



Whistleblower/Anti-retaliation Policy

For the purpose of ensuring compliance management, PeptiDream Group has established a whistle-blowing system to prevent, detect, and correct fraud. In this system includes a hotline, reporting methods such as telephone calls, e-mails, written documents, and interviews which are communicated to employees, and a senior executive who is in charge and is responsible for the operation.

1. We speak up if we become aware of inappropriate conduct or violation of laws and regulations in the workplace.
2. In accordance to the laws and regulations and PeptiDream Group's Code of Conduct, we consult with appropriate superiors or report to or consult with hotlines designated concerning facts that are problems or are believed to be problems
3. We do not misuse the whistle-blowing system for the purpose of damaging public interest or a third party's legitimate interest.
4. We secure the personal information of and protect the privacy of any person making a report or consultation.
5. We ensure that such reporting is not used to the detriment of the person making the report.
6. We take care to protect honor and privacy of not only the person making the report, but all persons who take part in the resulting investigation.
7. When the investigation reveals improper conduct, we promptly take corrective and preventive measures to preclude the behavior from

recurring and make efforts to notify without delay the person making the report.

8. When corrective and preventive measures are taken to preclude the behavior from recurring, we inform all to raise awareness.
9. We do not tolerate retaliation against employees who have reported or who cooperated with the investigation is prohibited. In the event of retaliation, we will take appropriate and strict measures regardless of the position within the company.

END

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