

Boulogne Billancourt, France
May 2022

Dear stakeholders,

2021 was the first year of implementation of our Group strategy Focus. Together. For patients & society. Our commitment to social responsibility being at the heart of this strategy, it has been a year of exceptional and unprecedented engagement as we worked with all of our stakeholders to enhance and drive a positive impact for patients and society.

Our Company Social Responsibility approach is based on three pillars: employees, communities, and the environment. It is fully embedded in our strategy, contributing to the sustainability of our business model, and built on a strong ethical culture.

During 2021, we progressed key actions and accomplished major achievements.

On the Employee pillar, we strengthened and enhanced our Ipsen Way of Being in order to boost a culture of collaboration and excellence to fully support our new strategy. We set significant diversity targets for our Executive Leadership Team (ELT) and Global Leadership Team (GLT) that we are on track to reach. And as part of our goal to create a world-class work environment, we are very proud that we were recognized as an employer of choice in 19 countries this year.

The Community pillar is bolstered by Ipsen's employees' profound sense of purpose. Not only are we committed to making a difference for people living with difficult-to-treat conditions, we want to make a difference for society as a whole. This year, two of our biggest community-based initiatives, Community Day and Ipsen in Motion reached new levels of engagement as Ipsen teams worldwide contributed time, energy and dedication to their local communities.

Our concern for society extends to the well-being of the environment. We want to do our part to ensure we limit the impact of climate change for future generations. As part of our Environment pillar, we joined the Business Ambition for 1.5°C and have pledged to a science-based 50% reduction in absolute greenhouse gas emissions of our facilities and fleet by 2030 vs 2019. We will also deliver a science-based reduction in emissions across the rest of our value chain in the same period.

These commitments and achievements demonstrate the values we share and that we aim to live fully every day. At Ipsen, we are truly driven to make a positive impact: for patients, employees, our communities, our partners and shareholders.

With this communication, we express our ongoing commitment to support the United Nations Global Compact's 10 principles related to the 17 Sustainable Development Goals (SDGs) and to advance them within our sphere of influence.

*Best regards,
David Loew
Chief Executive Officer*