

FEBRUARY 2023

Norgine UK Gender Pay Gap Report

2022



NORGINE UK GENDER PAY GAP REPORT 2022

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

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

	2017	2018	2019	2020	2021	2022	Difference 2021 & 2022
Mean	28.3%	28.1%	24.3%	20.4%	21.3%	18.9%	Improved by 2.4%
Median	15.5%	11.7%	9.1%	1.8%	3.5%	7.4%	Increased by 3.9%

We have seen a 2.4 % improvement in the mean pay gap figures from 2021 to 2022, mainly driven by a small increase in female representation in our upper quartile data (2%) and increase in male representation in our lower quartile data (2%).

However, since reporting on the Gender Pay Gap, the mean and median pay gap figures have reduced overall by 9.4% and 8.1% respectively.

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

	2017	2018	2019	2020	2021	2022	Difference 2021 & 2022
Mean	40.2%	49.6%	48.4%	41.4%	41.4%	44.5%	Increased by 3.1%
Median	29.7%	30.6%	31.8%	12.6%	9.3%	11.0%	Increased by 1.7%

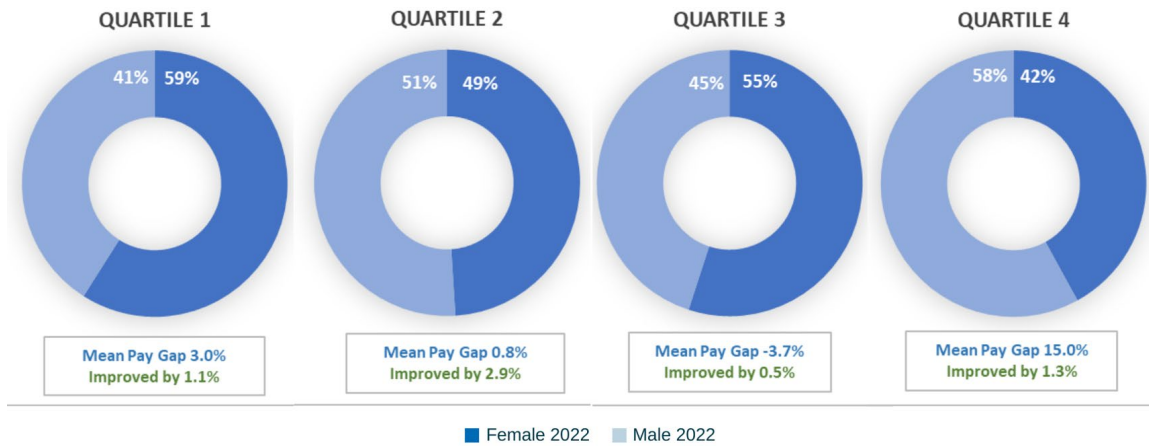
The Bonus gap statistics for 2022 reveal an increased mean bonus of 3.1%, and median bonus gap of 1.7% in comparison to data from 2021.

It is worth noting that the bonus statistics include a significant number of part-time employees (13%), 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 and has contributed to Norgine's gender pay and bonus gap.

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Another contributing factor is the increase in female employee's salary sacrificing bonus. In the 2021 Gender Pay Gap report, 61.5% of total employee's salary sacrificing were female. This has increased to 74% in 2022.

PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTILE

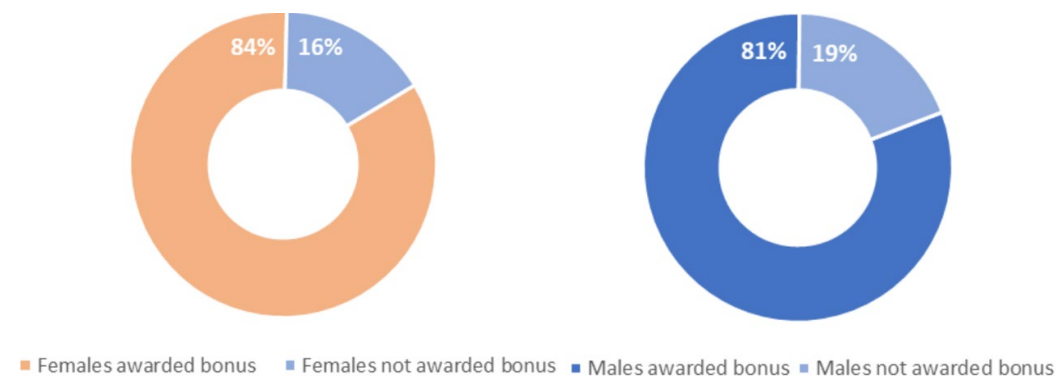


Female representation within the top quartile has increased by 2% in 2022, with the quartile mean pay gaps for all four quartiles improved in comparison with the statistics announced last year.

For both male and female employees, the proportion of employees not awarded a bonus in 2022 is 19% and 16% 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

PROPORTION OF EMPLOYEES AWARDED BONUSES BETWEEN 1 APRIL 2021 AND 31 MARCH 2022



Norgine's UK 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.

Christopher Bath, CEO