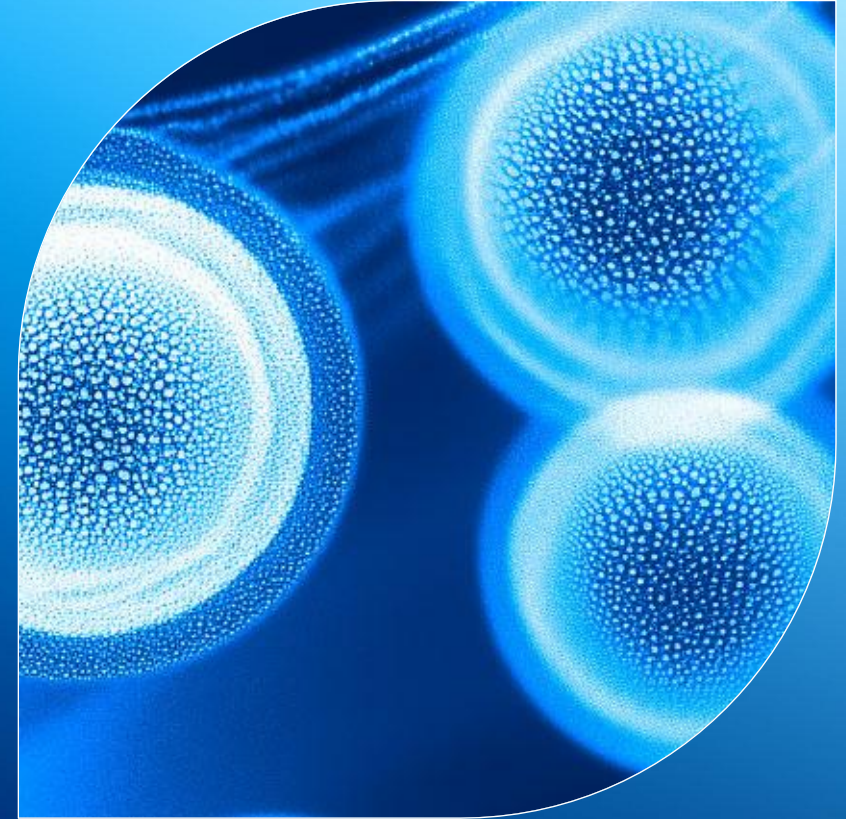


GENDER PAY GAP REPORT 2025

March 2026



Ipsen Biopharm Ltd.

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Introduction

At Ipsen we are committed to creating and supporting a collaborative, diverse, and inclusive work environment. Our Compensation and Benefit principles entail fairness and no discrimination including our equal pay principle.

This is our eighth gender pay gap report.

As a business, as of 5th April 2025 our UK structure comprises two separate entities:

- 1. Ipsen Limited** – 110 employees
 - Relates to the commercial arm of our UK organization
- 2. Ipsen Biopharm Ltd** – 762 employees
 - Within this part of the business, we undertake research, development, manufacturing and distribution on a global scale, exporting to >85 territories worldwide

As a result, only Ipsen Biopharm Ltd meets the government requirement of 250 employees or more to publish. We have developed an internal Gender Pay Equity methodology that presents a clearer and more equitable picture of our pay equity position.

As this above is a snapshot of 5th April 2025, our median pay gap is **3.24%**.



A handwritten signature in black ink that reads "Jeannette Brend".

Jeannette Brend
Vice-President, Site
Head, Wrexham site



A handwritten signature in black ink that reads "Cyrille Debar".

Cyrille Debar
Vice-President Snr
HR Operations International

Ipsen Gender Pay Equity Methodology

Pay Equity

At Ipsen, we provide a fair and equitable remuneration to ALL of our employees. Aligned with our Diversity & Inclusion strategy, we embrace a pay equity mindset in all our countries across the organization at all levels of responsibilities. To serve this purpose, we have defined an internal Gender Pay Equity global methodology, to monitor Gender Pay Equity in the organization. Using this methodology, we are able to:

- Explore gender data
- Assess Gender Pay Equity
- Understand potential gaps
- Plan corrective actions

Pay Equity is an outcome. We foster permanent vigilance and bias prevention during the careers of our Ipsen employees, in particular:

- At hire
- During performance and talent assessment
- During Annual Compensation Review (ACR)
- For development and promotions

Whilst there remains a gap in what men and women are paid, we continuously monitor our pay equity between men and women. Good progress has been made in narrowing the average base pay gap between our females and males from 0.1 % as of 31st December 2024 to -0.5 as of 31st December 2025.

How we are creating a diverse and inclusive organisation

In 2025, we continued our work on the three pillars through which we drive our Diversity and Inclusion efforts. Those are:

Inclusive culture:

- This is about focusing on raising awareness, creating understanding and shifting mindsets, to help build an environment in which everyone can feel they belong and add value.
- In 2025, we raised awareness of different lived experiences through International Women's Day in March, Pride month in June, our own Cultural Diversity Awareness Week in September, and a Disability Awareness month in November. This is our Global Diversity and Inclusion Awareness calendar which runs on an annual basis.
- More specifically in the gender space, the women's Employee Resource Group (Elevate) which has been a positive story in the US for a few years has opened a second chapter as Elevate Europe, to elevate and empower one another through education on the challenges and barriers which female colleagues may experience in the workplace.

Equitable processes:

This pillar is about making our people processes as inclusive as they can be, to ensure that regardless of background, everyone at Ipsen has the same opportunities to realise their potential.

- Since 2023, we continue to follow our gender pay equity methodology across all countries – we have an internal equity methodology and KPI's to support pay equity.
- In addition, we discuss biases linked to people decisions such as in potential assessment conversations with our managers as part of the talent process, and we continue to pay attention to the gender split in all our career acceleration programs.
- Finally in 2025, we held a global Gender Pay Equity talk open to all employees; this was attended by over 150 colleagues, and the recording was made available on our intranet.

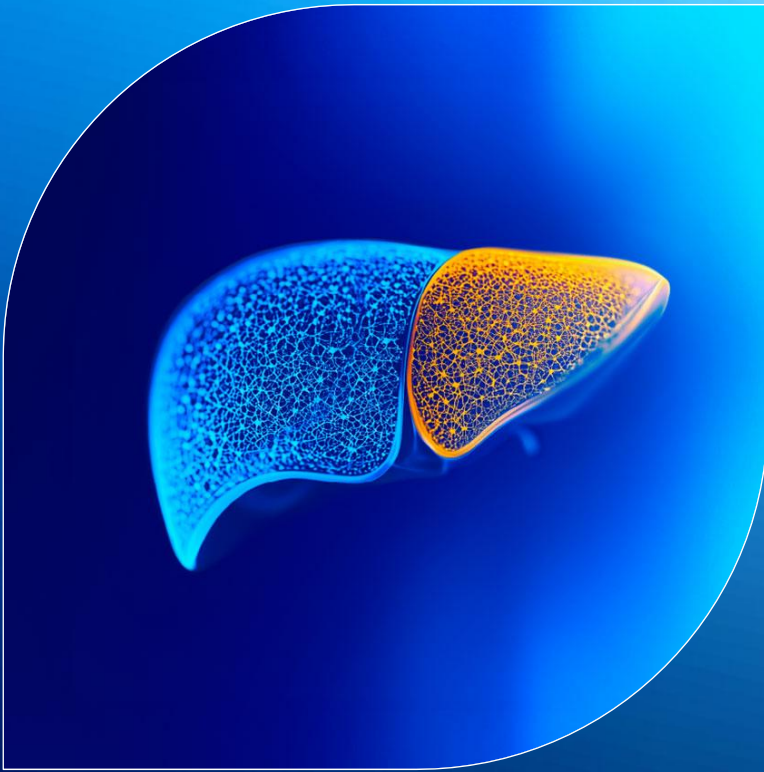
How we are creating a diverse and inclusive organisation

We also see from the data that our specific focus on gender equity has yielded positive results, as at the end of 2025:

- 53.7% of Global Leadership Team (GLT) are women
- Promotions 2025: 63% of the promotions that took place were women
- 43% of our expatriates were women

Diverse representation:

We ran our third inclusion survey in 2025, which included demographic self-identity questions across 30 countries. We plan to make this an annual exercise through which we can monitor the diversity of our workforce.



What is the gender pay gap?

The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organization.

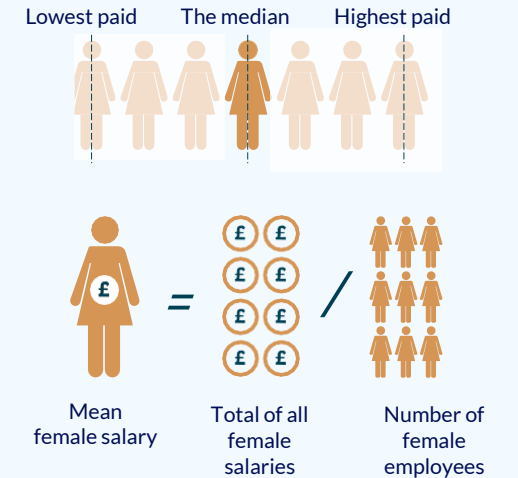
This differs from an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

What is included as part of the gender pay gap analysis?

The gender pay gap data looks at three key datasets:

1. The total gap – this is evaluated by looking at both the median and the mean.

- The median is the difference in pay between a female and male employee, when you compare the woman and man, exactly in the middle of the organisation, ordering them from lowest to highest paid according to their hourly rate.
- The mean is the difference between the average female and male employee salary across the business.

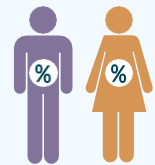


2. These calculations have been done for both hourly pay and bonus pay.



3. The percentage of male and female colleagues in each pay quartile within the organisation.

Colleagues are ranked in order of pay and this is then broken down into four bands, or quartiles. We must report on the gender split within each of these quartiles.



Gender Pay Gap Summary – Ipsen Biopharm Ltd

- **Continued commitment** to reducing the gender pay gap and improving gender balance across all levels of the organisation.
- **Ongoing focus** on attracting developing and progressing women into senior roles
- **Slight increases** in mean and median pay gaps are linked to:
 - A higher proportion of women in the **Lower** quartile and higher proportion of men in the Lower Middle and Upper Middle quartile.- however females are paid slightly better than our males within the Upper Middle quartile.
 - Encouraging increase in the female representation within and **Upper** quartile but we have more work to do to close the gap for our females.
- The **bonus gap widened** largely driven by more women choosing to **sacrifice their bonus into the pension plan.**

	2025		2024	
	Median	Mean	Median	Mean
Gender pay gap	3.24%	-0.23%	2.59%	1.09%
Gender bonus pay gap	2.60%	14.18%	1.26%	-1.31%

2025

% Males receiving a bonus 81.41%



% Females receiving a bonus 79.02%



2024

% Males receiving a bonus 86.55%



% Females receiving a bonus 90.03%



749 employees were referenced for Bonus data

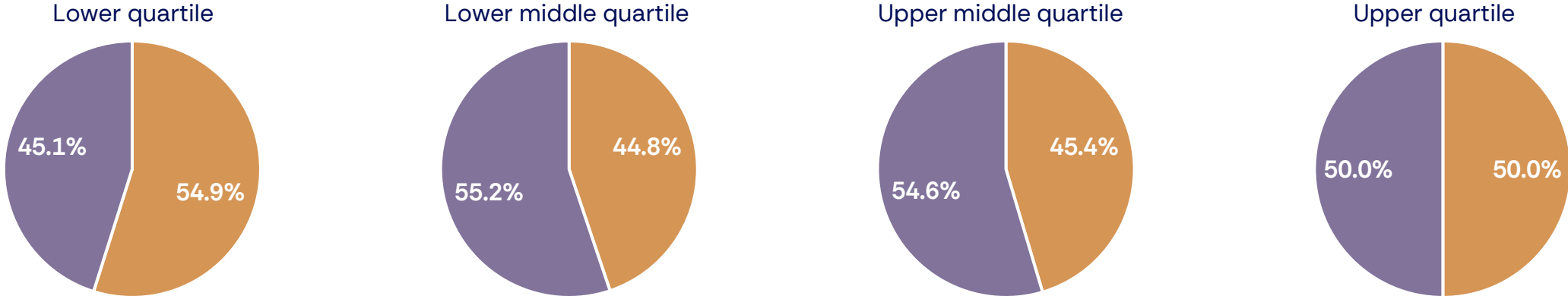
748 employee were referenced for Pay data

Please refer to page 7 for explanations of terms used

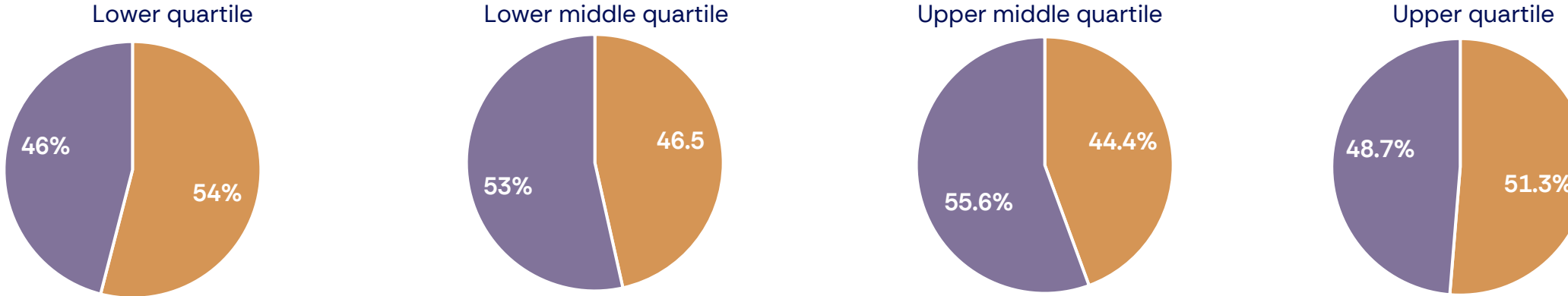
Gender pay gap quartiles for Ipsen Biopharm Ltd*

MALE FEMALE

2024

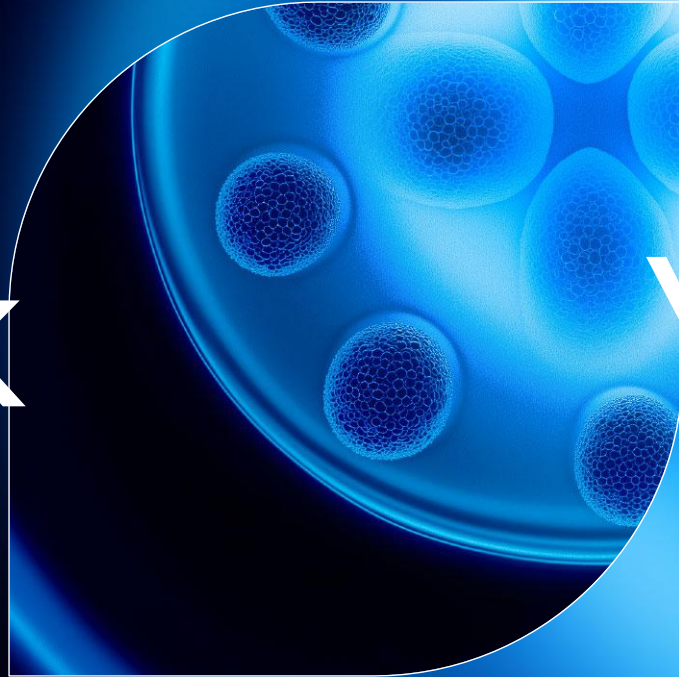


2025



*The proportions of male and female full-pay relevant employees per quartile pay bands

Thank You



Please note, all images used are for illustrative purposes.
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