



METHODOLOGY NOTES

TRANSPARENCY DISCLOSURE FOR TRANSFERS OF VALUE (ToV) TO HEALTHCARE PROFESSIONALS (HCP) and HEALTHCARE ORGANISATIONS (HCO)

Country of Disclosure: Ireland

Year of Disclosure: 2025 for 2024 data

This document is intended to guide the readers in understanding how Norgine derived and calculated the amounts presented in their 2025 disclosure, as each pharmaceutical company may approach the problems in subtly different ways.

1. Introduction to Norgine

Norgine is a European specialist pharmaceutical company that has been established for over 110 years. Norgine employs over 1,600 people across 14 sites.

Norgine provides expertise and 'know how' in Europe to develop, manufacture and market products that offer real value to healthcare professionals, payers and patients.

Norgine is headquartered in the Netherlands and its global operations are based in Amsterdam and in Harefield, UK. Norgine owns a Research & Development site in Hengoed, Wales and two manufacturing sites, one in Hengoed, Wales and one in Dreux, France. For more information, please visit www.norgine.com

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2. Introduction to Transparency Disclosure and the Purpose of this Document

The European Federation of Pharmaceutical Industries and Associations (EFPIA) Disclosure Code calls for greater transparency between the pharmaceutical companies and Healthcare Professionals (HCPs) and Healthcare Organisations (HCOs):

<https://www.efpia.eu/relationships-code/disclosure-of-payments/>

Norgine continues to publicly disclose the financial support and/or significant indirect/non-financial support to Patient Organisations on its corporate website (www.norgine.com).

Collaborative working between healthcare professionals and commercial life sciences organisations has long been a positive driver for advancements in patient care and progression of innovative medicines. Both parties regularly join together, during early scientific research, clinical trials and medical education in the interests of delivering and advancing high quality patient care. As the primary point of contact with patients, the medical profession can offer invaluable and expert knowledge on patients' behaviour and management of diseases. This plays a big part in informing the pharmaceutical industry's efforts to improve patient care and treatment options – and is essential in improving health outcomes.

A healthy working relationship between the pharmaceutical industry and HCPs/HCOs is in the best interest of patients. The EFPIA Disclosure Code was created to protect the integrity of these relationships, and represents a step towards fostering greater transparency and building greater trust between the pharmaceutical industry, the medical community and society across Europe.

In line with this Code, Norgine believes that relationships and collaborations between healthcare professionals and the pharmaceutical sector are mutually beneficial and have a profound and positive influence on the quality of patient treatment and the value of future research. Increasingly, experienced

HCPs are called upon to inform product development and explain why therapies and innovations are necessary and demonstrate value to patients.

Norgine reviews its business code, compliance policies and procedures regularly and make changes as appropriate based on both external and internal factors, to ensure its business practices reflect all relevant laws, regulations and industry codes that govern the company's business, while maintaining patient safety at all times.

In Europe, each company providing transfers of value to a HCP or HCO must publish a note summarising the methodologies used by it in preparing the disclosures and identifying each category of transfer of value.

Norgine will disclose all relevant Transfers of Value to HCPs and HCOs in accordance with its commitment to the Code of Practice of the Irish Pharmaceutical Healthcare Association (IPHA) which is in alignment with the EFPIA Disclosure Code.

The term '**transfer of value**' means a direct or indirect transfer of value, whether in cash, in kind or otherwise, made, whether for promotional purposes or otherwise, in connection with the development or sale of medicines. A direct transfer of value is one made directly by a company for the benefit of a recipient. Indirect transfers of value are those made on behalf of a company for the benefit of a recipient, and where the identity of such a recipient is known to, or can be identified, by the company. For more information please go to; <https://www.ipha.ie/publications-submissions/ipha-codes/>.

The Irish Pharmaceutical Healthcare Association (IPHA) requires that pharmaceutical companies document and publicly disclose certain transfers of value made directly or indirectly to HCPs, HCOs and Patient Organisations located in Europe.

Transfers of Value to Irish HCOs, HCPs and Patient Organisations that occurred between 1st January to 31st December 2024 are publicly available by 30 June 2025; and disclosed on the Norgine corporate website (www.norgine.com).

Norgine develops and commercialises both medicinal products and medical devices across different countries. Norgine reports transfers of value where there is a possible overlap between the services that a HCP may provide that spans across both medicinal products and devices, or that could be perceived as influencing the judgement of the contracted HCP. Transfers of value solely related to medical devices are not reported in this disclosure. The same transparency process applies where Norgine has Over the Counter (OTC) products. Transfers of value solely related to OTC products are not reported in this disclosure.

For non-monetary transfers of value, a perceived equivalent value to the recipient is stated.

3. Definitions

Norgine has kept the EFPIA Code definitions of Healthcare Professionals (HCP) and Healthcare Organisations (HCO).

Healthcare professional (HCP): Any natural person that is a member of the medical, dental, pharmacy or nursing professions or any other person who, in the course of his or her professional activities, may prescribe, purchase, supply, recommend or administer a medicinal product and whose primary practice, principal professional address or place of incorporation is in Europe. For the avoidance of doubt, the definition of HCP includes: (i) any official or employee of a government, agency or other organisation (whether in the public or private sector) that may prescribe, purchase, supply, recommend or administer medicinal products and (ii) any employee of a Member Company whose primary occupation is that of a practising HCP, but excludes (x) all other employees of a Member Company and (y) a wholesaler or distributor of medicinal products.

For the purposes of disclosure, Norgine regards all employees of the national public health service or any private Healthcare Provider as HCPs regardless of their professional status. In addition, Norgine regards all registered or qualified healthcare professionals as within the scope of disclosure regardless

of their national public health service status. Thus retired HCPs fall within scope and academic staff who provide clinical services and support too.

The salary and benefits of members of staff that are solely employed by Norgine as physicians are outside the scope of this disclosure.

Any Norgine employee whose primary occupation is that of a practising HCP are in scope of this disclosure. Transfers of value to that group will therefore be disclosed, including their salary from Norgine.

Healthcare Organisation (HCO): Any legal person/entity (i) that is a healthcare, medical or scientific association or organisation (irrespective of the legal or organisational form) such as a hospital, clinic, foundation, university or other teaching institution or learned society (except for patient organisations within the scope of the EFPIA PO Code) whose business address, place of incorporation or primary place of operation is in Europe or (ii) through which one or more HCPs provide services.

Norgine collectively refers to HCP, HCO and ORDM as healthcare customers.

Donations and Grants: Donations and Grants, collectively, means those donations and grants (either in cash or benefits in kind or otherwise) freely given to institutions, organisations or associations that are comprised of healthcare professionals and/or that provide healthcare or conduct research, with no consequent obligation on the recipient to provide goods or services to the benefit of the donor company in return. Grants are provided to fulfil a specific purpose, but for which the specific activities needed to undertake it have not been defined. They are only allowed if: (i) they are made for the purpose of supporting healthcare, scientific research or education; (ii) they are documented and kept on record by the donor/grantor; and (iii) they do not constitute an inducement to recommend, prescribe, purchase, supply, sell or administer specific medicinal products. Donations and grants to individual healthcare professionals are not permitted.

4. Data Privacy & Consent

Norgine fully supports the concepts of transparency and data privacy. We have chosen to publish HCP ToVs in all our European Union (EU) based markets, the UK, Australia and New Zealand on a “legitimate interest” basis, in line with a growing European industry-wide commitment to transparency.

Every time Norgine enters into an agreement with a HCP or HCO for a given interaction (e.g. project work, meeting, event, grant, consultancy fee), the contractual agreement clearly indicates that data relating to ToV will be disclosed on a named basis and a “legitimate interest” basis.

Should a HCP contact Norgine for privacy reasons in relation to the disclosure or any other privacy related matter, such a request will be considered and handled by our global data privacy team in conjunction with the relevant UKI business teams.

5. Research and Development (R&D)

All payments to HCPs and HCOs related to research and development are disclosed as one aggregate figure under R&D Transfer of Value. Costs that are subsidiary to these R&D activities are also included in the aggregate amount.

For the purpose of disclosure, research and development transfers of value are transfers of value to a HCP or HCO related to the planning or conduct of:

- non-clinical studies (as defined in the OECD Principles of Good Laboratory Practice)
- clinical trials (as defined in Directive 2001/20/EC)
- non-interventional studies that are prospective in nature and involve the collection of data from, or on behalf of, individual or groups of health professionals specifically for the study.

Because Clinical Research Organisations (CRO) are not regarded by Norgine as HCOs, any R&D transfers of value made by the CRO to HCP or HCO are declared as part of the R&D aggregate disclosure.

6. Transactions

Transaction Date versus Service Delivery Date

Norgine handles and declares the transfers of value from the time of payment to the healthcare customer, i.e. the transaction date, rather than when the service, interaction or event actually occurred.

Transfers of value will always be paid after the engagement has taken place, with the exception of grants (see definition). Grants will be paid before the event actually takes place or the purchase to what the grant is for.

Management of Multi-Year Contracts

In a similar spirit to the above point, where projects run for several years, Norgine declares the amount paid relevant to the year in which each part of the payment was made. Thus, a project which spans 2 calendar years and includes several individual transfers of value during that time will have two associated disclosures (i.e. one for each calendar year showing the value of the transfer made in that specific calendar year).

VAT

Fees and honoraria consultancy exclude VAT and recoverable local taxes.

Expenses related to an event or meeting (travel, accommodation, taxi) may include VAT or local taxes where applicable.

VAT, if included, is the national VAT of the country where the spend is incurred, i.e. 23% in Ireland.

Handling of Currency and Exchange Rates

The values in the disclosure template are expressed in local currency, i.e. in Euros for the Irish data, regardless of whether the HCP or HCO was paid in that currency.

Where values had to be converted into GBP from another currency, the exchange rate used was the Norgine Annual Budgetary Conversion Rate at the time of the transaction, or for 2024, 1 Euro = 0.8756 GBP, and 1 GBP = 1.1420 Euros. For more rates including cross rates related to 2024, please contact contact@norgine.com <mailto:communications@norgine.com> or UK-TOV@norgine.com.

7. Complicated Payment Routes

Payments to Charity and Third Parties

Occasionally, a HCP who has provided a service to Norgine may ask for their fee to be paid to charity or a third party instead. On these occasions most commonly, the disclosure is made against the individual HCP because the contract is between Norgine and the HCP, the HCP provided the service and received the transfer of value. The HCP may then transfer the payment upon receipt to a charity or third party of their choice should they chose to do so, and that further transaction is outside the control of Norgine.

Norgine regularly contracts with advertising agencies and public relations agencies for services related to its business and where a HCP may be contracted to perform a service for Norgine. Norgine discloses any transfers of value made to the individual HCP by the service agency as if the payment had been made directly by Norgine to that HCP.

Payments to HCO for services provided by individual HCP

Occasionally, a HCO may request that any services provided by its HCP employees must be contracted through the HCO itself and cannot be contracted with the individual HCP. In the case that Norgine is contracting for the services of a named HCP, the transfer of value is disclosed under that named HCP. Any "administration fee" charged by the HCO is disclosed as a fee for service to that HCO. If the HCP does not receive any additional payment for the service (e.g. because they are speaking at a meeting during normal working hours) then the full amount paid by Norgine will be disclosed against the HCO as a fee for service.

Private companies and associated charities

In the event of a HCP running a private company or partnership or charity for the purpose of their private income, any transfers of value made to that organisation will be regarded for disclosure purposes as a payment to the HCP directly.

8. Grants and Donations

Grants to Independent Companies

From time to time, independent companies running medical education projects may request a grant from Norgine to sponsor or fund their work. In such case, Norgine has no influence over the detail of the project, and might not know whether or which HCP has been contracted. Transfers of value are disclosed accordingly against the HCO or Patient Organisation.

Grants and Donations

When Norgine is asked to provide a grant or make a donation to a HCO to assist its employees to attend medical or scientific meetings (i.e. that could include the contribution to registration fees, or travel and accommodation), the associated transfers of value will be disclosed accordingly against the HCO, unless the request is associated with named individuals. If the request for support is associated with a named HCP, the disclosure is made as if the named HCP directly benefitted from the transfer of value. Where Norgine is not aware of the names of the HCPs receiving the support, the grant is declared against the HCO that made the request.

9. Contributions to Meetings

Norgine disclose all payments made to medical associations and HCOs in relation to meetings. This includes direct funding such as sponsorship in exchange for a tangible benefit, such as a meeting stand, promotional satellite speaker programmes, educational meetings and other third-party meetings; and indirect support such as providing a logistics agency or subsidising the cost of registration fees, travel and accommodation. Expenses to attend company-arranged meetings are also disclosed, and the detail of all these transfers of value are provided in the relevant line entry.

Costs related to subsistence are generally outside the scope of the disclosure since the meal costs are regulated by strict industry guidelines, i.e. where a company supports individual health professionals or other relevant decision makers (directly or indirectly) to attend events/meetings, there is no requirement to disclose subsistence. However, if when providing sponsorship to a HCO, institution, other organisation etc in relation to their own event, a company contributes towards the overall cost of subsistence (food and drink), then this must be included in the disclosure of the cost of the sponsorship to the HCO, institution, other organisation etc.

Norgine supports the attendance of HCPs at medical and scientific meetings. Where costs are not individually itemised (e.g. the cost of a bus transferring a group of HCPs from an airport to a conference venue), the total cost is split equally between all those receiving the benefit.

10. Cross-Border Payments

Norgine has Affiliates in many countries within and outside the European Union.

Transfers of value made by any Norgine entity is disclosed in the relevant disclosing template in the correct local currency of the practising healthcare customers. All disclosures are made in the country in which the HCP practices or in which the HCO or Patient Organisation is located.

Transfers of value made to Irish-based organisations by Norgine's overseas operations are disclosed in Ireland regardless of the source of funding. This means that this disclosure contains all transfers of value that Norgine has made to Irish HCPs, HCOs and Patient Organisations, regardless of which Norgine entity has actually made the transfer of value.

The same applies for transfers of value made by the UK and Ireland Affiliate to other non-Irish HCPs, HCOs, and Patient Organisations, which do not feature in the Irish disclosure but in the relevant template(s) of the country(ies) responsible for disclosing those transfers of value instead.

11. Co-Marketing Projects

Where Norgine jointly markets a product with another pharmaceutical company, Norgine declares the transfers of value made directly from its own bank accounts and listed in the company financial books as part of its normal business operations. Transfers of value made by its co-marketing partners are disclosed separately by those organisations. Responsibility regarding transparency disclosure should be clear from the contractual partner agreements.

Any questions regarding the content of this document should be addressed to contact@norgine.com or communications@norgine.com or UK-TOV@norgine.com