



2021

UK Gender Pay Gap Report

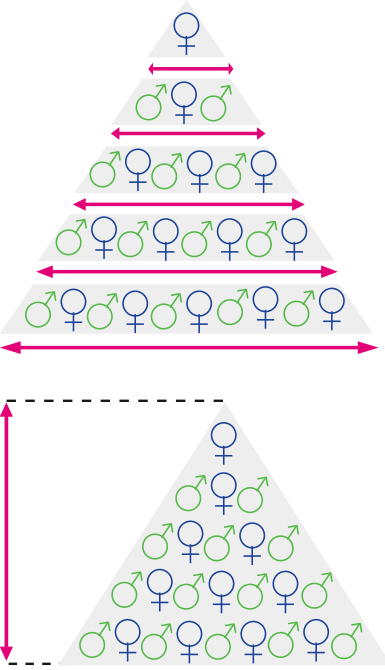
Our Results

**This is our first gender pay gap as Organon, and we are proud to share that our mean pay gap is -1.1% .
This means women on average earn marginally more than men.**



Understanding the calculations

It is important to remember that the UK Gender Pay Gap is not the same as equal pay, and the two should not be confused.



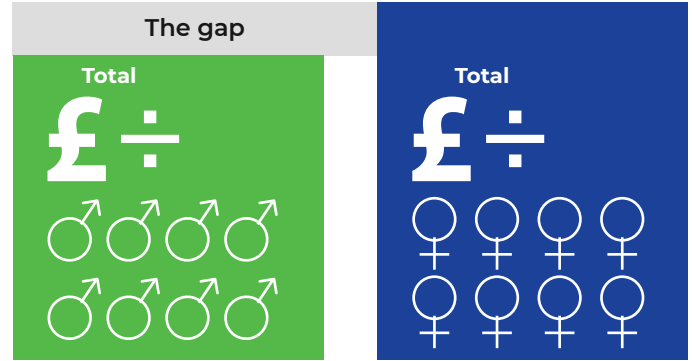
Equal Pay

Equal Pay: ensures pay is equal for all employees carrying out the same or similar work, or work of equal value taking into account level and job type.

Gender Pay Gap

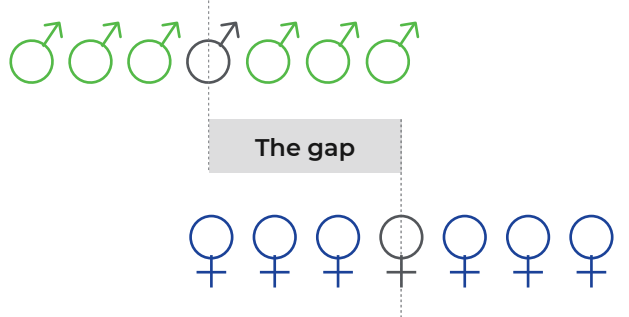
Gender Pay Gap: calculates the pay difference between men and women across the whole organisation

Mean pay:



The mean is calculated by adding up the total pay of employees and dividing by the total number of employees. As an example, the mean of -1.1% shows women are paid 1.1% more than men an average salary of everyone who identifies as each gender.

Median pay:



The median is the middle number in a ranking of pay from lowest to highest. As an example, the median of -5.3% shows women are paid 5.3% more than men when looking to the middle of the pay scale for both men and women.

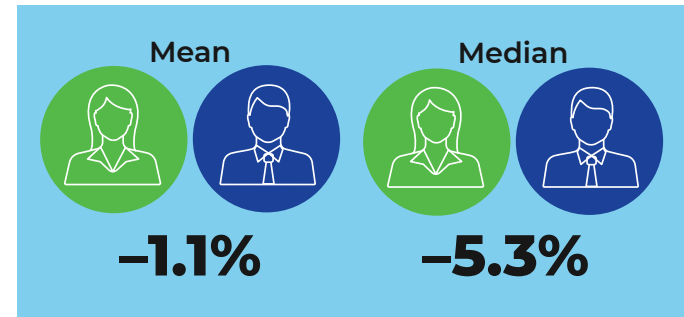
All calculations are for employees who were at Organon Co. as of 5 April 2021. Gender Pay Gap calculations are based upon all pay in April 2021. Gender Bonus Gap calculations are based upon all bonus pay from 5 April 2020 to 4 April 2021.



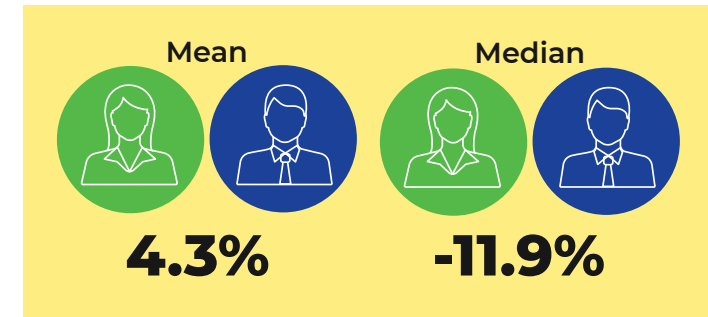
Understanding the results

The gender pay gap is driven by the representation of women in our workforce. The difference in the average total pay men receive relative to women creates the gap. Throughout the year, we examine the compensation employees receive through focal periods and make adjustments to ensure we continue to address our Gender Pay Gap. We are proud of the progress we have made and reducing our gender pay gap remains a top priority for our business.

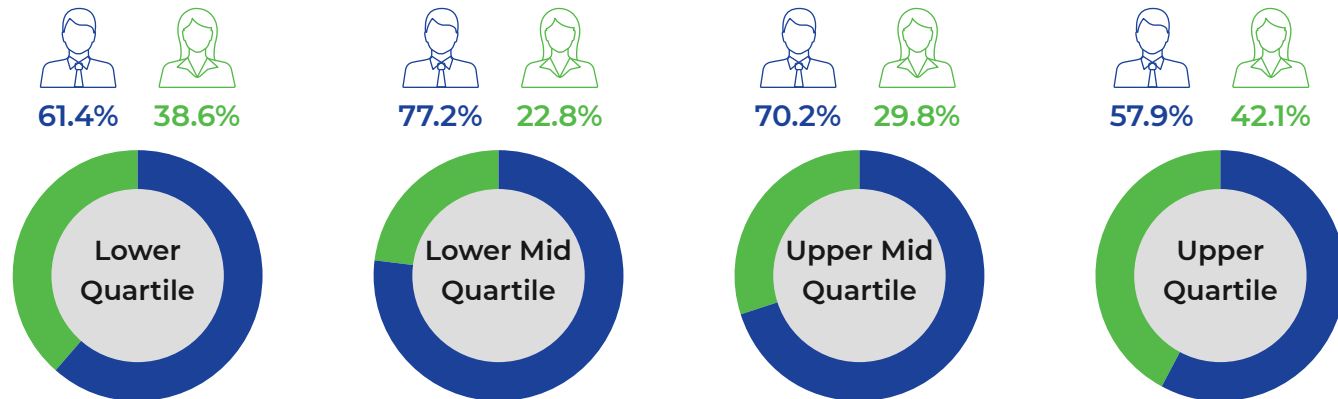
Gender Pay Gap:



Gender Bonus Gap:



The charts below shows the percentage of males and females in each quartile:



Bonus pay at Organon



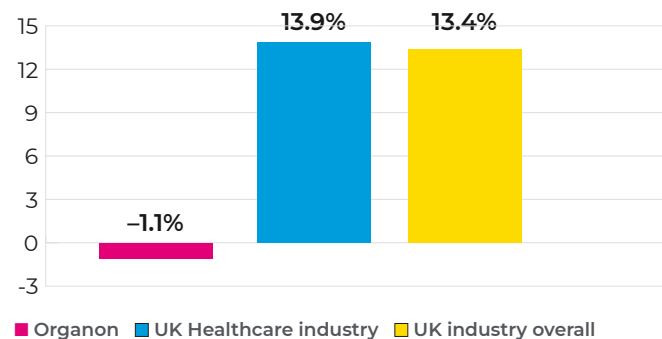
100%

Organon employees are eligible to receive bonus pay

We are proud that all Organon employees are eligible to receive bonus pay. Each employee receives a target percentage of their base salary dependent on their level. Actual bonus payouts are based upon company performance. For 2022, we will be introducing a new reward programme called Thrive, where employees who demonstrate exceptional individual performance can receive further cash bonuses throughout the year.

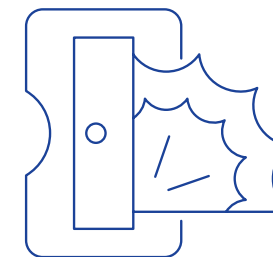
Putting Organon's pay gap into context

Mean Gender Pay Gaps



We are delighted to report that our pay gap significantly outperforms our UK healthcare peers and the UK industry as a whole. Our mean pay gap reflects a positive journey in reducing the gap to a near ideal 0 of -1.1%. At Organon, we can only be successful in our commitment to listening to women and advancing women's health if we listen firstly to our own women within our workforce. This is reflected in our comparable results.

How far have we come?



Organon has shaved
4% points
off their gap since 2020

To better understand the progress we have made since last year, we compared a representative population of Organon whilst a subsidiary of MSD known as Merck & Co., Inc., of Rahway, New Jersey, USA in the U.S. and Canada to analyse year on year impact of our pay gap efforts. We found that our gap has reduced by over 4 percentage points. We are proud in such a short space of time that we have made significant strides towards the reduction of our gender pay gap.





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