

Carbon Reduction Plan

Supplier name: **Organon Pharma (UK) Ltd**

Publication date: **16th October 2026**

Overview

The UK Government amended the Climate Change Act 2008¹ in 2019 by introducing a target of at least a 100% reduction in the net UK carbon account (that is, a reduction in greenhouse gas (GHG) emissions, compared with 1990 levels) by 2050.² This is commonly known as the UK's net zero target.

Procurement Policy Note (PPN 06/21, *Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts*, sets out how to take account of suppliers' Net Zero Carbon Reduction Plans in the procurement of major government contracts (gov.uk 2021).

This Carbon Reduction Plan outlines how Organon Pharma (UK) Ltd complies with the requirements of PPN 06/21.

Commitment to Achieving Net Zero

Organon & Co., commits to achieving Net Zero emissions in the UK by 2050.

Baseline Emissions Footprint

Baseline emissions represent the greenhouse gas (GHG) emissions that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. They serve as the reference point against which future emissions reductions are measured.

UK Baseline Year: 2020
Additional Details Relating to the Baseline Emissions Calculations.
Organon & Co. spun off from MSD in June 2021. As a result, 2020 has been selected as the baseline year for emissions reporting. The baseline was adjusted in 2026 to correct the reporting of biogenic emissions associated with biomass-derived purchased steam. This adjustment includes the indicator " GHG-S2 - OMS - Purchased Steam (Biomass) - CH4 and N2O Expressed as tCO₂e [kg GHG] ", which has been incorporated into location-based emissions calculations.
Baseline Year Emissions: 2020 (UK Emissions)

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,151 (tCO ₂ e)
Scope 2 (Location-based)	4,040 (tCO ₂ e)
Scope 2 (Market-based)	1,513 (tCO ₂ e)
Scope 3 (Included Sources)	Not reported in 2020
Total Emissions (Scope 1 and Scope 2 only)	Including Location-based Scope 2 – 5,191 (tCO ₂ e) Including Market-based Scope 2 – 2,664 (tCO ₂ e)

Global Baseline Year: 2020	
Additional Details Relating to the Baseline Emissions Calculations.	
From October 2026, in preparation for compliance with NHS Carbon Reduction Plan requirements from April 2027, Organon & Co. will transition to reporting global Scope 1, Scope 2 and Scope 3 emissions. This will form the new global baseline against which future emissions reductions will be measured. Global Scope 2 emissions are reported on a market-based basis rather than the location-based methodology previously applied in UK reporting.	
Baseline Year Emissions: 2020 (Global emissions)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	19,200 (tCO ₂ e)
Scope 2	36,300 (tCO ₂ e)
Scope 3 (Included Sources)	Not reported in 2020
Total Emissions (Scope 1 and Scope 2 only)	55,500 (tCO ₂ e)

Reporting Year: 2025 Global Emissions	
Additional Details Relating to Emissions Calculations.	
Organon & Co. has transitioned to reporting global scopes3 emissions. Prior-year reporting related only to Organon (UK) Ltd. As a result, emissions data for the current reporting period is not directly comparable with previous years due to the change in reporting boundary. Total emissions also include emissions from the De Geer Biotech facility in Oss, the Netherlands, which was acquired in July 2025.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	18,300 (tCO ₂ e)
Scope 2	23,500 (tCO ₂ e)
Scope 3 (Included Sources)	1. Purchased Goods & Services:609,000 (tCO ₂ e) 4. Upstream transportation and distribution: 73,198 (tCO ₂ e) 5. Waste generated in operations: 4,952 (tCO ₂ e) 6. Business travel: 12,597 (tCO ₂ e) 7. Employee commuting: 14,443 (tCO ₂ e) 9. Downstream transportation and distribution: 73,198 (tCO ₂ e) 11. Use of Sold Product: 91,000 (tCO ₂ e) Total 865,388 (tCO ₂ e)
Total Emissions	907,188 (tCO ₂ e)

Emissions Reduction Targets

Organon is committed to supporting the transition to a low-carbon economy, with an ambition to achieve net zero GHG emissions across its operations and supply chain.

As outlined in our ESG Microsite, our global objectives for 2025 are to:

- Reduce our Scope 1 and 2 GHG emissions by more than 25% compared with 2020 levels.
- Ensure that at least 70% of our supplier spend is with suppliers that have GHG emissions reduction programmes in place.

In addition, ee have targets across our other key environmental sustainability priorities, which are

water stewardship, materials and waste management, and biodiversity.

Carbon Reduction Strategy

Organon is committed to delivering a carbon reduction strategy through targeted emissions reduction initiatives, improved energy efficiency, increased use of renewable energy, and collaboration across its value chain. By embedding sustainability into its operations and decision-making processes, Organon aims to achieve its net zero emissions ambition by 2050 while supporting long-term business growth.

UK Initiatives

The UK's mandatory Energy Savings Opportunity Scheme (ESOS) and Streamlined Energy Carbon Reporting (SECR) reporting regulations underpin the delivery of Organon Pharma (UK) Ltd's carbon reduction strategy by providing transparency, accountability, and actionable insights to reduce energy consumption and greenhouse gas (GHG) emissions.

In 2025, the UK site continued to progress its decarbonisation strategy, reducing combined energy consumption from a baseline of 35,738,897 kWh to 33,430,823 kWh. This represents a reduction of 2,308,074 kWh (6.46%). Despite this reduction in energy consumption, associated carbon emissions increased from 2,664 tCO₂e to 5,845 tCO₂e. This increase was primarily driven by a change in the site's heat generation profile, with a greater reliance on existing boiler capacity during periods when heat supplied by the neighbouring biomass combined heat and power (CHP) facility was unavailable.

Significant energy and carbon reductions in 2025 were achieved through the following initiatives:

- Building Management System (BMS) optimisation, using the Clockwork Analytics fault detection and diagnosis (FDD) platform. This provided predictive insights into asset energy intensity and asset lifecycle efficiency while supporting direct reductions in utility consumption. In 2025, activities included the replacement of faulty assets, installation of variable speed drive (VSD) motors, and optimisation of control settings and operating schedules resulting in a combined energy reduction of 1,278,607 kWh and a carbon reduction of 239 tCO₂e .
- Integrated an Energy Management System (Power Monitoring Expert) to enhance energy metering data, quality and compliance.
- LED lighting optimisation achieved through the replacement of obsolete lighting, resulting in an energy saving of 53,918 kWh (9.5 tCO₂e).
- Compressed Air Programme, which identified and repaired plant room, transmission and distribution leaks in the field, resulting in energy savings of 112,677.6 kWh (19.94 tCO₂e).

Transfer to renewable energy

Organon continues to strengthen its ESG programme through investment in digitalisation, automation and energy management capabilities. Enhancements to building management systems, predictive analytics platforms, and integrated utility metering have improved data

quality, asset performance monitoring and ESG reporting, enabling earlier identification of energy and carbon reduction opportunities.

Continuous improvement initiatives focussed on compressed air systems and lighting optimisation continue to reduce operational carbon intensity. In addition, ongoing investment in solar photovoltaic (PV) technology, commercial turbine life-extension projects and microgrid feasibility forms part of the site's long-term manufacturing and decarbonisation strategy.

Global Initiatives

CLIMATE CHANGE

Driving emissions reductions through smarter transportation

In 2025, we reduced transport-related emissions by 26 metric tonnes of carbon dioxide equivalent (CO₂e) compared with 2024 through targeted logistics optimisation initiatives across our global network. The primary driver of these reductions was the strategic modal shifts from higher-emission air freight to lower-carbon ocean and road transportation. We also improved shipment consolidation and increased the use of double-stacking practices, helping us move products more efficiently while optimizing capacity across the supply chain. These efforts reflect our continued focus on reducing environmental impacts across our operations and value chain as we work to protect Her planet.

WASTE MANAGEMENT & MATERIALS

Advancing circularity in paper and carton recycling

At our Heist site, we collaborated with Smurfit Westrock to establish a controlled circular process for the collection of paper and cartons. Through this process, paper and carton waste is securely destroyed and recycled within Smurfit Westrock facilities, supporting transparency, quality control and product security throughout the recycling chain. In 2025, this collaboration enabled the recovery of 48 tonnes of fibres and pulp from recycled materials. These materials are used to create new, high-quality packaging, reducing the need for virgin raw materials, and supporting our commitment to embedding circular economy principles across our business.

WATER MANAGEMENT

Reducing water use through site-level action

At our Oss site, we implemented a water inventory and conservation project within one of our laboratories to identify opportunities to reduce annual water consumption. The project focuses on a building that uses approximately 8,400 m³ of water annually, representing around 10% of the site's total water consumption. In 2025, the site reduced water usage by 33.2% compared with 2020 levels, supporting Oss's broader water stewardship objectives.

Global ESG and CDP

Organon's global ESG data can be accessed [here](#), providing further information on our global initiatives, performance and progress. Our CDP Climate Change Questionnaire is available [here](#).

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https://www.cdp.net/en/responses/864345/Organon-Co?back_to=https%3A%2F%2Fwww.cdp.net%2Fen%2Fresponses%3Fqueries%255Bname%255D%3Dorganon&queries%5Bname%5D=organon <https://www.cdp.net/>

<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁴ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.⁵ Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.⁶

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body). Signed on behalf of the supplier:

Signed on behalf of Organon Pharma (UK) Limited

Electronically signed by: Nicola Barr

Reason: Approved

Date: Oct 13, 2026 13:28:11 GMT+1

Nicola Barr

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10/13/2026

Date:

Nicola Barr

References

1 Climate Change Act 2008: www.legislation.gov.uk/ukpga/2008/27/contents

2 When the reporting of GHG emissions is measured, it is often done so in carbon dioxide equivalent units (CO₂e). The use of CO₂e allows for more accessible reporting and straightforward tracking and reporting of emissions over time. CO₂e includes all of the greenhouse gases defined within the Kyoto protocol: carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride and nitrogen trifluoride. Each of these greenhouse gases have a conversion factor as published by DEFRA: www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020 When the phrase 'net zero carbon' is used, it is referring to both CO₂ and CO₂e emissions and means net zero GHG rather than net zero CO₂.

3 [Corporate Standard | GHG Protocol](https://ghgprotocol.org/corporate-standard)

4 <https://ghgprotocol.org/corporate-standard>

5 www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

6 <https://ghgprotocol.org/standards/scope-3-standard>

UK_PPN-0621-Carbon-Reduction-Plans_2026

Final Audit Report

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