

Ipsen UK January 2022 SIPSEN Innovation for patient care

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"At Ipsen, our patients are diverse: they all have different experiences and backgrounds. When our internal talent mirrors those we serve, we will better relate to their experiences, and develop products and treatments that meet their needs." *

^{*}Ipsen D&I narrative

Introduction

Welcome to our gender pay gap report. Our median pay gap of 4.6% has improved this year whereas our median bonus gap has slightly increased compared to 2020.

We continue to work on diversity of background, experience and thinking at all levels of the organisation which we need. For instance, in 2021 we have:

- 1) Re-launched the global mentoring programme and continued our UK and Ireland mentoring retreat, to ensure female talent at all levels of the organisation is supported in their career development
- 2) Created a new UK and Ireland inclusion forum, which has been put in place to increase awareness and understanding of different diversity groups, and engage employees to create more inclusive working environments within the UK & Ireland
- 3) Defined a meaningful and robust diversity, equity and inclusion roadmap for 2021/2022, which covers 4 main pillars:
 - · Organisational culture
 - Talent attraction and recruitment
 - Career progression and retention
 - Surveying and measurement

How we are creating a diverse and inclusive organisation

We are increasing diversity by ensuring diverse groups and perspectives are represented. This means going beyond gender and ethnicity by considering visible and invisible differences, and a range of backgrounds and experiences, so we're as diverse as the patients we serve. However, diversity on its own isn't enough. In fact, diversity without inclusion actually decreases performance. When different perspectives aren't welcomed, and people don't feel safe to share their view, performance suffers, and people leave.

At Ipsen, our innovative and passionate people make all the difference. This is why we are committed to valuing what makes our people, patients, suppliers and communities different. By acting inclusively at all times, we can focus together, for patients.

In 2021 we launched a global compensation project to foster the following at Ipsen:

- A stimulating, creative and non-discriminatory workplace environment for all our employees and partners, respecting diversity, personal dignity and diverse opinions
- A zero-tolerance approach to harassment and discrimination
- All employees are treated with dignity, ethically, respectfully and with courtesy in a work environment which is free from violence and bullying

In 2021 we launched a several projects to:

- Ensure that our employees are paid in a fair and equitable manner, whatever their gender
- Ensure that all have the same career opportunities at Ipsen
- Avoid the bias all along the Ipsen career of the employee



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 organisation. 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.
- a. 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.
- **b.** The mean is the difference between the average female and male employee salary across the business.





salaries

- **2.** These calculations have been done for both hourly pay and bonus pay.
- £ Hourly



emplovees

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.



Why does Ipsen UK have more than one gender pay gap dataset?

As in previous years, only Ipsen Biopharm Ltd meets the required threshold of 250 or more employees required to report gender pay gap data. However, we are committed to creating an inclusive workforce in all three of our locations across the UK. As such, in the spirit of transparency, we have chosen to publish both the Ipsen Biopharm Ltd data and the data for the entire UK Ipsen business.

Our sites:

Ipsen Biopharm Ltd (Wrexham, Slough & Abingdon)*

- 578 employees
- Within this part of the business we undertake research, development, manufacturing and distribution on a global scale, exporting to >85 territories worldwide

Ipsen Limited (Bath Road, Slough)*

- 99 employees
- The commercial affiliate

Ipsen Bioinnovation (Milton Park, Abingdon)*

- 23 employees
- Our cutting-edge R&D centre, specialising in neurotoxin innovation



^{*}Full pay employee figures as of April 2021 (snapshot date)

What are the results for the entire Ipsen UK organisation?

We are pleased to have narrowed the gap in the median gender pay gap for 2021 compared to 2020 and are committed to narrowing the gap.

We recognise that direct comparison in the number of employees receiving a bonus from one year to the other is not possible. Whilst all employees are eligible to receive a bonus payment, there is the option for employees to sacrifice the payment either in full or partial into the pension plan. In 2020, all employees received a "one off company bonus" payment (which could not be sacrificed into the pension plan) and the number of employees sacrificing their normal bonus payment in full into the pension plan was higher than in 2021.

Despite an improvement in our mean gender bonus pay gap, we note an increase in our median gender bonus pay gap. We are aware of the issues that caused the increase and are committed to close the gap in the coming years.

	2020		2021	
	Median	Mean	Median	Mean
Gender pay gap	5.6%	20.3%	4.6%	18.7%
Gender bonus pay gap	1.9%	55.2%	8.5%	49.7%

2021

% Males receiving a bonus 96.7%

% Males receiving a bonus **84.8%**



% Females receiving a bonus 97.6%



% Females receiving a bonus **85.7%**



700 employees were referenced for this data

Please refer to page 6 for explanations of terms used

Gender pay gap quartiles for the entire Ipsen UK organisation



^{*}GPG data is calculated on basic pay, pay for leave, shift premium pay and allowances including but not limited to location, vehicle and additional duties.

What are the results for Ipsen Biopharm Ltd?

The Ipsen Biopharm Ltd data shows a slight widening in the median gender pay gaps and a narrowing in the median gender bonus gap in favour of women in our production/manufacturing division.

Despite previous years' compensation interventions, we recognise that the gap cannot be materially impacted in this way. We are aware that to improve is to get a better gender balance across all levels of the organisation. Despite continued efforts to hire senior female employees this year, we had a recruitment freeze and a few internal and external moves that have affected the balance negatively.

We are pleased to see a smaller median gender bonus pay gap in favour of women but recognise there is still lots of progress to be made and that it will not happen 'overnight'.

	2020		2021	
	Median	Mean	Median	Mean
Gender pay gap	6.0%	22.7%	6.8%	20.3%
Gender bonus pay gap	4.1%	58.5%	-3%	54.3%

2020
% Males receiving a bonus 97.2%
% Males receiving a bonus 85.3%
% Females receiving a bonus 98.6%
% Females receiving a bonus 86.2%



578 employees were referenced for this data

Please refer to page 6 for explanations of terms used

Gender pay gap quartiles for Ipsen Biopharm Ltd



^{*}GPG data is calculated on basic pay, pay for leave, shift premium pay and allowances including but not limited to location, vehicle and additional duties.

Please note, all images used are for illustrative purposes. These may not be representative of the overlaid quote.

Job Code: CR-UK-000051 Date of prep: January 2022

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