

Ipsen announces changes to its Executive Committee

PARIS, FRANCE, 23 July 2025 - Ipsen (Euronext: IPN; ADR: IPSEY), a global specialty care biopharmaceutical company, today announced the following changes to its Executive Committee:

- **Mari Scheiffele** is appointed to **EVP, Chief Product Officer**
- **Andreas Gerber** is appointed to **EVP, Head of International**
- **Caroline Sitbon** is appointed to **EVP, General Counsel**

Mari, Andreas and Caroline will report to Ipsen's Chief Executive Officer, David Loew, beginning September 1, 2025.

After 4 years successfully leading the commercial operations for the International Region at Ipsen, **Mari Scheiffele** will now lead all medicines in Oncology and Rare Disease at Ipsen. In the new role, Mari will focus on driving product development and pipeline innovation for new medicines and lead globally, brands and life cycle management. Mari succeeds Bartek Bednarz who will now lead the newly created Asia, Pacific & China region at Ipsen.

Andreas Gerber joins Ipsen from Johnson & Johnson where he most recently served as Worldwide Vice-president and Head of the Oncology Franchise. In his new role as Head of International, Andreas will lead Ipsen's operations in all geographies excluding North America. Andreas's extensive business acumen and commercial operations experience will support driving growth in Ipsen's three therapeutic areas: Oncology, Rare Disease and Neuroscience across the International region. Andreas succeeds Mari Scheiffele.

Finally, **Caroline Sitbon** has been promoted to the role of Ipsen's General Counsel. Caroline joined the company from GSK in 2024 as Senior Vice President, Legal Affairs. In her new role, Caroline will lead legal and business ethics and will also serve as the Board of Directors' General Secretary. Caroline succeeds François Garnier who will be retiring after a very successful career, including his tenure as Ipsen's General Counsel and General Secretary to the Board of Directors.

"These three appointments bring additional highly qualified global leaders to our executive leadership team and I'm delighted that they represent a combination of internal promotions and new leaders that have joined Ipsen," said **David Loew**, Chief Executive Officer. "After personally working with both Mari and Caroline throughout their tenure at Ipsen, I have been impressed by their leadership, business insights and innovative mindsets. Each of these leaders, in their respective fields, have strongly contributed and partnered with Executive Leadership Team members to the ongoing transformation that we have been successfully driving at Ipsen. I am also very pleased to welcome Andreas to Ipsen. Over the last few years, I have observed his accomplishments and am convinced that his leadership and capacity to inspire our teams to execute and deliver on our strategy will be instrumental in our continuous growth trajectory in those respective markets. These additions also now represent a gender-balanced Executive Committee at Ipsen. I would also like to warmly thank François Garnier who had a long and distinguished career at Ipsen, making a big impact on the development of our company."

Mari Scheiffele said, "I am honored to step into the role of Chief Product Officer at such an exciting time for our company. I am committed to driving innovation, fostering a culture of excellence, and continuing to work with our teams to deliver impact for our customers and patients."

Andreas Gerber said, "I am thrilled to join Ipsen to lead the International Region and to work, together, with a world-class team to make a real impact on patients' everyday lives. I am looking forward to driving our innovative medicines across the portfolio to create access and adoption for patients and customers worldwide and to realize the full potential of our transformative therapies."

Caroline Sitbon added, "It is an honor to take the General Counsel and General Secretary role and be part of this dynamic and fast-growing organization committed to advancing science for patients and consumers. I am very excited to have the opportunity to lead a highly qualified team that ensures our commitment to remain unwavering in compliance and integrity".

ABOUT IPSEN

We are a global biopharmaceutical company with a focus on bringing transformative medicines to patients in three therapeutic areas: Oncology, Rare Disease and Neuroscience.

Our pipeline is fueled by internal and external innovation and supported by nearly 100 years of development experience and global hubs in the U.S., France and the U.K. Our teams in more than 40 countries and our partnerships around the world enable us to bring medicines to patients in more than 80 countries.

Ipsen is listed in Paris (Euronext: IPN) and in the U.S. through a Sponsored Level I American Depositary Receipt program (ADR: IPSEY). For more information, visit [ipsen.com](https://www.ipsen.com).

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The forward-looking statements, objectives and targets contained herein are based on Ipsen's management strategy, current views and assumptions. Such statements involve known and unknown risks and uncertainties that may cause actual results, performance or events to differ materially from those anticipated herein. All of the above risks could affect Ipsen's future ability to achieve its financial targets, which were set assuming reasonable macroeconomic conditions based on the information available today. Use of the words 'believes', 'anticipates' and 'expects' and similar expressions are intended to identify forward-looking statements, including Ipsen's expectations regarding future events, including regulatory filings and determinations. Moreover, the targets described in this document were prepared without taking into account external-

growth assumptions and potential future acquisitions, which may alter these parameters. These objectives are based on data and assumptions regarded as reasonable by Ipsen. These targets depend on conditions or facts likely to happen in the future, and not exclusively on historical data. Actual results may depart significantly from these targets given the occurrence of certain risks and uncertainties, notably the fact that a promising medicine in early development phase or clinical trial may end up never being launched on the market or reaching its commercial targets, notably for regulatory or competition reasons. Ipsen must face or might face competition from generic medicine that might translate into a loss of market share. Furthermore, the research and development process involves several stages each of which involves the substantial risk that Ipsen may fail to achieve its objectives and be forced to abandon its efforts with regards to a medicine in which it has invested significant sums. Therefore, Ipsen cannot be certain that favorable results obtained during preclinical trials will be confirmed subsequently during clinical trials, or that the results of clinical trials will be sufficient to demonstrate the safe and effective nature of the medicine concerned. There can be no guarantees a medicine will receive the necessary regulatory approvals or that the medicine will prove to be commercially successful. If underlying assumptions prove inaccurate or risks or uncertainties materialize, actual results may differ materially from those set forth in the forward-looking statements. Other risks and uncertainties include but are not limited to, general industry conditions and competition; general economic factors, including interest rate and currency exchange rate fluctuations; the impact of pharmaceutical industry regulation and healthcare legislation; global trends toward healthcare cost containment; technological advances, new medicine and patents attained by competitors; challenges inherent in new-medicine development, including obtaining regulatory approval; Ipsen's ability to accurately predict future market conditions; manufacturing difficulties or delays; financial instability of international economies and sovereign risk; dependence on the effectiveness of Ipsen's patents and other protections for innovative medicines; and the exposure to litigation, including patent litigation, and/or regulatory actions. Ipsen also depends on third parties to develop and market some of its medicines which could potentially generate substantial royalties; these partners could behave in such ways which could cause damage to Ipsen's activities and financial results. Ipsen cannot be certain that its partners will fulfil their obligations. It might be unable to obtain any benefit from those agreements. A default by any of Ipsen's partners could generate lower revenues than expected. Such situations could have a negative impact on Ipsen's business, financial position or performance. Ipsen expressly disclaims any obligation or undertaking to update or revise any forward-looking statements, targets or estimates contained in this press release to reflect any change in events, conditions, assumptions or circumstances on which any such statements are based, unless so required by applicable law. Ipsen's business is subject to the risk factors outlined in its registration documents filed with the French Autorité des Marchés Financiers. The risks and uncertainties set out are not exhaustive and the reader is advised to refer to Ipsen's latest Universal Registration Document, available on ipsen.com

