



GENDER PAY GAP REPORT 2024

March 2025

Ipsen Biopharm Ltd UK

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 seventh gender pay gap report.

As a business, as of 5th April 2024 our UK structure comprises two separate entities:

1. **Ipsen Limited** – 97 employees
 - Relates to the commercial arm of our UK organisation
2. **Ipsen Biopharm Ltd** – 697 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 2024, our median pay gap is **2.59%**.



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

We continuously monitor our pay equity between males and females. Good progress has been made in the UK in narrowing the gender pay gap between females and males, moving from 1.2% in December 2023 to 0.3% in December 2024.

How we are creating a diverse and inclusive organisation

In 2024, we continued our work on our 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 2024, 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.
- 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.

- We embed 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 2024:

- 55.5% of Global Leadership Team (GLT) are women
- Promotions 2024: 62% of the promotions that took place were women
- 59% of our expatriates were women

Diverse representation:

Alongside our annual inclusion survey, in 2024 we ran our annual demographic survey in 27 countries, through which colleagues are invited to self identify across six dimensions of diversity. The two surveys together allow us to better understand the diversity of our make up, as well as how the feeling of inclusion may vary across different groups in the organisation.



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.

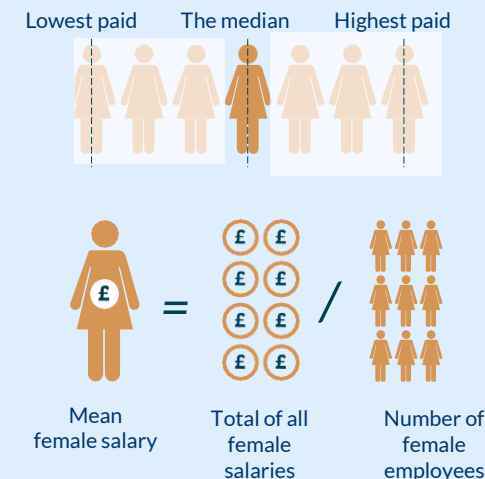
This differs from an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

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.

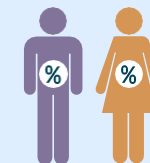


2. These calculations have been done for both hourly pay and bonus pay.



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 recruit and promote female employees within senior positions, which we have managed to sustain and therefore our gap has narrowed.

We have reduced number of women within our junior positions by 5% and will continue to work on this further in 2025.

	2023		2024	
	Median	Mean	Median	Mean
Gender pay gap	4.44%	4.71%	2.59%	1.09%
Gender bonus pay gap	3.02%	13.46%	1.26%	-1.31%

2023

% Males receiving a bonus 92.33%



% Females receiving a bonus 95.04%

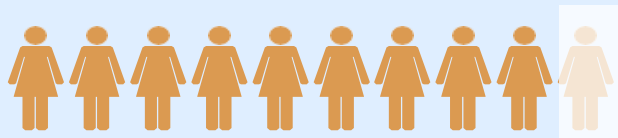


2024

% Males receiving a bonus 86.55%



% Females receiving a bonus 90.03%



616 employees were referenced for Bonus data

697 employee were referenced for Pay data

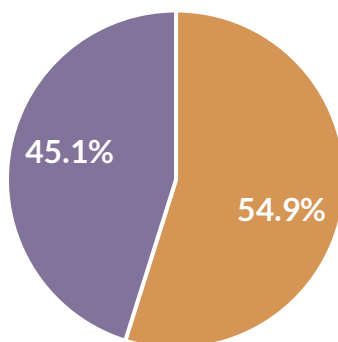
Please refer to page 7 for explanations of terms used

Gender pay gap quartiles for Ipsen Biopharm Ltd*

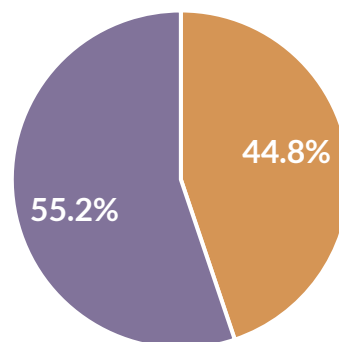
2024

MALE FEMALE

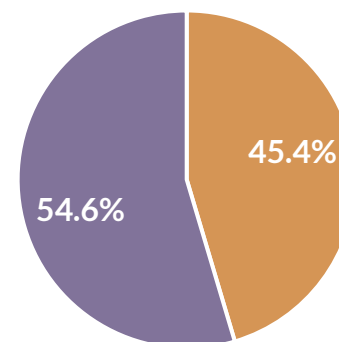
Lower quartile



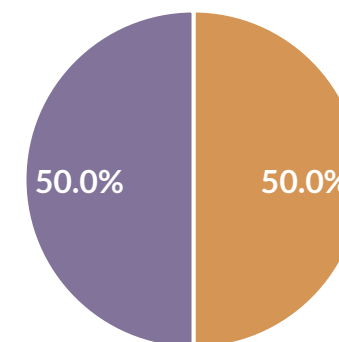
Lower middle quartile



Upper middle quartile

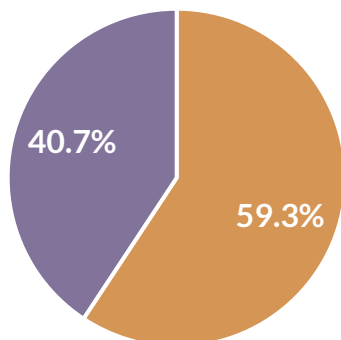


Upper quartile

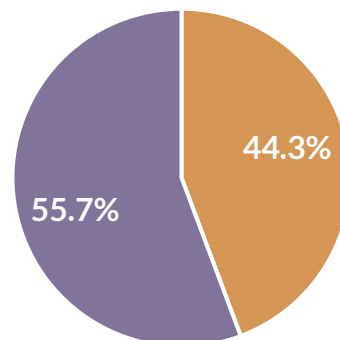


2023

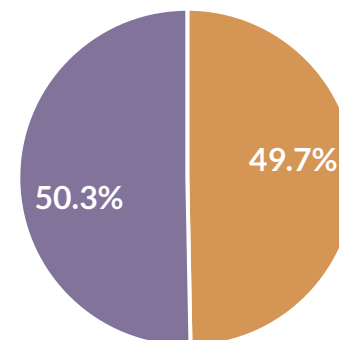
Lower quartile



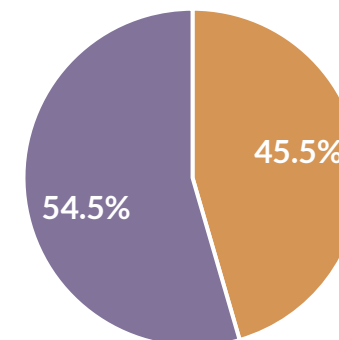
Lower middle quartile



Upper middle quartile



Upper quartile



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Thank you

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

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