



ANNOUNCEMENT C&B

September 7th, 2022



I am pleased to announce that **Siti Shahdan** is joining the Global Compensation & Benefits Team as Head of Compensation & Benefits, ASIA/PAC. Based in Singapore, she will report to me, with a dotted line to Christine Wang, HR Head of Cluster SC China and APAC.

In this role, Siti will support business growth and development of Ipsen in ASIA/PAC with a strong focus on China, in managing local and global Compensation projects, providing C&B expertise, analysis and consultation to ensure Ipsen's programs are market relevant, competitive, and forward thinking to attract and retain talents. Siti will be instrumental in developing relevant C&B practices to make Ipsen China and Ipsen in ASIA/PAC an employer of choice while providing functional and subject matter expertise in support of the design and delivery of the company's Total Rewards strategy including benefits, wellness, and compensation-related special projects.

Siti will bring her solid experience in C&B strategy and design, as well as her capabilities in analytics, to optimize rewards structures and to lead new initiatives. She demonstrated her ability to drive both global high-level programs, and country-specific projects. She had worked with diverse and multi-cultural teams, predominantly in the medical industry.

Prior to Ipsen, Siti led the global Total Rewards function at Advanced MedTech in Singapore, covering all Asian countries as well as Europe/ US. Previously, she has gained strong international C&B experience at Bio-Rad Laboratories across APAC, EMEA and Latin America through multiple roles including a 3-years assignment in Japan, as well as an HR Business Partner generalist role at Novartis in Singapore.

Siti earned a Bachelor of Commerce in HR and Business management at the Murdoch University (Australia). She is a certified Global Remuneration Professional (GRP) and Certified Compensation Professional (CCP) from World@Work, and a certified Six Sigma Green Belt practitioner. She is currently pursuing a Masters in Management & Analytics Data Science.

Please join me in welcoming Siti to Ipsen!

Sophie Véron

Vice President, Global Compensation & Benefits