



MEMBER SPOTLIGHT

Organon

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U.S.-U.A.E.
Business Council



U.S.A.

JerseyCity, NJ ○

About Organon

Organon is a global healthcare company formed following a spinoff from Merck (known as MSD outside of the U.S. and Canada) to focus on improving the health of women throughout their lives. The company serves 140 markets with a portfolio of more than 60 medicines and products across its three pillars—women’s health, biosimilars and established therapeutic areas.

Keen to shift the focus of women’s healthcare beyond female reproduction to unaddressed needs, Organon is the only global company of its size focused on women’s health. With a vision to create a better and healthier every day for women in line with the UN Sustainable Development Goals for gender equality and female empowerment, Organon’s mission is to improve and innovate across the women’s healthcare space.

Organon has a global footprint with significant scale and geographic reach, world-class commercial capabilities, and approximately 9,000 employees with headquarters located in Jersey City, New Jersey. Our highly capable Board is diverse and comprises of 70% of women – the most gender diverse of all healthcare companies in the S&P 500.

Organon in the U.A.E. and the wider region

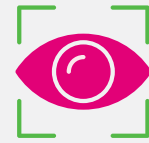
Many leaders across the region are working towards creating more vibrant and productive societies, capable of supporting future generations while driving investments in healthcare and education. As they work to realize a brighter future, Organon MENAT (Middle East North Africa and Turkey) is closely aligned with these efforts, seeking to play an active role in helping to advance women’s health.

In 2021, Organon launched its presence in MENAT, with regional headquarters in Dubai, to better serve women’s unaddressed health needs. Now serving 48 countries throughout the region with operations in the U.A.E., Oman, Kuwait, Qatar, KSA, Egypt, Lebanon, Jordan, Turkey, and Ukraine, Organon’s efforts are underscored by the belief that when we advance women’s well-being, we improve her life and those of her family and community.

The company has launched several initiatives in the region since its launch in 2021 to shine a spotlight on and to advance women’s health. Underlined by the company’s collaborative and entrepreneurial spirit, the initiatives seek to support innovation within the healthcare ecosystem for the benefit of patients, enabling them to live their best lives. Among them:

- Organon launched the region’s very first digital-health focused FemTech accelerator together with Flat6labs, the region’s leading seed and early-stage venture capital firm. Designed to empower female entrepreneurs with a vision to advance women’s health, the program provided expertise, mentorship, and funding to support participants in realizing their digital health start-ups. The entries came from female-led start-ups from around the region, with ‘Maternally’ founded by Yasmin El Mouallem in the U.A.E. among the winners of the accelerator program. Maternally is an online platform that is being developed to cater to women’s specific mental health needs during motherhood.

FAST FACTS



Vision in line with
UN Sustainable Development Goal #5

**Gender Equality and Female
Empowerment**



Most gender diverse of all healthcare
companies in the S&P 500 with

70% Women Board membership



Number of employees worldwide

9000



Markets served

**140 markets with a portfolio
of more than 60 medicines and
products**



Three Pillars

**Women’s health
Biosimilars
Established therapeutic areas**



- To mark International Women's Day 2022, Organon launched the "We Believe in Her" campaign in MENAT to encourage women to prioritize their health. As part of the campaign, a multilingual digital platform <https://herhealthmenat.com/>, under the title "Her Health" initiative was created to give women a space to make their voices heard, so that we can better understand the unaddressed women's needs that exist in healthcare.
- Recognizing the need to listen and act on women's experiences to address the challenges in women's health, Organon gathered voices from around the world to create the multimedia installation – 'Wall of Voices'. The Wall of Voices shares powerful perspectives, voices and images of women from around the world highlighting these health issues and serves as a symbol of Organon's commitment to women's health.
- To help amplify the Wall of Voices, Organon issued a report that highlighted four key themes and gaps to meet the health needs of women. These themes are self care, women's mental health, respectful maternity care and specific non-communicable diseases. The report is organized around each of those themes and includes key policy and other recommendations to advance progress in that area. The report saw contributors from around the world including Dr. Sawsan Al Madhi, MD, MSc former Director General, Friend of Cancer Patients and Dr. Awatif Al Bahar, Director at Sharjah University Hospital from the U.A.E..
- On its first anniversary, the company launched its inaugural ESG Report introducing Organon's ESG platform. Known as Her Promise, it details how the company is working to help women and girls achieve the full potential of their promise through better health.
- Organon organized the HERA Women's Health Congress in Abu Dhabi and Cairo to explore how critical gaps in family planning services in MENA can be reduced on World Contraception Day, an annual milestone which seeks to raise awareness of the importance of women having the right to choose the number, timing and spacing of her children.

U.S.-U.A.E. Partnerships

- Organon MENAT launched its presence in the region in October 2021, at the U.A.E. Expo 2020 in the USA Pavilion. Organon organized a panel discussion in partnership with the United States Chamber of Commerce, the USA Pavilion, Jhpiego and Friends of Cancer Patients to discuss the barriers and opportunities to advancing women's health in the region.
- During BIO 2022, Organon sponsored a panel session on addressing gender equity through health. The Panel was represented by leaders from across the world and Dr Asma Al Mannaei, Executive Director of Research and Innovation represented the Department of Health in the U.A.E., as a panellist, profiling the U.A.E.'s efforts towards advancing a more equal and healthier world for her.



Leadership



Ramy Koussa

Associate Vice President
Organon MENAT

One of Organon's visionary regional founders, Ramy is the Associate Vice President for the MENAT region. Driven by a commitment to serving patients, combined with his deep pharmaceutical sector expertise, Ramy has been instrumental in delivering Organon's diverse and trusted portfolio, focusing on improving women's health.

Joining pharmaceutical industry in 2000, Ramy has built an illustrious career throughout which he has held multiple roles and overseen numerous territories. Among the roles he has held are Managing Director of the Egypt Cluster covering Egypt, Libya, Sudan and Yemen and Regional Marketing Director for Eastern Europe Middle East and Africa (EEMEA).

Originally from Egypt, Ramy obtained his MBA in 2002 and bachelor's degree in Dental Medicine and Surgery from the Faculty of Dentistry in Alexandria, Egypt, in 1998.

"Our goal at Organon MENAT is to advance women's healthcare across the region by addressing their unmet needs. We Leverage our existing global footprint and expertise to work closely with local authorities and industry stakeholders, with the aim to shift the women's health paradigm beyond reproductive health to encompass the entire life cycle. we hope to build a healthier and brighter future for all women, families, and communities, as we realize our vision to become a trusted healthcare partner in the region."



Razan Gharaibeh

Country Lead Organon
(Oman and U.A.E.)

Razan Gharaibeh has spent over 18 years of performance-driven leadership in the pharmaceutical industry. With her expertise and passion to serve patient needs, coupled with her strong ability to lead teams to achieve solid business results, Razan holds a critical role in delivering Organon's mission and ultimately providing women with a better and healthier everyday across the region.

Prior to assuming leadership of U.A.E. & Oman, Razan was the Business Operations Regional Director for GCC countries in MSD. Shetook part of the successful turnaround in MSD Saudi Arabia business while establishing synergy in operation across 6 markets in the GCC.

Razan started her career in 2004 as a Medical Representative in Jordan, followed by joining MSD U.A.E. in the year 2006 as Primary Care Sales Representative. Over the past 15 years, she has held various positions with increasing responsibilities within the GCC organization including sales management, learning and development.

Razan holds a Bachelor of Science degree in Pharmacy from the Jordan University of Science and Technology in Jordan.

"I'm honored to be a part of Organon, the first company of its size dedicated to advancing the health of women globally. We are a purpose-driven organization with a vision to create a better and healthier every day for every woman around the world. We are looking forward to expanding our partnerships within the U.A.E., to create more impact and work closely with our multiple stakeholders to advance women health across the country and work together for a better future for the whole society"



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