



## VIRBAC

« *Société anonyme* » with a capital of 10 572 500 €  
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# FORM OF INFORMATION OF RODOLPHE DURAND CANDIDATE AS NON-VOTING ADVISOR

The following information is presented to you for the reappointment, by the general shareholders' meeting of **Rodolphe Durand** as non-voting advisor.

**Full name:** Rodolphe Durand

**Date of birth:** 25/07/1971

**Nationality:** French

The general shareholder's meeting of June 21, 2021 appointed Rodolphe Durand as non-voting advisor for a period of one year.

### **Education:**

- 2019 Doctor *honoris causa*, Catholic university of Louvain - Belgium
- 2001 Qualified research supervisor, Strategy and business policy, university Jean Moulin Lyon 3 - France
- 1997 Doctorat HEC (Ph.D. in management), HEC Paris - France
- 1995 Master of philosophy with top honors, university Paris Sorbonne *Lettres et Civilisations* - France
- 1994 DEA de *Stratégie et management*, université Paris Ouest la Défense - France
- 1993 Master degree in management, HEC Paris - France

### **Professional experience:**

#### **Academic responsibilities at HEC: professor**

- 2018-July Family chaired professor in Purposeful leadership HEC Paris
- 2016-2018 HEC Foundation senior chaired professor HEC Paris
- 2011-2015 Academic director of the Msc in Strategic management HEC Paris
- 2010-2015 chaired professor « Business and sustainability », funded by Engie HEC Paris
- 2009 Founder and director of the Society and organizations institute HEC Paris
- 2007 Professor HEC Paris
- 2004 Associate professor HEC Paris, member of GREGHEC, the joint research laboratory CNRS-HEC Paris

#### **External academic responsibilities**

- 2014-2014 Visiting professor London business school
- 2012-2012 Visiting scholar Harvard business school
- 2011-2011 Montemozolo visiting professor, fellow of Sidney-Sussex college university of Cambridge, Judge business school
- 2011-2011 Visiting professor New York university, Stern school of business
- 2007-2008 Visiting professor City university - Cass business school, Londres
- 1999-2004 Professor, Strategy department EM Lyon
- 1998-1999 Visiting assistant professor Emory university - Goizueta school of business
- 1997-1998 Visiting assistant professor Tulane university

### **Mandates**

Board member HEC Paris (2016-2020)

Board member Kea partners (2013-2020) and then member of the *comité de mission* (2021- )

Member of *comité de mission* MySezame (2020)

President and founder, Orgolog (2013)

As an advisor, senior advisor, and non-executive board member, Rodolphe works with multiple organizations on assessing impact, and developing and implementing strategies that value a firm's purpose, intangible assets, and reputation.

### **Membership in academic or professional organizations**

- Permanent member of the *Conseil scientifique de l'éducation nationale*
- Member of:
  - Academy of management (AOM),
  - Strategic management society (SMS),
  - American sociology association (ASA),
  - European group for organization studies (EGOS),
  - European academy of management (EURAM),
  - *Association internationale de management stratégique (AIMS)*.
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### **Awards & honor of the ten past years**

- 2019 Doctor *honoris causa* by the Catholic university of Louvain
- 2019 ARCS annual conference : best paper award
- 2017 HEC Foundation award of the best researcher
- 2016 Best paper award, ARCS (Alliance for research in corporate sustainability) for the paper "A model of organizational symbolism: understanding the different shades of green"
- 2016 Emerald citation of excellence for "Category stretching: reorienting research on categories in strategy, entrepreneurship, and organization theory", *Journal of management studies*, 50(6), 1100-1123, Durand, R., and Paoletta, L. (2013)
- 2014 Fellow of the Strategic management society
- 2012 Researcher of the year award, *Fondation HEC* (Foundation)
- 2010 European Academy of management, Imagination Lab award for Innovative Scholarship
- 2010 Emerald Management Reviews Citation of Excellence 2010 for press article Causation, counterfactuals, and competitive advantage, *Strategic management journal*, 30: 1264-1284

**Employment/function held in Virbac:** nil