

Center director appointment renewal Assessment and process guidelines

Annex to the Minutes of the Board of Directors of October 20, 2023

INTRODUCTION

The Statute of the Foundation stipulates that Center Directors and equivalent figures are appointed by the Board of Directors upon the proposal of the President and after consultation with the Secretary General.

The Board of Directors is also responsible for all decisions regarding the removal or reappointment of these figures.

By its nature, the term of Center Directors must meet the strategic goals of the Foundation and is given for a fixed period.

PURPOSE OF THE GUIDELINES FOR CENTER DIRECTOR APPOINTMENT RENEWAL

Anchoring the renewal of the term of office of Center Directors to the Foundation's strategic goals and principles of competence and integrity: this is the orientation of these Guidelines to which the relevant decision-making process shall, thus, conform.

REGULATORY FRAMEWORK

These Guidelines fit into, and complement, the regulations provided for the selection of Center Directors and equivalent figures as identified by the Statute, Organization Regulations and Guidelines for the Selection of Center Directors.

THE STAGES OF THE DECISION-MAKING PROCESS

The process through which the decision on whether to reappoint a Center Director and equivalent figures is formed consists of three interrelated steps:

- Evaluation of the Director's term by three experts. This evaluation will look at: scientific results, social economic impact, economic sustainability, human capital.
- Assessment of the alignment between the Director's vision regarding the future positioning of the Center and the Foundation's strategic objectives. This assessment is entrusted jointly to the President, the Secretary General and the coordinator of the three experts.
- Considerations and final determination by the Board of Directors.

STAGE 1: ASSESSMENT BY EXTERNAL EXPERTS

Before the expiration of the term of office of a Center Director, upon the proposal of the President and in consultation with the Secretary General, the Board of Directors, based on the discipline areas concerned, shall appoint three experts who are entrusted with the final assessment of the Director's term.

The final assessment by the three experts will focus on:

- scientific results
- social economic impact
- economic sustainability
- human capital

In appointing the three experts, the Board of Directors shall consider it a preferential title to have participated in the selection process of the Director whose possible renewal of mandate is being discussed and shall ensure the presence of both genders.

At the time of appointment, it shall be stated who among the three experts will coordinate and plan the evaluation exercise.

The data and information required for the assessment of scientific results, social economic impact, economic sustainability and human capital shall be collected, validated and provided to the experts by the Foundation's Secretary General's Office, which shall be supported in this by the Research Assessment Unit, the Administration Service and the Human Resources Service.

These data and information also summarize the self-assessment reports that, for each year of office, the Directors interested in possible renewal shall prepare and provide to the experts.

Experts may request from the Foundation's Secretary General's Office any information that could be used in the organization of the assessment exercise.

The process, outcome and rationale related to the assessment by the three experts shall be produced in writing in the form of a report.

The processing time relating to the expert assessment shall take into account the needs for continuity of the Centers' activities and adhere to the timeline planned by the Secretary General.

Experts shall have the option to conduct the office assessment remotely.

The compensation for each expert is set at 3,000.00 (three thousand) euros gross all-inclusive.

STAGE 2: ASSESSMENT OF THE ALIGNMENT BETWEEN THE DIRECTOR'S VISION AND THE FOUNDATION'S STRATEGIC OBJECTIVES

The assessment by the three experts shall be submitted and then shared with the President and the Secretary General through their coordinator.

The President, the Secretary General and the coordinator of the three experts will make up the panel responsible for assessing the alignment between the Director's vision regarding the future positioning of the Center and the Foundation's strategic goals.

For the purpose of the above assessment, the President, the Secretary General and the coordinator of the three experts shall examine the document through which the Director describes his or her vision for the future of the Center whose Director office is being considered for renewal.

On the basis of the documentation and information received and in relation to the Foundation's strategic planning, the President, the Secretary General and the coordinator of the three experts shall interview

the Director interested in the possible renewal and then form their assessment, which, in the form of a report, shall be transmitted and shared with the Board of Directors.

STAGE 3: CONSIDERATIONS AND DETERMINATION OF THE BOARD OF DIRECTORS

The Board of Directors, having examined the reports on the final assessment of the Director's term of office as well as the assessment relating to the alignment between the Director's vision and the Foundation's strategic objectives, at the initiative of the President shall decide on the renewal of the Director's term of office.

The decision of the Board of Directors shall be substantiated and formalized in the form and within the time limits prescribed for any other determination as per the Board's Rules of Operation.

In the case of reappointment, the Board of Directors may give directions regarding the compensation, MBO frameworks, or anything else that may be relevant to the quality of the mandate conferred.

Read and approved on October 20, 2023