



INTERNATIONAL WOMEN'S DAY

MARCH 8

To celebrate this day, let's get to know some of the amazing women within our companies who are making a difference and inspiring women around the world to enter the field of health science.



CATIE

Project Management at encapsia®

Who or what inspired you to enter the profession you're in today?

I was inspired by Betsy Brown, former COO & President of Trio Clinical Resourcing. She hired me in my first job and was an excellent mentor in my first few years in the industry.

Who or what inspires you now?

I am inspired daily by my daughter! It is important to me that I set an example for her; I want her to see that I am passionate about technology in clinical trials, and I am committed to my work while also maintaining a healthy work-life balance.

What do you find motivating about your career in the health sciences?

The industry is ever-changing, and I enjoy being a part of the advancement on the technology front. I enjoy working with our clients to find solutions to the data capture and analysis challenges they face in conducting their trials.

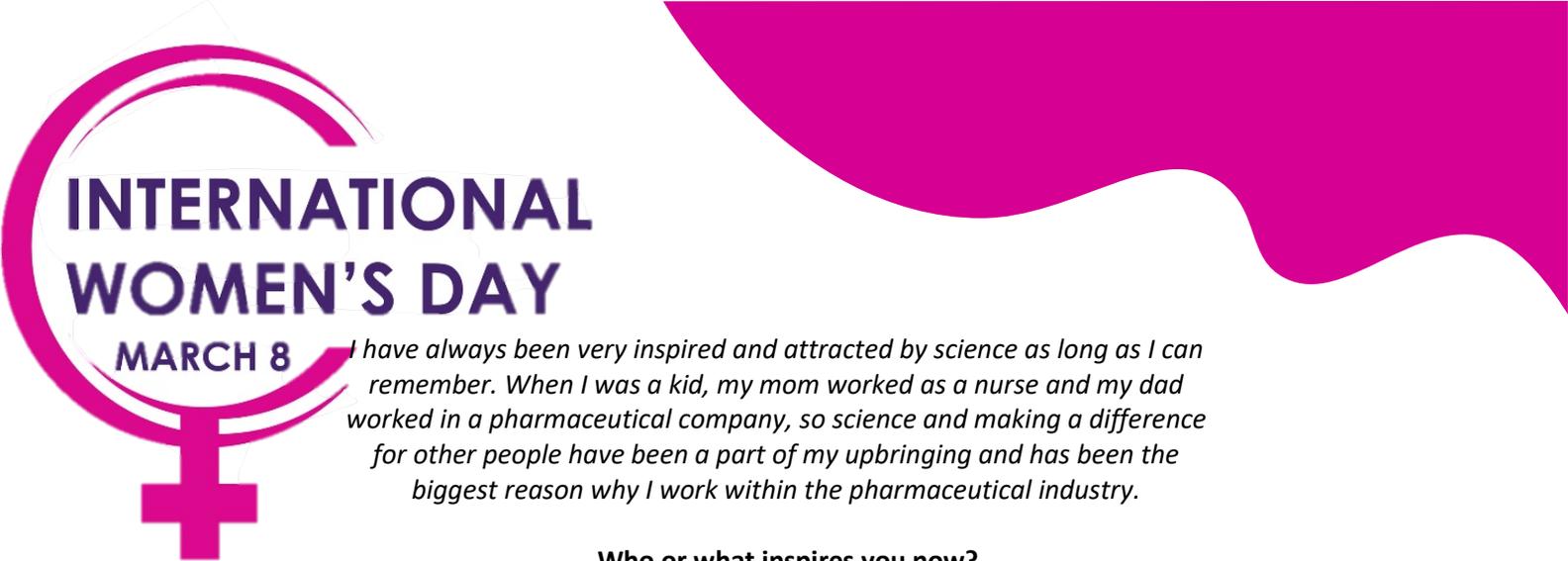
Do you have any words of advice for women who want to pursue a career in health science?

Go for it! There is no reason to shy away from this industry as a woman. There are dozens of career paths within the health science field and getting your foot in the door is a great start to any career path.

CLARA

Business Manager at Larix

Who or what inspired you to enter the profession you're in today?



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I have always been very inspired and attracted by science as long as I can remember. When I was a kid, my mom worked as a nurse and my dad worked in a pharmaceutical company, so science and making a difference for other people have been a part of my upbringing and has been the biggest reason why I work within the pharmaceutical industry.

Who or what inspires you now?

My inspiration is still the same as when I was young, and that is making a difference. When I studied pharmacy at Copenhagen University, I became very interested in optimizing conditions for people – why I started my own startup where people travelling abroad can have access to the right medicine and the right information. So being able to innovative in terms of increasing people quality of life inspires me.

What do you find motivating about your career in the health sciences?

I find it motivating working in health sciences as it is a very dynamic sector with a lot of movement. As well as I like to work in sector that is driven by the discovery and development new medicines, in terms of optimizing treatments and increasing peoples' lives.

What challenges do you face in this industry?

As an individual I don't face any challenges, but of course it is an industry facing a lot of ethical questions and it can be challenging knowing that you're working for an industry where there is no equality in having access to the same medicine.

Do you have any words of advice for women who want to pursue a career in health science?

My best advice is, just do it. It is a sector with a lot of opportunities and a sector where you can combine a passion for science and healthcare with any other passion or background such as business, finance, or recruitment.

MERITA

Regulatory Affairs at Aixial

Who or what inspired you to enter the profession you're in today?

I have always been interested in sciences since my childhood. Chemistry, maths, biology, and physics were my favorite classes/subjects at school. I also used to participate in different national scientific competitions where I was awarded various prizes.

My parents, especially my mother – who was my teacher for chemistry and biology – as well as my other teachers who were great, inspired me to embrace a career in health. Then one day, when I was a little girl, I saw a pharmacist

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doing a galenic formulation in his pharmacy and I had a revelation: I wanted to understand the mystery behind the pharmacy counter.

As health sciences was an obvious choice for me, I pursued pharmaceutical studies and then had several professional experiences in pharmacies, health authority structures, and pharmaceutical companies as a Regulatory Affairs Manager. I am now a Regulatory Affairs Technical Unit Manager and manage about 40 people.

Who or what inspires you now?

It's passion - The passion I have for my profession and which I want to transmit to young generations interested by the regulatory affairs.

What do you find motivating about your career in the health sciences?

Everyday challenges in my profession are my motivation. In regulatory affairs, we are faced every day with new challenges and every day is different.

What challenges do you face in this industry?

As previously mentioned, every day in this industry is a challenge. Regulatory affairs professionals play a crucial role in the industry. As a regulatory affairs specialist, you'll be responsible for ensuring manufacturers' compliance with applicable laws and regulations at each stage of product development from the early phase of a development of a product to preclinical and clinical studies, formulation development, the manufacturing process, granting of the marketing authorization, and throughout the entire commercialization life cycle of the product until its withdrawal from the market.

Do you have any words of advice for women who want to pursue a career in health science?

Working in health science means making the difference in people's lives. So, if you are passionate, don't hesitate to follow your passion.

STEPHANIE

Chief Operations Officer at Cmed

Who or what inspired you to enter the profession you're in today?

I always knew I wanted to work in a medical field and do something to help others. As a child, Mother Theresa was the first person I found absolutely inspiring. As a student, I received sound advice from a science teacher who suggested I broaden my competencies and try a computer science's degree. When I began to work in clinical trials, I met so many people along the way who also inspired me to try something new, something more, something different. They were very good themselves, at what they were doing: leaders in organizations who were not afraid to take on and hand me a challenge, good listeners making things



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happen, mentors and coaches sharing experience, and supporting my own development. Today, I am very thankful to have shared part of the journey with them.

In all these years, I have gained inspiration from many female colleagues and team members. They shared their struggles, how they've had to balance it all and still remain positive in the face of adversity. They make things happen for the science and the people.

Who or what inspires you now?

My daughters inspire me: young but not afraid to challenge the status quo, fighting for what matters in our society: freedom, climate change, social justice, diversity, women's rights, the list goes on!

Collaborating with teachers who work relentlessly across all levels of education to help raise a new generation.

Family, friends, and neighbors who put other's needs before their own.

Customers inspire me: passionate about science and bringing therapies to patients. They give me the impetus to continually fight for better solutions. We are doing this for the patients, and this is what matters.

My own team inspires me – they are absolute stars: hard working, dedicated, focused on solutions, collaborative. Their great sense of humor also reminds me that work should also be fun when it can.

And I cannot go on without acknowledging the immense strength I see in the women in war zones; mothers, wives, sisters, daughters doing everything for their country and their families with as much energy as they can.

What do you find motivating about your career in the health sciences?

I constantly remind myself that at the end of the day, it's not about me, it's about who I do it for – patients around the world in need of new or advanced treatments. When you work in health science, it's first and foremost about health. I believe we must do all we can to accelerate the clinical trial process to bring medicines as quickly as we can to patients who need it, continue to identify new treatments for Oncology patients and gene therapies for rare disease patients, and make sure patients can participate in clinical trials with minimal disruption to their lives.

What challenges do you face in this industry?

I suspect women in health sciences see the same challenges in this industry as in many others: board room representation, gender pay gap, work-life balance, etc.

Women need good coping strategies. These include self-motivation, confidence, assertion, faith, hard work, and dedication. Support at home and in the workplace are essential. Too often, having a career is equivalent to giving up on your own well-being and having to prove more with less.

Do you have any words of advice for women who want to pursue a career in health science?



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Never ever give up! If this is what you want to do, then go for it! There are many health sectors which currently recruit and are desperate for motivated people with fresh new ideas and who want to change the world.

Each one of us should remember how we contribute to the bigger picture. It may not always be easy to see, and we may not all be Marie Curie, but we are part of a greater community who make millions of changes daily. So, my advice is: don't overthink it – just go for it!

VALENTINA

Medical Services at Cmed

Who or what inspired you to enter the profession you're in today?

I am a physician with 40+ years of experience and my choice to help sick people to recover and live a healthy and happy life has challenged me throughout my career. My last 23 years have been dedicated to oncology clinical research. This decision was an extension of my earlier goal to be involved in the research and development of new and innovative treatment options to help cancer patients in their fight with advanced malignances so they may live longer with improved quality of life.

Who or what inspires you now?

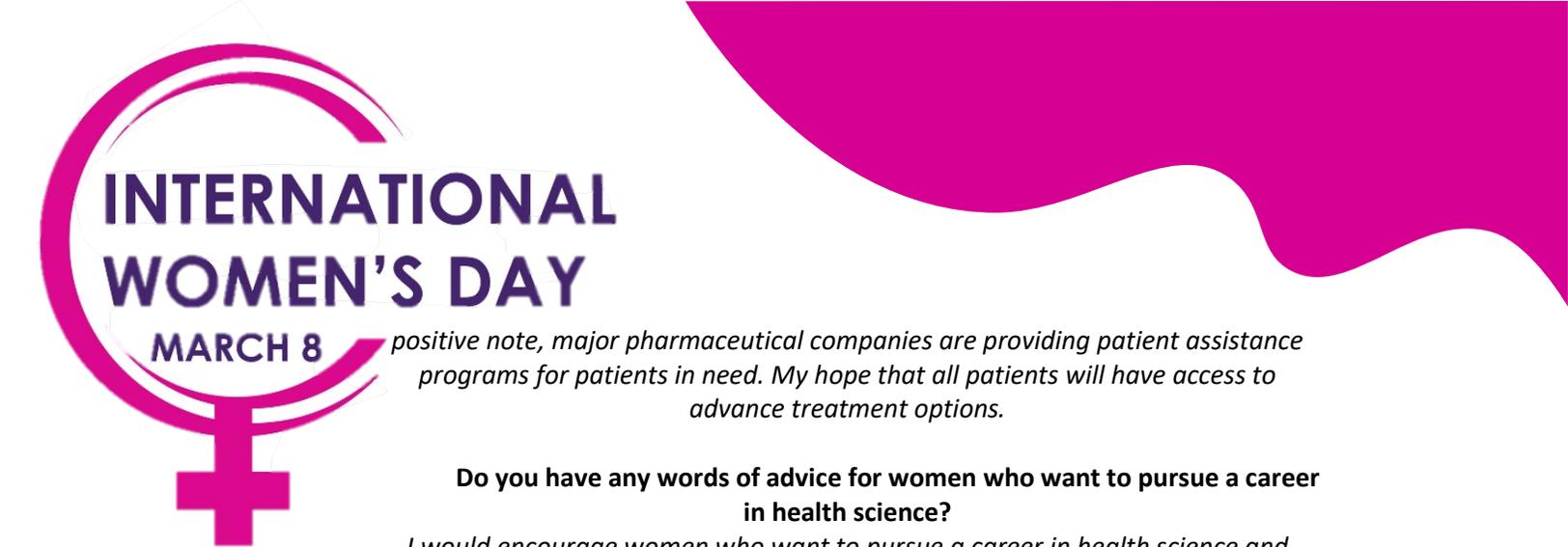
The biggest inspiration comes from the numerous success stories that we witness every day. I don't know the names of the patients, never met them, or have seen their faces, but I know how hard they fight every day, and we celebrate their positive responses to new treatment options together. A significant number of patients with metastatic disease and an average life expectancy of 12 weeks, instead are stable for an extended period during which they may make memories and enjoy very simple pleasures of life.

What do you find motivating about your career in the health sciences?

Health sciences and specifically oncology clinical research is a very dynamic and challenging field. Numerous investigational treatments are in different stages of development and each investigational product requires very careful analysis of preclinical data, design of the clinical trial, evaluation of expected risks and benefits and medical/safety monitoring of participating patients. I am very fortunate to be part of the clinical development of oncology trials. As a member of a multidisciplinary team, I am extremely lucky to participate in the clinical research process of making available new and effective treatment options to patients who otherwise might not have any hope.

What challenges do you face in this industry?

We still don't have cure for advanced malignances, but oncology clinical research is on the way to achieve this goal. I have a hard time accepting the reality of when a patient cannot get the best standard of care treatment because they don't have medical insurance coverage. Clinical trials are the only option in this situation. On a



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positive note, major pharmaceutical companies are providing patient assistance programs for patients in need. My hope that all patients will have access to advance treatment options.

Do you have any words of advice for women who want to pursue a career in health science?

I would encourage women who want to pursue a career in health science and clinical research not to be intimidated by the challenges in this field. This industry needs your talent, knowledge, hard work and kind hearts. Our patients are waiting for you.