

## **Information relating to the compensation of executive directors**

### **Boulogne-Billancourt, 8 April 2016**

The Board of Directors of Ipsen, at its meeting held on 30 March 2016, has decided to modify the performance condition within the framework of the severance payment of Mr. Marc de Garidel, Chairman and Chief Executive Officer, to be more restrictive, by fixing the rate of the Group's recurring operational profit margin over the 3 years preceding the departure with a minimum threshold of 15 %.

The Board of Directors has also decided that the additional pension scheme, which is a defined benefit plan, will be subject to the same performance condition and, to apply it from 2016 for Mr. Marc de Garidel.

In accordance with Article L.225-42-1 paragraph 4 of the French Commercial Code, a specific resolution will be submitted to the approval of the Shareholders' Meeting to be held on 31 May 2016. Information concerning these commitments has been given to the Statutory Auditors, in accordance with the legal provisions.

Other arrangements regarding severance payment and additional pension scheme of executive officers remain unchanged and are described in the 2015 Registration Document.