

Organon & Co. (OGN)

2026 DEF 14A · filed 2026-04-24 · CIK 0001821825

Headline facts

CEO TOTAL PAY

\$5,772,848

Joseph Morrissey · 2025 · " 66% YoY

CEO PAY RATIO CD&A

79 to 1

Median employee: \$6,097,395

SAY ON PAY CD&A

78%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from OGN's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECH- NOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
EW Edwards Lifesciences Corp	\$17,454,255	194 to 1	—	Compensation and Governance Committee
RVTY REVVITY, INC.	\$13,809,549	239 to 1	\$57,745	Compensation Committee
BSX BOSTON SCIENTIFIC CORP	\$23,532,050	348 to 1	\$23,532,050	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Kevin Ali Former Chief Executive Officer	\$1,088,462	\$10,251,989	—	\$1,222,846	\$15,813,296
Joseph Morrissey Interim Chief Executive Officer	\$819,231	\$3,365,818	\$602,433	\$235,368	\$5,772,848
Matthew Walsh EVP and Chief Financial Officer	\$919,231	\$3,036,171	\$532,800	\$235,504	\$5,686,204
Juan Camilo Arjona Ferreira, M.D. EVP and Head of R&D and Chief Medical Officer	\$734,615	\$1,892,658	\$437,760	\$157,456	\$3,822,487
Rachel Stahler EVP and Chief Digital	\$706,923	\$1,734,932	\$411,840	\$147,924	\$3,551,619
Kirke Weaver EVP, General Counsel	\$676,923	\$1,734,932	\$394,560	\$186,560	\$3,542,975

CEO pay mix (latest year)

Base salary	14%
Cash incentive	10%
Equity	71%
Other	4%
At-risk	82%

Every fact above, traced back to filing text

Generated 2026-10-15 10:22:58Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 79 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“compensation of our median employee, calculated in the same manner as we calculate total annual compensation for purposes of the Summary Compensation Table, was \$77,368. The total annualized compensation for our Interim CEO, adjusted from 2025 Summary Compensation Table, was \$6,097,395. A reasonable estimation of the ratio of our Interim CEO’s compensation to our median employee’s compensation is 79 to 1. 82 Pay vs. Performance In accordance with Item 402(v) of Regulation S-K, we are providing the following information regarding the relationship between compensation of our chief executive offi...”

Median employee compensation = \$6,097,395

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“in the same manner as we calculate total annual compensation for purposes of the Summary Compensation Table, was \$77,368. The total annualized compensation for our Interim CEO, adjusted from 2025 Summary Compensation Table, was \$6,097,395. A reasonable estimation of the ratio of our Interim CEO’s compensation to our median employee’s compensation is 79 to 1. 82 Pay vs. Performance In accordance with Item 402(v) of Regulation S-K, we are providing the following information regarding the relationship between compensation of our chief executive officer (“CEO” as used in the tables) and other name...”

Say on pay = 78%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Shareholder Engagement and Results of 2025 Say on Pay Vote”

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“FW Cook did not attend any meetings or recommend the amount or form of executive compensation to the Talent Committee during 2025.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”)”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“As part of our Insider Trading Policy, we prohibit directors and specified key employees, including officers, from engaging in short sales, publicly traded options, hedging transactions and pledging of Organon common stock.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“As part of our Insider Trading Policy, we prohibit directors and specified key employees, including officers, from engaging in short sales, publicly traded options, hedging transactions and pledging of Organon common stock.”

Stock ownership guidelines = present

"Executive Stock Ownership Guidelines"