



## **Jean-Luc Fleurial**

**Executive Vice President  
Chief Talent Officer**

**Joined UCB in September 2017**

**Appointed in 2017**

**Date of birth: 1965**

**Nationality: French**

### **Introduction & Professional experience**

Jean-Luc Fleurial has 20+ years of experience in building and implementing talent strategy across geographies and businesses. He is passionate about people and organization development, building inclusive and innovative culture and is inspired every day by the mission to help patients.

Having joined UCB in 2017 as Chief Talent Officer, heading UCB's Global Communications and Company Reputation department, as well as the Corporate Societal Responsibility team, Jean-Luc is highly energized by the opportunity to contribute to UCB's Patient Value Strategy and is delighted to support the development of a company culture and talent strategy that will bring even more innovative solutions to meet patients' unmet needs.

Prior to UCB, Jean-Luc held the following positions:

2008 – 17 Various positions at Bristol-Myers Squibb, including Vice President, Human Resources, US commercial, World Wide Commercialization, Policy and Operations

1989 – 08 Various positions at Procter & Gamble in Europe, making a professional move from Manufacturing to Human Resources after 5 years and supporting different consumer businesses in France and Nordic countries.

### **Education**

Jean-Luc holds a master's degree in chemical engineering from the ENSIC of Nancy (National Superior School of Chemical Industries), part of the Lorraine University in France. He is a qualified executive coach and MBTI practitioner.

**Jean-Luc has no external appointments**

