

April 2024

Norgine UK Gender Pay Gap Report

2023



NORGINE UK GENDER PAY GAP REPORT 2023

Norgine UK 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.

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

	2017	2018	2019	2020	2021	2022	2023	Difference 2022 & 2023
Mean	28.3%	28.10%	24.30%	20.40%	21.30%	18.90%	32.58%	Increased by 13.68%
Median	15.50%	11.70%	9.10%	1.80%	3.50%	7.40%	9.51%	Increased by 2.11%

We have seen an increase in the mean and median pay gaps. This is a result of an one-off payment and we expect to show continuous improvements of the historic figures next year when the impact of the one-off payment will not apply anymore.

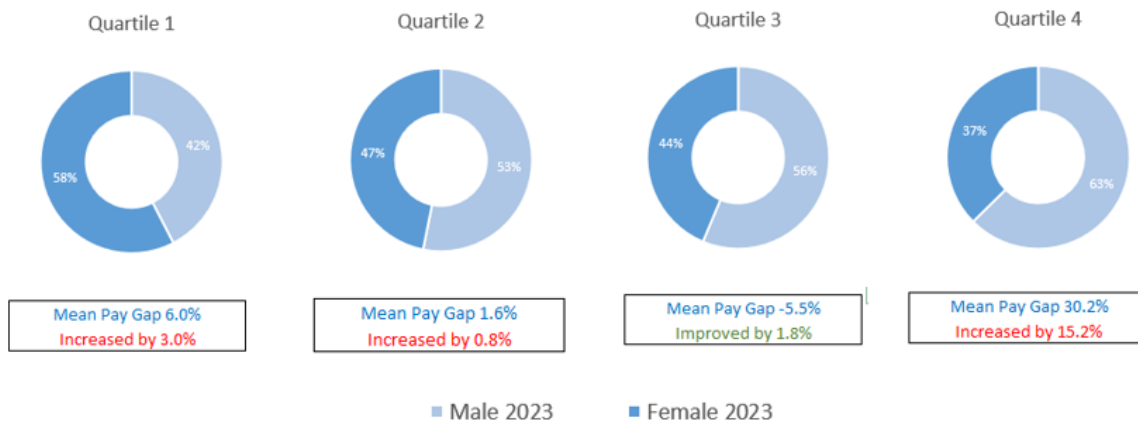
PERCENTAGE DIFFERENCE IN MEAN AND MEDIAN BONUS BETWEEN MALE AND FEMALE EMPLOYEES

	2017	2018	2019	2020	2021	2022	2023	Difference 2022 & 2023
Mean	40.2%	49.6%	48.4%	41.4%	41.4%	44.5%	74.6%	Increased by 30.1%
Median	29.7%	30.6%	31.8%	12.6%	9.3%	11.0%	2.6%	Improved by 8.4%

The bonus gap statistics for 2023 reveal an improved median gap of 2.6%, showing good steps toward an improvement. The mean bonus gap increased due to an one-off payment and we expect to show improvements next year when the impact of the one-off payment will not apply anymore.

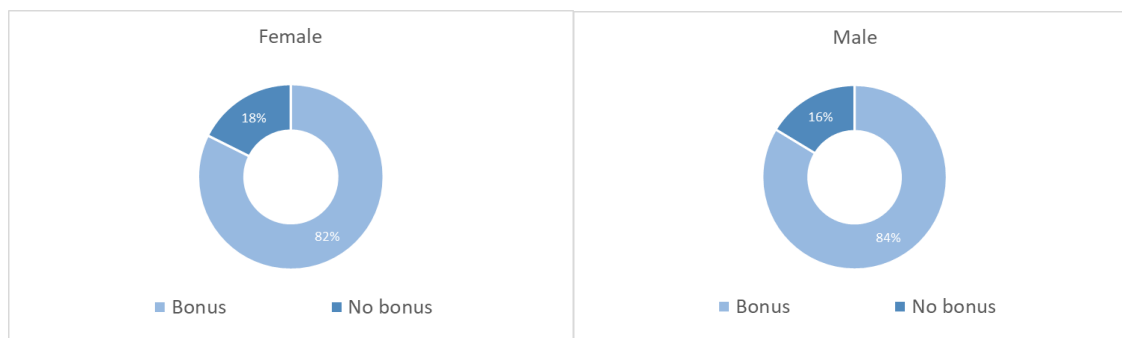
In addition, it is worth noting that the bonus statistics include a significant number of part-time employees (9%), 85% of whom are female. As bonuses are linked to an employee's actual annual pay, this does have a significant impact on the bonus gap figure and has contributed to Norgine's gender pay and bonus gap.

PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTER



The pay gaps improved for only one quartile in comparison with the statistics announced last year.

PROPORTION OF EMPLOYEES AWARDED BONUSES BETWEEN 1 APRIL 2022 AND 31 MARCH 2023



For both female and male employees, the proportion of employees not awarded a bonus in 2023 is 18% 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

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.

Christopher Bath, CEO