



## **INFORMATION RELATING TO THE COMPENSATION ELEMENTS OF MR. DAVID LOEW, CHIEF EXECUTIVE OFFICER AS OF 1<sup>ST</sup> JULY 2020**

In accordance with the recommendations of the AFEP-MEDEF Corporate Governance Code, IPSEN discloses the 2020 compensation elements of Mr. David LOEW, Chief Executive Officer as of 1<sup>st</sup> July 2020, following the Board of Directors held on 10 February 2021.

### **Determination of the annual variable compensation for the 2020 financial year (Short Term Incentives or "STI")**

For the 2020 financial year, the Board of Directors decided to grant Mr. David LOEW a target gross annual variable compensation of EUR 950,000 (corresponding to 100% of the objectives achieved), which may vary within a range of 0 to 200% (i.e., from EUR 0 to EUR 1,900,000). Two-thirds of this target amount depend on the levels of consolidated net sales at constant exchange rate, core operating income before amortization of intangible assets and at current exchange rate, free cash flow before capital expenditure (CAPEX) and earnings per share fully diluted. The remaining part depends on qualitative objectives in terms of strategy, management and CSR. Details of these qualitative criteria and the expected level of achievement of the performance criteria are not made public for confidentiality reasons.

The Board of Directors held on 10 February 2021 upon recommendation of the Compensation Committee, determined the level of achievement of the performance criteria and set the amount of the variable compensation for the 2020 financial year at EUR 498,750, calculated on a *pro rata temporis* basis, taking into account the duration of the office as of 1<sup>st</sup> July 2020.

Pursuant to article L.22-10-34 II of the French Commercial Code, payment of this annual variable compensation is subject to the approval of the resolution relating to the compensation elements paid or allocated to the person concerned in respect of the past financial year to be put to the vote of the shareholders at the Shareholders' Meeting to be held in 2021.

### **Determination of the annual base compensation for the 2021 financial year**

David LOEW's base compensation for the 2021 financial year has been set at a gross annual amount of EUR 950,000 euros (unchanged compared to 2020).

### **Determination of the annual variable compensation for the 2021 financial year**

For the 2021 financial year, the target gross annual variable compensation was set at EUR 950,000 (corresponding to 100% of the objectives achieved), which may vary within a range of 0 to 150% (i.e., from 0 to EUR 1,425,000). Two-thirds of this target amount depend on the levels of consolidated net sales at constant exchange rate, core operating income before amortization of intangible assets and at current exchange rate, free cash flow before capital expenditure (CAPEX) and earnings per share fully diluted. The remaining part depends on qualitative objectives in terms of strategy, management and CSR. Details of these qualitative criteria and the expected level of achievement of the performance criteria are not made public for confidentiality reasons.

Ipsen's governance practices and all the components of the remuneration of David LOEW, Chief Executive Officer since 1<sup>st</sup> July 2020, will be detailed in the 2020 Universal Registration Document.

In application of article L. 22-10-8 II. of the French Commercial Code, the compensation policy for the 2021 financial year will be the subject of a resolution to be submitted to the Shareholders' Meeting to be held in 2021.

This information is prepared and posted on the Ipsen website ([www.ipsen.com](http://www.ipsen.com)) in accordance with the provisions of the AFEP-MEDEF Corporate Governance Code.