



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 as 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 country president in 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.

Mark Fladrich

Member of the Corporate Executive Board, Chief Commercial Officer



Mark Fladrich joined the Grünenthal Group in September 2017 as Chief Commercial Officer and member of the Corporate Executive Board.

He started his career in the pharmaceutical industry in 1988 and has been working on the commercial side of the business with AstraZeneca for the last 20 years.

Since 2011 Mark Fladrich has worked in major commercial Profit & Loss roles, including the position of Country President for Australia and New Zealand and the position of Area Vice President Southern and Western Europe.

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In 2010, he was appointed Vice President Global Commercial Excellence with responsibility for pricing, market access, business insight, medical affairs, communications, sales, marketing, new channels capability development, portfolio management and forecasting.

In 2008, Mark Fladrich was promoted to Vice President Global Brands at the UK Headquarters where he assumed responsibility for the strategic marketing of the company's Phase III projects as well as the marketed products across all therapeutic areas (oncology, diabetes, respiratory, CNS).

In 2005 he was appointed to Marketing Company President Germany. Prior to that, he was Vice President International Sales & Marketing in Belgium. From 1999 Mark Fladrich worked as Director Sales and Marketing in Australia.

Before joining AstraZeneca Pharmaceuticals in 1997, he held diverse positions in other pharmaceutical companies. He completed a Bachelor of Pharmacy at the South Australian Institute of Technology in Adelaide, Australia and a Master of Business Administration at Macquarie University in Sydney, Australia.

Mark Fladrich was born in 1959 in South Australia.

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,

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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.

Jan Adams, MD

Member of the Corporate Executive Board, Chief Scientific Officer



Jan Adams took over the leadership of Grünenthal's R&D organisation as Chief Scientific Officer (CSO) and Member of the Corporate Executive Board in January 2020, 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 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.

The portrait photos can be downloaded from the media section on our website.

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