

## Recruitment Scam Warning

As a biotechnology company committed to developing therapies to address significant areas of unmet need, LAPIX Therapeutics is a tremendous place to work. Regretfully, being a sought-after workplace means we are vulnerable to recruitment phishing scams. LAPIX Therapeutics, like many companies, is aware of individuals representing themselves as LAPIX Therapeutics recruiters or employees with the purpose of committing phishing scams.

We urge all job seekers and candidates to be wary of potential scams. These scams are predatory and mimic the actual recruitment process. Some red flags to be aware of are outlined below. Should you encounter a recruitment process that claims to be for LAPIX Therapeutics, but is not consistent with the below, *please do not provide any personal or financial information nor should you send money.*

### Communications:

- Our recruitment process takes place by phone, via Microsoft Teams or in person.
- Legitimate communication with candidates is only through recognized professional networks, such as LinkedIn.
- E-mail is always through an official e-mail address (e.g. `firstname.lastname@lapixtherapeutics.com`). Our employees will never send correspondence from free e-mail accounts like Yahoo or Gmail.

### Interviews:

- Legitimate interviews may be conducted over the phone, in person, or via an approved enterprise videoconferencing service (such as MS Teams). They will never occur via RingCentral or via text.
- LAPIX Therapeutics employees will not solicit personal data from candidates during the application phase including, but not limited to, date of birth, social security numbers (SSN), or bank account information.
- LAPIX Therapeutics offers of employment are based on merit and only extended once a candidate has interviewed in person. Offers will be extended both verbally and **in written format only from a LAPIX Therapeutics e-mail address.**

### General:

- LAPIX Therapeutics will never ask you to receive and ship packages or goods during the interview process.
- LAPIX Therapeutics will never request monetary payments at any point in the hiring process.

If you are unsure whether the job application process seems “right”, or if you are unsure of the genuine nature of a communication you have received, then it is probably a scam. Please feel free to reach out via the contact page of our website. If you do not hear back from an

@lapixtherapeutics.com email address, then the communication you've been receiving is a scam.

If you believe you may have fallen victim to a scam, you can report it to the following:

- Your local Law enforcement
- Federal Trade Crime Complaint Center – <https://reportfraud.ftc.gov/>
- FBI's Internet Complaint Crimes Center – [IC3.gov](https://www.ic3.gov)