

ANNOUNCEMENT

July 24, 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. As we announced in January, we have created two new HR Clusters within HR International Operations **effective from 1st March 2023**.

With this in mind, we are delighted to announce that with effect on **21st August 2023**, **Shanon NG** will be **Head of HR, Asia Pacific**.

She will be based in Singapore and will be responsible to serve as the HR Business Partner for the APAC Leadership Team and lead the HR Team across APAC driving operational efficiency and enhancing business partnerships.



Melanie Barlow- Head of HR Australia & New Zealand, **Janice Lin** - HR Manager Taiwan, Hong Kong, Macau, and Japan, **Cecilia Tan** - HR Manager for Southeast Asia countries and **Jerry Young Min Heo** -HR Head South Korea will directly report to Shanon. Shanon will be directly reporting to **Mona Amin**- Head of HR Ops International & BHR CMO and dotted line to **Enver Erkan**, Head of APAC.

Shanon brings rich experience and competencies in Human Resources. She has a strong background in People Development, Business Operations & Strategy, Organisational Change, Employee Relations, Project Management, and D&I. Shanon holds an MBA from De Montfort University Leicester, a Diploma in Business Studies from Ngee Ann Polytechnic Singapore, and Certification as HR Manager from HR Singapore.

Shanon joins us from Olympus Singapore where she worked as Senior Human Resources leader since 2021. Before that, Shanon worked for ten years in Brunel Singapore as Senior Human Resources Manager of Asia. During her career, Shanon provided functional expertise to drive HR initiatives and activities in APAC. Her career highlights include creating a Shared Service Center for Human Resources in Singapore to support seven regional offices in APAC. She led three shared service functions across regional offices: Human Resources, Corporate, and Facilities. Shanon lived previously in Korea and China, speaks Mandarin, English and Korean. We are confident that her international background and extensive HR experience will help contribute to the business growth and develop strong people strategy for APAC.

Please, join us in welcoming Shanon to Ipsen and wishing her the best of success in her role.

Mona Amin
HR International Operations Head
& BHR CMO

Enver Erkan
Head of APAC