

# Organon Code of Conduct

At Organon, our Code of Conduct is more than just words on a page. It defines our ways of working.

We are committed to earning and keeping the trust of our patients, our customers, our investors, our partners, and our communities around the world. Our code of conduct helps us earn that trust: **we act honestly, we practice transparency, and we are committed to the highest ethical standards every day in everything we do.**

We strive to build a workplace where we are proud to work. We value diversity and inclusion. Although we speak many languages and represent many cultures, we are united in our drive to deliver a world of difference in women's health. We treat everyone we interact with ethically and with dignity.

Every Organon employee, partner and supplier is responsible for abiding by our policies and the high ethical standards in our Code of Conduct. We are all accountable to do the right thing.

We can only accomplish our mission if we all work together. If you have questions, ask for guidance.

## Our Code of Conduct

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# Who we are:

## Our Mission

Deliver impactful medicines and solutions for a healthier day.

## Our Vision

A better and healthier every day for every woman.

## Our Culture

Organon's legacy of commitment and scientific innovation in Women's Health and our uncompromising dedication to integrity and high ethical standards inspires us in all we do. It is not only what we do that is important, how we do it matters just as much.

Integrity is the foundation for everything we do. Each of us is responsible for fostering a culture of ethical behavior. We know that doing things the right way is the only way.

Our culture is also defined by our core values:

- Authenticity and Transparency: Be real
- Empowerment, Accountability and Integrity: Own it
  - Collaboration: Rise together
  - Diversity and Inclusion: We all belong
  - Passion: Bring your fire, and
  - Entrepreneurialism: Keep moving

# Our Culture, continued

## **Authenticity and Transparency: Be real**

We actively promote open and honest communication and respectful discussion at all levels of the company. We build trust through transparency and authenticity. We are open about our weaknesses and development areas.

## **Empowerment, Accountability and Integrity: Own it**

We make smart, informed decisions at the right levels of the company. We are accountable for our decisions even if they don't work out as planned. When we make mistakes, we own it and we learn from it. We don't compromise on our high ethical standards to achieve business objectives. We know that everything we do sends a message about who we are and what we value.

## **Collaboration: Rise together**

We build high performing teams that collaborate across the organization. We help each other. We work together to eliminate unnecessary, misaligned or duplicated work. We share information, tools and priorities to enable agility and adaptability. We know that the whole is greater than the sum of its parts and together we can and will achieve more.

## **Diversity and Inclusion: We all belong**

We are a stronger, more responsive and more entrepreneurial company when all voices are heard, no matter what the speaker may look like, who they may love, what god they may pray to, or where they may come from.

## **Passion and Entrepreneurialism: Bring your fire**

We are engaged and innovative. We will maintain passion for our purpose and what we do.



## Keep moving

We take smart risks, act with urgency and simplify the way work gets done. We will be entrepreneurial and resilient, lean into challenges and embrace change.

## Our Commitment

We are committed to the best interests of our stakeholders—the broad spectrum of people and communities whose lives we touch.



## Our Patients and Customers

Serving our patients and our customers is our privilege and our responsibility. We are devoted to earning our patients' and customers' trust every day.

## Our Employees

We strive to create a workplace we are proud of, a workplace that inspires passion, collaboration, inclusion, and respect, where all of us strive to do the right thing.

## Our Shareholders

Our shareholders trust us with their hard-earned money. In return, we owe them good corporate governance; honest, accurate, and timely performance information; and clear disclosures in public reports and communications.

## **Our Suppliers and Distributors**

We value our suppliers and work to always treat them with honesty, transparency, and respect. We expect them to share our code of conduct and operate with integrity every day in the work they do on our behalf.

## **Our Communities and Society**

Our communities are our neighbors who trust us to be good corporate citizens. We recognize our responsibility to conduct our business in a safe and environmentally sustainable manner. We comply with the letter and spirit of all laws, rules and regulations that apply to our business.

We understand that providing a healthier future for women also means providing a healthier future for their families and their communities around the world.

## **Our Accountability**

We are accountable for the decisions we make and the conduct that follows. We are accountable to recognize the potential impact of those decisions and actions and to strive to be a role model of personal integrity to our colleagues every day. We don't violate law, policy or procedure and we don't direct or suggest others should do so either.

We are committed to the highest standards of ethics and integrity. We are responsible to our patients and customers, to distributors and suppliers, to shareholders, to our fellow employees, and to the communities we serve worldwide. It is up to each of us to maintain and improve the reputation of Organon and ensure it is a company we can all be proud of.

We are all accountable for delivering high quality products and services.

We are responsible for following Organon's policies. If we have questions, we are responsible to seek guidance. We are responsible to speak up. If we see actions that fail to meet our high ethical standards, we will speak up, and in doing so continue to build upon Organon's strong ethical foundation.



# Organon's Policies

Our corporate policies are standards of conduct for engaging with stakeholders. We use these policies for navigating the decisions we face every day.

## 01 Patient Safety

We strive to ensure that customers and patients have confidence in our products' safety and efficacy.

## 02 Product Quality

Our products are there when people need them, with quality they can trust.

## 03 Research

Our research is guided by our commitment to preserving human health and enhancing the quality of life.

## 04 Customer-facing, Marketing and Business Practices

We provide accurate, balanced information about our products, and do not engage in activities that inappropriately benefit or influence our customers.

## 05 Prevention of Bribery and Corruption

We do not promise, offer, pay, ask for or accept anything of value to improperly influence decisions or actions with respect to our business.

## 06 Procurement and Supplier Relations

Recognizing that our suppliers play an important role in our overall success, we establish relationships with those who provide the best overall value, and who share our commitment to quality, price, delivery, service, diversity, reputation, and ethical business practices.

## 07 Antitrust and Fair Competition

We compete aggressively but fairly to promote open markets and customer choice based on the merits of our products and services, and on honesty and fair dealing.

## 08 Global Trade

We act responsibly to move products and services across borders in compliance with the local and international trade regulations that govern our operations.

## 09 Financial Integrity

As responsible stewards, we believe that financial transparency and integrity is vital for safeguarding our assets, ensuring our mission and future success, and fostering trust with our stakeholders.

## 10 Conflicts of Interest

We recognize and disclose situations that may appear to compromise our business judgment or that may unduly influence our business, and where necessary, we implement controls to minimize risk.

## 11 Insider Trading

We do not take actions that undermine investor confidence, such as sharing inside information belonging to Organon and its business partners or sharing "tips" that could unfairly influence investment decisions.





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## **12 Disclosing Information About Organon**

We are committed to being open and providing appropriate transparency about the way we operate, so that we maintain our stakeholders' trust and confidence.

## **13 Information Management and Protection**

We safeguard and apply high ethical standards in the proper collection, use, management and protection of our Company's proprietary information, as well as information entrusted to us by others.

## **14 Respect for Environmental Health and Safety**

We are committed to providing a safe and healthy workplace for our employees, minimizing the environmental impact of our operations, and partnering with suppliers who share our commitment to safety and environmental stewardship.

## **15 Reporting and Responding to Misconduct**

We enable the Company to address potential misconduct and safeguard its reputation by speaking up when we see or suspect something improper, and we will not tolerate retaliation against anyone who raises a concern or provides information in connection with an investigation.

## **16 Management of Controlled Substances**

We support the use of controlled substances for appropriate medical, scientific and commercial purposes, while maintaining a closed system of distribution that ensures proper controls in connection with acquisition, manufacture, transport, storage, use, distribution and disposal.

## **17 Global Human Resources**

We foster a culture of mutual respect, dignity and integrity, where we attract and develop highly talented, engaged and diverse employees who are empowered to deliver excellent performance.

## **18 Animal Care and Use**

We treat all animals under our care humanely and use them in research only when there is no scientifically valid alternative.

## **19 Charitable Contributions and Volunteerism**

We are positive change agents in improving global health care, promoting education, and addressing critical social issues through charitable contributions and support for employee volunteerism.