



## ANNOUNCEMENT

December 22nd, 2021

Dear Colleagues,

It is with regret that we inform you that **David Nouet**, Cluster Head China & Asia & Pacific has left Ipsen end of November 2021. David joined in November 2016 as Corporate HR for Compensation and Benefits and was nominated Cluster Head Asia & Pacific earlier this year.

We are very pleased to announce **Christine Wang** HR Head SC China will extend her role and start managing Asia & Pacific (SC China, Taiwan, Korea, Singapore, Vietnam, Australia) from 1<sup>st</sup> Jan 2022. She will fully be responsible to manage HR for China & APAC. The following team members will change their reporting line from Mona to Christine :

**Janice Lin** – HR Manager Taiwan;

**Cecilia Tan** – HR Manager ASEAN;

**Grace Lee** - HR Manager South Korea;

**Head of HR Australia & NZ**

Christine, will continue to report to Mona Amin- Head of HR Ops International and have dotted line to Guillaume Delmotte, GM China SC and Peter Koetsier-Head of APAC (excl China).

Supporting our ambitious strategy to expand our presence around the world, we are pleased to announce that **Janice Lin**, HR Head in Taiwan& HK, will aswell manage Japan from Jan -2022. **Arjen Fehr**, HR Head in Benelux& International Projects helped establish the new legal entity in Japan. Janice will dedicate 1 day per week for Japan. We would like to thank Arjen for the strong leadership and expertise he has shown in setting up the new affiliate. Arjen will start the transition with Janice in Jan-2022.

Also supporting HR verticalization and building the full support for APAC, we will be extending the Center of Excellence support to the region as follows:

**Yvonne Zhang**- Talent Dev & Learning Manager – China & APAC will start supporting APAC from 1<sup>st</sup> Jan 2022

**Noreen Ma**-Talent Acquisition Manager-China & APAC will start supporting APAC from 1<sup>st</sup> April. Until then **Caroline O'Reilly** will continue to manage the existing searches and help on all Manager and above positions in Q1 2022.

**Tina Li**- C&B Manager China & APAC and **Frost Han**- HRSS Manager China & APAC will aswell start supporting APAC from 1<sup>st</sup> April 2022.

Please join us in congratulating Christine and Janice on their new appointments and wishing them the best of success in their new roles. Wishing aswell the CoEs will be extending their expertise to APAC the very best as we will start a new era to ensure the right level of HR support for APAC.

**Mona Amin**-Head of HR Operations International  
**Peter Koetsier**-Head of APAC

**Guillaume Delmotte**- GM China

(In alignment with **Sophie Veron**- C&B Head, **Nick Lee**- GM Taiwan &HK, **Michael Spiers**-Head of Talent Acquisition-UKI & RoW & **Jemma Chambers**- Head of HRSS International Projects)