

ANNOUNCEMENTS

December, 12th 2025

Heather Clark North America HR Cluster Lead



Dear colleagues,

I am pleased to announce that **Heather Clark** is appointed as **North America HR Cluster Lead** reporting to me effective January 5, 2026, and we are glad to welcome back Heather at Ipsen.

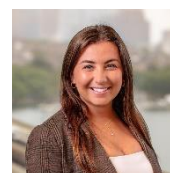
In her role as North America HR Cluster Lead, Heather will contribute to delivering strong support to all our employees and managers in North America, bringing together all HR expertise. She will drive excellence in execution and efficiency in HR as key business partner. The following people will report to her: US HRBPs, Briana Pontbriand, Catherine Kelly, Soleen Ghahraman, Canada HR Director, under recruitment, and Talent and Learning & Development team, Dianna Moore and Eva St Cyr.

Heather Clark is a seasoned Human Resources professional with over 20 years of experience driving people strategies across the biotech and financial services industries. Most recently, Heather has been the Head of HR, North America for Novocure, a Medical Device company focused on Oncology, where she led the HR function with a focus on org design and strategic HR support.

During her previous time with Ipsen, Heather held an HR leadership role supporting North American teams following the Albireo acquisition. She played an integral role in the talent integration for the organization during this pivotal time of change and launch preparation. Earlier in her career, she oversaw global talent acquisition and L&D teams with a strong focus on building talent for patient-focused organizations.

Heather earned a Bachelor of Arts in Communications from Bellarmine University. She is an active member of HBA and serves as VP and Board Member for the Rush Foundation, a nonprofit dedicated to supporting children in need across the Seacoast of NH.

Eva St Cyr Manager, North America Talent, Learning & Development



I am pleased to announce that **Eva St Cyr** is promoted to **North America Talent, Learning & Development Manager** reporting to Heather Clark, North America HR Cluster Lead effective January 5, 2026.

In this role Eva will contribute to the North America talent, learning & development roadmap. She will contribute to a great employee experience and will support managers in their team development.



Since joining Ipsen in 2020, Eva has made a lasting impact on our team and the organization. Starting as an Employee Experience Associate and moving into a People Services Specialist role, she quickly became a trusted partner, leading key system and process improvement projects and driving employee experience initiatives. Over the years, Eva has been a go-to resource for colleagues across HR and the business, supporting process implementations and integrations. Most recently, as Senior People Services Specialist, Eva partnered on global HR initiatives and drove enhancements to HR systems and workflows.

Please join me in welcoming and congratulating Heather and Eva for their new role.

Clemence ELIE

Head of North America Human Resources, Global HRBP lead for R&D and NA Commercial