

# Organon's U.S. Savings Plan



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The Organon U.S. Savings Plan is a retirement plan through which both you and Organon can contribute to your retirement savings. The plan is designed to help you prepare for a healthy and financially secure retirement.



# Eligibility

You are eligible to participate in the Organon U.S. Savings Plan ("401(k) plan") on your date of hire.

# Vesting

Vesting means you own your account and can take those funds with you if you leave Organon. Vesting in the 401(k) plan occurs in two phases:

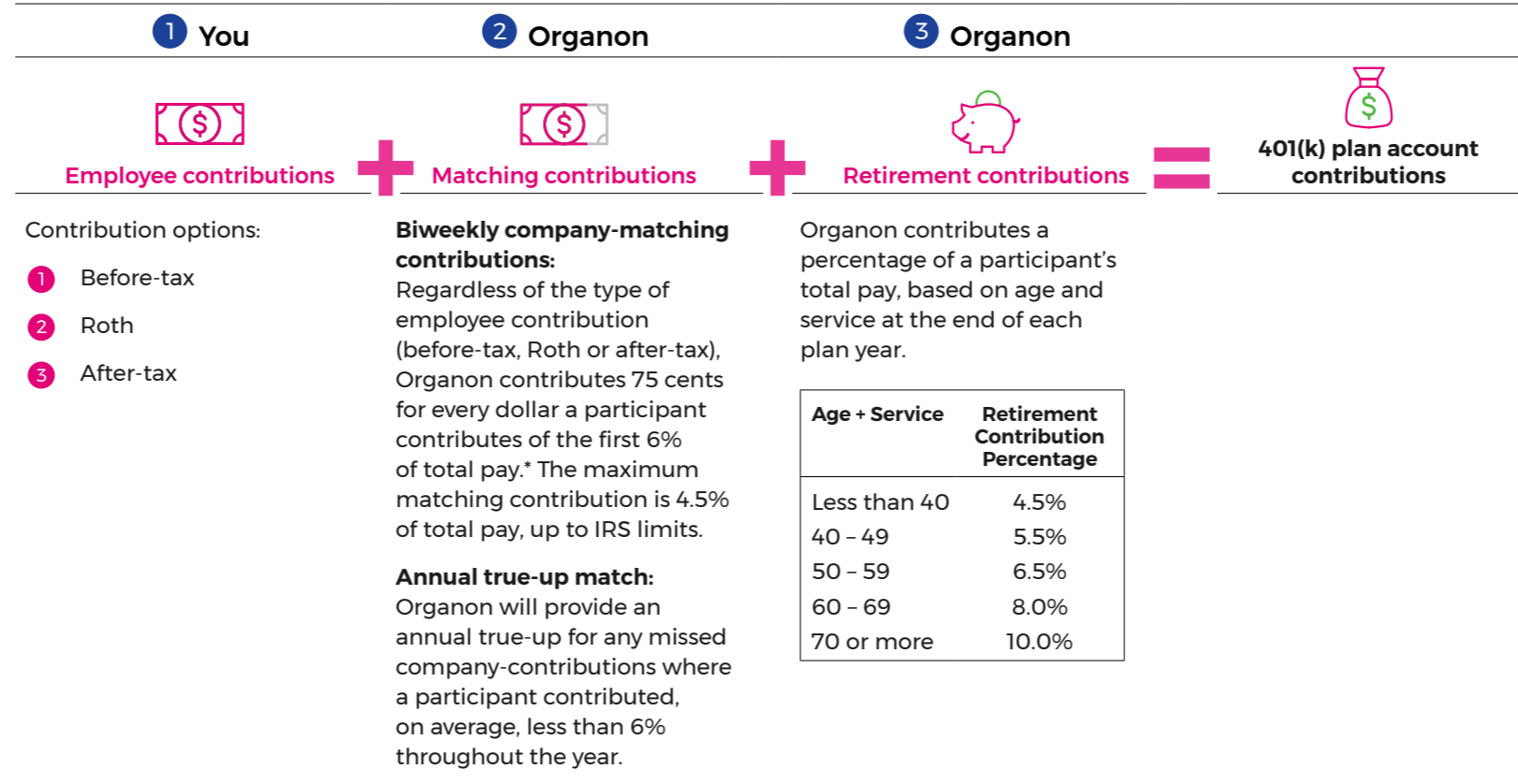
- 1 You are immediately vested in your contributions and any company matching contributions.
- 2 You are 100% vested in the retirement contribution after three years of service.



# How the plan works

Your 401(k) account can be funded in three ways:

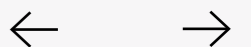
- 1 Employee contributions
- 2 Company-matching contributions
- 3 Company retirement contributions



\*Total pay includes base salary and AIP/SIP bonus.

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# Types of employee contributions

You can contribute to your 401(k) plan account through one or a combination of three contribution options. The difference between each is based on how the money is taxed when contributed and how investment earnings are taxed when distributed.

Before-tax	Roth	After-tax
<ul style="list-style-type: none"><li>Your contributions are deducted BEFORE federal and state taxes are deducted from your paycheck.</li><li>You pay taxes on your contributions and investment earnings when you take distributions from this source.</li></ul>	<ul style="list-style-type: none"><li>Your contributions are deducted from your paycheck AFTER federal and state taxes have been deducted.</li><li>You do not pay any taxes on your contributions or investment earnings on distributions from this source provided you meet two requirements for a qualified distribution:<ul style="list-style-type: none"><li>1 At least five years must have elapsed from the first day of your initial Roth contribution; and</li><li>2 You must have reached age 59 ½ or have become disabled or died.</li></ul></li></ul>	<ul style="list-style-type: none"><li>Your contributions are deducted from your paycheck AFTER federal and state taxes have been deducted.</li><li>You only pay taxes on the investment earnings under this contribution source when you take a distribution.</li><li>You can contribute up to 25% of total pay on an after-tax basis.</li><li><b>Note:</b> If you only take a portion of the source as a distribution, taxes would be due on the investment earnings of that prorated amount.</li></ul>

**Note:** All contributions are subject to annual IRS limits.



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**For 401(k) plan information or questions:**

Fidelity NetBenefits: [netbenefits.com](https://netbenefits.com)

Fidelity Benefits Service Center: **800-767-3353 (TDD 888-343-0860)** Monday – Friday 8:30 a.m. to 8:30 p.m. ET

## IRS limits

The IRS limits how much you and the company can contribute to your 401(k) plan each year.

### 2025 IRS annual limits

#### Combined before-tax and Roth employee contributions limit \$23,500

You can contribute up to 25% of your total pay up to the annual IRS employee contributions limit.

#### Annual total contributions limit \$70,000

In addition to the employee contributions limit, there is an annual total contributions limit, which includes all three types of employee contributions + company matching contributions + retirement contribution.

#### Catch-up employee contributions \$7,500

Employees who will be age 50 or older in the plan year can contribute additional contributions known as “catch-up” contributions.

- Can be made as before-tax or Roth contributions.
- Catch-up contributions automatically continue beyond the \$23,500 employee contributions limit and/or the \$70,000 annual total contributions limit.

#### Compensation limit \$350,000

If you reach the IRS compensation limit, company matching contributions are automatically made to the Non-Qualified Savings Plan (see page 6) on your behalf for the plan year.

**Important:** If you contributed to another 401(k) plan before joining Organon in the same year, that amount counts toward your contributions limit for the year. It is your responsibility to track your total contributions when contributing to different 401(k) plans.

## True-up feature

The “true-up” feature ensures you receive the full company match (4.5 percent of total pay, up to the IRS compensation limit) regardless of your contribution pattern during the calendar year and if you meet the following criteria:

- Your total annual contribution is at least 6 percent of your total pay (base pay, overtime pay and cash incentive awards paid under the AIP and SIP.)
- You do not make uniform percentage contributions throughout the year, with some pay periods above 6 percent and some below 6 percent (or you did not elect the contribution from your AIP/SIP award and missed the company match).

## Spillover feature

Our plan also offers a spillover feature, where you may choose to have your before-tax and/or Roth contributions automatically switched to after-tax contributions if you reach the IRS employee contributions limit prior to the end of the year.

This allows you to continue to receive the company match by ensuring you continue to make employee contributions each pay period to the plan.

### Return of excess contribution

If you contribute more than the IRS employee contribution limit during the plan year (whether at Organon or another employer), you are entitled to a return of the excess contribution amount. You can work directly with Fidelity to process the return.

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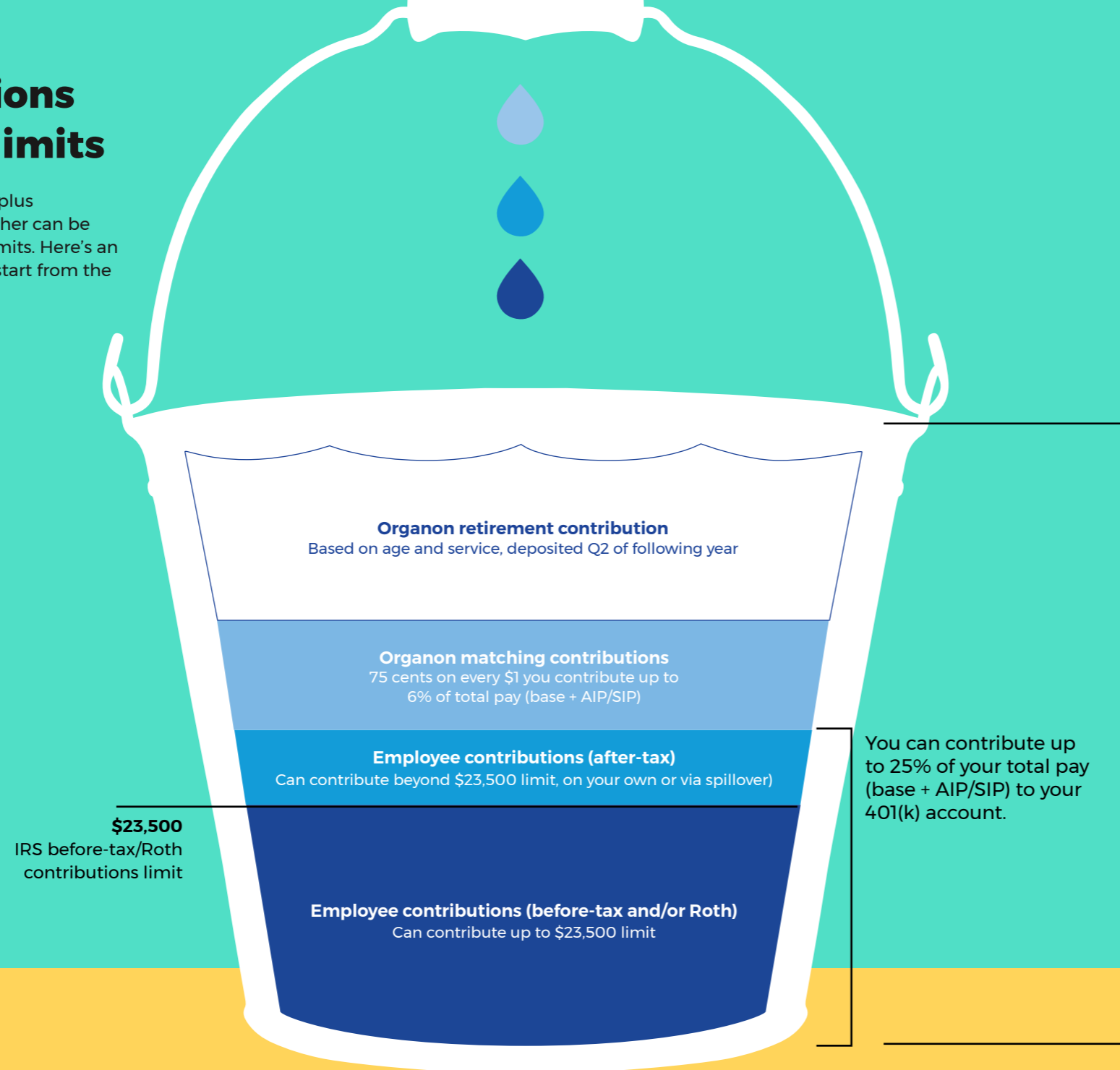
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# How contributions work with IRS limits

How your employee contributions plus company contributions work together can be complicated. Especially with IRS limits. Here's an overview of how they can add up (start from the bottom and move up).



You and Organon can contribute up to **\$70,000\*** to your 401(k) account – the IRS annual total contributions limit in 2025.

You can contribute up to 25% of your total pay (base + AIP/SIP) to your 401(k) account.

\* Any "excess" in contributions above this limit are automatically made to the Non-Qualified Savings Plan (see **page 6**) on your behalf.

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## Non-Qualified Savings Plan

If you reach the IRS total contributions or compensation limits before your last paycheck of the calendar year, you can still receive the full amount of company contributions for which you are eligible. Any company contributions that exceed the IRS limit amount would automatically be deposited into a Non-Qualified Savings Plan account on your behalf.

The Organon U.S. Non-Qualified Savings Plan is a non-qualified plan under federal tax law and IRS regulations and is an additional savings vehicle beyond the 401(k) Plan.



## In-plan Roth conversions

Our plan offers a Roth conversion feature that permits you to convert fully-vested funds already in your 401(k) plan account to Roth contributions. This is called an “in-plan Roth conversion.” The advantage is that any earnings earned after the conversion will be tax-free at the time of a qualified distribution.

However, there are two possible taxation scenarios:

- 1 If you convert **before-tax** dollars, you must pay taxes on that amount at the time of conversion.
- 2 If you convert **after-tax** dollars, you must pay taxes on their earnings at the time of conversion.

In-plan Roth conversions can be completed as a one-time action or you can select for conversions to take place automatically on an ongoing basis.

Speak to a Fidelity Benefits Service Center representative about the pros and cons of in-plan Roth conversions.

**The decision to convert needs to be made carefully and should include a consultation with your tax adviser.**

## Annual increase program

You can automatically increase your 401(k) plan employee contribution amount by 1 percent, 2 percent or 3 percent per year until your before-tax base pay and before-tax AIP/SIP contribution rates each reach a maximum of 25 percent. This makes it easy to save a portion of base salary increases toward your retirement.

To automatically increase your annual contribution, visit [netbenefits.com](https://netbenefits.com) or call the Fidelity Benefits Service Center.

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# Investment options

You can direct the investment of your funds in the 401(k) plan among the plan's investment options. Please carefully evaluate the risk and return characteristics of each option before making your investment decisions. It is important to diversify your investment elections so that you minimize your risk in case certain investments perform poorly.

The plan offers a three-tiered approach to investing:

## 1 Do it for me

Offers retirement portfolios, which are a custom set of target date retirement funds based on your anticipated retirement age. They provide an alternative if you choose not to create an investment mix with individual investment options. They include pre-mixed assets that automatically become more conservative as the fund approaches its target retirement date.

## 2 Guide me

These are core funds, which are a selection of five investment options – active and passive – that span a range of asset classes. Core fund options include money market, bond, domestic index, and international index funds.

## 3 Let me do it (Fidelity BrokerageLink®)

A self-directed brokerage account that provides access to more than 12,000 mutual funds.

You can view the exact fund options on [netbenefits.com](https://netbenefits.com). For help deciding what's best for you, review Fidelity's online Planning and Guidance Center, or contact a Fidelity representative.

**Note:** If you enroll in the plan, but do not elect investment options, your contributions and Organon matching contributions will be invested in the Plan's Designated Fund – a retirement portfolio based on an assumed retirement at or around age 65.



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# How to enroll in the 401(k) plan

Enroll by visiting [netbenefits.com](https://netbenefits.com). Go to the Organon U.S. Savings Plan and click **Enroll** or call the Benefits Service Center. (New hires: Please allow five business days from your hire date for Fidelity to set up your new hire records.)

## Default coverage in the 401(k) plan

You will be automatically enrolled in the 401(k) plan within 60 days of your date of hire (if you have not already enrolled).

Here is how your default account will be set up:

- 6% base pay contribution rate on a before-tax basis
- 6% AIP/SIP contribution rate on a before-tax basis
- Invested into the Plan's Designated Fund **and**
- Enrolled in the Annual Automatic Increase with a 1% per year election (until your before-tax base pay and before-tax AIP/SIP contribution rates each reach 10%)

# Choosing your beneficiaries

It is important that you name your beneficiary(ies) when you enroll in the plan. Your beneficiary receives your vested account balance in the event of your death. If you do not name a beneficiary, distribution of your vested 401(k) plan balance to your heirs may be delayed and your money may not go to your preferred beneficiary. If you are married, your spouse is your default beneficiary. To name or change your beneficiary, log into [netbenefits.com](https://netbenefits.com).

**Important:** Update your plan beneficiary(ies) if you experience a life event change, such as marriage, divorce, death of a spouse, or birth of a child. Your 401(k) plan beneficiary overrides any beneficiary named in your will or court documents.



# Taking money out of your 401(k)

If you need to withdraw money from your 401(k) plan, you have three options available.

- 1 Loans:** You can apply to take up to three loans from the 401(k) plan at any one time as either general purpose loans or home loans. For more information, please see the [401\(k\) Summary Plan Description \(SPD\)](#). **TIP:** Keep in mind that even though you pay yourself back when you take a loan from your 401(k), you lose the value of time in your investments by pulling money out of your retirement account.
- 2 Withdrawals:** Generally, you can withdraw after-tax, Roth in-plan conversions or rollover amounts from your account. Certain other funds are available if you are at least age 59 ½, disabled, or qualify for a hardship withdrawal. When you take a withdrawal, you'll owe taxes on the amount of the withdrawal. You also may owe an additional 10% early withdrawal penalty if you are younger than age 59 ½. For more information, please see the [401\(k\) SPD](#).
- 3 Distribution:** When you leave Organon, you may elect a distribution of your vested account balance. Those funds can be rolled over into an Individual Retirement Account (IRA) or another employer's 401(k).

Alternatively, you can choose to leave your 401(k) with Organon. Certain restrictions and fees may apply.

If you are ready to retire, you can roll over your account to an IRA or elect installment payments directly from the plan. Contact the Benefits Service Center for assistance with distributions.

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# Financial planning

Fidelity Workplace Planning & Guidance Consultants offer financial planning services at no cost to Organon founders. They do not sell investment or insurance products, so you can rest assured the information you are receiving is unbiased.

Get help making decisions about Organon spending plan contributions, retirement savings and investments, health care or dependent care spending account contributions, managing debt and cash flow issues, and more.

Go to [netbenefits.com](https://netbenefits.com) > Planning for call the Fidelity Benefits Service Center.

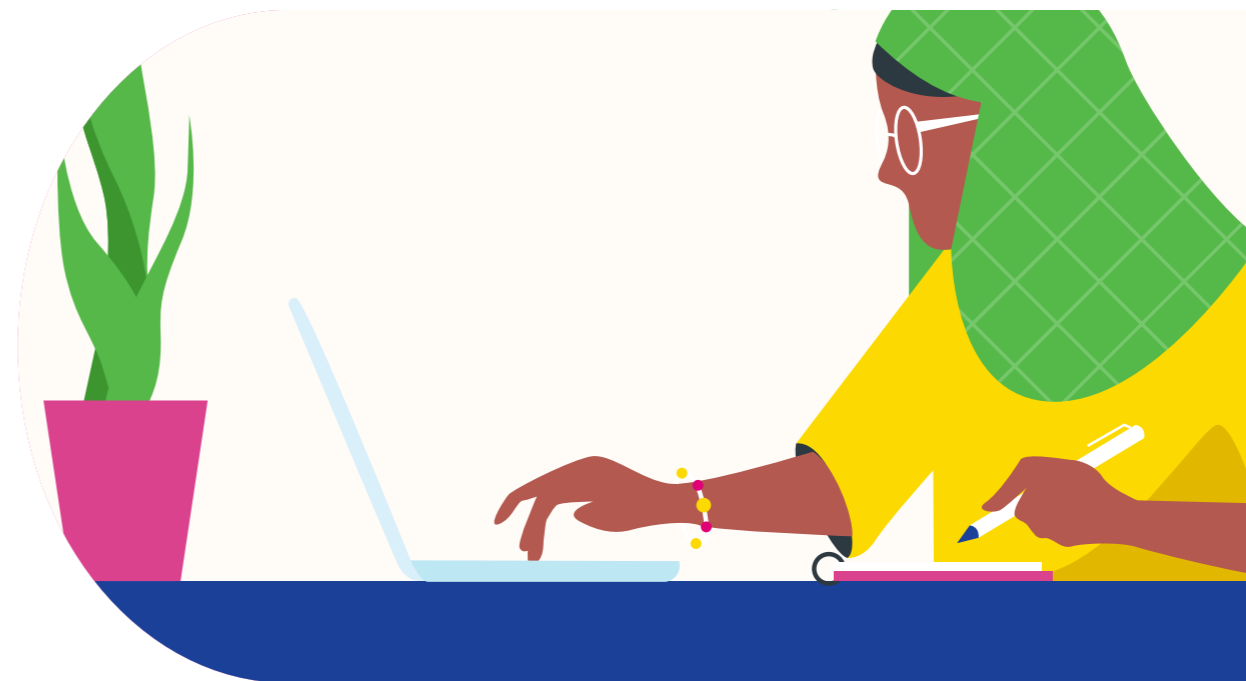
## For more information about the 401(k)

- If you have not registered with Fidelity, go to [netbenefits.com](https://netbenefits.com), click “Register Now” and follow the prompts.
- If you have an existing Fidelity [netbenefits.com](https://netbenefits.com) account, use the same username/ password you used previously. (You also can reset these from the login page, but the change will apply to all your Fidelity accounts.)

You can also call the Fidelity Benefits Service Center at **800-767-3353 (TDD 888-343-0860)**.

To download the NetBenefits mobile app, visit the [Google Play](https://play.google.com/store/apps/details?id=com.fidelity.netbenefits) or [iTunes store](https://itunes.apple.com/us/app/netbenefits/id1044444444).  
Log in with your [netbenefits.com](https://netbenefits.com) username and password.

 [401\(k\) Summary Plan Description](#)



The information provided in this summary applies to eligible U.S.-based employees of Organon. It does not apply to employees who are covered under collective bargaining agreements. Organon reserves the right to amend, modify or terminate all or any part of its benefit plans and programs at its sole discretion, and nothing in this communication in any way limits that right. If any information included here or any verbal representation conflicts in any way with the official plan document(s), including any contract(s) of insurance purchased pursuant to the plan document(s), the provision of the plan document(s), as amended, will govern.

January 2025

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