



GENDER PAY GAP REPORT 2023

April 2024

Ipsen UK

Contents

➤01

Introduction

➤02

Ipsen Gender Pay Equity Methodology

➤03

How are we creating a diverse and inclusive organization

➤04

What is the gender pay gap?

➤05

What are the results for Ipsen Biopharm Ltd?

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 sixth gender pay gap report.

As a business, as at 5th April 2023 our UK structure comprises three separate entities:

1. **Ipsen Bioinnovation** – 21 employees
 - Research population at Milton Park, Oxford
2. **Ipsen Limited** – 93 employees
 - Relates to the commercial arm of our UK organisation at Bath Road, Slough
3. **Ipsen Biopharm Ltd** – 682 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 2023, since then we have combined our location from Milton Park and Slough to Paddington.

Our median pay gap is **4.44%**.



A handwritten signature in grey ink, appearing to read 'Jeannette'.

Jeannette Brend

Vice-President Site
Head, Wrexham site



A handwritten signature in grey ink, appearing to read 'Cyrille'.

Cyrille Debar

Vice-President Human
Resources France, UK &
Ireland



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 countries across all organisations and levels of responsibilities. To serve this purpose, we have defined an internal Gender Pay Equity global methodology to monitor Gender Pay Equity in the organisation. 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 how males and females are paid, we continuously monitor our pay equity between males and females. Good progress has been made in narrowing the average base pay gap between our females and males from -6.3% in 2022 to -4.5% as of 31st December 2023.



How we are creating a diverse and inclusive organisation

In 2023, 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 2023, 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 has crystallised into a Global Diversity and Inclusion Awareness calendar which will run on an annual basis. In addition, in 2023 the UK&I celebrated Black History Month for the second year running.
- 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 our European female employees and their male allies through development and networking opportunities.

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 feels they have the same opportunities to realise their potential.

- In 2023, we embedded our gender pay equity methodology across all countries – we have an internal equity methodology and KPI's to support pay equity.
- In addition, we trained our managers on biases linked to people decisions such as in potential assessment conversations.
- We continue to pay attention to the gender split in all our career acceleration programs

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 2023:

- 53% of Global Leadership Team (GLT) successors are women
- Mentoring 2023: 66% of mentees in our global mentoring programme are women
- Promotions 2023: 62.5% of the promotions that took place were women
- 50% of our expatriates were women

Diverse representation:

We ran our second inclusion survey in 2023, which for the first time included demographic self-identity questions across 16 countries including the UK. 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 organisation.

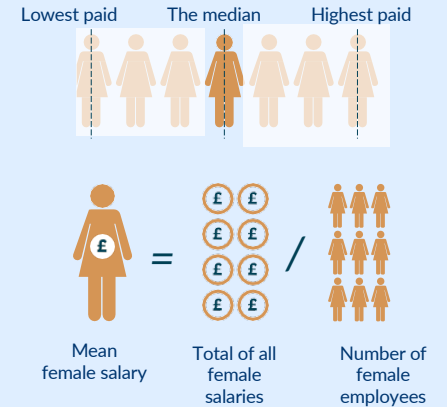
This differs from an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

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.

- 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.

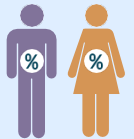


2. These calculations have been done for both hourly pay and bonus pay.



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.



What are the results for Ipsen Biopharm Ltd?

Ipsen is committed to closing the gender pay gap. We are working towards achieving a better gender balance across all levels of the organisation. We continue our efforts to hire senior female employees, which we have achieved and therefore our gap had reduced significantly.

We have more women in junior positions, and we have made progress in having more women in senior positions.

We are aware of occupational segregation being our main contributor and having more males in senior posts and more females in junior posts which is contributing to our gender pay gap.

We are pleased to see that we have made significant progress in reducing the mean gender bonus gap in favour of women, this is a great achievement which we would like to continue to reduce the gap even further.

	2022		2023	
	Median	Mean	Median	Mean
Gender pay gap	6.97%	14.77%	4.44%	4.21%
Gender bonus pay gap	8.36%	43.16%	3.02%	13.46%

2022

% Males receiving a bonus 90.17%



% Females receiving a bonus 93.29%



2023

% Males receiving a bonus 92.33%



% Females receiving a bonus 95.04%



639 employees were referenced for Bonus data

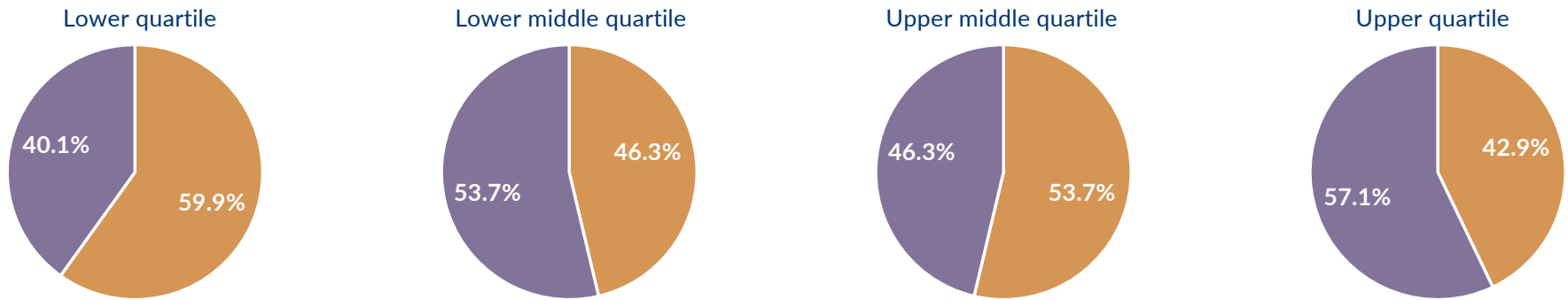
668 employee were referenced for Pay data

Please refer to page 7 for explanations of terms used

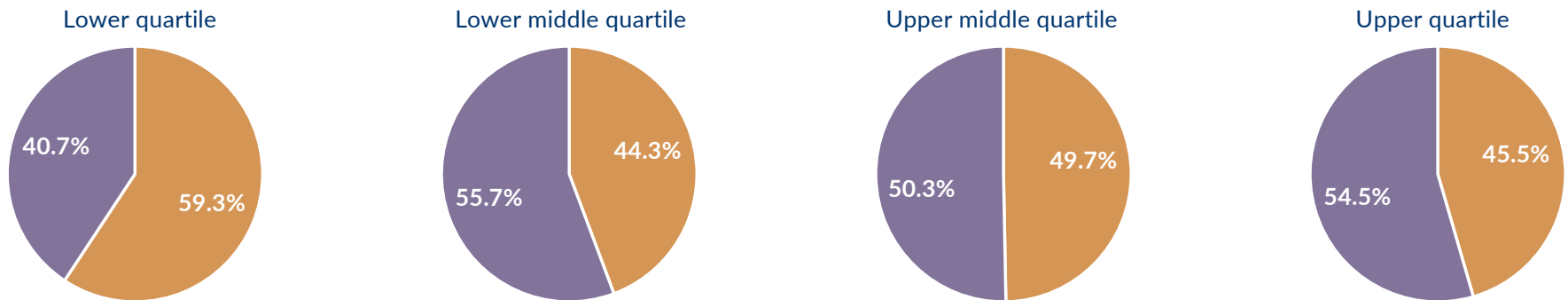
Gender pay gap quartiles for Ipsen Biopharm Ltd*

MALE FEMALE

2022



2023





Thank you

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

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