



Human Resources Policy

1. Diversity and Inclusion - a high priority in PeptiDream Group's HR strategy
 - Diversity and inclusion is a high priority in PeptiDream Group's HR strategy. At PeptiDream Group, we believe that diversity gives our company a competitive advantage and develops innovation which are important to the fulfillment of our mission.
 - Diversity includes not only visible difference such as gender, nationality, race, age, disability, religion, but also invisible difference which include values, beliefs, physical differences, ethnicity, experiences, backgrounds, sexual preferences. As a R&D based innovative company, we respect the diversity of each researcher's expertise and sensitivity as a scientist.

2. Creating an environment where everyone can play an active role
 - PeptiDream Group commits to the realization of a workplace where diverse employees can demonstrate their individuality and work together to achieve results through solidarity and cooperation. Employees are expected to contribute towards realizing these workplaces as well.
 - PeptiDream Group promotes management and communication to support business execution, achievement of goals and personal growth obtained through these processes.
 - Recruitment / promotion / skill development / reward decisions are based on individual skills, experience, achievements, aptitude and growth potential. PeptiDream Group fairly evaluates each employee's contribution to the company.

- We ban and do not tolerate any mental, physical or sexual harassment or any other infringement. In the case of harassment, employees are encouraged to report to the company on any instance of harassment immediately.
 - PeptiDream Group is committed to the realization of workplace environment and business processes with consideration for health, safety, and environmental protection
3. Confirming policies to be observed in all aspects of business execution
- PeptiDream Group acknowledges 1. The International Bill of Human Rights, 2. The ILO Declaration on Fundamental Principles and Rights at Work, 3. The Guiding Principles on Business and Human Rights. We comply to these international norms in all scenes of business activities.
 - ◆ PeptiDream Group does not tolerate workplace discrimination based on gender, nationality, age, religion, marital status, sexual preference, physical or mental disability, and other characteristics protected by law.
 - ◆ PeptiDream Group is against all forms of forced and compulsory labour. PeptiDream Group protects the welfare of children and does not accept the employment of children excluded if legally permitted.
 - ◆ PeptiDream Group regards “freedom of association” and “right to collective bargaining” as human rights that should be respected as a company and respect these rights of employees in accordance with the provisions of the law.

END

Feb. 2023