



Supplier Code of Conduct

PeptiDream Group is committed to understanding legal compliance, human rights, environmental conservation, and health and safety, associated with our supply chain. To ensure PeptiDream Group meets these social standards and norms, and to promote procurement activities considering them, we articulated this Supplier Code of Conduct. We request our suppliers to comply with this Supplier Code of Conduct in order to strengthen mutual trust and build sustainable business partnership.

1. Employment through free choice: Forced labor or work in captivity shall be prohibited.
2. Child labor and young workers: Child workers shall not be employed illegally. Young workers shall be employed to the extent permitted under applicable laws. Their duties shall be limited to those that will not expose them to any danger.
3. Elimination of discrimination: Discrimination associated with gender, nationality, race, age, disabilities, religions, etc. shall be prohibited.
4. Wages, benefits, and work hours: Minimum wages, wages for overtime work, statutory benefits, including social security, etc. shall be paid under applicable laws. Work hours shall be within those prescribed under applicable laws.
5. Freedom of association: Employees' rights on freedom of association, participation or non-participation in labor unions, and appointment of representatives shall be respected under local laws.
6. Prevention of corruption: Corruption shall be prohibited. Bribes shall not be offered or received directly or indirectly through a third person to make an inappropriate profit.
7. Unfair competition: Business activities shall be conducted in compliance

with the antimonopoly law for fair competition.

8. Environmental consideration: Applicable laws and regulations related to the environment shall be complied with.

To understand the actual implementation status by suppliers, we may request our suppliers to respond to a questionnaire from PeptiDream Group or a third-party auditor. We ask for the understanding and cooperation of all suppliers and their subcontractors in compliance with this Supplier Code of Conduct.

End

Feb. 2023