



**WHISTLEBLOWING - GUIDELINES
FOR REPORTED EMPLOYEES**

Effective Date: 06 December 2017

Veloxis Pharmaceuticals A/S
Whistleblowing - Guidelines for Reported Employees

These guidelines outline your rights as an employee in the event that you are the subject of a report made through the Whistleblowing Policy of Veloxis Pharmaceuticals A/S (i.e., the reported employee). This Policy shall also apply to personnel of Veloxis Pharmaceuticals, Inc.

1. Notification to the Reported Employee

Veloxis employees who are the subject of a report made in accordance with Veloxis's Whistleblowing Policy will be notified as soon as reasonably possible upon completion of a preliminary investigation.

Such reported employees will receive the following information:

- a description of the accusations made against him/her;
- a general description of the evidence gathered to substantiate the allegation(s) made in the report.

2. Right to Access, Information, Objections, Justification, Deletion and Blocking

Veloxis employees who are the subject of a report made in accordance with Veloxis's Whistleblowing Policy are entitled to obtain access to the report submitted against him/her. However, such an employee is not entitled to receive information on the identity of the person who has submitted the report against him/her.

The reported employee is entitled to request Veloxis to amend the information contained in the report, which in his/her opinion is untrue, misleading, incomplete or obsolete. If Veloxis cannot respond favourably to such employee's request, the information will be supplemented by the reported employee's comments.

3. Right to Judicial Review

If as a result of the report and the subsequent investigation, employment-related steps are taken against the reported employee, such employee is entitled to apply for a judicial review by a Danish court for Danish employees and a New York court for U.S. employees.

4. Questions

Please direct any and all questions regarding these guidelines to Veloxis's Sr. Director of Legal Affairs:

Noel Barnard

Veloxis Pharmaceuticals

Phone: (919) 591-3069

Email: nba@veloxis.com

5. Employees Rights

The following is a description of employee's general rights pursuant to the Danish Act on Processing of Personal Data. Inter alia, employees are entitled to submit an application to gain access to his/her personal data that is processed by Veloxis Pharmaceuticals in its capacity as data controller, including:

- the nature of the processed information;
- the purpose of the processing;
- the groups of persons receiving the data; and
- accessible information as to the origin of the data.

If a Veloxis employee wishes to obtain the above-mentioned information, he/she may contact Veloxis's Sr. Director of Legal Affairs, at the contact information set forth above.

Veloxis Pharmaceuticals shall respond to such a request as soon as reasonably possible. If such a request has not been addressed by Veloxis within four (4) weeks after its submission, Veloxis will notify the individual making the request of the reason thereof and will inform him/her of an expected timeframe for a response.