

HR CLUSTER ITALY and IBERIA

# ANNOUNCEMENT

2024, July 1<sup>st</sup>



Dear Colleagues,

It is my pleasure to announce the changes in organization set-up 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: 2024, July 1st.



**Daniela RE FERRE** is appointed **Italy HR Operations Manager**, with the responsibility for ensuring the management of all the processes of payroll, compensation and benefit and labour legislation, reporting to me.



**Luca DEMALDE** is appointed **Italy HR BP**, with the responsibility for handling the employees throughout the whole labour cycle within the affiliate, reporting to me. In addition, he keeps the responsibility of **Cluster KPIs**.



**Laura CRICELLI** keeps the role of **Cluster Talent Manager**, with the responsibility for ensuring the implementation of all Talent Management initiatives, reporting solid line to me and dotted line to Virgine SERVIERE. In addition, she is appointed **Italy HR L&D Manager**.



**Ana Dufour** keeps the role of **Iberia HR Head**, with the responsibility for ensuring the implementation of the HR strategy as well as all HR procedures and processes, reporting solid line to me and dotted line to Iberia- General Manager.



**Elena JIMENEZ** keeps the role of **Cluster Talent Acquisition Partner**, with the responsibility for ensuring the implementation of all Talent Acquisition initiatives, reporting solid line to Ana Dufour and dotted line to Preneta NAIDOO. In addition, she also keeps the role of **Iberia HR BP**.



**Carmen DE LA TORRE** keeps the role of **Iberia HR Operations Specialist**, with the responsibility for ensuring the implementation of all HR administrative activities and EHS activities, reporting to Ana Dufour.



**Marina D'ASCOLI** joins Italy Business Excellence and Digital Solutions team, led by Roberto Pecchia, and she is appointed **Commercial Training Manager**, reporting to Roberto.

Laura and Marina will manage the handover, taking charge of all HR L&D and Commercial Training activities respectively, and will continue to collaborate on cross-functional initiatives.

I would like to take this opportunity to thank Marina for these years in the HR team, to whose success she strongly contributed both in the "what" and the "how".

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

**Alessandra BENEVOLO**  
HRD Italy & HR Cluster Head Italy and Iberia