

2025 HR KPIs

A glimpse on our
workplace and workforce

July 2026



Eva (Manager, Talent Management and Learning & Development) and Claire (People Operations Specialist) - Cambridge, USA



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	61.3%
Top Management (ELT*)	46.7%
Senior Management (GLT**)	53.3%
STEM*** positions	60.6%
All Management Positions	55.3%
Junior Management Positions	53.7%
Management in P&L Functions	46.3%

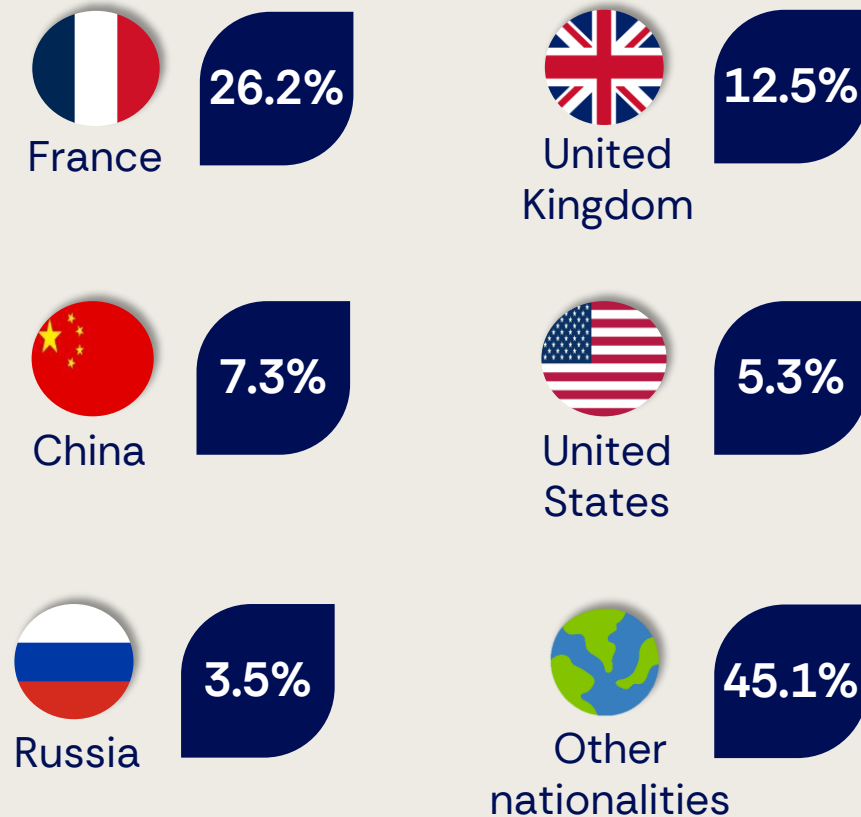
Data shown as of year end 2025.

(*) ELT : Executive Leadership Team
(**) GLT: Global Leadership Team
(***) STEM: Science, technology, engineering and mathematics

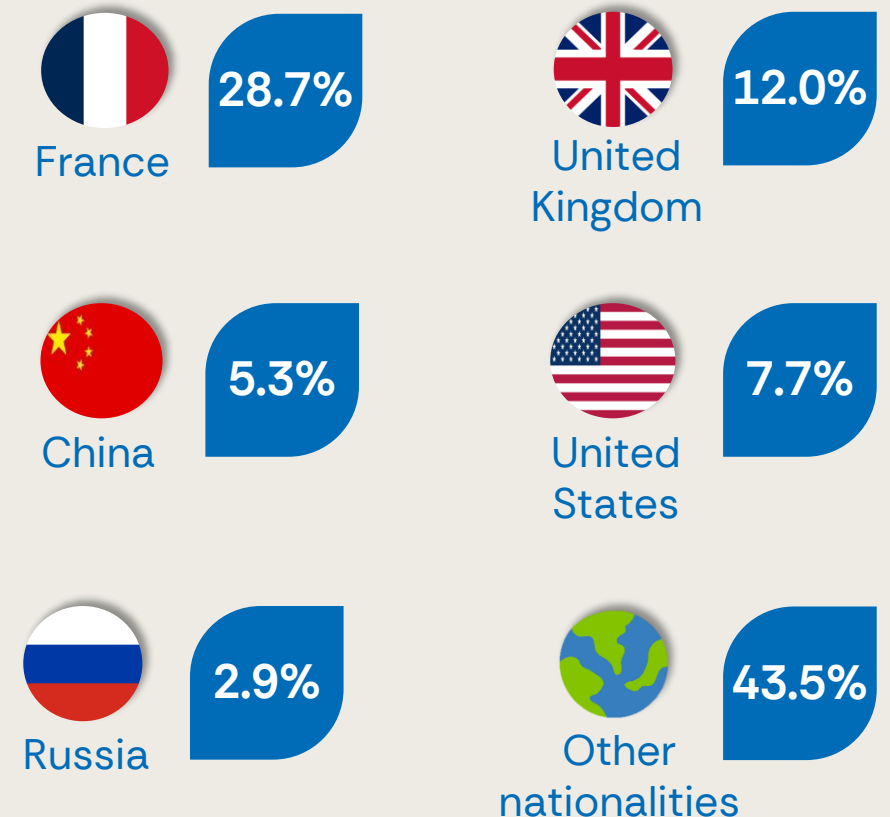
While we show data as it is currently recorded in our systems, we understand that this binary representation doesn't reflect all gender identities within our organization.

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

Total workforce



All management positions





Alan, Head of Talent Acquisition, North America and Freddie, Associate Director, Talent Acquisition, Cambridge, USA

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

97.6%

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

29.8%

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

1149

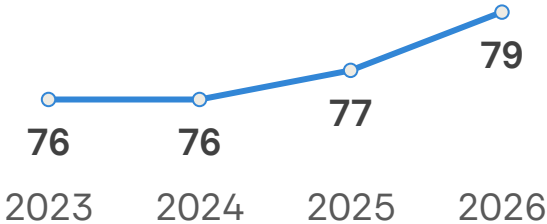
recruitments completed across the year, demonstrating our ability to attract talent in a competitive market and support the growth of our organization

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



Stephanie, Quality Control Technologis,
Dublin, Ireland

Engagement score
over the years



	Non-discrimination	Ethics	Purpose	Patient-focused
2026	86	85	84	82
2025	85	82	82	81
2024	84	82	81	80
2023	84	82	81	80

At the end of 2025, 30
locations externally recognized
as employer of choice



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



Forbes

02

Non-discrimination and anti-harassment policy to maintain a safe and supportive environment



Clare
Pharmaceutical Process
Technician
Wrexham, United Kingdom

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



Lee
Logistics Operator
Wrexham, United Kingdom

8.5% ▼

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	2025
Voluntary	13.2%	10.2%	9.9%	8.5%
Involuntary & retirement	3.8%	5%	6.3%	5.8%
Total	17%	15.2%	16.2%	14.3%

04

Freedom of association through employee representation and collective bargaining



Yuval, Senior Director, M&A, during the IPSEN LIVE at Cambridge, USA in July 2023.

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

