



GENDER PAY GAP REPORT 2024

Dec 2024

Ipsen Manufacturing Ireland Ltd

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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 First published gender pay gap report.

As a business, as of 1st June 2024 for our Ipsen Manufacturing Ireland Ltd structure:

1. Ipsen Manufacturing Ireland Ltd – 172 employees

- Within this part of the business, we undertake research, development, manufacturing and distribution of API to our sister site in France

Ipsen Pharmaceuticals Ltd – 9 employees

As a result, only Ipsen Manufacturing Ireland Ltd meets the government requirement of 150 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 1st June 2024.

Our median pay gap is **0.89%**.



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Bénédicte Verley
Vice-President Site
Head, Dublin site



Anna Walsh

Anna Walsh
HR Director Ireland
Ipsen Manufacturing Ireland Ltd



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 2.1% in Dec 2023 to 1.9% as of June 2024.



How we are creating a diverse and inclusive organisation

In 2024, 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 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. We are proud to share that in 2024 Ipsen Dublin was awarded the Diversity and Inclusion SILVER AWARD by Irish Centre for Diversity.
- 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 year to date for 2024:

- 56.5% of Global Leadership Team (GLT) successors are women
- Promotions 2024: 62% of the promotions that took place were women
- 60% of our expatriates were women

Diverse representation:

We ran our third inclusion survey in 2024, which for the first time included demographic self-identity questions across 16 countries including Ireland. 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.

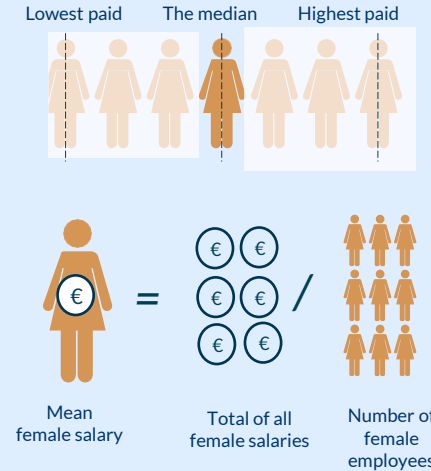
This differs from an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

What is included as part of the gender pay gap analysis?

The gender pay gap data looks at following key datasets:

1. The total hourly pay gap, for full time, part-time and temporary contracts employees – this is evaluated by looking at both the median and the mean.

- a. 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.
- b. The mean is the difference between the average female and male employee salary across the business.

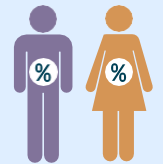


2. These calculations have been done for both hourly pay and bonus pay.



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.



4. The percentage difference between male and female employees who received benefits in kind

5. The percentage of all relevant employees within for bonus remuneration quartiles pay bands



What are the results for Ipsen Manufacturing Ireland 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 has reduced significantly.

We have more men 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 our posts which is contributing to our gender pay gap.

We are pleased to see that our gender pay gap for the median is low and we will work on the mean for 2025 output. Only 92.59% of men were in receipt of bonus due to start date.

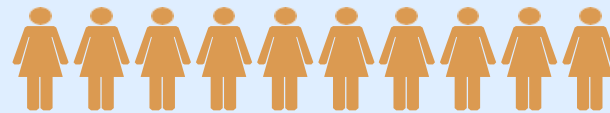
	2024	
	Median	Mean
Hourly Remuneration		
Gender pay gap	0.89%	3.40%
Part-time employees	19.64%	17.82%
Temporary contracts	3.49%	-4.57%

Bonus - 2024

% Males receiving a bonus **92.59%**



% Females receiving a bonus **100%**



Benefits in kind - 2024

% Males receiving benefits in kind **95.37%**



% Females receiving benefits in kind **100%**



	Median	Mean
Gender bonus pay gap	8.34%	19.70%

164 employees were referenced for Bonus data

172 employee were referenced for Pay data

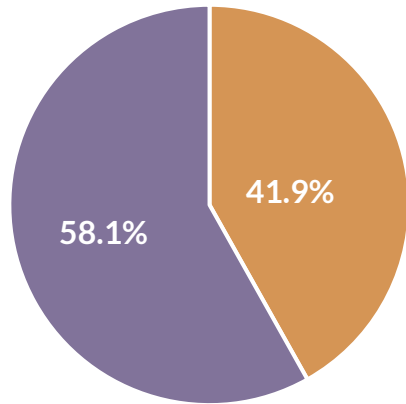
167 employees were refenced for Benefit in Kind

Gender pay gap quartiles for Ipsen Manufacturing Ltd*

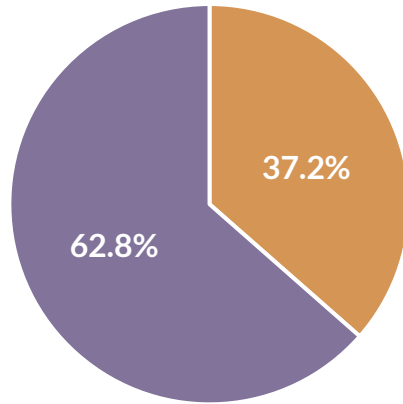
2024

MALE FEMALE

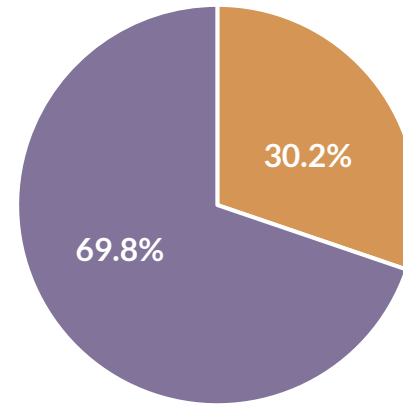
Lower quartile



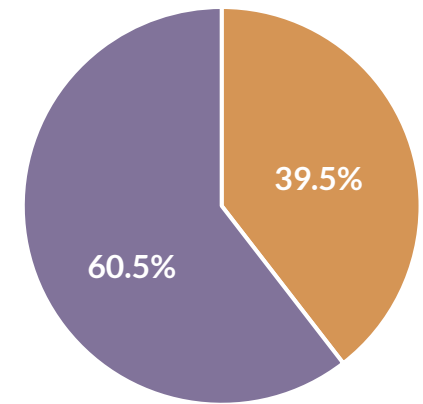
Lower middle quartile



Upper middle quartile



Upper quartile

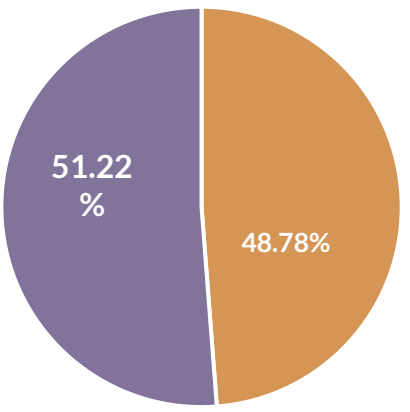


Gender Bonus gap quartiles for Ipsen Manufacturing Ltd*

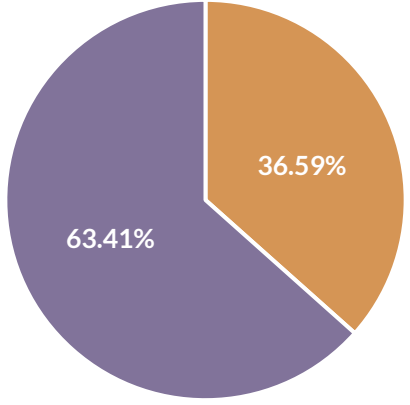
MALE FEMALE

2024

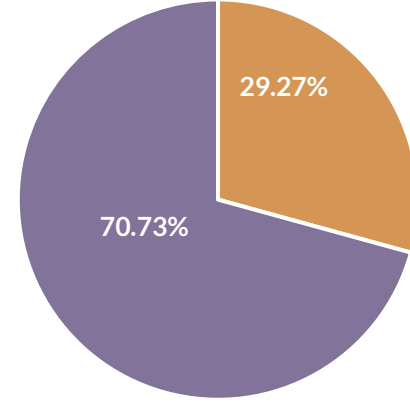
Lower quartile



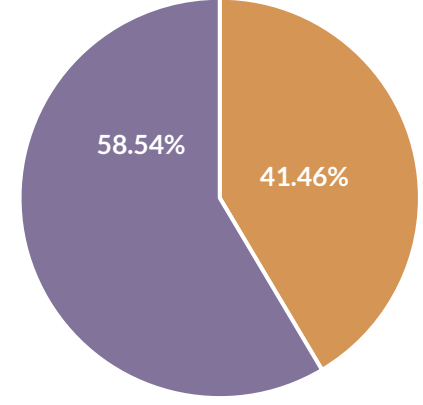
Lower middle quartile



Upper middle quartile



Upper quartile



Thank you

Please note, all images used are for illustrative purposes.
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