

# Life @ Ipsen



# Contents

## About us

Focus. Together. For Patients & Society 3

## Total rewards

Our Philosophy 4

Total Rewards at Ipsen 4

## Compensation

Base Salary 5

Short-Term Incentive 5

Long-Term Incentive 5

Benefits programs 6

Professional development 7

## Work environment

Recognition & Internal Rewards 8

Values: Our Ways of Being 8

Culture and Inclusion 9

Diversity, Equity & Inclusion (DE&I) 9

Employee Resource Groups (ERGs) 9

Holistic Well-Being 10

Volunteering 10

Generation Ipsen 11



Ipsen cares for our employees and we periodically review our programs to ensure they are fair, equitable, competitive and sustainable. The Company reserves the right to amend or terminate any of its plans or policies, make changes to the programs, costs and other provisions at any time with or without notice, subject to applicable law. Employment is at-will, and benefits do not guarantee continued employment. Benefits program rules and eligibility requirements apply.



# About Us

## Who we are

As a mid-sized global biopharmaceutical company, Ipsen improves lives through research, innovation and the development of transformative medicines in three key therapeutic areas:



## What we do

By improving people's lives and health outcomes by focusing on areas of high unmet medical needs, we are accelerating our momentum and rapidly boosting our pipeline to bring the full potential of our innovative medicines to patients.

## Focus. Together. For Patients & Society

**Focus** signifies the clear and deliberate prioritization that has driven our progress in developing transformative medicines for patients with unmet needs in Oncology, Rare Disease and Neuroscience.

**Together** represents our approach to driving impact and improving patient care in complex, highly specialized areas. Whether working internally or with external stakeholders, we maintain our momentum through a culture of patient-centricity, collaboration and excellence.

**For patients** reminds us of our patient-centric approach, which is at the core of our business. By partnering across the healthcare ecosystem, we can help improve access to treatment and bring the full potential of our innovative medicines to patients.

**For society** reflects our responsibility as a global company to have a positive impact on the local communities in which we operate. Our social responsibility framework, known as Generation Ipsen, helps us focus on initiatives that will achieve maximum impact for society.



# Total Rewards

## Our Total Rewards Philosophy

Our Total Rewards Philosophy reflects our commitment to nurturing a culture of excellence, fostering growth and ensuring the holistic well-being of our employees through a suite of competitive, fair and equitable programs that meet the diverse needs of our employees. We recognize that true value extends beyond monetary compensation, encompassing physical, emotional, professional and societal aspects.

## Our Vision

We care about what matters for Ipsen and its people to succeed.

## Our Purpose

To provide a fair, equitable, competitive and sustainable framework to care about our people and to support our business strategy.



## Our 3 guiding principles



**We reward what matters:** We recognize and reward the contributions that drive our success and align with our core values.



**We share our success:** Our rewards ensure that our employees feel valued and part of Ipsen's growth and achievements.



**We care about our people as much as our people care about the communities we serve:** Our approach to rewards is holistic, considering the diverse needs and contributions of our employees, just as they consider the needs of the patients we serve.

## Total Rewards at Ipsen

Our Total Rewards program is designed to attract, retain, motivate and engage high-performing talent while supporting their individual and collective aspirations. We are committed to offering competitive compensation that fairly reflects market standards, individual contributions and organizational performance.

### Compensation

- Base Salary
- Incentives

### Benefits

- Medical, Dental & Vision
- Life Insurance
- Retirement
- Well-being allowance

### Performance & Recognition

- Recognition – Bravo!
- Performance Management

### Opportunities

- Learning & Development
- Education Assistance
- Mobility

### Work/life balance & Work environment

- Paid time off
- Holidays
- Employee assistance plan
- Hybrid work model
- Child or Elder backup care



# Compensation

## Fixed Compensation

### Base Salary

Ipsen pays a competitive base salary that reflects the job's key responsibilities and depends on a variety of factors, including, but not limited to, prior education and experience, job-related knowledge and demonstrated skills.

### Annual Salary Review

The Annual Compensation Review (ACR) is an opportunity for every manager to review the compensation of their team, based on:

- The employee's individual performance
- The employee's current salary position in range
- The budget by country

This process is managed annually, wherein the Manager and HR can drive this review in a fair, systematic and consistent manner.

### Pay Equity

Ipsen remains committed to offering fair and equitable remuneration to all our employees.

## Variable Compensations

### Short-Term and Sales Incentive Plans

Our Short-Term and Sales incentive plans are an important element of the total rewards package and a key pillar of our philosophy by rewarding the contributions that drive our success and align with our core values.

**Ipsen's Short-Term Incentive (STI)** is an annual variable pay plan which aims at taking performance to the next level.

**Ipsen's Sales Incentive** plans are designed to increase the engagement of our sales force and deliver on business objectives in an ethical and compliant manner.

### Long-Term Incentive

In order to ensure external market competitiveness and align employees' interests with shareholders' interests, at the Company's discretion, employees in selected jobs in the U.S. and Canada, may be eligible to be nominated for participation in Ipsen's Long-Term Incentive Plan (LTI). Actual grants are subject to the Board of Directors' approval and are typically made once a year.



# Benefits Program

We care about our people as much as our people care about the communities we serve. Our global standards of care are intended to provide a consistent level of benefits worldwide and are anchored in three key pillars: Prevent and Cure, Care and Engage and Prepare for the Future. We provide a comprehensive suite of benefits that meet diverse needs. These benefits aim to support employees' physical, mental and financial well-being, both inside and outside the workplace, ensuring they feel secure and cared for.

## Prevent and Cure

Access to competitive and inclusive healthcare, dental and vision coverage as well as life insurance to protect you and your family.

## Employee Assistance Program

Online and 24/7 phone support, as well as in-person counseling.

## Care and Engage

To support our employees through different life situations and foster an inclusive work environment.

## Vacation and Sick Time Off

Competitive vacation and sick time off policies to help you balance your personal life and work life.

## Company Holidays

Inclusive time off for statutory holidays and annual year-end shutdown.



## Caregiver Leave

Up to 2 weeks of paid time off to care for a family member who is critically ill.

## Pregnancy & Parental Leave

Up to 20 weeks of top up pay for birth parent and up to 12 weeks of top up pay for non-birth parental leave, to 100% pay.

## Well-being Allowance

Reimbursement up to \$1,000 a year for eligible well-being expenses.

## Back-up Care

Up to five (5) days for children and adults with minimal employee co-pay by day/hour.

## Work-Life

For specific roles, hybrid work environment and summer Fridays are offered.

## Prepare for the Future

To help our employees prepare for the future financially and professionally.

## Education Assistance

Ipsen provides education assistance up to \$5,250 per calendar year to support the development of employees who wish to further their education by seeking a degree through undergraduate or graduate studies at an accredited learning institution appropriate to their own and Ipsen's needs.

## Retirement Planning

Competitive retirement plans with company contributions as well as regular webinars on topics related to various aspects of financial planning.

## Other Benefits

### Commuter Benefits

If based at our Cambridge, MA office, Ipsen provides parking at or close to the office or reimbursement for transit costs up to \$400 per month.

### Employee Discounts

Group Auto/Home Insurance, LifeMart (ADP), Dell & Verizon Discounts, etc. Actual discounts may vary by country.

### Voluntary Benefits

U.S. employees can also select Flexible Spending Accounts, Supplemental Insurance, Legal Services, and ID Theft Protection.



# Professional Development

At Ipsen, we are all talent – and all talent deserves development. We empower all our employees to own their growth for today and tomorrow by making every day a learning experience. To ensure everyone can develop the skills they need, now and in the future, we are committed to continuous learning and development through multiple avenues.

A sample of these program offerings for eligible employees include:

**LinkedIn Learning:** All employees may gain access to the online platform offering over 16,000 expert-led courses in business, technology and soft skills. The platform helps with professional development by providing personalized recommendations and curated playlists.

**Personal and Team Assessment:** A personal assessment tool (Insights Discovery) to help self awareness and teamwork, communication and productivity.

**DevelopME:** A program where participants gain on-the-job experience in another area of the business while staying in your current role.

**360 Assessment:** Explore personal strengths and development opportunities using constructive feedback from managers and team members.

**Mentoring:** Available to employees on an informal and formal basis. A mentee receives advice, guidance and support from a mentor, or a more experienced person within Ipsen.

**Coaching:** Non-directive learning focused on individualized development areas with an external advisor.

**Transversal Projects:** Broaden your network, accelerate development, and increase your visibility. This fosters interdisciplinary learning by connecting employees through real-world challenges. Employees collaborate across business areas to improve critical thinking, creativity and problem-solving skills.

**Aspiring Leaders:** Program designed to equip individual contributors with the essential skills and knowledge required to transition into management roles.

**Leadership Development:** Programs dedicated to people leaders to enhance Ipsen leadership competencies.



# Work Environment

## IPSEN WAY OF BEING

**We Lead**  
with purpose

**We Own**  
the outcome

**FOCUS.  
TOGETHER.  
FOR PATIENTS  
& SOCIETY.**

**We Learn & Share**  
every day

**We Trust**  
each other

**We Drive**  
for success

## Values: Our Ways of Being

Our **Ipsen Way of Being** is organized into five pillars. Each is a key ingredient to cultivating a culture of collaboration and excellence among our teams. These interconnected values and behaviors reinforce one another, while also advancing the Ipsen strategy. Our culture is designed by our values.

## Recognition & Internal Rewards

**Bravo!** is our global recognition program that is built on our Ipsen Way of Being to reinforce our company culture of collaboration and excellence. Through Bravo!, we recognize real impact at Ipsen, foster recognition and reinforce our culture in a fair, equitable and inclusive way!

**Sales Award Programs**, including the Field Awards, recognize and celebrate our top field (customer-facing) employees, who go above and beyond in terms of performance, values and behaviors, and embodying Ipsen's culture.

**Our Employee Share Purchase Plan (ESPP)** allows employees to buy shares at a discounted price, approximately every 2 - 3 years. Ipsen has developed Employee Stock Purchase Programs since 2016 aimed at fostering a culture of inclusiveness and commitment and aligning employees with shareholders' interests as we Focus. Together. For patients and society.



# Culture and Inclusion

## Employee Resource Groups (ERGs)

Employee Resource Groups (ERGs) are voluntary, employee-led groups within Ipsen that aim to foster diversity, inclusion and belonging through education, awareness and celebration.



### SPECTRA

#### Vision

Celebrating the LGBTQ+ Community by empowering colleagues, friends, and families through education, professional development, and community outreach..

#### Mission

Highlight and celebrate the perspectives and experiences of the LGBTQIA+ communities within Ipsen.

#### Charter

We value the contributions of every employee and aim to create a safe space for the LGBTQIA+ communities at our company.



### AFFIRM

#### Vision

Cultural awareness, diversity and inclusion at Ipsen with the goal of bringing ALL people together.

#### Mission

Empower & create impact at Ipsen; and in healthcare for those in Black, Indigenous and People of Color communities.

#### Charter

A platform for BIPOC voices and experiences, provide cultural awareness and sensitivity among all employees.



### ELEVATE

#### Vision

Elevating one another at Ipsen to create a more equitable and inclusive environment.

#### Mission

Education of the challenges and barriers that women face in the workplace including but not limited to: Gender Bias and Stereotypes, Limited Representation in Leadership, Networking and Sponsorship Gaps.

#### Values

We are an influential, strong and successful group of women and men who empower one another to succeed.



### NEURODIVERGENCE (ND)

#### Vision

A safe and compassionate community where neurodivergent employees and those who support neurodivergent people can share experiences to educate all to live/work authentically.

#### Mission

Raise awareness about neurodiversity and the experience of having a neurodivergent mindset. Provide support and education to those who would like to learn more about neurodiversity.

#### Charter

We are a group of people committed to integrating all perspectives so that we can innovate together.

*We are committed to equal employment opportunity for everyone. All employees are invited to participate or seek leadership roles in any ERG.*



# Work Environment

## Hybrid Working

For specific roles, we offer a hybrid work environment. Over the course of each month, we ask that employees spend a minimum of 60% of their time in face-to-face interactions on site, in the field, on the conference circuit or in external locations with colleagues, patients or customers.

## Holistic Well-Being

### Well-Being Allowance

Ipsen wants to promote a healthy workforce. With that in mind, Ipsen provides all benefit-eligible employees an annual reimbursement up to \$1,000 towards certain well-being expenses to help them lead a healthier lifestyle such as a mindfulness app or gym membership.

### Employee and Family Assistance Program

This free service provides employees and their dependents with confidential, experienced assistance in dealing with day-to-day life issues or crisis support. The Employee and Family Assistance Program through Workplace Options helps keep employees productive at work by helping them deal effectively with personal or professional goals and challenges.

### Back-Up Care

Life can be unpredictable, so to help alleviate life's unexpected challenges, we have a benefit to support a productive work-life balance for our employees. Whether you need assistance with after-school care, or caring for an ill child or aging parents, Care@Work can help at a moment's notice.

### Summer Fridays

The Summer Hours Program provides eligible employees with the option to modify their work schedules from Monday through Thursday during the summer months and leave early on Fridays, without impeding upon company business needs and services.

### Winter Shutdown

Ipsen provides paid company days between December 25 – January 1 as a North America-wide shutdown.

### Charitable Donation Matching and Volunteering

Giving back to the communities where Ipsen colleagues work and live is an important part of who we are as an organization. Through our volunteer activities – both inside and out of the office – our colleagues understand the need to make a meaningful contribution to society. Colleagues are encouraged to take time to give back through our Ipsen Gives Back volunteer program and internal activities. Our Ipsen Gives Back program also includes a charitable match program available to eligible employees.



# Work Environment



## Generation Ipsen

At Ipsen, our commitment to responsibility is lived through an identity that unites our employees around a common vision. We call it **Generation Ipsen – For Positive Change.**

Through Generation Ipsen, we are fostering a culture of integrity and responsibility that touches every

part of our business. A culture where we go beyond commitments, and where each of us understands the individual role we must play in shaping positive change. We define specific goals and proactively set out on how we will deliver on these – inspiring and empowering action that will ensure we create a better and healthier world for future generations.

Generation Ipsen focuses on driving positive action across four pillars:

### Caring for the planet

- Leading action on climate
- Preserving our natural resources
- Enhancing product sustainability

### Putting patients at the heart of everything we do

- Delivering a truly patient-centered experience
- Enabling access to good health
- Driving innovation

### Fostering a diverse, successful and healthy workforce

- Caring for our teams and communities
- Nurturing and rewarding all talent
- Embracing diversity, equity and inclusion

### Upholding ethical standards for patients and society

- Doing what is right. Not what is easy.
- Guided by our strategy: Focus, Together for Patients & Society
- Success delivered through responsible management

