

# 2024 HR KPIs

A glimpse on our  
workplace and workforce



Chantal  
Product Development Technician  
Dreux, France



# 01

## Diverse workforce in an inclusive organization



Jackie  
Associate Director,  
Patient Services  
Cambridge, USA

We are committed to promoting a balanced gender representation across all levels of our organization

| Category                    | Share of Women |
|-----------------------------|----------------|
| Total Workforce             | 61.1%          |
| Top Management (ELT)        | 38.5%          |
| Senior Management (GLT)     | 55.5%          |
| STEM positions              | 59.2%          |
| All Management Positions    | 54.7%          |
| Junior Management Positions | 55.8%          |
| Management in P&L Functions | 46.6%          |

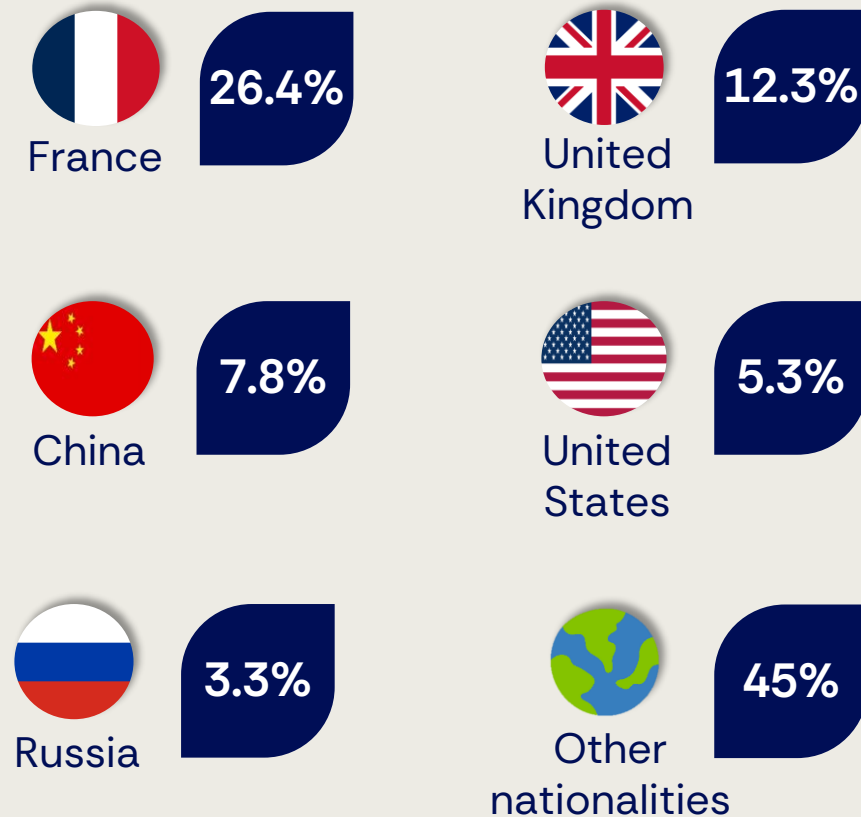
Data shown as of year end 2024. As of Q2 2025, 42.9% of our ELT are women.

While we show data as it is currently recorded in our systems, we understand that this binary representation doesn't reflect all gender identities within our organization.

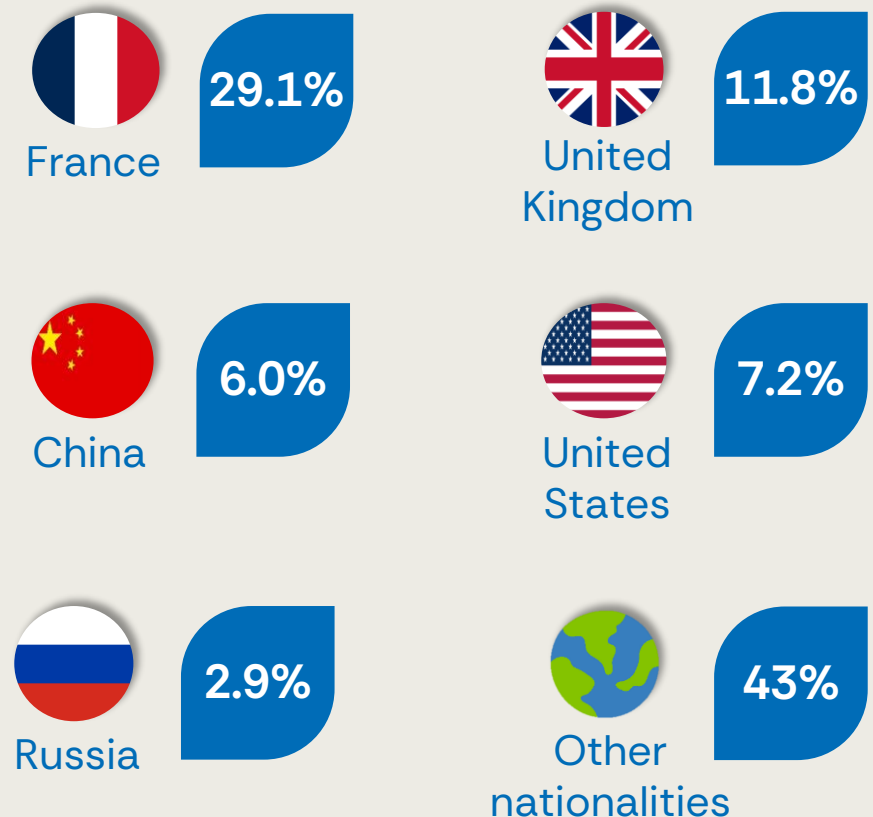


# A diverse mix of nationalities enriches our organization and contributes to our global perspective

## Total workforce



## All management positions





We put strong emphasis on developing our talent to support sustainably and efficiently our organization

**96.7%**

of our jobs are permanent, emphasizing stability and long-term growth

**25.7%**

of our opened positions are filled internally, fostering the development and the retention of our in-house talent.

**1031**

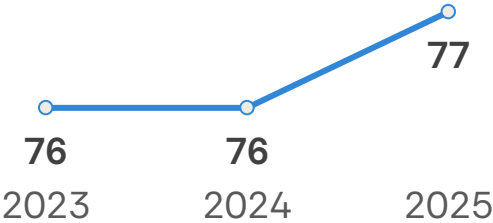
recruitments are done throughout the year, supporting the growth of our organization.

Engaged teams who uphold non-discrimination, ethics, and compliance, with a strong sense of purpose and patient focus



Marion,  
Process Studies Manager,  
Signes, France

Engagement score  
over the years



|      | Non-discrimination | Ethics | Purpose | Patient-focused |
|------|--------------------|--------|---------|-----------------|
| 2025 | 85                 | 82     | 82      | 81              |
| 2024 | 84                 | 82     | 81      | 80              |
| 2023 | 84                 | 82     | 81      | 80              |



At the end of 2024, 28  
locations externally recognized  
as employer of choice



Marilyn (Executive Assistant)  
and Mollie (Associate Director,  
Simplification & Planning) -  
Cambridge, USA





Clare  
Pharmaceutical Process  
Technician  
Wrexham, United Kingdom

# 02

## Non-discrimination and antiharassment policy to maintain a safe and supportive environment



# Non-discrimination and anti-harassment policy

## Explicit Statement Prohibiting Harassment

Ipsen maintains a zero-tolerance approach to harassment. We explicitly prohibit any form of discriminatory behavior or harassment within our organization.

## Defined Escalation Process

Ipsen has established a clear and confidential process for reporting incidents related to discrimination or harassment. Employees are encouraged to come forward without fear of retaliation.

## PROMOTING EQUALITY AND RESPECT

## Employee Training

We provide comprehensive training to all employees on recognizing and addressing discrimination and harassment in the workplace. This education ensures awareness and promotes a respectful culture.

## Corrective and Disciplinary Action

In cases of discriminatory behavior or harassment, Ipsen takes prompt corrective or disciplinary action, ranging from a written warning to a significant sanction or dismissal—depending on whether it is a first-time or repeated violation. Standard guidance is provided to countries on disciplinary measures.

## Information available through the following channels:

- **Ipsen Code of Conduct:** Our Code of Conduct outlines our commitment to ethical behavior, including non-discrimination and anti-harassment.
- **Business Partner Code of Conduct:** Our expectations extend to our business partners. The Business Partner Code of Conduct emphasizes ethical practices, including non-discrimination.

# 03

Embracing career opportunities while keeping in check turnover and absenteeism rate



Lee  
Logistics Operator  
Wrexham, United Kingdom

**9.9% ▼**

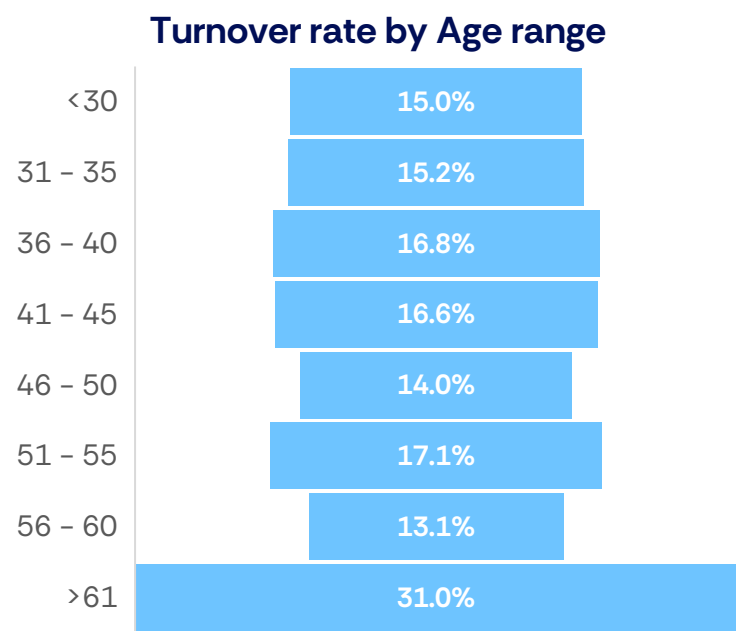
TOTAL VOLUNTARY TURNOVER  
RATE

We monitor our turnover rates closely to effectively enhance our strategies for employee retention and talent management

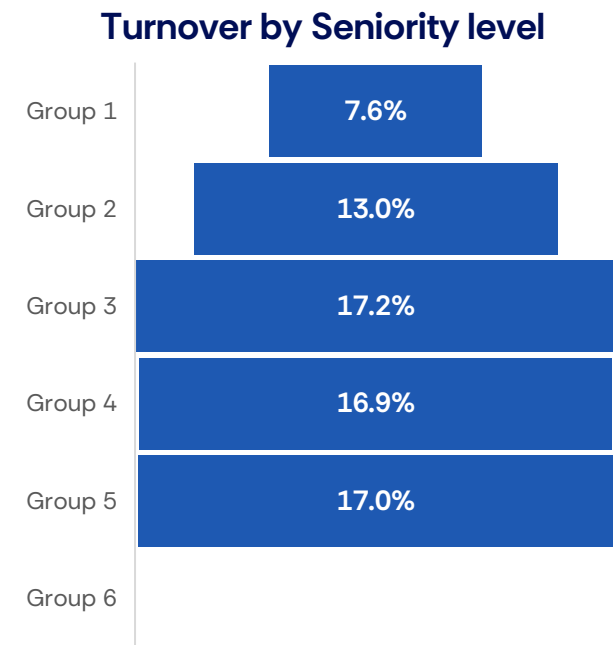
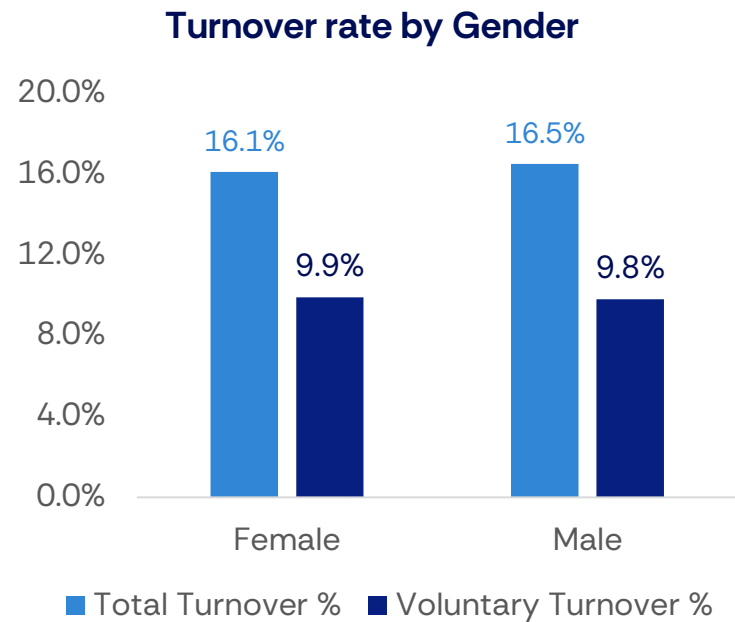
| Turnover    | 2022  | 2023  | 2024  |
|-------------|-------|-------|-------|
| Voluntary   | 13.2% | 10.2% | 9.9%  |
| Involuntary | 3.8%  | 5%    | 6.3%  |
| Total       | 17%   | 15.2% | 16.2% |



# We keep our turnover rate in check across our organization



>61: includes retirement





Anne-Christine, Executive Assistant,  
and Andreanne, NCDS Projet  
Director,  
France

# 2.7%

## ABSENTEEISM RATE

Demonstrating our commitment  
to building an inclusive, supportive  
and safe workplace for all

# 04

## Freedom of association through employee representation and collective bargaining



IPSEN LIVE July 2023 (Cambridge, USA)  
– with Aymeric LeChatelier, Sandra  
Silvestri and David Loew.



## Ipsen is dedicated to upholding the principles of freedom of association and the right to collective bargaining



Maria Arroyo, Compensation & Benefits Manager and Clémence Tarroni, International Mobility Specialist, France

Our commitment is reflected in our robust social dialogue with employee representatives across the Group. We recognize the importance of employee representation and collective bargaining in fostering a fair and inclusive workplace. Our commitment extends to both European and non-European regions.

In Europe which represents 63% of our employees in 2024, all employees are represented by an independent trade union or covered by collective bargaining agreements (36%: France, Italy, Spain and Brazil). For countries outside Europe (37% of our employees), Ipsen acknowledges the evolving landscape under the Corporate Sustainability Reporting Directive. Ipsen will collect relevant data on employee representation in these regions.

The CSRD framework guides our approach to transparency and reporting. We commit to providing accurate information on representation and collective bargaining

# Ipsen's approach to employee representation is comprehensive and adheres to local legislation



## Employee Consultation Process

Each Ipsen location maintains employee consultation forums, such as safety committees, as part of our EHS management system.



## Meeting Frequency:

The frequency of meetings with employee representatives is determined by local legislation, ensuring regular and structured dialogue.



## Legal Entity Representation

Employees are represented in every Ipsen legal entity, with specific structures in place:

- Joint Consultation Group in the UK
- Rappresentanza Sindacale Unitaria in Italy
- Comité de Empresa in Spain
- Betriebsrat in Germany
- Central Works Council and Central Negotiation Body in France



## Rights and Opportunities:

Ipsen guarantees the rights and freedoms of employee representatives, including equal opportunities for promotion and training.



## European Works Council:

Established in 2014, the European Works Council consists of 8 members representing various European countries. The Council meets annually to discuss Ipsen's business progress and strategic directions, ensuring a concerted and culturally sensitive approach.

# Thank You

