

## January 18, 2023

Dear Colleagues,

As part of our Group strategy, *Focus, Together, for Patients & Society*, we are committed to reinforce our business partnering to better support our strategy. With this in mind, we are adapting the current HR Ops International organization effective from 1<sup>st</sup> of March 2023... This structure will allow us to utilize existing resources more effectively, creating synergies and efficiencies and driving consistency within the HR function across geographies to better support the Business.

These new regional HR clusters will include:



**HR Head DACH & Nordics Baltics** to be led by **Margareta Moerwald**, HR Director DACH & HR Cluster Head DACH & NoBa. She will continue to report directly to me with a dotted reporting line to **Ivo Sulovsky**, General Manager DACH. **Grethe Hojlund** -HR Head NoBa will continue to directly report to Margareta and have dotted line reporting to her GM.



**HR Head Italy and Iberia** to be led by **Alessandra Benevolo**, HR Director Italy & HR Cluster Head Italy & Iberia. She will continue to report directly to me with a dotted reporting line to Patrizia Olivari, General Manager Italy. **Annika Gerdon** -HR Head Iberia will continue to directly report to Alessandra with a dotted line reporting to GM Iberia.



**HR Head Russia CIS** will be led by **Anna Strelnikova**, HR and Administrative Director Russia. She will continue to report directly to me with a dotted reporting line to Irina Zotova, General Manager Russia & CIS.



**HR Head China**, will be led by **Christine Wang**, HR Director China. She will continue to report directly to me with a dotted reporting line to Guillaume Delmotte, General Manager China.

The below clusters within HR International Operations will remain the same:



**Middle East Africa & Maghreb (MEAM)** continues to be led by **Soraya Talout**, Human Resources Director North Africa and HR Cluster Head Middle East Africa.



**Latin America (LatAm)**, continues to be led by **Juliana Martinelli**, HR Director Brazil & HR Cluster Head LatAm

I am also pleased to announce the creation of two new HR Clusters within HR International Operations **effective from 1<sup>st</sup> March 2023**:

**North Central Europe (NCE) Cluster HR Head and HRBP CMO:** This position will be based in Boulogne and will be responsible to manage Business Partnership and executing the HR Ops agenda for the region and lead business partnership for the CMO Group. **Arjen Fehr**- HR Head BeNeLux and HR projects International, **Nafsika Tzioridou**- HR Manager Greece & Talent Lead NCE, **Tereza Kozuska** -HR Head CEA and **Joanna Sosnowska**-HR Head Poland & Ukraine will directly report to

this position with a dotted line reporting to their respective GMs. The incumbent will directly report to me with a dotted reporting line to Vincent Carrere- Head of NCE.

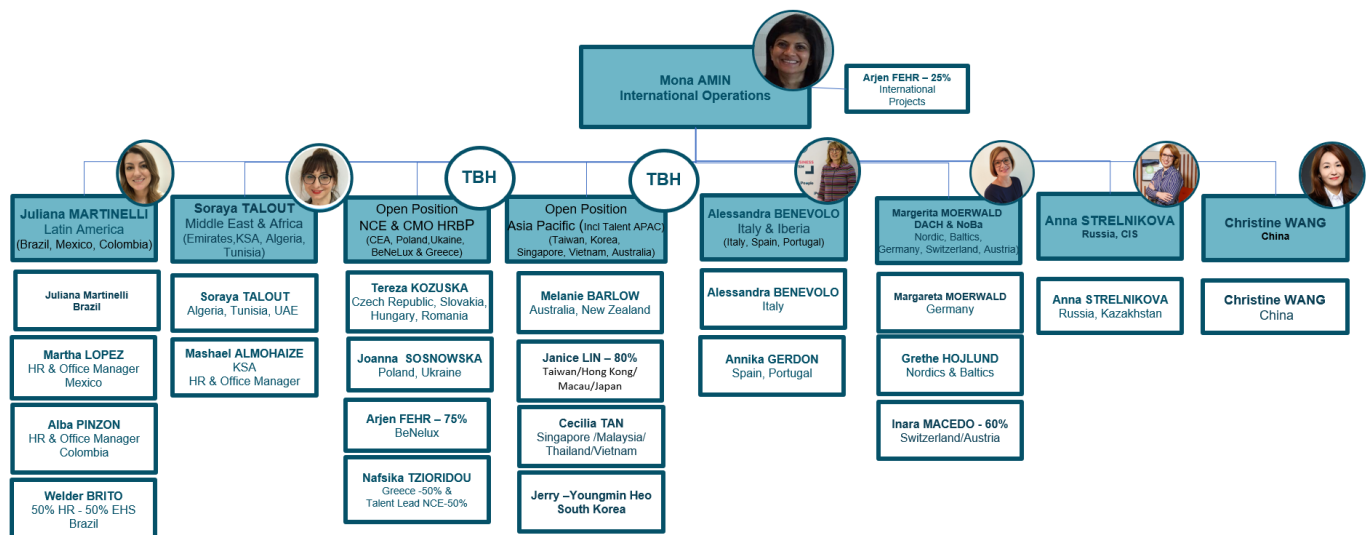
**HR Head Asia Pacific:** This position will be based in Singapore and will be focused on Business partnership, managing Talent management for APAC and executing the HR Ops agenda for the region. **Janice Lin** – HR Manager Taiwan, **Cecilia Tan** – HR Manager ASEAN, **YoungMin Heo (Jerry)** - HR Manager South Korea & **Melanie Barlow**-Head of HR Australia & NZ will directly report to this position with a dotted line to their respective GMs. The incumbent will directly report to me and hold a dotted line to Enver Erkan- Head of APAC.

The above two new positions are open to internal candidates.

Please join me wishing the HR cluster heads the best in the evolved roles.

**Find below the new HR Ops International structure effective from 1st March 2023:**

HR INTERNATIONAL OPERATIONS effective 1st March 2023



**Mona AMIN**  
HR International Operations Head

*In alignment with Respective GMs*