



2023 HR KPIs

A glimpse on our workplace and workforce



We strive to foster a safe, inclusive and supportive environment where every employee can be their true selves, thrive and make a real impact in patients' lives.

Our Diversity, Equity and Inclusion efforts center around 3 key pillars: Inclusive Culture, Equitable Outcomes and Workforce Diversification.

We value each person's uniqueness within our diverse workforce and raise awareness of different lived experiences through International Women's Day (for gender equity), Pride Month (for LGBTQ+ identities), Cultural Diversity Week (for race, ethnicity, nationalities), and Disability Awareness Week (for disabilities and neurodiversity). We also drive fairness through equitable people processes.

A woman with a white hairnet and blue lab coat is smiling while working in a laboratory. She is wearing yellow gloves and is focused on a task. The background shows laboratory equipment and a clean, professional environment.


Diverse workforce in an inclusive organization

Clare
Pharmaceutical Process Technician
Wrexham, U. K.



Jenny,
Product Development
Scientist, Dreux, France

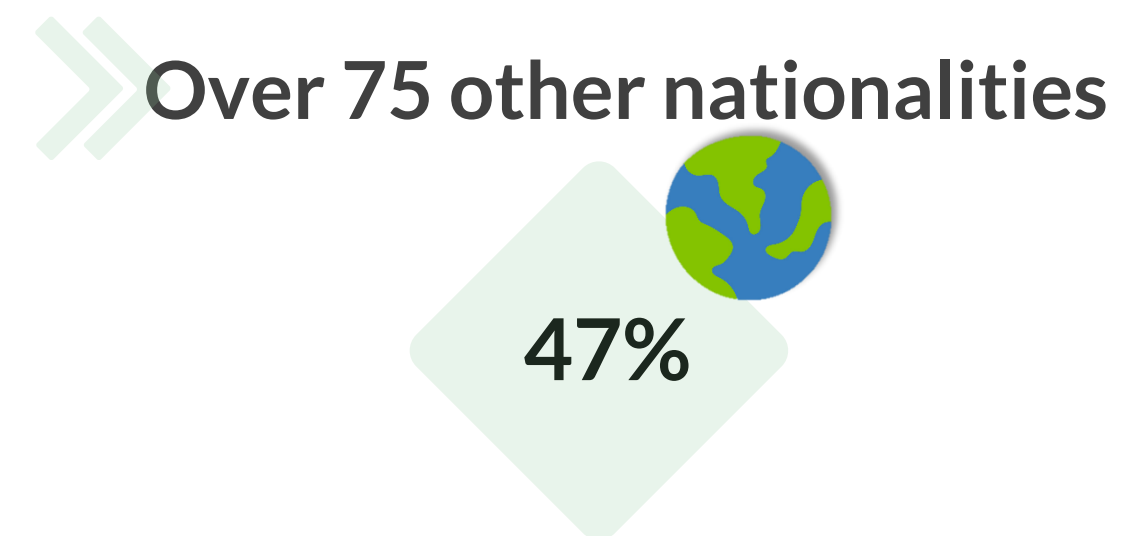
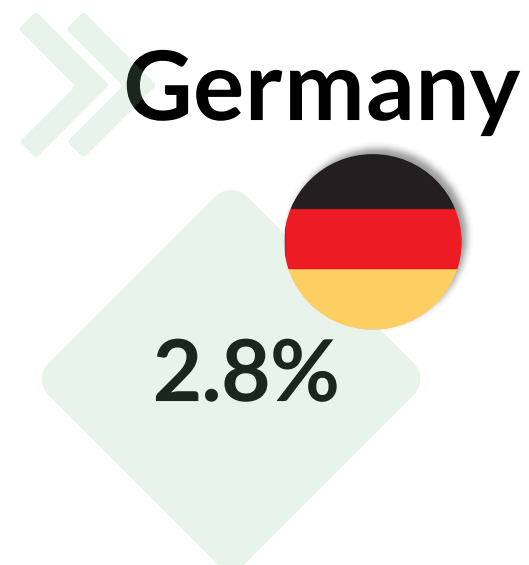
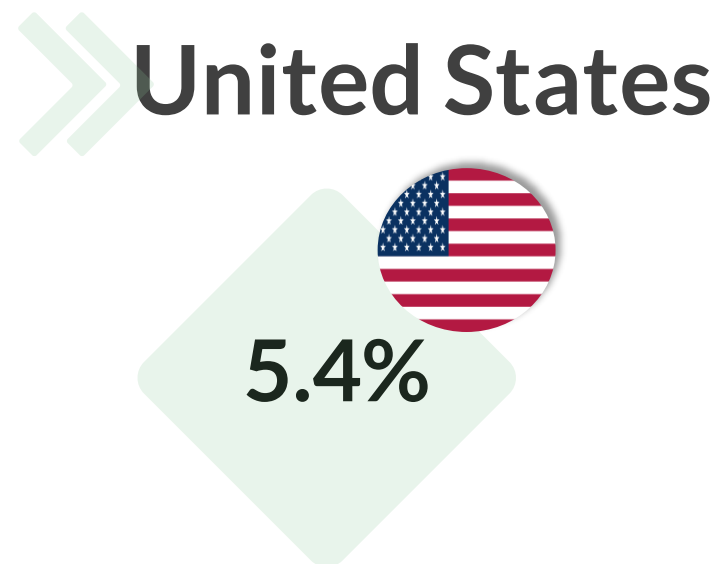
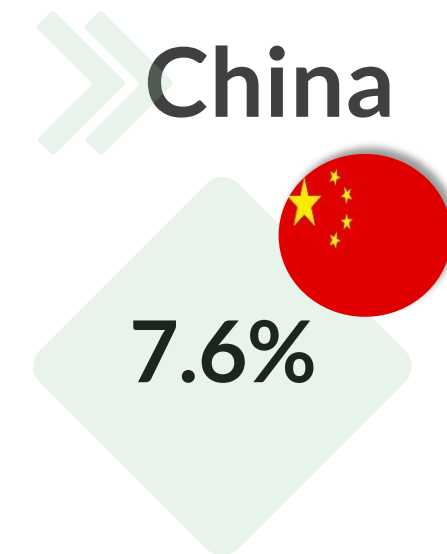
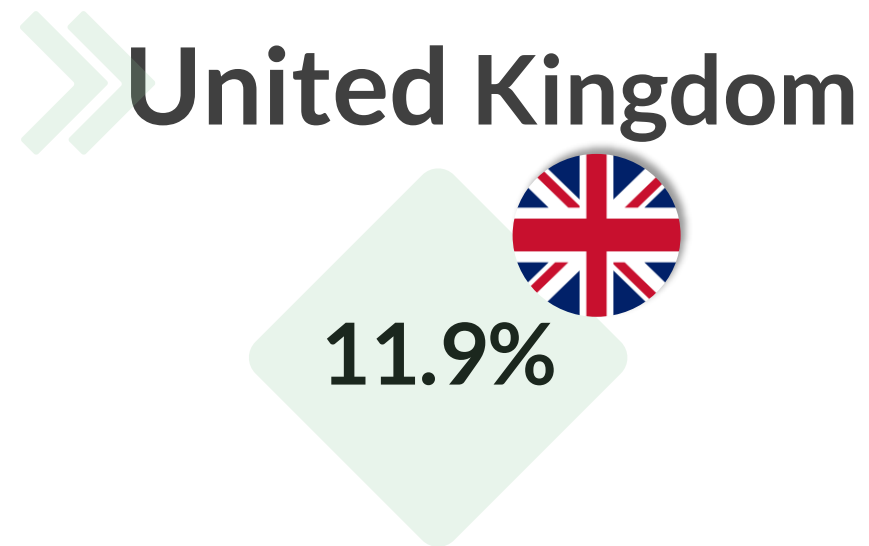
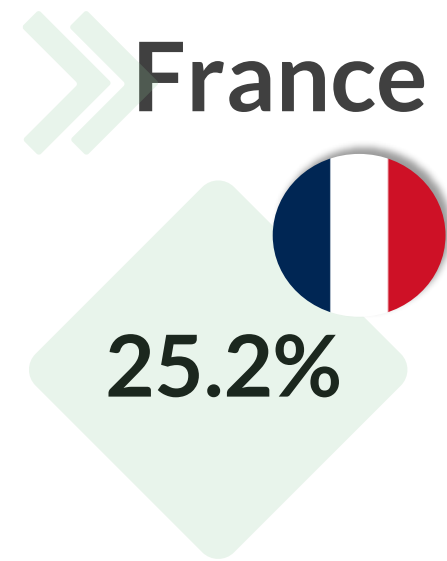
We are committed to promoting a balanced gender representation across all levels of our organization

Category	 Share of Women
Total Workforce	60.8%
Top Management (ELT)	38.5%
Senior Management (GLT)	53.2%
STEM positions	64.9%
All Management Positions	55.6%
Junior Management Positions	59.0%
Management in P&L Functions	44.3%

Data: Year end 2023

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



Data: Year end 2023

» 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.

» **24.5%** of our opened positions are filled internally, fostering the development and the retention of our in-house talent.

» **1162** recruitments are done throughout the year, supporting the growth of our organization.



Sabrina
with colleagues in a meeting
Bath Road, U.K.

» An engaged and socially responsible workforce, striving to make a real impact for patients and society



Employee Engagement Score in 2023, reflecting our team's strong engagement and connection to our company's mission and values.



Employers' accreditations in 25 countries, including Forbes World's Best Employers 2023. We pride ourselves on creating an environment where employees thrive and are recognized for their contributions.



Ipsen's employees' participation in volunteer activities, reflecting our commitment to social responsibility

A photograph of a diverse group of people in a meeting or conference. In the foreground, a man with glasses and a light blue shirt is smiling and looking towards the right, holding a black pen. Behind him, several other people are seated, some looking towards the same direction. The background is slightly blurred, showing a bright, indoor setting. The image has a red overlay on the right side.

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

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.



Our non-discrimination and anti-harassment policy reflects our dedication to promoting equality and respect, and maintaining a safe and supportive environment

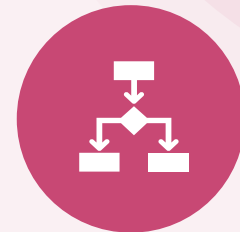


Employee Training

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.

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.



Corrective and Disciplinary Action

In cases of discriminatory behavior or harassment, Ipsen takes prompt corrective or disciplinary action. We prioritize accountability and uphold our commitment to fairness.



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.

Embracing career opportunities
while keeping in check turnover
and absenteeism rate

10.2% ▼

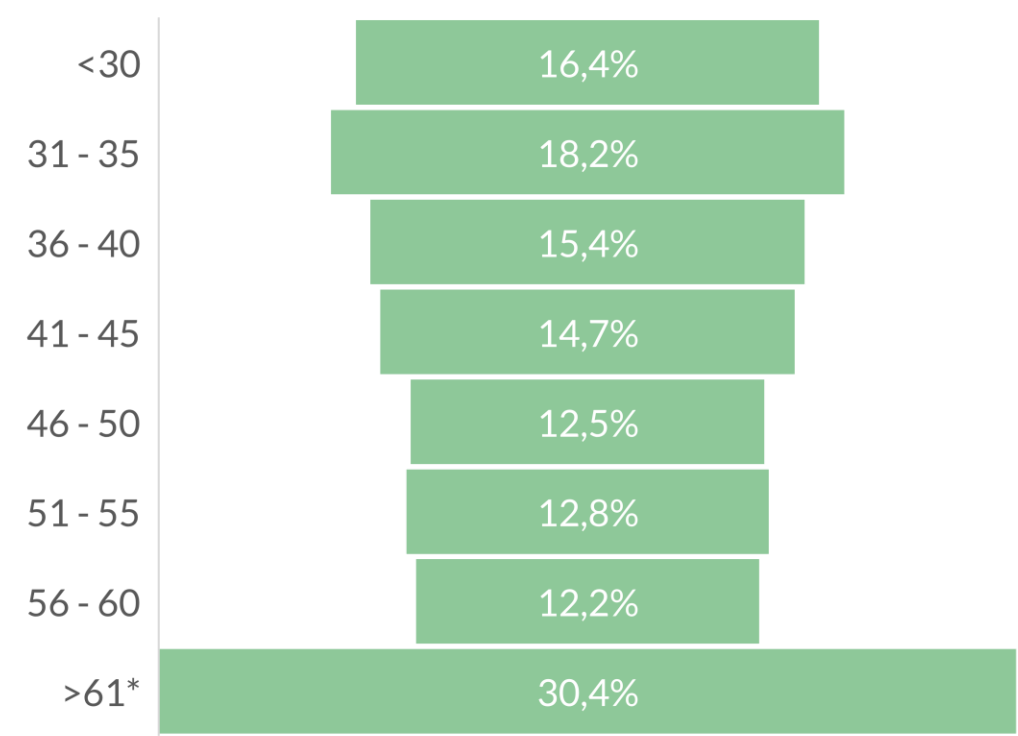
TOTAL VOLUNTARY TURNOVER RATE

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

Turnover	2021	2022	2023
Voluntary	12.6%	13.2%	10.2%
Involuntary	5.2%	3.8%	5%
Total	17.8%	17%	15.2%

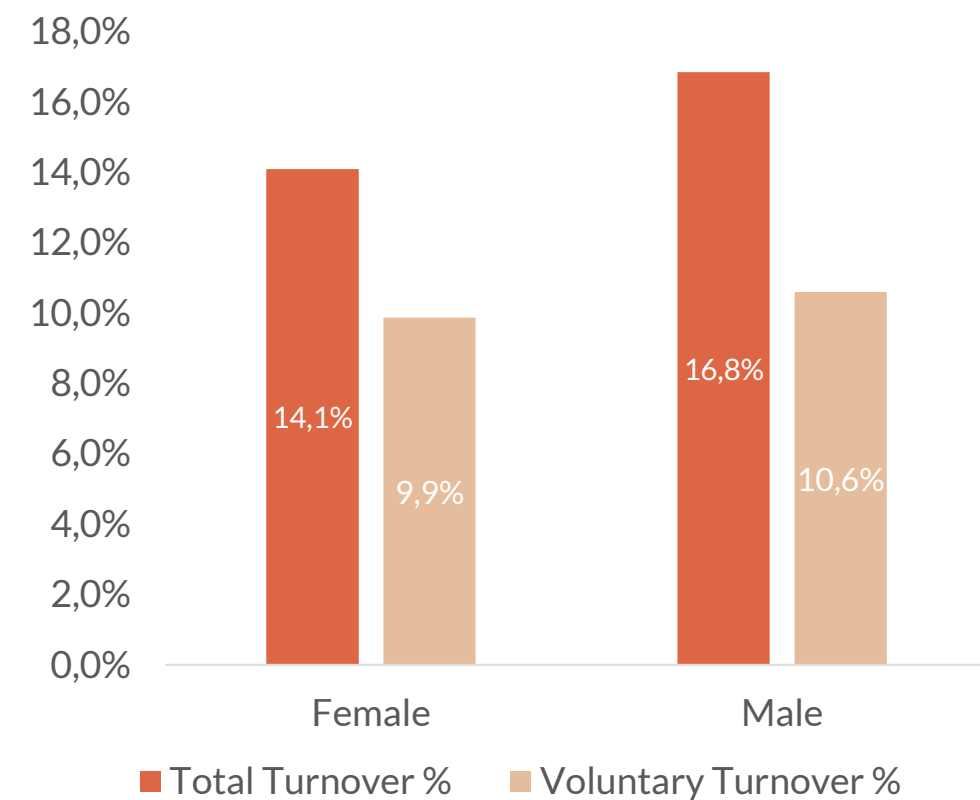
We keep in check our turnover rate across our organization

Turnover rate by Age range

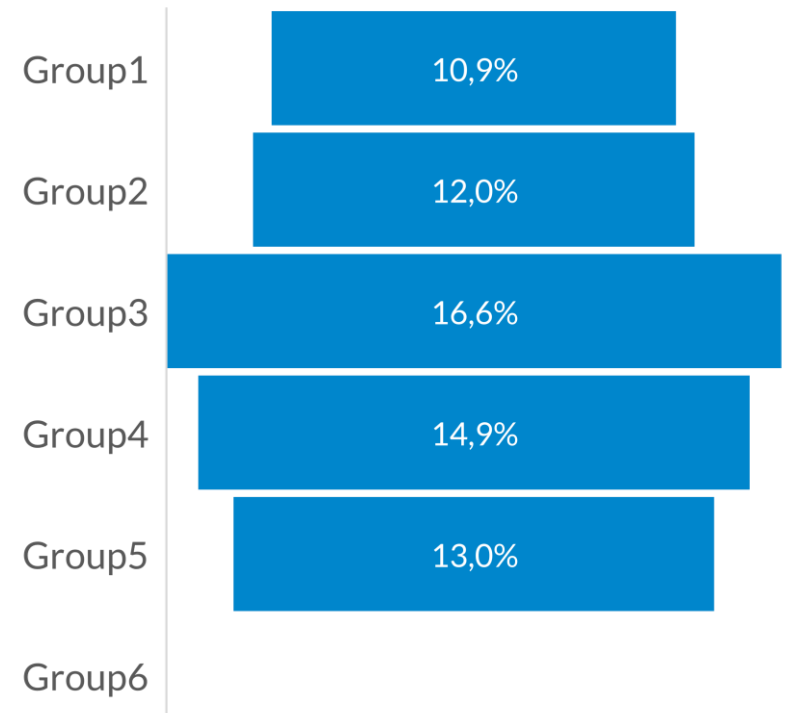


* Mainly retirement

Turnover rate by Gender



Turnover rate by Seniority level



Data: Year end 2023



Anne-Christine, Executive assistant, and Andreeanne, NCDS Projet Director – Les Ulis, France

Turnover is not merely about departures, it's about transformation. We embrace career paths as an opportunity for growth and agility.

2.69%

ABSENTEEISM RATE

Data: Year end 2023

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



Eva (People Services Specialist) and Claire (People Operations Specialist), Cambridge, USA

Freedom of association through
employee representation and
collective bargaining



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



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 62% of our employees in 2023, all employees are represented by an independent trade union or covered by collective bargaining agreements. For countries outside Europe (38% 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

Global HR, June 2024



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