

May 2026

# Norgine

# Gender Pay Gap Report

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# 2025



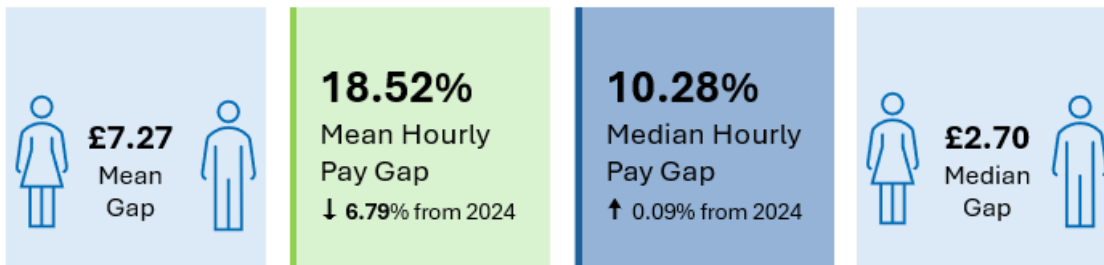
# NORGINE GENDER PAY GAP REPORT 2025

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 core principles of respect, fairness and integrity. We aim to apply reward decisions in a consistent, fair and inclusive way across the business, supporting diversity within our workplace.

Norgine UK is committed to ensuring that employees receive equal pay for equal work and to addressing the underlying drivers of the gender pay gap.

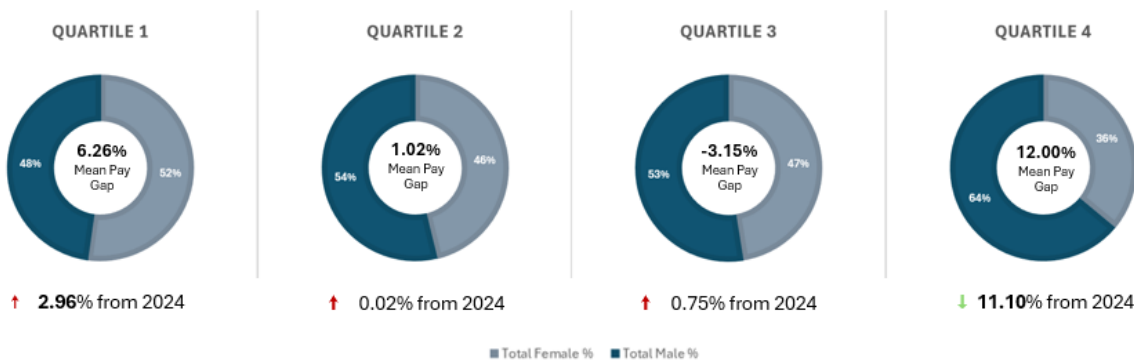
## PERCENTAGE DIFFERENCE IN MEAN AND MEDIAN PAY BETWEEN MALE AND FEMALE EMPLOYEES



Compared with 2024, Norgine’s overall gender pay gap improved in 2025. The mean hourly pay gap improved substantially, decreasing by almost 7 percentage points year on year. The median gender pay gap remains relatively low, indicating limited disparity at comparable levels of pay.

Although there remains a gender pay gap at an overall level, when pay is compared within the same roles and pay bands, differences are significantly smaller and, in some cases, favour women. The headline figures continue to be influenced by the distribution of men and women across different roles and seniority levels within the organisation.

## PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTILE

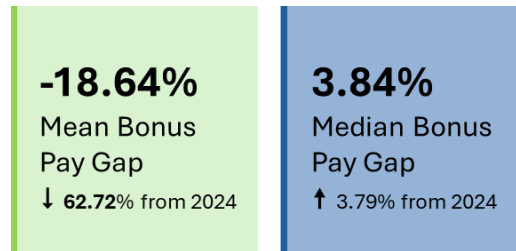


\*All percentage changes versus previous year are reflected as percentage points

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Pay gaps across the lowest three quartiles are negligible. In the fourth quartile, where higher-paid senior and specialist roles are concentrated, the gender pay gap has almost halved. However, men continue to be over-represented in the highest-paid positions, which remains the principal driver of the mean pay and bonus gaps.

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

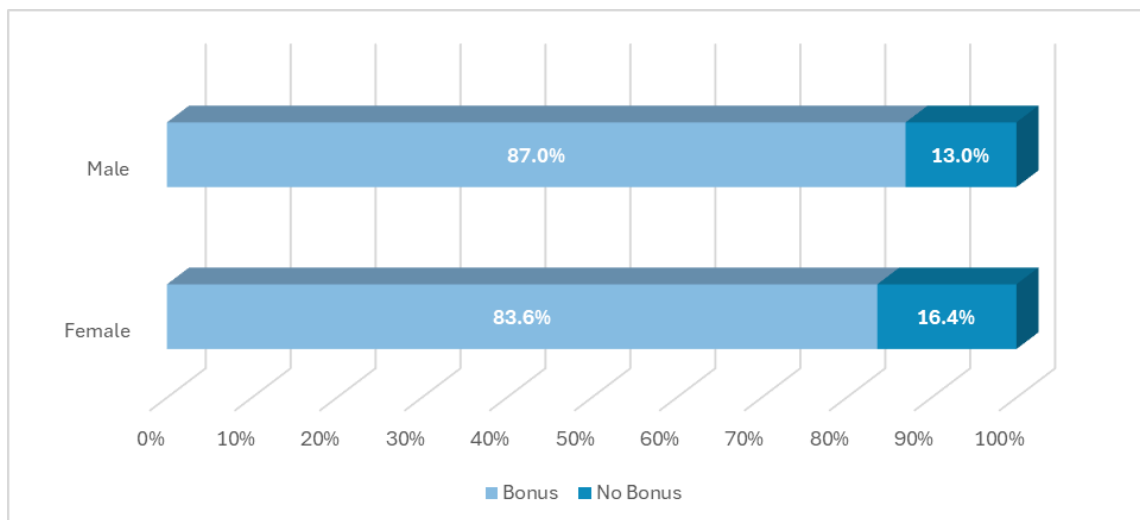


The mean bonus gap turned negative in 2025, indicating that women received a higher average bonus than men. While this represents a positive change, it was influenced by some one-off factors.

The median bonus gap remains low, indicating broadly similar bonus outcomes for men and women at the midpoint of the distribution.

Bonus figures include part-time employees. As bonus payments are linked to actual pay, part-time working patterns continue to influence the mean bonus gap.

### PROPORTION OF EMPLOYEES AWARDED BONUSES BETWEEN 1 APRIL 2024 AND 31 MARCH 2025



In 2025, 16.4% of women and 13.0% of men did not receive a bonus. 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

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- 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.

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### Year-on-Year Comparison

Norgine's pay gap outcomes have improved over recent years, although progress remains constrained by structural factors, particularly the under-representation of women in the most senior and highest-paid roles.

### Our Ongoing Commitment

Norgine continues to focus on long-term actions to reduce the gender pay gap, including:

- Supporting progression of women into senior and specialist roles.
- Ensuring fair, transparent and consistent reward processes.
- Promoting flexible and hybrid working.
- Regular monitoring of gender representation and pay outcomes.

### Declaration

Norgine's gender pay gap figures have been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

I confirm that the data reported is accurate and that we remain committed to making further progress in reducing the gender pay gap.

Janneke van der Kamp  
Chief Executive Officer