



# Board Diversity Policy

PeptiDream Group recognizes and embraces the importance of increasing diversity at the board level, from various perspectives such as skills, industry experience, nationality, race, gender, etc., as an essential element in maintaining and further improving the company's competitive advantage. As such, this policy is set with an aim toward realizing an appropriate level of board diversity, in order for the board of directors ("the Board") as a whole to be well-equipped with knowledge, experience and capability combined in a balanced manner to effectively fulfill its duties and responsibilities.

## 1. Scope of application

This policy is applied to all board members of PeptiDream Group. Matters related to diversity of its employees is separately covered in our Talent Employment Policy.

## 2. Our actions

We specifically adhere to the following;

- Review and monitoring of effectiveness of the Board are conducted to oversee whether the Board is well-balanced in the context of knowledge, experience and capability to effectively perform its duties and responsibilities.
- Skills matrix chart which exhibits an overall balance of the skills and experience of the board members is formulated and disclosed.

- The Nomination and Compensation Committee ('the Committee') reviews and assesses Board composition on behalf of the Board on a regular basis and recommends the appointment of new board members, where necessary, considering both the optimum size of the Board and its diversity.
- The Committee will oversee succession planning and maintain and cultivate a list of potential candidates for succession to the Board.

End

Feb 2023