

Competence Profile

1 Personal characteristics

1.1 In order to support and ensure fulfilment of the Foundation's vision and objectives, all Board members should possess the following personal characteristics:

- Integrity
- Accountability
- Good judgment
- Financial literacy
- Genuine commitment and energy
- Comprehension of innovation and research as fundamental to doing business
- A corporate social responsible mind-set

1.1.1 In addition, the following competences should ideally be represented on the Board:

- Board experience: General board and/or executive management experience from pharma / med-tech / industrial biotech or related industries.
- Entrepreneurship and innovation: Direct experience from start-up companies and experience with business development.
- Finance and accounting: Experience with financial and accounting practices including accounting, auditing, risk-management, financial statements and internal control.
- Industry: Experience from healthcare, pharmaceuticals, industrial biotech or med-tech or related industries.
- Life science research: Direct experience from life science research.
- Research and development and engineering: Experience from research/discovery, development/clinical, regulatory, drug safety and production development and engineering.
- Technology and digitalization: Significant insights into innovative technologies.
- Stakeholder relations management: Experience within areas such as research, pharma, biotech covering both public and private stakeholders.
- Fundraising: Experience with attracting funding.
- Academics: One Board member appointed by the Board must ideally come from the academic world.
- Research environments: Insight into academic research environments.

1.2 The Foundation strives to ensure that the composition of the Board is diverse in terms of gender, age and cultural background, and it is the aspiration to have at least two Board members of the under-represented sex.

2 Chair and Deputy Chair

2.1 Combined, special competences of the Chair and Deputy Chair shall include:

- Experience with and ability to facilitate discussions at Board meetings and outline decisions.
- Capable of engaging proactively with the executive management to oversee performance and development.