

A photograph of a family walking away from the camera on a dirt path. A man in a dark jacket and black pants is walking on the left, with his arm around a woman in a black leather jacket and blue jeans. They are holding the hand of a young child in a light-colored coat. The background is a lush green forest.

We are In Rare for Life

What to expect in our
people-centered organization



Many of us are rare disease patients, survivors and caregivers. For us, advancing research, delivering life-changing therapeutics and doing everything we can to support this community is personal. We know that time matters, and we know that the work that we do can make a difference. We know what hope looks like, but we also know what having no answer and no treatment feels like. This passion is shared by 350+ people - imagine the drive, energy, and innovation that results.

**Eric Dube, Ph.D.
President and Chief Executive Officer,
Traverse Therapeutics**



OUR MISSION

**TRAVERE THERAPEUTICS IS
A BIOPHARMACEUTICAL
COMPANY DEDICATED TO
IDENTIFYING, DEVELOPING,
AND DELIVERING
LIFE-CHANGING THERAPIES
TO PEOPLE LIVING WITH
RARE DISEASE.**

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1. RARE

(Of an event, situation, or condition) not occurring very often.
"A rare genetic disorder"

(Of a thing) not found in large numbers.

Unusually good or remarkable.



2. TALENT CREDO

Our goal is to make Traverre the most fulfilling organization, both personally and professionally, that you will be a part of throughout your entire career. We want to give you an opportunity to grow alongside us as we strive to meet and exceed patient needs.

We aspire for Traverre to be the best place you will work in your career. We strive to provide talent experiences that:



**WE'RE SEEKING RARE TALENT
LIKE YOU. WELCOME TO THE
START OF YOUR PATH WITH A
RARE COMPANY.**



3. WE BELIEVE THAT TRAVERE IS A VERY RARE ORGANIZATION

At Traverre Therapeutics, we are in rare for life. We come together every day to help patients, families and caregivers of all backgrounds as they navigate life with a rare disease. On this path, we know the need for treatment options is urgent - that is why our global team works with the rare disease community.

Our mission is to identify, develop and deliver life-changing therapies to people living with rare disease. In pursuit of this mission, we continuously seek to understand the diverse perspectives of rare patients and to courageously forge new paths to make a difference in their lives and provide hope - today and tomorrow.

We are 350+ people with a unique understanding of rare disease who cultivate a culture of compassion and integrity together, and who possess a deep-rooted commitment to people with rare disease. We're equally as committed to creating rare and meaningful career paths for our team members.

This document highlights the unique experience you can expect from working with us at Traverre.

THANK YOU FOR TAKING THE PATH LESS TRAVELED WITH US.



The name Traverre has two Latin roots: tractus for path and vere for truth. The path in our logo reflects the journey that many rare disease patients are on to seek a diagnosis, better disease understanding and, ultimately, a treatment or cure. This path also reflects the long scientific process in delivering innovative treatments.



4. WE ARE PURPOSE DRIVEN

We have a big mission ahead of us. At Traverre, we're determined to bring life-changing treatments, support and hope to people living with rare disease. Our deep-rooted commitment to our mission inspires people who share in our purpose to join our company. We are a purpose-driven, patient-inspired organization - but what does that mean and why is it important to you?

- It means that for us, advancing research and delivering life-changing therapeutics and doing everything we can to support the rare disease community is personal. And that's because, you'll be joining a team where many of our team members are also rare disease patients, survivors and caregivers themselves.
- It means that we are driven by delivering new treatment options that have the potential to change people's lives and create a better future.
- It means that as a part of our team, your contributions will directly support our mission every day.
- It means that we will ensure you are always connected to our "why" through communications and engagement with our teams and the broader rare community. As a part of this journey, our team members are encouraged to participate in one of our "Our Why Rare" workshops offered throughout the year. Participants share their stories of why they are dedicated to improving the lives of people living with rare disease based on their experiences in their personal and professional lives.

"It's no surprise, having been a rare disease patient with a successful outcome, that I'm at a company whose mission is to offer the same hope to patients who are going through a similar situation. It's incredibly rewarding to know that I am playing a small part in helping someone else living with a rare disease."

- Scott G.



5. WE ARE PEOPLE CENTERED

We put people first. People like you. People like the patients, families and caregivers of all backgrounds as they navigate life with a rare disease.

At Traverre, we recognize that when people feel valued and cared for, they do their work with stronger intrinsic motivation, a deeper sense of meaning, and a greater level of engagement.

That is ultimately what it means to be people-centered. It means putting people first, putting people at the heart. We are committed to being one of the most people-centered businesses we can as we continue to grow.

"When you ask yourself, 'How can I make a difference today?' and 'Who can I serve?', you're thinking about the patients, physicians and caregivers and you're doing everything you can to help that one person. You know you're going to make a difference - and there's nothing more rewarding."

- Bryan T.



6. OUR CULTURE IS REAL & IT'S IMPORTANT

Culture is the collection of values, expectations, and practices that guide and inform the actions of all our team members.

The culture of an organization is one of the top indicators of employee satisfaction and one of the main reasons that almost two-thirds of employees stay in their job.

Our culture is:

- Caring
- Warm
- Supportive
- Inclusive

We use the word '**Community**' to encapsulate who we are and this extends not just to our people, but to all of the people and communities we serve.

7. OUR VALUES GUIDE OUR ACTIONS

Our culture is grounded in our four corporate values.

We are patient-inspired.

Our inspiration comes from people living with rare disease. Our decisions and actions are guided by the voices of patients and caregivers. Driven by the urgent need for treatments, we strive in all that we do to make a positive impact on rare patients' lives and provide hope for a better future.



We are courageous.

The path in rare disease is often uncharted. We rely on scientific excellence, grit, perseverance, integrity, bravery and ambition to forge new paths and bring innovation to people living with rare disease.



We promote community.

We foster an environment of belonging, empowerment and sharing. We embrace our diverse perspectives to create shared understanding that inspires how we work to meet the needs of people living with rare disease.



We are stronger together.

Our best advancements come from the strength of our teamwork and collaboration with leading experts and the rare disease community. Together, we can make a difference in their journey.





"I call rare disease advocacy 'heart work.' I would tell anyone thinking about working in the rare disease space to be prepared to hear some of the most moving and most heart-wrenching stories and not to shy away from them. They may sometimes be difficult to hear, but they are the stories that make you a better, more compassionate leader."

- Sika D.



8. OUR ORGANIZATION IS GROWING

It's an exciting time to be a part of our team. We are a rapidly growing business. But, no matter how big we get, we are committed to maintaining an entrepreneurial and agile organization. An organization that avoids hierarchy and supports innovation and informed, but quick decision-making.

In a phrase, we want to **play big but keep small** - recognizing the importance of what we learn as we grow while maintaining our close knit, people-centered culture.

As we grow, we will continue to reinvest in future development - development of our products, our operations, our market reach and our people. Our path is an exciting one and we want to harness that excitement.

As such, we value people who want to forge the path ahead with us. Who are entrepreneurial in mindset and don't say 'No, because', but 'Yes, If'.

9. WE ARE INCLUSIVE

We believe that having diverse teams leads to better organizational performance; that having a culture of belonging where every person can authentically be who they are enables us to do our best work; and that our team must reflect the communities we serve.

We do this throughout our employee experience. In recruitment, retention, engagement and development:

- **Cultural Awareness and Employee Engagement**
- **Business Practices**
- **Community Engagement**
- **Communications**

You can expect an environment that welcomes you, that offers equitable opportunities to help you thrive and grow.

We are committed to creating a multigenerational, multiracial, and multibackground workforce that celebrates diversity in all forms, including but not limited to race, age, ethnicity, gender, veteran status, sexual orientation, gender identity/ expression, religious affiliation, disability and socioeconomic status.

10. HOW WE SUPPORT YOU

We want to make sure that our people are taken care of. We want you to be your best self in all aspects of work and life. Our focus is to always ensure a competitive, comprehensive and future-focused set of benefits. These include:



FINANCIAL

- Competitive salaries in line with market trends
- Performance management (involves merit/salary increases, bonus pay out if applicable)
- Company equity
- Flexible spending accounts (fsas)
- Retirement plan
- Employee stock purchase plans
- Paid time off
- Employee discounts



HEALTH

- Health plans
- Dental plans
- Vision plans
- Employee Assistance Program (EAP)



WORK-LIFE & WELL-BEING

- **Flexible Hybrid Work Model (see panel)**
- Importance of time off including holidays, vacation, sick and personal days
- Life insurance & income protection
- LinkedIn learning
- Generous learning budget for relevant courses/education
- Vacation days
- Personal/family care leave
- **Wellness Days (see panel)**
- Service award days
- Mindfulness app
- Wellness portal
- Caregiving and Family support services

We prioritize wellness and well-being

At Travers, we've introduced a number of wellness and well-being programs and benefits that support our team members in taking care of their own personal well-being along with those they love. We offer:

- Wellness days
- Wellness stipends
- Personal days
- Caregiving service
- Family care leave

Flex Forward: **Our Hybrid Work Model**

We believe a people-centered workplace is a flexible one.

Our ***Flex Forward*** hybrid work model represents our team members' desire for greater flexibility in how we work and in achieving greater work/life balance. We offer a combination of both virtual and in-person collaboration opportunities.

11. HOW YOU WILL GROW WITH US

As we grow, we want you to grow. Our path and yours are interdependent. As such, we provide support, coaching and learning mechanisms to support your career journey, namely:

Active Leadership

Traverse leaders and managers take an active role in developing colleagues, helping them to thrive and fulfill their career goals.

Internal advancement

Internal advancement is a priority. Here, employees are encouraged to freely explore and apply for open positions within Traverse. We have two promotion cycles each year where we seek to actively promote our high performing team members.

Performance Management

We conduct formal annual and mid-year performance management reviews supplemented by your regular manager meetings to help you develop professionally. This includes a combination of goals setting and review oriented toward business/team objectives and employee growth opportunities.

Learning & Development Opportunities

You will have access to and can take advantage of on-the-job learning, mentoring and coaching from experienced colleagues, role-specific training and broader leadership and managerial training.

"I was a rare patient myself and had a liver transplant 13 years ago. Having gone through the diagnosis, the misdiagnosis, the experience of putting your kids down for the night and not knowing what the next day will bring myself, I can empathize with the families I advocate on behalf of. Being able to combine my knowledge of policy with the experience we had as a family — it makes Traverso a pretty special place for me to be able to work."

- Chris P.





TRAVERETM

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