

RECRUITMENT FRAUD ALERT

It has been brought to our attention that there have been instances of fraudulent job postings and offers, claiming to be from PHARMATHEN and/or its affiliates ("Pharmathen"). Fraudulent employment opportunities are offered to applicants, asking for sensitive and other personal and financial information, including requiring candidates to proceed to payments, as part of the fake recruiting process. The Pharmathen name, logo and address and/or the name of Pharmathen personnel is sometimes featured on the recruiting documents and offer letters without authority. False letterheads and e-mail id's may have been created.

Pharmathen is taking the necessary steps to investigate this matter further.

WHAT IS RECRUITMENT FRAUD?

Recruitment fraud is a sophisticated scam offering fictitious job opportunities to job seekers. This type of fraud is normally committed through online services such as false websites, fake e-mails, online instant messaging interviews. The fraudsters often request recipients to provide sensitive/personal/financial information and to make payments, as prerequisite of their fake recruiting process.

HOW TO IDENTIFY AND REPORT RECRUITMENT FRAUD?

1. All Pharmathen job openings are posted on the official corporate website which diverts the applicant to the platform <https://apply.workable.com/pharmathen/>. If you become aware of a job opening in another job board, please always verify that this is **also** published as stated above. All Pharmathen notices come from an official **@pharmathen.com** or **@pharmathen.nl** e-mail address or -through the abovementioned official corporate platform- from **@outbound.workablemail.com** e-mail address. Never respond to a HR representative claiming to be from Pharmathen using any other account, such as Gmail, Outlook.com, Live.Com, AOL.com, Yahoo.com, etc.
2. Pharmathen recruiters never ask candidates to submit unusual personal information or financial information, like bank statements, credit cards or utility bills, to pay a fee in order to be considered for a job, to pay for equipment or other "start-up expenses". Pharmathen recruiters never ask for confidential information and personal documentation (identity or passport, address etc) early in the process.
3. Pharmathen recruitment process is not made via text message, instant message, chat rooms or other private messaging tools, such as Google Hangouts, Gmail, Facebook, Facebook Messenger, or other similar tools. Prospective employees are always invited to an in person interview with Pharmathen personnel before any offer of employment is made, and the location of the interview or the official on line tool invitation (Microsoft teams) is always provided to candidates either by phone from HR Department or with an e-mail from a verifiable Pharmathen e-mail account, respectively.

Pharmathen has no responsibility for fraudulent job offers and related actions and advises candidates to follow the guidance provided above.

If you are contacted by someone whom you suspect may not be appropriately representing Pharmathen or you have any doubts on its identity, please immediately communicate with us to the following e-mail address: hr@pharmathen.com. Please forward the original e-mail/s that you

received that includes the original subject line and complete header information, for the support of our investigation.

Thank you for your interest in working at Pharmathen.