

A letter from Maria Bennett



Dear Colleague,

At the heart of SPR Therapeutics is a passion to improve the lives of millions of people who suffer from pain. Many of us have seen firsthand the debilitating impact pain can have on a person's life, and we are fortunate to be able to offer a treatment that has helped thousands of patients return to the life they had before pain.

While patients are central to everything we do, nothing would be possible without the individuals that make up the SPR team. It takes a relentless drive to succeed in the medical device industry, and I have been proud to witness the success our company has had. Our growth is critical for expanding patient access to our products, but we must be purposeful in our efforts to maintain the culture all of us have worked so hard to create – one that values collaboration, diversity, innovation, trust, and respect.

Each day our pain treatment reaches more and more patients, and as our reach expands, so does our

responsibility to hold ourselves to the highest standards. The following Credo presents a set of values that all SPR employees must operate within to ensure that we continue to build trust with patients and healthcare professionals, maintain our reputation as a best-in-class neuromodulation company, and successfully navigate the challenges that lay ahead.

Thank you for reading our Company Credo, using it to guide your decisions, and contributing to SPR's continued success.

Kind regards,

A handwritten signature in black ink that reads "Maria E. Bennett".

Maria E. Bennett
President, CEO & Founder

WE ARE SPR.

WE PUT THE BEST INTERESTS OF PATIENTS AT THE CENTER OF EVERYTHING WE DO.

There is an intrinsic reward and gratification from helping others. We all have an impact on the experience a patient has when using our products. From designing products that are user friendly, to promoting our products in a way that helps patients make sound decisions, to training healthcare professionals and their patients on the use of our products, we are all responsible for putting the best interests of patients above all else.

WE RESPECT THE EXPERTISE OF HEALTH CARE PROFESSIONALS WHO MUST USE THEIR INDEPENDENT JUDGMENT TO DECIDE THE BEST COURSE OF CARE FOR THEIR PATIENTS.

Our responsibility to healthcare professionals is to support them in making the best decisions for their patients. From continuing to sponsor studies and presenting their results, providing valuable training opportunities for healthcare professionals, and promoting our products in a truthful and non-misleading manner, we play an important role in helping healthcare professionals make educated and unbiased decisions on when to use our products.

WE KNOW THAT OUR EMPLOYEES ARE OUR MOST VALUABLE ASSETS.

We take pride in empowering our team to be successful through mutual respect, transparent communication, strong ethics, a passion to make a difference, and lots of hard work. We invest in our team through professional development and training. We support the health and well-being of our employees and help them fulfill their family and other personal responsibilities. We respect the diversity of our team, listen to all voices, and strive to ensure that everyone working at SPR feels welcome, supported, and inspired to succeed.

WE ARE IN THIS TOGETHER.

We all share in the responsibility to live our values every day. We must foster a work environment that allows employees to feel comfortable asking questions and voicing concerns without fear of retaliation. By each of us demonstrating a strong commitment to our values and leading by example, we will continue to enhance SPR's culture and reputation. In doing so, we will retain and attract talented individuals, be a trusted partner for patients and healthcare professionals, and fulfill our mission to improve the lives of millions of people who suffer from pain.

