



## ANNOUNCEMENT

March 14, 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 and to create development opportunities by fostering internal mobility. As we announced in January, we have created two new HR Clusters within HR International Operations **effective from 1<sup>st</sup> March 2023**.

We are delighted to announce that with effect from 1st April 2023, **Smahane KISSI** will be appointed as **HR Head North Central Europe (NCE) Cluster and HRBP CMO**.

She will remain based in Boulogne and will be responsible to manage Business Partnership and HR Ops agenda for NCE & HRBP for CMO division. **Arjen FERH**- 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 report to her with a dotted line reporting to their respective GMs. Smahane will hold the HRBP responsibility for the CMO group. She will be directly reporting to me and dotted line to Vincent Carrere- Head of North Central Europe (NCE).

Smahane brings rich experience and competencies in Human Resources. She has a strong background in People Development, Recruitment, Project Management and Implementation. Smahane holds two Masters, one in Marketing Services and Management of Human Resources from the EMLV Management School, Paris.

She joined Ipsen in July 2015 as HRBP in charge of French Commercial Operations Oncology Business Unit, CHC Business Unit, Finance, Legal and Business Intelligence. From 2018 to 2021 she was in charge of supporting Corporate Functions: Legal, Communication and R&D. In June 2021, Smahane was promoted as Global HR Business Partner in charge of Chief Medical Office Division and Global Product Portfolio and Strategy for Rare and Oncology Franchise. Prior to joining Ipsen, she worked five years at AstraZeneca, where she held roles in Talent Acquisition manager and HRBP.

We are sure, Smahane's extensive HR experience, will help contribute to the strengthening HR function and business growth.

Please, join us in wishing Smahane the best in her new role.

**Mona AMIN**  
HR International Operations Head

**Vincent CARRERE**  
Head of North Central Europe

**Anne Laure AMOROS**  
Specialty Care HR Head