

ANNOUNCEMENT

11/12/2025

Dear colleagues,

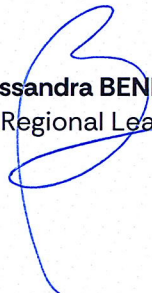
I would like to inform you that Ana Dufour, Human Resources Director for Iberia, will be leaving the company on December 19th to pursue new challenges.

I would like to express my sincere gratitude for her contributions during her journey in Ipsen and wish her all the best in the future.

I'm currently working closely with Ana and HR Iberian team to ensure a smooth and effective transition.

We will open the JP for the replacement of Ana in the coming days.

Best regards,

A handwritten signature in blue ink, appearing to be "Alessandra Benevolo", written over the typed name and title.
Alessandra BENEVOLO
HR Regional Lead South Europe and MEA