

ANNOUNCEMENTS

January, 20th 2026

Pauline Watrice
Humna Resources Director
Ipsen Canada



Dear colleagues,

I am pleased to announce that **Pauline Watrice** is appointed as **Human Resources Director for Ipsen Canada** reporting to North America HR cluster Head, Heather Clark, effective May, 1st 2026. Pauline will be relocating from Paris, France to Mississauga, Canada.

Pauline is a seasoned HR professional with more than 10 years of experience. Pauline started her career at BMS and then joined Ipsen in France in 2022 and, over the past four years, has partnered closely with leaders across the business. In her most recent role as Global HR Business Partner for GPPS, Neurosciences and International, she supported executive teams and helped drive key global initiatives in leadership development, organizational growth, and talent strategy. Her work has connected her with colleagues across multiple countries and cultures — something she values deeply.

Pauline holds an MBA in International Human Resources Management.

As she steps into the role of HR Director, Canada, Pauline brings a mix of global perspective and hands-on HR experience that will support Ipsen Canada in its next chapter. She is excited to partner with teams locally and continue strengthening the culture, leadership, and talent development efforts.

Pauline will be a member of the Ipsen Canada Leadership Team (ICLT) and will work closely with her colleagues on the ICLT to ensure that Ipsen Canada continues to have high employee engagement and is a Great Place to Work. Maeva Cause, HR Specialist Ipsen Canada will report to Pauline.

Please join us in welcoming Pauline to Canada in her new role and wishing her great success.

Heather Clark
North America HR Cluster Lead

Ed Dybka
General Manager, Canada