



Non-Discrimination and Anti-Harassment Policy

PeptiDream Group promotes business activities in respect to the human rights of all stakeholders, including all board members, employees, business partners, the entire supply chain, and local communities, at all facilities. Based on this, we specifically adhere to the following to strive to provide with our stakeholders and to maintain a respectful and sustainable workplace free from any kind of discrimination or harassment.

1. PeptiDream Group prohibits illegal acts of discrimination and harassment based on gender, sexual orientation and gender identity (SOGI), nationality, race, age, disabilities, religion or belief, or any other characteristic protected by applicable law. PeptiDream also prohibits any kind of inappropriate behavior such as bullying.
2. PeptiDream Group expects every board member and employee to exhibit positive behavior such as treating everyone fairly, maintaining a workplace where employees can openly communicate, and respecting individual differences, so that each person contributes to maintain a respectful and good working environment.
3. At PeptiDream Group, violations of this policy may be subject to potential disciplinary action in accordance with company's rules and regulations including PeptiDream's Code of Conduct.
4. This policy applies to all employees of PeptiDream Group. We also request our stakeholders in the entire supply chain to understand the relevant policy and ask for their cooperation in preventing discrimination and harassment.

5. PeptiDream Group prohibits retaliation against anyone who in good faith reports a concern about harassment, discrimination, bullying or other issues, or cooperates with an investigation thereof.
6. PeptiDream Group strives to educate all board members and employees on respecting human rights through providing training for preventing discrimination and harassment in the workplace.

End

Feb. 2023