



THE TERMEER FOUNDATION®

CONNECTIONS EMPOWERING CURES

Advancing Leadership Together

2024 IMPACT REPORT





“I am so fortunate to have the opportunity to learn from the remarkable team and mentors of the Termeer Foundation and the visionary Fellows – what a community to be lucky enough to grow with!”

CATHERINE SABATOS-PEYTON
2024 FELLOW,
CEO OF LARKSPUR BIOSCIENCES

Table of Contents

LETTER FROM EXECUTIVE DIRECTOR	1
2024 MILESTONES	3
2024 HONOREES	5
2024 IMPACT	7
FELLOWS ACHIEVEMENTS IN 2024	9
ABOUT THE TERMEER FOUNDATION	11
OUR PROGRAMMING	13
IN GRATITUDE	14
GOVERNANCE	15
LOOKING AHEAD	16

LETTER FROM EXECUTIVE DIRECTOR



Dear Friend of the Termeer Foundation,

I am honored to share the Termeer Foundation's 2024 *Advancing Leadership Together* report, a collection of data and stories reflecting our passion for excellence and partnering. As you will see, 2024 showcases our unwavering commitment to the Fellows program and impact, including the investment in our network expansion and diversification, while in parallel, maintaining a strategic eye towards 2030.

As 2024 comes to a close, there is much to celebrate. We watched our more than 60 Fellows achieve patient-centered greatness. Through our geographic expansion we continued to embrace a truly global community with life science leaders from all walks of life. We have welcomed new mentors and advisors in our Termeer Network.

Together, we are working to achieve the Termeer Effect – our unique value proposition to advance leadership in the life sciences ecosystem- rooted in a discerning selection process and delivering values-driven programming with a proven set of outcomes.

The depth of this year's accomplishments has been made possible by the intentionality of the Foundation's team, culture, programs, fundraising and operations. Our investment in a human centered, values-driven culture is the foundation of our impact and forward-thinking approach.

Our community, internally and externally, is the fuel that drives us. Thank you for your partnership, for believing and investing in values-driven leadership as an essential lever in delivering more cures to patients. Exciting growth awaits in 2025.

Onward together,

Catharine Smith
Executive Director

Our Progress: From Vision to Impact



2024 Milestones

Advancing Vibrant Leaders and Fueling Diversity

- With 15 new Fellows, including one Transatlantic Connections Award honoree, 60 mentors and 15 advisors, the Termeer Network has grown to more than 130 Biotech leaders in 2024.
- The Class of 2024 Fellows is 50% women, reinforcing the Foundation's unique efforts to support women.
- The first Termeer Fellows Women's Retreat is launched.
- The Foundation doubles the support of Termeer Scholars, selecting two grant recipients in 2024.
- 27% of this year's Fellows are focused on advancing health equity.



Expanding Globally

- 10 Fellows and Termeer team members make their inaugural trip to participate in the rich exchange with 7 academic, non-profit and governmental partners at the International Mission to The Netherlands.
- The Termeer Foundation's annual celebration, Connections Empowering Cures, has its first-ever west coast event in San Diego.

Measuring Success

Recognizing the importance of impact, we apply a robust approach to evaluating programmatic success. Termeer Foundation's intervention on leaders is measured annually as well as over the longer term. Impact is evaluated at the individual participant, programmatic, biotech community and patient levels.

TERMEER FOUNDATION'S INTERVENTION ON LEADERS



Partnering for Impact

- Ongoing partnership with the Broad Institute of MIT and Harvard for annual Rare Disease Day event.
- Formal partnership with MassBio to host quarterly CEO & Founder Link events.
- More than 45 Donors and Corporate Sponsors make our values-driven programming and network engagement possible, donating more than \$1.6M in support.
- The Termeer family's generous support of operations becomes less than 50% of overall revenue.
- The Foundation's board gains two luminaries, Deborah Dunsire and Geoff McDonough.

2024 Honorees

TERMEER FELLOWS

- Hanne Callewaert**
Co-Founder & CEO, AstriVax
- Ying Kai Chan**
Co-Founder & CEO, Cirrus Therapeutics
- Tinashe Chandauka**
Founder & CEO, Nandi Life Sciences
- Aaron Edwards**
Co-Founder & CEO, KiraGen Bio
- Floris Engelhardt**
Co-Founder & CEO, Kano Therapeutics
- Manuel Marina Breysse**
Co-Founder & CEO, Idovent
- Natalie Nairn**
Co-Founder, CEO & CSO, Cyclera Therapeutics
- Nabanita Nawar**
Co-Founder & CEO, HDAX Therapeutics

- Richard Novak**
Co-Founder & CEO, Unravel Biosciences
- Catherine Sabatos-Peyton**
CEO, Larkspur Biosciences
- Shardule Shah**
Co-Founder & CEO, Lime Therapeutics
- Carla Spina**
Co-Founder & CEO, Noa Therapeutics
- Theresa Tribble**
Co-Founder & CEO, Droplet Biosciences
- Fernando Vieira**
CEO & CSO, ALS Therapy Development Institute
- Dan Jing Wu**
Co-Founder & CEO, VivArt-X
2024 Transatlantic Connections Award Honoree

TERMEER SCHOLARS

- Charlene Son Rigby**
CEO, Global Genes x RARE-X
- Chidiebere Ibe**
Medical student, Copperbelt University, Zambia & Lead Medical Illustrator, MIDAP HMS International Center for Genetic Diseases



Meet the Class of 2024!



“As a first-time CEO, this fellowship provides an incredible opportunity to engage in a values-driven leadership program, learn from mentorship by healthcare industry leaders, expand my network through access to the Termeer Network, and give back.”

MANUEL MARINA BREYSSE
2024 TERMEER FELLOW, CO-FOUNDER & CEO OF IDOVEN



2024 Program Impact

14 & 11
COUNTRIES STATES

REPRESENTED AMONGST
2024 PROGRAM APPLICANTS

150

1:1 COACHING HOURS
WITH SUBJECT MATTER EXPERTS
AND EXECUTIVE COACHES



24
EXPERT-LED SESSIONS

61 FELLOWS 5 SCHOLARS 52 MENTORS 15 ADVISORS

IN TERMEER NETWORK AS OF Q1 2024

200+

CONNECTIONS CREATED WITHIN
THE TERMEER NETWORK ANNUALLY



100 hours
OF VALUES-DRIVEN
LEADERSHIP PROGRAMMING
PROVIDED

8 & 6
COUNTRIES STATES

REPRESENTED AMONGST TERMEER FELLOWS
AND SCHOLARS (2018-2024)

20

GRANTS PROVIDED TO
PROGRAM PARTICIPANTS

TERMEER FELLOWS 2018-2024

61
Fellows

78%
in the same role

88%
Companies still active

\$3.11
Funding raised (B)

5
Commercialized
products/services

4
YEARS
Average company
tenure when accepted
into Fellowship



2024 Fellows Achievements

Awards & Achievements

- Afreen Allam (2023 Fellow, SiNON Nanosciences) was named a seed-stage winner at the Start-Up Stadium at BIO 2024
- Ying Kai Chan (2024 Fellow, Cirrus Therapeutics) was featured on the cover of Science Translational Medicine for their pioneering treatment for age-related macular degeneration (AMD)
- Safia Rizvi (2023 Fellow, CILA Therapeutics) was recognized as one of the 50 Women to Watch on Boards

Afreen Allam (2023 Fellow, SiNON Nanosciences) was named a seed-stage winner at the Start-Up Stadium at BIO 2024



Nabanita Nawar (2024 Fellow, HDAX Therapeutics) closed a \$3.2 million seed round

Richard Novak (2024 Fellow, Unravel Biosciences) received Orphan Drug Designation from the FDA for RVL-001 to treat Rett Syndrome

Clinical Advancements

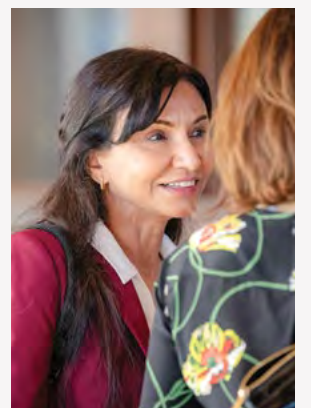
- Jacob Becraft (2021 Fellow, Strand Therapeutics) announce the dosing of their first patient with STX-001 in their Phase I trial for treatment of cancer patients with solid tumors
- Hanne Callewaert (2024 Fellow, AstriVax) advanced their company's vaccine platform technology, SAFYR, a Phase I clinical study
- Richard Novak (2024 Fellow, Unravel Biosciences) received Orphan Drug Designation from the FDA for RVL-001 to treat Rett Syndrome

Funding & Partnerships

- Alvaro Amorrortu (2023 Fellow, Mediphage Bioceuticals) successfully closed a seed funding round
- Floris Engelhardt (2024 Fellow, Kano Therapeutics) closed a \$5 million seed round
- Parastoo Khoshakhlagh (2023 Fellow, GC Therapeutics) successfully closed a \$65 million series A
- Dan Mandell (2023 Fellow, GRO Biosciences) closed a \$60 million series B
- Nabanita Nawar (2024 Fellow, HDAX Therapeutics) closed a \$3.2 million seed round
- Amy Ripka (2021 Fellow, Lucy Therapeutics) received \$12.5 million to advance their research programs for Alzheimer's and Parkinson's diseases
- Kasper Roet (2022 Fellow, Quralis) partnered with Eli Lilly to advance their novel therapy aimed at tackling ALS and FTD
- Yael Weiss (2022 Fellow, Mahzi Therapeutics) was awarded \$4 million from the California Institute for Regenerative Medicine (CIRM) to advance gene therapy for WWOX-related epileptic encephalopathy (WOREE Syndrome)
- Minmin Yen (2020 Fellow, PhagePro) received a significant START grant from MassVentures

“The Termeer Fellowship has been a transformative experience for me, both professionally and personally. It offered me the chance to learn from my peers, mentors, Foundation members, and the numerous resources provided throughout the program. Most importantly, I have found a community.”

SAFIA RIZVI
2023 FELLOW & CEO OF CILA THERAPEUTICS



About The Termeer Foundation

THE CHALLENGE

Leading Successfully in Biotech

Three variables consistently contribute to the success of creating cures and solving healthcare's greatest challenges. The first two – science and money – receive most of the attention. The last – people – is the variable that is often overlooked. First-time biotech CEOs and executives often arrive in their positions from academia, medicine, or pharma where they are expected to know the business of building teams, raising capital and getting drugs to market. This is a lonely role that is impossible to do alone.

The Termeer Foundation was created to help more biotech leaders solve healthcare's greatest challenges.

THE OPPORTUNITY

Impacting the Human Variable Delivers Better Outcomes

For many, curing patients is not a job, it's a lifelong passion and commitment. There is a different type of urgency in the biotech industry than in most. When we look at those who have been successful, they have a shared vision of values-driven leadership. They are laser-focused on keeping patients at the center of all efforts. They seek skills to fill gaps in their abilities. They embrace developing people and building a trusting team to break through science and business barriers.

Successful visionaries like these leaders have harnessed innovation, deepened responsibility, amplified passions, fostered connectivity and embraced humility to bring new therapies to patients.

Our Vision

To connect and promote the world of healthcare innovators until every patient has a cure.

Our Mission

The Termeer Foundation is a nonprofit organization working to vibrantly connect and empower the world of healthcare innovators until every patient has a cure.

Our Values

Responsibility, Passion, Innovation, Humility, Connectivity

Our North Star

Entrepreneur and life science pioneer Henri Termeer believed you could change the world and he did so for many people suffering from devastating diseases. By supporting healthcare innovators, we continue his legacy and seek to increase the probability of creating cures.

Our Programming

HUMAN-CENTERED VALUE CREATION

The Termeer Fellows Program is the Foundation's signature effort. We provide values-driven leadership programming to support first-time CEOs of early-stage or non-profit biotech/life sciences organizations committed to developing potentially life-changing treatments for patients. Our programming is comprised of four components: Skill Competency Growth, Executive Coaching, Micro-Mentoring, and Network Building.











RESPONSIBILITY
PASSION
INNOVATION
HUMILITY
CONNECTIVITY

HOW

- Coaching
- Digital Tools
- Bespoke Programming
- Advising
- Peer-Learning
- Longitudinal Fellowship
- Mentoring
- Conferences & Summits
- Grants
- Networking
- Workshops & Events

WHAT

TECHNICAL SKILLS

- HR
- Board (Governance)
- Business Development & Fundraising
- Strategy & Partnerships

LEADERSHIP SKILLS

- Personal Leadership
- Effective Teams & DEIB Practices
- Change, Conflict & Decision-Making Techniques
- Culture, Leading with Values
- Network Development

WHY

Until Every Patient Has a Cure

In Gratitude

FOR OUR NETWORK, COMMUNITY PARTNERS AND SPONSORS, WHO ARE THE FUEL BEHIND SOMETHING TRULY TRANSFORMATIVE.

Your support of the Termeer Foundation is beyond an investment in the future of healthcare, it positions you at the forefront of biotech innovation.

Our Fellows are poised to make significant contributions to the field; in joining our network, you become an integral part of their journey to bring much-needed solutions to patients.

The Termeer Foundation is a public 501c3, whose programmatic work is 100% funded by external donors, foundations and corporate partners. The Termeer family's generosity funds the Foundation's operations.

Discover more about the Termeer Foundation and how you can support, engage with and join our ever-expanding network at termeerfoundation.org or follow us on LinkedIn @The-Termeer-Foundation.

Don't miss this opportunity to be a catalyst for change—your involvement is key to unlocking the next groundbreaking innovation in healthcare.

Together, we can ensure every patient has a cure.



We have a bold plan to realize our mission and vision. We welcome a community of mission-aligned philanthropic investors to join us.

Donate today to support our mission and impact.

TERMEER FOUNDATION DONOR HONOR ROLL AS OF 9.30.2024

\$1,000,000+

Belinda Termeer

\$200,000 - \$999,999

Bob Carpenter and Karen Maloney

John and Christine Maraganore

Phil Sharp

\$100,000 - \$199,999

Mark and Nancy Enyedy

Emil Kakkis

Bob Tepper

\$25,999 - \$99,999

Jeff Leerink

Mark Levin

David and Molly Pyott

\$10,000 - \$25,000

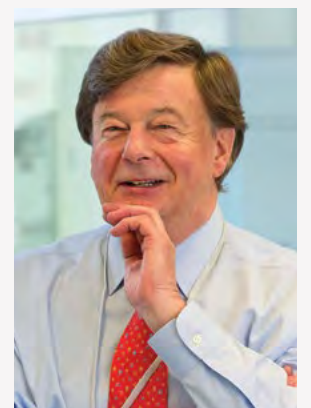
Jonathan Kraft

Gail Maderis

Amir Nashat

“We cannot afford not to come up with better treatments for diseases. As a society, this is where we should spend our best energy, use our best people, and focus on our best efforts... As a biotech entrepreneur, you can bring value and make a difference for these people. Look for a place to make a difference. Learn to do which is important and operate by a different set of criteria than others.”

HENRI TERMEER



Governance

THE TERMEER BOARD OF DIRECTORS

Deborah Dunsire, MD

Mentor and Member of the Board of Directors; Former President and CEO, Lundbeck A/S

Paul Hastings

Mentor and Member of the Board of Directors; President and CEO, Nkarta Therapeutics

Gail Maderis

Mentor and Member of Board of Directors; Former President and CEO, Antiva Biosciences

John Maraganore

Mentor and Member of the Board of Directors; Former Founding CEO, Alnylam Pharmaceuticals

Geoff McDonough, MD

Mentor and Member of the Board of Directors; CEO, Generation Bio

Alice Pomponio

Member of the Board of Directors; Managing Director, BrightEdge at the American Cancer Society

Joan Reede, MD

Member of the Board of Directors; Dean for Diversity and Community Partnership, Harvard Medical School

Belinda Termeer

President, Co-Founder, Member of the Board of Directors; Experienced philanthropist

Alan Walts

Treasurer, Secretary, Mentor, Co-Founder and Member of the Board of Directors; Venture Partner, Advent Life Sciences

TERMEER FOUNDATION TEAM

Christine Cole

Senior Director, Head of Philanthropy & Partnerships

Jennifer Francis

Executive Assistant

Erica Mawby-Roche

Senior Director of Programs

Dan Ouellette

Programs Manager

Ageena Peterson

Operations & Office Manager

Catharine Smith

Executive Director

Lorie Umanita

Administrative Coordinator



“Henri was not just a mentor, he was an aggregator – not only would he talk to people, but he actually made the connections and did the kind of things organically that we are doing now as part of the program.”

ALAN WALTS, TREASURER, SECRETARY, MENTOR, CO-FOUNDER AND MEMBER OF THE BOARD OF DIRECTORS

Looking Ahead

The Foundation operates from a board-approved set of strategic objectives through 2030. While founded in Boston, the Foundation’s impact has spread nationally and global expansion continues.



OBJECTIVE 1

Be the North Star for early-stage biotech CEOs and executives to sustain their laser focus on patients



OBJECTIVE 2

Catalyze the brightest academic life science leaders at pivotal career moments to exponentially impact the world



OBJECTIVE 3

Create a powerfully recognized entity for social impact: the Termeer Network



Learn more about The Termeer Foundation and how you can support, engage with and join our network at www.termeerfoundation.org or on LinkedIn @the-termeer-foundation.

The Termeer Foundation is a 501©3 organization (TIN: 83-3891656).

