Welcome to your CDP Water Security Questionnaire 2023

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

Organon ("Organon" or the "Company") launched as a company on June 3, 2021, spinning off from Merck & Co. Organon is a global health care company with the vision to create a better and healthier every day for every woman. We seek to deliver innovation, improve access, and expand choice to help address the unmet medical needs of women, and ultimately improve their lives. Across the globe, women have vast unmet medical needs. For decades, very few companies have dedicated resources to innovation and improving women's health. We are investing in high-need areas that have no established precedent and where we believe the current standard of care is unacceptable to meet the needs of patients. Organon develops and delivers innovative health solutions through a portfolio of prescription therapies and medical devices within women's health, biosimilars, and established brands. Organon has a portfolio of more than 60 medicines and products across a range of therapeutic areas. The Company sells these products through various channels including drug wholesalers and retailers, hospitals, government agencies, and managed health care providers such as health maintenance organizations, pharmacy benefit managers, and other institutions. The Company operates six manufacturing facilities, which are located in Belgium, Brazil, Indonesia, Mexico, the Netherlands and the United Kingdom.

We focus on three key areas to achieve our vision of a better and healthier every day for every woman. Our product portfolios include the following:

1. Women's Health: We believe that women are the foundation of a healthier world, and we know that women need more choices when it comes to their health. We plan to continue building on our strengths in reproductive health and fertility as we assemble a suite of health options that help address the areas of high unmet needs for women.
2. Biosimilars: Biosimilars, which are approved by regulators as being highly similar to their referenced biologic medicines, are used to treat a range of serious conditions and potentially reduce costs compared to biologics. We aim to improve healthcare economies and access to treatment by providing high-quality biosimilar medicines to healthcare systems, providers, and patients.
3. Established Brands: Our established brands include well-known products, which generally are beyond market exclusivity, across a range of therapeutic areas including respiratory, cardiovascular, dermatology, non-opioid pain, and more.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2022	December 31, 2022

W0.3

(W0.3) Select the countries/areas in which you operate.

Australia
Austria
Bahrain
Belgium
Bosnia & Herzegovina
Brazil
Bulgaria
Canada
Chile
China
Colombia
Croatia
Cyprus
Czechia
Denmark
Ecuador
Egypt
Estonia
Finland
France
Germany
Greece
Hong Kong SAR, China
Hungary
India
Indonesia
Ireland
Israel
Italy
Japan
Jordan
Kuwait
Latvia
Lebanon
Lithuania
Luxembourg
Malaysia

Mexico
Netherlands
New Zealand
Norway
Oman
Panama
Peru
Philippines
Poland
Portugal
Republic of Korea
Romania
Russian Federation
Saudi Arabia
Serbia
Singapore
Slovakia
Slovenia
South Africa
Spain
Sweden
Switzerland
Taiwan, China
Thailand
Turkey
Ukraine
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America
Viet Nam

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

Yes

W0.6a

(W0.6a) Please report the exclusions.

Exclusion	Please explain
Groundwater withdrawn for remediation	At our Oss facility, an approved remediation program has been implemented to address historic contamination of the groundwater. An extraction system is designed to contain the shallow groundwater and prevent migration of the plume off-site. Groundwater withdrawn for remediation at Oss is excluded from our reported withdrawal volumes in Section W1. It is also excluded from the boundary of our water target, presented in Section W8. This is because Organon has limited ability to manage the withdrawal quantity for remediation and because this quantity will eventually drop to zero once remediation activities are complete. Furthermore, although this groundwater withdrawal enters Organon's operational boundary, it does not fulfill an operational water demand (i.e., is not used by the site within an operational task or activity). The total groundwater remediation quantity at Oss in 2022 that has been excluded from our reported water withdrawal volumes is 162.077 megaliters, roughly 38% of our total withdrawals reported in W1.2b.

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, a Ticker symbol	OGN

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Vital	Vital	Direct Use: A good quality water supply is vital to our operations because it is a critical component of our business processes to manufacture our products. Water is used in our operations as a manufacturing aid or product ingredient. Current

			and future water dependency is likely to remain the same (vital) given the nature of our business processes. Indirect Use: A supply of good quality water is also a vital component for our external manufacturing partners, and our overall supply chain. Water use varies depending on the product or business line, where for some products water use is distributed in our direct operations, whereas for other products it is used upstream in our value chain. Future water dependency is likely to remain the same (vital) given the nature of our products. While specific processes or product lines may change, our business will rely on good quality water in sufficient quantities as either an ingredient within our products or as a manufacturing aid.
Sufficient amounts of recycled, brackish and/or produced water available for use	Important	Important	Direct Use: Recycled water is used in operations as an offset for fresh water wherever possible at our sites. It is used in processes supporting manufacturing (e.g., cooling towers). Recycled water is used as a primary means for heat removal (cooling) for many of our manufacturing processes to reduce our water footprint and significantly reduce freshwater withdrawal. It is important that we look to offset freshwater usage wherever possible but recycled/brackish water is not of sufficient quality to be used as a product ingredient. Indirect Use: As with direct operations, recycled water is used as a manufacturing aid for reducing freshwater usage in our supply chain. It is important that we look for ways to reduce our overall water impact, especially in areas where our supply chain has water stress. It is not vital because it does not meet quality standards necessary for use in products. Future water dependency is likely to remain the same (important) given the nature of our products. While specific processes or product lines may change, it is not expected that recycled water could be used as a product ingredient in the future. Our business will use recycled water to offset freshwater usage wherever economically and technically feasible.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	100%	Quarterly	Withdrawal volumes are measured using utility bills and site metering devices.	Our company measures and monitors water withdrawals total volume as part of our approach to water efficiency and water risk management. This is to ensure an accurate water balance is maintained to track progress against our water use target. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency of monitoring varies and is based on billing periods (monthly to quarterly) for water withdrawals from third parties

				(municipal suppliers). While the frequency of volume measurement varies site to site, water withdrawals are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental Data Collection (EDC) process. The data is reviewed at the corporate level on a quarterly basis.
Water withdrawals – volumes by source	100%	Quarterly	Withdrawal volumes by source are measured using utility bills and site metering devices.	Our company measures and monitors water withdrawals volumes by source as part of our approach to water efficiency and water risk management. This is to ensure an accurate water balance is maintained to track progress against our water use target. The scope of our data collection is our six owned

				manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency of monitoring varies and is based on billing periods (monthly to quarterly) for water withdrawals from third parties (municipal suppliers). While the frequency of volume measurement varies site to site, water withdrawals are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental Data Collection (EDC) process. The data is reviewed at the corporate level on a quarterly basis.

Water withdrawals quality	100%	Quarterly	Our company internal standards require that we maintain potable water supply in accordance with applicable local regulatory requirements or World Health Organization (WHO) drinking water guidelines in the absence of local standards.	Since high quality water is vital to our manufacturing processes, we monitor the quality of our purchased water supplies at our facilities. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. Our company internal standards require that we maintain potable water supply in accordance with applicable local regulatory requirements or World Health Organization (WHO) drinking water guidelines in the absence of local standards.
Water discharges – total volumes	100%	Quarterly	Water discharges - total volumes are measured using utility bills and site metering devices.	Our company measures and monitors water discharges total volume globally

				for all manufacturing sites as part of our approach to water efficiency and water risk management. This is to ensure an accurate water balance is maintained to track progress against our internal water use targets. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. While the frequency of volume measurement varies site to site, water discharges are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental

				Data Collection (EDC) process. The data is reviewed at the corporate level on a quarterly basis.
Water discharges – volumes by destination	100%	Quarterly	Water discharges are measured using utility bills and site metering devices.	Our company measures and monitors all water discharges volumes by destination globally for all manufacturing sites as part of our approach to water efficiency and water risk management. This is to ensure an accurate water balance is maintained to track progress against our internal water use targets. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. While the frequency of volume measurement

				varies site to site, water discharges are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental Data Collection (EDC) process. The data is reviewed at the corporate level on a quarterly basis.
Water discharges – volumes by treatment method	100%	Quarterly	Water discharges are measured using utility bills and site metering devices.	Our company monitors all water discharges volumes by treatment method globally for all manufacturing sites. Discharges are typically subject to permits, which require metering and monitoring, and all wastewater is categorized by treatment method for reporting. The scope of our data collection is our six owned manufacturing facilities located

				in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. While the frequency of volume measurement varies site to site, water discharges are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental Data Collection (EDC) process. The data is reviewed at the corporate level on a quarterly basis.
Water discharge quality – by standard effluent parameters	100%	Quarterly	This data is maintained at the operating sites and is monitored on an ongoing basis.	Our company measures and monitors water discharge quality by standard effluent parameters. The scope of our data collection is our six owned manufacturing facilities located in Belgium,

				Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency and method of measurement vary by site and may include but are not limited to continuous monitoring, periodic sampling, or other analytical methods in accordance with site operating permits and applicable regulatory and internal company requirements.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	100%	Quarterly	This data is maintained at the operating sites and is monitored on an ongoing basis.	Our company measures and monitors water discharge quality emissions to water for all manufacturing sites where monitoring is critical or required by operating permit or local regulations. The scope of our data collection is our six owned manufacturing

				facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency and method of measurement vary by site and may include but are not limited to continuous monitoring, periodic sampling, or other analytical methods in accordance with site operating permits and applicable regulatory and internal company requirements.
Water discharge quality – temperature	100%	Quarterly	This data is maintained at the operating sites and is monitored on an ongoing basis.	Our company measures and monitors water discharge quality temperature globally for all manufacturing sites where monitoring is critical or required by operating permit or local regulations. The scope of our data collection is

				our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency and method of measurement vary by site and may include but are not limited to continuous monitoring, periodic sampling, or other analytical methods in accordance with site operating permits and applicable regulatory and internal company requirements.
Water consumption – total volume	100%	Quarterly	Water consumption volumes by source are measured using utility bills and site metering devices.	Our company measures and monitors water consumption total volume globally at all manufacturing sites as part of our approach to water efficiency and water risk management. This is to ensure an accurate water balance is

				maintained to track progress against our internal water use targets. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. Examples of measurement frequency would include continuous meters and monthly meter readings. While the frequency of volume measurement varies site to site, water withdrawals are required to be entered quarterly by sites into an enterprise data collection and reporting software system as part of our internal Environmental Data Collection (EDC) process. The data is

				reviewed at the corporate level on a quarterly basis.
Water recycled/reused	100%	Quarterly	Quantities are either metered or determined through engineering estimates.	Our company measures and monitors recycled/reused water volumes. The scope of our data collection is our six owned manufacturing facilities located in Belgium, Brazil, Indonesia, Mexico, Netherlands, and the United Kingdom. The frequency of monitoring ranges based on a number of factors but is generally monthly to quarterly.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Quarterly	Provision of fully-functioning safely managed water, sanitation, and hygiene (WASH) services is monitored on an ongoing basis, where all locations have access to clean drinking water, water for washing/showering.	Our company provides fully-functioning, safely managed water, sanitation, and hygiene (WASH) services to all workers as these services are deemed critical to the health and safety of our employees, the quality of our

				products, and the integrity of our operations. Our internal standard requires that potable water supplies are maintained in accordance with applicable regulatory requirements or World Health Organization (WHO) drinking water guidelines in the absence of local standards.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	422.45	About the same	Increase/decrease in efficiency	Lower	Increase/decrease in efficiency	The five-year forecast is marked as “Lower” because we aim to reduce water usage in our operations by >5% from adjusted 2020 levels. Withdrawal volumes are measured

						through utility bills and meters. Measurement frequency includes continuous meters and monthly meter readings. While the frequency of volume measurement varies site to site, sites are required to track water supply, water withdrawals, and water discharge. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency. Our company measures and monitors water withdrawal and discharge

						volumes globally for all our manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. Our internal Environmental Data Collection (EDC) process requires that this data is reported by sites on a quarterly basis using an enterprise data collection and reporting software system. Once the data is reported to corporate, it is reviewed and verified at the corporate level by the

						Environmental Center of Excellence (CoE) team. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.
Total discharges	462.27	Much lower	Increase/decrease in efficiency	Lower	Increase/decrease in efficiency	The five-year forecast is marked as "Lower" because we aim to reduce water usage in our operations by >5% from adjusted 2020 levels. Withdrawal volumes are measured through utility bills

						and meters. Measurement frequency includes continuous meters and monthly meter readings. While the frequency of volume measurement varies site to site, sites are required to track water supply, water withdrawals, and water discharge. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency. Our company measures and monitors water withdrawal and discharge volumes globally for

						all our manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. Our internal Environmental Data Collection (EDC) process requires that this data is reported by sites on a quarterly basis using an enterprise data collection and reporting software system. Once the data is reported to corporate, it is reviewed and verified at the corporate level by the Environmental Center of

						Excellence (CoE) team. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.
Total consumption	122.26	About the same	Increase/decrease in efficiency	Lower	Increase/decrease in efficiency	The five-year forecast is marked as "Lower" because we aim to reduce water usage in our operations by >5% from adjusted 2020 levels. Withdrawal volumes are measured through utility bills and meters. Measureme

						nt frequency includes continuous meters and monthly meter readings. While the frequency of volume measurement varies site to site, sites are required to track water supply, water withdrawals, and water discharge. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency. Our company measures and monitors water withdrawal and discharge volumes globally for all our manufacturin

						g sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. Our internal Environmental Data Collection (EDC) process requires that this data is reported by sites on a quarterly basis using an enterprise data collection and reporting software system. Once the data is reported to corporate, it is reviewed and verified at the corporate level by the Environmental Center of Excellence (CoE) team.

						Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year. Note that groundwater withdrawn for remediation at Oss is excluded from our reported withdrawal volumes but is included in our discharge volumes. For this reason, our consumption volume does not equal

						withdrawals minus discharges.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Yes	76-99	About the same	Increase/decrease in efficiency	Lower	Increase/decrease in efficiency	WRI Aqueduct	76.67% of Organon's water withdrawal at our six owned and operated sites come from high to extremely high water stress areas, as identified using the WRI Aqueduct Tool. 57% of total water withdrawal is from extremely high water stress areas, which include the

								Heist, Belgium and Xochimilco, Mexico sites. 20% of total water withdrawal is from high water stress areas, which include the Campinas, Brazil and Oss, Netherlands sites. Water withdrawal values reflect full coverage of all Organon operations and business units at each owned and operated location except Oss, Netherlands, from which water withdrawals for remediation are

								excluded. Groundwater withdrawn for remediation at Oss is excluded from our reported withdrawal volumes in Section W1. It is also excluded from the boundary of our water target, presented in Section W8. This is because Organon has limited ability to manage the withdrawal quantity for remediation and because this quantity will eventually drop to zero once remediation activities are complete. Furthermor

								e, although this groundwater withdrawal enters Organon's operational boundary, it does not fulfill an operational water demand (i.e., is not used by the site within an operational task or activity). The total groundwater remediation quantity at Oss in 2022 that has been excluded from our reported water withdrawal volumes is 162.077 megaliters, roughly 38% of our total withdrawals reported in W1.2b. Water withdrawal

								values are based on direct measurement or utility invoices at each site for calendar year 2022. Facility addresses were input to the WRI Aqueduct tool, which identifies their latitude and longitude. The WRI Aqueduct tool matches each location to its water stress area category (i.e., low-medium, medium, high). Organon summed its known 2022 withdrawals at facilities identified to be in “high” and “extremely

								high" water stress areas and calculated the percentage these represent of its total 2022 withdrawal by dividing the summed value by total withdrawals at all owned sites. Our company measures and monitors water withdrawal and discharge volumes globally for all our manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our

								company water goals. Our internal Environmental Data Collection (EDC) process requires that this data is reported by sites on a quarterly basis using an enterprise data collection and reporting software system. Once the data is reported to corporate, it is reviewed and verified at the corporate level by the Environmental Center of Excellence (CoE) team. The five-year forecast is

								marked as “Lower” because we aim to reduce water usage in our operations by >5% from adjusted 2020 levels. Withdrawal volumes are measured through utility bills and meters. Measurement frequency includes continuous meters and monthly meter readings. While the frequency of volume measurement varies site to site, sites are required to track water supply, water withdrawals, and water

								discharge. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Relevant	41.51	Much lower	Increase/decrease in efficiency	Our company measures and monitors water withdrawal volumes globally for all our manufacturing sites through direct measurements. Measurement frequency includes continuous meters and monthly meter readings. Relevant volume measurements

					vary from site to site and not all sites withdraw from the same sources. Our site in Campinas Brazil is the only site to use surface water. It extracts 100% of the water required for manufacturing from the local Atibaia River. We aim to reduce water usage in our operations by greater than 5% from adjusted 2020 levels. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5%

					change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.
Brackish surface water/Seawater	Not relevant				We do not withdraw water from brackish surface sources or seawater at any of our six owned and operated sites. This source is irrelevant.
Groundwater – renewable	Relevant	199.34	About the same	Increase/decrease in efficiency	Our company measures and monitors water withdrawal volumes globally for all our manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. Withdrawal volumes for each source are measured through direct

					measurements. Measurement frequency includes continuous meters and monthly meter readings. Relevant volume measurements vary from site to site and not all sites withdraw from the same sources. We aim to reduce water usage in our operations by >5% from adjusted 2020 levels. Future withdrawals and discharges are anticipated to decrease slightly with continued improvements in water efficiency. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year;

					"Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.
Groundwater – non-renewable	Not relevant				We do not withdraw non-renewable groundwater at any of our six owned and operated sites. This source is irrelevant.
Produced/Entrained water	Not relevant				We do not withdraw produced or entrained water at any of our six owned and operated sites. This source is irrelevant.
Third party sources	Relevant	343.68	Higher	Increase/decrease in business activity	Our company measures and monitors water withdrawal volumes globally for all our manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our

					company water goals. Withdrawal volumes for each source are measured through utility bills and direct measurements. Measurement frequency includes continuous meters and monthly meter readings. Relevant volume measurements vary from site to site and not all sites withdraw from the same sources. We anticipate future withdrawals to decrease slightly. All sites that withdraw water from third party sources utilize a local municipal supplier. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less

					than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain
Fresh surface water	Relevant	14.42	About the same	Increase/decrease in efficiency	Our company measures and monitors fresh surface water discharge volumes globally for all company manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. We anticipate future discharge to decrease slightly due to increased efficiency. Our internal

					Environmental Data Collection (EDC) process requires that this data is reported by sites on a quarterly basis using an enterprise data collection and reporting software system. Once the data is reported to corporate, it is reviewed and verified at the corporate level by the Environmental Eenter of Excellence (CoE) team. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.
Brackish surface water/seawater	Not relevant				We do not discharge water to brackish surface sources

					or seawater at any of our six owned and operated sites. This source is irrelevant.
Groundwater	Not relevant				We do not discharge water to groundwater sources at any of our six owned and operated sites. This source is irrelevant.
Third-party destinations	Relevant	447.84	Much lower	Increase/decrease in efficiency	Our company measures and monitors water discharge volumes globally for all company manufacturing sites. This is to ensure that an accurate water balance is maintained and to also track progress against our company water goals. Withdrawal volumes for each source are measured through utility bills and direct metering devices/ measurements. Relevant discharge includes discharge to surface water and discharge to external

					treatment facilities. All other sites discharge wastewater to third party external treatment destinations. All owned sites other than Pandaan, Indonesia discharge wastewater to third party external treatment destinations. We anticipate future discharge to decrease slightly. Organon's thresholds for year-over-year comparison are as follows: "About the same" = less than 5% change from the prior year; "Lower/higher" = 5-10% change from the prior year; "Much lower/ much higher" = greater than 10% change from the prior year.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Please explain
Tertiary treatment	Relevant but volume unknown	Our company sites use different treatment methods to meet our internal standards and local regulatory requirements. We use a combination of secondary treatment, tertiary treatment, and other treatment technologies, such as advanced oxidation for the removal of active pharmaceutical ingredients (API). We currently do not track this but plan to make changes to our internal Environmental Data Collection (EDC) system to include the level of treatment of discharges from each site. We expect we will report on this information, as per the CDP treatment definitions, in the future. This information is currently maintained at the operating sites.
Secondary treatment	Relevant but volume unknown	Our company sites use different treatment methods to meet our internal standards and local regulatory requirements. We use a combination of secondary treatment, tertiary treatment, and other treatment technologies, such as advanced oxidation for the removal of active pharmaceutical ingredients (API). We currently do not track this but plan to make changes to our internal Environmental Data Collection (EDC) system to include the level of treatment of discharges from each site. We expect we will report on this information, as per the CDP treatment definitions, in the future. This information is currently maintained at the operating sites.
Primary treatment only	Relevant but volume unknown	Our company sites use different treatment methods to meet our internal standards and local regulatory requirements. We use a combination of secondary treatment, tertiary treatment, and other treatment technologies, such as advanced oxidation for the removal of active pharmaceutical ingredients (APIs). We currently do not track this. This information is currently maintained at the operating sites.
Discharge to the natural environment without treatment	Relevant but volume unknown	Discharge to the natural environment without treatment only occurs for certain waters (i.e., stormwater) that do not require primary, secondary, or tertiary treatment prior to discharge. We currently do not track this. This information is currently maintained at the operating sites.
Discharge to a third party without treatment	Relevant but volume unknown	In cases where on-site treatment is not available, effluent is only discharged to third parties who have the technology and capacity to treat our effluent.
Other		

W1.2k

(W1.2k) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

	Emissions to water in the reporting year (metric tonnes)	Category(ies) of substances included	List the specific substances included	Please explain
Row 1		Nitrates Phosphates Pesticides Priority substances listed under the EU Water Framework Directive	Varies by site	Emissions of nitrates, phosphates, pesticides, and other priority substances to water are monitored on a local level and the specific substances monitored vary by site depending on site permits. We currently do not have this data on a global level.

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	6,200,000,000	422.44	14,676,640.4696525	Total water withdrawal efficiency is anticipated to increase due to an expected increased future revenue as well as lower total water withdrawal volume.

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
Row 1	Yes

W1.4a

(W1.4a) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Regulatory classification of hazardous substances	% of revenue associated with products	Please explain

	containing substances in this list	
Annex XVII of EU REACH Regulation	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Candidate List of Substances of Very High Concern for Authorisation above 0.1% by weight (EU Regulation)	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
EU Persistent Organic Pollutants (POPs) Regulation	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Annex XIV of UK REACH Regulation	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Candidate List of Substances of Very High Concern (UK Regulation)	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Federal Water Pollution Control Act / Clean	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs)

Water Act (United States Regulation)		that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Water Pollution Prevention Act (Japan Regulation)	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Guidelines for Controlling the Use of Key Chemical Substances in Consumer Products (China Regulation)	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Brazilian Regulatory Standards	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
Official Mexican Standards (NOMs) / National Inventory of Chemical Substances	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated with products containing hazardous substances regulated under each regulatory classification.
List of substances (Canadian Environmental Protection Act)	Don't know	Organon produces pharmaceutical products, including active pharmaceutical ingredients (APIs) that contain hazardous substances such as hormones, steroids, or cytotoxins which are regulated by various regulatory classifications. We currently have not quantified the percent revenue associated

		with products containing hazardous substances regulated under each regulatory classification.

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement	Primary reason for no engagement	Please explain
Suppliers	Yes		
Other value chain partners (e.g., customers)	No	Important but not an immediate business priority	Organon is a new company since 2021. Our first priority is to align with our suppliers on water-related issues. Once this is further developed we will consider engagement with other value chain partners.

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

No, we do not assess the impact of our suppliers and have no plans to do so within the next two years

Please explain

According to our Business Partner Code of Conduct, we expect our suppliers to conserve natural resources and engage in activities aimed at reducing water usage, energy consumption, and GHG emissions. One of our 2025 Environmental sustainability goals is that we will characterize the water usage of our value chain. Within the next two years we will make estimates of water usage in our value chain. This assessment will give us a first insight into the impact of our suppliers on water security. Depending on the outcome we might do a further assessment.

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization's purchasing process?

	Suppliers have to meet specific water-related requirements
Row 1	Yes, suppliers have to meet water-related requirements, but they are not included in our supplier contracts

W1.5c

(W1.5c) Provide details of the water-related requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Water-related requirement

Reducing total water withdrawal volumes

Mechanisms for monitoring compliance with this water-related requirement

Other, please specify

External Partner Evaluation Program

Response to supplier non-compliance with this water-related requirement

No response

Comment

Our External Manufacturing Center of Excellence (CoE) screens our external manufacturers of active pharmaceutical ingredients and finished products for environmental health and safety compliance as part of our External Partner Evaluation Program. The screening includes topics such as regulatory compliance, fatalities and major incidents, and environmental impact. One of our 2025 Environmental sustainability goals is that 70% of our spend will be with suppliers that have their own water reduction plans in place. We are currently adjusting our procurement processes to collect and assess water information of all our main suppliers.

W1.5d

(W1.5d) Provide details of any other water-related supplier engagement activity.

Type of engagement

Innovation & collaboration

Details of engagement

Educate suppliers about water stewardship and collaboration

% of suppliers by number

Unknown

Rationale for your engagement

Organon expects our suppliers to conduct their business in alignment with our mission, values, and Business Partner Code of Conduct. Business partners shall operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Partners are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible, and to engage in activities that reuse and recycle.

Impact of the engagement and measures of success

Organon expects our suppliers to conduct their business in alignment with our mission and values. Organon's Business Partner Code of Conduct is focused on our suppliers' commitment to sustainability.
To reinforce the standards to which we are committed, Organon developed this Business Partner Code of Conduct founded upon the Pharmaceutical Supply Chain Initiative's (PSCI) Pharmaceutical Industry Principles, the 10 Principles of the United Nations Global Compact, and our Code of Conduct.

Comment

Organon is committed to sustainability in all business activities and aims to apply and abide by the highest ethical, social and environmental standards. We recognize that our business partners play an important role in our overall success. Accordingly, Organon strives to conduct business with individuals and organizations who share our commitment to high ethical standards and who operate in a socially and environmentally responsible manner.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
Row 1	No	

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified

Row 1	Yes, we identify and classify our potential water pollutants	Organon has programs to limit the active ingredients of our medicines discharged to wastewater. We have an Environmental Quality Criteria (EQC) program in place to manage the discharge of active pharmaceutical ingredients (APIs) from our manufacturing facilities to wastewater. Our manufacturing facilities are required to use these EQCs along with industry-accepted risk assessment methods to establish procedures for managing and controlling APIs in their wastewater.

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Water pollutant category

Other synthetic organic compounds

Description of water pollutant and potential impacts

We conduct environmental risk assessments on our products to understand and manage product impacts both from manufacturing and patient use. We assess products in a manner consistent with the most stringent applicable global regulations, including the regulatory review processes of the U.S. Food and Drug Administration and the European Medicines Agency.

We use the information from our risk assessments to establish or update our internal, compound-specific Environmental Quality Criteria (EQCs), which are used to confirm that wastewaters discharged from our facilities do not contain levels of residual products that present a risk to human health or the environment.

Value chain stage

Direct operations

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements

Please explain

Each facility uses the internal Environmental Quality Criteria (EQC) standards to:

• Assess the potential risk from its operations using science-based and industry-accepted risk assessment methods;
• Minimize environmental impacts from wastewater discharges in the local watershed;
• Establish procedures for managing, treating, or controlling APIs in wastewater prior to discharge where needed.

These procedures are used to confirm that wastewater discharged from our facilities are

compliant with local laws and do not present an unacceptable risk to human health and the environment.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as a standalone issue

Frequency of assessment

Annually

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market
International methodologies and standards
Databases
Other

Tools and methods used

WRI Aqueduct
IPCC Climate Change Projections
Regional government databases
Scenario analysis

Contextual issues considered

Water availability at a basin/catchment level

Stakeholders considered

Customers
Employees

Comment

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	Water is important for Organon's manufacturing processes, therefore, water related risk was assessed for Organon's six manufacturing sites. The value chain is not currently assessed. Organon's initial focus is on water use within direct operations. Organon's scenario analysis was based on publicly available data sets developed using methods that have undergone scientific peer review. For example, Organon used the 6th Coupled Model Intercomparison Project (CMIP6) global climate model projections of temperature- and precipitation-related climate change indicators that were used to inform the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report. World Resources Institute (WRI) Aqueduct Model projections of future water stress were used	Water availability at a basin/catchment level was selected due to the criticality of water to Organon's operations. Some of Organon's manufacturing facilities are exposed to substantial present-day water stress and climate change is projected to increase water stress for some of these facilities as temperatures rise and precipitation becomes more variable. For some facilities, the incidence of acute drought episodes is projected to increase by mid-century, and this may exacerbate water stress.	Employees and customers were selected due to the direct link between water and Organon's production of pharmaceuticals. Employees must have access to safe clean water in order to work on site and customers would be impacted if Organon could not produce our products due to lack of water.	Organon is actively managing its climate-related physical risks by enhancing the adaptive capacity of its manufacturing facilities to the hazards identified in the scenario analysis. These efforts have included facility-specific measures such as ensuring sufficient backup utility systems for critical operations, installing updated HVAC systems to handle a hotter climate, enhancing stormwater handling systems, and engagement with host communities on sustainability and resilience initiatives. The results of this scenario analysis will be used to drive additional site-specific adaptation/resilience planning efforts. The results will also be incorporated into future enterprise risk management and financial planning.

	to supplement climate model indicators of drought. Organon augmented the climate model projections with local hazard data. Organon is actively managing its climate-related physical risks by enhancing the adaptive capacity of its manufacturing facilities to the hazards identified in the scenario analysis. These efforts have included facility-specific measures such as enhancing stormwater handling systems and engagement with host communities on sustainability and resilience initiatives. The results of this scenario analysis will be used to drive additional site-specific adaptation/resilience planning efforts.			

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Organon evaluates financial or strategic risks in both subjective and objective terms. This includes assessing Organon’s exposure, sensitivity, and adaptive capacity, which are essential

to short-term success, medium range opportunity development, and long-term sustainability and value creation.
For the purposes of CDP, Organon defines “substantive” water-related risk as any climate-related impact that could adversely impact the company’s business or financial condition or disrupt, delay, or inhibit the supply of products designated as financially critical, medically necessary, and/or medically significant.
As noted previously, topics discussed in our CDP disclosure that may have a "substantive financial or strategic impact on our business" are not necessarily "material" to investors as defined by the U.S. Securities and Exchange Commission (SEC). Investors should refer to disclosures in our Annual Report on Form 10-K and in our other filings with the SEC, including our quarterly reports on Form 10-Q and our current reports on Form 8-K, for a discussion of "material" matters.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	We routinely evaluate water risk at our facilities and have not currently identified water-related risks that meet the threshold that could potentially cause a substantive impact. Although water related risks do not currently meet substantive impact thresholds, we have set goals to reduce water usage in our operations by more than 5% from our 2020 baseline year.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Not yet evaluated	We routinely evaluate water risk at our facilities and have not currently identified water-related risks that meet the threshold that could potentially cause a substantive impact. We have not yet completed a comprehensive evaluation of water risks in the value chain and may consider doing so in the future.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity
Efficiency

Primary water-related opportunity
Improved water efficiency in operations

Company-specific description & strategy to realize opportunity
We aim to use new technologies and approaches to use water more efficiently across our sites. Our company employs various strategies to utilize different available technologies and techniques aimed at reducing our water footprint and improving operational performance.

Estimated timeframe for realization
1 to 3 years

Magnitude of potential financial impact
Low

Are you able to provide a potential financial impact figure?
No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact
The impact has not been quantified financially.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?
No, but we plan to develop one within the next 2 years

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Board-level committee	Our Board of Directors oversees our ESG strategy, which they endorsed in December 2021. The ESG Committee oversees ESG and other sustainability matters that are relevant to our business, including water-related issues, and makes recommendations on these topics to the full Board. The ESG Committee also oversees our corporate governance, including the practices, policies, and procedures of the Board and its committees. One example of a water-related decision is the ESG committee's involvement in developing, approving, and reporting progress towards Organon's 2025 water reduction target. The ESG committee was involved in the development of our Environmental Sustainability Strategy (end of 2021/beginning of 2022). Our water ambition and water goals are part of this strategy. Progress against our Environmental Sustainability goals is reported to the Board at least once every year.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Monitoring progress towards corporate targets Overseeing major capital expenditures	Organon's Safety, Health, and Environment Center of Excellence (SHE CoE) formulated water ambition and goals based on review of available water information for Organon. Organon's Executive leadership team and Board reviewed and approved the ambitions and goals. Organon's SHE CoE makes quarterly progress reports that are shared with Organon's overall Environmental, Health, and Safety (EHS) Council and with the manufacturing team. A summary of that data is provided to the

		Overseeing the setting of corporate targets	Board. If needed, actions are taken to make sure we achieve our Environmental Sustainability goals.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Criteria used to assess competence of board member(s) on water-related issues
Row 1	Yes	Our Board has a wide and deep variety of skills, experiences, and areas of expertise. Our 12 independent directors bring significant leadership and industry accomplishments, financial acumen, medical degrees, and substantial experience in healthcare delivery, pharmacy, public health policy, scientific research, and operational, marketing, and digital backgrounds.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

General Counsel

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

Annually

Please explain

The General Counsel oversees Organon's Safety, Health, and Environment Center of Excellence (SHE CoE) and legal department and has final responsibility associated with the environmental impact of Organon's activities and the legal requirements regarding Environmental Sustainability with which Organon must comply.
The General Council is informed about water related issues by the Vice President of Environment, Health, and Safety who has a direct reporting line to the General Council.

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify

Executive Vice President of External Affairs & ESG Sustainability

Water-related responsibilities of this position

Setting water-related corporate targets

Managing public policy engagement that may impact water security

Integrating water-related issues into business strategy

Frequency of reporting to the board on water-related issues

Annually

Please explain

The Executive Vice President (EVP) of External Affairs & ESG Sustainability leads Organon's ESG Committee, leads our ESG program and other sustainability matters that are relevant to our business, and oversees ESG-related risks and opportunities for the organization. The EVP of External Affairs & ESG Sustainability also oversees our corporate governance, including the practices, policies, and procedures of the Board and its committees.

The EVP of External Affairs & ESG Sustainability is a member of both Organon's ESG and Safety, Health, and Environment (SHE) Councils. In Organon's SHE Council, updates are provided on the status of Organon's water goals.

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify

Head of Manufacturing and Supply

Water-related responsibilities of this position

Monitoring progress against water-related corporate targets

Managing annual budgets relating to water security

Managing major capital and/or operational expenditures related to low water impact products or services (including R&D)

Other, please specify

Implementation of water reduction plans

Frequency of reporting to the board on water-related issues

Annually

Please explain

The Head of Manufacturing and Supply oversees all internal and external manufacturing facilities. The manufacturing sites are Organon's biggest water consumers and are our most important internal stakeholders to provide water data and to implement water reduction measurements.

Water KPI's are included in the Manufacturing scorecard. Updates are reported quarterly.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

No

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	5-10	Water is one of our five key areas of focus in our Environmental Sustainability strategy. We have set a long-term ambition related to water. As part of our standard business practice, we reviewed our water-related issues further and plan to use the outcomes to specify if and how water should be included in our Long-term business objectives.
Strategy for achieving long-term objectives	No, water-related issues not yet reviewed, but there are plans to do so in the next two years		As part of our standard business practice, we reviewed our water-related issues further and plan to use the outcomes to specify if and how water should be included in our Long-term business objectives and strategies.
Financial planning	No, water-related issues not yet reviewed, but there		Based on our Task Force on Climate-Related Financial Disclosures (TCFD) report we will define

	are plans to do so in the next two years		if and which water-related issues should be included in Organon's financial planning.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

Anticipated forward trend for CAPEX (+/- % change)

Water-related OPEX (+/- % change)

Anticipated forward trend for OPEX (+/- % change)

Please explain

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	Yes	In 2022, we began performing a Task Force on Climate-Related Financial Disclosures (TCFD) analysis and conducted a scenario planning analysis to see what parts of our business are at highest risk due to climate change with water-related outcomes. The results will be used to influence our business strategy.

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization's business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy

Row 1	Climate-related	Organon performed a TCFD-aligned, qualitative scenario analysis to identify physical climate change risks to its six manufacturing facilities. For each facility, Organon evaluated present and future exposure and vulnerability to acute and chronic hazards from temperature and precipitation changes, inland flooding, coastal flooding, drought, water stress, severe storms, and wildfire over two time horizons (2030 and 2050). Organon used the Shared Socioeconomic Pathways scenarios in its analysis of physical climate risks. The scenarios SSP2-4.5 (Middle of the Road) and SSP5-8.5 (Fossil-fueled Development) were used to evaluate Organon portfolio's exposure to climate change risks under a broad range of potential futures. The scenarios are not forecasts or predictions and have no likelihood or probability associated with them. Organon's scenario analysis was based on publicly available data sets developed using methods that have undergone scientific peer review. For example, Organon used the 6th Coupled Model Intercomparison Project	Water is essential for Organon's manufacturing processes. Some of Organon's manufacturing facilities are exposed to present-day water stress and climate change is projected to increase water stress for some of these facilities as temperatures rise and precipitation becomes more variable. For some facilities, the incidence of acute drought episodes is projected to increase by mid-century, and this may exacerbate water stress, leading to operational impacts.	Organon is actively managing its climate-related physical risks by enhancing the adaptive capacity of its manufacturing facilities to the hazards identified in the scenario analysis. These efforts have included facility-specific measures such as ensuring sufficient backup utility systems for critical operations, installing updated HVAC systems to handle a hotter climate, enhancing stormwater handling systems, and engagement with host communities on sustainability and resilience initiatives. The results of this scenario analysis will be used to drive additional site-specific adaptation/resilience planning efforts. The results will also be incorporated into future enterprise risk management and financial planning.

		(CMIP6) global climate model projections of temperature- and precipitation-related climate change indicators that were used to inform the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report. World Resources Institute (WRI) Aqueduct Model projections of future water stress were used to supplement climate model indicators of drought. Organon augmented the climate model projections with local hazard data such as government flood maps. Where available, Organon used government flood hazard mapping that considers future climate change to assess potential impacts from rainfall and river flooding. To assess exposure to future wildfire hazards, Organon used historical wildfire data together with CMIP6 climate model projections of future weather conditions conducive to wildfire. Exposure to tropical cyclones was assessed using historical tropical cyclone track data compiled by the U.S. National Oceanographic and Atmospheric Administration (NOAA).		

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

Organon has not explored water valuation practices. We are planning to explore this in the future, but most probably we will not implement an internal price on water within the next two years.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
Row 1	No, and we do not plan to address this within the next two years	Other, please specify Pharmaceuticals are not the industry intended for classifying products as low water impact.	As an industry, the manufacturing of pharmaceuticals is not water intensive. While our products inherently have a low water impact, we do not classify them as such.

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

Yes

W8.1a

(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	No, and we do not plan to within the next two years	We have a corporate water management standard with the purpose of establishing the requirements for effective water, wastewater, and stormwater management programs and compliance. We do not have specific water pollution targets and we do not plan to within the next two years.
Water withdrawals	Yes	

Water, Sanitation, and Hygiene (WASH) services	No, and we do not plan to within the next two years	We have a corporate water management standard with the purpose of establishing the requirements for effective water, wastewater, and stormwater management programs and compliance. We do not have specific water, sanitation, and hygiene services targets and we do not plan to within the next two years.
Other		

W8.1b

(W8.1b) Provide details of your water-related targets and the progress made.

Target reference number
Target 1

Category of target
Water withdrawals

Target coverage
Company-wide (direct operations only)

Quantitative metric
Reduction in total water withdrawals

Year target was set
2020

Base year
2020

Base year figure
432.22

Target year
2025

Target year figure
410.61

Reporting year figure
422.45

% of target achieved relative to base year
45.210550671

Target status in reporting year
Underway

Please explain

The overall water supplied to our sites in 2020 (baseline) was approximately 432,221 m3. In 2022 the water supplied to our sites decreased to approximately 422,445 m3. This represents a decrease of 2.3% compared to the 2020 base year.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, but we are actively considering verifying within the next two years

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Please explain
Row 1		

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Please explain
Row 1		

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Please explain
Row 1		

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
Row 1		

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers		
Production of durable plastic components		
Production / commercialization of durable plastic goods (including mixed materials)		
Production / commercialization of plastic packaging		
Production of goods packaged in plastics		
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)		

W11. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Executive Vice President of External Affairs & ESG Sustainability	Other C-Suite Officer

SW. Supply chain module

SW0.1

(SW0.1) What is your organization’s annual revenue for the reporting period?

	Annual revenue
Row 1	

SW1.1

(SW1.1) Could any of your facilities reported in W5.1 have an impact on a requesting CDP supply chain member?

SW1.2

(SW1.2) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
Row 1		

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

No

Please confirm below

I have read and accept the applicable Terms