



ANNOUNCEMENT

April 8th, 2021

Dear Colleagues,

To foster our new strategy “*Focus.Together. For Patient and Society*”, we are strengthening our teams to ensure Ipsen’s competitiveness and fairness to attract, motivate and retain our talents.

Our Total Rewards strategy has been defined to meet this purpose:

- we Reward what Matters
- we Share our Success
- we Care about our people as much as our people care about patients.

We are also aiming at aligning to the new HR clusters organization effective April 1st to increase efficiencies.

In this context, I am pleased to announce the following changes in the Global Compensation & Benefits team:



Brittane Browne is appointed **Head of Compensation & Benefits for North America**. Brittane will be replacing Kathleen Warnecke who has decided to leave Ipsen to pursue other opportunities. In this capacity, Brittane will lead Compensation and Benefits for North America (US/ Canada). Brittane will report into Sophie Veron and will remain located in Cambridge, USA. Brittane Browne joined the NA HR team in May 2019, as HR Compensation Lead NA. Prior to Ipsen, Brittane worked as Senior Compensation Analyst at TripAdvisor in Needham, MA. Brittane holds a BA in International Business from Bryant University, Smithfield RI. Brittane’s appointment is a great example of developing and promoting internal talent at Ipsen.

Please join me in wishing Kathleen continued success in her future endeavors and congratulating Brittane on her well-deserved promotion.



Maria Arroyo is appointed **Compensation and Benefits Specialist**, Maria will report into Aurélie Sueur, Head of Global Benefits, and will be located in Boulogne, France. Maria joins from the luxury brands group LVMH where she spent more than 4 years as C&B specialist, leading compensation surveys participation and data analytics, and providing support to the local HRs. Prior to this experience, she started her career in the high-tech industry at Microsoft and Ubisoft. Maria holds an MBA from Toulouse Business school and speaks multiple language (Spanish native). Maria will be instrumental in supporting all Benefits initiatives at the Global scale, and will also be the C&B partner of the following HR Clusters and countries:

- LATAM (Brazil/ Mexico)
- South Europe (Greece, Italy, Portugal, Spain)

Please join us in welcoming Maria at Ipsen.

As we are currently recruiting the Head of Global Compensation role, replacing David Nouet who has moved to his new role in Asia, the following C&B partnering organization will apply ad interim:

Aurélie Sueur: in addition to her role of Head of Global Benefits, will be C&B partner for France, Middle East Africa (Algeria, Tunisia, UAE), Eastern Europe (Czech Republic, Hungary, Slovakia, Romania, Poland, Ukraine)

Océane Pinto: in addition to her Global Compensation role, will be C&B partner for APAC (Australia, Singapore, South Korea, Taiwan, Vietnam) and will support China in the interim (in close collaboration with **Sara Liu**) as well as DACH (Germany, Switzerland) and NOBA (Denmark, Finland, Latvia, Lithuania, Norway & Sweden)

Joëlle Greenwold: in addition to her Global International Mobility role, will be C&B partner for BENELUX (Belgium, Luxembourg and Netherlands).

Amanda Dini (UK/ Ireland) and **Sofia Barkova** (Russia / Kazakhstan) and their teams will continue to provide C&B partnering on their respective scope.

I would like to take the opportunity to thank the entire C&B team for all their dedicated and hard work and rely on the HR community to welcome our new comers.

Best regards,

Sophie Véron
Vice President, Global Compensation & Benefits