

ANNOUNCEMENT

[4 July 2025]

COMPENSATION & BENEFITS



Dear Colleagues,

I regret to inform you that **Océane PINTO** has decided to leave the organization to pursue another professional opportunity. Her last working day with Ipsen will be July 31st.

Océane joined Ipsen in January 2019 as Compensation and Benefits Manager and has played a key role in monitoring and driving annual Long-Term Incentives (LTI) processes, implementing Employee Stock Purchase Programs and All-in-One Performance & Compensation project, and being the partner of choice for France.

Please join me in thanking Océane for her strong contributions and great collaboration, as well as outstanding team spirit over the last years, and wishing her all the best for her professional and personal future.

As a function, our objective is to drive Ipsen's sustainable growth, empower and challenge leaders to proactively optimize organizational capabilities and build engaged, future-ready teams in a human-centric workplace.

We are also committed to growing our talents and providing opportunities for development.

In this context, I am pleased to announce the following:



Maria ARROYO will be appointed as **Senior Manager, Compensation & Benefits** for France, effective August 1st, 2025. In her new role, Maria will report to Aurélie Sueur and continue to be based in our Paris office.

She will be the C&B partner for France, collaborating with Employee Relations, and will drive and monitor annual C&B processes for France (annual performance, compensation review, ...). She will also manage all activities related to LTI at Global level and will support other global projects such as Global Standards of Care, Employee Stock Purchase Plans, while continuing to partner with HRIS on C&B projects. Her strong C&B background, pragmatism, and critical thinking will be instrumental in her new role.

Maria joined Ipsen in 2021 as Compensation & Benefits Specialist, responsible for LATAM, Iberia, Italy & Greece. She holds a master's degree in Human Resources from Toulouse Business School and has previously worked at Celine/LVMH as Compensation & Benefits Manager. Maria started her career as an HR and C&B Assistant in the IT sector.



Furthermore, I am pleased to announce the appointment of **Elodie FERREIRA** as **Manager, Compensation & Benefits**, effective August 1st, 2025. She will continue to report to Romain Levi and be based in our Paris office.

In her new role, Elodie will be focusing on the design and the implementation of our Compensation programs across the Group and will drive the All-in-One Performance & Compensation campaigns. In addition to her new responsibilities, Elodie keeps a set of countries for which she is the C&B Partner and remains in charge of our Gender Pay programs.

Elodie joined Ipsen in 2017 as an apprentice working on International Mobility and C&B topics, before moving to the UK for a VIE as Compensation & Benefits Specialist for UK & Ireland. She returned to France in 2021 and has since continuously expanded her scope, lastly working as Compensation & Benefits Specialist for Iberia, Italy, MEAM and Russia & CIS. Elodie holds a master's degree in Human Resources from Ascencia Business School.

In the coming days, we will open the position of **Compensation & Benefits Manager**, reporting to Romain Levi. This position will contribute to the monitoring and implementation of our Compensation policies and programs, focusing on Variable Pay Plans (Short-Term Incentive / Sales Incentive) and Recognition programs. In addition, this position also involves close partnership with local Human Resources and Talent Acquisition partners within a specific geographical scope, supporting them on their Compensation & Benefits matters.

We invite you to take a look at the job posting in iPeople and let us know if you are interested or know someone in your network who could be a great fit.

Until we fill this vacancy, we will ensure a smooth transition within the C&B team to minimize disruption in the C&B Geo partnership.

There will be no change to the geographical scope of Michaela LEO, Amarjit KHAIRA and Siti SHAHDAN and their teams.

Please join me in wishing Océane all the best in her new endeavors, and Maria and Elodie much success in their respective new roles.

Kind regards,
Sophie Véron

C&B Partner – Geographical Scope

