



## ANNOUNCEMENT

July 12<sup>th</sup> 2023



I am pleased to announce that Kendra Baillie was promoted to Senior Director, Human Resources North America within the North American Human Resources team effective July 1, 2023. She will continue to report to Clemence Elie, Senior HR Global Lead North America, R&D and Business Development and remains located in Mississauga, Canada.

Kendra joined Ipsen in April 2019, and since that time has been instrumental in leading HR initiatives for Canada, US and Global R&D. Kendra has been a strategic HR business partner for both the Mississauga and Montreal sites, and other departments with the US and has been a key member of the Ipsen Canada Leadership Team in close collaboration with the North America HR team.

In this new role, Kendra will lead a team of North America HR Business partners in charge of the day-to-day HR activities supporting all North American employees contributing to a better employee experience. With her team, Kendra will offer a harmonized and simplified HR support to North American's employees. She will also continue to be a strategic HR Business Partner with leaders and employees based in Canada and the US.

Prior to Ipsen, Kendra worked as an HRBP at Celgene, Canada, as well as held other roles at GlaxoSmithKline Canada and the Ontario Ministry of the Attorney General. She is a graduate of the University of Waterloo and holds a Master of Industrial Relations degree from Queen's University.

Please join me in wishing Kendra success in her new position.

Clemence Elie  
Senior HR Global Lead North America, R&D and BD