

March 2025

# Norgine Gender Pay Gap Report

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## 2024



## NORGINE GENDER PAY GAP REPORT 2024

Norgine is a leading European specialist pharmaceutical company that has been bringing transformative medicines to patients for over a century.

As a responsible employer, we conduct our business according to the Norgine Business Code which reflects our basic principles of respect, fairness, and integrity. We aim to apply reward decisions in a consistent, fair, and inclusive way across the different areas of our business, to support diversity within our workplace.

Norgine UK is committed to ensuring that all employees receive equal pay for equal work.

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### PERCENTAGE DIFFERENCE IN MEAN AND MEDIAN PAY BETWEEN MALE AND FEMALE EMPLOYEES



Although there are improvements to be made on these numbers, when compared within the same bands, the current gender pay gaps are much smaller, with some bands showing higher female pay versus male pay.

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### PERCENTAGE DIFFERENCE IN MEAN AND MEDIAN BONUS BETWEEN MALE AND FEMALE EMPLOYEES

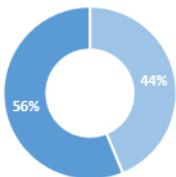


The median bonus gap for 2024 is almost close to zero and showing a substantial overall improvement over the last years.

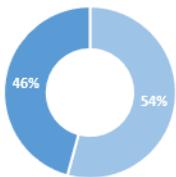
It is worth noting that the bonus statistics include a significant number of part-time employees (10%), 90% of whom are female. As bonuses are linked to an employee's actual annual pay, this does have a significant impact on the bonus gap figure.

## PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTER

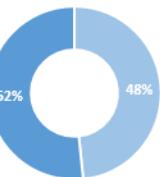
Quartile 1



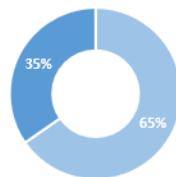
Quartile 2



Quartile 3



Quartile 4



Mean Pay Gap 3.3%  
Improved by 2.7%

Mean Pay Gap 1.0%  
Improved by 0.6%

Mean Pay Gap -3.9%  
Increased by 1.6%

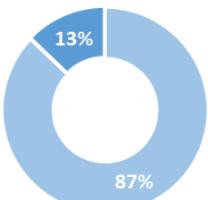
Mean Pay Gap 23.1%  
Improved by 7.11%

■ Male 2024 ■ Female 2024

The pay gaps for most quartiles improved in comparison with the statistics announced last year.

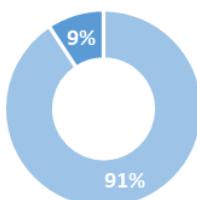
## PROPORTION OF EMPLOYEES AWARDED BONUSES BETWEEN 1 APRIL 2023 AND 31 MARCH 2024

Female



■ Bonus ■ No Bonus

Male



■ Bonus ■ No Bonus

For both female and male employees, the proportion of employees not awarded a bonus in 2023 is 13% and 9% respectively. Bonuses are not awarded due to one of the factors below:

- The employee's join date was after the annual eligibility date
- The employee was on a fixed-term employment contract
- The employee is covered under Norgine's Private Health Insurance scheme due to ill health
- The annual performance rating assigned to the employee does not warrant a bonus payment

Norgine's Gender Pay Gap figures have been calculated in line with the regulations set out in the reporting legislation. I confirm the data reported are accurate and am striving towards a further improvement of the gender pay gap with consistent application of our principles.

**Janneke van der Kamp, CEO**