

ANNOUNCEMENT

21 November 2025



Dear Colleagues,

We are committed to reinforcing our business partnering within the HR function to better support our leaders and business strategy, and strongly believe internal mobility is key to the development of our people.

In this context, I am very happy to announce the appointment of **Serena DEMPSEY** as **Global HR Business Partner Finance, HR & Global Partnering** as of March 1st, 2026.

As a Global HRBP, Serena will serve as a strategic partner to the leadership team members within the Finance, HR and Global Partnering divisions, aligning HR strategies with business objectives to drive organizational success. She will play an essential role in defining fit for purpose capabilities, organizational design, and ensuring we attract and develop the right level of talent, in close collaboration with the HR Centers of Excellence and local HR teams.

Serena holds a First Class Honours in Geography from the University of Southampton. She joined Ipsen in 2016 as Talent Acquisition Partner in Wrexham and lead the UK/Ireland Talent Acquisition team ad interim for 6 months in early 2020. In 2022, she took a secondment as Global L&D Program Manager before she moved to her current role as Head of Talent Operations in January 2023. During this role she has led significant transformations including the evolution of Talent Acquisition from a regional to global approach, the overhaul of iPeople for Recruitment, as well as the launch of Ipsen's first integrated AI with Paradox (Charlie). For the last two years Serena has also been serving as a Global Advisory Board Member for TALiNT, bringing together senior talent executives to exchange on key trends, challenges and opportunities to shape talent strategies.

Serena will ensure a smooth handover of the talent operations activities to the new Head of Talent Management and Operations when identified.

I would also like to use this opportunity to warmly thank Kimberley Andrieu for her strong support and the great collaboration during the last year and a half, first in her local R&D HRBP role at Les Ulis and Dreux and then as Global HRBP in Paris. Kimberley will leave the organization at the end of her contract on December 31st.

Please join us in congratulating Serena and wishing her lots of success in her new role, and in wishing Kimberley all the best and lots of success in her new endeavors.

Annika Gerdon
Global HRBP Lead Finance, HR & Global Partnering

Fabienne Astier
Global Head of Talent