p>If you are a California, USA resident, learn more about your rights under the California Consumer Privacy Act (CCPA) and California Online Privacy Protection Act (CalOPPA)by clicking on this link.</p> <p>To make a request regarding your privacy rights, in accordance with local law, please contact us by:</p> <ul style="list-style-type: none"> • Completing an online form (preferred method) or • Calling us at 844-ORG-3200 (844-674-3200)
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