



ITALY and IBERIA HR CLUSTER ANNOUNCEMENT 2023, October 16th

Dear Colleagues,

I am delighted to announce the new organization of HR Cluster Italy and Iberia, as part of our strategy "**Focus, Together, for Patients & Society**" and consistently with our philosophy to develop our people. Effective date October 16th 2023.

Daniela RE FERRE' is appointed as HR Operations Manager Italy and Iberia.

In this new role, she will be responsible for HR operational topics for the Cluster and she will continue to report to me.

In addition, she will continue to be the Payroll, Compensation and Benefit Manager Italy, reporting to me.

Luca DEMALDE' is appointed as HR Operations Lead Italy.

In this new role, he will be responsible for HR operational topics for Italy and he will continue to report to Daniela RE FERRE'.

In addition, he is appointed as KPIs and HRIS Partner Italy and Iberia, reporting directly to me.

Carmen DE LA TORRE is appointed as HR Operations Specialist Iberia.

In this new role, she will be responsible for HR operational topics for Iberia and she will report solid line to Daniela RE FERRE' and dotted line to Raffaella DE BONIS.

Laura CRICELLI is appointed HR Talent Manager Italy and Iberia.

In this new role, she will be responsible for the Talent Management topics for the Cluster and she will continue to report solid line to me and dotted line to Virgine SERVIERE.

In addition, she will continue to be the Learning and Development Manager Italy, reporting to me.

Marina D'ASCOLI is appointed HR Learning Lead Italy.

In this new role, she will be responsible for the Learning Management topics for Italy and she will continue to report to Laura CRICELLI.

In addition, she is appointed Commercial Learning Partner Italy and Iberia, reporting directly to me.

Raffaella DE BONIS as HR Manager Iberia will continue to report to me and her responsibilities will remain the same.

Elena JIMENEZ is appointed Talent Acquisition Partner Italy and Iberia, reporting directly to me and dotted line to Caroline O'REILLY.

In addition, she will continue to be the HR Business Partner Iberia, with the enlargement of her responsibilities to all Iberian Region employees, reporting to Raffaella DE BONIS.

Please join me in congratulating them and in wishing everyone the very best of luck and much success in their respective challenges.

Alessandra BENEVOLO

HR Director Italy & HR Cluster Head Italy and Iberia