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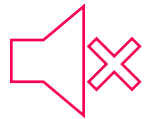


# 2021 EMPLOYEE STOCK PURCHASE PLAN (ESPP)

KICK-OFF

February 26<sup>th</sup>, 2021

# Golden rules



> Please mute your phone and your microphone during the presentation



> Note your questions in the chat section. We will be pleased to answer them at the end of each section

# Agenda

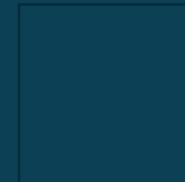
01 General features of the Plan

03 Communication Plan



02 The Plan in details

04 Q&A



# 01 ESPP 2021

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## GENERAL FEATURES OF THE PLAN

# 01 - General features of the Plan - Why an ESPP?

Employees have the opportunity to become Ipsen shareholders under preferred conditions



**DEVELOP**  
A culture of  
inclusiveness



**RECOGNIZE**  
Employee's commitment



**ALIGN**  
Employees with  
shareholder's interests

# 01 - General features of the Plan - Global Team

## Human resources



Aurélie Sueur



Sophie Véron



Aurélie Cordinel



Nada Kada  
Olivier Massard  
Kévin Gaspar

## Finance



Francine  
Royer Cailleaux

## Legal



Fabien Puibarreau

## Communication



Marjorie Vincenti

## other stakeholders...



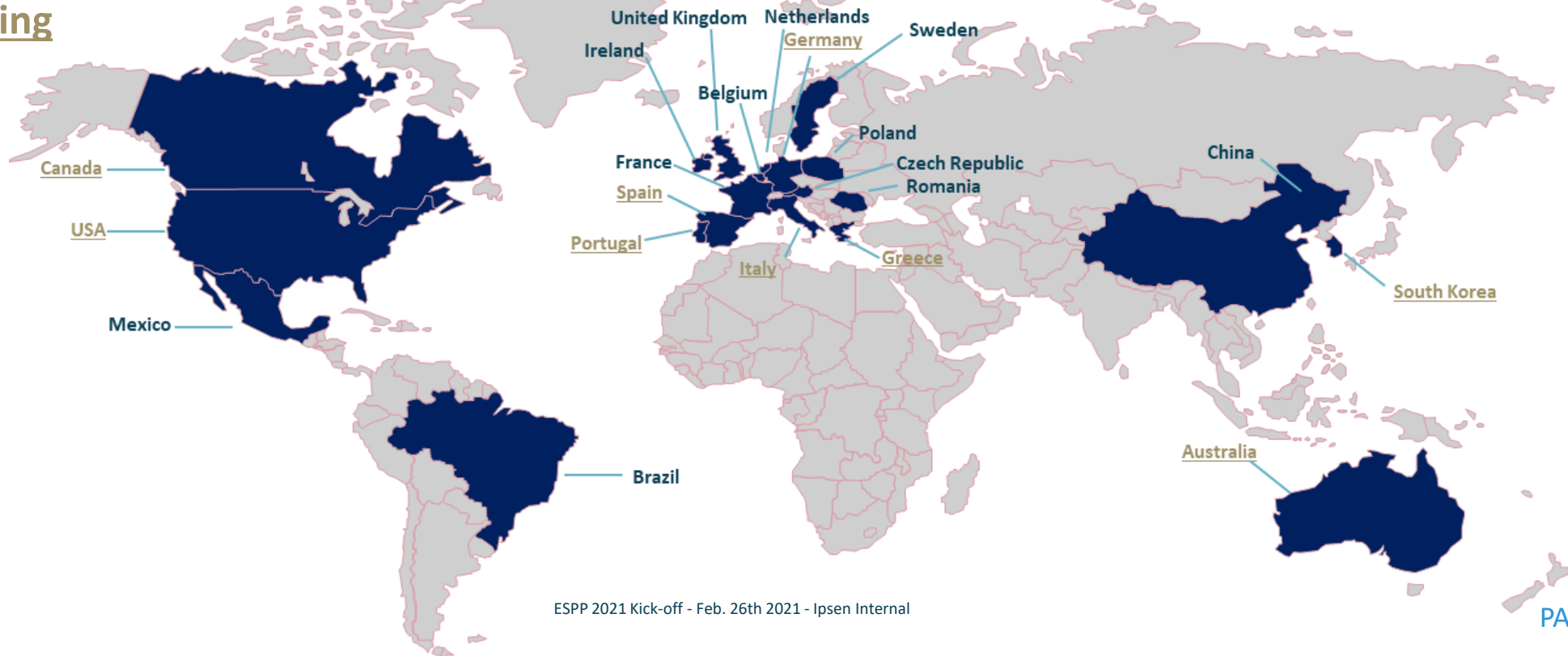
# 01 - General features of the Plan - Scope

## More than 5,100 eligible employees in 21 countries

All employees with an employment contract with one of the eligible entities of the group on June 17<sup>th</sup> with at least 3-month seniority, consecutive or not between **January 1<sup>st</sup> 2020 and June 17<sup>th</sup> 2021**.

### Countries in Direct Shareholding

### Countries in FCPE



# 01 - General features of the Plan - ESPP 2021

The 2021 Employee Stock Purchase Plan offers the opportunity for employees to buy Ipsen shares at preferential conditions!



Discount on the  
share price

> 20% discount

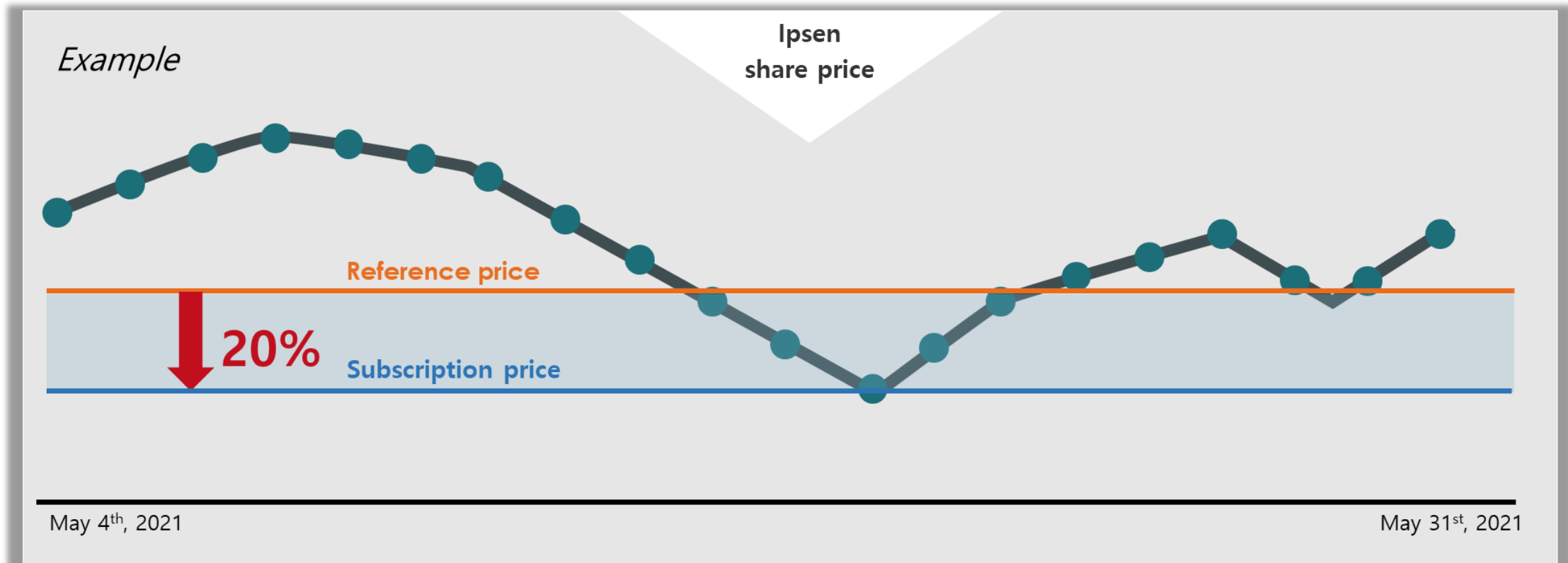


Matching  
contribution

> Up to € 750

# 01 - General features of the Plan- Subscription Price

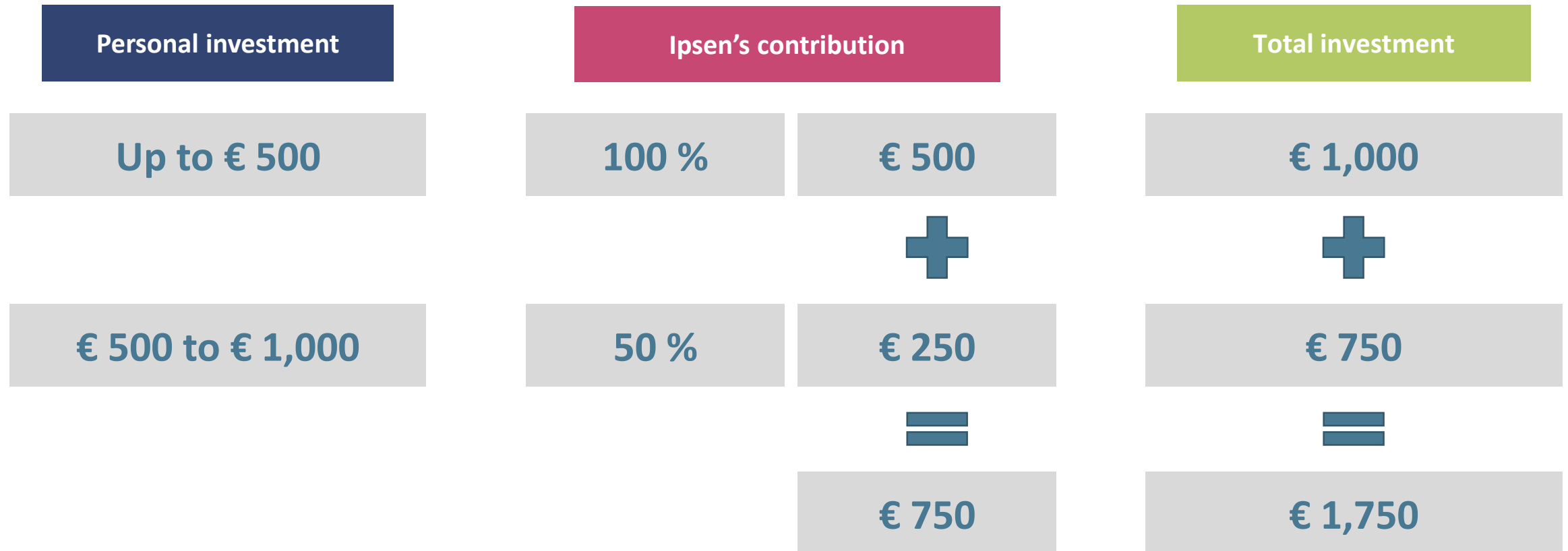
- May 4<sup>th</sup> to 31<sup>st</sup> : Record of the Ipsen share price
- The average = **Reference price**
- 20% discount on the **reference price** = **Subscription price**



(1) Exchange rate reference of 2021, May 31st

# 01 - General features of the Plan - Matching Contribution

Ipsen's matching contribution up to € 750



MIN: € 100 per employee



MAX: 25% of the 2021 Annual Comp

Social charges and tax not included

# 01 - General features of the Plan - Examples

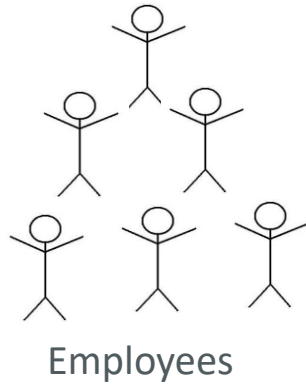
Ipsen's matching contribution up to € 750 - Examples

	Personal investment	Company contribution	Total investment
Example 1	€ 300	€ 300 <i>100% of the employee's personal investment</i>	€ 600
Example 2	€ 700	€ 600 <i>100% of the employee's personal investment up to € 500 50% of the employee's personal investment up to € 200</i>	€ 1,300
Example 3	€ 1,000	€ 750 <i>100% of the employee's personal investment up to € 500 50% of the employee's personal investment up to € 500</i>	€ 1,750
Example 4	€ 1,800	€ 750 <i>100% of the employee's personal investment up to € 500 50% of the employee's personal investment up to € 500</i>	€ 2,550

Social charges and tax not included

# 01 - Based on country profile, either FCPE or direct shareholding

**FCPE<sup>(1)</sup>**



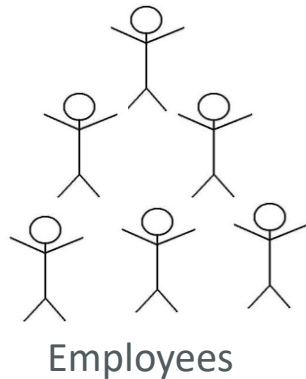
Hold units of the

FCPE

Subscribe to Ipsen shares



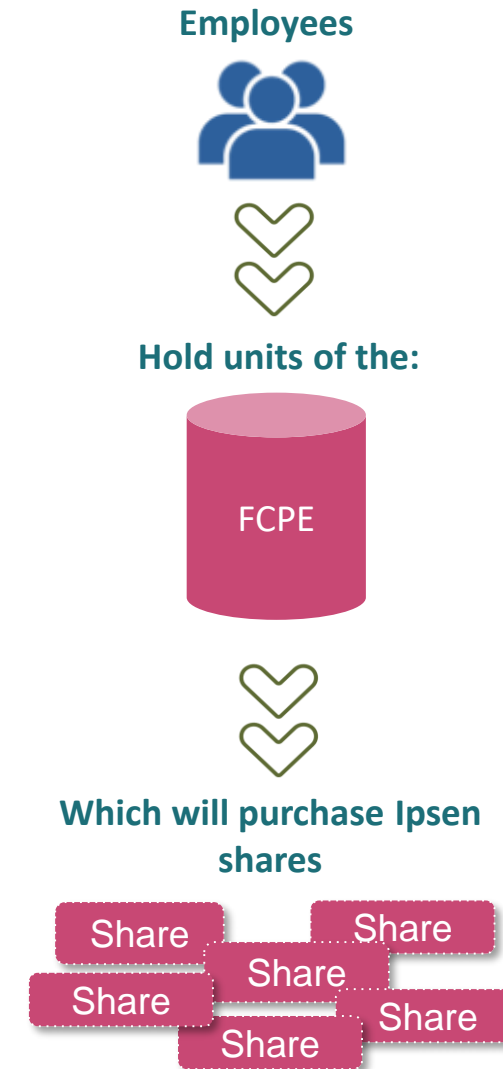
**Direct shareholding**



# 01 - General features of the Plan - focus FCPE

Focus on the FCPE (Employees' mutual funds)

- ✓ Employees will receive units according to the amount invested. The initial value of one unit will be equal to the purchase price of one Ipsen share (i.e. reference price – 20% discount). The FCPE purchase ipsen shares on behalf of employees.
- ✓ One of the advantages of the FCPE is: **the employee invest an amount of his/her choice, which is not corresponding to a rounded number of shares**, as he/she can subscribe to fractional units.

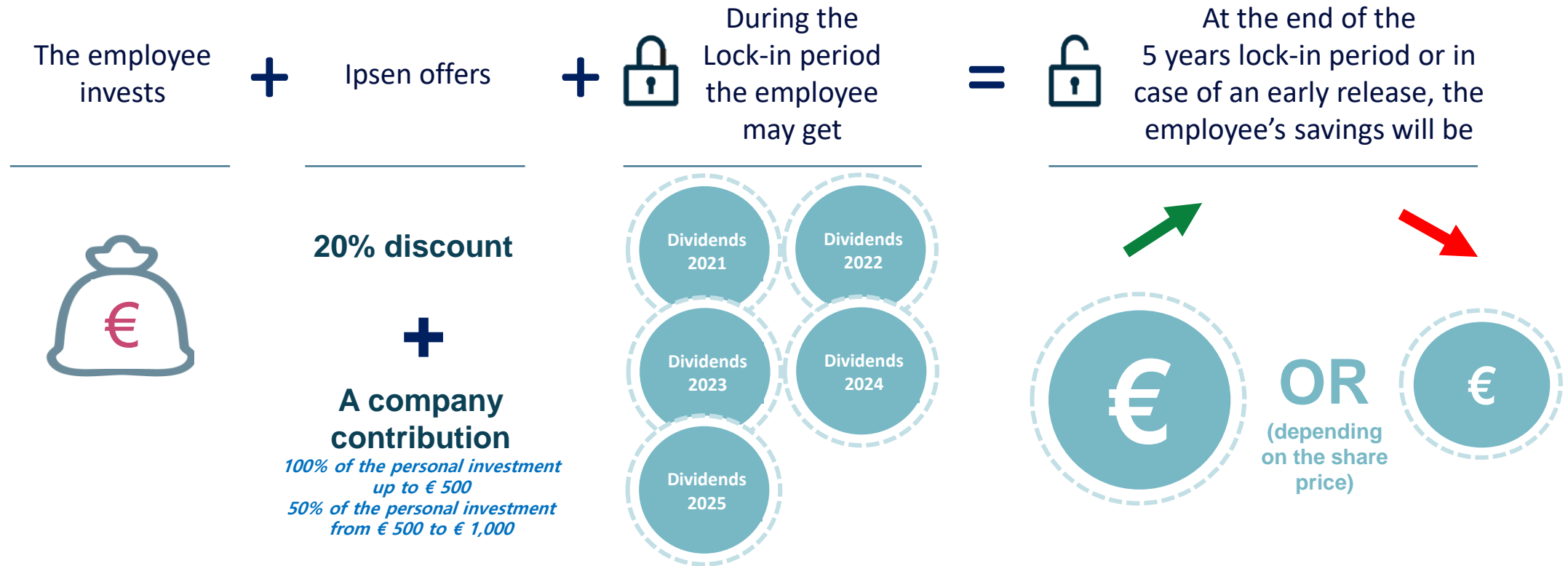


# 02 ESPP 2021

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## THE PLAN IN DETAILS

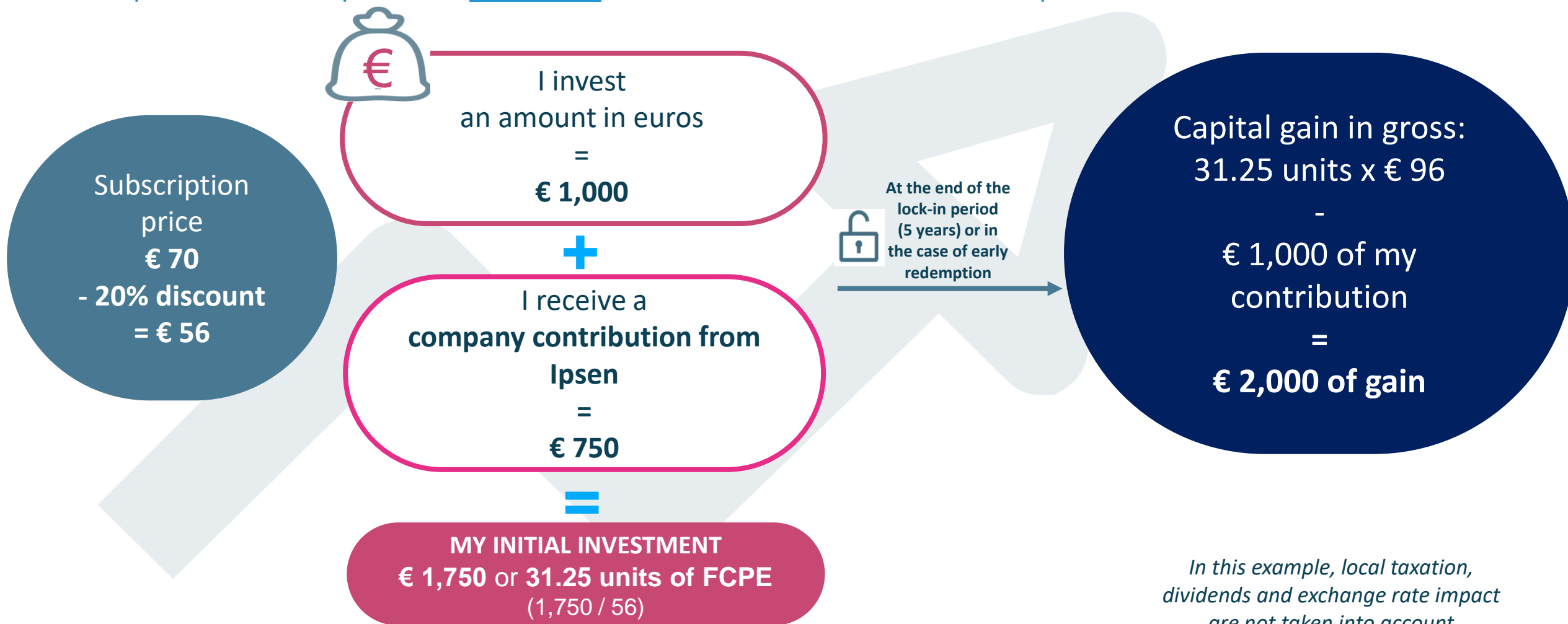
# 02 – The Plan in details - how does it work?



**Investment follows the share price up and down**  
**The discount and the company contribution have a buffer effect**

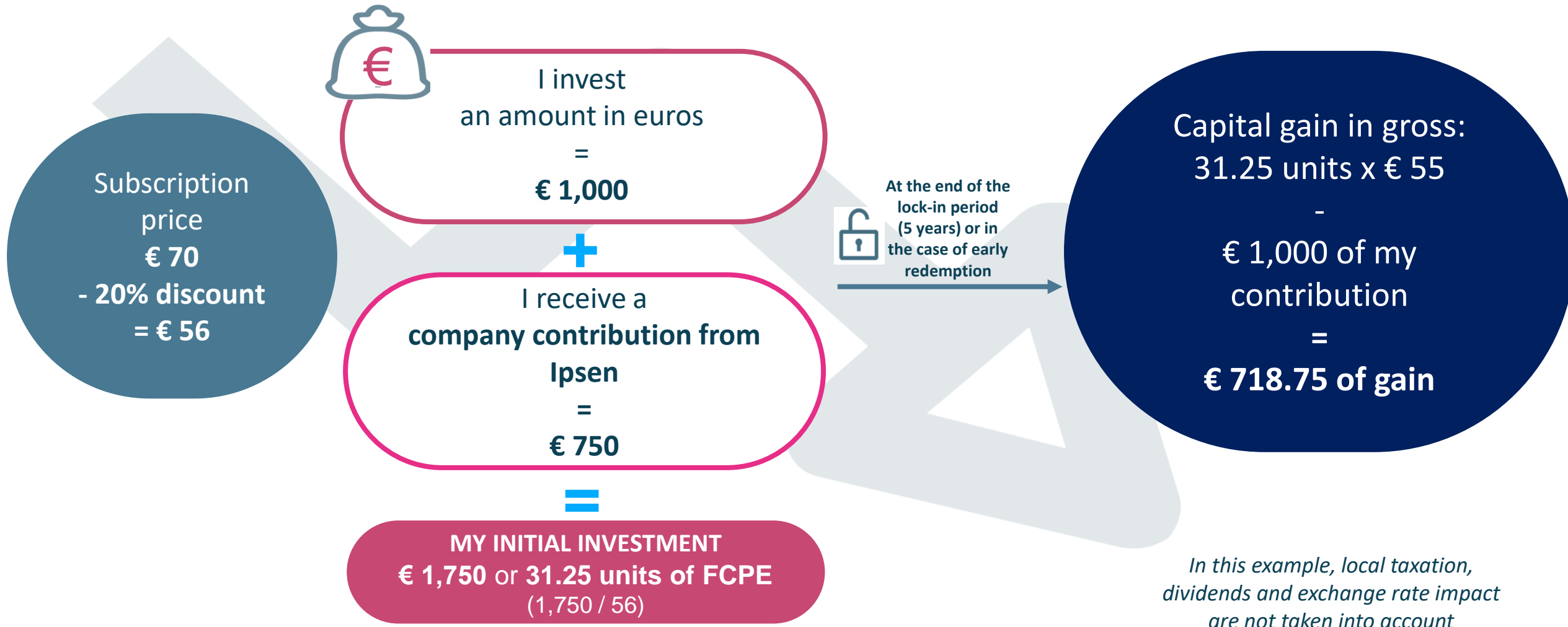
# 02 – The Plan in details - Share price increases

Example if the share price has increased to € 96 at the end of the lock-in period

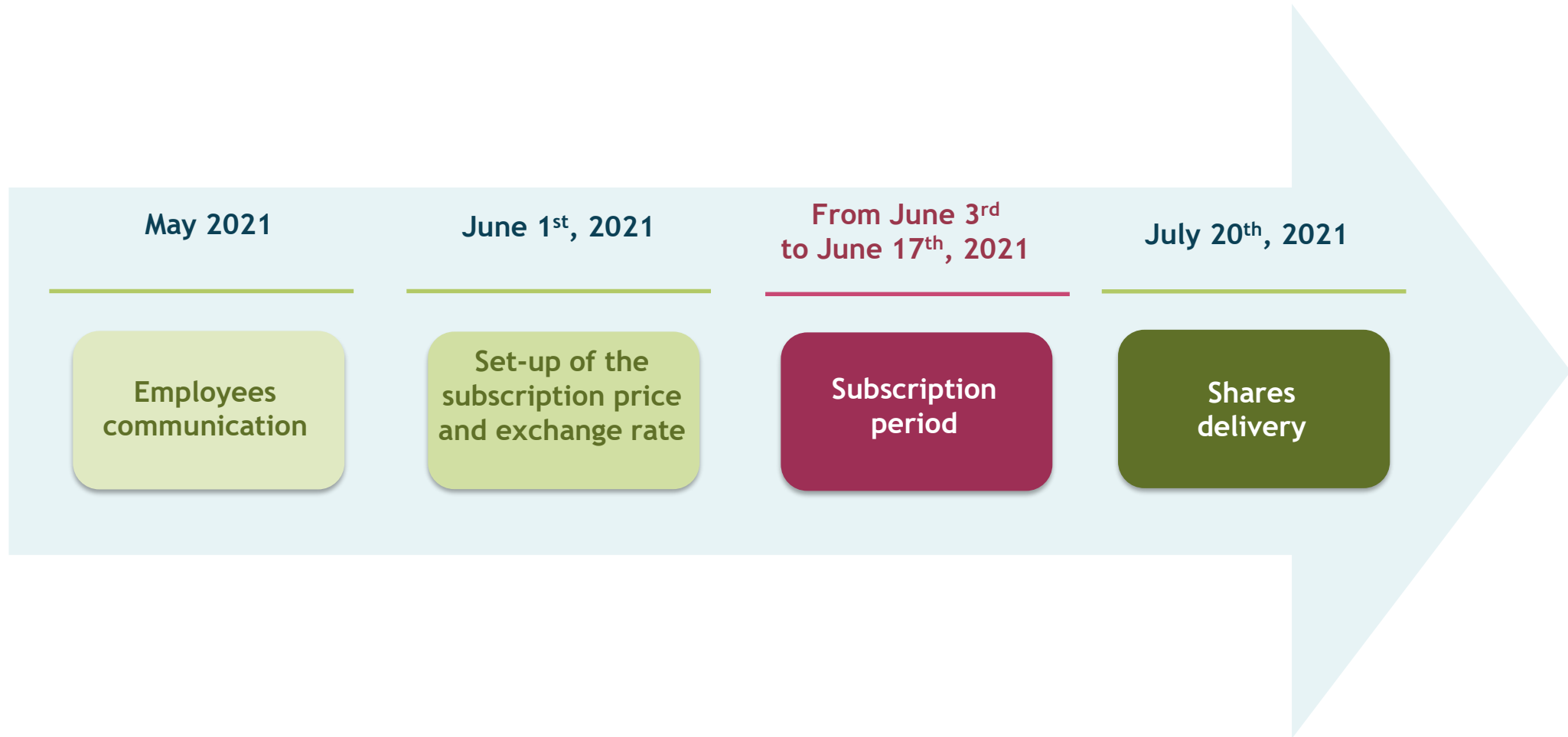


# 02 – The Plan in details - Share price decreases

Example if the share price has decreased to € 55 at the end of the lock-in period



# 02 – The Plan in details - Key dates



# 03

## 2021 ESPP

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### COMMUNICATION PLAN

# 03 - Communication Plan - Overview

## THE 3<sup>rd</sup> ESPP

The **3<sup>rd</sup> ESPP** (Employee Share Purchase Plan) of Ipsen  
Employees are associated in the performance of Ipsen and part of its future

## AN INTERNAL COMMUNICATION CHALLENGE

Give **all eligible employees** the opportunity to participate in the ESPP 2021 plan  
Make **100% of eligible employees aware** of the plan  
**Explain** and highlight the **advantages** of the offers

## ILLUSTRATED BY...

A name and a key visual: **ESPP 2021**  
Reinforce alignment with the new strategy: “**Focus. Together. For patients & Society.**”

## A PLUG & PLAY APPROACH

Central design and translation of communication tools with local validation  
E-collaboration platform to facilitate exchanges

# 03 - Communication Plan

A distinctive look and feel

An e-collaboration platform for HR



Project management	Communication	Any question?
<ul style="list-style-type: none"><li>Main project documents &amp; Training materials<ul style="list-style-type: none"><li>Kick-off meeting kit</li><li>Bi-monthly call</li><li>Document in English for reference</li></ul></li><li>To do list</li><li>General Planning</li></ul>	<ul style="list-style-type: none"><li>Proofread &amp; Validate the documentation</li><li>Download the validated documents</li><li>Communication website click to edit</li></ul>	<ul style="list-style-type: none"><li>Forum</li><li>Contacts</li></ul>



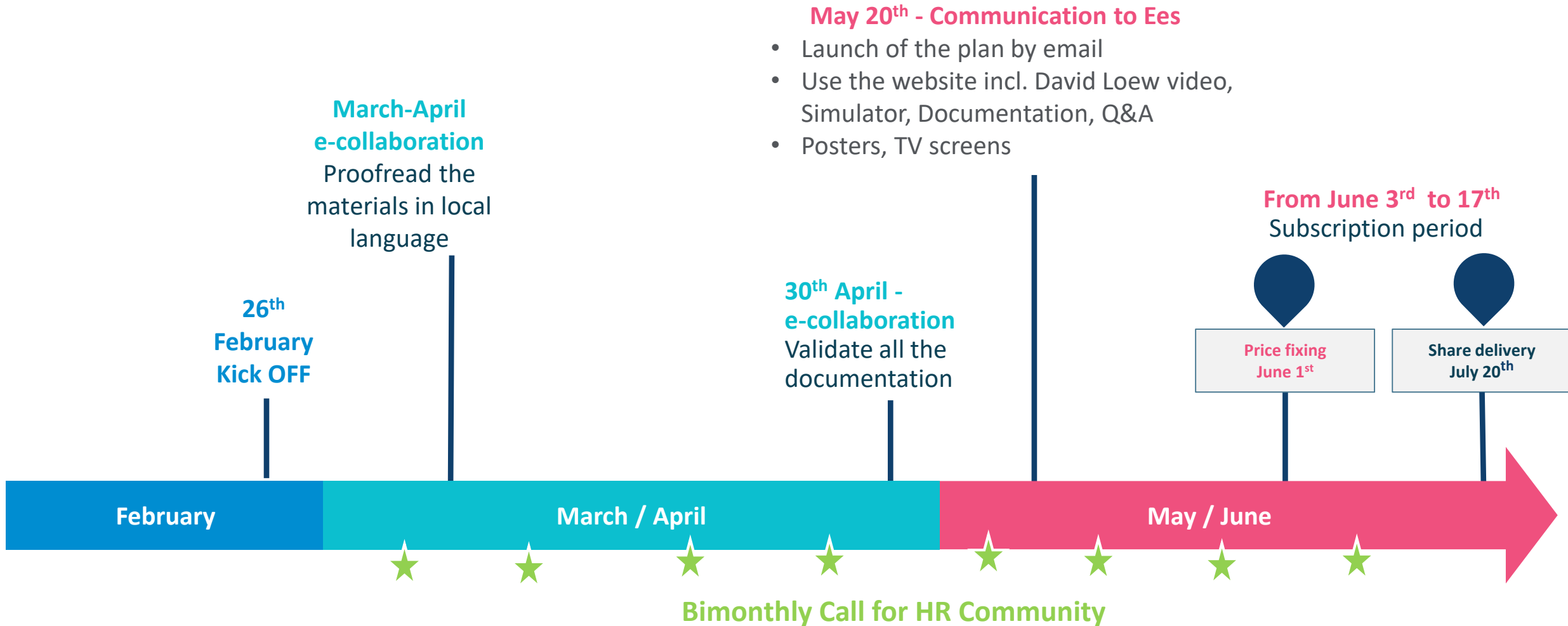
A dedicated website for all EMPLOYEES



# 03 - Communication Plan - Proofreading and Validation

Communication tools	Availability	Validation of final document
Brochure (Word file)	March 15 <sup>th</sup>	March 26 <sup>th</sup>
Email / Codes letter	April 12 <sup>th</sup>	April 23 <sup>rd</sup>
Brochure (PDF file)	April 8 <sup>th</sup>	April 16 <sup>th</sup>
Posters 1 & 2	April 19 <sup>th</sup>	April 23 <sup>rd</sup>
Extranet website for employees	April 12 <sup>th</sup>	April 30 <sup>th</sup>
Subtitles translated On the Video of David Loew	April 26 <sup>th</sup>	April 30 <sup>th</sup>
Validate all materials		April 30 <sup>th</sup>
Launch Communication	May 20 <sup>th</sup>	
Email to open subscription	June 3 <sup>rd</sup>	

# 03 - Communication Plan - Key dates



# 03 - Communication Plan - Website for Employees

DIGITAL COMMUNICATION FOR EMPLOYEES'S INFORMATION AND SUBSCRIPTION

key information on [www.ipsen-espp2021.com](http://www.ipsen-espp2021.com):

- Practical information on the offer and its **advantages**
- **Who** can participate?
- **How much** to subscribe?

A video of David Loew with subtitles in local language

A simulator to calculate:

- **Maximum** employee investment
- The **potential gains**

Direct access to the subscription tool



# 03 - Upcoming steps



Access the e-collaboration platform

**March 1<sup>st</sup>**



Start discussions with local lawyers, read the feasibility study and the tax note

**As of March 8th**



Attend monthly calls dedicated to Site HR

**Beginning of March**

**ESPP**  **2021**

**Thank you for your  
attention!**

**> Do you have any questions?**