

Articles of Association of Pharmadanimark

Location and purpose

§ 1

The Association's name is Pharmadanimark. The Association is based in Greater Copenhagen.

§ 2

The Association's purpose is to bring together academics and bachelors with degrees directed towards the life science field or who are employed within life science¹ to

- provide members with the best conditions in terms of pay, recruitment and career development
- ensure members have ideal conditions to compete globally
- ensure that the life sciences sector and its employees are recognised in a way that reflects their key role in society
- ensure awareness of the conditions for the growth and development of the life sciences sector

Para. 2 The Main Board may decide to conclude agreements on membership of national and international professional organisations for the purpose of pursuing the aims of the Association.

Para. 3 The Main Board may decide that the Association's Secretariat shall also perform secretarial functions, including the provision of negotiating assistance to other trade union organisations, or that the Secretariat shall be operated jointly with other trade union organisations.

The Association's members

Membership

§ 3

The Association accepts as members individuals with a degree from a Danish university or a Danish higher education institution at bachelor's or master's level, if the degree is in the life sciences field.

In addition, individuals who have passed an equivalent foreign examination may be admitted as members.

Finally, students in courses of study which give access to membership of the Association may be admitted as members.

The Main Board shall determine which courses of study constitute eligibility for membership.

Para. 2 In addition, admittance may be granted to individuals with graduate or bachelor degrees in another field of study who are employed in the life sciences field.

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*The life sciences sector refers to all or part of the patient-to-patient value chain in pharmaceuticals, research and biotechnology preparations and medical products throughout the public and private sectors.

Para. 3 If the Main Board determines that it is in the Association's interests, it may decide that other individuals be admitted as members.

Para. 4 The Board of Representatives may appoint honorary members of the Association. Honorary membership is free of charge.

§ 4

Admission is granted on the basis of an application submitted to the Secretariat of the Association.

Para. 2 If admission is refused, the matter may be appealed to the Main Board within a time limit set by the Main Board.

§ 5

By virtue of being an Association member, one is also a member of one of the sections listed in the appendix to these Articles of Association.

Para. 2 The Association's members belong to one of the following categories:

1. Students
2. Members with university degrees who are employed or seeking employment
3. Senior members who are recipients of early retirement, pension or equivalent benefits
4. Other members

Para. 3 Upon completion of studies, students transfer to Section 5(2)(2). The Main Board shall lay down the detailed rules for such.

Para. 4 Other Association members do not belong to a section unless they have been allocated to a section listed in Appendix 1 by a decision of the Main Board.

Para. 5 Members whose employment is not governed by Danish law and who are a resident abroad may opt to be covered by para. 2(4).

Members' rights

§ 6

All members referred to in Section 5(2)(1) and (2) shall have the right to vote and to stand for election in accordance with the rules laid down in these Articles of Association.

Para. 2 Other members shall have the right to vote only to the extent expressly provided for in these Articles of Association or in the Appendices hereto.

Para. 3 A member who has not paid the membership dues shall thus forfeit his/her rights under these Articles of Association.

Para. 4 No member shall have any claim whatsoever on the Association's assets.

§ 7

The Association shall provide assistance to members referred to in Section 5(2)(1) and (2) in matters covered by the Association's purpose and concerning the members' pay and employment relations.

Para. 2 The Association will not represent the interests of its members in cases arising before the date on which the membership takes effect.

Para. 3 The Association does not provide assistance to members in arrears.

Para. 4 The Association is not obliged to provide assistance abroad in connection with the protection of members' interests or where matters are involved that are not regulated by Danish law.

Para. 5 The Association does not provide assistance in relation to the interests of self-employed workers in relation to their employees.

Para. 6 If the Main Board considers that there are sufficient grounds, an exception may be made to the provisions of paragraphs 1 to 5.

Members' duties

§ 8

Membership of the Association shall not take effect until full payment of the membership fee has been duly received by the Association.

Para. 2 The dues are charged monthly or quarterly as decided by the Main Board.

Para. 3 If a member is in arrears for six months, membership may be terminated unless – upon request made to the Main Board – the member has been duly granted a deferment of payment. Membership for said individual may not be reinstated without the outstanding dues having been paid in full. However, in special circumstances, the Main Board may, at its discretion, reduce or waive said amount.

Para. 4 Where special circumstances warrant such, the Main Board may grant a member – for a specified period – full or partial exemption from payment of dues.

§ 9

Every Association member shall, during the forfeiture of his/her membership, comply with the laws and resolutions of the Board of Representatives in effect at any given time.

Para. 2 Each member is obliged to keep the Association informed of his/her place of residence, employment and education to the extent necessary to respect the interests of the Association.

Para. 3 In the event of a lawful labour dispute, members covered by Section 5(2)(2) shall be obliged to comply with the Association's instructions.

Para. 4 The Board of Representatives may lay down rules concerning the control of positions and the filling of posts, which shall be binding on the Association's members.

Para. 5 Members assign a non-exclusive right to Pharmadanmark for collective management of copyright in Copydan and other collective management bodies. Pharmadanmark may transfer the mandate to the relevant management bodies, possibly via the Academic Staff.

Withdrawal and exclusion

§ 10

Withdrawal from the Association must be made in writing and can only be made with three months' notice to the end of a quarter.

Para. 2 However, the members covered by Section 5(2), clauses 1 and 3 may withdraw with one month's notice to the end of a month.

Para. 3 Members covered by Section 5(2), clause 2 may not resign during an ongoing conflict which involves the Association.

Para. 4 Members may not, by means of withdrawal, avoid obligations incumbent on them by reason of circumstances arising before their withdrawal.

§ 11

Each member shall comply with the Articles of Association in effect, shall not counteract the Association's purpose and shall not bring the Association or its members into ill repute. If this happens, the Main Board may expel the member with immediate effect. If the matter is of a less serious nature, the Main Board may instead opt to express its disapproval. The case may be brought before the Board of Representatives by the excluded member, who shall have the right to speak at the meeting of the Board of Representatives. The Board of Representatives may decide to reinstate the Association membership of the individual in question.

Structure and management of the Association

§ 12

The purpose of the Association shall be pursued by

- The Board of Representatives
- The Main Board and the Executive Committee
- The Sections
- The Secretariat

the Board of Representatives

§ 13

In matters relating to the Association, the Board of Representatives is the supreme authority.

Para. 2 The Board of Representatives shall consist of the members of the Main Board and a number of representatives of the sections representing the categories of members referred to in Section 5(2), clauses 1 and 2.

Para. 3 The distribution between the sections shall be made proportionately on the basis of the number of members in each section as of 1 January. However, the Pharmadanmark – Students Section has five (5) permanent seats on the Board of Representatives.

Para. 4 The seats on the sections' representative bodies shall be allocated proportionately between the sections, with each section having at least seven (7) seats.

Para. 5 The election of members of the Board of Representatives within sections shall be governed by the rules laid down in Section 2 in Appendix 1. The plenary sessions of the Board of Representatives shall be open to members of the Association and to others whose presence is requested by the Main Board. Any member of the Association has the right to speak in plenary sessions.

§ 14

Ordinary meetings of the Board of Representatives shall be held in October/November in odd years. In addition, meetings of the Board of Representatives shall be held whenever the Board itself or the Main Board deems it necessary.

Para. 2 A meeting of the Board of Representatives shall be held if a section board or 15 percent of the members of the Board of Representatives express such a request outside the context of a meeting, or when a reasoned request signed by at least 60 members is submitted to the Main Board.

Para. 3 The ordinary meeting of the Board of Representatives shall be convened by the Main Board with six weeks' notice.

Para. 4 Extraordinary meetings of the Board of Representatives shall be convened by the Main Board at least one week in advance, with indication of the agenda.

Para. 5 Proposals to be considered by members at the ordinary meeting of the Board of Representatives must be received by the Secretariat of the Association no later than 15 September of the year in which the meeting of the Board of Representatives is to be held. In order for a proposal to move forward, the proposing party or another person present at the meeting of the Board of Representatives must be authorised to withdraw the proposal, as necessary.

§ 15

The agenda of the ordinary meeting of the Board of Representatives shall include the following:

- Election of chairperson(s)
- Adoption of the rules of procedure and the timetable of the Board of Representatives meeting
- Report of the Board
- Presentation of accounts
- Consideration of nominations and proposals
- Submission for approval of budgets and determination of quotas for the following calendar years
- Election of the President
- Election of two (2) parliamentary auditors and one (1) alternate
- Other elections
- Determination of the total number of section representatives to the Board of Representatives for the following term of office
- Determining the time and place of the next ordinary meeting of the Board of Representatives
- Any other business

Para. 2 Decisions of the Board of Representatives shall be taken by a simple majority of its members. Votes shall be taken orally or by show of hands unless 1/6 or more of the representatives require that the vote be held in writing. However, the adoption of amendments to the laws shall be performed in accordance with Section 37. The election of the President shall, where more than one candidate is nominated, be by ballot.

Para. 3 The Board of Representatives shall lay down in its rules of procedure the arrangements for the nomination of candidates for election, the time limits for the dispatch of material to the Board of Representatives and the conditions applicable to the chairperson(s). The rules of procedure may also provide for the meeting of the Board of Representatives to be held as a virtual meeting if the Main Board so decides – e.g. due to a pandemic or similar restrictions on freedom of assembly.

Para. 4 Candidates for the presidential election must be members of the Main Board elected in accordance with Section 17(2). The President must fall under the scope Section 5(2)(2) at the time of election, cf. Appendix 1.

Para. 5 If the President resigns within a term, the Main Board shall appoint one of the two Vice-Presidents to replace the President for the remainder of the term until a new President is elected. The President shall also resign from the Main Board. The Main Board shall elect from among its members a new Vice-President to replace the appointed Vice-President. The next meeting of the Board of Representatives shall elect a President.

Para. 6 Election shall be by majority of votes. In the event of a tied vote, the election shall be decided by drawing lots. If only the required number of candidates is put forward for an election, the election shall be cancelled if the candidates for the post of alternate have been announced in advance. In elections other than those for President, the candidate who is not elected and who subsequently obtains the highest number of votes shall be an alternate.

Para. 7 Minutes shall be taken of all proposals and decisions of the plenary of the Board of Representatives. The minutes shall be sent to the members of the Board of Representatives and the section boards. The Main Board shall publish a comprehensive report of the proceedings of the meeting of the Board of Representatives, together with the text of any proposals and opinions adopted, etc.

§ 16

Any proposal discussed at the meeting of the Board of Representatives may be put to a vote by the Main Board or by 1/3 of the members of the Board of Representatives among the members of the Association covered by Section 5(2), clauses 1 and 2. Voting shall take place in accordance with the rules laid down in Appendix 2 to the Articles of Association.

Para. 2 However, any decision on the merger or division of the Association must always be taken by a ballot.

Para. 3 The vote by ballot shall be held as soon as possible after the decision has been taken. Votes must be completed within five weeks of the decision to vote.

Main Board

§ 17

The Main Board is responsible for the day-to-day political management of the Association and shall represent the Association both internally and externally. The Main Board is authorised to make all dispositions concerning the assets of the Association.

Para. 2 The Main Board shall consist of nine (9) members. Seven (7) of the members shall be elected by and from among the members referred to in Section 5(2)(2). The eighth member shall be elected by and from among Pharmadanmark students as defined in Section 5(2)(1). The ninth member shall be the President of the Association, who is also the President of the Main Board. The distribution of seats on the Board for members covered by Section 5(2)(2) shall be determined each year in such a way that each of its sections is allocated a seat on the Board, after which the remaining seats shall be distributed proportionately between the sections according to the number of members in the sections as of 1 January.

Para. 3 The President shall be elected in accordance with the rules laid down in Section 15. The election is valid for two years. The President may be re-elected three times.

Para. 4 The other members of the Main Board shall be elected by direct universal suffrage. Within each section, a first and second alternate shall be elected in the same way. The first alternate shall take his/her place in the event of a prolonged absence or if a Vice-President is elected President. The first alternate shall have the right to attend meetings of the Main Board without the right to vote. In addition, the presidents of five of the Association's sections as defined in Section 5, paragraphs 1 and 2 may attend the meetings of the Main Board as observers.

Para. 5 Members of the Main Board are elected for two years at a time. Alternates are elected for two years. Re-election may take place.

Para. 6 The names of the members to be nominated for election must be submitted in writing to the Association's Secretariat by 15 September of the year in which the Representatives' Meeting is to be held by the candidates, whom must be nominated by six (6) from the respective section for each candidate proposed.

Para. 7 The elections shall be held by the Main Board before 15 October.

Para. 8 Elections shall be by majority of votes. In the event of a tied vote, the election shall be decided by drawing lots. If only the required number of candidates is put forward for an election, the written vote shall be cancelled if the candidates for the post of alternate have been announced in advance.

§ 18

The Main Board shall constitute itself at its first meeting and shall elect from among its members two vice-presidents, who, together with the president, shall form an Executive Committee. The members of the Executive Committee must be covered by Section 5(2)(2) at the time of their appointment. The current Board shall remain in office until the election of the President is completed.

Para. 2 The Main Board shall adopt its rules of procedure.

Para. 3 Decisions shall be taken by a majority of votes, even if one or more members are absent or have resigned from the Main Board. In the event of a tied vote, the President shall have the casting vote.

Para. 4 The Executive Committee shall be responsible for the day-to-day management of the Association between meetings of the Main Board. The Main Board may adopt an instruction on how the competence of the Executive Committee is to be managed.

§ 19

The Association members are each affiliated with sections – cf. the appendix referenced in Section 5. Decisions on the creation of new sections or changes in the scope of existing ones are taken by the Board of Representatives.

Para. 2 The aim of the sections is to promote closer interaction between the Association's bodies and its members. This is achieved by organising meetings on professional and general matters of both local and common interest within the sections.

Para. 3 The Board of Representatives approves the statutes of sections.

Para. 4 Interest groups may be set up both within and across sections in order to develop professional cooperation among the Association members. Further guidelines shall be laid down by the Main Board.

Power to bind

§ 20

The Association shall be represented by the President in association with the Director/Head of the Secretariat or by the Executive Committee, cf. Section 18(1).

Para. 2 However, for the purchase and sale of real estate, the signature of at least the Executive Committee and three (3) additional members of the Main Board is required.

Para. 3 The Main Board may grant separate proxies.

Secretariat

Secretariat

§ 21

The work of the Association is carried out through the Secretariat, which is headed by a director or Head of the Secretariat appointed by the Main Board. The Main Board may choose to delegate the right to appoint the Director/Head of the Secretariat to a coordinating authority if the Secretariat is run jointly with other specialist organisations.

Para. 2 The Director/Head of the Secretariat shall participate in the meetings of the Main Board and the Board of Representatives without the right to vote.

Para. 3 The Director/Head of the Secretariat shall be responsible, under the supervision of the Main Board or the coordinating authority referred to in para. 1, for ensuring that the Secretariat provides the service determined by the Main Board, including to other organisations, in accordance with Section 2(3).

Para. 4 The Director/Head of Secretariat is responsible for recruiting and dismissing staff.

Accounting and auditing

§ 22

The Association's accounts must cover a calendar year and include:

1. The Association's operations and assets
2. The administration and assets accounts of the funds and treasuries belonging to the Association, in accordance with the laws and statutes applicable to them

Para. 2 The accounts submitted by the Director/Head of the Secretariat shall be audited by a chartered accountant appointed by the Main Board and submitted for critical, political audit by the parliamentary auditors elected by the Board of Representatives before the end of April.

Para. 3 The accounts shall be submitted to the Main Board and be published, with the approval of the Main Board and the auditors, to the Association members before 1 June.

Dues and finances

§ 23

The Main Board shall, when presenting the draft budget, submit a proposal for a contribution to cover the Association's operating expenses. The dues can be charged in different amounts for different groups of members.

Para. 2 In exceptional circumstances, the Main Board may decide to levy temporary additional dues on all member groups.

Para. 3 Special contributions may be levied for the purposes of the Association, the funds of which shall be kept separate from the other income and assets of the Association (hereinafter referred to as "funds"). Contributions to such funds may be charged in different amounts to different groups of members as decided by the Board of Representatives.

§ 24

Dues and contributions to funds are regulated in parallel with the regulation of the salaries of academic public servants, unless the Board of Representatives decides otherwise. Taking into account the overall financial situation of the Association, the Board of Representatives may decide to govern by a smaller percentage within a period of representation.

§ 25

To cover the expenses of the sections, the ordinary meeting of the Board of Representatives shall set an amount of dues, which shall be collected in a special fund: Common Sections Fund.

These dues may be charged for members in Section 5(2), clause 2. The annual budget of the Fund shall be distributed, after deduction of the necessary common administrative costs, as grants to further the purposes of the sections. The distribution does not include the Pharmadanmark – Students and Pharmadanmark – Seniors sections. The Board of Representatives shall determine the criteria for the distribution of the remaining funds.

§ 26

Members of the Main Board, members of the Executive Committee, section presidents and parliamentary auditors may be remunerated for the performance of parliamentary duties. The Main Board shall lay down rules for such. The estimated expenditure for the next two years shall be set out separately in the draft budget for approval by the Board of Representatives.

Para. 2 The Main Board shall determine the remuneration of the President. The parliamentary auditors shall be kept informed of this.

Conduct of negotiations

§ 27

The guidelines and procedures set out in this section shall apply to the negotiation of members' pay and conditions of employment, individually and collectively.

Para. 2 The Main Board is responsible for the negotiating activities, which are carried out with the assistance of the Secretariat and representatives of the sections forming an area of negotiation.

Para. 3 The Main Board may lay down detailed rules for the conduct of negotiations, including the size of the negotiating committee.

§ 28

The negotiations shall be prepared and chaired by a negotiating committee consisting of representatives of the Main Board and members appointed by the sections referenced in Appendix 1, with the exception of Pharmadanmark – Students and Pharmadanmark – Seniors. The sections must ensure that the relevant areas of collective bargaining are represented on the negotiating committee.

Para. 2 Members employed by employers' organisations may not participate in the negotiating committee.

Para. 3 The task of the negotiating committee is to contribute to the coordination of negotiating positions and strategies between the areas of negotiation, and to contribute to decisions of principle on negotiating activities which are deemed to affect all areas of negotiation.

§ 29

The negotiating committee shall appoint a negotiating delegation if the section in the area concerned so wishes. The delegation is responsible for the continuous preparation of the negotiations, conducts the negotiations on the mandate of the committee and monitors the agreement on an ongoing basis.

Para. 2 Approval or rejection of a negotiation/mediation proposal shall be by ballot of the members in the areas whose agreements are under negotiation. In exceptional cases, a majority of at least 2/3 of the negotiating committee may decide to approve or reject the result without a ballot.

Para. 3 In the event of no negotiation result or in the event of rejection of a negotiation result / mediation proposal, the negotiating committee makes a decision on whether the negotiations should continue or be interrupted, as well as the effects thereof in the form of any notification of conflict steps as well as their scope and funding – cf. also Section 33 on the Association's negotiation fund. Decisions under this provision shall require a majority of both the Main Board and the negotiating committee. A member of the Main Board from the Pharmadanmark – Students does not participate in this decision.

§ 30

The Association may delegate to bargaining communities the conduct of negotiations in a field or on a collective agreement in accordance with the bargaining rules of the communities concerned. The decision shall be taken by the negotiating committee and shall be subject to the approval of the Main Board.

Para. 2 The negotiating committee shall decide on the demands to be made of such negotiating bodies and shall negotiate with them the detailed arrangements for the conduct of the negotiations.

Funds of the Association

Relief fund

§ 31

The Fund may provide assistance to current and former members of the Association, and their survivors if any, in the event of illness, other involuntary hardship or death. Applications for assistance should be addressed to the Main Board, which is the governing body of the fund. The relief is given as a gift.

Para. 2 To be eligible for assistance, a member must have been a member for at least half a year and the application must demonstrate, to the satisfaction of the Main Board, that there is a real need. Assistance shall be provided in the event of illness and other hardship in amounts to be determined on a case-by-case basis at the discretion of the Main Board.

Para. 3 In addition, a supplementary pension may be paid from the resources of the relief fund to those officials of the Association who have been with the Association for at least 10 years and who have been promised a supplementary pension scheme by the Association by separate agreement.

Negotiation fund

§ 32

The Fund may provide compensation for loss of income suffered by members as a result of dispute proceedings in connection with the negotiation of members' pay and working conditions and contribute to the joint bargaining contingency in accordance with the statutes of the bargaining unit concerned.

Para. 2 In addition, conflict support in the form of loans or gifts may be granted from the resources of the negotiation fund to organisations that are members of negotiation partnerships to which Pharmadanmark belongs.

Para. 3 Expenses incurred in connection with the negotiations of the Association may be borne by the negotiation fund, as may expenses for external assistance in negotiations or judicial decisions.

Para. 4 The resources of the Fund shall be provided by compulsory contributions from the members covered by Section 5(2)(2). The amount of the contribution shall be determined by the Main Board. For any individual member, the contribution shall at no time exceed five percent of the salary (scale step + regulatory supplement) of a pharmacy employee member in the highest grade.

Para. 5 Only member groups contributing to the Fund (cf. para. 4) may receive financial support in accordance with Section 33(1).

Para. 6 The board of the Fund shall consist of the Main Board of the Association, except for the member elected by the Pharmadanmark – Students section, who shall decide in each case on the amount of compensation to be paid for loss of income during a conflict. The Fund's resources must be invested in such a way that they can be released at short notice. The Fund's interest income may be transferred, at the Board's discretion, to the Relief Fund, Pharmadanmark's Unemployment Fund (PDA). In addition, the Main Board may transfer further amounts from the Fund to the relief fund. Finally, part of the Fund's resources may be invested, at the Board's discretion, in real estate for the use of the Association's Secretariat. The resources of the Fund may not be used for any other purpose without a decision of the Board of Representatives.

Study fund

§ 33

The purpose of the Fund is to promote the development of professional, social and scientific activities within the scope of its members. Under no circumstances may the Fund's resources be used for student aid for undergraduate or graduate studies. Disbursements for the purposes of the Fund are approved by the Fund's board.

Para. 2 The Fund's board shall consist of five (5) members. The Main Board shall elect three (3). The Board of Representatives shall elect two (2) members who may not sit on the Main Board. These last two members of the Fund's board shall be elected for a term of four years. Re-election may take place. The board shall elect from among its members a president and a secretary who shall keep the minutes of the proceedings of the Fund. The board shall have the right to call upon special expert assistance and to defray the costs thereof out of the resources of the Fund.

Pharmadanmark's Unemployment Fund (PDA)

§ 34

Every member of the Association covered by Section 5(2)(2) is a member of the Pharmadanmark Unemployment Fund (PDA).

Para. 2 However, this provision shall not apply to members employed as officials.

§ 35

The contribution to the PDA is determined at the ordinary meeting of the Board of Representatives when the membership dues are set. Representatives of Pharmadanmark – Students do not participate in this decision.

Para. 2 The contribution may differ in amount for the different member groups. Para. 3 The fee is not charged to members of Pharmadanmark – Students.

Entry into force and transitional provisions

§ 36

Adoption of amendments to the Association's by-laws and Articles of Association and adoption of the dissolution of the Association shall always be by ballot.

For the adoption of amendments to the by-laws and Articles of Association, 2/3 of the votes cast must be in favour of the proposal and one third of the members of the Association must have cast their vote.

For the adoption of the dissolution of the Association, 2/3 of the votes cast shall be in favour of the proposal and half of the Association members shall have cast their vote. If the proposal has obtained a majority but fails because of a shortage of votes, a new vote shall be taken within three weeks, the result of which shall be valid irrespective of the number of votes cast.

The appendices to the Articles of Association may be amended by the Board of Representatives by a simple majority unless provisions expressly exist to the contrary.

§ 37

If the Board of Representatives decides that the Association should merge or split in order to continue to pursue the purpose of the Association, this shall not imply a dissolution of the Association.

§ 38

These Articles of Association, including the re-election clause in Section 17(3), shall enter into force immediately upon adoption.

Appendix 1

§ 1

Para. 1 As a member of Pharmadanmark, one is also a member of one of the following sections

Pharmadanmark – Pharmacy

Members who are employed or seeking employment at a Danish pharmacy under a collective agreement between Pharmadanmark and the Danish Pharmaceutical Association, as well as members employed in positions or in areas which, following a decision by the Board of Representatives, are attributed to this.

Pharmadanmark – State

Members employed or seeking employment by the State or by enterprises owned by the State, as well as members employed in posts or in areas which, following a decision by the Board of Representatives, are attributed to them.

Pharmadanmark – Regions and municipalities

Members employed or seeking employment in regions and municipalities or companies owned by regions or municipalities, as well as members employed in positions or in areas which, by decision of the Board of Representatives, are attributed to this group.

Pharmadanmark – Private

Members who are employed or seeking employment in privately owned companies or in areas which, by decision of the Board of Representatives, are attributed to this category.

Pharmadanmark – Students

Members enrolled in a course of study which, pursuant to Section 3 of the Articles of Association, gives access to membership of the Association. A member of Pharmadanmark – Students who passes the final examination shall proceed to membership under Section 5(2)(2). The Main Board shall lay down the detailed rules for such.

Pharmadanmark – Seniors

Retired members and members who are no longer available for work may transfer to senior membership under Section 5(2)(3).

Para. 2 The aim of the sections is to promote cohesion between the Association's bodies and its members.

Para. 3 An individual member may seek the permission of a section board to join a section which, for professional, geographical or other reasons, he/she considers best serves his/her individual interests.

Sections

§ 2

A section is managed by a section board. The statutes of the sections shall be established by the Board of Representatives following a proposal from the respective section. If the section has not drawn up its own statutes, the general guidelines of the Association shall be followed insofar as possible.

Para. 2 The section shall hold an annual general meeting before the end of April. The general meeting is convened with 3 weeks' notice by announcement in the Association's membership magazine or in the Association's digital media.

The general meeting must address the following agenda (as a minimum):

1. Election of chairperson
2. President's report
3. Consideration of proposals received
4. Election of board members and one alternate
5. Election of members to the Board of Representatives and alternates in odd years
6. Any other business

Para. 3 Proposals to be considered by members at the general meeting must be received by the section president at least 14 days before the meeting is to be held.

Para. 4 The names of the members to be nominated for election must be notified in writing to the chairman before the discussion of point 4.

Para. 5 The non-elected candidate with the highest number of votes among the candidates nominated shall be the alternate. In the event of a tied vote, the election shall be decided by drawing lots. If only the required number of candidates is put forward for an election, the written vote shall be cancelled if the candidates for the post of alternate have been announced in advance. In the event of the resignation of both the president and the vice-president during an election period, a new election shall be held for the section board.

Para. 6 The section shall otherwise meet as often as the president, a majority of the board or 10 percent of the members – but not less than six members – deem fit.

Para. 7 The Board of Representatives shall approve the statutes of sections (cf. Article 19(3) of the Articles of Association). Amendments to statutes falling within the above common Articles of Association, as well as name

changes, must only be submitted to the Main Board.)

Para. 8 The section shall elect representatives to the Main Board by direct universal suffrage from among the members of the section in accordance with the general guidelines for elections in the Association.

Para. 9 The section boards shall constitute themselves and determine their rules of procedure. In other matters concerning the sections, the by-laws of the Association shall be followed.

Appendix 2

Rules for ballots

§ 1

Adoption of proposals for changes to the Association's by-laws and Articles of Association, as well as proposals for adoption of the Association's dissolution, must always take place by ballot (Section 37). Furthermore, the Board of Representatives or 1/3 of the members of the Board of Representatives may decide that proposals discussed at the Board of Representatives meeting shall be put to a vote (cf. Section 16).

Para. 2 The vote by ballot shall be arranged as soon as possible after a decision has been made. Ballots must be completed within five weeks of the decision to put a proposal to a ballot.

Para. 3 Decisions shall be made by a majority of votes. However, proposals for changes to the Association's by-laws and Articles of Association require that 2/3 of the votes cast are in favour of the proposal and that 1/3 of the Association's members have cast their vote.

A proposal to adopt the Association's dissolution requires that 2/3 of the votes cast are in favour of the proposal and that half of the Association's members have cast their vote.

If the proposal has achieved the necessary majority, but still falls due to too few votes, a new vote must be held within three weeks, where the result is valid regardless of the number of votes cast. Invalid and blank votes are not counted.

Para. 4 The vote must be secret and take place in writing on ballots that are delivered to the Association's Secretariat in the forwarded return envelope, closed and provided with a name tag and/or electronically in a form that ensures anonymity.

Para. 5 The ballot envelopes may be opened only after the voting deadline and then in the presence of the tellers. The same applies to electronic voting. The count shall be taken immediately after the deadline in the presence of at least one of the chairpersons and at least one of the auditors/auditors' deputies.

Para. 6 The ballot papers / electronic tally shall be destroyed three weeks after the result of the election has been made public to the members, provided that no written objection to the election has been lodged.

Any protest against the election must be submitted to and dealt with by the Main Board.

Approval or rejection of a negotiating report / mediation proposal shall, as a rule, be by ballot of the members in the areas whose agreements are under negotiation (cf. Section 29(2)).

The present Articles of Association have been adopted by referendum on 9 December 2021.