



## Political Involvement Policy

PeptiDream Group respects employees' freedom of political participation. However, personal political activities of employees must be clearly distinguished from activities of PeptiDream Group.

1. Employees will not use their worktime and any PeptiDream Group's funds and resources for personal political activities and personal political contributions. Employees will not use their positions with PeptiDream Group to coerce or pressure other employees to make contributions or to support or oppose any political activities.
2. As a company, PeptiDream Group's relationship with politics maintains a healthy and normal relationship.

END

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