



## ANNOUNCEMENT

March 6, 2023

I am pleased to announce the following changes within the HR organization:



**Alex Gonzales** is promoted to **Senior Director, HR Business Partner and Integrations**. Alex continues to report to me in the interim until Clemence Elie joins the HR organization on April 1<sup>st</sup>, 2023, as previously announced.

In this role, Alex provides strategic HRBP support to the Global R&D organization, including the Global Therapeutic Areas, R&D Operations, and Research, External Innovation and Early Development teams. In addition to his HRBP responsibilities, Alex is responsible for supporting company acquisitions from an HR perspective and he collaborates cross-functionally to develop and execute HR integration plans.

Alex joined Ipsen in September 2019 as Associate Director, Human Resources Business Partner working with various teams in the North American Commercial Division, as well as the Global Partnering organization. Over the past 3.5 years, Alex continually expanded his responsibilities by leading DE&I efforts in North America, providing HRBP support for the Cambridge Tech Ops site, and becoming the Chief of Staff to the North America HR leader. In July 2022 he joined the Global R&D team and led HR integration activities for both the Epizyme and Albireo acquisitions.

Before joining Ipsen, Alex worked at Procter & Gamble in a variety of HR roles, including HRBP, Mergers & Acquisitions, and International Mobility. He holds a Bachelor of Science degree in Industrial and Labor Relations, with a minor in Latino Studies, from Cornell University.

Please join me in congratulating Alex as he continues to drive key strategic and operational HR priorities for his clients and the Company.

**Regis MULOT**  
**Executive VP HR**  
**CHRO Ipsen**