



## HUMAN RESOURCES ANNOUNCEMENT

March 17<sup>th</sup>, 2023

Dear all,

As part of our Group strategy, *Focus, Together, for Patients & Society*, we are committed to reinforce our business partnering to better support our strategy.

It is with mixed feelings that I inform you that Jane Clough, Sr. Director, HR Business Partner will be leaving Ipsen at the end of the month. Jane joined the Human Resources Department in October 2021, and supported the Oncology and Neuroscience Business Units, as well as Business Operations & Strategy. She partnered with her respective organizations to drive key strategic and operational priorities across the business in support of our business objectives.



I am pleased to announce that **Danny Rose** will be joining Ipsen as **Senior HR Director, Commercial Operations** effective April 3<sup>rd</sup>, 2023. Danny will report to Clemence Elie and be based in Cambridge, Massachusetts.

In his capacity, Danny will partner with his respective organizations to drive key strategic and operational priorities as we move forward to develop culture, ensuring the alignment of our people strategy, partnering on employee experience programs and initiatives, and driving execution across the business in support of our business objectives. He will assimilate new leaders and team members, institutionalize a winning culture, and support our efforts to rebrand the organization as a destination organization.

Prior to joining Ipsen, Danny was Sr. Director, Head of US HR for BioNTech where he led the design, development, and execution of the US HR strategy and was a contributor to the design and execution of global HR strategies, processes, and systems harmonization. In addition, Danny led the diversity, inclusion, and belonging employee resource group which included a rollout of programs such as diversity hiring strategies, unconscious bias training, and established people analytics to guide future actions in support of business objectives. Prior to BioNTech, Danny spent 5 years at Merck KGaA and BeiGene in HR Business Partner roles serving various functions including Commercial, Clinical Operations, and Strategy.

When Danny is not working, he enjoys exploring new cultures, live music, and of course spending time with his wife and two children.

Please join me in welcoming Danny and wishing him every success for his new role at Ipsen and thank warmly Jane for her efforts over the last year and a half and wish her well in her future endeavors.

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