

Work Integration of People with Disabilities Statement

MacroGen Europe B.V. (Company) is committed to ensuring that all employees are treated equitably and fairly. We recognize and uphold the fundamental right of every individual to be valued and respected in the workplace. Our commitment extends to fostering an environment where all employees, regardless of their background or abilities, are given equal opportunities to succeed.

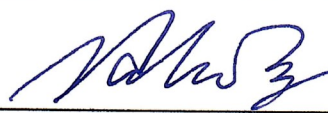
This commitment is reflected in our adherence to the Employment Equality Directive (2000/78/EC), the Dutch Equal Treatment Act (AWGB), and the Participation Act (Participatiewet). These regulations ensure that the company is free from discrimination and that all employees, regardless of disability, are treated with respect and fairness.

To support this commitment, we actively make reasonable adjustments for employees with disabilities, ensuring that our workstations, procedures, and equipment are designed with accessibility as a priority. We regularly review and update our practices to identify and remove any barriers that may impede full participation and success within our organization.

Furthermore, MacroGen Europe B.V. is dedicated to fostering an environment that encourages the growth and development of all our employees. We are committed to maximizing the utilization of their abilities, skills, and potential by offering ongoing opportunities for professional development, skill enhancement, and career progression.

In line with our values, we continuously enhance our policies and procedures to meet the diverse needs of our workforce. Our commitment extends beyond compliance; we actively promote career growth, development opportunities, and a workplace culture that respects and celebrates diversity in all its forms.

Amsterdam, 22. Aug. 2024
PLACE AND DATE


BONGCHO KIM
CEO, MacroGen Europe B.V.

