



ANNOUNCEMENT HR North America Organization July 1st, 2023

Dear North American colleagues,

I am pleased to share the evolution of the Human Resources North America organization. With the clear ambition to continuously better partner with all managers and employees, to offer a great employee experience in North America, we have decided to evolve our HR organization.

A new North America Sites HR team under the leadership of Kendra Baillie, Senior Director, North America HRBP, has been created. The role of this team of site HR Business partners is to provide the day-to-day HR support for all North American employees whatever their function or division. Each North America site HR Business partner will be assigned to specific functions offering to all North America employees a single HR point of contact, *more detail on [North America HR My Ipsen](#), and [North America HR Scope & HRBP Client Groups](#).*

Conscious of the importance of clear roles and responsibilities, the global HRBPs and Business HR will continue to work hand in hand with leaders and their leadership teams to elaborate the People strategy for their department/function acting as real business partners; challenging the status quo, proactively supporting the business challenges and offering the adequate developmental environment. There are no changes in the current assignment of Global and Local HRBPs.

Please see an updated organization structure on the next page, as well as the list of HR contacts per functions.

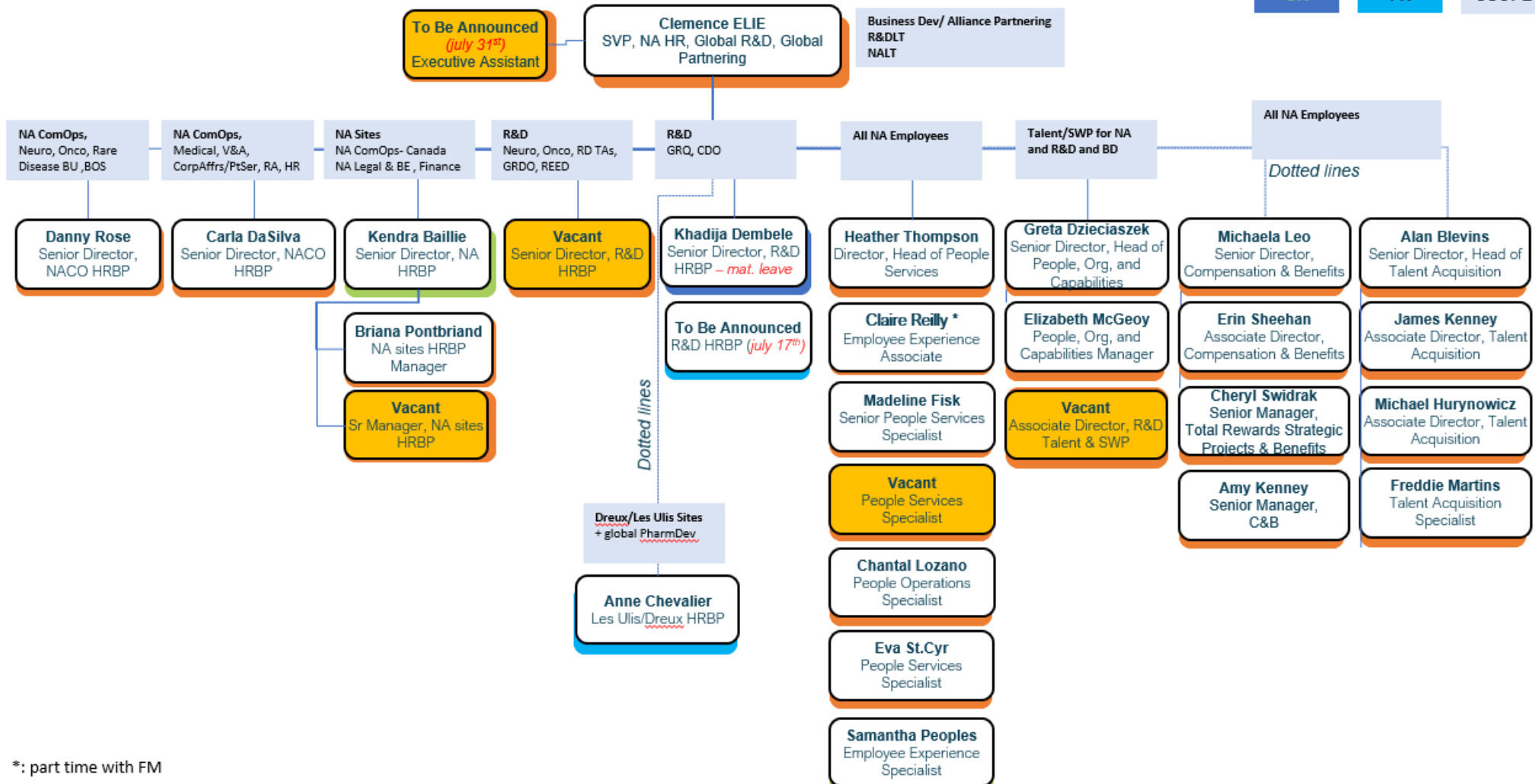
Please joining me in wishing great success to this new organization and we count on your regular feedback.

Across the North America, R&D and Business development team we will continue to proactively contribute to the Ipsen Strategy promoting our Ipsen Culture manifesto & Ipsen ways of being.

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

North America, R&D, Business Dev. HR Org.

US	Canada	Vacant
UK	FR	SCOPE



*: part time with FM

HR Business Partners Contact list per Functions and North American sites

	Global HRBP/BHR	US Sites HRBP	Canada Sites HRBP
Bus Development & Alliance Management	Clemence Elie	Briana Pontbriand	Kendra Baillie
Business Ethics	Aurelie Rodrigues	Kendra Baillie	
Chief Medical Office	Smahane Kissi	Briana Pontbriand	
Communications & Public Affairs	Aurelie Rodrigues	Briana Pontbriand	
Corporate Legal Affairs	Aurelie Rodrigues	Kendra Baillie	
Finance	Aurelie Rodrigues	<i>To be appointed soon</i>	
Global Product & Portfolio Strategy	Anne-Laure Amoros	Briana Pontbriand	
Group Transformation	Sophie Maillard-Marchandise	Briana Pontbriand	
Human Resources	Aurelie Rodrigues	Carla DaSilva	
North America Commercial	Clemence Elie		
NA President Office	Clemence Elie	Briana Pontbriand	
Global Medical Affairs North America	Carla DaSilva	Briana Pontbriand	
Legal Affairs NA Commercial	Kendra Baillie	Kendra Baillie	
NA Commercial Business Operations & Strategy	Danny Rose	<i>To be appointed soon</i>	
NA Commercial Canada	Kendra Baillie		
NA Commercial Neurology Franchise	Danny Rose	<i>To be appointed soon</i>	
NA Commercial Oncology Franchise	Danny Rose	<i>To be appointed soon</i>	
NA Commercial Value & Access	Carla DaSliva	Briana Pontbriand	
NA Corporate Affairs and Patient Services	Carla DaSliva	Briana Pontbriand	
Rare Disease North America	Danny Rose	<i>To be appointed soon</i>	
State Government Affairs & Policy	Clemence Elie	Briana Pontbriand	
US Regulatory and Quality-Commercial	Carla DaSliva	Briana Pontbriand	
Research & Development	Clemence Elie		
Clinical Development Operations	<i>Khadija backfill (Jul 17th)</i>	Briana Pontbriand	
Global Regulatory Affairs and R&D Quality	<i>Khadija backfill (Jul 17th)</i>	Briana Pontbriand	
Pharmaceutical Development	Anne Chevalier	Briana Pontbriand	
R&D Operations	<i>Alex Gonzales backfill</i>	<i>To be appointed soon</i>	
Research, External Innovation & Early Development	<i>Alex Gonzales backfill</i>	Briana Pontbriand	
Therapeutic Area Neurosciences	<i>Alex Gonzales backfill</i>	<i>To be appointed soon</i>	
Therapeutic Area Oncology	<i>Alex Gonzales backfill</i>	<i>To be appointed soon</i>	
Therapeutic Area Rare Diseases	<i>Alex Gonzales backfill</i>	<i>To be appointed soon</i>	
Technical Operations	Agata Olempiejuk-Combaz	<i>To be appointed soon</i>	