



BACKGROUND PAPER

Corporate Executive Board

Gabriel Baertschi

Chairman of the Corporate Executive Board, Chief Executive Officer



Gabriel Baertschi joined the Grünenthal Group in October 2016 taking over the position of Chairman of the Corporate Executive Board and Chief Executive Officer.

Gabriel Baertschi brings more than 20 years of international experience in the pharmaceutical industry; most of the time he worked for AstraZeneca. Before taking over the position at Grünenthal, he was the country president of Japan (2013-2016).

Previously, he served as country president for Germany (2010-2012), Thailand (2009-2010), and Vietnam (2006-2009). Prior to his appointment to senior management, Gabriel Baertschi held various strategic functions in international sales and marketing.

After studying biology at the University of Neuchâtel he started his career as a sales representative in the medical sector for Servier in Switzerland.

Gabriel Baertschi was born in 1974 in Bern/Switzerland.

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Corporate Executive Board

Uli Brödl, MD

Member of the Corporate Executive Board, Head of Research & Development, Chief Scientific Officer



Uli Brödl, MD, assumed the role of Head of Research & Development, Chief Scientific Officer and Member of the Corporate Executive Board in February 2025.

Uli joined Grünenthal from Boehringer Ingelheim and brings more than 15 years of industry experience to the organisation. In his most recent role, he served as Corporate Senior Vice President, Head of Global Clinical Development & Operations, and member of Boehringer Ingelheim's Venture Fund Investment Committee.

Beforehand, Uli founded and co-chaired the BI Canada Incubator, an innovation lab to develop innovative healthcare solutions, and led Boehringer Ingelheim's Canadian medical organisation, gaining extensive market experience. During his career, Uli oversaw end-to-end clinical development and operations activities across therapeutic areas and worked at the interface of R&D, Commercial, and Market Access functions. He has a proven track record of bringing innovative medicines to patients, including Empagliflozin, an oral anti-diabetic medicine.

Uli graduated as a Medical Doctor from Ludwig-Maximilians University Munich and spent two years as a postdoctoral fellow at the University of Pennsylvania School of Medicine. He completed his medical training as a board-certified internist and endocrinologist and is an Adjunct Professor of Internal Medicine at the Ludwig-Maximilians University Munich. He was born in Germany in 1972.

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Fabian Raschke

Member of the Corporate Executive Board, Chief Financial Officer



In February 2019, Fabian Raschke took over the leadership of Grünenthal's Finance & IT organisation as Chief Financial Officer and Member of the Corporate Executive Board.

From September 2016, he was Head Group Controlling.

Fabian is a senior executive with a wealth of experience in all aspects of finance and its interfaces. Before joining Grünenthal, he worked for the Xella Group. Serving the former Haniel and later private-equity-owned Xella Group for nearly a decade, he

gained experience in various functions, among others leading Controlling as well as Corporate Development. Fabian has extensive experience in due diligence processes, mergers, acquisitions, and post-merger integrations, as well as IPO preparations and placements of bonds on the capital market.

Fabian graduated from the University of Witten/Herdecke in Germany and the University of Buenos Aires, Argentina with a degree in Economics. He was born in Germany in 1977.

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Jan Adams, MD

Member of the Corporate Executive Board, Chief Commercial Officer



From 1 October 2024, Jan Adams, M.D., assumed the role of Chief Commercial Officer (CCO) effective.

In January 2020, Jan took over the leadership of Grünenthal's R&D organisation as Chief Scientific Officer (CSO) and Member of the Corporate Executive Board, after serving as acting CSO since 1 July 2019.

Jan has built up more than 15 years of experience in healthcare and biopharmaceuticals. At Grünenthal, he significantly contributed to working out a concise therapeutic area strategy and led the design and implementation of a future-proof R&D operating model

that can successfully execute the company's strategy – flexible and modality-agnostic while leveraging a strong global network.

Jan joined Grünenthal in July 2017 as Head of Corporate Strategy and Portfolio Management, working at the interface between strategy, research, development, and commercial. Prior to joining Grünenthal, he served in roles with increasing levels of responsibility at Novartis and Takeda, as well as within McKinsey & Company's global Pharmaceutical and Medical Products practice. Jan is a Medical Doctor by training.

He was born in 1977 in Germany.

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