

# Advancing EHS and Procurement: Ipsen's Path to a Sustainable 2030

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## Introduction

As a leading global biopharmaceutical company that has repeatedly transformed itself over its long history, Ipsen is committed to creating a healthier and more sustainable future. Our strategy adopts a unified approach across four key pillars – Environment, Patients, People and Governance – to drive positive action across the organization and leave a lasting impact for a better and healthier world.

The environmental pillar of Ipsen's strategy exemplifies this commitment, with climate change adaptation and mitigation positioned as central cornerstones. However, Ipsen's dedication to sustainability extends beyond climate change. The company also prioritizes the preservation of natural resources and ecosystems, focusing on responsible water stewardship, minimizing waste and environmental discharges, and promoting biodiversity. In addition, Ipsen is committed to enhancing product sustainability by embracing circularity, implementing sustainable value chain opportunities and reducing waste.

Through these initiatives, Ipsen ensures a holistic approach to sustainability that balances environmental responsibility with operational resilience and innovation. Proactive measures address risks such as high-impact climate events and stakeholder interest on emissions, while opportunities to optimize operations and reduce environmental impacts are leveraged to achieve measurable progress.

## Our approach

Given the significant environmental challenges our planet faces, immediate action is imperative. To this end, we have developed this position paper to demonstrate how we will achieve our Environment, Health, and Safety (EHS) and procurement ambitions by 2030.

The EHS, Environmental Sustainability, Procurement, and Supplier Management teams power all Ipsen divisions and entities with a clear mission rooted in Ipsen's strategy. Driven by four key pillars, we lead meaningful change by embedding purposeful actions that deliver visible and lasting impact. Our efforts are focused on making our products and workplace more sustainable by accelerating our action on climate, reducing our environmental footprint, and further enhancing safety, health, and well-being at work.

Sustainability issues are overseen by Ipsen's Ethics, Governance, and CSR Committee, which reviews and advises on the Group's broader CSR strategy, monitors implementation, and ensures alignment with ethics, compliance, and sustainability goals. This comprehensive approach ensures that all aspects of our operations, from safety to sustainability, procurement, and supplier management, align with our commitment to ethical and responsible practices.

Our approach is driven by core principles:

- Generating value by caring for the planet and leading on climate
- Enhancing and ensuring the sustainability of our medicines
- Leading by example: our people are trained, listened to, and engaged in providing a safe place to work
- Magnifying our positive impact across the value chain through a sustainable procurement roadmap

### Preserve our planet and lead on climate

As responsible stewards of our planet, we recognize climate change as a critical focus of our strategy. We are committed to leading the way in addressing the interconnected challenges of climate change and broader topics which threaten the environment and human health.

Our focus and targets include:

Preserving our planet	Baseline year	Target year	Target	Progress in 2024
<b>Ambitious climate action</b> Setting science-based targets to reduce greenhouse gas (GHG) emissions throughout our operations and value chain	2019	2030	57% reduction in Scope 1 and Scope 2 GHG emissions  28% reduction in Scope 3 GHG emissions	45% scope 1 and scope 2 emissions reduction (market-based) vs. 2019  25% reduction emissions in Scope 3 vs. 2019
		2045	Net-Zero	
<b>Transition to EVs</b> Implementing a “Fleet for Future” program to transition to electric vehicles	NA	2030	70% Battery Electric Vehicles (BEVs), with a notable exclusion of Plug in Hybrid (PHEV) vehicles due to concerns about potential higher GHG emissions	43%

### Policies and management

Ipsen demonstrates its dedication to sustainability through a comprehensive approach that addresses key environmental priorities. Central to this effort is the Natural Resources Preservation (NRP) program, which focuses on reducing greenhouse gas emissions, transitioning to renewable energy, and achieving long term goals as outlined in the Sustainability report (CSRD). The NRP program also encompasses responsible water stewardship, waste reduction, and minimizing chemical and energy usage, reflecting Ipsen’s commitment to preserving natural resources and ecosystems.

The program has been active for over four years, and involves all manufacturing, R&D, and major office locations in reducing waste, water, and energy intensity. Progress is monitored quarterly, and actions are integrated into annual budgets. The program aligns with global standards such as ISO 14001, ensuring a consistent and rigorous approach.

The Ipsen Group's Environment, Health, and Safety (EHS) strategy and associated policy aims at protecting and enhancing the environment. Ipsen has reduced Active Pharmaceutical Ingredient (API) discharges through the application of the Group's EHS policy, which commits us to limiting these impacts throughout the product value chain. The biodiversity project (Global Biodiversity Policy and Ipsen's Biodiversity Strategy Plan) is part of the 2030 EHS strategy and we are aiming for a net positive impact by 2030.

Our commitment to sustainability is fortified by maintaining Group certification to the ISO 14001–2015 Environmental Management system standard. Recent audits have validated our efforts, with no critical findings identified, ensuring the integrity of our environmental management system. Moreover, our pursuit of process efficiency has yielded tangible results, with notable reductions in air and waste–water emissions. Ipsen has developed a “Facilities Playbook,” offering a comprehensive set of guidelines, policies, and procedures to optimize real estate investments and create sustainable workplace environments. This initiative emphasizes energy efficiency, water conservation, material selection, indoor air quality, and sustainable site development for new offices.

Ipsen's Sustainable Procurement Ambition guides responsible sourcing practices, ensuring Ipsen's supply chain reflects ethical and sustainable principles. Strategic suppliers are expected to comply with Ipsen's Business Partner Code of Conduct and Global Purchasing Policy. The policy is publicly accessible, demonstrating Ipsen's transparency and commitment to sustainable practices.

Ipsen's Nature and Biodiversity Certificate program aims to manage Ipsen's sites for the benefit of nature. This involves implementing Biodiversity Action Plans to enhance on-site nature and transition towards more organic land management practices. Certificates are awarded at bronze, silver, gold, or platinum levels based on performance.

### Enhance the sustainability of our medicines

The circular economy concept faces several challenges and transitioning to a more circular economy requires changes throughout value chains, from product design, manufacturing and supply to new business and market models. Ipsen's sustainable product design focuses on creating medicines to improve the lives and medical outcomes of patients, and production processes that minimize environmental impact and enhance sustainability. This approach integrates principles that reduce harmful emissions and conserve resources throughout the drug lifecycle, from research and development to manufacturing and disposal.

Our focus includes:

- Sustainable products: transition to sustainable packaging
- Understanding impacts: understand the impact of our key products across the value chain on biodiversity and ecosystems to ensure a strong understanding of where impacts may arise
- Climate resilience: ensure our manufacturing operations are resilient to drought and other climate-related impacts based on periodic reviews of our climate resilience analysis and robust business continuity plans

- Minimize pharmaceutical impact: actively work to minimize discharges of Active Pharmaceutical Ingredients (APIs) throughout the product value chain
- Minimize operational impacts: minimize energy, water and waste across our operations and facilities

### Commit to our people

At Ipsen, we are committed to making every employee an ambassador for their own safety at work.

Our focus includes:

- Fostering a safety and sustainability mindset across our organization, where our people are empowered, engaged, and accountable for their EHS performance
- Developing and implementing our “S3” – Supportive, Safe and Sustainable – behavior-based safety program to achieve zero medicalized incidents and promoting a positive safety mindset
- Providing regular training and recognition to enhance EHS awareness and skills among employees

We actively engage our teams in sustainability discussions through various employee events, fostering a culture of environmental stewardship throughout Ipsen. For example, through community-based conservation initiatives like our Community Days, Ipsen sites engage in habitat enhancement and partnerships with external conservation organizations, strengthening support for positive biodiversity action.

### Magnify our positive impact across the value chain

The Procurement function is spearheading the development and implementation of our sustainable procurement roadmap. This roadmap supports the evaluation of suppliers, materials, and processes to minimize our impact, promote ethical sourcing, and drive innovation in sustainable procurement practices. Our collective efforts in embracing sustainability are embedded in our Generation Ipsen’s strategy and contribute to a more resilient and responsible future.

Our focus includes:

- Embedding sustainable requirements into the purchase of goods and services with suppliers that align with our sustainability goals
- Incorporating sustainability requirements in every step of the procurement process, from sourcing to contracting, performance management, and delisting
- Monitoring and collaborating with key suppliers to ensure they meet our sustainability goals and adhere to responsible business practices
- Engaging with suppliers to encourage uptake of equivalent carbon reduction goals, and enhance carbon reporting processes
- Understanding and addressing the material environmental impacts of our raw material categories (e.g. deforestation, habitat loss, etc.)
- Hosting events, workshops, learning, and training sessions to raise awareness and enable informed decision-making
- Fit for purpose Supplier Sustainability & Risk organization
- Our supplier selection and approval processes/tools, along with Ipsen’s third party Business Partner Code of Conduct, help us to integrate sustainability into procurement and supply chain operations.

By integrating EHS, environmental sustainability, procurement, and supplier management practices, Ipsen is committed to leading by example and driving positive change. Together, we are paving the way towards a sustainable and resilient future by 2030.

### Topics which have not met Ipsen's materiality threshold

As part of the double materiality assessment (DMA), we assessed impacts, risks and opportunities relating to a broad range of sustainability topics. Within environment, only climate was evaluated to be above the materiality threshold.

Although pollution, water, waste and biodiversity were not deemed above the materiality threshold in Ipsen's DMA process, the company remains steadfast in adopting responsible manufacturing and operational practices to minimize its environmental footprint and has set targets to drive action.

By integrating circularity, promoting sustainable value chain opportunities, and enhancing product sustainability, Ipsen ensures a balanced approach to sustainability that aligns environmental responsibility with operational resilience and innovation.

The Group operates through manufacturing sites such as Dublin (Ireland), Signes (France), and Wrexham (United Kingdom), as well as research and development (R&D) sites: Dreux Pharm Sciences (France) and Oxford (United Kingdom).

Preserving our planet	Baseline year	Target year	Target	Progress in 2024
<b>Biodiversity strategy</b> Implementing a Biodiversity Strategy Plan to address both biodiversity loss and climate change	2024	2030 2025	All Ipsen-owned sites and major hubs are expected to define a Biodiversity Action Plan (BAP) by the end of 2025.  Net positive impact on biodiversity by 2030	NA
<b>Responsible water stewardship</b> Using a data-driven approach to water management	2019	2030	20% improvement in manufacturing water efficiency <sup>1</sup>	18% reduction in water intensity compared to 2019
<b>Waste</b> Minimizing waste and partnering with suppliers	2019	2030	20% reduction in process waste intensity <sup>2</sup> Zero waste to landfill <sup>3</sup>	21.5% reduction vs 2019 in waste <sup>4</sup>

<sup>1</sup> Water intensity measured per m<sup>3</sup> / Million €, at or below 2019 levels rather than Occupied Area to provide a more holistic and nuanced understanding of Ipsen's environmental impact

<sup>2</sup> Where technically feasible

<sup>3</sup> Where technically feasible

<sup>4</sup> Ipsen Total Waste Intensity Normalized to Revenue (Kg/Million€)

<b>Pollution</b> Preventing harmful discharges and environmental incidents	Continuous		100% regulatory compliance with water and air discharge regulations, permits, and other requirements, while achieving zero pollution incidents across air, ground, and water	No Environmental Notice of Violation (NOV) in 2024
<b>Circularity</b> Transitioning to sustainable packaging	To be defined	2030	Transition all packaging used by the organization to sustainable, recyclable, or reusable formats by 2030, in full compliance with EU Regulation and relevant local legislation, while embedding circular economy principles across the packaging lifecycle	Project initiated in 2024

## Key Actions

- Pollution
  - Discharges arising through the manufacturing process, including those into water, are managed through the Group's EHP Policy. Any new substance is assessed through an environmental risk assessment to evaluate the maximum level of concentration that can occur in the environment and close monitoring is in place for each site
- Water
  - A physical climate risk analysis took place in 2022 (AXA) and will be reviewed in 2025, including a water stress risk assessment. Each site was mapped to its water basin to understand its future water stress per watershed, i.e. projecting availability vs demand pressures in 2050 assuming a SSP5-8.5 'Pessimistic' climate scenario. The outcome highlighted that Ipsen's manufacturing water stress peril is low with no significant increase in water stress expected within the SSP5-8.5 climate change scenario. Ipsen periodically uses the Aqueduct tool to monitor water related risk on multiple sites
  - Conducted a water management review for the Signes site in 2023 to assess usage, discharges and define actions to reduce water use and withdrawals. Achieved 36% reduction in water use at Signes vs 2019 (baseline) through the 3R approach (Reduce, Reuse, Reprocess) and equipment optimization
  - Invested €1.6 million in upgrading Water for Injection (WFI) loops at the Signes site, reducing gas use and emissions while improving water efficiency
  - Conducted regional drought resilience planning to assess minimum water volumes to sustain medicine production under supply constraints and collaborated with Les Entreprises du Medicaments (LEEM) to drive efficiency gains
  - Enhanced wastewater treatment at Signes, with increased pollutant-specific monitoring and dedicated project focused on exploring source-level pollutant elimination

- Waste
  - Internal experts conducted packaging reviews to assess recyclability and compliance with evolving packaging regulations. The outcomes show low financial and operational risks, as pharmaceutical packaging constraints (sterility, stability, and regulatory requirements) restrict significant redesign opportunities. Ipsen is subject to local/national legal frameworks, including PPWR (EU Packaging and Packaging Waste Regulation) and is working fully in compliance with the stringent regulatory requirements for safety, traceability, and patient use.
  - Progressed the sustainable packaging workstream to reduce waste from packaging by implementing a cross-functional Governance, mapping packaging impacts, initiating kick off meetings with suppliers to gather relevant data and identify pilot solutions and initiatives to reduce plastic use
  - Eliminated single-use plastics across offices; introduced reusable containers and chemical-free cleaning
  - At Signes: recycled 34.5t polyethylene terephthalate (PET), reused 180k polypropylene items, and repaired pallets to enhance circularity and reduce waste
  - Invested to install flow meters in Dublin for hazardous waste monitoring
- Biodiversity
  - Ipsen has conducted a Value-Chain Assessment examining upstream and downstream biodiversity and ecosystems impacts, including its key products and operations on sites, which showed volume and impact as low. Ipsen's biodiversity conservation monitoring includes ecological surveys and biodiversity data management to continuously enhance our environmental performance
  - Conducted value chain biodiversity assessments across all sites as a baseline for site specific biodiversity action plans
  - At Signes, conducted flora and fauna surveys, bee monitoring, attracted 60+ butterfly species to the site and developed a new pond to support aquatic wildlife
  - Financed projects, outside the value chain, through purchase of carbon credits in nature-based solutions, such as biodiversity restoration programs and carbon sinks including the Doe Mountain IFM Project (12,028 tCO<sub>2</sub>e) under the ACR standard, preserving biodiversity and carbon storage
  - We are also leveraging green roofs, improved drainage, and biodiversity initiatives to mitigate heat and water-related risks
  - Upgraded two global hubs (UK and France) into green-certified buildings, validated by renowned certifications such as HQE Rénovation 2015 Exceptionnel, BREEAM Excellent, and BBCA Rénovation. Additional accreditations include Osmoz, Wired Score, Smart Score, and BiodiverCity

**These commitments reflect Ipsen's ongoing dedication to environmental sustainability. They pave the way for a future where our operations seamlessly integrate with the natural world.**