

U.S. State Supplemental Privacy Notice

Effective date: May 1, 2023

You may have certain rights regarding our processing of your Personal Information under applicable local state law, including, for example, California, Colorado, Virginia, Utah, or Connecticut. If our processing of your Personal Information is governed by such laws, this Supplemental Website Privacy Notice (“Supplemental Notice”) shall apply. It provides information required under the California Consumer Privacy Act of 2018 and California Privacy Rights Act of 2020 (collectively, the “CCPA”), the Colorado Privacy Act of 2021 (the “CPA”), the Virginia Consumer Data Protection Act of 2021 (the “VCDPA”), the Utah Consumer Privacy Act of 2022 (the “UCPA”), and the Connecticut Data Privacy Act of 2022 (“CDPA”). The provisions of this Supplemental Notice that may apply to Colorado, Connecticut, and Utah consumers go into effect when the corresponding state laws enter into effect. For Connecticut and Colorado consumers, that is July 1, 2023; for Utah consumers, that is December 31, 2023. We also provide a brief paragraph regarding information collected about Nevada consumers under the heading “Privacy Notice for Nevada Residents” at the end of this Supplemental Notice. The other portions of this Supplemental Notice do not apply to Nevada consumers.

This Supplemental Notice describes Organon’s (“we,” “us,” “our”) practices regarding the collection, use, and disclosure of Personal Information and provides instructions for submitting data subject requests.

Definitions

- “Personal Information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. Personal Information includes “personal data” as that term is defined in the CPA, VCDPA, UCPA, and CDPA (collectively, the “State Privacy Laws”). Personal Information also includes “Sensitive Personal Information,” as defined below, except where otherwise noted.

- “Sensitive Personal Information” means Personal Information that reveals a consumer’s social security, driver’s license, state identification card, or passport number; account log-in, financial account number, debit card number, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account; precise geolocation; racial or ethnic origin, religious beliefs, or union membership; contents of email or text messages; and / or genetic data. Sensitive Personal Information may also include the processing of biometric information for the purpose of uniquely identifying a consumer and /or Personal Information collected and analyzed concerning a consumer’s health, sex life, or sexual orientation. Sensitive Personal Information also includes “sensitive data,” as that term is defined in the State Privacy Laws.
- “Third Party” has the meanings afforded to it in the State Privacy Laws.
- “Vendor” means a service provider, contractor, or processor, as those terms are defined in the State Privacy Laws.

To the extent other terms used in this Supplemental Notice are defined terms under the State Privacy Laws, they shall have the meanings afforded to them in those statutes, whether or not capitalized herein. As there are some variations between such definitions in each of the statutes, the definitions applicable to you are those provided in the statute for the state in which you are a consumer. For example, if you are a Virginia consumer, terms used in this Supplemental Notice that are defined terms in the VCDPA shall have the meanings afforded to them in the VCDPA.

Collection & Processing of Personal Information

We, and our Vendors, may have collected and processed the following categories of Personal Information about you in the preceding 12 months:

- (1) **Identifiers**, such as your name, contact information, and online identifiers;
- (2) **Characteristics of protected classifications** under state or federal law, such as age, gender, race, physical or mental health conditions, and marital status;
- (3) **Financial account information**, such as bank account number, routing information, credit or debit card number, or payments;
- (4) **Biometric information**;
- (5) **Internet or other electronic network activity information**, such as browsing history and interactions with our websites or advertisements;

- (6) **Geolocation data**, such as device location;
- (7) **Audio, electronic, visual, and similar information**, such as video testimonials and call and video recordings;
- (8) **Professional or employment-related information**, such as work history and prior employer and information about medical specialty;
- (9) **Education information**, as defined in the federal Family Educational Rights and Privacy Act, such as student records and medical training information;
- (10) **Physical characteristics or description**, such as age, gender, race, disability, height, weight, eye color, or hair color;
- (11) **Health insurance information**, such as insurance policy number or subscriber identification number, application or claims history information, reimbursement data, co-pay data, benefits information, or coverage amounts;
- (12) **Inferences** drawn from any of the Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics; and
- (13) **Sensitive personal information**, including:
 - a. Personal Information that reveals:
 - i. **Sensitive identification numbers**, including social security, driver's license, state identification card, or passport number;
 - ii. **Account access information**, including account log-in, financial account number, debit card number, or credit card number in combination with any required security or access code, password, or credentials for allowing access to an account;
 - iii. **Precise geolocation**;
 - iv. **Racial or ethnic origin, religious or philosophical beliefs, or union membership**; or
 - v. **Genetic data**.
 - b. **Biometric data** processed for the purpose of uniquely identifying a consumer;
 - c. Personal Information collected and analyzed concerning a consumer's **health**; and
 - d. Personal Information collected and analyzed concerning a consumer's **sex life** or **sexual orientation**.

Retention of Personal Information. We retain your Personal Information for the period reasonably necessary to provide goods and services to you and for the period reasonably necessary to support our business operational purposes listed under [Purposes for Collecting Personal Information](#) below.

Sources from Which We Collect Personal Information

We collect Personal Information directly from consumers, as well as from joint marketing partners, public databases, providers of demographic data, publications, professional organizations, social media platforms, Vendors, and other Third Parties that share information with Organon.

Purposes for Collecting Personal Information

We, and our Vendors, collect and process the Personal Information (excluding Sensitive Personal Information) to:

- Operate, manage, and maintain our business;
- Enable individuals to register for, customize and personalize certain online resources and communications;
- Provide, develop, improve, repair, and maintain our products and services;
- Hire and manage our employees, as well as for related employment purposes;
- Personalize, advertise, and market our products, services, and features;
- Enable you to post or share information with others;
- Conduct research, analytics, and data analysis;
- Maintain our facilities and infrastructure;
- Undertake quality and safety assurance measures, including adverse event reporting purposes to fulfill our pharmacovigilance compliance requirements;
- Conduct risk and security controls and monitoring;
- Detect and prevent fraud;
- Perform identity verification;
- Perform accounting, audit, and other internal functions, such as internal investigations;
- Comply with law, legal process, and internal policies;
- Maintain records;
- Exercise and defend legal claims; and
- Otherwise accomplish our business purposes and objectives.

We, and our Vendors, collect and process your Sensitive Personal Information only for:

- Performing the services or providing the goods reasonably expected by an average consumer who requests those goods or services;
- Ensuring security and integrity to the extent the use of the consumer's Personal Information is reasonably necessary and proportionate for these purposes;

- Short-term, transient use, including, but not limited to, non-personalized advertising shown as part of a consumer's current interaction with us; provided that we will not disclose the consumer's Personal Information to a Third Party and or build a profile about the consumer or otherwise alter the consumer's experience outside the current interaction with the business;
- Performing services on our behalf, including maintaining or servicing accounts, providing customer service, processing, or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytic services, providing storage, or providing similar services on our behalf; and
- Undertaking activities to verify, maintain, improve, or enhance the quality or safety of a service or device that we own, manufacture, or control.

Organon does not use or disclose Sensitive Personal Information for purposes other than those specified above.

Disclosure of Personal Information to Third Parties

Selling or Sharing of Personal Information

We do not sell or share Personal Information of California consumers (and have not done so in the preceding 12 months). (Under applicable privacy laws, a “sale” is the disclosure of Personal Information to a Third Party for monetary or other valuable consideration, and a “share” is the disclosure of Personal Information to a Third Party for cross-context behavioral advertising, whether or not for monetary or other valuable consideration.)

Disclosures of Personal Information to Third Parties

We disclose the categories of Personal Information listed above (under “Categories of Personal Information Collected and Processed”) to the following categories of Third Parties:

- internet service providers
- government entities
- courts and law enforcement
- operating systems and platforms
- potential purchasers of our assets or business
- health care providers

The purposes for such disclosures include:

- our business operational purposes
- to facilitate a merger, sale, joint venture or collaboration, assignment, transfer, or other disposition of all or any portion of our business, assets,

- or stock (including in connection with any bankruptcy or similar proceedings);
- to assert and defend legal claims, and otherwise as permitted or required by law;
- to conduct research, analytics, and data analysis;
- to detect and prevent fraud, secure our systems and facilities, and perform accounting, audit, and other internal functions, such as internal investigations; and
- to comply with laws, legal processes, and internal policies.

Data Subject Rights

- **Exercising Data Subject Rights.** California, Colorado, Virginia, Utah, and Connecticut consumers have certain rights with respect to the collection and use of their Personal Information. Those rights vary by state. As required by the CCPA, we provide detailed information below regarding the rights available to California consumers. Colorado, Virginia, Utah, and Connecticut consumers may have similar rights and can find more detail by referencing the CPA, VCDPA, UCPA, or CDPA, as applicable.

You may exercise the data subject rights applicable to you under the applicable State Privacy Laws by clicking [[here](#)], calling 844-674-3200, or contacting our Privacy Office at privacyoffice@organon.com. Consumers in some states may also authorize an agent to make data subject requests on their behalf.

- **Verification of Data Subject Requests.** We may ask you to provide information that will enable us to verify your identity in order to comply with your data subject request. In particular, when a California consumer authorizes an agent to make a request on their behalf, we may require the agent to provide proof of signed permission from the consumer to submit the request, or we may require the consumer to verify their own identity to us or confirm with us that they provided the agent with permission to submit the request. In some instances, we may decline to honor your request if an exception applies under applicable law. We will respond to your request consistent with applicable law.
- **Non-Discrimination.** We will not discriminate against you for exercising your data subject rights. For example, we will not deny goods or services to you, or charge you different prices or rates, or

provide a different level of quality for products or services as a result of you exercising your data subject rights.

- **Appeals for Virginia, Colorado, and Connecticut Consumers.** Virginia, Colorado, and Connecticut consumers may have the right to appeal our decisions on their data subject requests and may do so by contacting our Privacy Office at privacyoffice@organon.com. Please enclose a copy of or otherwise specifically reference our decision on your data subject request, so that we may adequately address your appeal. We will respond to your appeal in accordance with applicable law.
- **Data Subject Rights Disclosure for California Consumers:** California consumers have the following rights regarding our collection and use of their Personal Information, subject to certain exceptions.
 - **Right to Receive Information on Privacy Practices:** You have the right to receive the following information at or before the point of collection:
 - The categories of Personal Information to be collected;
 - The purposes for which the categories of Personal Information are collected or used;
 - Whether or not that Personal Information is sold or shared;
 - If the business collects Sensitive Personal Information, the categories of Sensitive Personal Information to be collected, the purposes for which it is collected or used, and whether that information is sold or shared; and
 - The length of time the business intends to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period.

We have provided such information in this Supplemental Notice, and you may request further information about our privacy practices by contacting us as at the contact information provided above.

- **Right to Deletion:** You may request that we delete any Personal Information about you we that we collected from you.
- **Right to Correction:** You may request that we correct any inaccurate Personal Information we maintain about you.
- **Right to Know:** You may request that we provide you with the following information about how we have handled your Personal Information in the 12 months preceding your request:

- The categories of Personal Information we collected about you;
 - The categories of sources from which we collected such Personal Information;
 - The business or commercial purpose for collecting Personal Information about you;
 - The categories of Personal Information about you that we shared or disclosed and the categories of Third Parties with whom we shared or disclosed such Personal Information; and
 - The specific pieces of Personal Information we have collected about you.
- **Right to Receive Information About Onward Disclosures:** You may request that we disclose to you:
 - The categories of Personal Information that we have collected about you;
 - The categories of Personal Information that we have sold or shared about you and the categories of Third Parties to whom the Personal Information was sold or shared; and
 - The categories of Personal Information we have disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose.
 - **Right to Non-Discrimination:** You have the right not to be discriminated against for exercising your data subject rights. We will not discriminate against you for exercising your data subject rights.

Other Disclosures

California Residents Under Age 18

If you are a resident of California under the age of 18 and a registered user of our website, you may ask us to remove content or data that you have posted to the website by writing to privacyoffice@organon.com. Please note that your request does not ensure complete or comprehensive removal of the content or data, as, for example, some of your content or data may have been reposted by another user.

Disclosure About Direct Marketing for California Residents

California Civil Code § 1798.83 permits California residents to annually request certain information regarding our disclosure of Personal Information to other entities for their direct marketing purposes in the preceding calendar year. We do not distribute your Personal Information to other entities for their own direct marketing purposes.

Privacy Notice for Nevada Residents

We do not sell Covered Information as defined under Nevada law, and we generally do not disclose or share personal information as defined under Nevada law for commercial purposes. Under Nevada law, you have the right to direct us to not sell or license your personal information to third parties. To exercise this right, if applicable, you or your authorized representative may contact our Privacy Office at privacyoffice@organon.com.

Changes to our Supplemental Notice

We reserve the right to amend this Supplemental Notice at our discretion and at any time. When we make material changes to this Supplemental Notice, we will notify you by posting an updated Supplemental Notice on our website and listing the effective date of such updates.

Contacting Us

If you have any questions, comments, requests, or concerns related to this Supplemental Notice, Organon's information practices, or how to access this policy in another format, please contact us at Organon & Co, Global Privacy Office, 30 Hudson Street, Jersey City, NJ 07302, or at privacyoffice@organon.com for assistance.