

Rules for the Prevention of Discrimination in the Workplace for Korean Employees

NeolmmuneTech Employment Rules (2021.12)

- Article 5 Prohibition of discriminatory treatment
- Article 100 Prohibition of sexual harassment in the workplace
- Article 101 Prevention of sexual harassment in the workplace
- Article 102 Punishment of sexual harassment in the workplace
- Article 103 Education to prevent workplace sexual harassment
- Article 104 Prohibition and prevention of harassment in the workplace
- Article 105 Measures in case of workplace harassment

Education for Korean employees to prevent discrimination in the workplace

- Workplace sexual harassment prevention education
- Workplace harassment prevention education
- Education to improve awareness of the disabled

*1 hour education for all Korean employees, once a year

* For United States employees, separate regulations have been established and operated in accordance with local laws

Non-Harassment / Non-Discrimination Policy in US

EMPLOYEE HANDBOOK of NEOIMMUNETECH, INC. (2022.04)

2. Equal Opportunity Employment

2.3 Non-Harassment / Non-Discrimination Commitment

2.4 Reporting Concerns

Any employee who believes that they have been harassed or discriminated against or have witnessed or become aware of discrimination or harassment, must immediately report to their supervisor or the HR Director. If an employee makes a complaint and has not satisfactory response, they should appeal to the Chief Operating Officer.

No employee will be retaliated against who in good faith files a complaint, pursues a claim, or participates in a review or investigation of the matter. For more information, consult the NIT Employee Problem Resolution Policy.

* In Korea, separate regulations have been established in accordance with local laws