

POLICY AND PROCEDURES: Public Relations, External Speaking Engagements and Publications

POLICY:

This policy applies to all employees and independent contractors of Lumos Pharma. Individuals designated to speak on the organization's behalf are the CEO or CFO. No one other than these individuals (with the exception noted below) should represent the company's position to the media.

Key Points:

- Communication with external audiences must be managed by appointing company spokespeople.
- Employees must seek necessary permissions and comply with all legal and regulatory requirements associated with external communication to minimize the risk to Lumos Pharma's reputation.
- Employees are not permitted to make any public posting of confidential or proprietary information related to any aspect of Lumos Pharma's business on the Internet.

By establishing and maintaining a high standard of quality in every aspect, we enhance the identity of Lumos Pharma, promote our strategic initiatives, and encourage support and advocacy from the entire community. The policy will also assist with maintaining consistency in our public messages and assure that Lumos Pharma's policies and actions are accurately presented; this policy demonstrates our commitment to a factual and effective program of all media relations.

PROCEDURE:

All media inquiries, whether verbal or written, are to be immediately directed to the CEO, CFO or General Counsel. Requests will be passed onto the appropriate personnel for handling. This includes formal requests for interviews as well as inquiries, and includes all media: TV/Radio, newspapers, magazines, local/national and trade media and internet sites.

Exceptions

When inquiries require a detailed technical explanation, a spokesperson may be designated to address a particular issue. That spokesperson will usually be a senior employee or outside expert who is qualified to speak on the company's behalf on the issue in question.

All press releases will be issued as deemed necessary and relevant. In addition, press releases that include quotes by senior staff will be approved by the individual quoted.

Employees who work with organizations seeking approval for press releases that mention the company must send such releases through the Disclosure Committee for review prior to distribution.

Responsibilities

Not following these procedures, could lead to serious ramifications if incorrect or inaccurate information is given. Failure to follow this procedure could lead to disciplinary action up to and including termination.

External Speaking Engagements and Publications

Employees should obtain permission from their manager before accepting an external speaking engagement.

All invitations for external speaking engagements that involve the company's corporate position, policies or products with the potential to impact the corporate reputation should be referred to your manager.

Proposed disclosures and announcements about significant Lumos Pharma business ventures, including joint ventures with other companies should be referred to the Business Development Department.

Internet Communication

Employees are forbidden from making any public posting of confidential or proprietary information related to any aspect of Lumos Pharma's business on the internet. Employee should not reveal information about the company and its activities in any internet-based forum including (but not limited to) chat rooms, bulletin boards, blogs, wikis, posts, etc.

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