



We rise  
together  
.....  
Organon Collective  
Labor Agreement  
2024-2025

 ORGANON

 100  
years

# Organon Netherlands Collective Labor Agreement 2023

This Collective Labor Agreement is entered into between

N.V. Organon, Organon Pharma B.V., GTS-FI B.V.

further referred to in this document as Organon, in relation to the employee having an employment contract with that company (or its legal successor), and

- FNV in Utrecht
- VHP2 at Eindhoven

further referred to as unions.

The Collective Labor Agreement is valid from January 1, 2024 to December 31, 2025, unless terminated in the interim in accordance with the provisions of Article 19 of the 'Wet op de cao' (Collective Labour Agreement Law).

This CLA contains "minimum entitlements". This means that Organon cannot make arrangements with you that are less favorable than those contained in this collective labor agreement, but would be allowed to make more favorable arrangements with you.

This collective labor agreement was concluded by the parties below, and signed by representatives of these parties:

**Wenny Raaijmakers**  
N.V. Organon

**Petra Willems**  
Organon Pharma B.V.

**Linda van Erp**  
GTS-FI B.V.

**Paul Smink**  
FNV

**Casper Vaandrager**  
VHP2

***Note:** This translation of Organon's Collective Labor Agreement for the Netherlands is provided as a service to non-Dutch-speaking employees. It cannot be used for legal purposes and the Dutch text of the Cao Organon Nederland 2024-2025 is binding.*



# What you need to know about this collective labor agreement

In 2021 Organon was launched as a new company, with a long and remarkable history. We cherish our heritage, and at the same time it gave us an opportunity to do things differently. Simpler, more transparent and accessible. And that is how we have approached this CLA as well.

This publication describes the provisions we have agreed with trade unions FNV and VHP2. For a summary of changes compared to the previous CLA, you can consult the negotiation results in appendix 3. For all other conditions of employment, the CLA remains unchanged.

As we worked on the CLA, we took into consideration the various interests and ideas that were expressed by employees. After all, the new Organon is a very diverse organization. With employees of various ages, cultural backgrounds, nationalities, life stages, etc. Our employment conditions provide employees with the flexibility to make their own choices, taking into account what is important to them

That's in line with our core values: it's what you can expect from an inclusive organization, in which people are considerate and help each other along.

## Reading Guide

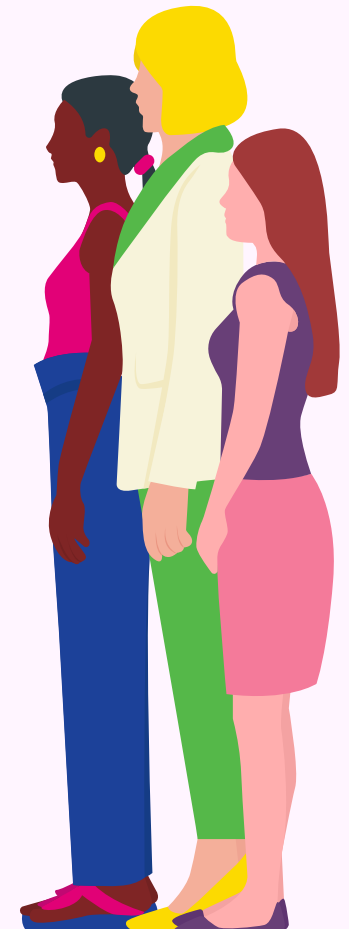
*For the sake of readability, we have opted for a clear and simple layout, where possible using references to external sources for more extensive background information.*

*On many topics, for example, matters have been arranged by law. In such cases, this document often includes links to the relevant government agency's website.*

*You will also find links to other Organon documents, such as our Employee Manual or specific guidelines. These documents detail certain agreements or regulations. All these documents can be viewed on the intranet (Hera).*

*The document also contains short notes in the margins. These may describe exceptions to a rule, certain conditions or, again, refer you to other sources of information.*

*Looking for a specific topic? Then start at the [index](#). If you come across terms you don't know (well), consult the [glossary](#).*





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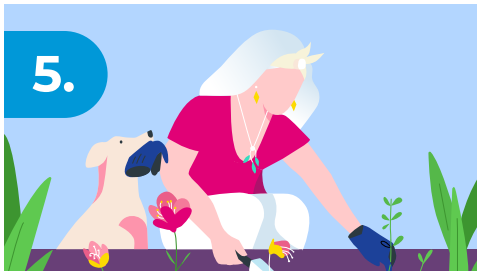
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- Appendix 2 - Further agreements between Organon and the trade unions
- Appendix 3 - Negotiation result and working arrangements

# Starting work at Organon

Before you start working for Organon, we will make proper arrangements. Some of these are included in this CLA, which is part of your employment contract. There are also areas in which we may make specific arrangements with you individually, or that may be covered in detail by the [Organon Netherlands Employee Manual](#).

## In this chapter

- 1.1 What is in your individual employment contract?
- 1.2 Temporary work
- 1.3 Shift work



## 1.1 What is in your individual employment contract?

- *The contract's duration*

A contract can be concluded for an **indefinite period** (often called a "permanent" contract) or for a **fixed term** (a "temporary" contract).

A fixed-term employment contract can be renewed. This is subject to legal conditions<sup>1</sup>.

- *Where you work*

You are often assigned to a particular location, where you will work most of your time. Depending on your position, there are also opportunities to work from home or independent of location.

- *Whether you work full-time or part-time*

Full-time employment means you work an average of 40 hours per week. If we agree that you will work part-time, we set a percentage of those 40 hours. Suppose that percentage is 60%. That means you will work 24 hours per week on average across the year.

If you work part-time, the arrangements in this collective labor agreement are "pro rata" (unless the CLA explicitly states otherwise). That means you are entitled to a certain percentage of what full-time colleagues receive, depending on how many hours you work.

- *Your probationary period*

If you enter into an employment contract for more than six months, it includes a probationary period. The legal probationary period in the Netherlands can be 1 or 2 months,<sup>2</sup> depending on the duration of your contract. During this period, both you and Organon can terminate the relationship with immediate effect. In other words, without notice.

Do we conclude a contract for less than six months? Then there is no probationary period.

- *What salary you receive and whether you are entitled to other forms of remuneration (e.g., overtime, shift work, etc.)*

You can read more about this in [Chapter 2: Your remuneration](#).

- *The number of vacation days and other (fully) paid forms of leave you are entitled to*

You can read more about this in [Chapter 4: Vacation and leave](#).

- *When the employment contract expires or can be terminated (prematurely)*

If yours is a fixed-term contract, it will state the date on which it ends automatically. This is also called termination 'by operation of law'.

The agreement can also be terminated earlier, in the interim, by you or Organon.

An indefinite agreement does not automatically expire, but both you and Organon can terminate it.

Any (early) termination is subject to certain rules/conditions, including a notice period, which you and Organon must observe. You can read more about this in [chapter 7](#).

- *That you will participate in Organon's pension plan, and with which pension fund this plan is placed*

You can read more about this in [Chapter 5: Your Income during Illness, Disability and Retirement](#).

- *Other information*

This could include information such as a description of your role, the date you will be hired and to what extent you will work variable hours<sup>3</sup>.

1. These conditions can be found in the Burgerlijk Wetboek (Civil Code), Article 7:668 and 7:668a.

2. For indefinite or fixed-term contracts (longer than 2 years), it is two months. For a fixed-term contract of less than 2 years, the probationary period is 1 month.

In deviation from this legal provision, we can also jointly agree on a probationary period of 2 months in your individual employment contract (regardless of the length of your contract) (see Article 7:652 paragraphs 4 and 7, Burgerlijk Wetboek).

3. See Article 7:628b (3) of the Burgerlijk Wetboek.

## 1.2 Temporary work

You can also work for Organon as a temporary employee. In that case you will not be employed by Organon but by the agency we have contracted, which means the CLA for temporary employees will apply to you. This makes (almost) no difference to your wages: as agreed with the temporary employment sector, you will be entitled to the hirer's remuneration according to the Organon CLA<sup>4</sup> from day 1.

Organon only works with licensed employment agencies. In principle, we also work only with employment agencies that are NEN-certified<sup>5</sup>.

### From temporary to permanent employment

*The law places a limit on the number of consecutive fixed-term employment contracts. Once you have had 3 temporary contracts within 3 years (with no more than 6 months between contracts), you automatically get a permanent contract<sup>6</sup>.*

*Note: if you first work for Organon through a temporary employment agency and then receive a fixed-term contract with Organon in (practically) the same role, this is a case of 'successive employership'. In that case, all temporary employment contracts through the employment agency count as one contract, so that in effect you will at this point receive your second temporary contract at Organon<sup>7</sup>.*

## 1.3 Shift work

You will be notified by Organon of your working hours.

In several departments we work in shifts. If you are going to work shifts, Organon will notify you of the shift schedule that applies to you and the percentage of shift pay to which you are entitled ([see section 2.5](#)).

In principle, Organon schedules you to work an average of 40 hours per week during a given period (of one or more consecutive weeks).

If you work on a full-time basis but your schedule does not reach an average of 40 hours per week, we compensate for this through the shift bonus or in leave hours, depending on the situation.

### Change of duty rosters

When necessary to keep our business processes running smoothly, Organon may make a general change to the shift regime. For example: to meet increased demand, a department may move from a two-shift to a three-shift schedule.

If a general change affects a significant number of employees, Organon will discuss it well in advance, both with the employees concerned and with the Works Council.

4. See article 16 of the [CLA ABU](#) or [CLA NBBU](#) for the ten remuneration elements that qualify as "hirer's remuneration" as of January 1, 2023.

5. Organon aims to reduce the percentage of temporary staff, and discusses progress in this area during periodic consultations with social partners.

6. For the applicable legal rules, consult [this Government website](#).

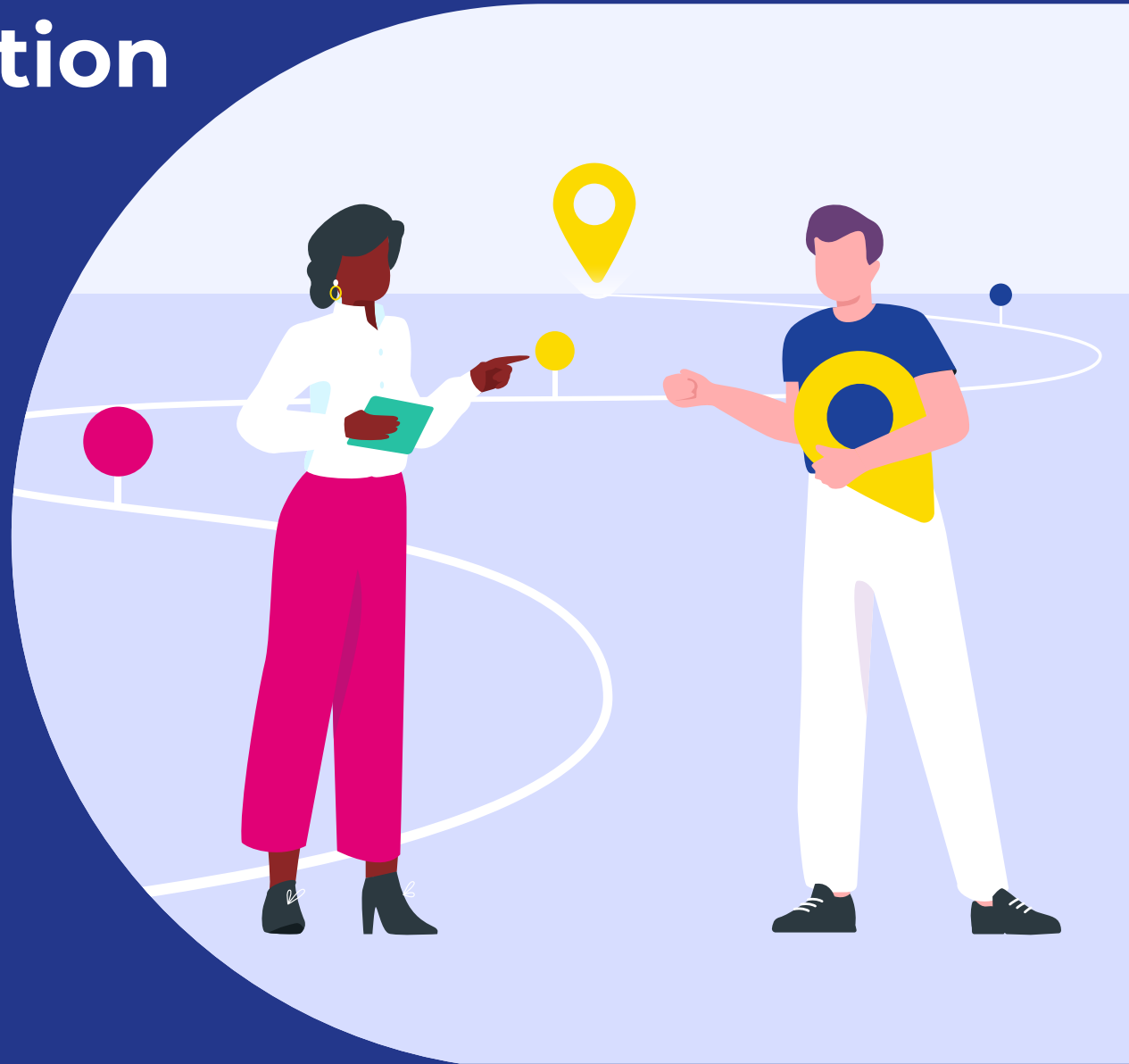
7. See 7:668a paragraph 2 BW for rules concerning successive employership. Please note that the provision in the last sentence of this paragraph is a deliberate deviation from this, which is allowed in the context of establishing a collective labor agreement (see article 7:668a paragraph 6 BW).

# Your remuneration

Anyone who works for Organon is entitled to a fair salary and good terms of employment. We take into account your level of knowledge and experience, the work you will do, your working hours and specific circumstances. This chapter describes how your remuneration is determined.

## In this chapter

- 2.1 Your salary
- 2.2 Variable remuneration
- 2.3 Holiday allowance
- 2.4 End-of-year bonus
- 2.5 Shift bonus
- 2.6 Overtime
- 2.7 Consignment fee
- 2.8 Holiday allowance
- 2.9 Meal allowance
- 2.10 Travel and home office allowance





## 2.1 Your salary

### Functions and salary scales

As you can see in the table to the right, we distinguish between six job categories. Within each category there are different job levels.

Each job level has its own salary scale, with a minimum and a maximum amount you can earn in that scale. These salary scales are aligned with what is common in the Dutch labor market for similar positions in the life sciences sector.

The salary scales we have agreed for the various job levels in this collective labor agreement can be found in Appendix 1. These are reviewed periodically. Among other things, we then look at current salary developments in the market.

### Your place in the salary scale

Your place within the salary scale<sup>8</sup> depends, among other things, on your knowledge and experience. You will be notified of this in writing.

### Annual salary adjustment

As part of CLA negotiations with the trade unions, we determine whether salaries will be increased, and if so, by what percentage. Salary increases take effect on April 1, and apply to all colleagues who were Organon employees on December 31 of the previous year.

### New role, new salary?

If you are given another role in a higher group (with a correspondingly higher salary scale), you will in principle receive a 5% salary increase.

The actual salary increase may be higher or lower (between 0 and 10%). This depends, among other things, on your position in the salary scale, your experience and the salary earned by colleagues in similar positions.

You may also move to a position in a lower group, due to business circumstances, medical reasons, incompetence or at your own request.

## Job categories within Organon

400	Levels			Levels			Levels			M2		
	Associate Director	Senior Specialist	Specialist	Associate Principal Scientist	Senior Scientist	Scientist	Lead Associate	Senior Associate	Associate II	Associate I	Associate Director	Manager
300							Lead Technician <td>Senior Technician <td>Technician <td></td> <td></td> <td></td> </td></td>	Senior Technician <td>Technician <td></td> <td></td> <td></td> </td>	Technician <td></td> <td></td> <td></td>			
200												

Pathways

B - Business Support

O - Production & Operations Support

P - Professional

R - Research

S - Sales & Account Management

M - Management

In this case, your position in the new group and salary scale will be determined in such a way that you retain your current salary (provided it falls within the new scale's range). However, for other benefits (such as your bonus) the arrangements for the new, lower salary scale will apply.

### Temporary replacement

If you are asked to temporarily take on the responsibilities of a colleague in a higher graded position, you will not be moved to the corresponding group and salary scale. However, if you fully cover for this colleague for at least 2 months, you will receive an additional 5% on top of your regular salary<sup>9</sup>.

There is one exception: if you normally receive a shift allowance, but do not work shifts during the replacement period, you will not receive the replacement allowance. Instead you will retain your shift allowance (which will be at least equal to the replacement allowance).

8. We also call this the "Position in Range", or PIR. You can calculate your PIR as follows: add the minimum and maximum of your salary scale, divide by 2. The result is the midpoint of your salary scale. To calculate your PIR, divide your annual salary by this midpoint. The result is your PIR.

9. This temporary replacement bonus does not count towards your vacation pay, year-end bonus or shift bonus. Temporary replacement is limited to a maximum of 12 months. If you continue in this role after this period, you will be assigned to the higher job grade and corresponding salary scale.

## 2.2 Variable remuneration

In addition to your fixed salary, you may receive variable pay, or a bonus, each year. This depends on Organon's global, overall performance. This is called the Annual Incentive Plan (AIP).

### How does the AIP work?

For each calendar year, Organon sets itself certain targets<sup>10</sup>. If we achieve these, you will receive a bonus for that calendar year. The amount depends on your position. For positions in salary band 200 this 'target percentage' is 5%, for band 300 7% and for band 400 10% (use the chart on p. 9 to see which band applies to your position). If we exceed our goals this bonus will be higher. If we do not meet them, the bonus will be lower or there may not be a bonus payment at all.

The variable remuneration is calculated on the basis of your overall basic annual salary. You will receive it no later than the month of March following the calendar year in question. You will not receive any allowances, year-end bonus or pension accrual over the variable remuneration.

## 2.3 Holiday allowance

Every year you receive a holiday allowance in May for the current calendar year. The allowance amounts to 8% of 12 x the monthly salary on May 1 (including your shift allowance if you receive any).

*What if you are only employed or receive shift pay for part of the calendar year, if you increase or reduce your working hours in the course of the year, or your shift allowance changes?*

Such changes will be taken into account when we calculate your holiday allowance payment in May. Changes after 1 May will be processed in December, which means it is possible you will receive an extra allowance (or money is deducted from your salary) at the end of the calendar year.



<sup>10</sup> This is done for Organon world-wide, by Organon & Co, Inc. New Jersey, USA.

## 2.4 End-of-year bonus

In November, you will receive an end-of-year bonus. This amounts to 3% of 12 x the monthly salary you earned on November 1 of that calendar year (including your shift allowance if you receive any).

*What if you are only employed or receive shift pay for part of the calendar year, if you reduce your working hours in the course of the year, or your shift allowance changes?*

Such changes will be taken into account when we calculate your end-of-year bonus in November. Changes after 1 November will be processed in December, similar to the way we finalize your holiday allowance.

## 2.5 Shift allowance

If you work shifts, you receive a supplement to your monthly salary for hours worked between 6 p.m. and 7 a.m. and for all hours worked during weekends. See the chart below for the allowance percentages.

Shift allowance				
From	Until	Mon - Fri	Saturday	Sunday
00:00	07:00	40%	40%	120%
07:00	12:00	0%	40%	120%
12:00	18:00	0%	120%	120%
18:00	24:00	40%	120%	120%

*What if you are transferred – for whatever reason – to the day shift, or to a shift with lower shift pay?*

If so, your right to the "old" shift bonus expires on the day you're transferred.. However, you may be eligible for a phasing-out arrangement. You will then continue to receive the "old" shift bonus (or part of it) for a few more months, depending on how long you worked in the "old" shift regime. See the chart below<sup>11</sup>.

Phasing-out arrangement 'old' shift bonus	
How long you worked the 'old' shift	Shift bonus payment after transfer
< 1 year	100% over the current month
> 1 year of consecutive shift work	100% over the current month, 4 months 80%, 2 months 60%, 1 month 40% and 1 month 20%
> 5 years of consecutive shift work	100% over the current month, 6 months 80%, 4 months 60%, 3 months 40% and 2 months 20%

You are eligible for the phasing-out arrangement if you are transferred due to business circumstances, for medical reasons or because you no longer need to work night shifts according to the arrangement in [paragraph 3.6](#).

<sup>11</sup> If you are transferred again to another shift during a current phase-out period, the initial phase-out period is not extended. For the remaining period, it will be based on the difference between the 'old' shift bonus and the higher of the two 'new' shift bonuses. If you are transferred to a shift with a higher bonus than your original shift bonus, phasing-out ends immediately.



## 2.6 Overtime

By overtime we mean: hours worked at the explicit request of Organon, in excess of the hours you would normally be required to work according to your shift schedule.

If the overtime exceeds half an hour, you may receive an allowance – depending on your job category and group. Your hourly salary for the extra hours worked is then increased by a given percentage (see the chart below)<sup>12</sup>. You can also choose to compensate these hours with time off or save up for longer leave.

Supplement to hourly salary for overtime								
From	To	Mo	Tu	Wed	Th	Fri	Sat + Sun	Holiday
00:00	22:00	60%	60%	60%	60%	60%	100%	200%
22:00	24:00					100%		

### Who is eligible for overtime pay?

You are eligible for this overtime allowance if your position falls into the job categories B or O or job groups P1 or R1. If this is not the case, Organon may decide to compensate you for incidental and disproportionate overtime with a day off.

### Do you work part-time?

Then you will be paid your regular hourly wage for any extra hours you work on weekdays (up to 40 hours per week), including vacation allowance, year-end bonus and pension accrual. You will receive an overtime allowance for any hours you work during weekends, and for extra hours on weekdays in excess of 40 hours.

### Is it possible to compensate overtime with time off?

Yes. The extra hours are automatically added to your leave savings balance. You will not receive salary for these hours, but you will receive the overtime bonus (according to the chart above).

## 2.7 Consignment fee

If Organon requires you to be available outside your normal duty roster hours, this is called consignment. For example, you may be required to be on stand-by to help solve any unforeseen (technical) problems or safety incidents.

For each hour you are required to be available, you may claim compensation according to the table below.

Consignment fee			
Between	Mon + Fri	Sat + Sun	Holiday
07:00 – 22:00 (an hour)	€ 1,50	€ 1,75	€ 2,50
22:00 – 07:00 (an hour)	€ 2,50	€ 2,75	€ 3,50

12. Note: You are only entitled to this overtime bonus if you have a positive vacation balance.



If you are actually called up during a consignment shift, you will also be paid an overtime allowance, according to the table in [paragraph 2.6](#)<sup>13</sup>.

If you can solve the issue on the phone and/or from home, the time spent on handling the call qualifies as overtime (with a minimum of half an hour). If you are called again within half an hour of handling the first call, the time in between also qualifies as overtime.

If the situation requires your presence on site, you may claim overtime for the time you are on site, plus 1 hour of overtime for traveling there and back. In addition, you may claim travel expenses, according to the relevant regulation in the [Employee Manual](#).

### Rest hours after a consignment call

If you have had to work between 00:00 and 06:00 because of a consignment call, you are entitled to 8 hours of uninterrupted rest on the same calendar day (in consultation with your supervisor and in compliance with the Working Hours Act)<sup>14</sup>.

If these rest hours coincide or overlap with a shift you were scheduled to work, you will still receive salary for those hours.

#### Tax-free allowances

*For many of the benefits in this chapter, the Government has placed a limit on how much an employer may pay as a tax-free allowance. If the Government raises this maximum amount, Organon will adopt it.*

## 2.8 Public holiday allowance

If you are scheduled to work on a public holiday ([see 4.1](#)), you receive double-time pay for the hours worked on that day, as well as 1 day off in compensation, in addition to your 'normal' salary for the hours worked. You can also choose to convert this into additional leave savings.

## 2.9 Meal allowance

In the following situations, you will receive a free meal (or, if no meal is available, a meal allowance of €12.50 gross):

- If you have to work overtime for at least two hours following your normal day shift.
- If you have to work overtime after 6 p.m. following your normal day shift.
- If you work at least four hours of overtime during the weekend or on a day you were not scheduled to work.

## 2.10 Travel expenses and home office allowance

If you are not entitled to a company car or car allowance, you will receive a commuting allowance. The net allowance is €0.23 per kilometer, with a maximum of 50 kilometers one way<sup>15</sup>. If you travel by public transport, your full travel expenses (2nd class) will be reimbursed. You will not receive a travel allowance for days on which you work from home (on a structural basis). For these days, you will receive a net home office allowance of € 2.35.

13. You are also entitled to this if you are not normally eligible for overtime pay in your job group, [see 2.6](#).

14. If you do not take those 8 hours of rest on the same calendar day, they expire and Organon will not be required to offer reimbursement or compensation.

15. This is a net allowance, effective January 1, 2024.

# Fit to work, now and later

While working at Organon, you will receive opportunities for both your personal and professional development, and to keep up with developments in your field. We support you with training and education, but also help you stay fit and healthy at work.

In this chapter

- 3.1 Sustainable employability: a shared responsibility
- 3.2 Continuous learning and development
- 3.3 Personal Career Development Budget
- 3.4 Performance@Organon
- 3.5 Staying fit and healthy at work
- 3.6 Lightening the workload with age
- 3.7 Early retirement scheme for shift workers



### 3.1 Sustainable employability: a shared responsibility

Our goal is to help you be healthy and productive throughout your life and career. To enable you to grow and respond to changes in your work, our company and the labor market. In other words: to be and remain employable. Regardless of whether in the future you will be working at Organon or elsewhere.

We view such sustainable employability as a shared responsibility. You are in charge, we actively support you.

We therefore ask you to keep talking to your manager about your ambitions and your professional and personal development. About how you experience your work and how we can support you. Even if there are issues outside work that affect your well-being, we are ready to help you.

### 3.2 Continuous learning and development

It is important to keep your knowledge and skills up to date. Not only in order to do your current job properly, but also to ensure your future employability. This is why discussions with your manager will focus on your development, taking into account both your wishes and ambitions and the developments and needs within our company. Together we then map out a route.

An important part of your development will consist of “informal” learning: on the job, learning in practice<sup>16</sup>, together with experienced colleagues who will help you and give you feedback. You can also receive extra training that is directly or indirectly related to your current position. The costs of such training courses are usually fully or largely paid by Organon.

### 3.3 Personal Career Development Budget

In addition to ‘job-related’ courses and training, Organon will give you a personal budget of € 500 net per calendar year. You can use this to advance your career development in the widest sense.

#### What can you use your personal budget for?

One possibility is to take courses that may not be necessary for your current job, but will prepare you for your next career move within or outside Organon. Other possibilities include a career scan or courses that will enable you to make a career switch.

You can also use the personal budget for professional career advice, a financial coach or to enroll in a special course preparing you for retirement.

#### Can I save up my personal budget?

Yes, you can carry it to the next year as long as you use it within three years. After that, it expires. So you can build up a maximum personal budget of € 1,500.

For more information on the Personal Career Development Budget, visit the [HR intranet page](#).

### 3.4 Performance@Organon

We already mentioned that we ask you to keep talking to your manager about your growth and development. To support you in this, there is Performance@Organon.

#### How does it work?

Performance@Organon starts with a series of constructive conversations. Not once a year, but frequent, ongoing discussions, in a safe atmosphere, between people who trust each other and treat each other as equals.

<sup>16</sup> If you want the experience you accumulate at work to be officially recognized through a so-called EVC certificate (Recognition of Acquired Competencies), Organon will support this.

These conversations are not about assessing your work, nor do they affect your year-end bonus. Instead, you talk about your performance, how you achieved it and about your further growth. With Performance@Organon, you can indicate what is important to you at this moment, taking into account your present circumstances, preferences and work situation. Together with your manager you will discuss your development goals and what help you need to achieve them.

We also create opportunities for you to continuously gather feedback from colleagues. This is how you grow as a person and as a professional. This is how you help colleagues grow. And that is how we grow as a team and as an organization.

Learn more about the performance management process in the [Organon Netherlands Employee Manual](#) and on [Organon's Global intranet page](#).

### 3.5 Staying fit and healthy at work

If you work at Organon and want to continue working here, we want to help you to be able to do so until your retirement age.

That also means that we help you stay physically fit and healthy. For example, we regularly offer courses to help people quit smoking, as well as workshops and other initiatives around (mental) health.

### 3.6 Age-adjusted workload measures

Above a certain age, you can ask to be relieved from certain types of strenuous work.

From 8 years before your retirement age, for example, Organon cannot require you to work overtime, to work consignment shifts or to be moved to a schedule with more evening or night shifts<sup>17</sup>.

If you want to make use of the option not to be scheduled for more evening or night shifts, you can simply indicate this in writing. Organon will take care of the necessary adjustment in your placement and/or duty roster within 3 months.

#### Eligibility pathway consignment and shift work

*Until 2019, the age limits for some workload reduction schemes were lower than they are now. That's why there is a special transitional arrangement for employees who were Organon employees on January 1, 2019.*

17. To be eligible for these provisions, you must have worked at Organon for at least 5 years (including time worked through a temporary employment agency). For age-adjusted workload measures related to shift work, you must also have worked in shifts at Organon for at least 5 years.

#### Transitional arrangement age-adjusted workload measures

Consignment shift	
What was your age on Jan 1 2019?	Then you no longer need to work consignment shifts from
50 - 58 years	50 years
48 - 49 years	53 years
46 - 47 years	56 years
45 years or younger	8 years before your state pension age

Transfer to a roster with evening or night shifts	
What was your age on Jan 1 2019?	Then you cannot be required to work more evening or night shifts from
63 years or older	55 (while retaining your full shift allowance)
55 - 62 years	55 (with a gradually decreasing shift allowance)*
53 - 54 years	58 (with a gradually decreasing shift allowance)**
51 - 52 years	59 (with a gradually decreasing shift allowance)**
50 years or younger	8 years before your state pension age, (with a gradually decreasing shift allowance)**

\* During the first year you will receive 75% of the difference between the old and new shift allowance, in the 2nd year 50%, in the 3rd and 4th years 25%.

\*\* According to the provisions in [chapter 2, Section 2.5](#) of this CLA.





### 3.7 Early retirement scheme for shift workers

Organon wants to help you enjoy your work and to remain fit until your retirement age. But as that date approaches, you may feel you want to reduce your working hours or take early retirement, to have time for other things.

We have an arrangement for that, too. Through the pension plan, you can opt for early retirement, which allows you to receive a (lower) pension benefit before your legal retirement age.

For shift workers, there is also an early retirement scheme (Regeling Vervroegd Uittreden, or RVU). This allows you to stop working up to 3 years before your legal retirement age. The condition is that, prior to retirement, you have been employed by Organon for at least 5 years and have worked in shifts for at least 5 years (these consecutive 5 years can include employment through an employment agency).

If you qualify for this scheme, you can also combine it with early retirement through the pension plan.



#### How does the RVU arrangement work?

To make use of this arrangement, a maximum of 5 non-statutory leave days must be exchanged for each year of early retirement. Before the date on which you want to retire, we conclude an RVU settlement agreement. This will terminate your employment contract.

#### Disbursement

Before the RVU period starts, Organon will pay the total amount you're entitled to as a lump sum. For every month of early retirement through the RVU scheme, you receive the maximum tax-free amount that Organon is allowed to pay out in the year you retire. In 2024 this is € 2,182 gross per month. If you work part-time, the amount will be paid pro rata.

#### *RVU settlements: an example*

*Suppose you meet the conditions for the RVU scheme in 2024 and leave employment 3 years before your legal retirement age. Then you will receive a **lump sum** payment of 36 months x € 2,182 = € 78,552 gross.*

**Please note that this benefit payment does not qualify as salary and you do not accrue extra pension over this amount.**

Organon's RVU scheme is in line with the government's statutory regulation for early retirement, and applies for as long as this statutory regulation is in force (from January 1, 2021 to December 31, 2025).

For more information visit the [HR intranet page](#).

# Vacation and leave

At Organon, we believe that a healthy work-life balance is important. This includes having enough opportunities to take time off and, if you wish, to save up for longer leave. This chapter tells you what you are entitled to and what options are available.

## In this chapter

- 4.1 How much annual leave do you have?
- 4.2 When can you plan your leave?
- 4.3 Special leave (paid)
- 4.4 Special leave (unpaid)



## 4.1 How much annual leave do you have?

By Dutch law, you are entitled to 20 days of leave per calendar year. Organon gives you an additional 15.5 "non-statutory" days. So you have a total of 35.5 vacation days per calendar year<sup>18</sup>.

### Public holidays

You receive these 35.5 leave days on top of official public holidays, on which all Organon employees in the Netherlands enjoy a day off. In manufacturing departments it's possible that production continues on a holiday. If because of your shift roster you work on a public holiday, you will be compensated.

### Extra leave

You will receive extra vacation days on the basis of either your age or how long you have worked for Organon.

**Years of service:** if in the course of the calendar year you have been an Organon employee for 5 or 10 years, you will receive 1 or 2 additional days respectively (as of the current calendar year).

**Your age:** if in the course of the calendar year you reach one of the ages below, you will receive additional vacation days (effective that same year):

- 45 2 additional days
- 50 3 additional days
- 55 5 additional days

**Please note** that additional days are granted in one of these two ways, not by combining the two criteria. So you can get a maximum of five additional vacation days.

### An example

*You join Organon at age 45. Once you have worked at Organon for 5 years, you would be entitled to 1 additional day of leave. But because you turn 50 that year, you're entitled to 3 days (based on your age). So in this case, you will receive three extra days.*

### Public holidays

New Year's Day      Pentecost (both days)  
King's Day          Christmas Day and Boxing Day  
Easter (both days)    Liberation Day (every fifth year)  
Ascension Day

### Can I buy or sell leave?

Yes, that's possible. You can choose to buy or sell leave throughout the year in AFAS (our HR software). In a calendar year you may buy up to 10 extra days and sell a maximum of 15 days (based on full-time employment, and provided you have not bought any days in that same year). This is settled with your salary payment in the month after the request is submitted<sup>19</sup>.

### Saving for longer leave

There may be all kinds of reasons why you wish to take extra leave at some point. Perhaps in order to spend more time with your family, informal care responsibilities, or simply to have some extra free time or to take a long trip.

Organon gives you the option to save up for a longer leave period. You can save all your hours in excess of the statutory entitlement (15.5 days per year), but also overtime, extra leave you're entitled to because of your age or how long you've worked for Organon, or extra days you have bought.

If you work full-time, you can accumulate up to 2,000 hours of leave which (unlike regular leave) will have no expiry date. You can take up longer leave provided you give at least three months' notice of how many days you want to take off and during which period. While you're on leave, you will be paid your usual salary, including fixed benefits.

For more information on saving leave, visit the [HR intranet page](#).

18. Based on full-time employment. For time taken as unpaid leave you do not accrue new leave entitlements.

Unused leave from your previous employer cannot be taken up as unpaid leave at Organon (contrary to BW article 7:641 paragraph 3). This is only possible insofar as it relates to statutory vacation days.

19. The value of one day of leave is 4.6% of 1/12 of your annual salary.

## 4.2 When can you plan your leave?

It's up to you to indicate when you want to take a vacation. Your manager will take this into account when drawing up the department's vacation schedule. If it's not possible to grant the leave you've requested, you will be notified in writing no later than 2 weeks after submitting your request.

### Collective leave

Of the 20 statutory leave days you have, Organon may designate up to 6 days per calendar year as collective leave for all employees. These are mandatory. At the start of the calendar year Organon will determine collective leave days for the year. The Works Council will be consulted well in advance.

### Departmental vacation

Organon may decide that for the sake of an efficient production schedule, all employees in a particular department will have to take up leave in the same period of up to two weeks (with the Works Council's approval). If you want to work during this period so as to take up leave later, you can discuss this with your manager, to see if you can temporarily work in another department.

### How many consecutive leave days can I take?

You are entitled to three consecutive weeks of vacation once a year. If you want to take up more than three consecutive weeks, you will need to discuss this with your supervisor<sup>20</sup>.

### How long do my leave days remain valid?

You can use statutory leave days until June 30 of the following year. After that, unused vacation days will expire. From April 1 of the year after you received them, Organon can determine, in consultation with you, when you will take up unused leave days.

Extra-statutory leave remains valid for a maximum of five calendar years<sup>21</sup>.

### Leaving employment

If you leave Organon and have any leave days left, you can use them before your last day of work, provided your manager agrees that work permits it. If not, the remaining leave days will be paid out. If on the other hand you have a negative leave balance, this will also be compensated with your last salary payment<sup>19</sup>.

## 4.3 Special leave (paid)

All kinds of situations can arise in which you have to take leave due to (personal) circumstances. In certain cases, your wages will continue to be paid as usual. You are entitled to paid leave in the following situations:

### Pregnancy and childbirth

If you are pregnant, you are legally entitled to 16 weeks of paid leave. At Organon, you are entitled to 20 weeks of paid leave, including 6 weeks of pregnancy leave (or 10 weeks in the case of a multiple birth) and 14 weeks of maternity leave. During this period, you will be paid 100% of your usual income (except expense allowances).

You may also take up the last 2 weeks of your pregnancy leave after giving birth. You must let us know at least 3 weeks before your maternity leave starts. The last 8 weeks of your maternity leave are flexible. If you want to take up this leave over a longer period, you must notify Organon no later than 3 weeks after giving birth<sup>22</sup>.

### Partner leave

If your partner has given birth, you are legally entitled to 1 week of paid birth leave and 5 weeks of additional birth leave during which you receive 70% of your salary<sup>23</sup>. During additional birth leave, Organon supplements your income to 100% of your salary, provided you take the initial birth leave within 4 weeks after the birth and the additional birth leave within 6 months after the birth .

20. Longer leave for a specific purpose is also possible, through the leave savings plan.

21. Days saved up for longer leave do not expire.

22. Your manager may deny the request for flexible take-up of maternity leave if it conflicts with compelling business interests.

23. One week means: the number of working hours per week according to your contract.

### Parental leave

During your child's first year, you can take 9 weeks of paid parental leave. This is also possible during the first year after adoption or recognition of a (foster) child up to the age of 8. During this leave period, you will be paid 70% of your salary.

In addition, you can take 17 weeks of unpaid parental leave<sup>24</sup>. You can do this up to and including the age of eight. During the unpaid leave you still accrue pension, but no vacation days, year-end bonus or AIP.

### Short- and long-term care leave

For short and long-term care leave Organon complies with the Work and Care Act (Wet Arbeid en Zorg). In the case of short-term care leave, the government pays 70% of the maximum daily wage, and Organon will supplement this up to 100% of your salary.

### Emergency and other short-term leave

Here, too, Organon follows the Work and Care Act. In the sad circumstance that a relative dies, you will, of course, receive paid leave. The amount of leave depends on degree of kinship, and you will only be eligible if you actually attend the funeral:

- Partner, children(-in-law), parents or parents-in-law, foster child: from the day of death up to and including the day of the funeral.
- Another blood relative who lives at your address (but not a child): two days or shifts.
- One of your own or your partner's grandparents, grandchildren, brother, sister, brother-in-law or sister-in-law: one day or shift on the day of the funeral.

You will also be granted leave to handle other unforeseen or personal circumstances that require immediate interruption of work. Examples include a necessary visit to a doctor or hospital, your partner giving birth, or an obligation imposed by the public authorities or by law, such as registering the birth of your child. In such cases leave is only granted when you cannot plan a medical visit or fulfill the obligation in your free time, and that Organon will determine how much leave is reasonably needed.

### Trade union leave

As a member of a trade union, you can receive paid leave for training meetings organized by the union and for participation (as an official delegate) in, for example, a congress or district meeting<sup>25</sup> – on condition Organon agrees work permits it and that the union requests your leave in writing well in advance.

## 4.4 Special leave (unpaid)

In the following situations, you are not eligible for paid leave, but you are entitled to take vacation days or unpaid leave:

- Giving notice of a marriage or registered partnership: half a day or shift.
- Your own wedding, entering into a registered partnership or signing a cohabitation agreement at a notary: 2 days or shifts (the day itself and the day after).
- The wedding of a child, foster child, grandchild, brother, sister, parent, parent-in-law, brother-in-law or sister-in-law: 1 day or shift.
- The 25th, 40th and 50th wedding anniversaries of yourself, your parents or parents-in-law: 1 day or shift.
- Officially recognized holidays of your religion: for the duration of its celebration.
- Your own or your partner's doctoral degree ceremony: 1 day or shift.

24. If you do not (fully) use the 9 weeks of paid parental leave, unused leave days will be added to your unpaid leave balance after the first year.

25. This provision applies to meetings listed in the trade union's statutes. The union will send Organon a list of these meetings.



# Your income during illness, disability and retirement

While working for Organon, you can count on a fair income. But what if you become ill, or (partially) disabled? And what about your income after retirement? In this chapter you can read about the financial provisions Organon has made to support you in these situations.

## In this chapter

- 5.1 Pension plan
- 5.2 Sick pay and disability insurance
- 5.3 Death benefit

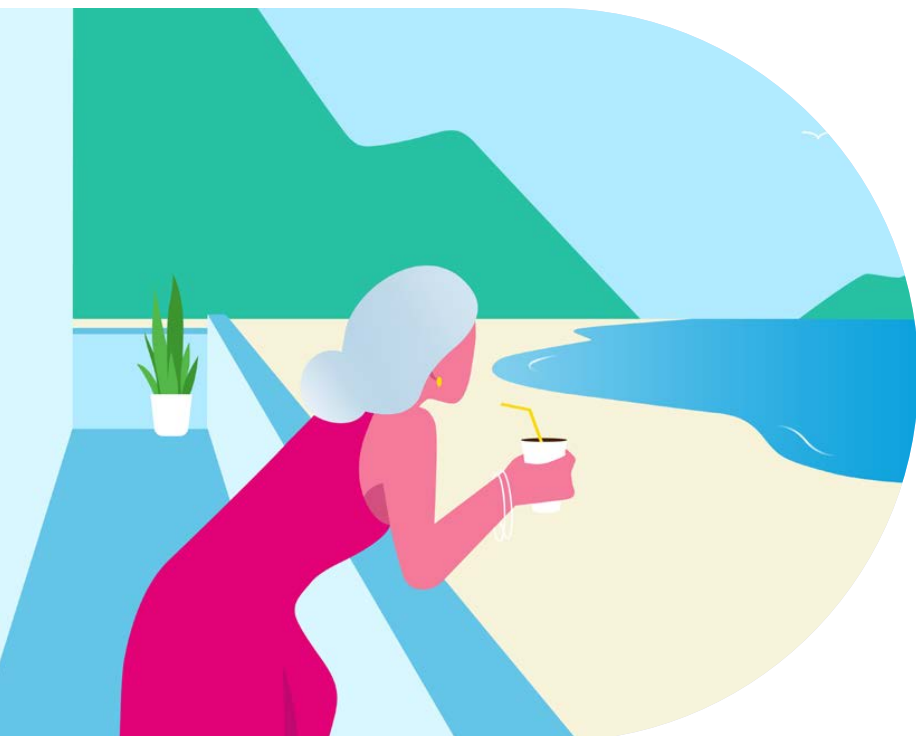


## 5.1 Pension plan

If you are employed by Organon, you automatically build up a pension with the PGB pension fund. In this paragraph we have summarized some of this pension scheme's main features. Please note: you cannot derive any claims from the CLA, the PGB's own published pension regulations are binding. You can find these pension regulations [here](#).

### Pension plan changes

The content of the pension plan may change, for example, due to legislative changes or negotiations with trade unions<sup>26</sup>.



### What does the PGB pension plan include?

It is a career average earnings plan. This means that each year you accrue pension on your income for that year. So the pension you receive from the retirement date onwards will be based on your average earned salary throughout your career.

### Retirement pension accrual

- Each year you accrue 1.875% of your pensionable earnings<sup>27</sup>. The amount you have built up during the period you worked for Organon, is the annual (gross) pension you will be paid from the retirement date, for the rest of your life.
- The employee premium is 5.2% (or 5% on shift allowances). You can save additional pension through Organon by depositing extra money (one-off or monthly).

### Retirement pension payment

- You are entitled to a retirement pension from the 1st of the month in which you reach legal retirement age. You can also choose to take part-time or early retirement before then. The pension payment will then be lower.
- On the retirement date, you also have options. For example, you may choose to transfer partner pension to your retirement pension entitlement or vice versa<sup>28</sup>. It's also possible to opt for variable payments (for example, receiving higher pension payments in the first few years and lower payments later on, or vice versa).

### Partner's and orphan's pension

- Everyone accrues a separate amount of partner and orphan pension, whether you actually have a partner or not.
- Upon your death after your retirement date, your partner will receive 70% of your retirement pension for the rest of his/her life. If you were to die before your retirement date, your partner will receive 70% of the retirement pension you would have received from your legal retirement age<sup>29</sup>.
- Upon your death each child receives 14% of the retirement pension (until his/her 18th birthday or the age of 27 if the child is in full-time education). If both parents are deceased, the orphan's pension is 28% per child.

26. Organon has the right to change the pension plan unilaterally.

27. The pension base is your annual income (12 x monthly salary plus holiday allowance, year-end bonus and shift bonus, with a maximum of € 137,800 in 2024) minus the so-called 'pension franchise', which in 2024 is €17,545).

For those who earn more than this maximum, Organon pays an extra allowance, which you can use at your own discretion to make additional retirement provisions. If the employer's contribution to the regular pension plan changes (for example, in case of indexation), this additional contribution changes by the same percentage.

28. For example, if you have no partner, or if your partner does not need your partner's pension, you can transfer the accrued pension to your own retirement pension (in the second case, of course, only with the partner's consent).

29. If you are not married or in a registered partnership, but live together, you must register your partner with PGB yourself.

## 5.2 Sick pay and disability insurance

In case of illness, you are legally entitled to 70% of your income for the first two years (104 weeks). Organon supplements this to 100% for the first 26 weeks. For the remaining 78 weeks Organon pays 80% for the hours you are incapacitated for work and 100% for the hours you can still do (suitable work)<sup>30</sup>.

The condition is that you fulfill your duties as an employee and cooperate with reintegration obligations<sup>31</sup>.

If your employment ends while you are ill, your Organon salary payments will stop. You may then be eligible for benefit under the Sickness Benefits Act (Ziektewet), depending on your disability percentage.

### Supplemental disability insurance

If you are declared unfit for work under the Work and Income (Employment Capacity) Act (WIA), you will receive WIA benefits. These will initially be based on the wages you earned before you became disabled. In a follow-up phase, UWV (the Dutch national Employment Insurance Agency) may reduce the benefit to a percentage of the minimum wage. This would mean a substantial drop of income (known as ‘WGA gap’)<sup>32</sup>.

Organon has taken out an (extended) WGA gap insurance for all employees. This will supplement your UWV benefit up to 70% of the insured salary<sup>33</sup>, regardless of the disability percentage determined by UWV. This insurance has been taken out for all Organon employees. Organon pays 2/3 of the insurance premium, your own contribution (1/3) is deducted from your salary.

### What if my salary exceeds UWV's maximum annual wage?

Then you can still be paid up to 70% of the salary exceeding UWV's maximum annual wage, thanks to a WIA top-up insurance Organon has arranged for.

**Please note** that this additional insurance is linked to the disability percentage determined by UWV. Through Organon you can also take out (voluntary) supplementary insurance, for 10% extra coverage of the salary exceeding UWV's maximum annual wage. Consult the [Employee Manual](#) for the insurance's cover and conditions.

## 5.3 Death benefit

If you die while you were employed at Organon, your partner will receive a death benefit of 3 times your monthly income.

If you had no partner at the time of death, this amount will be paid to legal or natural children. The condition is that those children are minors, **or** under 27 years of age and entitled to a student grant **or** that they were financially dependent on you to a significant degree.



30. If UWV imposes a wage penalty on Organon and extends the 104 week period, the continued payment is equal to the percentage after 26 weeks (i.e. 80%). This also applies if we mutually decide to postpone the WIA application.

If UWV awards IVA benefits following the 104 weeks or during the mandatory wage continuation period, you will be retroactively entitled to your full salary during the 104-week period.

If you have already reached the legal retirement age and you are still employed by Organon, the deviating provisions concerning continued payment of wages during illness apply, on the basis of article 7:629 paragraphs 1 and 2 BW.

31. Organon can refuse the continued payment of wages during illness in situations described in article 7:629 paragraph 3 BW. Organon can suspend the statutory wage payment (7:629 subsection 6 BW) and refuse the extra supplements during illness on the basis of the CLA (i) if you do not comply with the applicable regulations and directions during illness (monitoring requirements), (ii) if you refuse to cooperate with a second opinion/UWV expert or (iii) if you refuse to use safety equipment or violate health and safety regulations and as a result are incapacitated for work.

32. A WGA gap is an income gap that occurs when a person is partially disabled and must claim WGA continuation benefits after 104 weeks of illness.

33. Subject to the maximum annual wage limit determined by UWV.



# Mutual commitments and the values we share

In this collective labor agreement you will find the most important terms of employment that we offer. Of course, these do not tell the whole story of what it is like to work for Organon. In this chapter we discuss our company's values, and their impact on the way we interact with each other.

In this chapter

- 6.1 Our values
- 6.2 What can you expect from Organon?
- 6.3 What do we expect from you?



## 6.1 Our values

Organon is an international company, with sites, offices and employees in more than 80 countries. We share the same values ([see page 27](#)). This ensures that in our day-to-day work we all try to apply the same way of thinking and doing things. This is how we create a pleasant and productive working environment, in which we help each other to be successful.

## 6.2 What can you expect from Organon?

Our core values are reflected in many of the provisions described in this CLA. In addition to these, what else can you expect from us?

### That we honor the agreements in this collective labor agreement

In this CLA we have described the agreements reached with our negotiating partners – the trade unions FNV and VHP2. And a deal is a deal. So all partners undertake to comply with them. Organon publishes this CLA on the company intranet site and submits it to the Dutch Ministry of Social Affairs.

### That we are committed to protecting jobs

Organon and the trade unions that have agreed to this CLA are committed to maintaining and, where possible, increasing the number of jobs at our company. We give employees the opportunity to apply for internal vacancies.

Furthermore, through periodic consultation, we keep the Works Council and trade unions informed of developments that may affect employment at Organon, including the general economic outlook and how we are preparing for it. In the event of a (re)organization, collective dismissal or a merger, we will inform the Works Council and trade unions well in advance and will comply with the relevant legal provisions.

### That we take responsibility for good working conditions

Organon provides good and safe working conditions, as you would expect. We have extensive procedures and regulations in place to ensure safe working conditions and to limit physical strain. We also provide you with the equipment needed to work safely and arrange for medical checks where necessary.

Organon also helps you to stay fit and healthy throughout your career ([see section 3.5](#)). This includes the possibility of medical screening.

### That we are committed to a socially safe work environment

At Organon, we believe it is important that all employees feel welcome, can be themselves and are treated respectfully. This is one of our core values (We all belong).

We frequently and consistently communicate the importance of this and what it means in practice. We also take specific measures to prevent and counter undesirable behavior in the workplace. These are included in the [Organon Netherlands Employee Manual](#).







### That we do our best to facilitate work for disabled colleagues

We do as much as possible to provide equal opportunities to people with structural functional disabilities.

An example: if an Organon employee is or has become (partially) disabled, we do our best to find a suitable position within the company. If despite all efforts this is not possible, we help the employee find suitable work outside the company. If this would mean a drop in your income, we have disability insurance that partially compensates for that.



## Our six values

	Why?	How?
 <b>Be real</b>	So that we can be ourselves, feel free to ask for help and work together efficiently and respectfully.	We <b>challenge</b> ourselves to improve, as individuals and as a company, we share what we feel are areas for improvement and we address any problems.
 <b>Own it</b>	Because it allows us to truly <b>rely</b> on each other, creating <b>trust</b> and mutual <b>respect</b> .	We get the best out of each other. <b>Make your voice heard, take the initiative</b> and <b>do what you say</b> .
 <b>Rise together</b>	Because <b>teamwork</b> allows us to learn and grow together. We need each other to be <b>successful</b> .	By <b>helping</b> each other and using each other's <b>strengths</b> .
 <b>Keep Moving</b>	Because <b>innovation</b> and <b>agility</b> keep us competitive as a company.	By proactively looking for ways to <b>improve</b> and by sharing our <b>ideas</b> .
 <b>Bring your fire</b>	Because we must truly <b>believe in our mission</b> to provide the best solutions to our patients.	By aiming for the <b>best results</b> , being <b>enthusiastic</b> and by <b>enjoying</b> collaboration and improving as a team.
 <b>We all belong</b>	Because as a company we stand for greater <b>equity</b> in healthcare, and to do that we need a <b>successful, diverse organization</b> .	By being <b>inclusive</b> towards all colleagues, <b>learning</b> more about (unconscious) bias and <b>committing</b> to greater equality.

And above all, to create the company we envision we make sure that we act with integrity.



### 6.3 What do we expect from you?

The culture we want to offer at Organon is shaped by the people who work there. Naturally, we expect you to comply with our rules and procedures. In addition, we ask you to actively cooperate with us to put our values into practice in your daily work.

We also want to make sure we agree on the following:

#### That you respect and support our company's interests

That means doing your job to the best of your ability, following the directions and regulations you receive. We have various rules and procedures to protect our operational and financial performance. Naturally, we expect you to abide by such rules. Furthermore, we expect you to adhere to the agreed shift schedule<sup>34</sup>.

#### That you are open about any ancillary activities

If you want to do (paid or unpaid) work for other companies or work as a freelancer in addition to your work at Organon, that's possible. However, we do expect you to notify us in writing in advance and only start such work if Organon gives permission<sup>35</sup>. Organon will only refuse this if there are objective, serious reasons to do so (e.g. conflict of interest, violation of the Working Hours Act, etc.).

**Please note:** *should you become incapacitated for work as a result of ancillary activities, you cannot claim the additional disability provisions contained in this CLA. In such a case, Organon will only pay the legally required wage payment in the event of occupational disability.*

#### That you do not share confidential or secret information with third parties

During your work, you will learn a lot about Organon: about how we work, how we are organized, about your colleagues, our suppliers and customers, the raw materials and products we use, and how we make our own products.

A duty of confidentiality applies to these and other confidential matters. Please note that this duty still applies after you have left Organon employment.

#### That you help create a safe working environment

We expect you to cooperate with our efforts in this area, for example by complying with physical and social safety rules and by using prescribed safety aids. As an Organon employee, you share responsibility for order, hygiene, safety and well-being within our company.

If it is necessary to safeguard your health or the safety and quality of our products, Organon may ask you to be available for a medical examination. In such a case, Organon must be able to explain clearly why this is necessary, and will of course observe all privacy regulations.

- 34. Outside these hours, Organon may also call on you, as long as it falls within the provisions of this CLA and the law. In that case, you are entitled to overtime, [see 2.6](#).
- 35. Failure to comply with this provision may be legal grounds for Organon to suspend you without monthly pay. Note: Even if you were already carrying out ancillary activities before you joined Organon, we expect you to report these as soon as possible.



# Leaving employment

Whether you are ready for the next step in your career, or you are about to retire - at some point our paths as employer and employee will part. In this chapter you can read about the arrangements around leaving employment.

In this chapter

- 7.1 Termination of employment contract
- 7.2 Retirement
- 7.3 Suspension



## 7.1 Termination of employment contract

### Fixed-term contract

If you have a fixed-term employment contract (often called a "temporary" contract), it contains an automatic expiry date<sup>36</sup>. If you so choose, you may terminate the contract before this date (also called interim termination), provided you observe a 1-month notice period.

Organon can also terminate the agreement before it expires. The same 1-month notice period then applies. After any probationary period included in the contract, Organon must be able to submit a legal reason for dismissal and show there are no opportunities to offer other work<sup>37</sup>.

### Indefinite contract

Both you and Organon can terminate an indefinite (also known as permanent) employment contract. This is subject to legal provisions and notice periods. Organon must have a legal reason for dismissal after any probationary period and should be able to demonstrate that there are no possibilities to offer other work<sup>37</sup>.

For you as an employee, the legal notice period is currently one month. For Organon, the legal notice period depends on how long you have been employed.

How long you have worked for Organon	Legal notice period for Organon*
Less than 5 years	1 month*
5 – 10 years	2 months
10 – 15 years	3 months
15 years or longer	4 months

\* Notice periods are full calendar months. Notice of termination by you or Organon must always be given by the end of the month. Example: if you terminate your contract before January 31 with a notice period of 1 month, your employment contract will be terminated at the end of February.

### Contractual notice periods

The notice periods above are determined by law. However, in your individual employment contract we may agree on a longer notice period. If that is the case, the notice period for Organon will always be twice as long as the notice period for the employee.

36. A fixed-term contract can be extended. As required by law, Organon will notify you in writing at least one month in advance whether or not the contract will be extended, and if so, under what terms of employment.

37. For legal grounds for dismissal, see Article 7:669 (3) BW. The law also acknowledges that in certain situations there may be an urgent reason to dismiss someone "summarily".



## 7.2 Retirement

Upon reaching the legal retirement age, your employment contract with Organon ends automatically ('by operation of law').

If you want to stop working before that time, you can take advantage of early retirement through the pension plan. Organon also has an early retirement scheme for shift workers. This allows you to retire as early as 3 years before your legal retirement age. You can read more about this in [chapter 3](#).

## 7.3 Suspension

Organon may suspend an employee if, for example, there is a well-founded suspicion of an urgent reason for dismissal (also called "summary dismissal"). A suspension may serve to investigate this suspicion; it may also be imposed as a disciplinary measure if misconduct has been established.

The suspension should be as short as possible and the employee should be informed of the reason as soon as possible. He or she will be given the opportunity to do everything reasonably possible to defend himself or herself. In principle a suspended employee is still entitled to his or her salary.

If, after an investigation, the suspension is lifted and no reason for dismissal has been established, the employee will in principle be fully reinstated immediately. If there are compelling reasons, Organon may assign him/her to another position.



### Employee

Someone who has entered into an employment contract with Organon, and whose position falls in a job category within band 200-400 (see p. 9).

### Employer

The company (or its legal successor) that has signed this collective labor agreement and with whom the employee has entered into an employment contract.

### Partner

The employee's spouse or registered partner, or the person with whom he/she cohabits and maintains a joint household (unless that person is a blood relative in the first or second degree).

### Joint household

A situation in which two people have their principal residence in the same dwelling and both contribute to the cost of housekeeping, and/or otherwise provide for each other.

### Month

One calendar month.

### Week

A 7-day period, starting at 00:00 a.m. on Monday.

### Day

A continuous period of 24 hours beginning at 00:00.

### Duty roster

An arrangement which specifies the times at which the employee starts, interrupts and ends work.

### Annual salary

12 times the monthly salary, plus 8% vacation allowance and 3% year-end bonus.

### Monthly salary

The annual salary minus vacation allowance and year-end bonus, divided by 12. This corresponds to the annual salary divided by 13.32.

### Hourly salary

Monthly salary divided by 173.33 for full-time employment (equals 0.577% of the monthly salary), or pro rata in the case of part-time employment.

### Monthly Income

The monthly salary plus any shift bonus.

### Annual income

The annual salary plus any shift bonus.

### Day shift window

Monday through Friday from 7 a.m. to 7 p.m.

### Shift work

Work according to a duty roster at hours within and outside the day shift window, with periodical shift changes.

### PIR

Position in range: the salary's relative position to the midpoint of the salary scale. See page 9 for explanation.

**NOTE** *The definitions in this list are for clarification purposes only. If any discussion should arise on these definitions we may agree to deviate from them.*



<b>Keywords</b>	<b>Page</b>	<b>Paragraph</b>	<b>Keywords</b>	<b>Page</b>	<b>Paragraph</b>
Age-adjusted workload arrangement	16	3.6	PIR (Position in Range)	9	2.1
Ancillary activities	28	6.3	Pregnancy leave	21	4.3
Annual Incentive Plan (see Variable remuneration)	10	2.2	Probationary period	6	1.1
Birth leave	21	4.3	Protecting jobs	26	6.2
Buying or selling leave	19	4.1	Public holiday allowance	13	2.8
Collective leave	20	4.2	Public holidays	19	4.1
Confidentiality, duty of	28	6.3	Retirement	31	7.2
Consignment fee	13	2.7	Retirement pension	23	5.1
Core values	26, 27	6.1	Safe working environment	26, 28	6.2, 6.3
Death benefit	24	5.3	Salary	9	2.1
Departmental vacation	20	4.2	Salary adjustment	9	2.1
Disability insurance (standard and supplementary)	24	5.2	Salary increase	9, 342.1, Appendix 1	
Early retirement (for shift workers, RVU)	17	3.7	Salary scales	9, 342.1, Appendix 1	
Emergency leave	21	4.3, 4.4	Shift allowance	11	2.5
Holiday allowance	10	2.3	Shift roster, changes	7	1.3
Home office allowance	13	2.10	Shift work	7, 11	1.3, 2.5
Illness, income in the event of	24	5.2	Special leave (paid)	20	4.3
Incapacity for work	24	5.2	Special leave (unpaid)	21	4.4
Job categories 2.1	9	2.1	Suspension	31	7.3
Leave	19	4.1	Sustainable employability	15	3.1, 3.3
Leave-saving plan	19	4.1	Taking up leave	19	4.2
Maternity leave	21	4.3	Temporary contract (fixed term)	6	1.2
Meal allowance	13	2.9	Temporary replacement (allowance)	9	2.1
Notice period	30	7.1	Temporary work (agency)	6	1.2
Overtime	12	2.6	Termination employment contract	6, 30	1.1, 7.1
Parental leave	21	4.3	Trade union leave	21	4.3
Partner's and orphan's pension	23	5.1	Training and courses	15	3.2
Part-time work	6	1.1	Travel expenses	13	2.10
Pension plan	23	5.1	Variable remuneration	10	2.2
Performance@Organon	15	3.4	Working conditions	26	6.2
Permanent contract (after temporary contract)	7	1.2	Working with a disability	26	6.2
Personal Sustainable Employability Budget	15	3.3	Year-end bonus	10	2.4
Phasing-out arrangement old shift allowance	11	2.5			

## Salary scales and salary increase

Classification of salary scales	Pathway	Salary scale
Business support	B1	A
	B2	B
	B3	D
	B4	E-F
Production & Operations	O1	A
	O2 low	A
	O2 mid	B-C
	O2 high	C-D
	O3	D-E
	O4	F
Professional	P1	F-G
	P2	G-H
	P3	I-J-K
	P4	K-L-M
Research	R1	E
	R2	G
	R3	J
	R4	L
Sales	S1	G
	S2	H-I
	S3	J
	M1 Sales	I
	M2 Sales	K-L
Management	M1	I
	M2	K-L

### Salary scales effective 1/1/2023

Salary scale	Minimum	Midpoint	Maximum
A	30,700	37,400	47,300
B	32,100	41,200	51,900
C	33,500	45,300	57,000
D	36,900	49,800	62,700
E	40,600	54,700	69,000
F	44,600	60,300	75,900
G	49,000	66,100	83,400
H	53,900	72,700	91,700
I	59,300	80,000	100,800
J	65,100	87,800	110,700
K	71,500	96,600	121,800
L	78,700	106,300	133,900
M	86,500	116,900	147,100

### Salary increase 2024-2025

From 1 April 2024, everyone will receive a salary increase of 4.5%. From 1 April 2025, everyone will receive a 3.5% salary increase. No salary growth table will be used during these 2 years. Employees who are below the maximum of the scale but who will exceed it after the raise, will receive a lump sum in December for the portion above the maximum of the scale. Employees who are at or above the maximum of their salary scale will receive a lump sum payment in December, based on 25% of the salary increase.



## Further agreements between Organon and the signatory unions

This collective labor agreement has been concluded by Organon and the trade unions FNV and VHP2, and is valid from January 1, 2024 to December 31, 2025, unless it is terminated in the interim in accordance with the provisions of the Wet op de CAO (Collective Labor Agreement Act), article 19.

For the duration of this agreement, the unions that are parties to this CLA will not take industrial action over working conditions, and will help ensure the undisrupted continuation of Organon's business activities.

### Interim changes

Interim amendments to this CLA are possible only if, in the judgment of all signatories, circumstances arise or changes in the law occur that could not be foreseen at the time this CLA was agreed, and which justify an amendment.

### Employer contribution to unions

Organon's total employer contribution to the unions concluding this CLA (per employee with an Organon employee contract, reference date January 1st of each calendar year) corresponds to the employer contribution as established by the AWWN for the year in question.

CLA parties will start distributing the employer contribution in an appropriate manner, taking into account the amount of time to be spent and the number of members.

### Conditions from the 2011 CLA

For employees who in 2012 were eligible for the terms of employment in the (expired) 2011 OBS CLA, the following applies:

Appendices X and XI of the (expired) 2011 OBS Collective Labor Agreement, which include additional savings contributions, will continue unchanged and in full, for the entire duration of the arrangement for current workers (obviously also to the extent that they enjoyed this employment condition in 2012). This means the last arrangement, Appendix XI, will expire in 2032.



## Organon collective bargaining result 2024/2025

- Duration: 1/1/2024 - 31/12/2025
- Salary increase: 4.5% in 2024 and 3.5% in 2025
- Temporary introduction of a general salary increase for the duration of the CLA. All employees below the maximum of a scale will receive the same salary increase, regardless of their position in the scale.
- Lump sum payment in December for all employees above the scale's maximum.
- We will develop a new global remuneration philosophy and accompanying wage structure, in consultation with the unions, works council and the business.
- Commuting allowance: increase of the maximum one-way distance from 25 km to 50 km, and increase of the allowance to 0.23 euro per km.
- Time needed to change clothes is regarded as working time.
- The RVU arrangement is extended until 31/12/2025.
- All existing conditions as included in the current Organon CLA will remain in place..

## Working arrangements

- Temporary introduction of a general salary increase for the duration of this CLA, with the same increase for everyone regardless of their position in the salary scale.

During the term of this CLA, Organon will develop an appropriate global remuneration philosophy with accompanying salary structure. We will set up a working group with trade unions and the Works Council. The initiative for this lies with the employer.

- Organon respects the principle that the time required for changing clothes is working time, and break time is the employees' own time.

The employer will lay down this arrangement in more detail, in consultation with the Works Council.

