

Shiu-Jene Duong-Grunnet

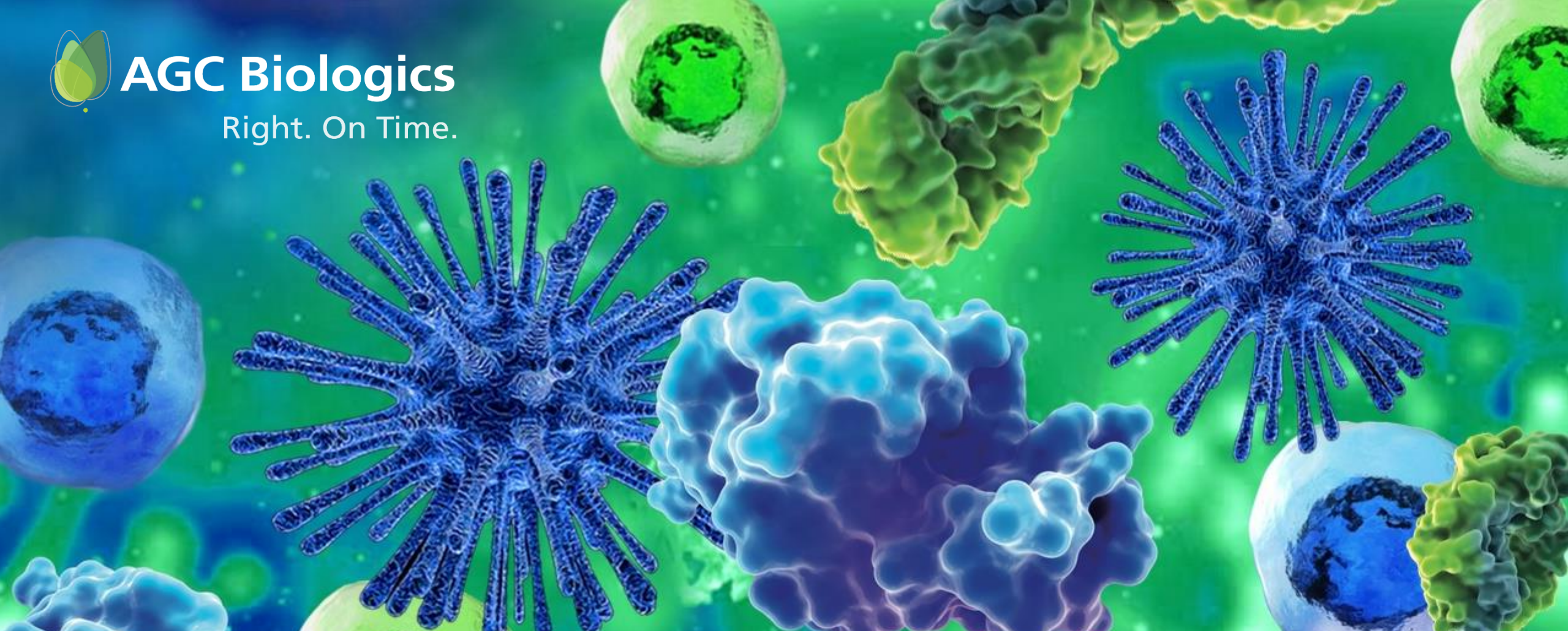
- Joined AGC Biologics in November 2019 as HR responsible for Business Support Functions, Global functions and Heidelberg production site, moved to a role in CoE as responsible for Global Leadership Development before starting in her role as HR Director for the biggest site in Europe in February 2022
- Management Consultant with 18 + years of experience with delivering trainings around Global Talent Development and Global Leadership for Fortune 500 within Pharma and Life Science Industry
- Conducted M&A and JV integration projects of people, teams and culture
- Passionate about People and Strategic HR and believe in Servant Leadership





AGC Biologics

Right. On Time.



AGC Biologics - Leading in a new Paradigm Change and Resiliency

Shiu-Jene Duong-Grunnet, HR Director

Our Mission

To work side by side with our customers in order to **improve patients' lives** by bringing new biopharmaceuticals to market.



Mammalian



Microbial



pDNA



Viral Vector



Cell Therapy



mRNA

Introducing AGC Biologics



A LEADING GLOBAL BIOLOGICS CDMO

- Development and manufacture a range of mammalian and microbial-based therapeutic proteins for over 25 years
- A diverse customer portfolio ranging from many of the world's top large pharma companies to innovative virtual companies



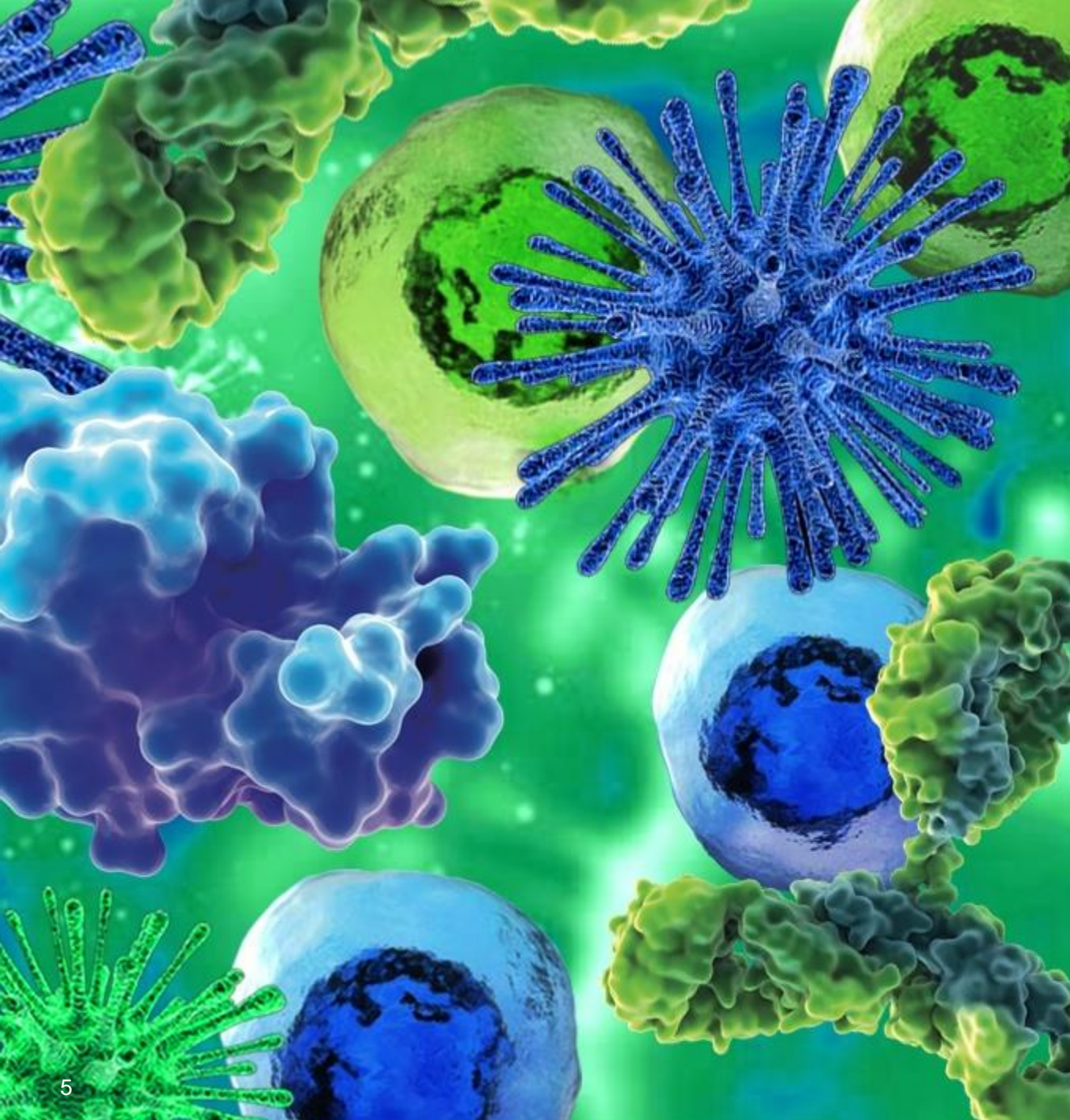
WE'RE HELPING TO SHAPE THE FUTURE OF C>

- Acquired Molecular Medicine S.p.A. (MolMed), a Cell and Gene Therapy powerhouse in Milan, Italy, in the Summer of 2020
- Only C> CDMO that's brought its own product to market
- One of the few CDMOs that provides Plasmid, VV and CT services



AND WE'RE NOT SLOWING DOWN

- We're constantly expanding our capabilities and capacities across all sites
- We'll soon have microbial and mammalian capabilities on three continents, followed by the same for C>
- We're not stopping there – even more to come soon



**The Pace of Change
Will Never Again Be
As Slow As It is Today**

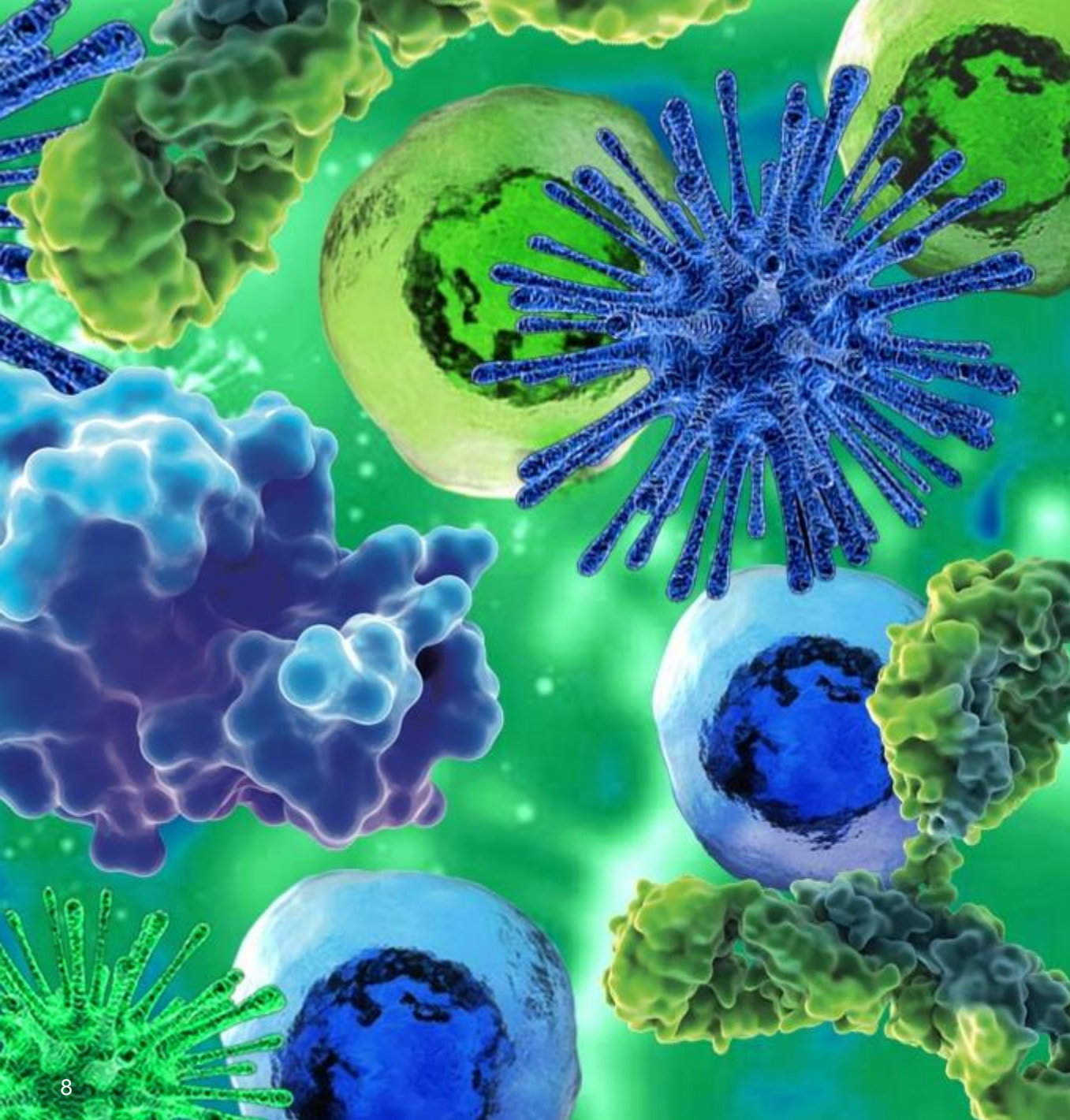
Shifts in Last Decade

- Technology
- Types of jobs
- Generational expectations
- Organizational hierarchy
- Globalization
- Climate Change

**Shift to a greater focus
on being purpose driven**

Creating A Culture of Psychological Safety and Growth Mindset

- The belief that the work environment is safe for interpersonal risk taking
- Feeling able to speak up with relevant ideas, questions, or concerns
- One won't be punished for speaking up with mistakes, concerns, ideas, or questions
- Mistakes will be valued and used as learning opportunities
- Concerns, ideas, questions, will be considered
- Present when colleagues trust and respect each other and feel able and invited to be direct

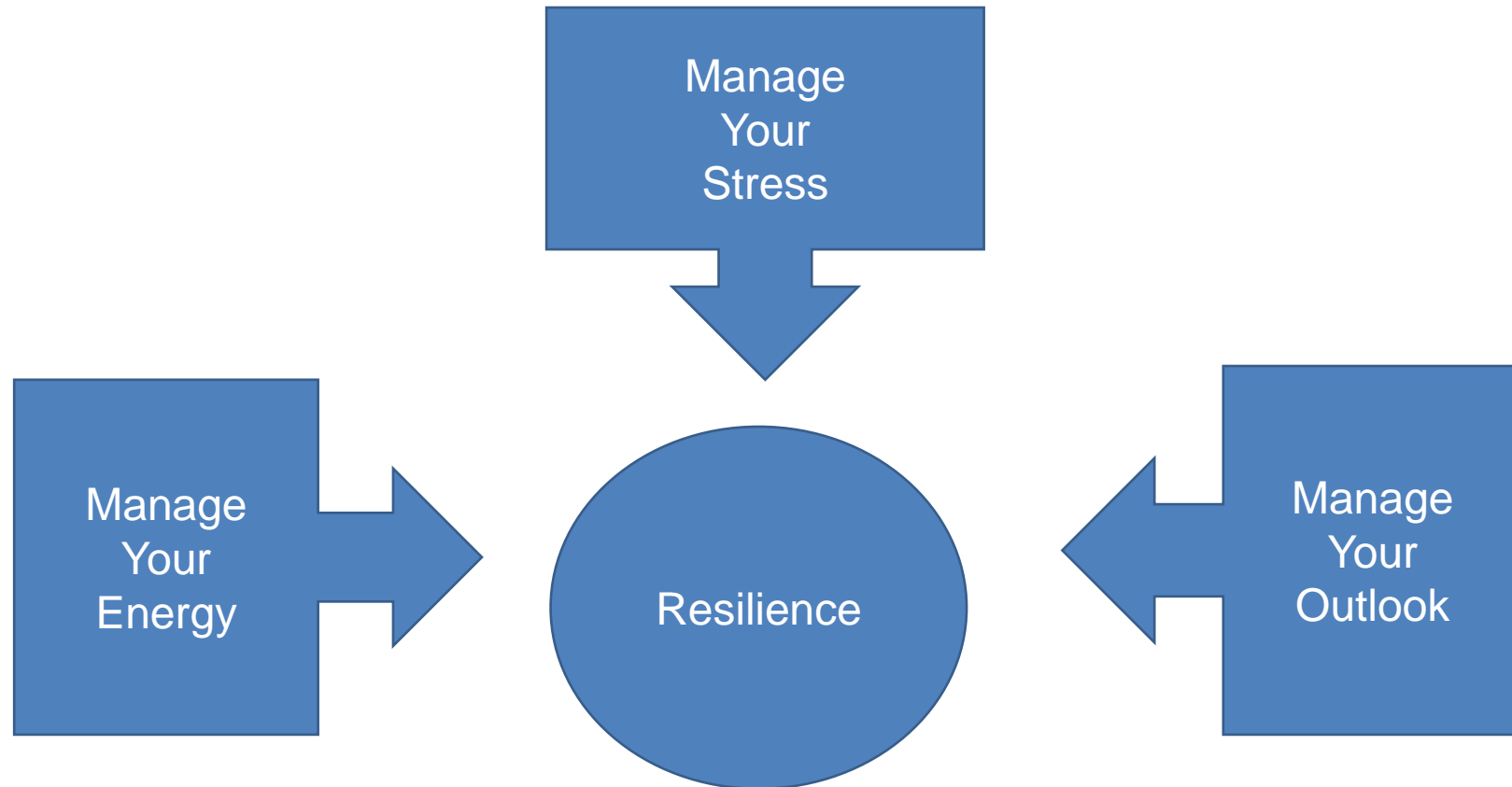


Building Resiliency

**Do not judge me by my success,
judge me by how many times I fell
down and got back up again**

Nelson Mandela

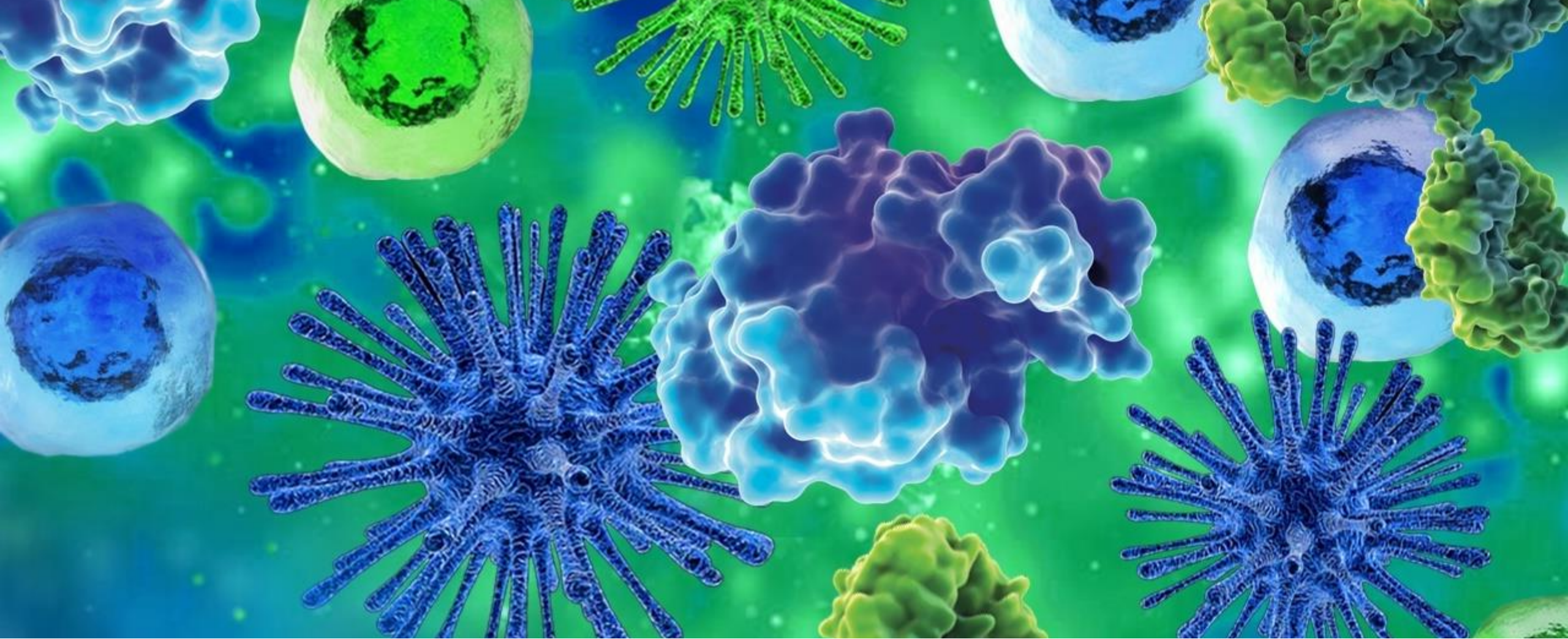
Leading Change with Resilience



Better Together – Well-being course for leaders

- Stress prevention and managing mental well-being for yourself and then your team
- Support with knowledge, tools and partnership work life balance
- Spot possible symptoms of stress amongst your team-members
- Explore what is at play in the employee's situation
- Find a solution together with the employee(s)

Creating a Culture of Safety & Trust



Thank You

for Your Time & Interest