



## People News – Announcement

### Organisation Update

Dear colleagues,



I regret to inform that Cecilia Tan will be leaving Ipsen by 29 February 2024 to focus on her health and recovery. She will be transitioning her duties in the month of February.

Cecilia joined Ipsen in March 2021. In her close to three-year tenure, she has been a pivotal contributor through major organizational transformations. Cecilia has been a strong anchor and driving force in the CHC divestiture project, building and standardization of HR processes in ASEAN, and the ASEAN evolution with the management team. From Cecilia's efforts, the HR function in Southeast Asia has developed into a more mature structure.

Please join me in Thanking Ceilia, for her enduring resilience and contributions and wishing her a smooth and speedy recovery.



Effective 01 February 2024, Esther Lim is appointed as the HR Manager, SEA; supporting Singapore, Malaysia, Thailand, and Vietnam. Esther is based in Singapore and will report to me in this role. Most of you are familiar with her, as she has been in an interim role covering Cecilia's duties since October 2023.

Esther has 18 years of HR business partnering experience in multi-national organizations in the region. She has led HR initiatives to drive employee engagement, foster a positive work culture, and optimize overall organizational performance. Her career highlights include designing a program with a comprehensive learning curriculum and rotational assignments to develop critical skills for future leadership roles. She has spearheaded the implementation of a talent acquisition strategy, reducing time-to-fill by 30%.

Esther graduated with a Bachelor of Arts in Business & Human Resources Management from Coventry University. In her leisure time, she likes to spend time with her dog and work on online course content.

Please join me in wishing her success in her role.

**Shanon Ng**

**Head of HR, APAC**