



Dear Colleagues,

At this time in America we are all shocked by the senseless death of George Floyd in Minneapolis. His death while being restrained by the police is yet another senseless loss of life — one that reflects deeply rooted discrimination within our society. It is evident that Mr. Floyd was not treated with the dignity and respect he was due as a human being, and the manner in which he died was reprehensible. During a time when so many of us are already struggling, searching for peace and unity amidst the pandemic, it has been even more painful and traumatic for our entire community, especially our communities of color.

What we are witnessing in the streets of our country is a genuine feeling of anger. An anger that has been fed for years because of a systemic issue that has endured without change for too long. This is not an isolated incident. It is just one in a series of like incidents that permeate our justice system. Equal justice and equal opportunity may be our ideals, but they are not yet our reality. Policing in America is not colorblind and it is time to face facts and band together to advocate for lasting change.

There is no room for racism in society. It is with this spirit of human dignity that I am writing to all of you and cannot be silent. At Xeris, we strive to live by a set of behaviors that are inclusive, with respect for each other, equal accountability and 100% support for each other. For our colleagues who are hurting right now, Xeris stands with you. We will be a shared voice in the desire to learn more, listen harder and build a better future that ensures equality for all. I am asking us to explore the questions of whether we are actually demonstrating those behaviors, providing equal support and opportunity, or could we do better, and does it mean enough in the grand scheme?

To that end, I have asked our HR team to organize a forum of colleagues, counselors and others to explore the issues, feelings, the underlying questions, and to discuss what more we could or should be doing as a Company to live up to our ideals. We are proud and humbled to work alongside each of you and know we will build a better world with the steps we take together.

A handwritten signature in black ink that reads "Paul Edick". The signature is fluid and cursive, with a large, sweeping initial "P" and "E".

Paul Edick  
Chairman & Chief Executive Officer  
June 1, 2020