

# ANNOUNCEMENT

31 October 2025

## Talent Organization

Dear colleagues,

Guided by our Talent Strategy and the evolving needs of our organization, we're reshaping the Talent team to build a stronger future. Today, we're excited to share the new setup, designed in line with our Talent Value Chain and its four pillars: Anticipate, Hire, Develop, and Engage.



To lead the first pillar "ANTICIPATE", I am very happy to announce the appointment of **Jean-Baptiste Cauneille (JB)** as **Global Head of Talent Intelligence and Team Effectiveness (TITE)**. In his new role, JB will play a pivotal role in driving companywide talent intelligence and strategic workforce planning initiatives. He will continue to foster team effectiveness and lead targeted executive search processes for key strategic GLT positions as well as our Spark program.

Over the past four years, JB has consistently expanded his responsibilities – building competitive mapping capabilities from the ground up, successfully taking on executive search and creating a new Employer Value Proposition. Through his leadership, he has established a high-performing team that has played a pivotal role in recruiting many of our current top leaders. JB's efforts have positioned Ipsen as a benchmark for best practices in executive search.

Vincent Pelliet, Talent & Capability Planning Lead, will report to him starting January 10<sup>th</sup>. Until further notice, the Executive Search team will continue to report to Jean-Baptiste.

We regret to inform you that **Virginie Servière, Global Head of Talent, L&D and Culture**, has chosen to pursue a new opportunity outside of Ipsen, with her last day being January 9<sup>th</sup>, 2026. We are deeply grateful for the real impact Virginie had during her four years with us. Her leadership was instrumental in shaping and embedding our Strategic Workforce Planning exercise, implementing key Talent frameworks, enriching development solutions for all, and building and guiding our global talent network. Virginie's vision and dedication have left a legacy. While we will greatly miss her expertise, we are proud to see Virginie take this next step in her career and wish her every success in her future endeavors.

The "DEVELOP" pillar will be split into two parts with one lead focusing on Talent Management and the second on Learning & Development.

In this context, the position of **Global Head of Talent Management & Talent Operations** will soon be opened to both internal and external candidates. This key role will be responsible for leading our talent management strategy and processes, driving the identification and development of future leaders, and ensuring the effective management of our internal talent network as well as our partnerships with key external talent providers. In addition, the Talent Management & Operations Lead will oversee the definition and implementation of our assessment policy and champion operational excellence across the talent value chain, working closely with Talent Acquisition to deliver best-in-class talent solutions for Ipsen.

If you are passionate about shaping the future of talent at Ipsen and believe your experience aligns with this exciting opportunity, we encourage you to apply as soon as the position is posted.



It is my great pleasure to inform you that **Nicola George** is nominated **Global Head of Learning & Development**. In this role Nicola will lead our L&D strategy aligned with our strategic pillars and continue to build and drive our global Learning & Development offer to develop Leadership and Managerial skills as well as accelerating development of talents with High potential. Nicola joined Ipsen in 2015 as HR Shared Services Team Leader UK & Ireland, before taking on the role of Deputy VP HR TechOps and her current role as L&D HR Program Senior Manager. Nicola has played a key role in democratizing coaching across the organization and delivering impactful GLT leadership programs such as “Impact Together” and “Leader as a Coach.” Nicola also successfully led the 2024 and 2025 editions of Career Month/Season of Development and has been instrumental in driving the globalization of DevelopMe, our Talent Marketplace. This promotion reflects Nicola’s growth as a leader—mastering complexity, deepening self and situational awareness, developing others, and consistently delivering with precision.



Finally, we will strengthen the ‘**ENGAGE**’ pillar by bringing together our DEI and Culture & Engagement activities under one unified scope—leveraging synergies and fostering an inclusive culture across all geographies and functions. I’m delighted to announce that **Aline Stokes** will lead this pillar as **Global Head of Culture & DEI**. Aline joined Ipsen in 2008 as a Training, Development & Education Specialist and later advanced to Head of Employee Development for TechOps in the UK & Ireland. During her time as Head of DEI, employee belonging scores improved significantly, and the company received notable external recognition for its DEI efforts. Aline led successful DEI events, achieved high participation in educational training, and provided key support in establishing Employee Resource Groups (ERGs), empowering colleagues to connect, share, and lead positive change across the organization. Chantelle Lejeune, Culture Engagement Manager, will report directly to Aline.

There is no change to the “**HIRE**” pillar of the talent value chain.

Internal mobility is at the cornerstone of our Talent Strategy. These changes reflect how we grow, learn, and lead together, showcasing the great capabilities within our HR community. With this renewed structure, we are ready to deliver best-in-class support across the Talent Value Chain and make a Real impact on the future of our organization. Please join me in wishing everyone the very best in their new endeavors and great success as they take on these exciting new challenges.

Fabienne Astier  
Global Head of Talent