



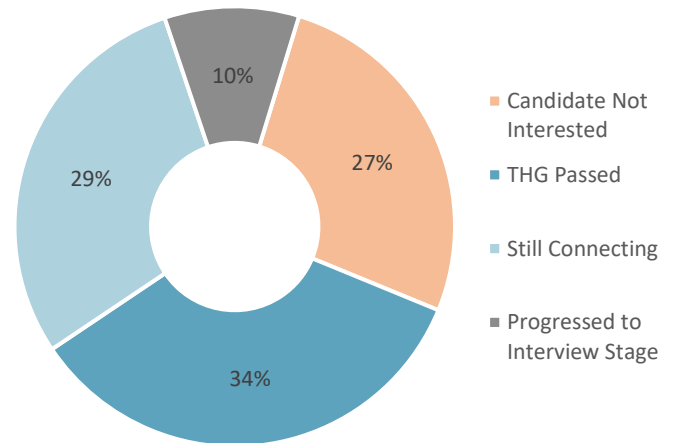
## TARGET CANDIDATE PROFILE

- ✓ MD or MD/PhD, ideally with sub-specialty training in either oncology or ID
- ✓ Substantial clinical development experience in industry in infectious disease (ideally in mRNA vaccines and/or LNPs) and/or immuno-oncology
- ✓ Research experience in innate and/or adaptive immunity and/or recombinant proteins
- ✓ Translational depth with ability to move science into the clinic
- ✓ Entrepreneurial, hands-on, collaborative, and team oriented
- ✓ Excellent leadership skills with an ability to shape the culture
- ✓ Located in or willing to relocate to Boston

## CANDIDATE LANDSCAPE

Candidates sourced from biotech and pharma across the US, with a heavy emphasis on the Massachusetts area

- 253 – Individuals sourced and reviewed
- 67 – Not Interested, due to timing, location, or other factors
- 87 – THG Passed, candidate did not meet bar
- 74 – Still Connecting
- 25 – Progressed to Interview Stage
  - 21 – Progressed to THG Interview
  - 4 – Progressed to Client Interview



## MARKETPLACE FEEDBACK

The Higgins Group has connected with 96 potential candidates who have provided the following feedback:

- Potential candidates are universally impressed with the quality of the Client's BOD, SAB, and leadership team.
- Generally speaking, there is a fair bit of risk aversion among CMO candidates, given the uncertainty of financial markets, and some potential candidates are unlikely or unwilling to consider joining early-stage companies at this time.
- Most infectious disease physicians are excited about the Client's science and approach. Some have declined to engage because they are not interested in working in the oncology space.
- Oncology-focused physicians also find the science compelling. Some are excited about developing dendritic cell-targeting immunotherapies, while others are more attracted to other modalities and approaches.
- In light of the challenging recruiting environment, the response has been robust and positive, with slightly more excitement among the ID-focused physicians.
- The candidates that have interviewed with Client have had very positive interactions, all commenting on the warmth, thoughtfulness, and level of engagement of team members.