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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***There is an atmosphere of respect and trust within my department.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Agree*** | ***42.86%*** | ***18*** |  |  |  |  |  |
| ***Strongly Agree*** | ***45.24%*** | ***19*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***There is an atmosphere of respect and trust within the company as a whole.*** | | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Agree*** | ***69.05%*** | ***29*** |  |  |  |  |  |
| ***Strongly Agree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I can openly communicate with my immediate supervisor, even if things are going wrong.*** | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Agree*** | ***33.33%*** | ***14*** |  |  |  |  |  |
| ***Strongly Agree*** | ***61.90%*** | ***26*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have confidence in the leadership of this organization.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
| ***Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My work is challenging in the right ways.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Agree*** | ***54.76%*** | ***23*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I enjoy the work I do.*** | |  |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***45.24%*** | ***19*** |  |  |  |  |  |
| ***Strongly Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I receive recognition or praise for doing good work often enough to suit me.*** | | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
| ***Agree*** | ***40.48%*** | ***17*** |  |  |  |  |  |
| ***Strongly Agree*** | ***30.95%*** | ***13*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I believe the future outlook for our organization is bright.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***52.38%*** | ***22*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***We quickly adapt to challenging or crisis situations.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***19.05%*** | ***8*** |  |  |  |  |  |
| ***Agree*** | ***64.29%*** | ***27*** |  |  |  |  |  |
| ***Strongly Agree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Work assignments are delegated appropriately within my team.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Agree*** | ***59.52%*** | ***25*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I am provided the resources I need to perform my work properly.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Agree*** | ***57.14%*** | ***24*** |  |  |  |  |  |
| ***Strongly Agree*** | ***33.33%*** | ***14*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I receive information to do my job in a timely manner.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***30.95%*** | ***13*** |  |  |  |  |  |
| ***Agree*** | ***35.71%*** | ***15*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I feel physically safe at work.*** | | |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Agree*** | ***47.62%*** | ***20*** |  |  |  |  |  |
| ***Strongly Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I feel safe to be my whole self at work.*** | | |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***40.48%*** | ***17*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have the right amount of work-life balance.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***54.76%*** | ***23*** |  |  |  |  |  |
| ***Strongly Agree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have the right amount of autonomy in my work.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Agree*** | ***59.52%*** | ***25*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have the right amount of flexibility in my work.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***61.90%*** | ***26*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***The decisions made about remote work (e.g., who should be onsite and not) are fair.*** | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Agree*** | ***52.38%*** | ***22*** |  |  |  |  |  |
| ***Strongly Agree*** | ***30.95%*** | ***13*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have a clear understanding of my organization’s vision/mission.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***21.43%*** | ***9*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I trust the decisions top leadership makes, even if I don't understand "the why" behind them.*** | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***61.90%*** | ***26*** |  |  |  |  |  |
| ***Strongly Agree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***This organization encourages differences of opinion.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***7.32%*** | ***3*** |  |  |  |  |  |
| ***Disagree*** | ***17.07%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***63.41%*** | ***26*** |  |  |  |  |  |
| ***Strongly Agree*** | ***12.20%*** | ***5*** |  |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I feel as though I have a part in accomplishing this organization’s goals.*** | | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***57.14%*** | ***24*** |  |  |  |  |  |
| ***Strongly Agree*** | ***38.10%*** | ***16*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***The leadership team is present and accessible enough for me.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***40.48%*** | ***17*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***This organization inspires me to do my best work every day.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
| ***Agree*** | ***59.52%*** | ***25*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***If you have them, please provide any additional comments or thoughts you have about the statements above.*** | | | | | | | | | | |
| ***Answered*** | ***15*** |  |  |  |  |  |  |
| ***Skipped*** | ***27*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12854794010*** | ***Jul 29 2021 02:49 PM*** | ***I think management does not do a good job of outlining the plans for the year or quarter to leaders of different teams in each department. I feel like every week, there is a special "rush" request because someone did not tell me or my team far in advanced the work that needed to be completed. I also feel like leadership members are very far removed from the internal issues that we have as a company and gloss over these issues during our "all hands meetings". Instead, they boast about 100% bonuses for upper management when in fact, everyone else who is not in upper management get far less of a bonus. I think*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 09:37 AM*** | ***The culture of the company should reflect positive communication, collaboration, and motivation fostered by strong leadership team.*** | | | | | | | | | | | |
| ***12853713428*** | ***Jul 29 2021 07:39 AM*** | ***Interdepartmental and often intradepartmental communication has always been an issue at VXRT and I worry this will amplify as we rapidly grow.*** | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 05:45 PM*** | ***I strongly agree with my choices*** | | |  |  |  |
| ***12849060396*** | ***Jul 28 2021 04:03 PM*** | ***The work from home policy should be reevaluated.*** | | | | |  |
| ***12849671569*** | ***Jul 27 2021 08:39 PM*** | ***I am excited about where the company can go and enjoy what I do.*** | | | | | |
| ***12848427560*** | ***Jul 27 2021 11:18 AM*** | ***It feels like the departments aren't working together for the same goal. All employees should be given the option to work at least 1-2 days from home. Employee onboarding is too quick, employee orientation is rushed and too much information. The employee's manager should have a 30-60-90 schedule and go over basic company procedures.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:23 AM*** | ***I do not believe upper management has a clear vision for Vaxart (or if they do it is not common knowledge). I feel that R&D is not given enough credit for the contributions they have made since the start of the pandemic, it makes it hard to feel motivated to work hard when contributions are seemingly ignored or rewarded.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:19 AM*** | ***Vaxart is growing, which is a good thing. Through this growth the company is understandably implementing larger company procedures. Unfortunately, without needed resources, the same workforce is having to add even more work to be able to complete bigger company tasks but taking advantage of the workforce to continue to keep small company perks (ex.. less personnel, working around the clock 7 days a week).*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 08:37 AM*** | ***The new management and diverse group of people in the workplace has been very helpful in promoting the growth and development of the company, however there is some notable tension around between individuals and teams at times. The rapid growth of the company definitely comes with its difficulties and adaptability is an ongoing challenge when it comes to ensuring the growing population onsite can better cooperate and respect one another.\_x000d\_ \_x000d\_ Similarly, ensuring that all teams and individuals are well equipped in both materials, equipment and personnel is still a prevalent issue despite the rapid growth.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:19 AM*** | ***covid protocols have not been adhered to or enforced. vaccination should be mandatory and weekly testing should be offered.*** | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 08:15 AM*** | ***Vaxart E-Team appears to be disorganized (questions 4, 19, 20). We keep beating the drum on Covid even though we are years away from having any kind of Covid product. While it's good to see the continued interest in Noro I feel we have lost our way in positioning ourselves as a vaccine platform company. \_x000d\_ \_x000d\_ With a lack of a clearly communicated vision our teams do not know what to position themselves for in that time - are we focused on Phase 2 data? Or do we want a BLA? Focus on the former would push out the latter but it would provide our MFG, QC, and QA teams a focus for what is most important now.\_x000d\_ \_x000d\_ Almost all of the E-team is off-site except for monthly appearances (question 23) which makes them less accessible for questions/concerns.\_x000d\_ \_x000d\_ Our work/life balance consists of: "here is a mountain of problems that we need to solve, now." (questions 15, 18) This pressure-cooker environment is not sustainable for key employee retention in the long term.\_x000d\_ \_x000d\_*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847472867*** | ***Jul 27 2021 05:23 AM*** | ***Need a "neutral" check box*** | |  |  |  |  |
| ***12845696387*** | ***Jul 26 2021 09:40 PM*** | ***The company has a very compelling mission to change the landscape of vaccines and save the world from future pandemics that it is inspiring to work for the organization.*** | | | | | | | | | | | | | | | |
| ***12846529606*** | ***Jul 26 2021 06:19 PM*** | ***I think upper management should be more transparent about the company’s timelines and any changes that are made in the timeline. They should also notify groups of any deadlines far in advance to allow those groups to complete those projects in a timely manner.*** | | | | | | | | | | | | | | | | | | | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***The organization’s culture is collaborative.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
| ***Agree*** | ***66.67%*** | ***28*** |  |  |  |  |  |
| ***Strongly Agree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***The group of employees who have been here for a long time, and the group of employees hired since 2020, have a collaborative relationship.*** | | | | | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***14.29%*** | ***6*** |  |  |  |  |  |
| ***Agree*** | ***54.76%*** | ***23*** |  |  |  |  |  |
| ***Strongly Agree*** | ***26.19%*** | ***11*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My coworkers get along with each other.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Agree*** | ***64.29%*** | ***27*** |  |  |  |  |  |
| ***Strongly Agree*** | ***28.57%*** | ***12*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Overall, my supervisor does a good job.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***40.48%*** | ***17*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My supervisor actively listens to my suggestions.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Agree*** | ***54.76%*** | ***23*** |  |  |  |  |  |
| ***Strongly Agree*** | ***40.48%*** | ***17*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My supervisor enables me to perform at my best.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***11.90%*** | ***5*** |  |  |  |  |  |
| ***Agree*** | ***42.86%*** | ***18*** |  |  |  |  |  |
| ***Strongly Agree*** | ***45.24%*** | ***19*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My supervisor promotes an atmosphere of teamwork.*** | | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***50.00%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***45.24%*** | ***19*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***It is clear to me what my supervisor expects of me regarding my job performance.*** | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***21.43%*** | ***9*** |  |  |  |  |  |
| ***Agree*** | ***47.62%*** | ***20*** |  |  |  |  |  |
| ***Strongly Agree*** | ***30.95%*** | ***13*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My supervisor provides me with actionable suggestions on what I can do to improve.*** | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Disagree*** | ***16.67%*** | ***7*** |  |  |  |  |  |
| ***Agree*** | ***59.52%*** | ***25*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***My supervisor and I collaborate on my professional growth.*** | | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***19.05%*** | ***8*** |  |  |  |  |  |
| ***Agree*** | ***54.76%*** | ***23*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***When I have questions or concerns, my supervisor is able to address them.*** | | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***4.76%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***57.14%*** | ***24*** |  |  |  |  |  |
| ***Strongly Agree*** | ***35.71%*** | ***15*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have a say in decisions that affect my job.*** | | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.38%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Agree*** | ***66.67%*** | ***28*** |  |  |  |  |  |
| ***Strongly Agree*** | ***23.81%*** | ***10*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I feel comfortable raising questions or concerns to the leadership team.*** | | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***9.52%*** | ***4*** |  |  |  |  |  |
| ***Disagree*** | ***7.14%*** | ***3*** |  |  |  |  |  |
| ***Agree*** | ***47.62%*** | ***20*** |  |  |  |  |  |
| ***Strongly Agree*** | ***35.71%*** | ***15*** |  |  |  |  |  |
|  | ***Answered*** | ***42*** |  |  |  |  |  |
|  | ***Skipped*** | ***0*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***If you have them, please provide any additional comments or thoughts you have about the statements above.*** | | | | | | | | | | |
| ***Answered*** | ***8*** |  |  |  |  |  |  |
| ***Skipped*** | ***34*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12854794010*** | ***Jul 29 2021 02:52 PM*** | ***I have seen other coworkers raise issues with regards to raises or work harassment to members of the leadership team and I have seen them being shut down or told not to go to HR. I feel that this behavior strongly discourages me to speak with leadership when I feel uncomfortable.*** | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***Empty offices should be immediately reassigned to onsite managers with direct reports to avoid negative moral. Clearly defined spaces will foster better communication and manager engagement with their direct reports.*** | | | | | | | | | | | | | | | | | | | |
| ***12853713428*** | ***Jul 29 2021 07:43 AM*** | ***I feel like my supervisor does not have a clear picture of how I can progress within the department and this has me worried about long term career growth.*** | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 05:47 PM*** | ***My supervisors and I work very closely and agree very well!*** | | | | |  |
| ***12849671569*** | ***Jul 27 2021 08:41 PM*** | ***I do feel comfortable to speak freely with certain members of the team*** | | | | | |
| ***12847982147*** | ***Jul 27 2021 08:54 AM*** | ***There are some tensions noted between the prior generation and the one hired after 2020. As for the motivation between these tensions, I'm not sure if it was motivated simply by the fact that one views themselves as above the other based on the origin of their time with Vaxart.\_x000d\_ \_x000d\_ When communicating with my direct supervisor, timing and distance are more of the direct challenges present with regard to having the ability to convey everything to be addressed. It also introduces the ability to easily overlook or misinterpret subjects brought up, taking time to thoroughly process the subject being discussed. This is not to say that these issues happen every time a discussion is had, though it is one of the major challenges to be noted.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 08:22 AM*** | ***Satisfying the requests of finance requires a significant quantity of time (question 26).*** | | | | | | | |
| ***12846529606*** | ***Jul 26 2021 06:23 PM*** | ***There are other people at my supervisor’s level who do not promote a collaborative work environment. These supervisors tend to gossip and make negative comments about those at a lower level and those who are their equals.*** | | | | | | | | | | | | | | | | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My job tasks and responsibilities.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***46.34%*** | ***19*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My total compensation package.*** | |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***4.88%*** | ***2*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***21.95%*** | ***9*** |  |  |  |  |
| ***Somewhat satisfied*** | ***48.78%*** | ***20*** |  |  |  |  |
| ***Very satisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My progress in the organization up to this point in time.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***4.88%*** | ***2*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***46.34%*** | ***19*** |  |  |  |  |
| ***Very satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My possibilities for career progression within the organization.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***34.15%*** | ***14*** |  |  |  |  |
| ***Very satisfied*** | ***31.71%*** | ***13*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My physical workspace.*** | |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***2.44%*** | ***1*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***48.78%*** | ***20*** |  |  |  |  |
| ***Very satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The quality of my one-on-one meetings with my supervisor.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat satisfied*** | ***29.27%*** | ***12*** |  |  |  |  |
| ***Very satisfied*** | ***56.10%*** | ***23*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The process for evaluating my job performance.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***29.27%*** | ***12*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The organization’s overall efficiency of operation.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***46.34%*** | ***19*** |  |  |  |  |
| ***Very satisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The overall quality of the organization’s products.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***34.15%*** | ***14*** |  |  |  |  |
| ***Very satisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Our marketing and messaging to the market.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***15.00%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***27.50%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***37.50%*** | ***15*** |  |  |  |  |
| ***Very satisfied*** | ***20.00%*** | ***8*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The way work is delegated among employees.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***4.88%*** | ***2*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***41.46%*** | ***17*** |  |  |  |  |
| ***Very satisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***My freedom to carry out my job responsibilities and tasks without micromanagement.*** | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***4.88%*** | ***2*** |  |  |  |  |
| ***Somewhat satisfied*** | ***43.90%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***51.22%*** | ***21*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The organization’s system for taking staff complaints/hearing out problems.*** | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***10.00%*** | ***4*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***27.50%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***42.50%*** | ***17*** |  |  |  |  |
| ***Very satisfied*** | ***20.00%*** | ***8*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The quality of work I see from others I work with.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***19.51%*** | ***8*** |  |  |  |  |
| ***Somewhat satisfied*** | ***51.22%*** | ***21*** |  |  |  |  |
| ***Very satisfied*** | ***29.27%*** | ***12*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Overall, I am \_\_\_\_\_\_\_\_\_\_\_\_ with my job.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat satisfied*** | ***41.46%*** | ***17*** |  |  |  |  |
| ***Very satisfied*** | ***46.34%*** | ***19*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***If you have them, please provide any additional comments or thoughts you have about the statements above.*** | | | | | | | | | | |
| ***Answered*** | ***10*** |  |  |  |  |  |  |
| ***Skipped*** | ***32*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12855353207*** | ***Jul 29 2021 07:01 PM*** | ***I'd suggest these questions to be asked after annual performance review.*** | | | | | | |
| ***12854794010*** | ***Jul 29 2021 02:57 PM*** | ***I have been told by others who have worked here longer than I have that being promoted is very difficult in my department. Thus, I do not see possibilities for me to grow within the company. I was also given a much lower compensation package than what I had originally asked for. Not too long after I joined, another member of the team was hired with the same amount of experience as I have and that person was given a higher base salary. I feel as though I am being discriminated for being of opposite gender.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***Company activities should be scheduled to celebrate milestones.*** | | | | | |
| ***12853713428*** | ***Jul 29 2021 07:46 AM*** | ***Our marketing and overall public visibility is very poor. We should engage with a partner(s) that can increase VXRT’s visibility in strategic public coverage in a general as well as specifically targeted manner.*** | | | | | | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 05:50 PM*** | ***Really enjoy working here and with my staff and superiors!*** | | | | |  |
| ***12848318126*** | ***Jul 27 2021 10:31 AM*** | ***Upward progression within the R&D department is seemingly impossible. I feel as if I am stagnant in my position and wonder if moving laterally to another department would help my career progression. I feel that we are underpaid given what I have seen from other similar job postings and recent interviews I have had. The CEO said during recent all-hands meeting that upper management received 100% bonuses while the rest of the company was ~10%. This disregard for lower level employees makes me seriously consider leaving this company. I very much enjoy my specific team within Vaxart, but we do not work in a bubble so the lack of career progression is of growing concern. For problematic senior employees there is no accountability or path forward for improvement. Lower level employees endure the brunt of working with a difficult senior scientist*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:31 AM*** | ***I like my work, I do not like the amount of work which is expected from some of us compared to others. If you are more diligent and good at your work, more work is expected of you. While others which do not do quality work end up having less work as they are not relied upon.*** | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:10 AM*** | ***Regarding my personal position within the Vaxart it is a bit confusing and sometimes overwhelming regarding some of the impromptu task and assignment being delegated to me. Though I am open and willing to take on just about any task, I'm unsure if that will be appropriately reflected on my evaluation and compensation in the future.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 09:06 AM*** | ***HR has bound compensation to the Radfords. The Radfords are at least 1-3 years behind the compensation packages of similar companies. This insistence on base-lining to the Radfords may cause us to lose employees to better compensation packages or to not recruit qualified candidates. (Question 42)\_x000d\_ \_x000d\_ There is no defined path for career progression. (Question 43)\_x000d\_ \_x000d\_ The organization of the company is not well defined. Finance is a time sink, requiring up to 20% of time from other departments in order to support them. QA likes to insert themselves in problems that they do not directly need to solve. I appreciate their work and support, but they can slow down our processes by needing to solve problems "right now" and "for this batch" as opposed to recognizing the deficiency, adding it to a list, adding a priority, and working all of the solutions over time. (Question 47)\_x000d\_ \_x000d\_ We have products? Are we a covid company or noro? Or a platform? (Question 48)\_x000d\_ \_x000d\_ Andrei's responses to problems or complaints seems to be "go and fix it." That's hardly a management style, let alone one that builds any kind of culture. He needs to own up to his responsibilities. (Question 52)\_x000d\_ \_x000d\_ Our marketing is laughable. This video just produced included no interviews outside of Andrei and Research. Our insistence on using the word "disrupt" is very 2010 era marketing and could be thrown into the pile of dead tech companies in the Silicon Valley that have used that term over the past decade. We are not Elon Musk, nor should we hitch our wagon to anything that resembles his style. (Question 49)\_x000d\_ \_x000d\_*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:22 AM*** | ***manufacturing issues have caused many problems with trying to push forward*** | | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about company policies.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***2.44%*** | ***1*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***31.71%*** | ***13*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about company vision and goals.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***19.51%*** | ***8*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***31.71%*** | ***13*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about my department’s goals.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***41.46%*** | ***17*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about the requirements of my job.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***19.51%*** | ***8*** |  |  |  |  |
| ***Somewhat satisfied*** | ***41.46%*** | ***17*** |  |  |  |  |
| ***Very satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about how my role here impacts other roles.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***36.59%*** | ***15*** |  |  |  |  |
| ***Very satisfied*** | ***53.66%*** | ***22*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about how to get a bonus or promotion.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***17.07%*** | ***7*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***31.71%*** | ***13*** |  |  |  |  |
| ***Somewhat satisfied*** | ***29.27%*** | ***12*** |  |  |  |  |
| ***Very satisfied*** | ***21.95%*** | ***9*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about company stock options.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***17.07%*** | ***7*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat satisfied*** | ***43.90%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The internal company newsletter.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***34.15%*** | ***14*** |  |  |  |  |
| ***Somewhat satisfied*** | ***36.59%*** | ***15*** |  |  |  |  |
| ***Very satisfied*** | ***19.51%*** | ***8*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The content provided at town hall meetings.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat satisfied*** | ***53.66%*** | ***22*** |  |  |  |  |
| ***Very satisfied*** | ***21.95%*** | ***9*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Extent to which directives are clear and concise.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***2.44%*** | ***1*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***34.15%*** | ***14*** |  |  |  |  |
| ***Somewhat satisfied*** | ***36.59%*** | ***15*** |  |  |  |  |
| ***Very satisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Amount of job training I have received.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***26.83%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***51.22%*** | ***21*** |  |  |  |  |
| ***Very satisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Topics covered in the job training.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***5.00%*** | ***2*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***25.00%*** | ***10*** |  |  |  |  |
| ***Somewhat satisfied*** | ***57.50%*** | ***23*** |  |  |  |  |
| ***Very satisfied*** | ***12.50%*** | ***5*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about changes in the organization.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***15.00%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***25.00%*** | ***10*** |  |  |  |  |
| ***Somewhat satisfied*** | ***42.50%*** | ***17*** |  |  |  |  |
| ***Very satisfied*** | ***17.50%*** | ***7*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about the company’s successes and failures.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***31.71%*** | ***13*** |  |  |  |  |
| ***Somewhat satisfied*** | ***29.27%*** | ***12*** |  |  |  |  |
| ***Very satisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Information about profits and/or financial standing.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.50%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***27.50%*** | ***11*** |  |  |  |  |
| ***Somewhat satisfied*** | ***35.00%*** | ***14*** |  |  |  |  |
| ***Very satisfied*** | ***30.00%*** | ***12*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Extent to which conflict is handled appropriately.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***12.50%*** | ***5*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***17.50%*** | ***7*** |  |  |  |  |
| ***Somewhat satisfied*** | ***45.00%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***25.00%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Ability to initiate upward communication.*** | | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***7.32%*** | ***3*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat satisfied*** | ***39.02%*** | ***16*** |  |  |  |  |
| ***Very satisfied*** | ***41.46%*** | ***17*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Extent of communication between teams or departments.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***12.20%*** | ***5*** |  |  |  |  |
| ***Somewhat satisfied*** | ***48.78%*** | ***20*** |  |  |  |  |
| ***Very satisfied*** | ***24.39%*** | ***10*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Quality of communication/relationships between teams or departments.*** | | | | | |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***14.63%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***21.95%*** | ***9*** |  |  |  |  |
| ***Somewhat satisfied*** | ***46.34%*** | ***19*** |  |  |  |  |
| ***Very satisfied*** | ***17.07%*** | ***7*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***Extent to which communication with other employees at my level is accurate and free-flowing.*** | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***2.44%*** | ***1*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***9.76%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***43.90%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***43.90%*** | ***18*** |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The amount of facetime I have with the CEO.*** | | | |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***15.00%*** | ***6*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***10.00%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***45.00%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***30.00%*** | ***12*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***The amount of facetime I have with the Executive Team.*** | | | | |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Very dissatisfied*** | ***10.00%*** | ***4*** |  |  |  |  |
| ***Somewhat dissatisfied*** | ***10.00%*** | ***4*** |  |  |  |  |
| ***Somewhat satisfied*** | ***45.00%*** | ***18*** |  |  |  |  |
| ***Very satisfied*** | ***35.00%*** | ***14*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***If you have them, please provide any additional comments or thoughts you have about the statements above.*** | | | | | | | | | | |
| ***Answered*** | ***13*** |  |  |  |  |  |  |
| ***Skipped*** | ***29*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12855353207*** | ***Jul 29 2021 07:11 PM*** | ***As the company has started growing and expanding recently, it's hard to answer these questions precisely.\_x000d\_*** | | | | | | | | | |
| ***12854794010*** | ***Jul 29 2021 03:08 PM*** | ***I feel as though upper management tends to hide the failures and mistakes we make as a company. As a result, we cannot grow and learn from our mistakes. In addition, the town hall meetings are not productive. At these town hall meetings, management does not do a good job of outlining the goals and expectations for the year/quarter. Because of this, leadership from subgroups are not able to plan accordingly. Conflicts are also handled poorly within the company. I see members of leadership constantly gossiping about one another. There have been instances in the past where leaders have lashed out at others when they are experiencing stress. Members from different departments do not talk often enough to coordinate deadlines for projects with one another.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***During ‘All hands’ management should define company objective and reinforce the vision. Company activities should be scheduled to celebrate milestones.*** | | | | | | | | | | | | | |
| ***12853713428*** | ***Jul 29 2021 07:50 AM*** | ***We have not been granted equity packages at all in 2021 even though this has been approved by shareholder vote. We do not have an Employee Stock Purchase Plan in place even though VXRT has been public for over three years. This is a failure.*** | | | | | | | | | | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 05:55 PM*** | ***The overall flow of information, company finances, messages from CEO about company progression are great!*** | | | | | | | | | |
| ***12852072558*** | ***Jul 28 2021 04:11 PM*** | ***No annual stock options yet, Wouter looked after everyone, not just officers*** | | | | | | |
| ***12848427560*** | ***Jul 27 2021 11:26 AM*** | ***All employees should work at the corporate office not other states. They should be visible for all their employees.*** | | | | | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:35 AM*** | ***As my boss is also very busy. Our 1 on 1 are constantly missed.*** | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:34 AM*** | ***Communication between departments has improved but it could always be better. Especially as R&D ends up assisting other departments regularly and can easily be stretched out thinly. I wish there was more transparency with how manufacturing runs go, especially the never-ending failures. I am losing faith that this company will ever successfully make drug product much less complete a significant clinical trial.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:26 AM*** | ***There are employees who have been here since before January of 2020 that have not seen an options grant since Wouter was CEO. (Question 62).\_x000d\_ \_x000d\_ Quality and Tech Ops were not represented in the newsletter. That's over 50% of the company. (Question 63)\_x000d\_ \_x000d\_ Andrei proceeded to talk about wanting to develop an "ownership culture" while simultaneously stating the bonuses he gave to management in 2020 - this when juxtaposed to a lack of stock options to existing employees here since prior to 2020 is insulting. (Question 64) Further, when talking about company culture Andrei talks about his shirts and socks and basically other topics about himself for 10 minutes. I've never cringed more in an all-hands meeting.\_x000d\_ \_x000d\_ We talk about our successes, we do not talk about our failures. There are things to learn from both results. (Question 69)\_x000d\_ \_x000d\_ A $5M burn per month (a guess of mine) with $200M in the bank is a time horizon of 3.33 years. That's not a lot and without a better time horizon from management, others may come to worse (or better) estimates. (Question 70)\_x000d\_ \_x000d\_ Andrei has shown no interest in meeting with anyone other than the E-Team. He is also rarely on site. (Question 76)\_x000d\_ \_x000d\_ As addressed previously, the E-Team is only on site about once a month (save for Sean). The E-team is also extremely busy so hopefully as they off-load some of their duties they can interface with the rest of the teams more often. (Question 77)\_x000d\_ \_x000d\_ \_x000d\_*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848139348*** | ***Jul 27 2021 09:21 AM*** | ***The goals for 2021 were just announced in July. It seem it would be best to announce the goals early in the year.*** | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:15 AM*** | ***Regarding communication between teams and departments, all communication could be improved upon in order to allow for better crosstalk and clearer communication when conveying the needs between both parties.*** | | | | | | | | | | | | | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:24 AM*** | ***manufacturing and research teams need to communicate more*** | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***This organization cultivates an environment where people of many backgrounds are welcomed and valued.*** | | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.44%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***2.44%*** | ***1*** |  |  |  |  |  |
| ***Agree*** | ***36.59%*** | ***15*** |  |  |  |  |  |
| ***Strongly Agree*** | ***58.54%*** | ***24*** |  |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Negative or exclusive behavior (e.g., inappropriate jokes, incivility, bullying) is not tolerated here.*** | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***4.88%*** | ***2*** |  |  |  |  |  |
| ***Disagree*** | ***4.88%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***51.22%*** | ***21*** |  |  |  |  |  |
| ***Strongly Agree*** | ***39.02%*** | ***16*** |  |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Within the last year, I have personally experienced or witnessed discriminatory or bullying comments or behaviors at work.*** | | | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***51.22%*** | ***21*** |  |  |  |  |  |
| ***Disagree*** | ***26.83%*** | ***11*** |  |  |  |  |  |
| ***Agree*** | ***14.63%*** | ***6*** |  |  |  |  |  |
| ***Strongly Agree*** | ***7.32%*** | ***3*** |  |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***I have confidence that my manager will handle concerns about equality and inclusion appropriately.*** | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Strongly Disagree*** | ***2.44%*** | ***1*** |  |  |  |  |  |
| ***Disagree*** | ***4.88%*** | ***2*** |  |  |  |  |  |
| ***Agree*** | ***53.66%*** | ***22*** |  |  |  |  |  |
| ***Strongly Agree*** | ***39.02%*** | ***16*** |  |  |  |  |  |
|  | ***Answered*** | ***41*** |  |  |  |  |  |
|  | ***Skipped*** | ***1*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***If you have them, please provide any additional comments or thoughts you have about the statements above.*** | | | | | | | | | | |
| ***Answered*** | ***3*** |  |  |  |  |  |  |
| ***Skipped*** | ***39*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12852285233*** | ***Jul 28 2021 05:57 PM*** | ***A very well rounded company of diversity, we all enjoy with each other easily!*** | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:39 AM*** | ***I was yelled at by a senior scientist earlier this year and when I talked about the event to upper management I was persuaded to not go to HR. Another senior scientist constantly brings my department morale down and does not treat his/her RA well. The senior scientist has unnecessarily blamed the RA for the loss of $1million preclinical study and made the RA feel unvalued. I hope this RA does not decide to leave Vaxart as they are a valuable asset to the team and are wonderful to work with.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:19 AM*** | ***There has definitely been some tension and conflicting interactions, though it has not escalated to the point of doing more than causing social strain at times.*** | | | | | | | | | | | | | |

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| ***Vaxart Survey 2021*** |  |  |  |  |  |
| ***How long do you intend to stay with Vaxart?*** | |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |
| ***I’m already looking for another job*** | ***5.13%*** | ***2*** |  |  |  |
| ***Under 1 year*** | ***7.69%*** | ***3*** |  |  |  |
| ***2 to 5 more years*** | ***69.23%*** | ***27*** |  |  |  |
| ***6 or more years*** | ***17.95%*** | ***7*** |  |  |  |
|  | ***Answered*** | ***39*** |  |  |  |
|  | ***Skipped*** | ***3*** |  |  |  |
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| ***Vaxart Survey 2021*** |  |  |  |
| ***If you were going to look for a new job outside of Vaxart what would be your main reasons? Please select your top three.*** | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |
| ***Pay/compensation*** | ***51.28%*** | ***20*** |  |
| ***Benefits package*** | ***33.33%*** | ***13*** |  |
| ***My peers/coworkers*** | ***2.56%*** | ***1*** |  |
| ***My supervisor/manager*** | ***15.38%*** | ***6*** |  |
| ***Meaningful work*** | ***12.82%*** | ***5*** |  |
| ***Efficiency in processes/infrastructure*** | ***12.82%*** | ***5*** |  |
| ***Work/life balance*** | ***61.54%*** | ***24*** |  |
| ***Job security*** | ***20.51%*** | ***8*** |  |
| ***Career advancement opportunities*** | ***38.46%*** | ***15*** |  |
| ***Opportunity for professional growth*** | ***33.33%*** | ***13*** |  |
| ***Culture*** | ***17.95%*** | ***7*** |  |
| ***Seeking a sense of belonging*** | ***5.13%*** | ***2*** |  |
| ***Feeling valued*** | ***15.38%*** | ***6*** |  |
| ***Trust in top leadership*** | ***23.08%*** | ***9*** |  |
| ***Transparent communication processes*** | ***15.38%*** | ***6*** |  |
| ***Customer relationships*** | ***0.00%*** | ***0*** |  |
| ***Other (please specify)*** | ***10.26%*** | ***4*** |  |
|  | ***Answered*** | ***39*** |  |
|  | ***Skipped*** | ***3*** |  |
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| ***Respondent ID*** | ***Response Date*** | ***Other (please specify)*** | ***Tags*** |
| ***12857158421*** | ***Jul 30 2021 11:14 AM*** | ***Some where with higher pay and better future (both personal and the company)*** | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:43 PM*** | ***Had plans to relocate to be with immediate family about 100 miles away, plus retiring!, (70+)*** | | | | | | |
| ***12849060396*** | ***Jul 28 2021 04:36 PM*** | ***I believe in the companies technical platform and I am excited about the technical platform of the company. This is the reason I am here and will continue to do my best because: the compensation is enough and the comradery is enough, and I enjoy the science. However, when it come to the business it honestly feels more like "Sorry, it's just business". I don't know if Andree will be the same. He seems interested in building something. \_x000d\_ A nice gesture from the management (CEO) would be if the company is sold all employee stocks would instantly vest.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| ***12847472867*** | ***Jul 27 2021 05:35 AM*** | ***Belief that the product will be efficacious and result in an approval vaccine*** | | | | | |

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| ***Vaxart Survey 2021*** |  |  |  |
| ***What are the main reasons you continue to work at Vaxart? Please select your top three.*** | | | | |
| ***Answer Choices*** | ***Responses*** | |  |
| ***Pay/compensation*** | ***29.27%*** | ***12*** |  |
| ***Benefits package*** | ***14.63%*** | ***6*** |  |
| ***My peers/coworkers*** | ***36.59%*** | ***15*** |  |
| ***My supervisor/manager*** | ***39.02%*** | ***16*** |  |
| ***Meaningful work*** | ***65.85%*** | ***27*** |  |
| ***Efficiency in processes/infrastructure*** | ***0.00%*** | ***0*** |  |
| ***Work/life balance*** | ***21.95%*** | ***9*** |  |
| ***Job security*** | ***4.88%*** | ***2*** |  |
| ***Career advancement opportunities*** | ***9.76%*** | ***4*** |  |
| ***Opportunity for professional growth*** | ***29.27%*** | ***12*** |  |
| ***Culture*** | ***12.20%*** | ***5*** |  |
| ***Seeking a sense of belonging*** | ***4.88%*** | ***2*** |  |
| ***Feeling valued*** | ***21.95%*** | ***9*** |  |
| ***Trust in top leadership*** | ***4.88%*** | ***2*** |  |
| ***Transparent communication processes*** | ***0.00%*** | ***0*** |  |
| ***Customer relationships*** | ***0.00%*** | ***0*** |  |
| ***Other (please specify)*** | ***12.20%*** | ***5*** |  |
|  | ***Answered*** | ***41*** |  |
|  | ***Skipped*** | ***1*** |  |
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| ***Respondent ID*** | ***Response Date*** | ***Other (please specify)*** | ***Tags*** |
| ***12857532642*** | ***Jul 30 2021 02:04 PM*** | ***Getting a product approved is my ultimate goal*** | | |
| ***12853713428*** | ***Jul 29 2021 07:57 AM*** | ***As a legacy employee I have a very lucrative options package granted in 2020 that is in place through 2022.*** | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:43 PM*** | ***The integrity of the company, the transparency and cohesiveness of everyone here is commendable!*** | | | | | | | |

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| ***12848318126*** | ***Jul 27 2021 10:43 AM*** | ***My stock options are good and I really enjoy most of my coworkers. Usually I feel that my work is meaningful*** | | | | | | | | |
| ***12847472867*** | ***Jul 27 2021 05:35 AM*** | ***Belief that the product could greatly benefit society*** | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |
| ***I have everything I need to do my best work. If you haven’t already discussed it above, please provide the reason for your answer.*** | | | | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |
| ***Strongly Disagree*** | ***0.00%*** | ***0*** |  |  |  |  |
| ***Disagree*** | ***17.50%*** | ***7*** |  |  |  |  |
| ***Agree*** | ***57.50%*** | ***23*** |  |  |  |  |
| ***Strongly Agree*** | ***25.00%*** | ***10*** |  |  |  |  |
| ***Reason*** |  | ***12*** |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Reason*** | ***Tags*** |  |  |  |
| ***12856734605*** | ***Jul 30 2021 08:13 AM*** | ***I have a great relationship with my group and other teams that I interact with. In addition, I am empowered to implement new/better processes. It is challenging though to create new processes all the time because you first have create the process and then do your work. I think I would prefer more formalized 1:1 with manager so I can get performance about my performance.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854794010*** | ***Jul 29 2021 03:32 PM*** | ***My manager takes the time to teach me valuable skills that I need to complete assignments for the company. My manager also teaches me valuable skills for me to grow professionally.*** | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***Vaxart also needs to collaborate with the hiring agency to select, interview and hire qualified and highly skilled professionals.*** | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:43 PM*** | ***Everything is accessible, good culture prevails from CEO to the regular employees. The desire to make vaccines for the betterment of people is in everyone's ideology! It is a great place to work!*** | | | | | | | | | | | | | | | | | |
| ***12849671569*** | ***Jul 27 2021 08:49 PM*** | ***I am new to the company but my manager is always there to answer any questions I have.*** | | | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:45 AM*** | ***I need more hours in the day to be able to properly write, review and really understand my work. I am constantly on a time crunch and given very unrealistic timelines to be able to properly do the best job I can.*** | | | | | | | | | | | | | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:43 AM*** | ***I have received great training and feel proficient at a variety of scientific techniques. However I do not feel motivated to work especially hard as I do not believe my work is rewarded or recognized.*** | | | | | | | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:31 AM*** | ***No formal options (or the time) for professional advancement.*** | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:27 AM*** | ***The company is still growing and developing in regards to resources from equipment to personnel, with more attention need to certain groups that are straining.*** | | | | | | | | | | | | | | |
| ***12848139348*** | ***Jul 27 2021 09:23 AM*** | ***If I need additional resources I just need to ask.*** | | | |  |
| ***12847472867*** | ***Jul 27 2021 05:35 AM*** | ***Slow recruitment has hindered my ability to get the job done on time*** | | | | | |
| ***12846596755*** | ***Jul 26 2021 07:03 PM*** | ***We need more people to get everything on our to do lists completed*** | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Would you recommend Vaxart as a good place to work? Whatever your answer, please provide the reason.*** | | | | | | | | | | |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Yes*** | ***80.00%*** | ***32*** |  |  |  |  |  |
| ***No*** | ***20.00%*** | ***8*** |  |  |  |  |  |
| ***Reason*** |  | ***23*** |  |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Reason*** | ***Tags*** |  |  |  |  |
| ***12857791382*** | ***Jul 30 2021 04:39 PM*** | ***Overall yes good balance and rewarding to know you’re working on a project that will change lives*** | | | | | | | | |
| ***12857267301*** | ***Jul 30 2021 11:58 AM*** | ***Great energy, intimate size, great product possibilities.*** | | | | |  |
| ***12857158421*** | ***Jul 30 2021 11:14 AM*** | ***Under paid, no promotions, some unhealthy competition between senior scientists and company still doesn't have any product or revenue after all these years*** | | | | | | | | | | | | | |
| ***12857117095*** | ***Jul 30 2021 10:43 AM*** | ***The pay and stock option*** | |  |  |  |  |
| ***12856654329*** | ***Jul 30 2021 07:36 AM*** | ***Depends on the department*** | | |  |  |  |
| ***12855353207*** | ***Jul 29 2021 07:17 PM*** | ***question 86*** |  |  |  |  |  |
| ***12854794010*** | ***Jul 29 2021 03:32 PM*** | ***I believe that this company needs to work on being more transparent with its employees and that those in upper management need to take accountability for the mistakes made. Instead of blaming those below them for making mistakes, upper management needs to address the mistake and come up with a plan to move forward. Upper management also needs to hire more people so that their employees are not underworked. In addition, compensation for current employees, especially at more junior levels, should be adjusted to meet the industry standard.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***The culture of the company should reflect positive communication, collaboration, and motivation fostered by strong leadership team. Management should be present at the offices to encourage personnel development, implement company culture, advocate for improvement, and share the on-going vision for the organization.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12853713428*** | ***Jul 29 2021 07:57 AM*** | ***I don’t think VXRT has a sustainable or replicable manufacturing process in place and there is no transparency surrounding failure of vaccine manufacturing lots. Until I have confidence that there is improvement in these processes, I cannot recommend VXRT as a stable long term prospect to potential employees.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:43 PM*** | ***Yes, they treat employees very well! I was rehired! Great teamwork and the idea of making oral vaccine tablets , is unique and great for people!*** | | | | | | | | | | | | |
| ***12852072558*** | ***Jul 28 2021 04:14 PM*** | ***It's a good place to work*** | |  |  |  |  |
| ***12851766604*** | ***Jul 28 2021 01:46 PM*** | ***Culture of collaboration with highly creative people.*** | | | | |  |
| ***12849671569*** | ***Jul 27 2021 08:49 PM*** | ***Great people and great peoduct*** | | |  |  |  |
| ***12849158487*** | ***Jul 27 2021 04:09 PM*** | ***As a growing company, Vaxart needs improvement in regards to leadership and communication roles within each department. However, I think the company's overall mission is what really allows everybody to easily collaborate, strive towards the same goal and ultimately create a good working environment.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:45 AM*** | ***Management is too busy to properly give instructions. Unrealistic expectations for amount of work.*** | | | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:43 AM*** | ***It depends on department and what an individual is looking for. I think working with vaccines is very exciting but career progression is stagnant here so for a long-term position I would not recommend it. For short term at lower level or as upper management I think Vaxart is a great option as one can learn a lot.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:31 AM*** | ***I'm a hard "maybe" and do not see this question as binary. It's a significantly more complicated question than yes/no. Yes in that the work could be very meaningful and there are good people here. No in that it is a pressure cooker and there is a ton of work to do. I've rounded down.\_x000d\_*** | | | | | | | | | | | | | | | | | | | | | | | | | |

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| ***12847982147*** | ***Jul 27 2021 09:27 AM*** | ***There is a lot of potential despite the growing pains and the opportunity to help people on a global scale should we succeed in accomplishing our goal of generating vaccines as a solid-dose is amazing.*** | | | | | | | | | | | | | | | | | |
| ***12848139348*** | ***Jul 27 2021 09:23 AM*** | ***I like the atmosphere and the employees in my group. I enjoying coming to work every day!*** | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:26 AM*** | ***interesting and meaningful work, exposure to a lot of things.*** | | | | | |
| ***12847913998*** | ***Jul 27 2021 08:04 AM*** | ***It would depend on what the person is looking for in a company. I would only recommend to someone that fits in with the company.*** | | | | | | | | | | | |
| ***12847472867*** | ***Jul 27 2021 05:35 AM*** | ***It is a typical small biotech. Lot's of technical challenges and low staffing issues.*** | | | | | | |
| ***12846596755*** | ***Jul 26 2021 07:03 PM*** | ***Work is very meaningful and rewarding. Please are generally nice.*** | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***As best you can, list short phrases or words that encompass what you like about the current culture, or the culture you’d like Vaxart to have in the future. (In other words, describe what you like about the current culture and/or what an ideal company culture would look like to you.)*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***Answered*** | ***30*** |  |  |  |  |  |  |
| ***Skipped*** | ***12*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12855292326*** | ***Aug 01 2021 01:32 PM*** | ***Acceptance, supportive, respectful and appreciative*** | | | | |  |
| ***12857791382*** | ***Jul 30 2021 04:40 PM*** | ***Very friendly place to work*** | |  |  |  |  |
| ***12857532642*** | ***Jul 30 2021 02:05 PM*** | ***It allows flexibility*** | |  |  |  |  |
| ***12857267301*** | ***Jul 30 2021 12:10 PM*** | ***Professionals bringing their skills to bear together to work toward a tangible common goal.*** | | | | | | | |
| ***12857117095*** | ***Jul 30 2021 10:44 AM*** | ***N/A*** |  |  |  |  |  |
| ***12856734605*** | ***Jul 30 2021 08:16 AM*** | ***Open communication; innovative; fun; team oriented; supportive; clear development path*** | | | | | | | |
| ***12855557454*** | ***Jul 29 2021 09:38 PM*** | ***Current culture: Collaborative and work together as a team. Approachable and friendly executive leadership team. Flexible working environment.*** | | | | | | | | | | | | |
| ***12855353207*** | ***Jul 29 2021 07:27 PM*** | ***I like positive workplace culture here at Vaxart*** | | | |  |  |
| ***12855270827*** | ***Jul 29 2021 06:29 PM*** | ***People are open an honest about their work and how they are doing. It is refreshing.*** | | | | | | | |
| ***12854794010*** | ***Jul 29 2021 03:37 PM*** | ***I like that the cultured is very relaxed.*** | | |  |  |  |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***what you like about the current culture? - None\_x000d\_ \_x000d\_ The culture of the company should reflect positive communication, collaboration, and motivation fostered by strong leadership team.*** | | | | | | | | | | | | | | | | |
| ***12853713428*** | ***Jul 29 2021 08:00 AM*** | ***Inter- and intradepartmental communication needs to be greatly improved.*** | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:47 PM*** | ***I am very happy to be working for Vaxart and always try to give back 110%. The company embraces diversity, and everyone works and helps as a team!*** | | | | | | | | | | | | | |
| ***12852330170*** | ***Jul 28 2021 06:24 PM*** | ***Good boss, good people to work with, good pay, challenging work, important work, the ability to make a difference in the world with my work.*** | | | | | | | | | | | | |
| ***12849060396*** | ***Jul 28 2021 04:44 PM*** | ***I enjoy coming to work. I like to work at the desk/bench. I would feel better if there was a real incentive like...\_x000d\_ A nice gesture from the management (CEO) would be if the company is sold all employee stocks would instantly fully vest.*** | | | | | | | | | | | | | | | | | | | | |
| ***12852086022*** | ***Jul 28 2021 04:29 PM*** | ***It's hard to determine the current culture with so many working from home and most of the company being new hires. Comradery, things to show that the company cares.*** | | | | | | | | | | | | | | |
| ***12848684491*** | ***Jul 28 2021 10:14 AM*** | ***I like my team although I think the majority of people feel that upper management could care less about them.*** | | | | | | | | | |
| ***12849671569*** | ***Jul 27 2021 08:57 PM*** | ***I am not sure what the current culture is? I think a good culture is where we are all working together as.one team and not as departments. Everyone should be treated as equal and not higher or lower than the other person. We are colleagues.*** | | | | | | | | | | | | | | | | | | | | | |
| ***12849158487*** | ***Jul 27 2021 04:12 PM*** | ***what i like: friendly, collaborative, casual*** | | | |  |  |
| ***12848427560*** | ***Jul 27 2021 11:33 AM*** | ***The culture changes daily, some days are more toxic than others.*** | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:48 AM*** | ***Ideal culture would be everyone working together for the same goal by having clear expectations on reasonable timelines.*** | | | | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:48 AM*** | ***Current culture:\_x000d\_ Nonexistent. Pressure cooker. Disorganized. A vehicle to make our Andrei, our E-team, directors, and major shareholders rich on the backs of everyone else that are actually doing the work.\_x000d\_ \_x000d\_ Ideal culture:\_x000d\_ Ownership, which brings with it a commitment to our goals. Well defined goals. Praise of success, lessons learned (not finger pointing) from failures.*** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:46 AM*** | ***Work/life balance is really good, information on stock options is good/available, collaborative culture between departments, improve career advancement options*** | | | | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:30 AM*** | ***Dynamic*** |  |  |  |  |  |
| ***12848139348*** | ***Jul 27 2021 09:27 AM*** | ***The culture is not completely defined. There is an "old school" culture and a "new school" culture. I would like management to figure out a way to meld the 2 schools together.*** | | | | | | | | | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:30 AM*** | ***cutting edge, dynamic, inclusive. we need to keep that as we grow.*** | | | | | |
| ***12847913998*** | ***Jul 27 2021 08:05 AM*** | ***I like my manager*** | |  |  |  |  |
| ***12847472867*** | ***Jul 27 2021 05:37 AM*** | ***Teams work together, collaboration. Need more company TGIF or other activities to build teamwork and interactions between groups. We are too small to not know almost everyone*** | | | | | | | | | | | | | | | | |
| ***12845696387*** | ***Jul 26 2021 09:52 PM*** | ***Casual, open, respectful, meaningful work gives purpose to our actions*** | | | | | |
| ***12846596755*** | ***Jul 26 2021 07:05 PM*** | ***open flow of information, fun and open work environment*** | | | | |  |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***In a few words, what would make this place the best place you have ever worked?*** | | | | | | | |
| ***Answered*** | ***30*** |  |  |  |  |  |  |
| ***Skipped*** | ***12*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12855292326*** | ***Aug 01 2021 01:32 PM*** | ***Less hours. Plus, regular Company meetings from Sean Tucker covering the scientific goals of the Company that drives the basis of our Company, to bring the Company focus together.*** | | | | | | | | | | | | | | | | |
| ***12857791382*** | ***Jul 30 2021 04:40 PM*** | ***On-site gym*** |  |  |  |  |  |
| ***12857532642*** | ***Jul 30 2021 02:05 PM*** | ***If we had an approved product and stable financed*** | | | | |  |
| ***12857267301*** | ***Jul 30 2021 12:10 PM*** | ***Product success, and growth that augments rather than dilutes the current comradery.*** | | | | | | | |
| ***12857117095*** | ***Jul 30 2021 10:44 AM*** | ***N/A*** |  |  |  |  |  |
| ***12856734605*** | ***Jul 30 2021 08:16 AM*** | ***work life balance*** | |  |  |  |  |
| ***12855557454*** | ***Jul 29 2021 09:38 PM*** | ***work and life balance improvement.*** | | |  |  |  |
| ***12855353207*** | ***Jul 29 2021 07:27 PM*** | ***to have work/life balance*** | |  |  |  |  |
| ***12855270827*** | ***Jul 29 2021 06:29 PM*** | ***Having work/personal life balance.*** | | |  |  |  |
| ***12854794010*** | ***Jul 29 2021 03:37 PM*** | ***I think compensation should be adjusted to be more competitive for employees at a junior level. I believe that Vaxart should offer more benefits such as commuter stipends and health/gym stipends. I also think that Vaxart should hold more company bonding events.*** | | | | | | | | | | | | | | | | | | | | | | | |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***Company activities should be scheduled to celebrate milestones.*** | | | | | |
| ***12853713428*** | ***Jul 29 2021 08:00 AM*** | ***Communication, confidence in timely equity grants, implementation of an Employee Stock Purchase Plan, confidence in improvements in manufacturing and lyophilization/tableting, confidence in consistent dose of tablets.*** | | | | | | | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:47 PM*** | ***Full able to manufacture a lot of Covid-19 tablets and cure the world of illnesses! Everything else here is great!*** | | | | | | | | | |
| ***12852330170*** | ***Jul 28 2021 06:24 PM*** | ***We need to fix some things that are a function of our size and our lack of a marketed products. We need to focus now on supply chain and manufacturing issues that should be eliminated when we get some success.*** | | | | | | | | | | | | | | | | | | | |
| ***12849060396*** | ***Jul 28 2021 04:44 PM*** | ***It will take time for this to happen. Start with a good gesture. And I will promises to work hard and be a productive loyal employee.*** | | | | | | | | | | | |
| ***12852086022*** | ***Jul 28 2021 04:29 PM*** | ***Better work/life balance. Commuter benefits.*** | | | |  |  |
| ***12848684491*** | ***Jul 28 2021 10:14 AM*** | ***Daily lunches and gym memberships!*** | | |  |  |  |
| ***12849671569*** | ***Jul 27 2021 08:57 PM*** | ***A great leadership team that communicates well and makes us feel like one team.*** | | | | | | |
| ***12849158487*** | ***Jul 27 2021 04:12 PM*** | ***better opportunity for professional growth*** | | | |  |  |
| ***12848427560*** | ***Jul 27 2021 11:33 AM*** | ***Yearly Bay Area cost of living wage increase and a significant bonus.*** | | | | | |
| ***12848244997*** | ***Jul 27 2021 10:48 AM*** | ***Work life balance. Coming back to work on a Monday being rested.*** | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:48 AM*** | ***Ownership. Better compensation Stock options (ISOs, NQs, or shares). Feedback. Team building.*** | | | | | | | | |
| ***12848318126*** | ***Jul 27 2021 10:46 AM*** | ***Increase in salary, recognition for hard work/progress, increase opportunities for career advancement more transparency with the progress of drug products*** | | | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:30 AM*** | ***Harmony and improved communication between all teams and individuals.*** | | | | | | |
| ***12848139348*** | ***Jul 27 2021 09:27 AM*** | ***More communication internally about where we are going and our achievements. I don't want to read about them in a press release... I would like to see the info from with in the org. I know we are growing but we can do a better job at internal communication.*** | | | | | | | | | | | | | | | | | | | | | | | |
| ***12847970327*** | ***Jul 27 2021 08:30 AM*** | ***impactful work, good compensation, good work/life balance*** | | | | |  |
| ***12847913998*** | ***Jul 27 2021 08:05 AM*** | ***Intranet showing website where I can see company info and discounts*** | | | | | |
| ***12847472867*** | ***Jul 27 2021 05:37 AM*** | ***A clear defined path to BLA so we can all be rowing in the same direction*** | | | | | | |
| ***12845696387*** | ***Jul 26 2021 09:52 PM*** | ***If the company could develop and bring the COVID vaccine to the public and wipe out the epidemic that would be an amazing achievement that would be historic and something to tell the grandkids. I would be very proud to say I was a part of that effort.*** | | | | | | | | | | | | | | | | | | | | | | |
| ***12846596755*** | ***Jul 26 2021 07:05 PM*** | ***better work life balance, more perks such as lunch a few times a week. More training opertunities*** | | | | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Aside from the issues you have already rated or commented on in this survey, are there any other comments you would like to share?*** | | | | | | | | | | | | | |
| ***Answered*** | ***15*** |  |  |  |  |  |  |
| ***Skipped*** | ***27*** |  |  |  |  |  |  |
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| ***Respondent ID*** | ***Response Date*** | ***Responses*** | ***Tags*** |  |  |  |  |
| ***12857117095*** | ***Jul 30 2021 10:44 AM*** | ***N/A*** |  |  |  |  |  |
| ***12855557454*** | ***Jul 29 2021 09:38 PM*** | ***none*** |  |  |  |  |  |
| ***12855353207*** | ***Jul 29 2021 07:27 PM*** | ***no*** |  |  |  |  |  |
| ***12855270827*** | ***Jul 29 2021 06:29 PM*** | ***None at this time.*** | |  |  |  |  |
| ***12854019673*** | ***Jul 29 2021 10:00 AM*** | ***Empty offices should be immediately reassigned to onsite managers with direct reports to avoid negative moral. Clearly defined spaces will foster better communication and manager engagement with their direct reports.*** | | | | | | | | | | | | | | | | | | | |
| ***12852285233*** | ***Jul 28 2021 06:47 PM*** | ***A few more socials for employees to know one another!*** | | | | |  |
| ***12852330170*** | ***Jul 28 2021 06:24 PM*** | ***I think it is very important that the company gain greater, maybe complete, control of our supply chain. CMOs are never going to be as effective as in-house organizations.*** | | | | | | | | | | | | | | | |
| ***12849060396*** | ***Jul 28 2021 04:44 PM*** | ***2020 was a tough year for everyone emotionally and financially. It was especially tough for young families with children in grade school and day care. Help the families out if you can.*** | | | | | | | | | | | | | | | | |
| ***12849671569*** | ***Jul 27 2021 08:57 PM*** | ***No.*** |  |  |  |  |  |
| ***12849158487*** | ***Jul 27 2021 04:12 PM*** | ***n/a*** |  |  |  |  |  |
| ***12848427560*** | ***Jul 27 2021 11:33 AM*** | ***Company should promote more social events to bring the departments closer together.*** | | | | | | | |
| ***12847905065*** | ***Jul 27 2021 10:48 AM*** | ***Question 81 gives no option for times greater than 1 but less than 2 years which I would have otherwise selected - I've rounded down.*** | | | | | | | | | | | |
| ***12847982147*** | ***Jul 27 2021 09:30 AM*** | ***I hope to see issues addressed on both the personal and team level while keeping to a sense of reason regarding evaluations and transparent communication of expectations.*** | | | | | | | | | | | | | | | |
| ***12848139348*** | ***Jul 27 2021 09:27 AM*** | ***I believe in this company! Lets make this happen!*** | | | | |  |
| ***12847970327*** | ***Jul 27 2021 08:30 AM*** | ***communication needs to be improved. Research doesn't get informed about things happening, even when it affects them such as moving people into workspaces or manufacturing delays.*** | | | | | | | | | | | | | | | | |

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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Gender*** |  |  |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***Male*** | ***45.00%*** | ***18*** |  |  |  |  |  |
| ***Female*** | ***35.00%*** | ***14*** |  |  |  |  |  |
| ***Non-binary*** | ***0.00%*** | ***0*** |  |  |  |  |  |
| ***Decline to state*** | ***20.00%*** | ***8*** |  |  |  |  |  |
|  | ***Answered*** | ***40*** |  |  |  |  |  |
|  | ***Skipped*** | ***2*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** | |  |  |  |  |  |  |
| ***Age*** |  |  |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |  |  |
| ***18-25*** | ***7.89%*** | ***3*** |  |  |  |  |  |
| ***26-39*** | ***21.05%*** | ***8*** |  |  |  |  |  |
| ***40-50*** | ***36.84%*** | ***14*** |  |  |  |  |  |
| ***51+*** | ***34.21%*** | ***13*** |  |  |  |  |  |
|  | ***Answered*** | ***38*** |  |  |  |  |  |
|  | ***Skipped*** | ***4*** |  |  |  |  |  |
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| ***Vaxart Survey 2021*** |  |  |  |  |  |
| ***Tenure*** |  |  |  |  |  |
| ***Answer Choices*** | ***Responses*** | |  |  |  |
| ***Less than one year*** | ***39.47%*** | ***15*** |  |  |  |
| ***One year to less than two years*** | ***28.95%*** | ***11*** |  |  |  |
| ***Two years to less than five years*** | ***13.16%*** | ***5*** |  |  |  |
| ***Five years or more*** | ***18.42%*** | ***7*** |  |  |  |
|  | ***Answered*** | ***38*** |  |  |  |
|  | ***Skipped*** | ***4*** |  |  |  |
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| ***Vaxart Survey 2021*** |  |  |
| ***Department*** |  |  |
| ***Answer Choices*** | ***Responses*** | |
| ***G&A*** | ***22.86%*** | ***8*** |
| ***Clinical*** | ***11.43%*** | ***4*** |
| ***R&D*** | ***22.86%*** | ***8*** |
| ***Quality*** | ***17.14%*** | ***6*** |
| ***Technical Operations (Manufacturing, Analytical or Process Development)*** | ***25.71%*** | ***9*** |
|  | ***Answered*** | ***35*** |
|  | ***Skipped*** | ***7*** |
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