

RTx PRINCIPLES

At RTx we believe that it is important to be deliberate about company culture. Our core company values have been defined with the help of everyone at RTx at all seniority levels. Our core values are an integral part of RTx life, from the hiring process to the running of day-to-day business. Our core principles outline our collective beliefs, thoughts, and feelings and state how we can work together in a fair, inclusive, and effective manner.

The RTx principles

1. We are passionate about delivering scientific excellence for the benefit of patients.

We believe macrophage cell therapy can be a game changer for people living with chronic inflammatory disorders. Therefore, we work passionately and openly to develop cutting-edge technologies that can deliver deep clinical impact.

We will ensure high quality recording and reporting of data, which will be discussed regularly within the company, and we will rely on ad-hoc advisory boards when expert advice is required. We will endeavour to strike strategic partnerships that will allow us to bring safe and effective products to the clinic in a timely fashion.

2. We work together across the whole company from the bottom-up as well as from the top-down to create a One-Team feeling.

The development of next-generation cell therapies is complex, so it is critical that inter-disciplinary teams work together effectively. We believe that success is a by-product of a strong team. By looking out for one another, it will allow us to accomplish our mission efficiently.

Project teams within RTx will facilitate collaborative research and enhance communication between research units. We will also implement an anonymous staff box with the aim of encouraging constructive feedback, ideas, and questions to the management team. This will allow management to respond to staff feedback and set action points during regular company meetings and 1:1 *ad-hoc* meetings.

3. We collaborate to create an inclusive and fair environment in RTx.

We believe that everyone at RTx should experience a fair and respectful work environment, which offers every staff member a chance for personal and professional growth. It is acknowledged that we all have different personality traits and cultural beliefs, which must be respected. Working collaboratively will generate a vibrant work environment in which every individual can thrive.

To respect the time of our staff, we will strive to hold important meetings during core working hours. In addition, our hiring and appraisals process will be run in a fair and inclusive fashion; and social events will be arranged to consider people's individual preferences and needs. Our policies will reflect our desire to create a positive working environment. Candidate hires will be provided with our company principles ahead of interview, which will be actively discussed during the interview itself. This will protect our working culture as we grow as a Company.

4. We encourage transparency and incorporate learning in all we do.

At RTx we believe 'bad data' does not exist. Scientific data, whether the impact is considered positive or negative, represents a learning opportunity to further develop safe and effective therapies. We collaborate in an open and honest fashion, and we implement cross-team reviewing to ensure accurate and accountable reporting.

Data will always be discussed in depth and openly at dedicated project meetings, which constitute an opportunity for constructive feedback and troubleshooting. Our teams will review each other's lab notebook to ensure the style and quality of reporting is consistent across the company. Furthermore, we encourage participation to scientific conferences, and dissemination of data via publications of papers and patents.

5. We enjoy the journey by introducing fun in the day-to-day affairs of science and business.

We care deeply about what we do, and we make human kindness central to the way we treat each other, so that a lightness can accompany our mission to improve clinical outcomes for our patients. When individuals enjoy and feel comfortable in their working environment, our research units and project teams will thrive. By incorporating fun into our day-to-day affairs, we believe this will improve individual performance and ultimately deliver success to RTX.