# See **Ahead.**
# Change **Tomorrow.**

2024 Seegene Sustainability Report

Seegene

# About This Report

## Overview

Seegene's Sustainability Report is a document published annually that outlines the company's Environmental, Social and Governance (ESG) activities and performance. Through this report, Seegene aims to provide transparent disclosure of both financial and non-financial results and engage in active communication with its stakeholders.

## Reporting Standards and Framework

This report has been prepared in accordance with international sustainability reporting frameworks, including the GRI (Global Reporting Initiative) Standards and the SASB (Sustainability Accounting Standards Board) standards for the Medical Equipment & Supplies industry. It also includes Seegene's climate-related disclosures aligned with the TCFD (Task Force on Climate-related Financial Disclosures) and activities supporting the UN Sustainable Development Goals (SDGs). Financial performance is presented in accordance with the Korean International Financial Reporting Standards (K-IFRS).

## Assurance

To ensure the accuracy, reliability, and completeness of the report and its preparation process, third-party verification was conducted by the independent assurance provider, BSI (British Standards Institution).

## Reporting Period

The reporting period of this report is from January 1 to December 31, 2024, based on the fiscal year. To support continuous trend analysis, data from the most recent three-year period have been used. Additionally, for certain non-financial performance indicators, information including data from the first half of 2025 has been provided to ensure timeliness. The reporting cycle is annual, with the previous report issued in June 2024.

## Reporting Scope

The financial performance in this report is prepared on a consolidated basis in accordance with Korean International Financial Reporting Standards (K-IFRS), with separate basis disclosures provided in the footnotes where applicable. Non-financial performance is prepared on a separate basis, and any limitations in reporting scope, such as partial business site coverage, are noted in the footnotes.

**Interactive User Guide**

The 2024 Seegene Sustainability Report is produced as an interactive PDF. Clicking on icons embedded in the text or the table of contents located at the top will navigate you to the desired page.

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- **Publication Date** June 2025

# Contents

# CEO Message

**Dear Valued Stakeholders,**

In 2024, Seegene has further solidified its identity as a "Sustainable First Mover," grounded its technology, philosophy, and responsibility. We are evolving beyond a diagnostic solutions provider into a global platform company committed to advancing public health worldwide.

**We will establish new standards for healthy living by enhancing diagnostic accuracy and efficiency through technological innovation.**

Seegene has simultaneously improved the accuracy and speed of diagnostics through its proprietary multiplex PCR technologies—MuDT™ and STST™—and created an environment where scientists around the world can easily develop diagnostic reagents, enabled by digital automation systems such as SGDDS. Moreover, Seegene's CURECA™ is expected to contribute to the global popularization of molecular diagnostics by automating the entire PCR testing process, heralding a new paradigm in the field.

**We will foster an innovation ecosystem through global partnerships and lead the resolution of pressing health challenges.**

2024 marked a significant expansion in Seegene's global collaboration capabilities. On October 23, 2024, we showcased early achievements of AI-powered development automation, in partnership with our key technology-sharing project collaborators—Microsoft and Springer Nature—as part of our initiative to prevent future pandemics and create a world free from all diseases. Additionally, our HPV diagnostic product (Anyplex™ II HPV HR Detection) was selected as the international clinical research reference test at EUROGIN 2024, reaffirming Seegene's technological leadership on the global stage. In response to the WHO-declared emergency, we rapidly supplied diagnostic reagents for the Mpox virus, thereby contributing to enhanced accessibility of medical services during global health crises.

**We are committed to a sustainable future through management that respects people and the environment.**

Seegene's human-centered approach to sustainability management remains unwavering. We have cultivated a corporate culture rooted in "respect for people" by eliminating mandatory retirement, supporting self-development and health promotion during work hours, and continuously conducting human rights impact assessments and awareness campaigns. Furthermore, as the first molecular diagnostics company in Korea to obtain AEO certification, we have established and maintained an export-import safety management system in line with global standards. These efforts were recognized with a Bronze medal in the 2024 EcoVadis ESG assessment, affirming the external validation of our sustainability performance.

On the environmental front, we took a meaningful first step by reorganizing our Safety and Health Team into the Safety and Environment Team in 2024 to systematically address environmental challenges. This team now leads integrated management of our environmental performance and continuous improvement activities such as enhanced waste and chemical management. In 2025, we conducted our first climate change scenario analysis, to be reviewed at the executive level through the ESG Committee.

At Seegene, we prioritize not numbers, but values. Through continuous technological innovation, global collaboration, and responsible management, we aspire to become a company the world needs and one that earns the trust of all stakeholders.

Thank you.

*"We declare our commitment to becoming a company that takes responsibility for human health and the future of our planet through **sustainable technological innovation and global collaboration.**"*

**CEO** Jong-Yoon Chun

# Company Profile

## The Global Leader in Multiplex Molecular Diagnostics

**Seegene is dedicated to building a better future for humanity through relentless innovation and bold challenges.**

Seegene is a global Molecular Diagnostics (MDx) company that develops and manufactures molecular diagnostic reagents to identify the causes of diseases through genetic analysis. The company develops and manufactures high-quality reagents that identify the causes of diseases through genetic analysis, leveraging proprietary PCR methods and a customer-oriented, all-in-one testing platform. By sharing its innovations with scientists and partners worldwide, Seegene drives the global adoption of innovative diagnostics and remains committed to making them an integral part of everyday life, working toward a world free from all diseases through continuous innovation.


### Company Overview

(As of the end of December 2024)

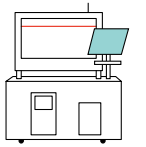
| | |
|---|---|
| Establishment | Founded 16 September 2000 |
| CEO | Jong-Yoon Chun, Dae-Hoon Lee |
| Business Area | Development, manufacturing, and supply sales of molecular diagnostic reagents |
| Number of Employees | 865 (based on headquarters) |
| Headquarters Location | 17F-28F KT Songpa Building, 209 Jamsil-ro, Songpa-gu, Seoul |
| Website | www.seegene.com |

### Key Business Areas

**PCR Diagnostic Kits & Instruments**

**Diagnostic Kits**

Development and manufacturing of syndromic quantitative PCR (qPCR) reagents capable of simultaneously detecting multiple targets



**Instruments**

Automated systems optimized for rapid and precise testing using syndromic qPCR reagents

# Key Milestones

Seegene is redefining value creation through proprietary technology, continuous innovation, and global strategic partnerships, contributing to a better future for humanity.

## 2000

- Established Seegene Inc. and the Seegene Research and Development Center for Life Science

## 2001

- Developed and internationally patented ACP™ (Annealing Control Primer) technology
- Designated as an Outstanding Technology Venture Company by the Seoul Small and Medium Business Administration
- Recognized as a Superior Technology Company by Korea Technology Finance Corporation

## 2002

- Established Seegene USA Branch
- Launched GeneFishing™ kits

## 2006

- Developed and internationally patented DPO™ (Dual Priming Oligonucleotide) technology
- Registered as a genetic testing and research institution by the Ministry of Health and Welfare

## 2007

- Acquired ISO 13485:2003 certification
- Acquired ISO 9001:2000 certification
- Received ministerial commendation from the Ministry of Commerce, Industry and Energy for technology commercialization

## 2008

- Registered domestic patent for detection of adult STD pathogens
- Ministerial citation (Ministry of Commerce, Industry and Energy Award) for digital innovation
- Acquired CMDCAS (Canada) certification

## 2009

- Developed and filed international patents for READ™ (Real Amplicon Detection) technology
- Obtained ISO 9001:2008 certification
- Awarded the 'One Million Dollar Export Tower' on Korea's Trade Day

## 2010

- Listed on KOSDAQ
- Received Presidential Citation at the SME Technology Innovation Competition from Small and Medium Business Administration
- Awarded the Iron Tower Order of Industrial Service Merit at the Venture Business Awards (hosted by Venture Business Association and the Ministry of Public Administration and Security)

## 2011

- Obtained KGMP (Korea Good Manufacturing Practice) certification
- Awarded the 'Ten Million Dollars Export Tower' on Korea's Trade Day

## 2012

- Developed and internationally patented TOCE™ (Tagging Oligonucleotide Cleavage and Extension) technology

## 2014

- Developed and filed international patents for MuDT™ (Multiplex Detection) technology
- Acquired Arrow Diagnostics (Italy)
- Established Seegene Middle East

## 2015

- Established Seegene Technologies (now Seegene USA)
- Established Seegene Canada

## 2016

- Established a joint venture, Amplibio-Seegene Diagnostics, in Mexico

## 2017

- Established Seegene Germany

## 2018

- Successfully developed first molecular diagnostic reagent using SGDDS (Seegene Digitalized Development System)

## 2019

- Became Korea's first molecular diagnostics firm to obtain MDSAP certification
- Established Seegene Do Brasil Comercio de Produtos Medicos e Hospitalares (Brazil)
- Established Seegene Mexico

## 2020

- Allplex™ 2019-nCoV Assay received U.S. FDA Emergency Use Authorization
- Surpassed KRW 1 trillion in revenue
- Launched SG STATS, a PCR test results and statistical analysis platform

## 2021

- Ranked among the World's Most Innovative Companies by Fast Company; No.1 in Asia
- Established Seegene Colombia
- Awarded the 'One Billion Dollars Export Tower' on Korea's Trade Day from the Ministry of Trade, Industry and Energy

## 2022

- Established Seegene South Africa Branch
- Launched AIOS™ (All-in-One System)

## 2023

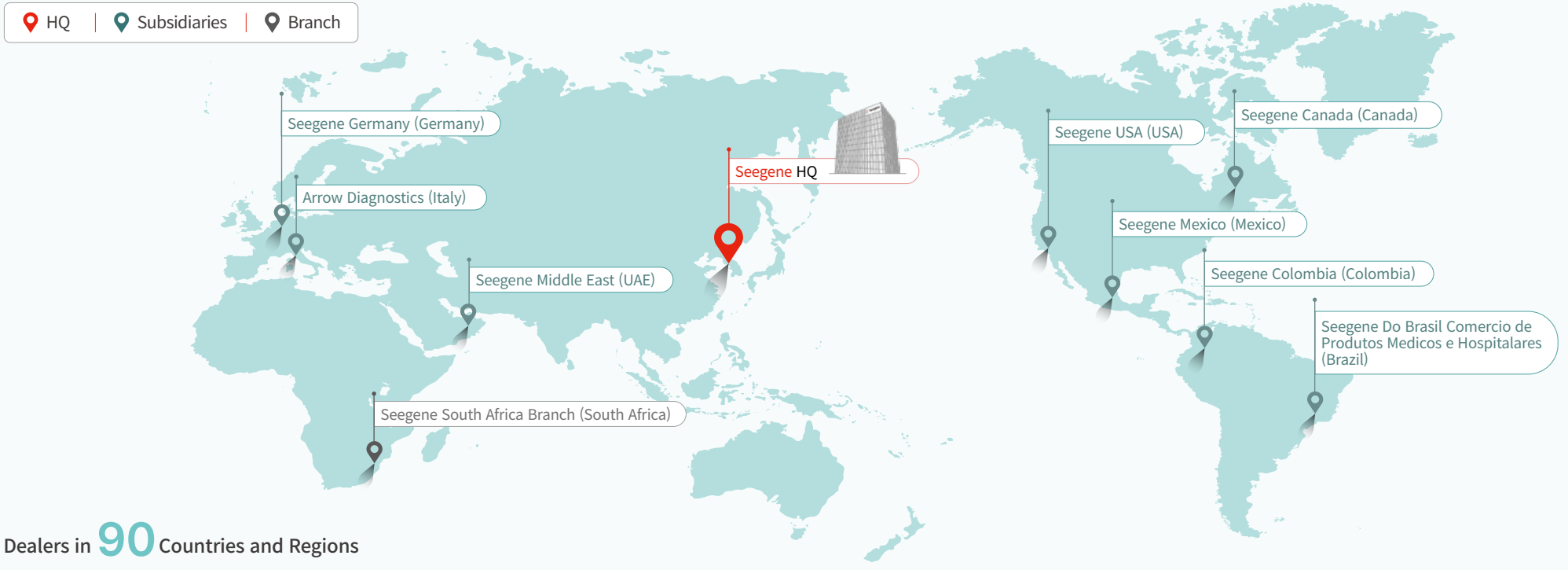
- Initiated technology-sharing program
- Formed Technology-Sharing Initiative partnership with Werfen and Hylabs
- Launched OIP diagnostic reagent project with Springer Nature
- Obtained ISO 45001 certification

## 2024

- Announced strategic collaboration with Microsoft
- Signed strategic alliance agreement with Springer Nature
- Hosted Nature Awards with Springer Nature
- Held partner roundtable for technology-sharing initiative
- Signed agreements to establish NewCo branches in Israel and Spain for technology-sharing
- Acquired Brex Co., Ltd. and Pentaworks Co., Ltd.
- Supplied Mpox diagnostic reagents in response to WHO-declared PHEIC

# Global Network

As a global provider of molecular diagnostic products, we have established a global network with eight subsidiaries and one branch office in North America, South America, Europe, and the Middle East.




## Dealers in 90 Countries and Regions

| EUROPE | | |
|---|---|---|
| Austria | Germany | Poland |
| Belarus | Georgia | Romania |
| Belgium | Greece | Serbia |
| Bulgaria | Hungary | Slovenia |
| Croatia | Ireland | Spain |
| Czech Republic | Italy | Sweden |
| Denmark | Latvia | Switzerland |
| Estonia | Lithuania | Ukraine |
| Finland | Macedonia | United Kingdom |
| France | Norway | |

| ASIA | | |
|---|---|---|
| Bahrain | Kazakhstan | Republic of Korea |
| Bangladesh | Kuwait | Saudi Arabia |
| Brunei | Lebanon | Singapore |
| China | Malaysia | Sri Lanka |
| Hong Kong | Mongolia | Taiwan |
| India | Nepal | Thailand |
| Indonesia | Oman | Turkey |
| Israel | Pakistan | United Arab Emirates |
| Japan | Philippines | Vietnam |
| Jordan | Qatar | |

| AMERICA | |
|---|---|
| Argentina | Guatemala |
| Bolivia | Honduras |
| Brazil | Mexico |
| Canada | Nicaragua |
| Chile | Panama |
| Colombia | Paraguay |
| Costa Rica | Peru |
| Dominican Republic | United States |
| Ecuador | Uruguay |
| El Salvador | Venezuela |

| AFRICA |
|---|
| Algeria |
| Republic of Benin |
| Egypt |
| Kenya |
| Madagascar |
| South Africa |
| Tanzania |
| Senegal |
| Sudan |
| Tunisia |

| OCEANIA |
|---|
| Australia |
| New Zealand |

# Our Business

## Core Technology

### Syndromic PCR Reagent Technology

Seegene's core competitiveness is built upon over two decades of accumulated technological expertise and know-how. Among its key innovations is its proprietary syndromic PCR diagnostic reagent technology, which enables the simultaneous detection of multiple pathogens that present with similar symptoms—all within a single reaction tube. By leveraging Seegene's unique syndromic quantitative PCR technology, it is possible to concurrently identify respiratory viruses such as COVID-19 and influenza. It also facilitates the detection of gastrointestinal viruses and Human Papillomaviruses (HPVs) responsible for cervical cancer, as well as antimicrobial-resistant bacteria and a wide range of pathogens affecting both humans and animals. These syndromic qPCR reagents are high-multiplex systems, requiring advanced technical capabilities in both development and manufacturing, far beyond what is required for conventional diagnostics that typically target only one or two pathogens per assay.

Seegene has consistently expanded the foundation of its syndromic quantitative PCR reagent technologies. In 2006, the company developed DPO™ technology, enabling highly specific gene amplification. This was followed by TOCE™ technology in 2012, which supports multiplex target detection, and MuDT™ technology in 2014, which allows for quantitative analysis in real-time PCR. In 2022, Seegene integrated all these core technologies into its proprietary 3Ct technology—ushering in a new era in molecular diagnostics by enabling the simultaneous quantitative analysis of 15 targets in a single test.

**DPO™**
Dual Priming Oligonucleotide Technology

A primer technology that enables the specific amplification of only target genes, allowing for accurate multiplex amplification of numerous targets.

\+

**TOCE™**
Tagging Oligonucleotide Cleavage and Extension Technology

A real-time PCR-based technology that controls the fluorescence reaction of multiple targets regardless of temperature, enabling the simultaneous detection of various target genetic materials and gene mutations within a single reaction.

\+

**MuDT™**
Multiple Detection Temperatures Technology

A real-time PCR-based technology that enables the analysis of multiple Ct values from a single channel with a single test, thereby generating simultaneous multiplexed qualitative and quantitative results.

\+ More

15PLEX

**3Ct Technology**

A cycle threshold (Ct) value is a quantitative indicator of a target in PCR testing. While conventional real-time PCR yields only one Ct value per fluorescence channel, Seegene's proprietary '3 Ct' technology—developed based on over 20 years of molecular diagnostics expertise and protected by 19 patents including DPO™, TOCE™, and MuDT™—enables the generation of three Ct values per channel. This allows a single reaction tube, utilizing five channels, to provide quantitative data on a total of 15 targets, including 14 pathogens and one internal control. Seegene's syndromic quantitative PCR technology delivers substantial clinical value by enabling the accurate identification of causative pathogens, detection of co-infections, and assessment of disease severity. These insights are instrumental in prioritizing treatment strategies. Furthermore, the technology enhances operational efficiency by allowing for a higher testing volume using existing diagnostic instruments, making it ideal for high-throughput molecular diagnostics.

## Automated Syndromic Reagent Development Technology

The Seegene Digitalized Development System (SGDDS) is a fully standardized and automated platform for diagnostic reagent development, built upon Seegene's accumulated technological expertise and know-how. SGDDS consists of two core components: SG In-Silico, which automates Oligo[1] design, and SG IDEA (Seegene Integrated System for Documentation following Experiments and Analysis), which automates the entire experimental process. By utilizing SGDDS, even researchers with limited experience can efficiently develop syndromic PCR products.

### SG In-Silico

SG In-Silico is an automated oligonucleotide design program that utilizes computer simulations in a virtual environment. It is used in both the oligo design and post-development management phases of syndromic PCR reagent development. To develop effective syndromic PCR products, it is essential to collect, analyze, and filter desired sequences from a database containing 6 to 7 trillion gene sequences to design oligos that can accurately distinguish and detect target genes. Seegene's SG In-Silico system automates the design of optimal oligos required for product development. As a result, even researchers with limited experience can quickly develop optimized syndromic PCR products using the system. Since 2017, Seegene has utilized SG In-Silico to develop more than 50 syndromic PCR products. To support its technology-sharing project, Seegene is currently converting SG In-Silico into a web-based platform that can be accessed externally, with a planned launch in 2026.

### SG IDEA

SG IDEA(Seegene Integrated System for Documentation following Experiments and Analysis) is a fully standardized, digitalized, and automated system that encompasses all essential processes required for the commercialization of syndromic PCR reagents. This includes performance experiment planning, execution, result analysis, documentation, and raw material management. The system automatically presents standardized experimental protocols, enables equipment to perform tests with minimal user input, and organizes analysis results without manual intervention. SG IDEA also supports comprehensive product development history tracking and can generate regulatory submission documents, making it especially convenient for researchers with limited experience. By minimizing human error and automating the entire development process, SG IDEA significantly reduces development time, streamlines manpower utilization, and lowers overall costs.

## Raw Materials for Syndromic Reagents

The key raw materials used in Seegene's molecular diagnostic products include nucleic acid extraction reagents, PCR amplification enzymes, and oligonucleotides (oligos). Nucleic acid extraction reagents are essential for isolating and purifying nucleic acids from clinical samples, enabling accurate downstream gene amplification. Seegene ensured the stable supply of these reagents by importing raw materials and internally processing them into automated extraction products under the STARMag™ brand. However, following the COVID-19 pandemic, the need for stringent quality control, stable supply, and cost optimization led Seegene to initiate the internal development of extraction reagents. In 2022, Seegene launched the STARMag™ M96 Kit—its first internally developed extraction reagent for automated systems. Initially applied to COVID-19 and respiratory tests, it has since been expanded to cover the full range of Seegene's molecular diagnostics portfolio. Seegene is currently developing second-generation extraction reagents and automated systems focused on enhanced user convenience, reduced extraction time, and increased throughput, combining its existing know-how with advanced automation to deliver high-quality, highly stable extraction solutions.

Enzymes are a critical component in PCR diagnostics testing, responsible for DNA synthesis and amplification, the conversion of DNA into DNA and protection of disease-specific RNA from degradation. Recognizing their importance, Seegene has pursued the internal development of high-performance, high-stability enzymes, and continues to strengthen its quality control capabilities through the development of reliable enzyme analysis methodologies. These enzymes are produced at Seegene's KGMP-certified (Korea Good Manufacturing Practice) manufacturing facility in Hanam and are currently used across various Seegene products, with applications set to expand to new platforms such as OIP P15.

Oligos are short DNA sequences designed to detect specific pathogens and are essential for DNA amplification and detection in PCR processes. Their design and production are critical for enabling multiplex pathogen detection and ensuring consistent product quality. Seegene has enhanced its oligo design platform SG In-Silico and internalized its production and quality control processes through proprietary analytical technologies. Additionally, Seegene is expanding its sourcing base and diversifying the supply chain, ensuring a stable and cost-effective supply of high-quality oligos, further strengthening its product competitiveness.

1) Oligo(Oligonucleotide): A short sequence of DNA specifically designed to detect causative pathogens. It is an essential raw material required for Seegene's proprietary syndromic PCR diagnostic reagents to achieve optimal performance.

## Automated Syndromic Test Instrument

NIMBUS is an automated system that handles nucleic acid extraction and PCR setup from various specimen types. It significantly reduces manual processing time and minimizes the risk of contamination, while improving the overall speed of testing. In February 2025, Seegene completed the integration of a compatible rack system for three types of Liquid-Based Cytology (LBC) and developed a dedicated launcher for NIMBUS. The system has been confirmed for shipment to Colombia and several key Latin American markets, with additional shipments planned.

AIOS™(All-in-One System) is a fully integrated system that automates the entire PCR testing workflow—from nucleic acid extraction and gene amplification to result analysis. Once a sample is loaded, the system autonomously performs the test and delivers results, eliminating the need for expert intervention and significantly reducing the risk of contamination or human error.

AIOS™ is a modular system that seamlessly connects previously certified instruments—including nucleic acid extractors, plate sealers, and PCR instruments—making regulatory approval processes more efficient and simplifying post-market maintenance. It is compatible with diagnostic tests for respiratory pathogens such as COVID-19, as well as Human Papillomavirus (HPV), Sexually Transmitted Infections (STIs), Gastrointestinal Infections (GIs), and Drug Resistance (DR).

Since launching AIOS™ in 2022, Seegene has collected and implemented customer feedback to improve the system. The upgraded AIOS™ V1.1 enhances power stability, user interface usability, field serviceability, and aesthetic design. This new version is scheduled for release in 2025.

## Automated Syndromic Reagent Manufacturing

Seegene operates four manufacturing centers in Hanam, Gyeonggi Province, where it produces key diagnostic products and raw materials. For syndromic reagent manufacturing, we have established specialized and optimized production lines for enzymes, nucleic acid extraction reagents, and diagnostic reagents. These lines are located at Centers 1, 2, and 4. The main stages of production are also equipped with advanced automation systems. From precision micro-dispensing and labeling to capping and packaging, the entire production line operates with automated systems capable of identifying defects beyond the limits of visual inspection. We strive to meet strict quality standards and maintain certifications required for global distribution, including ISO 13485, KGMP, and MDSAP.

Seegene's automated production system is designed to flexibly respond to a wide range of market demands. Our automated production systems support both large-scale manufacturing in response to pandemics and small-lot, multi-product manufacturing tailored to the needs of smaller clinical settings. With 24/7 operational capacity, the facilities can produce diagnostic products sufficient for testing up to 20 million individuals per month.

Furthermore, real-time monitoring systems have been implemented to track process status continuously, detect potential errors or contamination during production, and ensure error-free operations. These capabilities ensure consistent quality and enhance reliability across the entire manufacturing cycle.

## IT Solutions for Syndromic Test Results Analysis and Management

In response to the heightened importance of real-time analysis and rapid response to infectious disease trends following the COVID-19 pandemic, Seegene developed SG STATS, a big data analytics platform dedicated to syndromic PCR test results. SG STATS transforms complex PCR data—categorized by patient age, gender, and symptoms—into meaningful clinical insights. The platform enables real-time monitoring of infection trends for viruses requiring timely seasonal responses. It also visualizes data related to co-infections in diverse formats, supporting effective tracking of emerging disease trends. Through SG STATS, users can analyze diagnostic results from all Seegene products from multiple perspectives, uncovering valuable insights not readily accessible from individual data points. Built on a cloud-based infrastructure, SG STATS enables users to analyze and share visualized data in real time and manage vast quantities of medical information systematically within specialized system.

## Diagnostic Reagent Portfolio

Seegene's molecular diagnostic technology is exceptionally versatile—applicable not only to infectious disease testing, such as for COVID-19, but also to a wide range of genetic disease diagnostics including Single Nucleotide Variant (SNV) testing, drug resistance testing, and somatic mutation analysis. Optimized for simultaneous multiplex molecular diagnostics, Seegene's syndromic qPCR products have received international certifications for In Vitro Diagnostic (IVD) medical devices and are widely recognized as optimal solutions for multiplex testing across global markets.

### Respiratory Infections

Respiratory viral and bacterial infections often present with similar symptoms and signs, making it difficult to distinguish the causative agent based solely on clinical signs. This is especially critical for vulnerable groups such as older adults, infants, and patients with chronic illnesses, where even common respiratory viruses can lead to severe complications like pneumonia. Early identification of potential viral-bacterial co-infections is essential to halt disease progression and establish effective treatment strategies. Seegene's respiratory infection diagnostic reagents, a flagship product line, allow for the simultaneous detection of multiple causative pathogens, enabling accurate and rapid diagnoses.


**Products**

Allplex™ RV Master Assay, Allplex™ Respiratory Panel 1A, Allplex™ Respiratory Panel 1, Allplex™ Respiratory Panel 2, Allplex™ Respiratory Panel 3, Allplex™ Respiratory Panel 4, Allplex™ PneumoBacter Assay, Allplex™ RV Essential Assay

### Sexually Transmitted Infections

Sexually Transmitted Infections (STIs) frequently exhibit overlapping symptoms, making accurate identification of the causative pathogen vital for appropriate treatment and transmission prevention. Multiplex screening tests that can simultaneously identify multiple pathogens are highly effective in this area. Seegene's STI diagnostic reagents offer broad coverage, including detection of chlamydia, gonorrhea, trichomoniasis (T. vaginalis), nongonococcal urethritis, and ureaplasma, ensuring comprehensive diagnostic support.


**Products**

Allplex™ STI Essential Assay, Allplex™ STI Essential Assay Q (MH, UU), Allplex™ CT/NG/MG/TV Assay, Allplex™ Genital Ulcer Assay, Allplex™ Candidiasis Assay, Anyplex™ II STI-7e Detection, Allplex™ Vaginitis Screening Assay, Allplex™ Bacterial Vaginosis plus Assay

### Gastrointestinal Infections

While most cases of diarrhea resolve spontaneously, some may progress to severe conditions such as hemorrhagic enteritis or highly contagious viral gastroenteritis. Rapid and accurate pathogen identification is essential for effective treatment and infection control. Given the wide variety of possible causes—including viruses, bacteria, and parasites—accurate diagnosis is often difficult. Traditional culture methods are time-consuming and less sensitive, often requiring 2–4 days to yield results. Seegene's molecular diagnostics tests enable simultaneous detection of multiple GI pathogens in under four hours, offering an efficient and comprehensive diagnostic solution.


**Products**

Allplex™ GI-Virus Assay, Allplex™ GI-Bacteria (I) Assay, Allplex GI-Bacteria (I) plus Assay, Allplex™ GI-Bacteria (II) Assay, Allplex™ GI-Parasite Assay, Allplex™ GI-Helminth (I) Assay, Allplex™ GI-EB Screening Assay

# Diagnostic Reagent Portfolio

## Human Papillomavirus (HPV) Infections

Human papillomaviruses (HPVs) are known as the primary cause of cervical cancer and are classified into high-risk and low-risk groups based on their association with the disease. High-risk HPVs such as types 16 and 18 are associated with cervical cancer progression, while low-risk HPVs like types 6 and 11 are more commonly linked to sexually transmitted conditions such as condyloma. Seegene's HPV diagnostic reagents can detect 14 high-risk HPV types—including HPV 16 and 18—in a single tube, and a total of 28 HPV types in two tubes, which includes high-risk and some low-risk types like HPV 6 and 11. In 2024, the Allplex™ HPV HR Detection and Allplex™ HPV28 Detection assays were newly approved in Korea.

**Products**

Allplex™ HPV HR Detection,
Allplex™ HPV28 Detection,
Anyplex™ II HPV HR Detection,
Anyplex™ II HPV28 Detection

## COVID-19

Seegene offers a wide range of diagnostic reagents for SARS-CoV-2, including multiple assays developed to detect emerging variants. SARS-CoV-2 is an RNA virus characterized by high transmissibility and a high mutation rate due to its exposure to diverse host environments. Seegene's COVID-19 diagnostic products are designed to target multiple gene regions simultaneously, thereby minimizing the risk of false negatives due to mutations. This design approach ensures higher diagnostic accuracy and reliability even in the face of variant evolution.

**Products**

Allplex™ SARS-CoV-2 fast PCR Assay,
Allplex™ SARS-CoV-2 Assay,
Allplex™ SARS-CoV-2/FluA/FluB/RSV Assay,
Allplex™ 2019-nCoV Assay

## Drug Resistance

Accurate pathogen detection and appropriate antibiotic administration are both essential for the prevention and treatment of infectious diseases. Seegene's drug resistance assays identify resistance to specific antibiotics, aiding in the selection of effective eradication therapies. These assays also support infection control measures aimed at preventing the spread of drug-resistant strains. Seegene's drug resistance portfolio includes reagents targeting carbapenem resistance, Helicobacter pylori, various STI pathogens, and Mycobacterium tuberculosis.

**Products**

Allplex™ MG & AziR Assay,
Allplex™ MG & MoxiR Assay,
Allplex™ NG & DR Assay,
Allplex™ Entero-DR Assay,
Allplex™ H. pylori & ClaR Assay,
Allplex™ H. pylori & ClariR Assay,
Allplex™ MTB/MDR/XDRe Detection,
Allplex™ MTB/MDRe Detection,
Allplex™ MTB/XDRe Detection,
Anyplex™ II MTB/MDR/XDR Detection,
Anyplex™ II MTB/MDR Detection,
Anyplex™ II MTB/XDR Detection

## Research

To promptly respond to the demand for research-use diagnostic products, Seegene actively develops and manufactures a diverse portfolio of RUO assays. These include tests for Mpox, malaria, tick-borne diseases, tropical viruses, dermatophytes, urinary tract infections, and others.

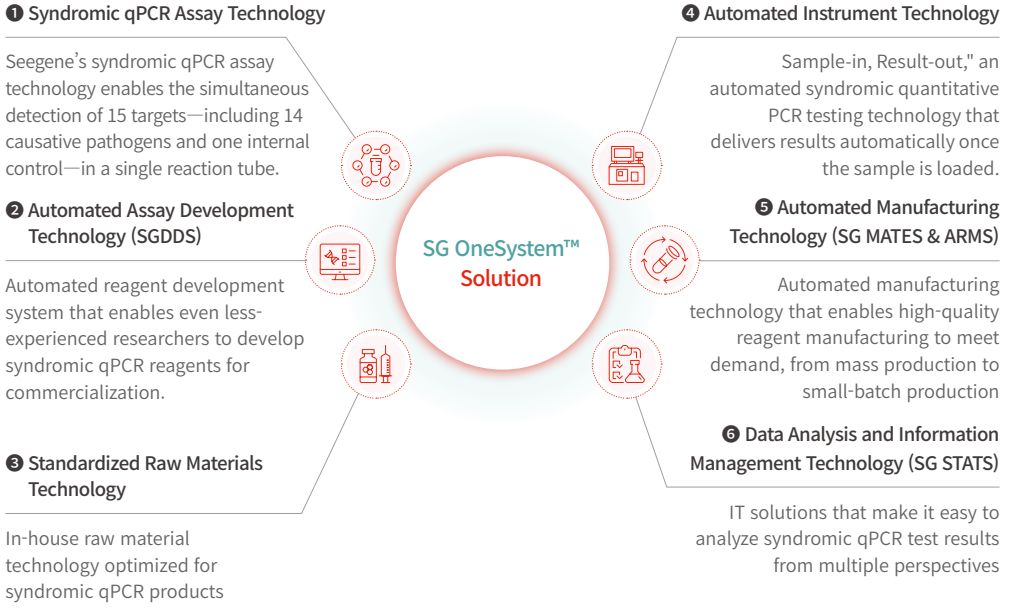
**Products**

Novaplex™ Tick-borne Disease Assay,
Novaplex™ Tick-borne Disease Expanded Assay,
Novaplex™ Malaria Assay,
Novaplex™ Tropical fever virus Assay,
Novaplex™ Dermatophyte Assay,
Novaplex™ Aerobic Vaginitis Assay,
Novaplex™ Urinary Tract Infection(UTI) Panel 1,
Novaplex™ Urinary Tract Infection(UTI) Panel 2,
Novaplex™ Urinary Tract Infection(UTI) Panel 3,
Novaplex™ HSV-1&2/VZV/MPXV Assay,
Novaplex™ MPXV/OPXV plus Assay (RUO)

## Technology-Sharing Project

### Vision of the Technology-Sharing Project

Seegene is advancing a global Technology-Sharing Project to connect the world through syndromic PCR diagnostics. The goal is to share Seegene's proprietary technologies and know-how with international partners, enabling the local development and production of tailored diagnostic products and ultimately facilitating the early diagnosis of all diseases. To achieve this, Seegene has built a comprehensive solution for SG OneSystem™, a standardized platform underpinned by its core competencies in syndromic PCR and proprietary innovations. In 2024, Seegene finalized contracts with Hylabs and Werfen—leading diagnostic companies in Israel and Spain respectively—to establish the first and second SG OneSystem™ local entities. Additionally, in January 2024, Seegene announced a strategic collaboration with Microsoft to advance this initiative and realize its vision of "a world free from disease." The Technology-Sharing Project empowers scientists and professionals around the world to develop their own syndromic diagnostic reagents for various human, animal, and plant diseases using Seegene's SGDDS (Seegene Digitalized Development System). In May 2024, Seegene signed a strategic alliance with Springer Nature, publisher of the scientific journal Nature, to further commercialize specialized knowledge across disciplines. This partnership builds on the success of Seegene's Open Innovation Program in 2023. Additionally in February 2025, during the Microsoft AI Tour in Seoul, Seegene showcased case studies demonstrating how AI-driven automation via SGDDS enhanced the speed of assay development. Beginning with the launch of the first and second SG OneSystem™ entities in Israel and Spain in 2025, Seegene plans to expand its global partner network and accelerate progress toward its vision of a disease-free world through diverse syndromic qPCR solutions developed in each region.




**01 Technology Transfer**

Global partners participating in Seegene's technology-sharing project can utilize Seegene's unique reagent development automation system, the SGDDS (Seegene Digitalized Development System), to develop the optimal syndromic quantitative PCR products needed locally in a standardized and automated manner.

**02 Manufacturing and Sales**

SG OneSystem™ products developed by global partners will obtain regulatory approval in their respective countries before moving into production and sales. Seegene's expertise and automated manufacturing technology and expertise are made available during this process.

**03 Distribution and Network Expansion**

All SG OneSystem™ products, raw materials, and instruments will be globally distributed through Seegene's international consortium network. The scope of this platform will be expanded to cover all fields within biotechnology.

*"CURECA™ offers personalized diagnostic solutions, introducing a new paradigm in the global molecular diagnostics field."*

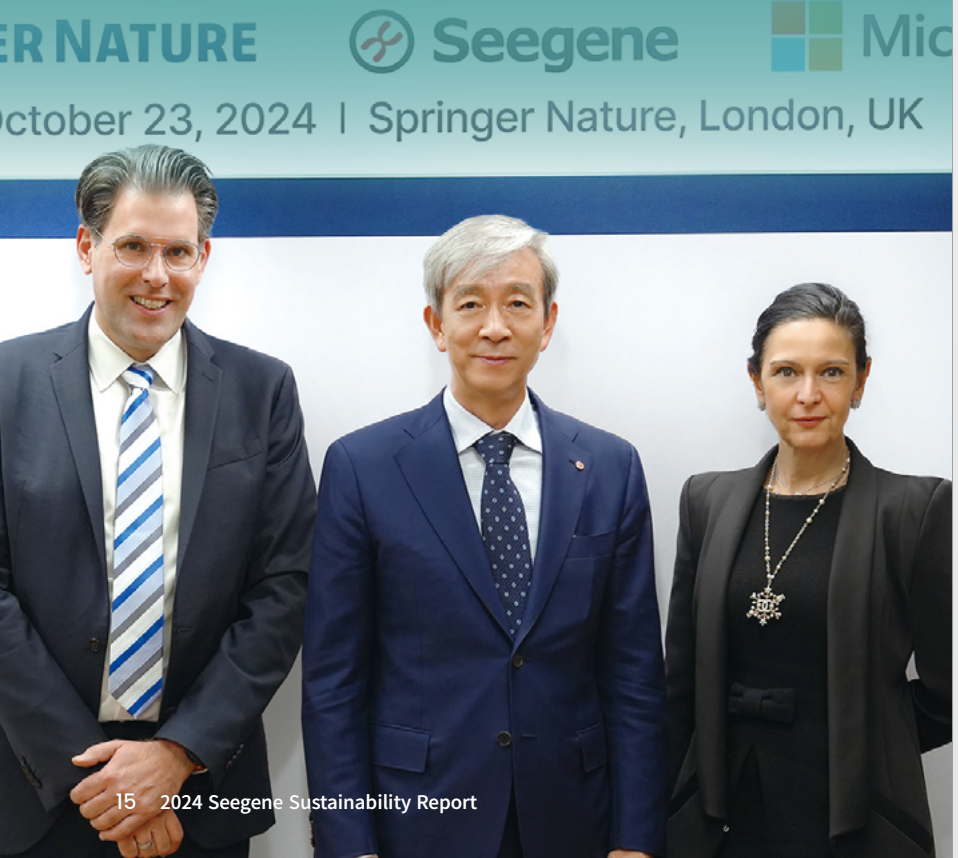

## Seegene's Vision for a World Free from All Diseases: Diagnostic Innovation with CURECA™

Seegene continues to lead innovation in the healthcare industry by providing faster and more accurate diagnostic solutions based on its groundbreaking molecular diagnostics technologies. We are developing systems and instruments that enable fully automated testing for all sample types and are preparing to launch the next-generation diagnostic platform capable of unmanned testing. In April 2025, Seegene unveiled a concept video for its next-generation automated diagnostic system, CURECA™, at the European Society of Clinical Microbiology and Infectious Diseases (ESCMID). CURECA™ is designed as a fully automated system that performs the entire PCR workflow—from pre-treatment to nucleic acid amplification and result analysis. The system is expected to automate not only the pre-treatment of various specimens such as urine, sputum, and blood, but also the complete PCR testing process following sample loading. As an unmanned automation system, CURECA™ significantly reduces the risk of human error and shortens test turnaround times, thus greatly enhancing efficiency in clinical settings.

CURECA™ comprises two modular standalone devices: CPS (Customizable Pre-treatment System) and CEFA (Customizable & Expandable Full Automation). CPS automates sample pre-treatment, while CEFA handles sample loading, dispensing, nucleic acid extraction, amplification, and result interpretation. These modules can function independently or together, enabling a flexible workflow tailored to the needs of hospitals and laboratories. CPS is designed for broad applicability beyond PCR testing and can be utilized for pre-treatment in various fields including immunodiagnostics and biochemical diagnostics.

With CURECA™, Seegene aims to eliminate pain points in diagnostic workflows and overcome high costs, thereby accelerating the global popularization of molecular diagnostics. This will play a pivotal role in expanding Seegene's technology-sharing project worldwide and realizing its vision of "a world free from all diseases." Seegene remains committed to continuous innovation, securing a unique position in the global diagnostics market, and shaping the future of diagnostic solutions.

*With the synergy of global partnerships, collaborative strategies will continue to be designed and executed in cooperation with all experts participating in the SeegeneTechnology-Sharing Project.*




## Seegene, Microsoft, and Springer Nature Executives Convene "Accelerating the Technology-Sharing Project through AI-Powered Automation and Commercialization of Expertise"

Seegene Inc., a leading South Korean company providing a total solution for PCR molecular diagnostics, held the first executive roundtable with Microsoft and Springer Nature to discuss advancing its technology-sharing initiative aimed at mitigating future pandemics and creating ‘a world free from diseases’, including the showcase of preliminary results from an automated diagnostic development system powered with Microsoft’s artificial intelligence (AI) technology. This is the first official event that the three companies gathered to discuss the initiative.

On October 23, 2024, the three companies convened at Springer Nature London Campus Auditorium for the technology-sharing initiative partner roundtable to share initial achievements and explore strategies for further collaboration. Dr. Jong-Yoon Chun, CEO and founder of Seegene; Marc Spenlé, chief operating officer of Springer Nature; Steven Inchcoombe, president of research at Springer Nature; and Elena Bonfiglioli, vice president of global business leader healthcare, pharma and life science at Microsoft attended the meeting.

The technology-sharing initiative aims to globally share Seegene’s advanced diagnostic and data analysis technologies, including syndromic real-time PCR and an automated product development system (SGDDS), with a leading company partnered in each country. Partnering companies will collaborate with local scientists and experts to develop diagnostic tests tailored to the needs of their communities and fields, spanning a wide range of human and non-human diseases. Amidst the challenges of climate change and the anticipated rise in outbreaks, the initiative’s ultimate vision is to create 'a world free from diseases'—a future where people no longer suffer from infectious diseases and cancer, and where animals and plants thrive without illness.

Meanwhile, since last year, Seegene and Springer Nature have been co-hosting the global diagnostic reagent development initiative, the “Open Innovation Program powered by Seegene (OIP).” Beginning in 2024, the second edition of OIP will be newly launched as part of Springer Nature’s prestigious international award program, “Nature Awards MDx Impact Grants.” This edition will invite researchers worldwide to submit their own ideas for diagnostic product development in the form of open calls for proposals. Springer Nature is expected to lead key processes, including proposal solicitation and evaluation, thereby ensuring broad engagement from the global scientific community.

# Development of Detection Reagents for Mpox Variants

Seegene is spearheading the development and global distribution of infectious disease diagnostic solutions to address global public health crises. In response to the World Health Organization (WHO)'s declaration of the new Mpox variant (Mpox, formerly monkeypox), which is spreading primarily in Africa, as a Public Health Emergency of International Concern (PHEIC), Seegene has leveraged its proprietary R&D capabilities to develop Research Use Only (RUO) reagents for the detection of the Mpox virus and is actively working to supply them to global stakeholders.

Seegene initially developed Novaplex™ MPXV/OPXV (RUO), capable of detecting Mpox virus Clade 1 and 2 (Clade 1·2) and Orthopoxvirus (OPXV). Additionally, Seegene launched Novaplex™ HSV-1&2/VZV/MPXV Assay (RUO), which enables the simultaneous detection of four viruses that cause similar clinical symptoms—MPXV, Herpes Simplex Virus types 1 and 2 (HSV-1·2), and Varicella-Zoster Virus (VZV). Clinical trials for this multiplex assay are currently underway to obtain Emergency Use Authorization (EUA) from the U.S. Food and Drug Administration (FDA).

Amid continued global spread of Mpox, Seegene developed Novaplex™ MPXV/OPXV plus Assay (RUO) to meet growing international demand. This upgraded reagent enhances the ability to differentiate and detect both Clade 1 and 2 of MPXV and OPXV with greater precision. Notably, it effectively identifies Clade 1, which has been reported to exhibit higher transmissibility and fatality compared to Clade 2. The product not only complies with the WHO's diagnostic standards but also aligns with its WHO's preferred target analyte criteria by enabling distinct detection of Clade 1 and Clade 2.

Seegene plans to actively collaborate with global stakeholders requiring diagnostic reagents, offering customized solutions to meet diverse diagnostic needs. By leveraging its proprietary know-how in reagent development and the Seegene Digitalized Development System (SGDDS), we are committed to providing rapid and precise diagnostic solutions that contribute to the advancement of global healthcare.

*"Seegene continues to contribute to proactive global health crisis preparedness, the prevention of infectious disease spread, and enhanced access to medicines and diagnostic solutions through ongoing research and innovation."*


**August 2024**

| Development of Novaplex™ MPXV/OPXV Assay (RUO) |
| --- |
| Capable of detecting Mpox virus (MPXV) and Orthopoxvirus (OPXV) |
| **Development of Novaplex™ HSV-1&2/VZV/MPXV Assay (RUO)** |
| Capable of detecting four viruses with similar symptoms, including Mpox virus (MPXV), HSV-1, HSV-2, and VZV |

**September 2024**

| Development of Novaplex™ MPXV/OPXV plus Assay (RUO) |
| --- |
| Capable of detecting and distinguishing Mpox virus (MPXV) and Orthopoxvirus (OPXV) |
| Capable of detecting and distinguishing Mpox virus (MPXV) Clades 1 and 2 |

# Business Performance

## Sales Performance

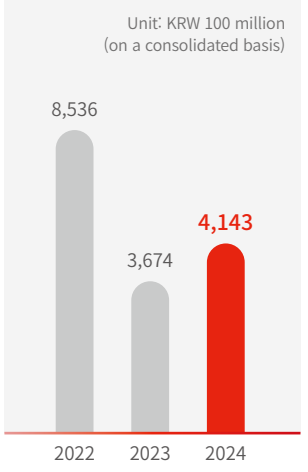
In its 25th fiscal year, Seegene recorded KRW 414.3 billion in sales, an increase of KRW 46.9 billion (+12.8%) year-over-year, driven by the growth in sales of non-COVID-19 products. Operating loss was reduced by KRW 13.6 billion (+45.2%) compared to the previous year, reducing the loss to KRW 16.5 billion, backed by steady performance across Seegene's core product lines—including respiratory, gastrointestinal, sexually transmitted infections, and HPV diagnostics—and growing demand for PCR-based testing.

Seegene's syndromic quantitative PCR technology enables multiplex molecular diagnostics for a broad range of gene-based disease detections, including pathogen identification, Single Nucleotide Polymorphism (SNP) detection, and drug resistance testing. In response to a post-pandemic increase in demand for accurate diagnostics, Seegene has actively enhanced user convenience through the development of diagnostic reagents, automated testing equipment, and IT-based systems. Additionally, Seegene continues to promote the global popularization of PCR diagnostics.

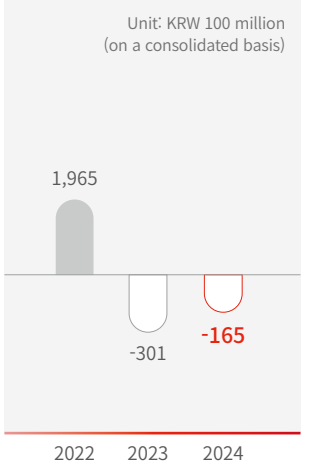
## Non-COVID-19 Sales Performance

Seegene is advancing its syndromic testing product portfolio and expanding its mass testing initiatives through automated platforms to move beyond the pandemic. In 2024, total non-COVID-19 product sales reached KRW 281.1 billion, representing a 30.5% increase from KRW 215.4 billion in 2023. Respiratory diagnostic product sales grew by 39.2% compared to the previous year, driven by continued demand for multiplex testing. Gastrointestinal diagnostic product sales increased by 31.8% year-over-year, reflecting a market shift from traditional methods such as culture and microscopy to molecular diagnostics. In 2025, Seegene will continue to promote its syndromic testing campaigns and actively explore new business models and market entry opportunities. We will focus on boosting sales and strengthening our global presence.

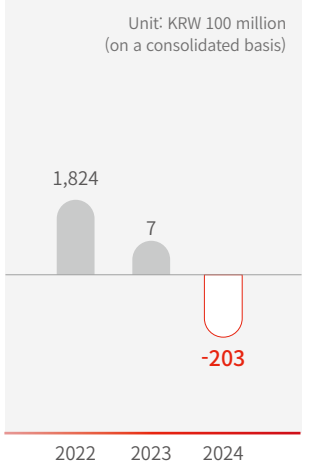
Sale



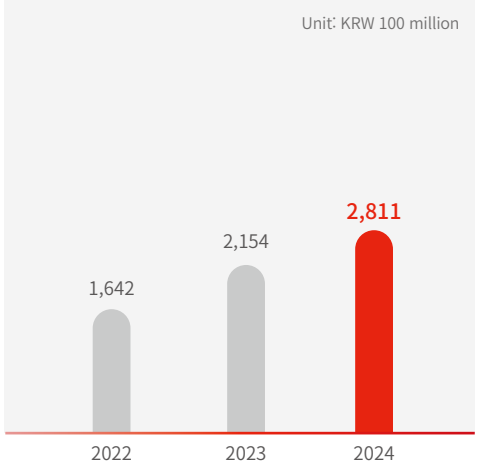

Operating Profit



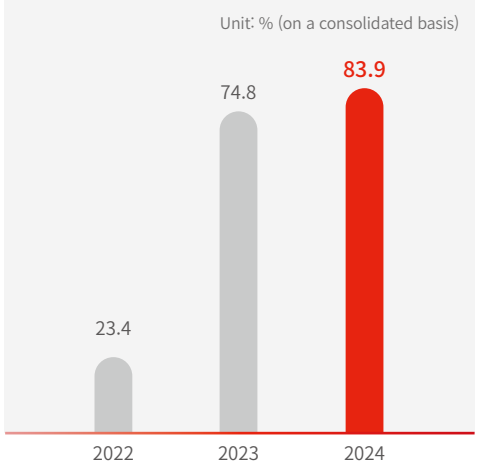

Net Profit




Non-COVID-19 Product Sales




Share of Non-Covid Product in Reagent Sales



# ESG Management

# 2024 ESG Performance

## Economic & Governance

### Financial Performance (Consolidated)

▷ Sales Revenue

KRW 414.3 billion

▷ Non-COVID-19 Product Sales

30.5%

### Shareholders

▷ Cash Dividends

KRW 36.9 billion

### GOVERNANCE

▷ Average BOD Attendance Rate

95%

## Environment

### Environmental Management

▷ Number of Environmental Law Violations

Zero

### Resource Efficiency Enhancement

▷ Percentage of Finished Product Boxes Using FSC-Certified Materials

52%

### Response to Climate Change

First Climate Change Scenario Analysis Conducted
(First Half of 2025)

### Hazardous Chemicals Management

Introduction of Pre-Review System for Hazardous Chemicals

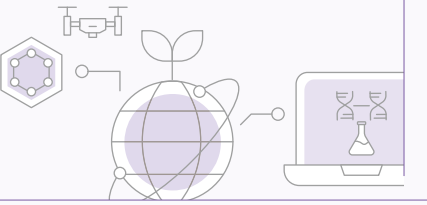
## SOCIAL

### Technology-Sharing Project

▷ Nature Awards (OIP Phase 2)

Participation from 60 organizations across 39 countries

A total of 67 applications submitted
(under assessment)



### R&D

▷ R&D Expense Ratio

16.8%

▷ Proportion of R&D Personnel

42.2%

### Supply Chain Management

Authorized Economic Operator(AEO)
Certificationfor Excellence in Export-Import Safety and Compliance Management

### Health and Safety

▷ Industrial Accident Rate

0%

### Diversity

▷ Female Executive Ratio

11.4%

▷ New Employment of Athletes with Disabilities

4 persons

### Others (Awards & Disclosure)

Platinum Award Winner of LACP 2024
Spotlight Awards Grand Prize (Platinum Award)

SASB Index
Medical Equipment & Supplies

ISSB Index

TCFD Index

# ESG Implementation System

Seegene strives to realize healthier lives for humanity through molecular diagnostics and to pursue shared growth with all stakeholders. In 2022, Seegene established the ESG Committee under the Board of Directors and formulated a company-wide ESG strategy. Four key strategic directions were defined, and specific goals were set in each area. Seegene faithfully implements ESG tasks in accordance with the strategy, transparently discloses non-financial activities and performance, and continues to internalize ESG management.

## ESG Governance

The Board of Directors, Seegene's highest decision-making body, oversees ESG management. In 2022, to systematically establish and manage ESG strategies and performance, Seegene launched the ESG Committee under the Board of Directors. The Management Deliberation Committee, which includes heads of each business unit, deliberates on various ESG issues at the executive level. The ESG Team, also established in 2022, coordinates company-wide ESG activities across areas including environment, health and safety, human rights, talent development, and product responsibility. The team maintains continuous communication with relevant departments to identify tasks and support their implementation.

ESG Governance

| | |
|---|---|
| ESG Committee | • Reviews and advises on key internal and external ESG issues and risks<br>• Reviews and oversees company-wide ESG strategies and long-term goals<br>• Monitors the implementation and performance of ESG initiatives across the organization |
| Management Deliberation Committee | • Deliberates on major internal and external ESG issues<br>• Reports key matters to the Board of Directors as needed |
| ESG Team | • Develops ESG strategies and supports implementation<br>• Operates consultative bodies, including the ESG Committee<br>• Discloses ESG information and responds to external assessments<br>• Facilitates internal and external ESG communication |
| Related Departments | • Execute ESG strategies and achieve set goals<br>• Discuss key issues and derive improvement plans<br>• Collect, calculate, and systematically manage ESG data |

## ESG Committee

Seegene established the ESG Committee under the Board of Directors in 2022. The ESG Committee regularly reviews and monitors Seegene's mid- and long-term ESG directions, goals, and key tasks in areas such as environment, society, and ethics. It also examines overall non-financial risks and ESG-related management agendas. Comprising three directors, more than two-thirds of whom are independent directors, the committee ensures both expertise and independence. At its first meeting in 2024 (March 6), the committee reviewed the results of the 2023 ESG assessment and the progress of task implementation, and approved five newly selected ESG improvement tasks for 2024. These include establishing an environmental management system to respond to climate change, managing key performance indicators (KPIs), building and managing a chemical inventory, and conducting human rights impact assessments—core initiatives aimed at advancing Seegene's ESG management. At its second meeting in 2024 (June 7), the committee reviewed the results of the 2024 materiality assessment, the publication of the 2023 Sustainability Report, and the progress of 2024 task execution. The ESG Committee holds regular annual meetings to review ESG performance and plans, and convenes additional meetings as needed.

Roles of the ESG Committee

| Environmental | Social | Governance | Common |
|---|---|---|---|
| Reviews climate-related management activities, including GHG emissions reduction and energy efficiency improvements | Reviews and manages risks related to labor and human rights | Enhances shareholder value through the management of non-financial performance | Manages overall ESG strategies and performance |
| Reviews issues concerning emissions of hazardous substances and waste | Reviews and manages risks in the supply chain | Oversees company-wide risk management direction and policy activities | Reviews and approves tasks aligned with ESG strategies |
| Assesses environmental performance regarding water usage, hazardous chemicals, and waste | Reviews and manages risks related to occupational health and safety | Monitors compliance activities | Reviews and approves results of the double materiality assessment |
| | Reviews and manages risks associated with social contribution activities | Manages risks related to information security and personal data protection | Reviews Sustainability Report |

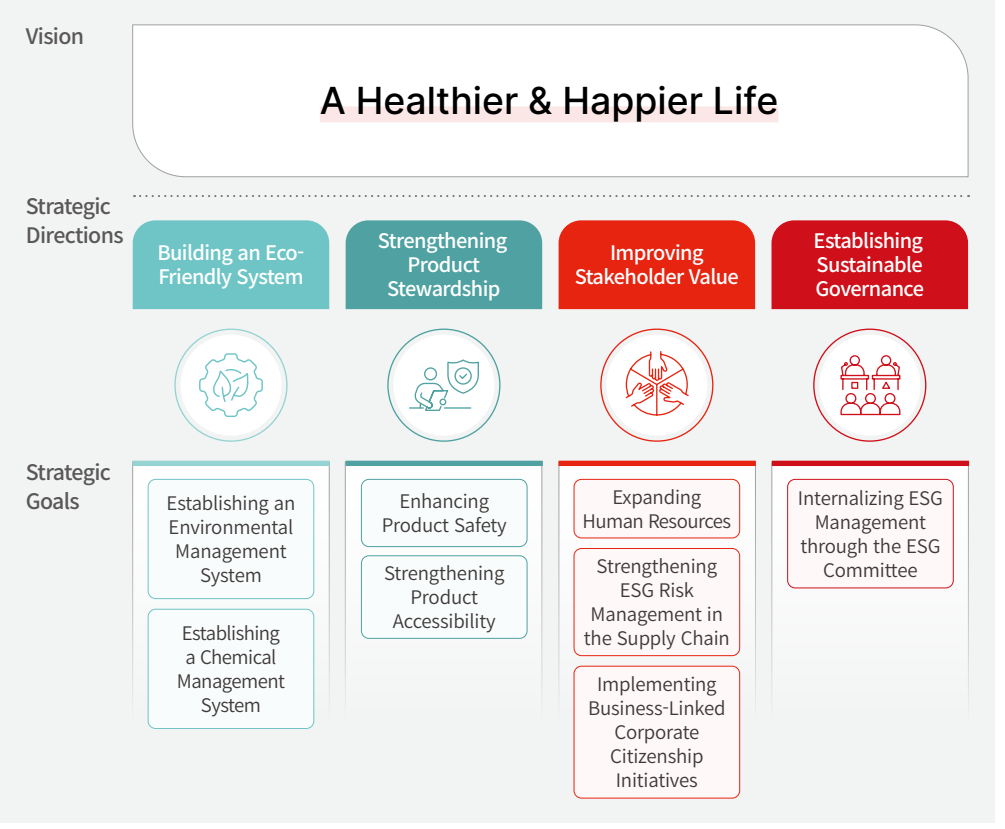
2024 ESG Committee Agenda Items

| Meeting | Date | Agenda Items |
|---|---|---|
| 1st in 2024 | March 6, 2024 | 2023 ESG Assessment Results |
| | | Implementation Results of 2023 ESG Tasks |
| | | 2024 ESG Improvement Tasks |
| 2nd in 2024 | June 7, 2024 | Results of 2024 Materiality Assessment |
| | | Publication of the 2023 Sustainability Report |
| | | Implementation Results of 2024 ESG Tasks |

# ESG Implementation System

## ESG Strategic Framework

Based on the ESG vision "A Healthier & Happier Life," Seegene has defined four strategic directions: building an eco-friendly system, strengthening product stewardship, improving stakeholder value, and establishing sustainable governance. Under these four pillars we have established eight strategic goals. These ESG strategies form the foundation for realizing ESG values and securing sustainability.




## ESG Training

To enhance understanding of ESG issues—including environmental, social, and human rights—and to incorporate them into business operations, Seegene provides ESG training for both leaders and all employees. Leaders receive regular ESG newsletters to keep them informed on global ESG trends and industry developments. All employees are offered monthly educational content covering climate change, biodiversity, human rights, and social issues to promote accessibility and comprehension of ESG topics. For employees in ESG-related departments, Seegene hosted lectures led by external experts on industry-specific ESG topics and the publication of the Sustainability Report.


ESG Newsletter

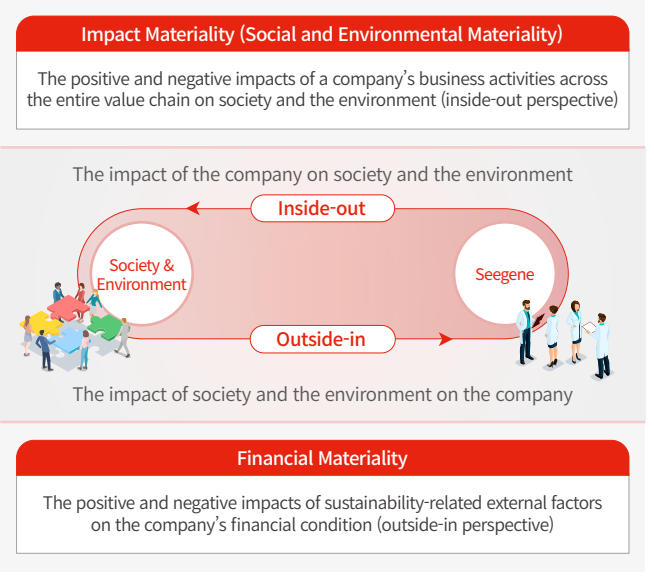

ESG Card News

# Double Materiality Assessment

Seegene conducts annual materiality assessments to identify and prioritize material sustainability management issues. In 2024, Seegene conducted the assessment in accordance with the double materiality principle outlined in the European Sustainability Reporting Standards (ESRS) under the EU Corporate Sustainability Reporting Directive (CSRD). This process evaluates both the impact of Seegene's business activities on society and the environment and the financial implications of ESG issues on Seegene.

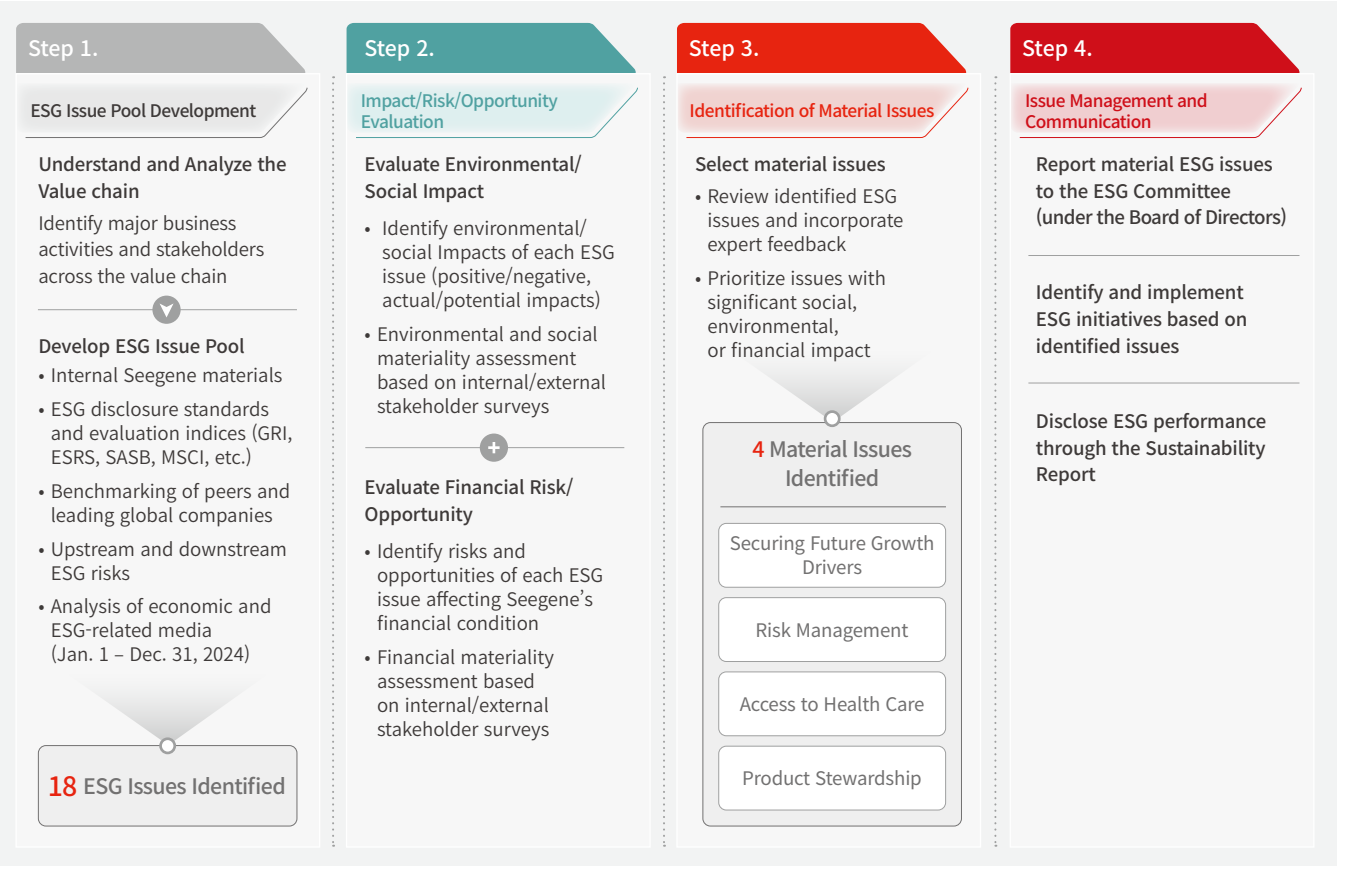
## Double Materiality

The concept of 'Double Materiality Assessment' simultaneously considers the importance of social and environmental impacts (Impact Materiality) and financial materiality. It is a process that derives sustainability issues by considering not only the impact of corporate activities on humanity and the environment but also how external factors such as economic, social, and environmental conditions affect the company's value and finances. Through double materiality assessment, companies can clearly understand the concerns and expectations of stakeholders and reflect them in management strategies to strengthen business sustainability. Additionally, it enables more organic integration of environmental and social factors into overall corporate decision-making processes.




## Double Materiality Assessment Process

Seegene's double materiality assessment follows a four-step process: ① ESG Issue Pool Development ② Impact/Risk/Opportunity Evaluation ③ Identification of Material Issues ④ Issue Management and Communication. Throughout the process, Seegene actively gathers stakeholder feedback and analyzes changes in internal and external environments to assess the social, environmental, and financial significance of ESG issues.



# Double Materiality Assessment

## Double Materiality Assessment Results

Seegene conducted a comprehensive evaluation of both financial impacts and social and environmental impacts, ultimately identifying four material issues. While the material issues remained generally consistent with the previous year, stakeholder interest has increasingly focused on the effects of these issues on the company's sustainable growth and competitiveness.
In particular, amid dynamic internal and external conditions—including the end of the COVID-19 pandemic and rising geopolitical risks—there was a significant increase in attention toward "risk management" as a means of ensuring corporate stability. In addition, growing regulatory pressure related to environmental issues and heightened investor demands led to a notable rise in the perceived importance of "climate change response."


| Rank | Issue | Social & Environmental Impact | Financial Impact | ESRS | SASB | UN SDGs | Page |
|---|---|---|---|---|---|---|---|
| 1 | Securing Future Growth Drivers (▲1) | ●●●●○ | ●●●●● | ESRS 2 SBM-1 Strategy, Business Model and Value Chain | - | 3 | 8~17, 27, 55~57, 77 |
| 2 | Risk Management (▲10) | ●●●●● | ●●●●○ | ESRS 2 GOV 5 Risk Management and Internal Controls over Sustainability Reporting | - | - | 28, 38, 40~41, 78, 86 |
| 3 | Access to Health Care (▲2) | ●●●●○ | ●●●●○ | S4 Consumers and End Users | HC-MS-240 | 3 | 29, 74, 94 |
| 4 | Product Stewardship (▼3) | ●●●○○ | ●●●●○ | S4 Consumers and End Users | HC-MS-250 | 3 | 30, 58~59, 74, 94 |
| 5 | Climate Change Response | ●●●○○ | ●●●●○ | E1 Climate Change | - | 13 | 46~48 |
| 6 | Sound Governance | ●●●●● | ●●○○○ | ESRS 2 GOV Board Roles and Responsibilities | - | 16, 17 | 34~36 |
| 7 | Stakeholder Communication | ●●●●○ | ●●●○○ | ESRS 2 SBM-2 Interests and Views of Stakeholders | - | 16 | 31, 37, 74~75 |
| 8 | Ethics and Compliance Management | ●●●○○ | ●●●●○ | G1 Business Conduct | HC-MS-270, HC-MS-510 | 16 | 38~39 |
| 9 | Organizational Culture Innovation | ●●●●○ | ●●●○○ | S1 Own Workforce | - | 4, 5 | 66 |
| 10 | Community Contribution through Proactive Disease Response | ●●●○○ | ●●●○○ | S3 Affected Communities | - | 1, 3, 10 | 55~57, 75 |
| 11 | Human Capital Development | ●●●○○ | ●●●○○ | S1 Own Workforce | - | 4 | 60~63 |
| 12 | Protection of Shareholder Rights | ●●●○○ | ●●○○○ | ESRS 2 SBM-1 Strategy, Business Model and Value Chain | - | - | 37 |
| 13 | Human Rights and Diversity | ●●●○○ | ●●○○○ | S1 Own Workforce, S2 Workers in the Value Chain | - | 5, 10 | 64~65 |
| 14 | Information Protection and Personal Data Security | ●●○○○ | ●●●○○ | S4 Consumers and End Users | - | - | 42~43 |
| 15 | Sustainable Supply Chain | ●●○○○ | ●●○○○ | G1 Business Conduct | HC-MS-430 | 8 | 71~73 |
| 16 | Waste Management | ●●○○○ | ●●○○○ | E5 Resource Use and Circular Economy | HC-MS-410 | 12 | 52 |
| 17 | Safety and Health Management System | ●●○○○ | ●●○○○ | S1 Own Workforce, S2 Workers in the Value Chain | - | 3 | 67~70 |
| 18 | Hazardous Chemical Management System | ●○○○○ | ●○○○○ | E2 Pollution | HC-MS-410 | 12 | 51 |

# Impact of ESG Issues

To achieve sustainable growth, companies must effectively manage the wide range of ESG issues they encounter throughout their business activities. Seegene adopts the IRO (Impact, Risk & Opportunity) approach to identify the positive and negative impacts, potential risks, and opportunities its operations have on society and the environment, and responds to them through strategic decision-making.

## Economic/Governance

*Material Issue

| Issue | Background | Value Chain | Impact | Risk & Opportunity | Seegene's Response |
|---|---|---|---|---|---|
| Securing Future Growth Drivers* | As uncertainty and volatility continue to characterize the global environment, companies must pursue sustainable growth and innovation by expanding investments and developing diverse business models. Even after the official end of the COVID-19 pandemic, the potential threat of emerging infectious diseases remains. Therefore, the ability to respond swiftly and effectively to such threats is crucial. Companies must secure future growth drivers and build a stable business foundation to ensure long-term sustainability. | Own operation | · Contribution to building a healthier society by improving patient accessibility through medical device development<br>· Risk of product safety issues if new technologies or products are launched without sufficient validation | · Potential decline in sales due to global economic downturns and intensifying competition in the pharmaceutical and biotechnology sectors<br>· Opportunity to expand customer base and revenue through new market development | · Accelerate technology-sharing projects, including the development of CURECA™<br>· Expand global partnerships<br>· Develop assays for detecting variants of emerging diseases such as mpox<br>· Strengthen internalization of raw materials |
| Risk Management* | Rapid changes in internal and external environments, as well as business expansion, have amplified the emergence of various financial and non-financial risks that may undermine corporate value. Companies must establish systematic risk management systems to identify and manage such risks effectively, strengthening internal controls and enhancing both corporate value and trust in a preemptive manner. | Own operation | · Maintenance of business stability and enhancement of overall corporate trust<br>· Risk of legal violations due to insufficient risk management | · Potential losses from regulatory non-compliance due to ineffective risk response<br>· Improvement of stakeholder confidence and increase in capital inflow | · Operate the Council of Division Heads and ESG Working Group<br>· Manage non-financial risks through the ESG Committee<br>· Establish an Internal Control over Financial Reporting (ICFR)<br>· Conduct compliance support activities |
| Sound Governance | With growing investor expectations for transparent decision-making, companies are required to operate an independent and sound Board of Directors to build investor trust and ensure sustainable growth. | Own operation | · Contribution to a sound governance culture in the industry<br>· Risk of stakeholder distrust due to lack of transparency | · Potential decline in investor and shareholder trust due to biased decisions or conflicts of interest<br>· Enhancement of corporate value and shareholder returns through sound governance<br>· Increase in capital inflow through investor trust | · Strengthen board diversity and expertise<br>· Verify independence when appointing outside directors or exercising voting rights<br>· Establish a compensation system and disclose board activities<br>· Operate a full-time auditor system |
| Stakeholder Communication | Demands for active communication and transparency with stakeholders on sustainability-related issues are continuously increasing. Companies must use various channels to collect stakeholder feedback and actively reflect it in their business activities to build trust. | Own operation | · Fostering of a transparent disclosure culture<br>· Risk of reputational damage from untrustworthy disclosures | · Stakeholder trust erosion due to lack of consistent and transparent communication<br>· Enhancement of corporate image and reputation, resulting in increased sales | · Hold general shareholder meetings and briefings<br>· Disclose business and sustainability reports<br>· Participate in academic conferences and exhibitions<br>· Operate communication channels with employees, partners, and customers |
| Ethics and Compliance Management | As regulations related to anti-corruption and fair trade continue to tighten, ethical and compliant management is gaining importance. All employees must adhere to ethical principles and compliance standards to maintain a fair market order and reinforce consumer trust. | Own operation | · Encouragement of responsible employee behavior and cultivation of a healthy organizational culture<br>· Risk of undermining fair trade order and market instability | · Establishment of a transparent corporate culture, enhancing reputation and sales<br>· Risk of legal costs and financial penalties due to ethical or legal violations | · Establish a Code of Conduct and Practical Guidelines<br>· Conduct compliance effectiveness assessments<br>· Provide ethics training<br>· Operate reporting channels for code violations |
| Protection of Shareholders' Rights | Amendments to Commercial Act and regulations have enhanced shareholder rights. Companies must guarantee shareholder participation in decision-making to maintain a fair and transparent capital market. | Own operation | · Contribution to a sound and transparent capital market<br>· Risk of diminished trust in capital markets if shareholder rights are inadequately protected | · Legal expenses and regulatory fines in the event of violations<br>· Increase in capital inflow resulting from enhanced shareholder trust | · Hold general shareholder meetings<br>· Promote proxy voting and operate an electronic voting system<br>· Repurchase company stock |
| Information Protection and Personal Data Security | The importance of data security and personal information protection is continuously growing. Inadequate security management can lead to damages caused by the leakage of customer personal information. Accordingly, companies must establish a thorough information protection system and comply with relevant laws, such as the Personal Information Protection Act. | Own operation | · Maintenance of customer data privacy and safeguard core technologies through stronger security<br>· Resulting in negative impacts such as financial losses and rights infringements for customers due to personal data breaches, identity theft, and financial fraud | · Legal costs arising from lawsuits related to personal data breaches<br>· Loss of customer trust and revenue decline due to reputational damage<br>· Establishment of consumer trust through a robust information security system | · Establish and continuously improve operational processes based on information security policies<br>· Analyze and address vulnerabilities in IT systems<br>· Conduct simulated drills and proactive activities for risk management and incident prevention |

# Impact of ESG Issues

## Environmental

*Material Issue

| Issue | Background | Value Chain | Impact | Risk & Opportunity | Seegene's Response |
|---|---|---|---|---|---|
| Climate Change Response | Climate change has emerged as a national security and business competitiveness issue. "Framework Act on Carbon Neutrality and Green Growth," which came into effect in 2024, sets reduction policies for corporations. Investor and stakeholder demands for climate action are also increasing. Accordingly, companies must establish response measures for key greenhouse gas (GHG) emission sources such as raw material procurement and product supply to effectively manage climate-related risks. | Entire Value Chain | · Contribution to climate change mitigation and global carbon neutrality by reducing GHG emissions<br>· Risks such as extreme weather events and rising sea levels due to accelerated climate change from direct and indirect emissions | · Increased costs from transitioning to renewable energy and low-carbon equipment<br>· Strengthening of financing and investment flows to companies with robust climate risk management<br>· Potential revenue loss from failure to meet investor/client expectations | · Conduct scenario analysis based on TCFD and establish a long-term climate risk management system<br>· Monitor greenhouse gas inventory |
| Waste Management | With tightening regulations such as the EU Directive on Corporate Sustainability Due Diligence (CSDDD), the importance of waste management within supply chains has grown. In particular, increased waste generated during the manufacturing of diagnostic equipment calls for enhanced attention to environmental risks caused by suppliers' improper waste handling. | Entire Value Chain | · Improper waste disposal can result in environmental pollution (air, water, soil), negatively impacting human health<br>· Enhancement of environmental sustainability through efficient resource use | · Violations of environmental laws may lead to export restrictions and reduced sales<br>· Enhancement of brand value through the use of recyclable materials | · Revise internal waste management guidelines<br>· Adopt FSC-certified materials to promote sustainable packaging |
| Hazardous Chemical Management System | Exposure to hazardous chemicals during the research and production of diagnostic reagents can pose risks to both humans and the environment. Stakeholders such as local communities and investors are increasingly demanding strict environmental certifications. Regulations including the Chemicals Subtances Control Act and the Hazardous Materials Safety Control Act are also being reinforced. | Entire Value Chain | · Enhancement of workplace safety through proper chemical management<br>· Chemical leaks may cause human casualties and damage to surrounding ecosystems | · Higher operating costs to comply with regulations<br>· Legal penalties, including fines or business suspension, for non-compliance<br>· Prevention of losses from potential chemical accidents | · Implement a chemical substance pre-review system<br>· Conduct risk assessments and detailed safety inspections at laboratories<br>· Minimize the use of high-risk hazardous chemicals |

## Social

*Material Issue

| Issue | Background | Value Chain | Impact | Risk & Opportunity | Seegene's Response |
|---|---|---|---|---|---|
| Access to Health Care* | To realize a disease-free society, it is essential to improve accessibility to medical devices. Companies should expand the market by providing consumer-tailored products and services, while simultaneously contributing to the enhancement of social medical welfare. | Own operation, Downstream | · Contribution to the enhancement of social medical welfare, such as improving access to pharmaceuticals through locally customized products and the establishment of a global distribution network<br>· Increased environmental burden from the expansion of production and distribution networks | · Deterioration of management and operational costs due to production of economically unviable products<br>· Increased influx of new consumers and growth in sales volume and revenue | · Support and selection for Nature Awards (OIP Phase 2)<br>· Establish a global distribution network<br>· Operate product information campaigns |
| Product Stewardship* | Medical devices must comply with strict legal standards regarding safety and effectiveness. In particular, diagnostic kits require rigorous quality control, as errors in test results due to quality degradation can cause consumer confusion and unnecessary social costs. Accordingly, companies must maintain a high level of product responsibility to prevent potential negative impacts. | Own operation, Downstream | · Due to the nature of diagnostic reagents and kits, product defects such as diagnostic errors can lead to negative consequences like failure to respond timely to diseases<br>· Enhancement of consumer safety and assurance of product stability | · Operational costs incurred for regulatory compliance<br>· Financial losses from fines, penalties, and reduced revenue due to reputational damage from non-compliance<br>· Legal dispute costs (non-operating expenses)<br>· Enhancing competitiveness through the supply of products with guaranteed quality and safety | · ISO 13485: 2016 certification and maintenance of KGMP, MDSAP<br>· Global ERP and latest QC-based management<br>· Conduct performance and safety assessments, including participation in EQA |
| Organizational Culture Innovation | Organizational culture plays a crucial role in enhancing member satisfaction and attracting top talent. Companies should improve work systems and communication methods to simultaneously increase employee satisfaction and job seeker preference. | Own operation | · Increased employee work efficiency and improved health and quality of life for members<br>· Rapid changes in organizational culture may cause confusion and increased uncertainty, leading to decreased job satisfaction | · Decreased recruitment competitiveness and increased hiring costs due to employee turnover caused by lowered job satisfaction<br>· Increased efficiency, productivity, and sales resulting from enhanced employee satisfaction | · Hold monthly meetings and department-specific communication activities<br>· Operate a Communication Platform (Labor-Management Council)<br>· Operate welfare programs<br>· Operate rest areas for employees and their families. |

# Impact of ESG Issues

## Social

| Issue | Background | Value Chain | Impact | Risk & Opportunity | Seegene's Response |
|---|---|---|---|---|---|
| Community Contribution through Proactive Disease Response | Stakeholder expectations for medical companies to contribute to improving public health and local healthcare infrastructure are growing. Companies must strengthen their sense of responsibility and amplify positive social impact through active participation in community health programs and strategic social contribution initiatives. | Own operation, Downstream | · Contribution to improving local infrastructure and quality of life<br>· Risk of losing local community support if communication is insufficient | · Risk of inefficient use of financial and human resources if social initiatives lack clear objectives<br>· Enhancement of brand sustainability, growth in customer and consumer demand, and increase in revenue | · Operate PCR mentoring program<br>· Host employee charity bazaars<br>· Support recovery efforts following wildfires in the Yeongnam region |
| Human Capital Development | Since the COVID-19 pandemic, securing and developing talent has become more critical in the pharmaceutical and biotechnology industries. Capable talent is a core element for maintaining competitiveness and ensuring continued business expansion. Companies must implement systems to support individual competency development, boosting job satisfaction and productivity. | Own operation | · Enhancement of industrial competitiveness and contribution to the national economy through employee development and talent acquisition | · Reduction in cost per unit by increasing productivity<br>· Revenue growth through enhanced workforce capabilities<br>· Increased investment in training and development programs | · Operate internal recruitment and open competition systems<br>· Implement performance management programs<br>· Offer lifecycle-based education programs<br>· Evaluate training program effectiveness |
| Human Rights and Diversity | Workplace harassment and grievance-handling systems are crucial in human resource management. These issues are directly governed by the Labor Standards Act and are closely linked to employee retention. Companies must foster a culture of human rights and diversity to prevent declining job satisfaction and ensure employee well-being. | Own operation | · Improvement of quality of life by addressing employee grievances and stress factors<br>· Inadequate human rights management may result in violations of the rights of employees or suppliers | · Workplace harassment can harm reputation, discouraging capital investment<br>· Promotion of innovation and productivity through a diverse and inclusive organizational culture | · Conduct human rights impact assessments and implement improvement measures<br>· Provide human rights training and operate grievance channels<br>· Enhance diversity through recruitment of women and employment of athletes with disabilities |
| Sustainable Supply Chain | The absence of ESG management within the supply chain can hinder sustainability management performance and weaken company competitiveness. Particularly in the diagnostic reagent business, unsafe working conditions may cause industrial accidents due to chemical substances, threatening the health and lives of supplier employees. Accordingly, global regulations such as the EU Corporate Supply Chain Due Diligence Directive require companies' active involvement through supply chain due diligence, and related domestic laws are also being strengthened. Companies must strive to build sustainable supply chains through risk diagnosis and improvement activities. | Entire Value Chain | · Improvement of working conditions of suppliers by cascading sustainability management standards across areas such as safety and human rights<br>· Inadequate supply chain oversight may result in limited capacity-building and challenges in securing end-to-end value chain sustainability | · Supply chain disruptions may lead to decreased production, sales, and revenue<br>· Costs incurred in conducting environmental and human rights due diligence within the supply chain<br>· Securing of supply chain resilience through proactive risk management | · Establish a Supplier Code of Conduct<br>· Enhance supply chain transparency and quality assurance through ERP system implementation<br>· Become the first in the industry to obtain Authorized Economic Operator (AEO) certification |
| Safety and Health Management System | The enactment of the Serious Accidents Punishment Act and other related regulations has intensified corporate responsibilities in occupational health and safety. In the diagnostic reagents industry, the manufacturing process inherently involves risks such as chemical leaks and the use of hazardous machinery (e.g., forklifts), increasing the likelihood of workplace accidents. As such, companies must conduct systematic assessments of safety risks and implement continuous improvement measures. | Own operation | · Adverse impacts on worker health due to risks of injury and workplace accidents<br>· Increased fatigue and injury risks from inadequate management of the working environment<br>· Reduction of workplace damage through advancement of safety and health management systems | · Potential compensation and litigation costs arising from company-attributable incidents<br>· Increased expenditures related to workplace and employee safety management for accident prevention<br>· Ensuring production line continuity through the prevention of potential incidents and accidents | · Establish Occupational Health and Safety (OHS) policy and mid-to-long-term strategic goals<br>· Maintain ISO 45001 certification and provide relevant safety training<br>· Conduct occupational risk assessments and implement necessary corrective actions |

# Material Issue Management Approach

**MATERIAL TOPIC ①**
**Securing Future Growth Drivers**

Social and Environmental Impact ●●●●○

Financial Impact ●●●●●



## GOVERNANCE

Securing future growth drivers through the development of new technologies and products is essential for sustainable growth. Seegene's R&D centers encompass specialized fields such as basic science, diagnostic reagents, diagnostic equipment, diagnostic IT, and development automation. Research and development activities are carried out through the organic collaboration across these specialized domains to leverage expertise and ensure integrated outcomes.

## STRATEGY

| | |
|---|---|
| Opportunity | Business expansion and increased sales through new market development |
| Risk | Sales decline due to the global economic downturn and intensified competition in the pharmaceutical and biotechnology industries |

### Development of new products and technologies through technological capabilities

Seegene leads the development of new technologies and products with its state-of-the-art technological capabilities. Its proprietary technologies, MuDT™ and the next-generation STST™, enhance diagnostic accuracy and speed, thereby improving the efficiency of molecular diagnostics and enabling the rapid delivery of precise results. These technological innovations play a crucial role in providing customized diagnostic solutions for a wide range of diseases. Furthermore, through the Seegene Digitalized Development System (SGDDS) and AIOS™ (All-in-One System), Seegene has established a digital automation environment that enables global scientists to develop diagnostic reagents more efficiently. These automated solutions not only accelerate new product development but also contribute substantially to the mass production of diagnostic reagents. Through such advancements, Seegene is striving to democratize molecular diagnostics and deliver innovative diagnostic solutions.

Expansion stage of the Open Innovation Program (OIP)

| Stage 1<br>Seegene-Designated Projects | Stage 2<br>Scientist/Expert-Proposed Projects | Stage 3<br>Scientist/Expert-Led Development Projects |
|---|---|---|
| Clinical involvement of scientists/experts during the product development phase | Scientists/experts directly propose projects and participate in clinical development, contributing to Seegene's product development | Using Seegene's automated development solutions, scientists/experts lead the entire process from project proposal to product development |

### Business expansion through collaboration with global partners

Seegene actively pursues business expansion through global partnerships. In collaboration with Springer Nature, the publisher of the academic journal Nature, Seegene launched the Open Innovation Program (OIP), granting global scientists access to its syndromic PCR technology-based diagnostic reagent development platform. This global initiative accelerates technology sharing and serves as a critical strategic foundation for the widespread adoption of molecular diagnostics. Additionally, in partnership with Spanish diagnostics company Werfen, Seegene established a new joint venture, Werfen-Seegene, in Spain, aiming at developing locally customized diagnostic products. Utilizing Spain's robust infrastructure, this venture supports diagnostic experts from various countries in delivering innovative solutions using Seegene's proprietary technologies. Seegene is thereby acting as a catalyst for expanding into the European and global markets while advancing its technology-sharing project. By acquiring CE-IVDR certification in Europe, Seegene has further enhanced its credibility and operational excellence, strengthening its market competitiveness. These multidimensional global collaborations reflect Seegene's strategic efforts to promote its diagnostic technologies and contribute to creating of a better healthcare environment.

## RISK MANAGEMENT

Seegene strictly complies with each country's experimental ethics and internal management regulations throughout its R&D processes. In particular, during clinical trials, we rigorously adhere to the guidelines of the Institutional Review Board (IRB) and each country's regulatory agencies. Furthermore, by leveraging cloud technology, AI, and big data analytics, Seegene has established an efficient data management system and strengthening information security and intellectual property protection, thereby proactively mitigating potential risks.

## METRICS AND TARGETS

R&D Investment to Sales Ratio

| 2022 | 2023 | 2024 |
|---|---|---|
| 11.1% | 19.8% | 16.8% |

Proportion of R&D Personnel

42.2%

# Material Issue Management Approach



## GOVERNANCE

Seegene operates departmental working committees across research, sales, manufacturing and procurement, management support, and legal affairs, while establishing a company-wide Council of Division Heads composed of key executives to manage core business risks. Risk analysis and response strategies at the corporate level are led by the Council of Division Heads. If a matter is deemed to involve material risk, it is referred to the Management Deliberation Committee or other relevant bodies for preliminary review and decision-making. On the operational level, dedicated departments for each type of risk continuously identify and monitor risks through a working-level council, enabling a proactive risk management framework. In addition, Seegene plans to establish a Crisis Response Committee (CRC) to determine strategic directions in the event of unforeseen crises. The designated departments and task forces will be responsible for rapid decision-making and immediate operational execution.

## STRATEGY

| | |
|---|---|
| Opportunity | Increased stakeholder trust and new capital inflows; prevention of potential losses due to legal violations |
| Risk | Potential decline in corporate value and loss of stakeholder trust in the event of failed risk response |

Seegene is building an integrated system that organically links strategic objectives with risk management and quantifies risk levels for centralized management. We plan to enhance our crisis response capability by gradually expanding four strategic approaches to risk management.

### Risk Approach Strategy

Strategy 1 Risk Management Planning (Proactive Prevention of Predictable Risks)

Identify potential risks before issues arise and monitor them regularly to prevent issues from occurring and minimize damage when they do occur.

Strategy 2 Issue Response (Reactive Measures for Predictable Risks)

Even when issues occur, apply immediately actionable countermeasures to enable swift resolution, facilitate root-cause analysis, and promote the continued advancement of business operations.

Strategy 3 Crisis-Specific Response (Reactive Measures for Unpredictable Risks)

Establish dedicated departments and task-force structures that can be activated in the event of unexpected crises. Clearly define roles and responsibilities to minimize organizational damage and ensure a prompt and flexible response.

Strategy 4 Strengthening Crisis Response Capabilities (Proactive Prevention of Unpredictable Risks)

Conduct repeated simulations and trainings to ensure the organization is prepared to respond swiftly and effectively in the event of unforeseen crises.

## RISK MANAGEMENT

### Financial Risk Management

Market Risk (Foreign Exchange and Interest Rate Risk)

Seegene conducts sensitivity analyses to simulate the impact of a 10% change in exchange rates on pre-tax earnings. We manage exchange rate risk by forecasting net foreign currency exposures, adjusting hedge ratios, and utilizing derivatives such as forward exchange contracts. Additionally, it minimizes interest rate risk by reviewing various financing options, including loan renewals, and making decisions under the most favorable terms.

Credit Risk Management

Seegene transacts with banks and financial institutions with strong credit ratings from independent credit rating agencies. For general customers, Seegene evaluates creditworthiness based on financial standing and transaction history. Accounts receivable not past due or impaired are assessed using historical default rate of counterparties.

Liquidity Risk Management

Seegene conducts liquidity analysis by comprehensively considering funding plans, covenant compliance, internal target financial ratios, currency-related restrictions, and regulatory requirements. Liquidity is managed mainly by the Finance Group, which continuously monitors and adjusts repayment schedules and cash flows to systematically manage risks.

### Non-financial Risk Management

Seegene continuously identifies and manages non-financial risks—including legal, quality, and safety issues—through the responsible departments and relevant working committees. Sustainability-related risks are identified through annual materiality assessments, and key risks are reported to the ESG Committee. The ESG Committee reviews major non-financial risks, including ESG-related issues, and makes key decisions accordingly.

## METRICS AND TARGETS

**Number of Regulatory Violations**
(including violations of accounting standards, information security regulations, and environmental laws)

Zero

**Establishment of a Risk Response Roadmap and Process**

# Material Issue Management Approach



Social and Environmental Impact ●●●●○

Financial Impact ●●●●○

## GOVERNANCE

Seegene strives to enhance access to healthcare through the democratization of PCR molecular diagnostics by establishing a close collaborative system across all business divisions including R&D, supply chain, and marketing. The R&D Center focuses on improving reagent development efficiency and user convenience by leveraging its expertise in basic science, diagnostic reagents and equipment, diagnostic IT, and development automation. The Technology-Sharing Business Operations Team works closely with global partners to develop locally customized products and actively expand the distribution network. The Product Marketing Group ensures responsible product information by delivering verified data to support consumers' appropriate access to healthcare services.

## STRATEGY

| | |
|---|---|
| Opportunity | Increased inflow of new customers, increased sales volume and revenue |
| Risk | Business deterioration and increased operating costs due to the production of low-profitability products |

### Development of Comprehensive Diagnostic Solutions

Seegene is continuously advancing its syndromic diagnostic technology, which enables simultaneous detection of multiple diseases at a reasonable cost. By combining technological excellence with cost competitiveness, Seegene aims to deliver more accurate and economically efficient diagnostic solutions. To date, we have developed over 200 molecular diagnostic reagents across a broad range of areas, including infectious diseases, oncology, and genetics. Going forward, Seegene seeks to further enhance accessibility to healthcare services through continued technological innovation and expansion of its diagnostic reagent portfolio.

### Support for the Development and Production of Locally Customized Products through Technology-Sharing Project

Through its technology-sharing project, Seegene actively supports global partners in the development and manufacturing of localized diagnostic products. Global partners participating in the SG OneSystem™ Alliance can utilize Seegene's proprietary Seegene Digitalized Development System (SGDDS) to develop optimized, standardized syndromic quantitative PCR products tailored to local demand through an automated process.

### Enhancing Accessibility through the Establishment of a Global Distribution Network

Products developed by global partners using SGDDS are expected to undergo regulatory approval, followed by local production and sales in each respective country. Seegene's SG OneSystem™ network enables the worldwide distribution of products, raw materials, and diagnostic equipment, thereby significantly enhancing global product accessibility. The scope of this initiative is expected to expand to the broader biotechnology industry in the future.

### Enhancing Consumer Awareness

Seegene promotes consumer awareness by providing reliable product information through initiatives such as cervical cancer prevention campaigns, in close cooperation with local distributors and overseas subsidiaries. Moreover, we actively utilize online platforms, social media, webinars, and partnerships with medical institutions to continuously raise consumer awareness of diseases and healthcare services.

## RISK MANAGEMENT

### Providing Reliable Information

To minimize risks that may arise in the process of expanding product accessibility, Seegene adheres to principles of responsible marketing and strives to provide trustworthy product information. All products undergo ongoing clinical validation in collaboration with domestic and international medical institutions, and Seegene practices scientific and transparent communication based on verified clinical outcomes in a responsible manner.

### Mitigating Production Risk

To ensure stable product accessibility, Seegene proactively mitigates supply chain risks. We are actively internalizing key raw materials—such as enzymes, oligonucleotides, and extraction reagents—and diversifying our supplier base to mitigate procurement risks. In particular, by securing in-house production capabilities across the entire manufacturing process for oligonucleotides, Seegene has enhanced both product quality stability and supply chain reliability. These efforts have significantly strengthened our ability to deliver continuous diagnostic services in global markets.

## METRICS AND TARGETS

Nature Awards MDx Impact Grants (OIP Phase 2)

**67** Applications [1] > Under Assessment [2]

1) 60 institutions across 39 countries 2) Final selection scheduled for August 2025

# Material Issue Management Approach



**MATERIAL TOPIC ④**
## Product Stewardship

Social and Environmental Impact ●●●○○
Financial Impact ●●●●○

## GOVERNANCE

The quality management organization ensures product quality by evaluating and monitoring the performance of intermediate and finished products throughout each stage of the process. The purchasing organization is responsible for overseeing product quality management and supply chain operations. Furthermore, Seegene's R&D centers strengthen product safety and reliability through responsible research and development, while continuously enhancing governance related to overall product stewardship.

## STRATEGY

| | |
|---|---|
| Opportunity | Enhancing competitiveness through the supply of safe, high-quality products |
| Risk | Increased operational and legal costs due to regulatory compliance, risk of reputational damage, and potential sales decline from regulatory violations and legal disputes |

### Product Quality Management System

Seegene implements comprehensive quality management across all business operations, including purchasing, manufacturing, quality control (QC), storage, and distribution. Through lifecycle monitoring, we ensure the delivery of consistently safe and reliable products. Seegene maintains ISO 13485:2016, KGMP (Korea Good Manufacturing Practice), and MDSAP (Medical Device Single Audit Program) certifications, and manages quality data systematically using the ERP system. Seegene is standardizing and inspecting its production processes to establish an integrated global production and quality management system, ensuring localization aligned with international standards. We aim to maintain consistent quality levels for products developed under our global technology-sharing initiative.

### Quality Assurance Procedures

Seegene conducts rigorous quality verification at each stage, from raw materials to final products. Key raw materials such as enzymes and oligonucleotides undergo visual inspection and performance testing upon receipt to screen out defective items. For polymerase enzymes, Seegene has developed a proprietary quantitative analytical method used as a QC standard applied throughout the manufacturing process. Blended intermediates are tested through performance and sampling inspections and stored frozen to maintain quality. Final products are also sampled and tested prior to shipment to verify safety and performance. To minimize quality deviations during production, Seegene applies capability analysis. Additionally, automated inspection systems, such as NIMBUS and Fluent 480, are utilized to enhance the accuracy and consistency of performance verification.

## RISK MANAGEMENT

### Product Risk Management

Seegene systematically manages risks throughout product development and manufacturing in accordance with ISO 14971, the international standard for medical device risk management. In addition, from the early stages of product development, Seegene complies with Institutional Review Board (IRB) regulations and regulatory guidelines of each country, validating safety and efficacy through clinical performance evaluations. In particular, for CE-IVDR certification and continued market access in Europe, clinical performance data are regularly updated, including literature reviews and External Quality Assessment (EQA) results, to verify product effectiveness. Seegene actively participates in global EQA programs such as QCMD, INSTAND, and the WHO LabNet Programme to conduct international benchmarking on key performance metrics including accuracy, reproducibility, sensitivity, and specificity. In supplier evaluations, Seegene verifies certifications such as KGMP, ISO 13485, and ISO 9001. In the event of significant quality issues, Seegene dispatches experts to support supplier quality improvement. We also conduct routine visits to suppliers of raw materials and equipment to inspect operations and manage quality risks.

### User Safety and Risk Response

To manage potential safety incidents, Seegene has established incident reporting and recall procedures in compliance with the regulatory requirements of each country. Safety information and precautions are provided in the Instructions for Use (IFU), and intuitive, practical video guides are available via the SG Archive digital platform. Upon request from partners, Seegene dispatches technical experts to deliver tailored on-site training, demonstrating its commitment to multifaceted efforts for user safety.

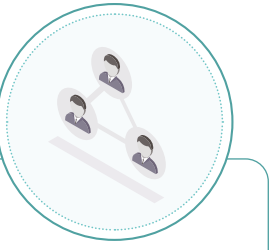
## METRICS AND TARGETS

| | | |
|---|---|---|
| Incoming QC nonconformity rate<br>Reduced by 4% compared to 2023<br>(6% → 2%) | Electrical and electronic safety certification<br>CE/CSA certifications acquired and maintained | Number of product recalls<br>Zero |

Product Manufacturing System and Quality Certifications
ISO 13485:2016 certified & maintain and manage MDSAP and KGMP

# Stakeholder Engagement

Seegene defines stakeholders as all entities that directly or indirectly interact with its business operations. Its key stakeholders are categorized into shareholders and investors, customers, employees, partners, government and regulatory agencies, and local communities, NGOs.
Seegene actively collects a wide range of stakeholder feedback through tailored communication channels and reflects it into its management practices.



| | Shareholder/Investor | Customer | Employee | Partner | Local Community, NGO, Academic Society | Government, Regulatory Agency, Hospital |
|---|---|---|---|---|---|---|
| Related Issues | • Economic value creation<br>• Enhancing of shareholder value<br>• Risk management<br>• Sound governance | • Product safety<br>• Product and service quality<br>• Providing product information<br>• Improving of product accessibility | • Performance evaluation and compensation<br>• Training and career development<br>• Work-life balance<br>• Respect for human rights and diversity<br>• Strengthening workplace safety<br>• Labor-Management relations | • Fair Trade<br>• Shared Growth<br>• Strengthening of workplace safety<br>• Human rights protection | • Social responsibility toward local communities and the environment<br>• Business-based social value creation<br>• Transparent and prompt information disclosure | • Compliance Management<br>• Ethical Management<br>• Safety and Health Management |
| Communi-cation Channels | • General meetings, shareholder/investor briefings<br>• IR meetings, website<br>• Quarterly IR reports<br>• Business reports<br>• Sustainability reports<br>• Press releases | • Customer satisfaction surveys<br>• Website<br>• Sustainability reports | • Internal communication channels (groupware)<br>• Safety and health communication channel<br>• Training satisfaction surveys<br>• Communication Platform (Labor-Management Council)<br>• Whistleblowing system | • Partner website (SG Archive)<br>• Partner meetings<br>• Seminars and training<br>• Whistleblowing system | • Website<br>• Conferences and exhibitions<br>• Social media<br>• Whistleblowing systems<br>• Sustainability reports<br>• Press releases | • Website<br>• Conferences and exhibitions<br>• Business reports<br>• Sustainability reports |
| Key Activities | • Developing and investing in new businesses<br>• Shareholder Return Activities<br>• Operating the ESG Committee under the Board of Directors | • Strengthening quality management systems<br>• Listening to and resolving customer VOCs<br>• Localizing websites by country<br>• Providing product information | • Operating Communication Platform (Labor-Management Council)<br>• Organizing training systems<br>• Conducting human rights impact assessments<br>• Strengthening safety and health management | • Conducting ad hoc meetings with key partners<br>• Managing suppliers' working conditions<br>• Establishment of a Supplier Safety and Health Management System<br>• Inspecting and supporting suppliers' ESG Management | • Conducting social contribution activities<br>• Participating in conferences and exhibitions | • Enhancing global networks<br>• Establishing and maintaining communication channels with the government |

# GOVERNANCE

# Transparent Governance with Responsibility

## Management Approach

Transparency in governance is a key element for achieving sustainable growth and enhancing shareholder value. Seegene is committed to establishing a well-balanced governance structure based on the efficient operation of the Board of Directors. The ESG Committee under the Board of Directors reviews key sustainability issues and achievements, and strengthens the ESG management system by overseeing various non-financial risks. Seegene also proactively manages both financial and non-financial risks by implementing strategic risk management and internal control system. In addition, we actively practice ethics and compliance management through employee ethics training and the enhancement of internal controls. The implementation process is transparently disclosed to stakeholders to foster continuous trust. To further ensure responsible governance, Seegene enforces strict security policies and procedures to protect customer personal data and safeguard our information assets.

Number of Legal Violations

**Zero**

(including violations of accounting standards and information security)

Average Board Attendance Rate

**95%**

**Risk response process and roadmap established**

| Seegene ESG Issue Pool |
|---|
| ① Securing Future Growth Drivers |
| ② Risk Management |
| ⑥ Sound Governance |
| ⑦ Stakeholder Communication |
| ⑧ Ethics and Compliance Management |
| ⑫ Protection of Shareholder Rights |
| ⑭ Information Protection and Personal Data Security |

| ESRS Topic Alignment | | |
|---|---|---|
| ESRS 2 | General Disclosures | • Roles and responsibilities of the Board of Directors<br>• Strategy, business model, and value chain<br>• Stakeholder engagement<br>• Risk management and internal controls |
| ESRS G1 | Business Conduct | • Corporate culture<br>• Whistleblower protection<br>• Anti-corruption and anti-bribery |
| ESRS S4 | Consumers and End Users | • Personal data protection |

**Link to SDGs**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

- Implementation of ethics and compliance management through employee ethics training and reinforcement of Internal Control over Financial Reporting (ICFR)

17 PARTNERSHIPS FOR THE GOALS

- Enhancement of long-term corporate and shareholder value by establishing a transparent governance foundation

# Board of Directors

The Board of Directors is the highest decision-making body that determines the company's strategic direction and safeguarding the interests of both the company and its shareholders. It plays a pivotal role in driving sustainable growth. Seegene aims to strengthen its foundation for sustainability management through transparent governance and sound board operations.

## Board Composition and Role

Seegene's Board of Directors is the highest decision-making body, responsible for determining major management matters and supervising the activities of the management. The Board operates in compliance with applicable laws and the company's Articles of Incorporation, ensuring efficient and lawful governance.

The Board is composed of six members: three executive directors, one other non-executive director and two independent directors. The members bring expertise across diverse fields such as molecular diagnostics, corporate management, and legal affairs. The Board is chaired by CEO Jong-Yoon Chun, who brings in-depth understanding of the industry and strong decision-making capabilities. In March 2024, Seegene transitioned from a sole-representative model under Jong-Yoon Chun to a joint-representative structure, with the appointment of President Dae-Hoon Lee as a new executive director. With extensive experience and capabilities in R&D, his addition is expected to further strengthen the Board's expertise and enhance the effectiveness of its oversight and governance.

## Board Operations

Seegene has codified board operation regulations that define the authority, responsibilities, procedures, and resolution methods of the Board of Directors. Regular board meetings are held quarterly, with additional extraordinary meetings convened as necessary to deliberate and resolve key matters related to management policies and business execution. In 2024, the Board convened a total of 10 meetings, addressing and approving major agenda items such as the disposal of treasury shares, the introduction of an electronic voting system, reporting on the operation of the Internal Control over Financial Reporting (ICFR), cash dividends, and safety and health management plans. The IR Group, which supports board operations, provides independent directors with detailed information and sufficient documentation on agenda items in advance. It also ensures institutional support for seeking external expert advice when needed. To enhance board attendance, Seegene has implemented a remote participation system that allows directors to attend meetings via telecommunication.

Board Operation Regulations

**Board Meetings Convened**

10 times

**Board Attendance**

95%

Board of Directors Resolutions

| Meeting No. | Date | Agenda Items |
|---|---|---|
| 1st | Jan 15, 2024 | • Approval of the disposal of treasury shares |
| 2nd | Mar 6, 2024 | • Approval of FY2023 financial statements<br>• Approval of FY2023 year-end dividends<br>• Approval of FY2023 Internal Control over Financial Reporting (ICFR) report<br>• Convening of the FY2023 Annual General Meeting of Shareholders<br>• Approval of FY2023 business report<br>• Introduction of electronic voting and proxy system<br>• Approval of 2024 safety and health management plan<br>• Setting the record date for Q1 2024 dividends |
| 3rd | Mar 22, 2024 | • Appointment of co-representative directors<br>• Appointment of the chairman of the Board |
| 4th | Apr 19, 2024 | • Approval of capital increase in U.S. subsidiary |
| 5th | May 8, 2024 | • Approval of Q1 2024 financial results<br>• Approval of Q1 2024 cash dividends<br>• Setting the record date for Q2 2024 dividends<br>• Appointment of compliance officer<br>• Revision of the Policy on Internal Control over Financial Reporting (ICFR) |
| 6th | Jun 10, 2024 | • Approval of acquisition of controlling stake in Pentaworks Co., Ltd.<br>• Approval of the disposal of treasury shares |
| 7th | Jul 12, 2024 | • Decision to extend treasury share trust agreement |
| 8th | Aug 7, 2024 | • Approval of Q2 2024 financial results<br>• Approval of Q2 2024 cash dividends<br>• Setting the record date for Q3 2024 dividends |
| 9th | Sep 10, 2024 | • Approval for the establishment of new entities in Spain and Israel |
| 10th | Nov 6, 2024 | • Approval of Q3 2024 financial results<br>• Approval of Q3 2024 cash dividends |

# Board of Directors

Board of Directors Composition and BSM (Board Skill Matrix)

(As of April 2025)

| | | Jong-Yoon Chun | Dae-Hoon Lee | Jin-Su Choi | Kyong-Joon Chun | Chang-Se Lee | Hyun-Chul Chung |
|---|---|---|---|---|---|---|---|
| Category | | Executive Director | Executive Director | Executive Director | Other Non-Executive Director | Independent Director | Independent Director |
| Gender | | Male | Male | Male | Male | Male | Male |
| Role | | CEO / Overall Company Management | Head of Diagnostics Business Division | Chair of Change Management Committee | Management Advisor | Legal Advisor / Chair of ESG Committee | Management Advisor |
| Career | | · CEO, Seegene Inc.<br>· Former Professor, Ewha Womans University<br>· Former Postdoctoral Fellow at Harvard University and University of California, Berkeley<br>· Ph.D. in Life Sciences, Univ. of Tennessee | · CEO, Seegene Inc.<br>· Former EVP of R&D, Seegene Inc.<br>· Ph.D. in Life Sciences, Seoul National University | · President, Seegene Inc.<br>· Former Director, Mando Corp.<br>· Former CEO, Bontech Co.<br>· LLB, Korea University | · Other Non-Executive Director, Seegene Inc.<br>· Former VP, Samsung Electronics<br>· B.S. in Electronic Engineering, Hanyang University | · Attorney, Dongin Law Firm<br>· Former Director, Inspection Dept. Supreme Prosecutors' Office<br>· LLB, Seoul National University | · Vice President, Hanyang University<br>· Former Director, Business Research Institute, Hanyang University<br>· Former Chief of Planning, Hanyang University<br>· Ph.D. in Business Administration, McGill University |
| Term | | March 2024 – Present | March 2024 – Present | March 2023 – Present | March 2023 – Present | March 2023 – Present | March 2025[1] – Present |
| Expertise | Leadership | ● | ● | ● | ● | | |
| | Business Development and Strategy | ● | ● | ● | ● | | |
| | Management/ Finance/Accounting | ● | ● | ● | ● | | ● |
| | Legal/Regulatory | | | ● | | ● | |
| | ESG | | ● | ● | | ● | ● |
| | Core Industry (Molecular Diagnostics) | ● | ● | | | | |
| | Risk Management | ● | ● | ● | | ● | ● |

1) Reappointment on March 28, 2025, term of three years

# Board of Directors

## Board Committees

To enhance the efficiency of Board operations, Seegene amended its Articles of Incorporation to enable the establishment of Board-level committees, including the Audit Committee and the Independent Director Candidate Recommendation Committee. Among these, the ESG Committee has been established and is currently active. The ESG Committee is responsible for setting Seegene's mid- to long-term direction and goals related to Environmental, Social and Governance (ESG) issues. It monitors major ESG tasks, makes key ESG-related decisions, and provides guidance and advice on ESG strategies and non-financial risks. To ensure the independence of the ESG Committee, its chair is appointed from among the independent directors, and a majority of its members are also independent directors. In 2024, the ESG Committee resolved key improvement initiatives and reviewed ESG evaluation results, materiality assessment, and implementation status of key ESG initiatives.

## Independence and Transparency of the Board

To ensure transparency in its management activities, Seegene guarantees the independence of its Board and operates it in a way that supports independent decision-making. When appointing independent directors, candidates with no material conflicts of interest are selected in compliance with relevant laws and internal guidelines. Additionally, the number of independent directorships is limited to a maximum of two in accordance with applicable laws and regulations. To prevent conflicts of interest, directors with a vested interest in specific resolutions are restricted from voting. Board activities are continuously monitored, and if any conduct is deemed inappropriate or poses ethical concerns, execution of such resolutions may be suspended or modified as necessary.

## Board Expertise, Efficiency, and Diversity

Seegene provides internal and external education and resources to support directors in performing their duties professionally. In 2024, we offered training on ESG governance and the roles of independent directors, organized by the Korea Listed Companies Association. To enhance the expertise and efficiency of the Board of Directors, Seegene appoints its directors from a pool of candidates with professional backgrounds in diverse fields, including molecular diagnostics, R&D, management, law, and finance. Additionally, we promote diversity by ensuring that director candidates are selected without discrimination based on nationality, ethnicity, gender, religion, or other similar factors during the selection process.

## Board Performance Evaluation and Remuneration

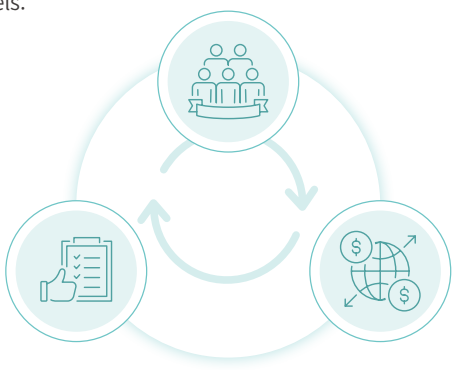
Remuneration for both executive and independent directors is provided within the limits approved at the General Meeting of Shareholders, in accordance with the Articles of Incorporation and relevant laws. For executive directors, compensation is determined based on factors such as corporate performance, the nature and execution of assigned duties, and individual position. Independent directors are evaluated internally based on their contributions to corporate performance, participation in board activities, and domain expertise. These evaluations also inform decisions on reappointment at the end of their term.

## Board Communication

Seegene ensures transparent and timely disclosure of key board resolutions and corporate decisions to stakeholders through various communication channels, including public disclosures and briefings. We also disclose the composition and operations of the Board through annual reports, sustainability reports, and its official website.

## Audit System

Seegene operates a full-time statutory auditor system. The auditor is independent from both the Board of Directors and other departments and is responsible for overseeing the company's accounting practices. In performing these duties, the auditor may request relevant books and records, and can receive reports on operational matters and access management information through appropriate channels.



# Enhancement of Shareholder Value

Amid growing stakeholder demands for increased corporate value and responsible management, Seegene continues to strengthen shareholder rights and return policies. Through initiatives such as the introduction of an electronic voting system, operation of treasury share trust agreements, and implementation of quarterly dividend payments, Seegene strives to enhance shareholder value consistently.

## Convening and Participation in the Annual General Meeting

Seegene held its 25th Annual General Meeting (AGM) on March 28, 2025. In compliance with applicable laws and its Articles of Incorporation, Seegene ensures the equal treatment of all shareholders, including minority and foreign shareholders, and safeguards the fair exercise of voting rights. To provide ample time for shareholders to consider agenda items, meeting notices are distributed at least two weeks in advance via written and electronic means. These notices include comprehensive information on matters such as the appointment of executive and independent directors and auditors, their activities and remuneration, and transactions involving major shareholders and affiliates. Prior to the AGM, the business report and audit report are disclosed to ensure shareholders can fully assess Seegene's business performance and current status before exercising their voting rights.

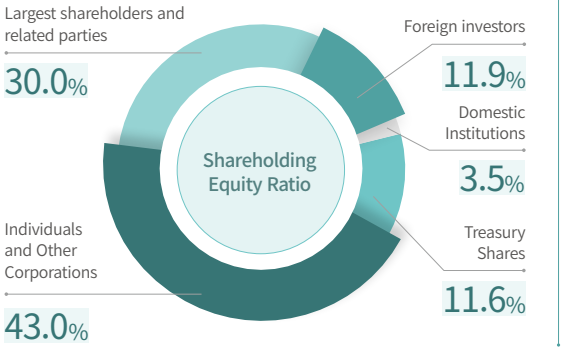
### Shareholder Voting Rights System

Seegene guarantees shareholders the opportunity to actively participate in corporate decision-making. All shareholders are entitled to propose agenda items in accordance with the Commercial Act and relevant regulations and may inquire or request further explanation regarding such proposals. Shareholders may also exercise their voting rights electronically or by proxy without being physically present at the AGM. Seegene adheres to its Corporate Governance Charter by upholding shareholders' fundamental rights and fostering a transparent and equitable corporate environment.

### Shareholder Structure

(As of December 31, 2024)

| Category | Number of Shares | Shareholding Ratio (%) |
|---|---|---|
| Individuals and Other Corporations | 22,401,039 | 43.0 |
| Largest shareholders and related parties | 15,691,544 | 30.0 |
| Foreign investors | 6,234,963 | 11.9 |
| Domestic institutions | 1,814,397 | 3.5 |
| Treasury Shares | 6,084,051 | 11.6 |
| Total | 52,225,994 | 100 |




## Granting of Voting Rights

Seegene follows a one-share, one-vote principle, granting one voting right per common share held. As of December 31, 2024, the total number of issued common shares was 52,225,994, with 6,084,051 held as treasury shares. Accordingly, the total number of shares with voting rights was 46,141,943.

## Enhancement of Shareholder Value

### Shareholder Engagement

Seegene holds an annual general meeting(AGM) in accordance with the Commercial Act and relevant regulations. To enhance shareholder convenience, proxy voting is encouraged, and an electronic voting system is in place. Beyond the AGM, Seegene provides quarterly updates on management performance to ensure transparent communication. Seegene will continue to expand engagement channels and improve accessibility for shareholders to actively participate in corporate governance.

### Dividend Policy

Each year, Seegene determines its dividend payouts by comprehensively considering investment plans for sustainable growth, business performance, and cash flow. The Articles of Incorporation provide for quarterly dividends, reinforcing Seegene's commitment to shareholder value. In 2024, Seegene paid quarterly dividends of KRW 9.226 billion in Q1, KRW 9.251 billion in Q2, KRW 9.237 billion in Q3, and KRW 9.228 billion in Q4.

### Share Repurchase

Between 2021 and 2024, Seegene repurchased treasury shares amounting to approximately KRW 195.2 billion to enhance shareholder value. These shares are reserved for strategic purposes aimed at strengthening long-term corporate value. Seegene continues to review measures such as dividend payouts and share repurchases in response to changing market conditions.

# Ethical Management

As stakeholder expectations regarding strengthened ethical management—including compliance and anti-corruption—continue to rise, Seegene is committed to fostering a culture rooted in corporate ethics. Through regular training and internal evaluations, Seegene strengthens its ethical management framework and fosters a workplace where business ethics are embedded in daily operations.

## Code of Conduct

Seegene practices ethical management based on the "Code of Conduct" and the "Practical Guidelines for the Code of Conduct," which serve as the foundation for all ethical behavior. The Code applies to all employees, and adherence to the Partner Code of Conduct is recommended for third parties such as business partners. Code of Conduct provides standards for ethical decision-making and conduct that all Seegene members are required to follow. Employees are responsible for thoroughly understanding and faithfully complying with all internal regulations, including the Code of Conduct. Based on the Code of Conduct and its Practical Guidelines, Seegene requires honest and fair performance of duties and strictly prohibits all unethical behaviors, including but not limited to corruption, conflicts of interest, fraud, money laundering, anti-competitive practices, and information leakage.

Code of Conduct

| Key Principles | Description |
|---|---|
| Code of Ethics for All Employees | Fundamental ethical standard that applies to all employees |
| Honest and Fair Business Conduct | Ethical standards that all employees must adhere to in job execution |
| Protection of Stakeholders' Interests | Basic responsibility of employees toward customers and shareholders |
| Reporting of Code of Conduct Violations | Obligation to report breaches of Seegene's Code of Conduct |

## Ethical Risk Management

The Domestic Legal Affairs and Compliance Group, which oversees compliance and supports the compliance officer, conducts compliance awareness surveys among employees to prevent ethical management risks arising from corruption and unethical conduct. In 2024, survey results showed that over 85% of respondents had completed training on relevant laws and internal policies and were aware of the availability of compliance training materials These findings were reported to the Board of Directors in October 2024. Seegene also operates an internal compliance bulletin board called the "Compliance Café," through which employees can access compliance control standards, internal reporting regulations, and a list of relevant laws and regulations to support their understanding of work-related legal requirements. Additionally, we are actively reviewing improvements such as enhancing awareness of internal reporting channels, increasing awareness of the compliance bulletin board, and implementing department-level voluntary compliance self-assessment.


Employee Compliance Awareness Survey

# Ethical Management

## Ethical Management Monitoring

If any employee becomes aware of an actual or suspected violation of the Code of Conduct, they may report the issue via internal reporting channels or email. The confidentiality of the whistleblower's identity and report is strictly ensured, and whistleblowers are protected against any disadvantage or retaliation. Reports are received and processed by the Audit Team, which initiates an investigation promptly upon receipt. In accordance with company policy, the results of the investigation are notified to the whistleblower within 60 days from the date of the report.

Reporting Channel for Violations or Misconduct Email: betterseegene@seegene.com

## Ethics Training and Programs

Seegene provides a variety of training programs to help employees understand and implement ethical management practices. Key programs include training on the Code of Conduct and department-specific training on fair trade-related laws. To support ethical decision-making in practical situations, we distribute an Ethics Casebook across the company. All employees are required to sign a Code of Conduct Pledge to promote fair and transparent business conduct. These efforts contribute to building a culture of mutual respect and collective growth. In 2024, Seegene conducted five compliance training sessions covering topics such as the Code of Conduct, the Subcontracting Act, the Medical Device Act, the Fair Competition Code, contract execution procedures, and trade secret protection. Additionally, ad-hoc sessions were held for new employees. A series of ethics campaigns were also carried out, addressing issues such as workplace bullying, sexual harassment, the Copyright Act, personal information protection, and the "No Gifts" Policy during holidays. Seegene plans to further enhance the content of ethics training and introduce self-assessment campaigns on various topics to encourage employees to review their adherence to the Code of Conduct. We plan to issue and distribute compliance-related newsletters from time to time whenever new issues arise.

**Completion Rate of Code of Conduct Training**

100%

## Promoting Fair Trade Practices

Seegene emphasizes the importance of fair trade practices to foster sustainable partnerships with its suppliers. To this end, we conduct training on the Subcontracting Act and the Win-Win Cooperation Act. In 2024, specialized sessions were provided to departments that frequently engage with suppliers—Purchasing, Logistics, and Manufacturing—covering the scope and key provisions of the Subcontracting Act. Additional training was provided to relevant departments on the Fair Competition Code, expenditure reporting, and contract execution processes to ensure organization-wide compliance with fair trade practices.

# Risk Management and Internal Control

Systematic risk management is essential to safeguarding corporate value and ensuring long-term sustainability. Seegene proactively identifies and manages a range of financial and non-financial risks through a comprehensive risk management and internal control framework.

## Risk Management Framework

Seegene has implemented a structured risk management system to identify and address inherent risk factors in all key business issues in advance. Within the General Managers' Council, comprising key executives, we conduct in-depth analyses of each risk factor. For issues that require critical decision-making, a risk review is conducted as a mandatory step through the Management Deliberation Committee. Through these deliberative bodies, response measures are derived via risk analysis and review processes and are translated into actionable implementation plans.

In particular, Seegene operates a monitoring system led by departmental working committees to ensure early interventions before risks materialize, thereby practicing proactive risk management. In parallel, the Internal Control over Financial Reporting (ICFR) prevents risk occurrence and ensures the reliability of financial reporting. These preemptive risk review procedures and the Internal Control over Financial Reporting serve as a solid foundation for management decision-making and are also utilized as important reference materials in Board reports. Company-wide training programs further raise awareness, empowering all employees to embed risk management into their daily responsibilities. Through these initiatives, Seegene effectively manages foreseeable risks.

### Strategic Approach to Risk Management

To enhance the comprehensiveness of our risk oversight, Seegene has defined four strategic pillars for integrated risk and issue management. These pillars aim to strengthen response capabilities both pre- and post-incident, while also introducing control measures for emerging and unpredictable risks.

| Category | Objective | Target Area |
|---|---|---|
| ① Risk Management | • Proactively identify foreseeable risks and develop mitigation strategies<br>• Minimize potential issues through preventive action | • Activities to achieve management goals<br>- Includes activities related to R&D, procurement, production, sales, services and support functions<br>• External environmental changes<br>- Includes trends in legal, policy, customer, and competitor landscapes and political issues |
| ② Issue Response | • Ensure prompt and effective response using pre-established protocols to minimize damage when risk manifest into issues | • Issues that arise during risk management<br>• Events that have occurred historically but are not tracked through Key Risk Indicators (KRIs) |
| ③ Crisis Response | • Minimize damage and resolve crises through swift decision-making in unforeseen situations<br>• Operate consistent response systems through dedicated teams and task force to avoid confusion and improve efficiency | • Unexpected internal/external events (e.g., legal and media issues, data breaches)<br>- Includes incidents such as negative media coverage that could harm reputation, trade secret leaks, and cyberattacks<br>• Disasters requiring immediate response |
| ④ Crisis Response Capability Enhancement | • Strengthen organizational resilience for unforeseen scenarios<br>• Conduct regular preparedness drills to ensure agile and effective responses | • Examples of scenarios within the same scope as dedicated crisis response:<br>① A surge in negative media coverage initiated by consumer groups or news outlets, undermining product and brand credibility<br>② Public disclosure of unethical conduct by internal personnel through media reports<br>③ Disruption of core business systems due to ransomware attacks |

# Risk Management and Internal Control

## Enhancing Internal Control over Financial Reporting (ICFR)

Seegene strictly adheres to the Act on External Audit of Stock Companies (hereinafter referred to as the "New External Audit Act"). In line with this, we have established the Policy on Internal Control over Financial Reporting (ICFR) and a dedicated Internal Financial Control Team to ensure the preparation of reliable financial information. Established in 2022, the Internal Financial Control Team evaluates the design and operational effectiveness of controls over risks affecting financial reporting, based on the Policy and Detailed Guidelines on ICFR, to enhance the reliability of our financial statements. By providing reasonable assurance that financial statements are prepared and disclosed in accordance with International Financial Reporting Standards (IFRS), we ensure the transparency and credibility of financial data, thereby supporting the achievement of our business objectives.
Furthermore, Seegene undergoes annual audits by an independent external auditor encompassing all activities related to Internal Control over Financial Reporting (ICFR), including management's own evaluations and support for external audit reviews. Audit results are disclosed in accordance with the New External Audit Act. In addition, the Audit Team continually reviews fraud risk factors and incorporates the findings into the audit scope. In 2024, Seegene further reinforced its internal control system by incorporating external advisory input into internal control system audits.

### ICFR Training

To build organizational consensus on internal controls and foster a culture of control awareness, Seegene issues internal newsletters and conducts relevant training programs. In 2024, ICFR newsletters were published biannually in the first and second halves of the year and shared via our groupware bulletin board. Starting in June 2024, regular ICFR training sessions were held for staff and executives to enhance their understanding of internal control concepts, the importance of control activities, and regulatory compliance.

### Evaluation of ICFR Operations

To ensure the effective operation of internal control activities, Seegene conducts company-wide evaluations of its Internal Control over Financial Reporting(ICFR). The evaluation is conducted based on the 5 components and 17 principles of internal control, with related documents reviewed for each control activity.

## Compliance Support Activities

Seegene operates a dedicated compliance team and ensures the independence of both the team and the Compliance Officer. The Compliance Officer monitors compliance with relevant laws and regulations, including the Medical Device Act, the Fair Competition Code, the Fair Trade Act, and the Subcontracting Act. Compliance training is conducted to raise legal awareness among employees.

Compliance Support Activities

| Category | Key Activities |
|---|---|
| Compliance Monitoring | • Monitor adherence to the Medical Device Act and Fair Competition Code<br>• Verify compliance with the Monopoly Regulation and Fair Trade Act (MRFTA) and the Fair Transactions in Subcontracting Act<br>• Verify compliance with the Personal Information Protection Act (PIPA)<br>• Monitor adherence to the Labor Standards Act and other HR-related laws<br>• Assess the effectiveness of compliance controls and report results to the Board of Directors<br>• Evaluate employees' awareness and understanding of compliance standards |
| Compliance Training and Campaigns | • Provide training on the Code of Conduct (for all employees)<br>• Provide training on the Fair Transactions in Subcontracting Act and the Medical Device Act and Fair Competition Code (for relevant departments)<br>• Provide training on trade secret protection (for relevant departments)<br>• Provide training on the Subcontract Payment Linkage System (for relevant departments)<br>• Provide training on workplace harassment and sexual harassment prevention (for executives) |
| Ongoing Compliance Assistance | • Review contracts and provide legal advisory services<br>• Conduct a "No Gifts" campaign during traditional holidays (for all employees)<br>• Publish and distribute a company-wide Compliance Newsletter (for all employees) |

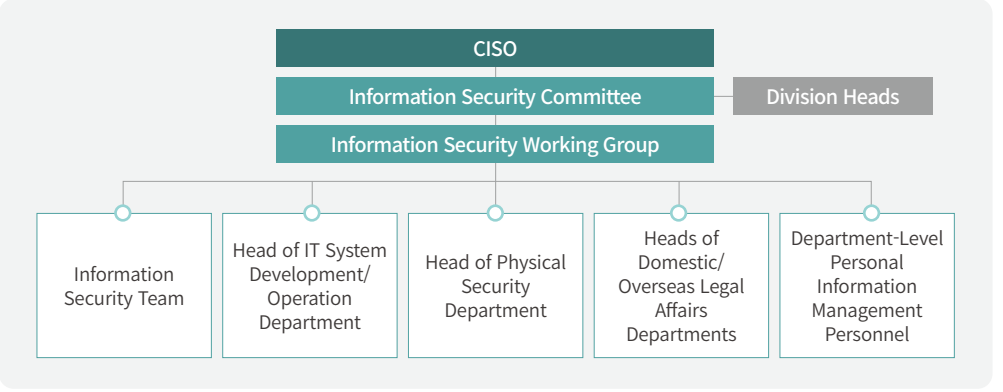
# Information Security

Companies have a responsibility to protect information assets and customers' personal data through robust security policies and procedures. Seegene proactively prevents security incidents and ensures swift response through systematic information security risk management and training programs.

## Information Security Governance

Seegene's Chief Information Security Officer (CISO) oversees the company's overall security risks and also serves as the Chief Privacy Officer (CPO) to ensure effective and integrated management. We operate an Information Security Committee and a Working Group, which function as the highest governance bodies for information security, to identify security-related issues, discuss response strategies, and monitor implementation progress. The Information Security Team, under the Management Information Department, is responsible for company-wide information protection and oversees four key domains: administrative, technical, and physical security, as well as personal information protection.

Information Security Organization Chart



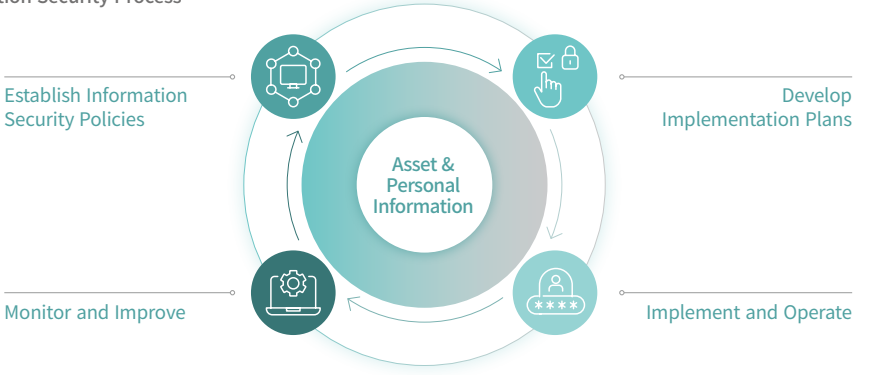

## Information Security Policy

Seegene operates a comprehensive set of information security policies, guidelines, and procedures that fulfill administrative, technical, and physical security requirements, with a focus on employees and relevant security-related departments. The policy encompasses various domains, including security governance, information asset management, personnel security, physical security, secure development practices, endpoint security, data protection, encryption, and access control. In 2024, Seegene revised its Personal Information Processing Policy to improve employees' data management and raise awareness of data protection.

## Information Security Process

Seegene's information security process is executed based on its policies, including the development of implementation plans and their systematic execution. Insights from ongoing operations are incorporated into continuous improvement activities, which in turn reinforce the security management framework. Seegene's security practices are designed based on the three core pillars of information security: Confidentiality, Integrity, and Availability. These are supported by ongoing diagnostics, monitoring, proactive response to emerging threats and regulatory demands, and the advancement of our security infrastructure. Crucial data is protected through 24/7 surveillance systems.

Information Security Process




## Mid/Long-Term Information Security Plan

In response to strengthened information security laws and regulations, Seegene has refined its information security management system and is implementing a phased mid/long-term plan. Seegene has deployed a variety of information security systems to address vulnerabilities, such as remote monitoring of web firewalls, external corporate information leakage assessments, and security audits of production facilities. Seegene also established a threat monitoring framework to enhance its security control system and adopted mechanisms to prevent and trace information leaks, thereby ensuring the stability of its operational servers. Moreover, Seegene has enhanced its responsiveness to external breaches and maintained stable IT service operations.

# Information Security

## Information Security Risk Management Activities

Since 2022, Seegene has carried out various improvement projects through tailored information security consulting that included risk assessments and diagnostics. These efforts have helped establish a robust information security system, implement asset protection and leakage prevention frameworks, and ensure ongoing compliance with relevant laws such as the Personal Information Protection Act and the Information and Communications Network Act.

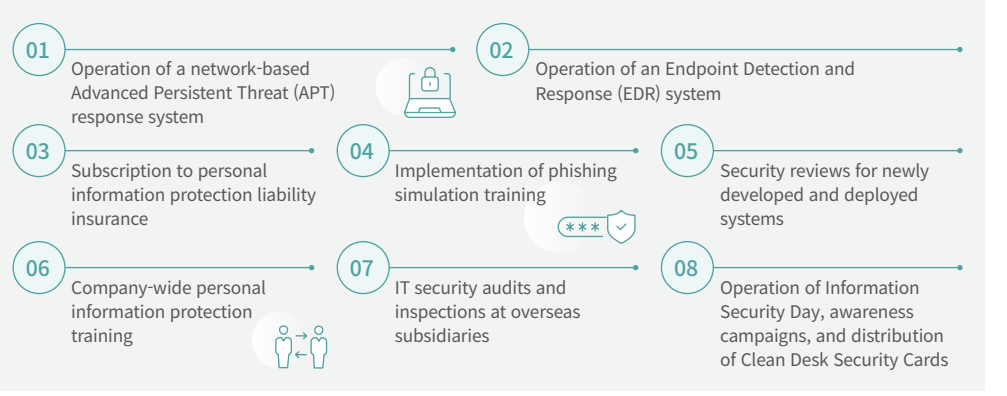
In 2024, Seegene conducted vulnerability assessments and penetration testing on its internal information systems to identify security risks. Major vulnerabilities identified included incorrect system privilege settings, exposure of unnecessary services, and weak password policies. As part of its mitigation strategy, Seegene considered implementing regular vulnerability checks. Following these measures, the security score is expected to increase from 64.5 to 96 points, reflecting enhanced security levels. In addition, Seegene conducted quarterly phishing simulation training throughout 2024. The phishing response rate was maintained at a low level—0.77% in Q1 and 0.45% in Q4—indicating a marked improvement in company-wide security awareness.

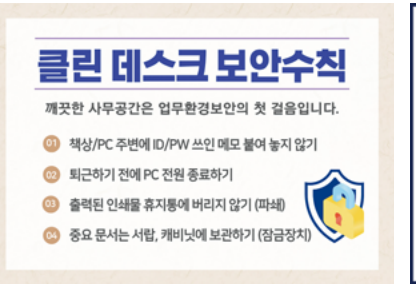
Risk Management Activities

| Activity | Description |
|---|---|
| Security Review | • Proactively eliminate vulnerabilities during the introduction of new information systems or software<br>• Review security requirements across the entire Software Development Life Cycle (SDLC) |
| Vulnerability Assessment and Penetration Testing | • Conduct regular vulnerability checks and simulated attacks on all enterprise systems to prevent breaches and ensure service stability<br>• Use automated diagnostic tools and optimized scenarios for information gathering, vulnerability detection, and penetration testing<br>• Perform risk analysis and evaluations based on asset criticality and diagnostic results |
| ISMS Operation and Inspection | • Operate a comprehensive Information Security Management System (ISMS)<br>• Maintain a balanced and systematic security level through assessments, ongoing management, and coordinated responses |
| Attack Surface Management | • Monitor and manage information assets across both on-premises and cloud environments<br>• Respond immediately to detected vulnerabilities and threats<br>• Minimize asset exposure through regular reviews |

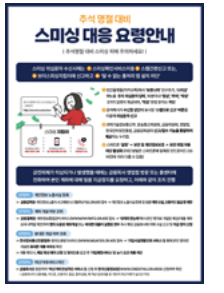
## Preventive Activities for Security Incidents

Adhering to the principle of airtight security, Seegene operates a 24/7 real-time monitoring and immediate response system. To address increasingly sophisticated cyber threats, we continuously gather and analyze current cyberattack trends and has established an agile response framework. It also detects and blocks malicious code and threats in real time. To prevent security incidents at overseas subsidiaries, Seegene uses a checklist-based approach to assess security levels and implement corresponding improvement tasks. Furthermore, we promote awareness and reinforces best practices among employees through phishing simulation training, company-wide personal information protection education, and Information Security Day events.




Clean Desk Security Policy Card




Information Security Campaign

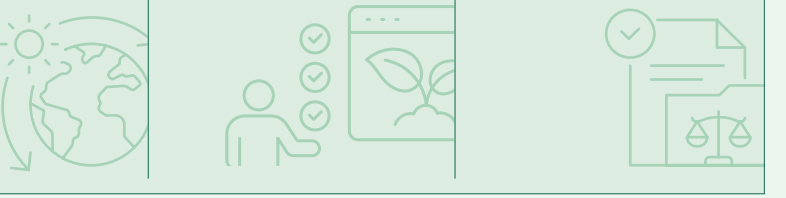
# ENVIRONMENTAL

# Climate Action for Sustainability

Climate Change Risk Management
**Climate Change Scenario Analysis Conducted**

Climate Change Response Organization
**Restructuring of Safety and Environment Team**

Environmental Regulations Violation
**Zero**



## Management Approach

As international attention and regulations on climate change response increase, corporate environmental responsibility and roles are becoming more prominent. Global disclosure frameworks such as the European Union's (EU) Sustainability Reporting Standards (ESRS) require companies to disclose information on climate-related risks and opportunities, greenhouse gas (GHG) emissions reduction strategies, and other climate action efforts. Seegene has established an information management system in line with these requirements and continues to reinforce its implementation framework.

Seegene has also reorganized its Safety and Health Team into the Safety and Environment Team, undertaking various initiatives to minimize environmental impact from its business operations. In the first half of 2025, Seegene carried out its first climate change scenario analysis to systematically address climate risks and transparently disclose relevant data. Furthermore, through the development and application of sustainable packaging, Seegene improves resource efficiency and strengthens its chemical management practices to better meet environmental regulatory demands.

| Seegene ESG Issue Pool | ESRS Topic Alignment | | |
|---|---|---|---|
| ⑤ Climate Change Response | ESRS E1 | Climate Change | • Climate Change Mitigation<br>• Energy |
| ⑯ Waste Management | ESRS E2 | Pollution | • Substances of Concern |
| ⑱ Hazardous Chemical Management System | ESRS E5 | Resource Use and Circular Economy | • Waste |

**Link to SDGs**

- Reducing environmental impact and preventing accidents by managing chemical inventories and operating Chemical Substance Pre-Review System.
- Enhancing resource efficiency by inspecting waste-generating sites and revising waste management standards.

- Reducing greenhouse gas emissions through inventory management.
- Reducing environmental impact by developing and applying recyclable packaging boxes

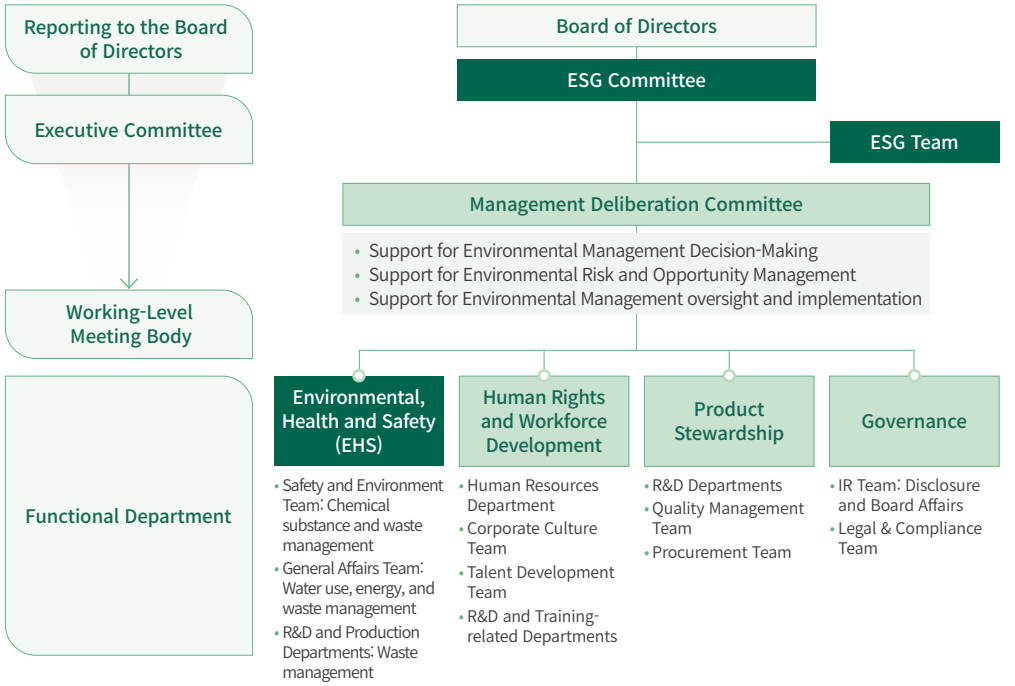
# Climate Change Response
(TCFD Report)

Climate change response is increasingly recognized as a critical global challenge. In Korea, related regulations are being strengthened, including the enactment of the 2024 Carbon Neutrality Basic Act. Seegene identifies climate-related risks and opportunities through TCFD-based scenario analysis and has established a long-term management system based on the results.

## GOVERNANCE

Seegene acknowledges that climate change significantly affects its management strategies and overall operations. To ensure effective governance in climate response, the company has established and operates an ESG Committee under the Board of Directors. This committee oversees Seegene's climate change response strategies and supervises the management and monitoring of climate-related risks and opportunities. In 2024, as part of the climate change response, establishing a dedicated environmental department and strengthening environmental management indicators were selected as key tasks and approved by the ESG Committee. The ESG Team is actively advancing climate-related initiatives in collaboration with relevant departments, thereby continuously strengthening Seegene's overall climate response capabilities.

ESG Implementation Organization




## Strategy

Seegene continuously develops strategies and plans to identify and respond to potential climate-related risks and opportunities. In the first half of 2025, an approach and analytical tools for identifying and assessing climate-related risks and opportunities were enhanced to conduct scenario analysis on physical risks. Based on the S&P Global's Climanomics Hazard Modeling Tool, climate risk forecasts were combined with socioeconomic data and econometric modeling to quantitatively estimate the financial impact on assessed assets. Financial impact was calculated based on the Modeled Average Annual Loss (MAAL) for each analysis target and the corresponding asset value loss rate (MAAL/Asset Value).

Physical Risk Scenario Analysis Procedure

### Step ① Selection of Business Locations and Disasters for Scenario Analysis

- Selected Business Locations for Analysis: Jamsil Headquarters, Hanam Production Center, Seegene Germany GmbH, Arrow Diagnostics S.r.l. (Office, Warehouse)
- Selected Disasters (Risk Factors) for Analysis: Nine types of disasters were selected based on projected changes in risk exposure levels compared to the current baseline.

| Analyzed Disasters | | |
|---|---|---|
| Coastal Flood | Pluvial Flood | Landslides |
| Drought | Tropical Cyclone | Wildfires |
| Fluvial Flood | Water Stress | Extreme Heat |

### Step ② Selection of Analysis Scenarios

- Scenario selection for analysis: Analysis of four Shared Socioeconomic Pathway (SSP) scenarios presented in the IPCC Sixth Assessment Report

| Scenario | Definition | Degree of Global Temperature Increase |
|---|---|---|
| SSP 5-8.5 | No measures taken to mitigate climate change | Above 4°C |
| SSP 3-7.0 | Passive climate change mitigation policies | Within 4°C |
| SSP 2-4.5 | Assuming current policy stance and moderate greenhouse gas reduction efforts | 2~3°C |
| SSP 1-2.6 | Assuming major policy efforts to achieve climate goals | Within 2°C |

### Step ③ Application of Scenarios and Derivation of Evaluation Results

- Impacts from physical risks faced by each business location were evaluated in 10-year increments through 2059.
- Financial impacts were quantified by analyzing projected average annual losses(MAAL) and loss rates relative to asset value by business location and natural disaster type.

# Climate Change Response (TCFD Report)

## Physical Risk Analysis

| Category | Type | Risk/Opportunity | Impact Pathway | Impact Level[1] | Impact by Timeframe[2] | Financial Impact |
|---|---|---|---|---|---|---|
| Physical Risks | Acute | River Flooding/ Heavy Rain Flooding/Typhoon | Flooding caused by heavy rain and typhoons damages logistics entrances and underground power facilities, interrupts power supply to inspection equipment, and disrupts the storage environment for reagents requiring low-temperature preservation. | ●○○ | Long-term | • Flooding of IT equipment and storage systems causes damage or delays in restarting equipment, resulting in recovery costs and loss of sales due to inventory disposal. |
| | | Landslides | Landslides cause ground collapse around production facilities, structural damage to building exteriors, entrances, and logistics buildings, and restrict access to data centers and diagnostic equipment areas, posing operational suspension risks. | ●○○ | Long-term | • Repair costs arise from restoring damaged facilities, buildings, and surrounding roads due to landslides, along with lost sales during operational downtime. |
| | | Wildfires | Wildfires damage key facilities such as logistics warehouses and testing buildings; hazardous air quality deteriorates indoor work environments, leading to reduced workforce or decreased work efficiency. | ●○○ | Long-term | • Wildfire-related infrastructure repair costs and adverse health effects among employees due to smoke exposure result in reduced productivity and higher indirect costs. |
| | Chronic | Extreme Heat | Abnormally high temperatures increase cooling power usage in diagnostic facilities, significantly increase power consumption in server rooms and cold storage areas, and cause worker fatigue in hot environments, reducing inspection efficiency. | ●●● | Mid- to Long-term | • Increased cooling demand due to abnormal temperatures raises electricity costs and facility operation costs, while high temperatures lead to reduced labor productivity and additional costs |
| | | Water stress | Water shortages make securing sterilized and water for cleaning used in diagnostic processes difficult, requiring immediate operational strategy shifts such as alternative water sourcing and water purification system implementation. | ●○○ | Mid-term | • Water shortages necessitate changes to existing processes and investments in securing alternative water resources, leading to additional costs for addressing client issues due to inspection and delivery delays caused by production disruptions |

## Transitional Risks and Opportunities Analysis

| Category | Type | Risk/Opportunity | Impact Pathway | Impact Level[1] | Impact by Timeframe[2] | Financial Impact |
|---|---|---|---|---|---|---|
| Transitional Risks | Policy/ Regulation | Changes in climate-related and environmental regulations | The availability of existing products/services is restricted due to regulations, necessitating changes in product design and manufacturing processes. Failure to adequately respond may lead to reduced business and product competitiveness, resulting in a decline in sales. | ●●○ | Mid-term | • Considering the EU PPWR (EU Packaging and Packaging Waste Regulation), strengthening global packaging and waste regulations requires packaging changes and new packaging design development, leading to increased R&D costs and higher initial investment and operating costs due to production process changes.<br>• Failure to adequately respond to the strengthening of global carbon neutrality and environmental regulations may result in risks such as lack of product certification, export restrictions, and loss of business partners, may lead to a decline in sales. |
| | Market | Rising costs and resource management | The use of high-carbon, low-efficiency transportation methods and raw materials increases carbon emissions, driving up costs for purchasing low-carbon raw materials to reduce the carbon footprint. | ●●○ | Short-term | • Seegene has developed and filed a patent for a recyclable packaging box as part of its carbon emission reduction and response to EU Packaging Regulations, and there is a possibility of increased procurement and operating costs due to related regulatory compliance in the future.<br>• Although these cost increases may pose a short-term financial burden, they are considered essential measures for market access with strict environmental regulations and for long-term decarbonization strategies. |
| | Reputation | Climate change response demands from stakeholders and investors | With stakeholders and investors demanding stronger actions on climate change and biodiversity, additional costs rise due to the need to implement low-carbon production processes, use sustainable materials, and develop greenhouse gas reduction technologies. | ●●● | Short-term | • Seegene plans to obtain international environmental certifications and improve processes to meet environmental demands from customers and investors, which may increase costs related to environmental consulting and certification.<br>• These investments may act as financial burdens in the mid- to long-term. |
| Opport-unities | Market/ Products/ Services | Formation of new markets and access | Sales growth is expected due to increased demand in the bioindustry, including diagnostic kits for infectious diseases caused by changes in disease patterns from climate change factors such as temperature rise and air pollution. | ●●● | Short- to Mid-term | • In response to increasing disease incidence due to climate change, Seegene is developing diagnostic kits for respiratory and digestive infectious diseases, which are expected to provide stable sales growth opportunities in the mid- to long-term.<br>• In particular, with the constant risk of infectious diseases, Seegene's diagnostic solutions are anticipated to increase demand in domestic and international markets, contributing to enhanced growth potential and profitability. |
| | | Reputation Management | Contributing to corporate image enhancement and brand value improvement through carbon emission reduction and securing sustainability. | ●●○ | Short-term | • Seegene is actively promoting sustainability management by introducing recyclable cushioning and packaging materials, enhancing its corporate reputation in domestic and international markets.<br>• These efforts increase trust among customers and investors and contribute to brand strengthening. |

1) The impact of physical risks is based on scenario analysis results from S&P Global's Climanomics Hazard Modeling Tool; the impact of transitional risks and opportunities is based on Interested Parties survey results.
2) Timeframe: Short-term 0-1 year, Mid-term 2-5 years, Long-term 6-10 years

# Climate Change Response (TCFD Report)

## Greenhouse Gas and Energy Reduction Activities

### Export Transport Packaging Optimization

Seegene has been promoting a project since 2024 to optimize export transport packaging to reduce cargo weight during air transport. Reducing cargo weight improves aircraft fuel efficiency, contributing to the reduction of greenhouse gas (GHG) emissions. By replacing the existing frozen export packaging boxes with VIP[1)] shipping boxes, Seegene reduced the cargo weight per box by 6 kg. These packaging boxes have been introduced since April 2024 for the transportation of diagnostic reagents to approximately 20 countries, contributing to reduction of 44.8 tons of GHG emissions annually. Additionally, Seegene achieved further greenhouse gas emission reductions by optimizing integrated packaging and shipping processes for various countries and product types. Skilled logistics personnel thoroughly analyzed the dimensions of items scheduled for shipment and established optimized packaging Standard Operating Procedures (SOPs), reducing cargo volume and resulting in an annual greenhouse gas reduction of 61 tons.

Through this export transport packaging optimization strategy, Seegene simultaneously achieves two goals: reducing greenhouse gas emissions and lowering transportation costs. Going forward, we plan to continuously identify optimization measures and expand their scope of application to drive long-term environmental performance.

### Shuttle Bus Operation

Seegene reduces private vehicle use and promotes the use of public transportation by implementing paid parking at its company-owned buildings. Additionally, it operates shuttle buses connecting Songpa and Hanam areas, as well as commuter buses serving Songpa, Hanam, and Misa, offering convenient and efficient commuting alternatives. The operation of shuttle and commuter buses enhances commuting convenience for employees while encouraging reduced private car use, contributing to lowering GHG emissions.

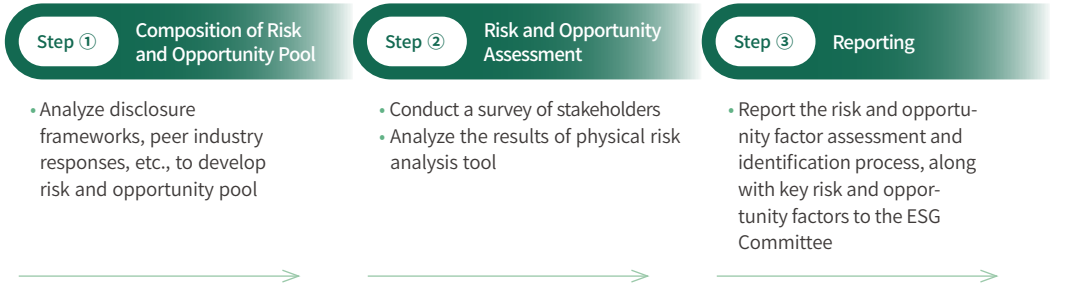
## Risk Management

Seegene systematically identifies its climate-related risks in accordance with the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures). Furthermore, it continuously analyzes the potential impacts of identified risks on business operations and develops management strategies for the short, medium, and long term. Seegene plans to strengthen its climate risk management system by regularly reporting the current status and monitoring outcomes of climate risks to the ESG Committee.

1) VIP (Vacuum Insulated Panels): Vacuum insulated panels optimized for transporting clinical pharmaceuticals requiring high-level temperature control

### Identification and Assessment of Climate Change-Related Risks and Opportunities

Seegene identifies its key risks and opportunities by deriving a pool of climate change-related risks and opportunities considering disclosure frameworks and the status of domestic and international peer industries, and by assessing the significance of each factor. For transitional risks and opportunities, Seegene evaluated the likelihood of occurrence and potential business impact. Physical risks were assessed based on financial impact results from the S&P Climanomics analysis tool.




## Metrics

Since 2021, Seegene has been measuring and systematically managing greenhouse gas emissions. In 2024, total greenhouse gas emissions amounted to 6,671 ton$CO_2$eq, and total energy usage was 137.3 TJ. Seegene continuously monitors greenhouse gas emissions and energy consumption arising from business location operations and actively manages climate change-related risks and opportunities to reduce environmental impact.

Greenhouse Gas Emissions and Energy Usage

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Greenhouse Gas Emissions | Scope 1 | ton$CO_2$eq | - | - | 699 |
| | Scope 2 | ton$CO_2$eq | 6,485 | 6,578 | 5,972 |
| Greenhouse Gas Emission Intensity (non-consolidated basis) | | ton$CO_2$eq/ KRW100 million | 0.93 | 2.41 | 2.23 |
| Energy Usage | | TJ | 135.5 | 137.5 | 137.3 |

# Environmental Management

Companies must respond appropriately to increasingly stringent global environmental regulations and the expectations of stakeholders. Seegene implements its own Environmental Management Policy and has established a robust environmental risk management system, which it operates systematically.

## Environmental Management System

As the scale of business expands and the importance of environmental risk management grows, Seegene is enhancing its Environmental Management System. The Management Deliberation Committee is responsible for discussing key environmental issues, assessing environmental risks and opportunities, and supporting the implementation of environmental management. Additionally, major environmental matters discussed by the Management Deliberation Committee are reported to the ESG Committee under the Board of Directors. Furthermore, in the third quarter of 2024, the existing 'Safety and Health Team' was renamed to the 'Safety and Environment Team,' and dedicated environmental personnel were hired to strengthen systematic environmental management. Overall environmental management activities are jointly conducted by the ESG Team, Safety and Environment Team, and General Affairs Team.

Environmental Management Organizational Structure

| Category | Role |
|---|---|
| CEO | • Final decision-making on environmental management matters<br>• Approval of environmental management goals and action plans |
| Board of Directors / ESG Committee | • Oversight of key environmental management strategies and plans |
| Management Deliberation Committee | • Support for environmental management decision-making<br>• Support for managing environmental risks and opportunities<br>• Support for supervising environmental management implementation |
| ESG Team | • Establishment of key environmental management strategies, plans, and goals<br>• Monitoring of environmental management<br>• Review and implementation of climate change-related strategies |
| Dedicated Environmental and Health & Safety Team (Safety and Environment Team) | • Establishment of specific environmental management strategies, plans, and goals<br>• Compliance with environmental laws and risk management<br>• Implementation and oversight of environmental activities (waste, chemicals, etc.)<br>• Operation of environmental training and campaigns |
| Environmental and Health & Safety Support Teams (General Affairs Team, R&D and Production-related organizations) | • Support for implementing of environmental management tasks related to water use, energy, and waste |

## Environmental Management Policy

Seegene recognizes the importance of establishing an Environmental Management System (EMS) and has enacted various environmental regulations encompassing environmental management strategies and goals, management of environmental risks and opportunities, and internal environmental performance evaluation. To minimize environmental impacts across the value chain, ESG factors are incorporated into purchasing regulations, and the suppliers' code of ethics includes items related to reducing environmental impacts and Life Cycle Assessment (LCA). Moreover, to help employees understand and internalize the necessity of Environmental Management, related regulations are shared via the company bulletin board. Seegene plans to continuously enhance these regulations to improve environmental performance.

Environmental Management Policy

## Environmental Risk Management

Environmental risks have a significant impact on corporate sustainability and long-term competitiveness, and responsible responses to environmental pollution issues are essential for maintaining public trust. Recognizing the importance of managing these environmental risks, Seegene assesses risks through chemical substance pre-reviews and on-site inspections of waste-generating sites, systematically managing potential environmental impacts.

# Environmental Management

## Compliance with Environmental Regulations

Seegene ensures full compliance with environmental regulations and laws across all business operations. We closely analyze trends and changes in major environmental regulations and integrate them into site-level operations. Key environmental regulations managed by Seegene include the Waste Control Act and the Chemical Substances Control Act, under which the generation, emission, and treatment of chemical substances and waste are strictly controlled. As a result, Seegene recorded no violations of environmental regulations in 2024.

Compliance with Environmental Regulations

| Major Environmental Regulations | Response Measures |
|---|---|
| Waste Control Act | • Update and revision of internal waste management guidelines<br>• On-site inspections of business sites generating waste<br>• Monitoring and measurement of waste discharge<br>• Education for waste emitters |
| Chemical Substances Control Act | • Introduction of Preliminary Chemical Review System<br>• Management of the storage and handling of hazardous chemicals<br>• Conduct training on Material Safety Data Sheets (MSDS)[1)] |

1) MSDS (Material Safety Data Sheet): A document containing necessary information such as manufacturer name, product name, components, physical and chemical properties, safety precautions for handling, and relevant laws and regulations, to ensure the safe use and management of chemical substances.

## Environmental Training and Campaign

Seegene provides chemical substance training to employees working in production and research departments who handle chemicals or face exposure risks to ensure safe operations. This training covers chemical hazards and risks, safe handling precautions, emergency response methods, and accident case studies. In 2024, 87 employees participated in MSDS training, 104 in flammable liquid handling training, and 82 in training for regulated hazardous substances. Additionally, to enhance safety awareness among employees, Seegene distributes chemical safety accident prevention guides and encourages participation in safety environment quizzes via groupware to maintain ongoing engagement.

Furthermore, Seegene conducts waste emitter training courses (legally mandated) to ensure proper waste discharge and management. In 2024, two designated waste emitters and four medical waste emitters completed the training. To strengthen internal capabilities, in-house training programs are being developed in addition to legal requirements. These sessions are scheduled to be held biannually (June and December) for personnel in waste-emitting departments to continuously improve practical management skills.

In addition, Seegene actively promotes environmental campaigns to raise employee awareness and encourage behavioral change. Through energy-saving campaigns, we have encouraged the prevention of electricity waste. To further promote participation, campaign materials are displayed on signage at frequently used locations such as building entrances and elevators.

# Chemical Substance Management

There is a potential for exposure to chemical substances during research and production processes. Therefore, strict management of hazardous chemicals is required in accordance with regulations such as the Occupational Safety and Health Act and Hazardous Materials Safety Control Act. Seegene has established a chemical substance management system to thoroughly comply with these legal requirements and is committed to creating a safe working environment and preventing chemical spills.

## Chemical Substance Management System

Seegene has established and operates a chemical substance management system to ensure strict compliance with relevant laws such as the Occupational Safety and Health Act, Hazardous Materials Safety Control Act and the Chemical Control Act. In 2024, a Chemical Substance Pre-Review System was introduced to obtain and manage up-to-date documents such as MSDS and chemical substance verification documents for all chemicals introduced into the company, thoroughly reviewing and confirming legal regulatory requirements. Additionally, by managing the entire process through disposal, chemical safety accidents are prevented. In March and September 2024, a full survey of all chemicals handled within the company was conducted. Product information —including name, capacity, usage location, process, purpose, usage and storage amounts, composition, and content— were updated, and based on this, hazard and risk assessments are conducted on all registered chemicals. Every year, precise safety inspections of the research institute are conducted in collaboration with external specialized organizations to systematically manage chemicals in the research institute.

### Operation of Chemical Substance Pre-Review System

To manage chemicals more systematically across business sites and departments, Seegene has implemented a Chemical Substance Pre-Review System. This system assesses hazards, risks, and compliance with applicable regulations in advance at the 'introduction' stage (prior to purchase or import) in the lifecycle of chemical substances. Previously, management focused on post-administration tasks such as updating chemical inventory status and on-site inspections of usage and storage, but Seegene currently focuses on preventive management by reviewing hazardous components before chemical introduction.

### Hazardous Chemical Substance Management

Under the Occupational Safety and Health Act, 'Specially Controlled Substances' refer to high-risk chemicals that may cause serious health effects in workers, including CMR substances (carcinogens, germ cell mutagens, and reproductive toxicants). Seegene minimizes the use of such high-risk hazardous substances by substituting them with less hazardous alternatives or disposing of them after conducting hazard and risk assessments. As a result, the number of products containing specially controlled substances used within the company was reduced from 26 in 2022 to 10 in 2024. Seegene will continue to monitor and evaluate Specially Controlled Substances to further reduce their use.

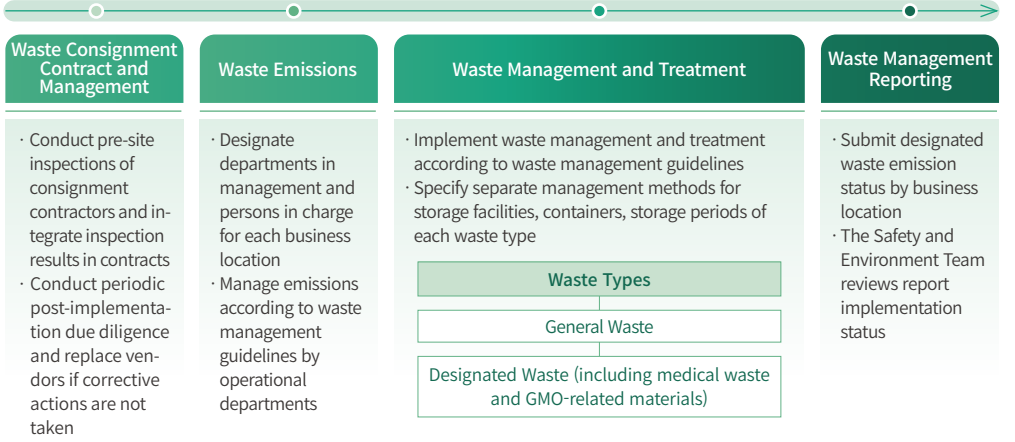
# Resource Efficiency Enhancement

In response to the strengthening of global regulations and policies, companies are expected to transition toward a circular economy. Seegene is enhancing resource efficiency through activities such as waste resource circulation, water management, and the development of recyclable packaging.

## Waste Management

Seegene conducts on-site inspections at waste-generating sites to proactively prevent environmental risks from waste and enhance waste management practices. Waste management status is inspected at eight business sites that generate designated waste and medical waste. Additionally, guidance on proper waste segregation is provided to ensure proper treatment and reduction of waste generation.
In June 2025, the waste management guideline was revised to establish a system that enables company-wide management of all processes including waste emission, storage, and consignment. Through this revision, the system was organized to distinguish more clearly between designated waste and medical waste emissions, aiming to minimize environmental risks and comply with related laws based on this framework.

Waste Management Process




### Waste Resource Circulation

Seegene reduces plastic pallet waste through a rental–reuse–return cycle for pallets used in product transportation, and conducts upcycling initiatives for waste plastics. We will continue efforts to promote waste reduction and resource circulation through various methods tailored to our business and industry.

## Water Use Management

Most of the water used by Seegene is municipal tap water. Since most business locations are leased buildings, infrastructure-level changes such as the use of recycled water are difficult to implement. However, continuous water-saving campaigns are conducted to raise employee awareness and ongoing efforts are made to reduce water use.

## Sustainable Packaging

As part of efforts to advance a circular economy, Seegene continues to pursue the development and application of sustainable packaging designed to be recyclable and to minimize environmental impact. Since 2023, Seegene has introduced VIP[2)] packaging , which reduces volume by 13% compared with existing PCM[1)]packaging, and in 2024, an improved VIP packaging with a weight reduction of approximately 6 kg per box was also introduced. This makes a tangible contribution to reducing energy use and carbon emissions during logistics. Furthermore, FSC-certified materials are being gradually introduced for product packaging, with conversion to FSC-certified packaging completed for some of the key products. The scope of application will be expanded to major product groups by 2025.

### Development of FSC-certified Transport Packaging Boxes

The EU, where Seegene's major customers are located, announced amendments to the Packaging and Packaging Waste Regulation (PPWR) in 2022, further strengthening regulations on environmentally polluting materials such as expanded polystyrene (EPS). In response, Seegene proactively developed recyclable packaging boxes in 2022 and filed patent applications to address global policy changes related to waste reduction and resource circulation. These transport packaging boxes are made of FSC-certified or recyclable materials, including 12-layer cardboard and recycled PE insulation to maintain product quality while ensuring stable deliveries. Notably, performance tests were conducted seven times in accordance with the International Safe Transit Association (ISTA 7D) packaging transport performance test standards to verify stability under changes in composition and conditions.

1) PCM (Phase Change Materials): Substances that absorb or release large amounts of heat while changing phase at a specific temperature without temperature change.
2) VIP (Vacuum Insulated Panels): Vacuum insulated panels suitable for transporting clinical pharmaceuticals requiring strict temperature control.

# SOCIAL

# Empowering People through Reliability

## Management Approach

Seegene aims to create a world where all members can enjoy safe and healthy lives. To this end, we strive to provide optimal medical solutions to consumers by strengthening R&D capabilities and establishing a thorough quality management system. Additionally, Seegene operates customized training programs to secure and nurture excellent talent, the foundation of innovation, and are building an organizational culture that respects work-life balance. In 2024, Seegene continued efforts to ensure the safety of its members by revising the Safety and Health Management policy and maintaining ISO 45001 certification, while pursuing sustainable growth through collaboration with various interested parties, including suppliers and the community.

| Certification of Medical Device Quality Management System (MDQMS) | Certification of Health and Safety Management System | Certification of Electrical and Electronic Products Safety |
|---|---|---|
| ISO 13485 | ISO 45001 | CE/CSA |

| R&D Expenses as a Percentage of Sales | Proportion of R&D Personnel | Import-Export Safety Management Certified | Completion of Human Rights Impact Assessment |
|---|---|---|---|
| 16.8% | 42.2% | AEO | |

### Seegene ESG Issue Pool

| | |
|---|---|
| ② | Access to Health Care |
| ④ | Product Stewardship |
| ⑨ | Organizational Culture Innovation |
| ⑩ | Community Contribution through Proactive Disease Response |
| ⑪ | Human Capital Development |
| ⑬ | Human Rights and Diversity |
| ⑮ | Sustainable Supply Chain |
| ⑰ | Safety and Health Management System |

### ESRS Topic Alignment

| | | | |
|---|---|---|---|
| ESRS S1 | Own Workforce | • Working Conditions<br>• Diversity<br>• Other Work-Related Rights (Forced Labor, Child Labor) | • Education and Skills Development |
| ESRS S2 | Workers in the Value Chain | • Health and Safety<br>• Other Work-Related Rights (Forced Labor, Child Labor) | • Education and Skills Development |
| ESRS S3 | Affected Communities | • Economic, Social, and Cultural Rights of Communities | |
| ESRS S4 | Consumers and End Users | • Health and Safety<br>• Responsible Marketing Practices | • Use of Products and Services |
| ESRS G1 | Business Conduct | • Supplier Relationship Management | • Payment Practices |

### Link to SDGs

- 1 NO POVERTY: • Contributing to poverty eradication through community engagement
- 5 GENDER EQUALITY: • Promoting diversity in employment
- 3 GOOD HEALTH AND WELL-BEING: • Contributing to human health improvement through proactive disease response via diagnostic reagents and equipment development
- 8 DECENT WORK AND ECONOMIC GROWTH: • Strengthening supply chain capabilities through supply chain management and support
- 4 QUALITY EDUCATION: • Cultivating professional talent through lifecycle education and job-specific training
- 10 REDUCED INEQUALITIES: • Reducing inequality through community contribution

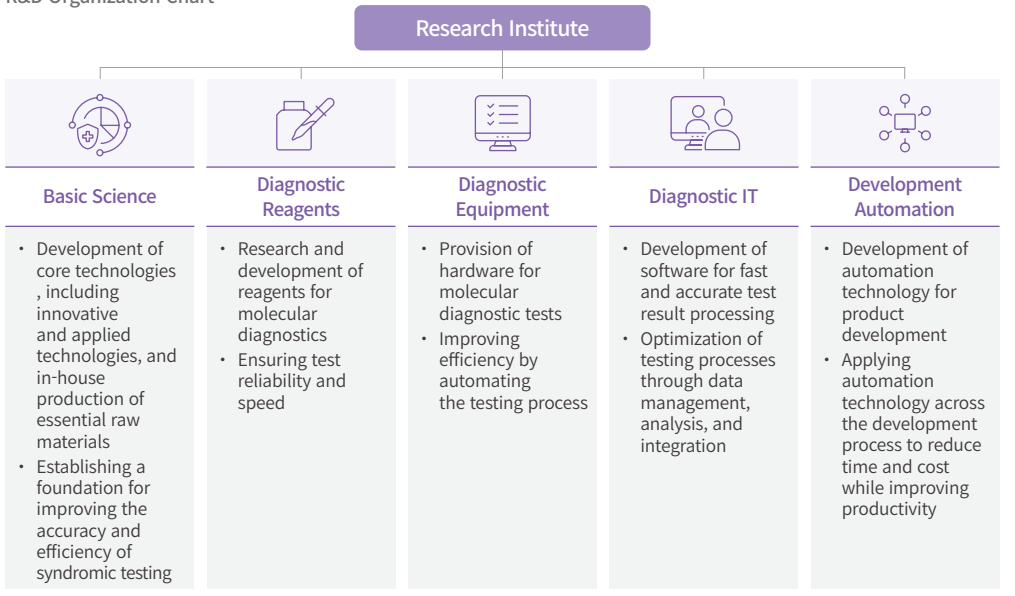
# Research and Development

Innovative technologies and products are essential to enhancing market competitiveness and positioning. Seegene focuses on developing new technologies and products by continuously investing in R&D to secure future growth drivers, creating synergy through open innovation-type research and development in collaboration with external partners. These efforts enable us to respond proactively to evolving markets and strengthen our technological foundation for sustainable growth.

## R&D Organization and Workforce

Seegene's R&D division is organized into five main areas: basic science, diagnostic reagents, diagnostic equipment, diagnostic IT, and development automation. Each area covers the entire spectrum of molecular diagnostics, including Chemicalware, hardware, and software. These divisions continuously advance technology by conducting specialized research and development to develop solutions for syndromic testing (Multiplex Real-time PCR) and to enhance user convenience. Seegene continues to make strong efforts to maintain global competitiveness and support sustainable growth.

R&D Organization Chart




**R&D Expense Ratio (on a Consolidated Basis)**

16.8%

**Proportion of R&D Personnel**

42.2%

## R&D Strategy

Seegene is developing innovative technologies such as syndromic testing that can simultaneously test multiple disease-causing pathogens using a single system at a reasonable cost. By timely supplying syndromic testing solutions that possess technological, product, and price competitiveness to the market, Seegene provides accurate diagnoses at reasonable costs in medical settings, thereby contributing to practical improvements in medical accessibility.

Additionally, Seegene is continuously strengthening its capabilities by conducting research and development covering the entire 'A to Z' of syndromic testing—from core technologies to product development, in-house raw materials, automation of the entire testing process, to software-based test result management—to provide more complete testing solutions.

With over 20 years of development expertise, Seegene has developed more than 200 molecular diagnostic reagents for infectious diseases, oncology, and genetics based on proprietary core technology patents such as DPO™, TOCE™, and MuDT™. In particular, by securing core technologies necessary for reagent development of syndromic testing that can test various diseases simultaneously and by in-house supplying key raw materials of products, Seegene strengthens its technological capabilities and product competitiveness.

Furthermore, Seegene facilitates the effective adoption of molecular diagnostic systems in hospitals and laboratories by delivering accurate results in a cost-effective manner through AIOS™ (All-in-One System), a fully automated, integrated system capable of performing over 30 types of syndromic tests. Currently, AIOS™ continues to expand its product portfolio to meet diverse user needs.

Seegene's proprietary molecular diagnostic automation system not only ensures completeness and reliability of diagnostic equipment but also enhances efficiency and accuracy throughout the testing process. Based on this, Seegene plans to systematically advance its molecular diagnostic platform to secure sustainable technological competitiveness and actively respond to market changes.

Seegene is promoting the advancement of its R&D system by systematically managing and analyzing reagent development data using the latest digital technologies such as cloud computing, AI, and big data analytics. Beyond traditional product development focus, through the Open Innovation Program (OIP), Seegene shares its PCR technology and Reagent Development Automation System (SGDDS) to support customized product development based on actual field demands. Through this, we will develop products with practical value together with various partners.

# Research and Development

## Product Development

Since its establishment, Seegene has developed over 200 molecular diagnostics products targeting various infectious diseases including gastrointestinal infections, respiratory infections, and sexually transmitted infections. In 2024, following our 2023 achievements, we additionally obtained IVDR (In Vitro Diagnostic Medical Device Regulation) certification for female disease-related products, and we plan to continuously expand the scope of IVDR approvals focusing on key product groups. Major product development achievements in 2024 include upgraded products with enhanced sensitivity for existing major respiratory viruses and Flu A subtypes (Flu A-H1pdm09, Flu A-H3), new MPXV (Monkeypox Virus) detection products, differentiated from our existing offerings, and products that continuously received domestic approval from the MFDS (Ministry of Food and Drug Safety). First, we launched a product that expands the diagnostic range to Flu A and two Flu A subtypes compared to existing products. In particular, sensitivity for the Flu A-H1pdm09 subtype was improved to enhance detection accuracy, laying the foundation for rapid responses to Flu A mutations and enhancing market competitiveness.

Additionally, following WHO's re-declaration of an international public health emergency for MPXV in 2024, we have developed three new products differentiated from existing MPXV products. The three newly launched products include one that specifically distinguishes MPOX virus from Non-variola Orthopoxvirus, one that separately detects Clade I and variant Clade Ib, and one capable of distinguishing Clade I/II and II types while simultaneously detecting multiple pathogens, including Herpes Simplex Virus 1/2 and Varicella-Zoster Virus which cause similar symptoms. These product lines enhance the accuracy and efficiency of MPXV infection diagnosis and contribute to strengthening public health crisis response capabilities. Moreover, significant achievements were made in domestic approvals; in 2024, we additionally obtained MFDS approval for two products, strengthening our position in the domestic diagnostics market. Among these, a product detecting human papillomavirus is based on our 19 patented technologies with 3Ct technology (detecting three targets in one fluorescence channel), enabling qualitative detection of 14 major high-risk HPV types in a single test, allowing confirmation of infection status and virus type. Another product simultaneously detects a total of 28 HPV types, including 19 high-risk and 9 low-risk types, both having received MFDS approval. Additionally, we obtained approval for a product diagnosing Mycobacterium tuberculosis and Nontuberculous mycobacteria infections, in human sputum and liquid culture specimens, detecting both single and co-infections. Other products selected through the first Open Innovation Program (OIP) are currently under sequential development; key products under development in 2024 include NTM (Nontuberculous Mycobacteria) Typing and MDRO (Multi-Drug Resistant Organisms) Assay.

These products are scheduled for completion by 2025 and will be optimized for seamless integration into our molecular diagnostics automation system, enhancing customer convenience while positively impacting portfolio expansion. Additionally, the second OIP officially opened in September 2024. Through public applications, new projects with high competitiveness and marketability that do not overlap with existing product pipelines will be selected to advance product development. Through this initiative, we aim to further strengthen our technological foundation and continuously secure new diagnostic areas with high future growth potential.

## R&D Enhancement Activities and Achievements

### Advancing SG OneSystem™

#### Enhancing SG IDEA Quality

We introduced Figma[1)], a tool that provides high-quality detailed screen designs for developers planning and designing SG IDEA (Seegene Integrated System for Documentation following Experiments and Analysis), software used for syndromic PCR reagent development. Through this, developers can clearly and accurately plan and design software based on high-quality screen designs reflecting User Experience (UX). Seegene continuously improves the quality of software development by utilizing various collaboration tools in addition to Figma.

#### Establishment of Development Automation Process

In 2023, Seegene produced a product development standard guidebook to standardize the diagnostic reagent development process and implement an automation system. This guidebook enhances researchers' understanding to improve development efficiency and accuracy, standardizes product performance verification documents in accordance with the latest approval regulations, thereby strengthening product reliability and quality.

Currently, using Seegene's Reagent Development Automation System (SGDDS) V1, six products have been successfully launched. Based on identified improvements during development, we upgraded and completed SGDDS V2 in Q4 2023. SGDDS V2 is being applied to 15 projects selected through the 2024 Open Innovation Program (OIP) as well as internal development projects, and is planned for use in technology-sharing projects with Israel and Spain scheduled for 2025. Furthermore, Seegene is applying SGDDS V2 internally for reagent development with ongoing system upgrades. We are focusing on improving system usability including user environment, database environment, and computational capacity to function as an integrated reagent development platform accessible to scientists worldwide.

1) Figma: A widely used cloud-based design and prototyping tool for user interface (UI) and user experience (UX) design.

# Research and Development

## In-house Raw Materials

To enhance cost competitiveness and production, the internalization and diversification of key raw materials are essential. Seegene has developed various enzyme master mixes (SEMX1, SEMX3, SEMXR1, SEMXR2) with improved non-specific reaction control and enhanced specimen tolerance, which have been successfully applied to diagnostic reagents such as Allplex™ SARS-CoV-2 fast PCR Assay, Allplex™ NG & DR Assay, Novaplex™ Malaria Assay (RUO), Novaplex™ MPXV/OPXV Assay (RUO), and Allplex™ RV Master Assay v3.0. Currently, Seegene is applying in-house enzymes to new products under development, such as the Strep Assay and OIP P15[1)], with phased releases scheduled to begin in late 2025. Additionally, new enzyme master mixes—SEMXR3, designed for product scalability, and SEMX4, designed to exclude false positives caused by E. coli—are planned for development. Freeze-dried formulations designed for user convenience are also under development. In the extraction reagent field, as part of the Technology-Sharing Project initiated in 2023, the Direct lysis buffer 'STARprep EZ buffer' was developed during the Strep Assay product development process and is undergoing clinical evaluation with a planned release at the end of 2025. The STARprep EZ buffer is a specimen pretreatment reagent that enables PCR amplification without nucleic-acid extraction from patient specimens. Omitting the nucleic acid extraction step reduces PCR test preparation time by more than 50%. In 2025, an automated system enhancing user convenience, shortening extraction time, and expanding test capacity will be developed, along with the completion of new in-house extraction reagent development optimized for Seegene's next-generation system. By combining enhanced performance extraction reagents with competitive automated systems, it is expected to provide more accurate molecular diagnostic solutions and a stable automated extraction system.
In the oligo field, technology and process development to produce all forms of oligos have been completed, contributing to stable supply and new product development. Through in-house raw material development and production, Seegene directly manages quality to ensure consistent quality of final diagnostic reagents.

1) P15: Project 15. Fifteen diagnostic products selected in the first phase of the Open Innovation Program

## International Cervical Cancer Screening Approval Obtained

The Allplex™ HPV HR Detection product is the only product that provides 14 high-risk HPV genotypes associated with cervical cancer along with their respective Ct values. This product's performance was validated according to clinical criteria for international cervical cancer screening purposes (International Guideline for primary Cervical Cancer Screening, Meijer Validation). These results were presented at various HPV-related academic societies such as EUROGIN in February 2023 and IPVC in March 2023, and published as a paper in January 2024. Building on these positive outcomes, the cervical cancer screening product received new European IVDR approval in September 2024 and is currently undergoing regulatory approvals worldwide.

## Intellectual Property Rights Acquisition

Securing intellectual property rights, including patents, is a key indicator of a company's R&D capabilities. Seegene has established all necessary patent portfolios from the development to business stages of PCR molecular diagnostic products. These include patents covering syndromic PCR diagnostics, automated reagent development, and molecular diagnostic test automation, which play a core role in our business. Seegene continues to expand its patent filings for result analysis software and integrated molecular diagnostic solutions and operates a dedicated patent team to strengthen patent management of core technologies, continuously enhancing competitiveness through intellectual property rights acquisition.


1) Cumulative data from 2006 to 2024

# Quality Management

In one of Seegene's key markets, the EU, the new In Vitro Diagnostic Regulation (IVDR) has been introduced, requiring quality management based on enhanced safety and performance standards compared to previous directives. Seegene is thoroughly analyzing and applying these new regulatory requirements and is responding promptly to the demands of various countries and markets. Additionally, Seegene has obtained and maintains various domestic and international certifications including ISO 13485 and MDSAP, proactively addressing the regulatory needs of different countries and markets, and continuously pursues product quality management efforts such as verification of product performance and evaluation of safety.

## Strengthening Quality Management System

Seegene holds certifications such as ISO 13485:2016, KGMP[1], and MDSAP[2] to maintain a robust quality system for in vitro diagnostic medical devices. To maintain these quality-related certifications, it is crucial to verify the accuracy and integrity of data managed within the ERP System. Accordingly, since 2022, Seegene has led efforts to strengthen quality management by implementing a global ERP System that electronically integrates sales, purchasing, production, and inventory management. Seegene has completed internal validation of the ERP System through CSV[3], which enables traceability by Lot[4] number in case issues arise due to performance or product defects, thereby contributing to product quality assurance.

## Product Performance Monitoring

Seegene continues strict incoming quality control of raw materials, including enzymes and oligonucleotides. Enzymes and oligonucleotides are key raw materials that determine product performance; before production input, visual and functional inspections are conducted to screen out defective items effectively reducing the nonconformity rate of finished products. Specifically, enzyme inspections are conducted based on QC standards established through quantitative analysis methods for polymerase enzymes essential for PCR performance. Visual inspections of Oligo thoroughly check for foreign substances to minimize impact on product performance, with ongoing data monitoring in preparation for future performance testing. These improved QC inspection procedures and systems contribute to stabilizing raw material and product quality. In 2024, a significant milestone was achieved as incoming QC nonconformity rates decreasing from 6% in 2023 to 2%. Moreover, these results also contribute to reducing waste generation, disposal costs, and environmental impact.

## Global Manufacturing and Quality Management Standardization

As part of the Technology-Sharing Project, Seegene is preparing for future global production facility establishment by gradually reviewing and standardizing its production processes. An integrated production and quality management system is being established that can operate under common standards and procedures across global production sites. Through development of audiovisual training materials, related standards are being internalized and local implementation capabilities strengthened. Particularly, by ensuring that shared global technology-developed products are produced and quality-controlled according to uniform standards, Seegene aims to maintain and guarantee consistent and stable quality levels. This system is being established in a structured and phased manner, laying the foundation for enhanced global production capabilities and improved product reliability.

## Product Performance Verification Procedures

Seegene implements strict step-by-step performance verification procedures to ensure the performance and quality of each product produced. After mixing raw materials, semi-finished product 1 is manufactured according to specified concentrations and ratios, then processed into semi-finished product 2 following a quality inspection. Semi-finished product 2 is stored in a frozen warehouse and undergoes sampling inspection to determine compliance with acceptance criteria. Semi-finished product 2 is converted into finished products according to shipping schedules, and sampled inspection is conducted after final packaging to confirm safety and efficacy. This inspection is the final verification step before products are delivered to end users and is a critical procedure for ensuring product quality. For semi-finished product 2 stored long-term, quarterly performance verification is conducted on products aged 1 to 2 years. Key semi-finished products with higher potential for performance changes such as Oligo, PC[5], IC[6], and Marker[7] are regularly monitored for functional abnormalities. Semi-finished products showing performance degradation are immediately excluded from shipment and strictly managed to prevent use in finished product manufacturing.
Capability Analysis is performed on all products to quantify quality variations that may occur during production processes. When abnormal data or deviations are detected through this analysis, root cause analysis and corrective actions are taken to prevent quality fluctuations. Additionally, to enhance the efficiency and accuracy of performance verification, automated inspection systems (NIMBUS, Fluent 480) have been introduced to enhance efficiency and accuracy of inspections, These systems enable accurate and consistent repeated inspections, minimize human error, and contribute to productivity improvement.

1) KGMP: Korean Good Manufacturing Practice for Medical Devices
2) MDSAP: Medical Device Single Audit Program
3) CSV: Verification that computer system data is analyzed, managed, recorded, and processed according to predefined criteria
4) Lot: A collection of identical products produced under the same conditions
5) PC: Positive Control
6) IC: Internal Control
7) Marker: Component used to verify band size in conventional PCR results

# Quality Management

## Assessment of Product Safety and Efficacy

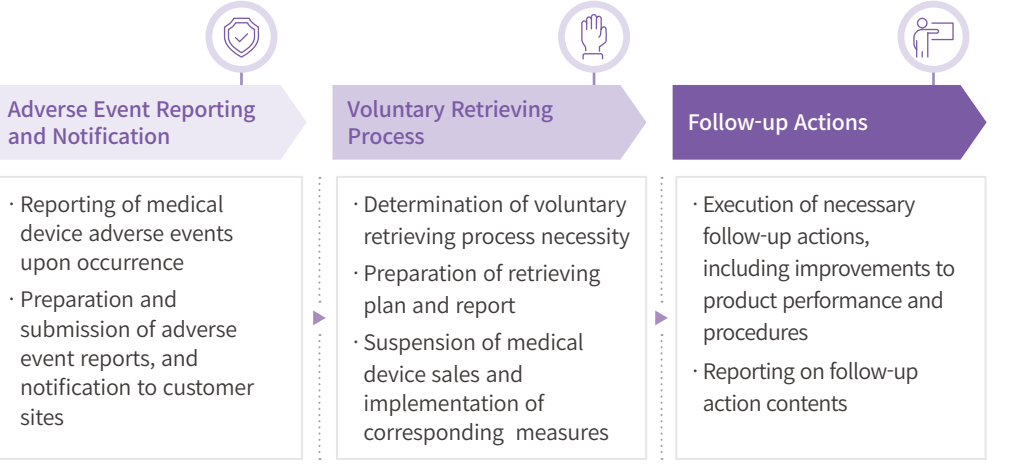
Seegene identifies, assesses, and manages risks during product development and manufacturing processes in accordance with ISO 14971, the international standard for medical device risk management. Additionally, Seegene complies with the regulations of the Institutional Review Board (IRB) and the guidelines of national regulatory authorities to ensure the safety and efficacy of its products through clinical performance evaluations during development. Clinical sensitivity and specificity are validated against confirmatory tests, and correlation is also assessed through comparison with previously approved products. Seegene thoroughly carries out all processes of clinical performance studies, including planning, monitoring, and reporting results. In particular, to enter the European market and maintain IVDR certification, annual updates of clinical performance evaluation data are regularly performed. This process includes not only clinical performance studies scientifically demonstrating the efficacy of Seegene's products but also annual literature reviews and External Quality Assessment (EQA) results to substantiate the clinical performance of the products. Furthermore, to continuously verify and improve diagnostic accuracy and quality, Seegene actively participates in various internationally accredited EQA programs. Through participation in QCMD, INSTAND, and WHO LabNet Programme, international comparative evaluations are conducted on key performance indicators such as accuracy, reproducibility, sensitivity, and specificity of molecular diagnostics products, with the aim of minimizing diagnostic errors and enhancing user confidence. Moreover, participation in international public health network programs like WHO LabNet helps strengthen infectious disease response and disease surveillance systems. EQA results are utilized to improve research and development and quality assurance systems to comply with international regulatory requirements such as ISO 14971 and IVDR.

## Automation Equipment Safety Certification

Seegene has obtained and maintains global certifications to ensure the safety and quality of its automation equipment. In particular, AIOS™ (All-in-One System) acquired the CSA (Canadian Standards Association) certification, a North American electrical and electronic product safety standard, in 2023 and continues to meet certification criteria in 2024. Obtaining CSA certification officially guarantees the product's safety and performance against risks such as fire and electric shock, thereby enhancing market competitiveness and consumer trust. Seegene will continue efforts to obtain various certifications including CSA to have its product safety and quality recognized in the global market.

## Product Safety Incident Response Procedures

Seegene has established and adheres to procedures for reporting incidents and conducting recalls according to the requirements of each country when accidents occur or potential risks are identified during product or merchandise use. Prioritizing customer safety, Seegene maintains close communication with customers and thoroughly analyzes issues to provide prompt and accurate solutions.




## Product User Manual

Seegene provides an Instruction for Use (IFU) manual for all products it sells to ensure customers can use them safely and correctly. The manual includes detailed information for safe use including storage and handling methods and precautions during use. For customer convenience, the IFU is also available online through the SG Archive digital platform. When customers request additional guidance or training, specialized personnel visit sites directly to provide customized education on product usage.

# Talent Management

Securing outstanding talent in the pharmaceutical and biotechnology industries is essential for sustainable growth and innovation. Seegene operates a fair and transparent personnel system to attract talent and fosters employees' growth through a variety of training and development programs.

## Talent Management Strategy

Seegene strives to create an environment where members take pride in the company and fully realize their capabilities and potential. By providing diverse training opportunities as well as establishing fair and transparent personnel systems and cultivating a positive organizational culture, Seegene nurtures members who share the company's vision and values.

| Talent Acquisition | Talent Development | Personnel System/Global HR | Organizational Culture |
|---|---|---|---|
| • Building an employer brand as a molecular diagnostics platform company<br>• Securing field-specific experts and establishing talent pipelines to strengthen business competitiveness | • Strengthening leadership training for each stage of growth<br>- Leadership training for newly appointed and newly promoted leaders<br>- Expanding leadership training for current leaders and team members<br>• Expanding expertise enhancement programs for developing job specialists | • Establishing a performance management system and change management<br>• Enhancing global mobility and strengthening HR support for overseas subsidiaries | • Establishing Seegene's unique working practices and organizational culture<br>• Enhancing employee engagement<br>• Diversifying member communication channels |

## Talent Recruitment

Seegene's top priority in talent management is to attract and secure outstanding talent to drive sustainable growth, and it implements a fair and transparent recruitment policy to achieve this goal. Equal opportunities are provided to all applicants without discrimination based on gender, age, disability, or other protected characteristics. Through a transparent selection process focused on job expertise and competencies, Seegene proactively recruits experts in each field and actively supports their continuous growth and development by providing structured onboarding programs and a variety of training and development opportunities after joining.

### Internal Recruitment(Job Posting System)

Seegene operates an internal job posting system to support employees' career development and advancement. Employees seeking a role change may apply for internal openings through a fair and transparent selection process that supports their career progression. Through this, we leverage employees' expertise and experience to enhance organizational efficiency and foster positive change within the organization.

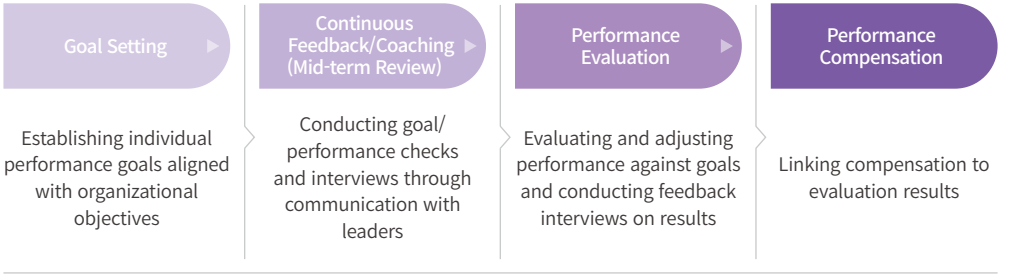
## Diversity and Inclusion

Seegene does not discriminate in employment, wages, promotion, or education based on gender, religion, disability, age, status, nationality, marital status, or pregnancy/childbirth, and operates a fair assessment system to ensure performance-based rewards. Seegene continuously strives to secure female talent; in 2024, the proportion of female employees at Seegene is 42%, female managers in senior positions account for 12.7%, and female executives represent 11.4%. Additionally, in 2024, four more disabled athletes were hired, bringing the total number of athletes with disabilities to 11. Seegene makes ongoing efforts to meet the mandatory 3.1% employment rate for persons with disabilities, thereby contributing to securing diversity within the company and expanding social participation opportunities for people with disabilities.

## Performance Evaluation and Compensation

Seegene operates a performance management system based on organizational and individual goals to support the continuous growth of both the company and its employees. All members set personal performance goals aligned with organizational objectives at the beginning of the year and regularly review progress and performance through ongoing feedback, coaching and mid-term reviews with their leaders. Achieved goals and results are linked to year-end performance evaluations and compensation to motivate growth, with a mandatory evaluation calibration process to ensure fairness. Furthermore, mandatory leader training, guidelines, and monitoring are conducted throughout the performance management system to enhance leaders' capabilities and support members' growth.

Performance Management System Process



# Talent Management

## Talent Development Training System

Seegene has established and operates a tiered education system to support employee capability development. We provide structured training programs across five categories: training on core values, leadership training, general competencies and job expertise training, global competency enhancement training, and self-directed learning. In 2024, 92 in-house training sessions were conducted. Through this, employees cultivate competencies appropriate to their positions and grow into leaders equipped with leadership and expertise.

Life-cycle-based Education System

| Value | Leadership | Professional | Global | Compliance and Self-directed Learning |
|---|---|---|---|---|
| Cultivating employees who embody Seegene's core values and culture | Developing leaders who lead change and innovation at Seegene | Training professionals with specialized knowledge and strong execution skills | Developing global talent to lead Seegene's international business | Building an ethical, self-directed culture and nurturing talent |
| **Introductory Training Course**<br>Introductory training program to support a smooth onboarding experience for new hires, including entry-level, experienced, and leaders | **Level-specific Leadership Course**<br>Pre-leadership development program for employees without formal managerial roles, including junior, mid-level, and senior staff | **Job Expertise Training**<br>Courses to strengthen functional capabilities in research and development, manufacturing, procurement, sales, and management support | **Global Training**<br>Courses to improve global communication skills and prepare employees for overseas assignments | **Statutory Training**<br>Essential training mandated by company code of ethics, applicable laws and regulations |
| **New Position Course**<br>Program to support transitions into leadership roles and enhance the capabilities of newly appointed team leaders, directors, and executives | **Leadership Course for Leader Position Holders**<br>A program designed to strengthen the capabilities of leaders who drive organizational performance and foster member development | **General Competency Training**<br>Programs to strengthen core competencies required across roles, such as planning skills and reporting skills | | **Seegene Learning Cloud**<br>Self-directed learning programs supporting key areas such as leadership, job –specific skills, and global competencies |
| **Promotion Training Course**<br>Promotion-linked role transition and capability development program | **Organizational Revitalization Course**<br>A Course designed to enhance team dynamics and strengthen organizational cohesion | **Degree Support Program**<br>A system for developing future talent through support for earning professional degrees | | |

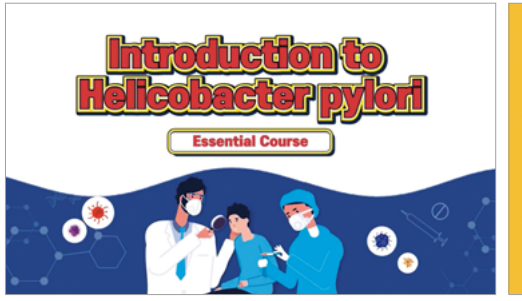
## Talent Development Programs

### Introductory Training

Seegene offers a comprehensive set of training programs to help new employees quickly understand the organization and business. This training provides systematically organized theoretical training on internal regulations and procedures, molecular diagnostics technology and product introduction, equipment operation, and more. Practical training on automated equipment such as Real-time PCR and STARlet-AIOS™ enhances practical proficiency with related technology and products. Additionally, department-specific OJT (On-the-Job Training) is implemented to support new hires in adapting to and integrating into the organization swiftly.

Introductory Training for New Hires

| Category | Main Contents |
|---|---|
| Understanding work processes and organization | Training providing an overview of company operations, including work systems, internal regulations, products, manufacturing processes, quality management, molecular diagnostics, and reagents |
| Understanding technology and products | Training on key technologies such as molecular diagnostics and PCR technologies |
| Understanding equipment and software | Training on Seegene's developed equipment and software |
| Business strategy and Open Innovation Program for a world free from all diseases | Training on Seegene's business strategies and open innovation initiatives, including technology-sharing projects |





Introductory Training for New Hires

# Talent Management

## Job Training

Seegene provides training across various job functions such as quality and sales, aiming to enhance members' professional knowledge and work capabilities for each job role. In particular, for quality roles, based on quality management system certification, education related to the latest domestic and international medical device quality standards such as ISO 13485 and GMP is supported to maintain the highest quality of products provided to customers. In 2024, a total of 10 quality-related training sessions were conducted. Additionally, for sales and related departments, training on basic theories and market trends relevant to sales activities including new and improved products, marketing strategies, and Key scientific trends related to products, are provided. In 2024, a total of 50 training courses were operated. Furthermore, recorded training videos are provided for continuous education of employees including new hires, with 44 training databases established as of 2024. Moreover, by inviting KOLs (Key Opinion Leaders) in diagnostics and clinical fields, new lectures sharing not only professional education but also actual testing experiences were planned and conducted nine times. These external invited lectures aim to enhance each department's understanding of real field situations and gain practical insights. In 2025, based on members' feedback, invited lecture topics will be selected to operate expert education in various fields.

KOL Invited Lectures

## Specialized Training

Seegene supports various internal and external training programs to strengthen employees' job-related expertise. It provides foundation job competency training in areas such as planning, problem-solving, reporting, and presentation skills, as well as continuous professional education in diverse job fields including management, leadership, HR, finance/accounting, IT, production, and purchasing through an internal learning platform in an online format. Additionally, it supports employees' participation in external training programs tailored to their job characteristics. Notably, through agreements with 17 specialized institutions under the National Human Resources Development Consortium project, convenient access to professional training in biotechnology, logistics, marketing, IT, information security, and other fields is provided. Furthermore, a master's and doctoral degree support program is offered for more advanced competency development. From 2025 onwards, job-specific professional training programs aligned with on-the-job needs will be expanded.

## In-house Learning Platform

In 2021, Seegene introduced the in-house learning platform 'Seegene Learning Cloud,' providing employees with a learning environment accessible anytime and anywhere via computers and smartphones. This platform offers over 4,000 external courses fully funded by the company across three categories: management/leadership, professional skills, and foreign languages. Additionally, as of 2024, more than 340 internally developed courses have been actively shared to support internal knowledge and information exchange. This education system contributes to deepening employees' understanding of Seegene's technologies and products and enables rapid acquisition of the latest information on new products and competitor trends.



Specialized Training

# Talent Management

## Leadership Training

Seegene is expanding leadership training by rank and position to cultivate leaders who will drive organizational change and innovation, strengthening the organization's leadership pipeline. To this end, in 2024, Seegene has developed role and competency models for executives and team/group leaders, who serve as role models, actively utilizing these in leadership assessments and training. New appointees receive leadership training necessary for their new roles, while existing leaders receive programs aimed at enhancing organizational, task, personnel, and self-management competencies. Additionally, aligned with the introduction of a new performance management system, advanced 1:1 coaching process and execution training was conducted in 2024 following the basic performance management training for all leaders in 2023. Furthermore, general employees expected to become next-generation leaders are offered leadership competency training at promotion points on topics such as self-management, demonstrating expertise, enhancing influence, and people management, with followership training also provided regularly. Moreover, to promote communication and collaboration within the organization, after conducting Birkman Assessment-based organizational development training, from 2024 onward, newly developed group-level communication training based on Transactional Analysis is being actively operated.

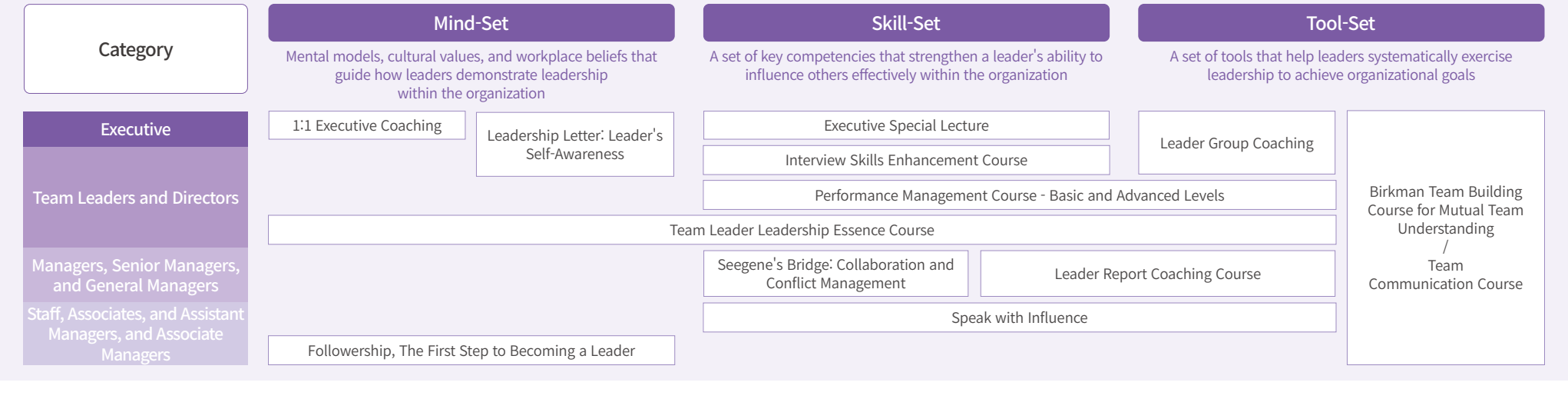
## Training Performance Measurement

Seegene measures training outcomes after all in-house training sessions to accurately identify employees' learning needs and continuously improve program quality. Participants rate their satisfaction on a 7-point scale regarding content comprehension, content structure, and delivery skills of instructors. The Net Promoter Score (NPS), originally developed for consumer marketing, is also measured to manage training outcomes more systematically. For company-wide, job-specific training programs where competency improvement can be assessed, pre-and post-training competency surveys are selectively conducted to verify achievement of training goals and effectiveness. In addition to quantitative indicators, feedback on strengths and areas for improvement is analyzed thoroughly through After Action Review (AAR) meetings post-training and used as reference material for program enhancement.

### Effectiveness Evaluation of Minitab Design of Experiments Course

Seegene conducted Minitab Design of Experiments Training for raw materials research and development personnel to strengthen skills in experimental design and data analysis capabilities. Competency improvement surveys before and after the training measured its effectiveness. Understanding of software improved from 2.2 to 5.5, understanding of design of experiments increased from 2.8 to 5.9, and confidence in applying experimental design in actual work increased from 2.5 to 5.5 points, confirming the training's effectiveness.

Leadership Training Framework



# Human Rights Management

Companies must respect the human rights of all stakeholders within the value chain, in line with the Universal Declaration of Human Rights and strengthen their human rights management systems to proactively address increasingly stringent human rights regulations, such as the EU Corporate Sustainability Due Diligence Directive (CSDDD). Seegene implements human rights management across all business activities through conducting human rights impact assessments and operating grievance mechanisms.

## Human Rights Management Policy

Since declaring its Human Rights Management Policy in 2022, Seegene has been committed to respecting the human rights of all stakeholders across its business operations. The declaration encompasses not only employees but also suppliers, customers, communities, and governments, based on the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, UN Global Compact's Ten Principles, and ILO Core Conventions. It covers contents on diversity and inclusion, health and safety, prohibition of forced and child labor, ethical business practices toward suppliers and customers, ethics toward communities, and grievance handling. Seegene identifies and manages human rights-related risks to minimize human rights violations. Seegene continuously strives to prevent human rights issues in its operations by encouraging suppliers and key partners to uphold their human rights responsibilities.

## Human Rights Risk Management

To protect the human rights of internal stakeholders and foster a positive working environment, Seegene requires members to sign pledges of mutual respect and ethical conduct at the recruitment stage to help them understand and respect the value of human rights management. Additionally, quarterly meetings involving leaders from each division, junior employees, and the Corporate Culture Team are held to actively discuss human rights-related issues.

## Grievance Handling

Difficulties occurring within the company can be reported through the Grievance Counseling Center, internal reporting board, email, and Audit Team. Grievance officers provide counseling to support resolution of reported issues. Depending on the severity, victims' opinions are heard and fact-finding investigations are conducted, followed by strict measures through the Personnel Committee.
To protect whistleblowers, their identity and report details are strictly confidential, and measures are taken to prevent disadvantages due to reporting. Additionally, a female grievance handling officer is separately assigned to alleviate psychological burdens for female members. Seegene encourages employees to use the Warm Heart Program, a psychological counseling program, to facilitate a swift return to work for whistleblowers, and provides paid leave when necessary to ensure sufficient rest and recovery. In 2024, two human rights-related grievances were received and resolved 100%.

✉ Employee grievance-related email reporting channel: manners.maketh@seegene.com

## Human Rights Education

Corporate human rights management begins with enhancing employees' awareness of human rights. Seegene produces human rights card news on relevant topics for easy understanding by members and posts them on the internal bulletin board while conducting Code of Conduct training. In 2024, along with legally mandated trainings such as Sexual Harassment Prevention Education and Disability Awareness Training, Code of Conduct training was conducted to foster a respectful workplace culture and promote awareness of human rights. Furthermore, through workplace bullying prevention education, specific cases and decision-making criteria are shared to continuously educate employees to prevent workplace harassment.

# Human Rights Management

## Human Rights Impact Assessment (HRIA)

Seegene has been conducting an annual Human Rights Impact Assessment (HRIA) since 2023 to establish a culture of Human Rights Management and strengthen its Sustainability Management. The assessment is based on the National Human Rights Commission of Korea's Human Rights Management Guidelines and Checklist (2018), as well as the HRCA (Human Rights Compliance Assessment), and covers five areas: human rights management system, prohibition of discrimination, prohibition of forced labor, prohibition of child labor, and occupational health and safety. It aims to identify human rights impacts on all stakeholders potentially exposed to human rights risks, including Seegene employees, suppliers, communities, and customers. We assess employees' awareness of human rights and identify potential risks through surveys in order to implement appropriate mitigation measures. The results and performance of these measures are reported to the ESG Committee. Following the 2024 assessment, a relatively low response rate was noted in grievance-related items accordingly, infographic posts were produced and posted, and quizzes were conducted to raise awareness among employees. Seegene will continue to implement improvement measures to internalize Human Rights Management. Additionally, response trends will be monitored to evaluate the effectiveness of such measures and guide future improvements.

### Human Rights Impact Assessment Process


### Human Rights Issues and Affected Vulnerable Groups by Assessment Indicator

| Assessment Indicator | Major Human Rights Issues | Vulnerable Groups |
|---|---|---|
| Human Rights Management System | • Human Rights Respect Policy<br>• Regular Human Rights Impact Assessments<br>• Grievance Handling Mechanism<br>• Human Rights Education | • Employees |
| Prohibition of Discrimination | • Employment Discrimination (based on gender, religion, disability, age, social status, region of origin, etc.) | • Employees, women, persons with disabilities, and other vulnerable groups |
| Prohibition of Forced Labor | • Incidents of forced labor involving subsidiaries and suppliers | • Employees, suppliers |
| Prohibition of Child Labor | • Ban on hiring minors and implementation of remedial measures | • Children |
| Ensuring Occupational Safety | • Safe working environment<br>• Protection of pregnant employees and employees with disabilities<br>• Support for employees affected by occupational injuries<br>• Provision of necessary safety equipment and training | • Employees, suppliers, persons with disabilities, and other vulnerable groups |

# Organizational Culture

A healthy organizational culture serves as the foundation for sustainable growth. Seegene promotes communication among members through employee workshops and communication platforms, and supports employees by fostering a fulfilling and supportive work environment through continuous improvements to workplace conditions and welfare programs.

## Fostering a Healthy Organizational Culture

Seegene holds monthly meetings to share the management policies of top executives and company-wide business directions with employees. Additionally, company-wide communication activities are held at least once a year to build a healthy organizational culture and promote mutual trust and collaboration within the organization. As of 2024, over 90% of all employees participated in these communication activities, which were organized by each department through activities such as work-sharing sessions and outdoor events to foster bonds and mutual understanding of each other's work. In 2024, a satisfaction survey on communication activities showed that 84.5% of respondents were satisfied, with 57.8% expressing they were very satisfied.

## Labor-Management Communication

Seegene strengthens alignment on organizational goals and directions by utilizing a two-way communication channel, the Communication Platform (Labor-Management Council), reflecting diverse employee opinions to promote interdepartmental collaboration and foster a culture of mutual respect. This platform brings together management and employee representatives to deliberate on welfare and work efficiency matters, fostering a forward-looking labor-management culture. The platform meets four times annually; after discussions, results are posted and employee feedback is collected to be incorporated into subsequent meetings as part of a continuous improvement cycle. Additionally, we have divided the entire workforce into four units, establishing independent communication platforms for each unit. Leaders and representatives within each unit create opportunities to improve the work environment and enhance collaboration. In 2024, initiatives included digitizing the seal application approval process, organizing files on the NAS server, and enhancing group accident insurance coverage for employees.

## Work Environment Improvement

Seegene designates two hours daily (08:30–10:30) as focused work time to encourage members to concentrate on their key tasks, enhancing work efficiency through departmental goal setting and task management. Additionally, Seegene operates policies such as "Care Day" and "Healing Day" to help employees care for themselves and their families while staying focused at work. Care Day allows employees to leave work 1.5 hours early once a month, and Healing Day provides an additional half-day of leave outside of regular annual leave once every six months. Flexible working hours are provided for employees who need adjusted commuting times due to childcare or self-development.

## Welfare Program

Seegene promotes the recruitment of outstanding talent and enhances employees' motivation through various welfare systems, striving to help members achieve work-life balance. The welfare program is divided into four areas: family, health, refreshment, and self-development. In 2024, the Warm Heart Program(psychotherapy) for employee mental health operated, providing a total of 178 counseling sessions throughout the year.

| Family | Health | Refreshment | Self-Development |
|---|---|---|---|
| • Support for Congratulatory and Condolence Events<br>• Consolation Payment for Serious Illness<br>• Employee Housing and Living Support Loan<br>• Operation of Seegene Childcare Center<br>• Support for Kindergarten Tuition | • Comprehensive Health Check-ups<br>• Seegene Clinic (Affiliated Clinic)<br>• Seegene Fitness<br>• Warm Heart Program (Mental Health Counseling) | • Care Day (early departure) & Healing Day (additional leave statutory annual leave)<br>• Long-term Service Refresh Leave (one-month paid sabbatical) | • Point-Based Support for Personal Growth |

## Operation of the Seegene Childcare Center

To alleviate employees' childcare burdens and promote work-life balance, Seegene has operated a Childcare center since December 2023, with 13 children enrolled as of the end of 2024. The Seegene Childcare Center operates structured childcare programs customized for infants and toddlers through a specialized childcare service provider, helping children develop into creative and integrative individuals. In August 2024, an additional 198m$^2$ (approx. 60 pyeong) play facility was installed on the same floor as the Childcare center to provide children with space for various activities.

Seegene Childcare Center

# Safety and Health Management

With the enforcement of regulations such as the Serious Accidents Punishment Act (SAPA), the importance of managing occupational safety and health risks is increasing. In response, Seegene has revised its Safety and Health Management Policy to establish a safety and health management system focused on accident prevention and to foster a safety culture involving suppliers and employees. Additionally, risks are proactively managed through risk assessments at all business locations, and efforts are made to ensure that all workers within the value chain can work safely by maintaining ISO 45001 certification and related training.

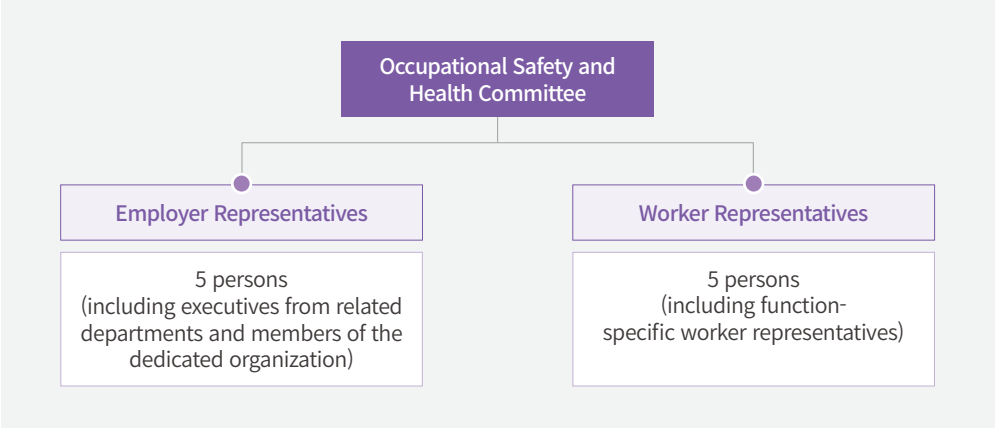
## Safety and Health Management System

Seegene has established a dedicated safety and health organization in accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act, and operates an Occupational Safety and Health Committee to oversee safety-related issues. The committee consists of executives from related departments, members of the company-wide dedicated organization, and function-specific worker representatives, to derive improvement measures to effectively protect workers' safety. The committee also deliberates and makes decisions on key safety and health matters at the workplace, listens to employees' opinions on major issues including the occupational health and safety management system, and supports their integration into business operations.
In 2024, the committee deliberated and resolved matters such as the safety and health management plan, revisions to internal and supplier safety regulations, emergency response drills, regular risk assessments, lab safety evaluations, work environment monitoring, and special health checkups.

## Safety and Health Management Policy

Seegene prioritizes safety and health as its foremost management value, emphasizing the safety of all stakeholders including members, customers, suppliers, and the community based on strong commitment from management. To create a safe working environment, a clear safety and health management policy has been established and publicly declared. Furthermore, to establish a safety and health management system encompassing members and suppliers, strict compliance with safety and health-related laws and external requirements is ensured, alongside internal operation of safety and health management regulations and systems.
In 2024, with the adoption of a co-CEO system, management's interest and responsibility for safety and health were further enhanced, leading to a revision of the safety and health management policy in June of the same year. The revised policy newly includes systematic establishment of a safety and health management system for accident prevention and cultivating a safety culture involving suppliers and employees. Through this, Seegene strengthens practical implementation to safeguard the life and health of all employees.

Composition of Occupational Safety and Health Committee




Safety and Health Goals

| Category | 2024 Performance | 2025 Target | 2027 Target | 2030 Target |
|---|---|---|---|---|
| Industrial Accident Rate (%) | 0 | 0 | 0 | 0 |
| Number of Fatalities | 0 | 0 | 0 | 0 |

# Safety and Health Management

## Safety and Health Management System

Seegene is implementing various preventive measures in response to the strengthening of the Occupational Safety and Health Act and the Serious Accidents Punishment Act. In 2023, we reviewed and improved safety and health performance through strengthening safety and health management regulations and guidelines, setting safety and health objectives, conducting internal audits, and enhancing safety and health training systems. Nine business locations obtained ISO 45001 (Safety and Health Management System) certification. In 2024, by successfully completing the follow-up audit and maintaining certification, we reaffirmed the adequacy of the company-wide operation and performance of the Safety and Health Management System. Seegene aims to manage safety and health risks effectively and systematically based on ISO 45001 requirements and management policies.

### ISO 45001 Related Training

Seegene has conducted safety and health-related training for supervisors and safety keepers (internal auditors) throughout the ISO 45001 certification process to raise awareness of the Serious Accidents Punishment Act and the Safety and Health Management System, thereby enhancing practical competency. Through these initiatives, Seegene seeks to enhance employees' safety awareness and build a sustainable safety and health environment.


bsi.
Certificate of Registration
OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018
making excellence a habit.

ISO 45001 Certificate

ISO 45001 Internal Auditor Training

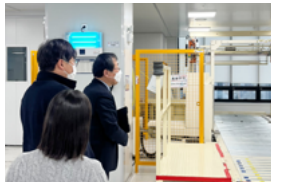
## Workplace Safety and Health Management

Seegene plans and carries out various worker-participatory safety and health inspections involving workers to identify and improve potential safety and health risks at workplaces. In 2024, taking into account workplace characteristics and key issues, important management themes on a quarterly basis with OPS (One Point Sheet) and checklists distributed for each theme. Risks were identified and mitigated through practical department training and joint inspections. Quarterly theme inspection topics for 2024 included chemical safety management, prevention of asphyxiation accidents, risk assessment, and ISO 45001 internal audits. Joint inspections were conducted by supervisors, safety keepers, workers, and the Safety and Environment Team in each department. In addition to internal inspections, Seegene's safety and health managers conducted joint inspections with Korea Industrial Safety Association and Seegene Medical Foundation. Safety and health competency enhancement training and patrols and joint inspections were also conducted for in-house suppliers. Furthermore, a safety and health channel was established on a two-way data sharing platform to facilitate easy access to safety and health materials and inquiries, enabling real-time information exchange and prompt responses to worker inquiries.

| Key Activities | Activity Details |
|---|---|
| Chemical Safety Management | • Conducted inspections of departments handling chemicals and hazardous materials followed by corrective actions and follow-up inspections<br>- Inspected the acquisition and availability of chemical-related documents, storage and management of hazardous materials, and the provision and use of Personal Protective Equipment(PPE) among others<br>- Identified 87 deficiencies such as the absence of management guidelines posted by work process; all deficiencies have been fully corrected (100% improvement rate) |
| Prevention of Asphyxiation Accidents | • In collaboration with departments using high-pressure gases and managing confined spaces, hazardous and risk factors were identified<br>• A total of 75 hazardous and risk factors were identified, all of which have been fully addressed (100% improvement rate) |
| Risk Assessment | • A risk assessment team was formed to conduct self-inspections across 11 business locations<br>- A total of 481 unacceptable-level risk factors were identified<br>- Improvement measures and focused management were implemented for the identified hazardous and risk factors |
| ISO 45001 Follow-up Audit | • Reconfirmed the alignment of system operations, including the establishment of the safety and health management system<br>• No major or minor nonconformities found; five recommendations identified; certification maintained |

Chemical Safety Management

Confined Space Worksite Inspection



ISO 45001 Follow-up Audit

# Safety and Health Management

## Safety and Health Risk Assessment

In 2024, Seegene systematically conducted risk assessments to build safer workplaces. During the same period, regular assessments were conducted at 11 business sites across the company, with supervisors and workers from each department directly participated in on-site inspections to thoroughly identify potential hazards. As a result, a total of 481 unacceptable hazards and risk factors were identified and are currently being addressed through corrective measures. Seegene is implementing robust risk mitigation measures for these hazards and monitoring the implementation of improvements. After completion, re-assessments are conducted to continuously monitor the effectiveness of these measures. Moving forward, through initial, regular, and ad-hoc risk assessment processes, we will strengthen risk management capabilities focused on prevention and proactively respond to changing work environments to prioritize the safety and health of our members.

Risk Assessment Process


## Industrial Accidents and Emergency Response

Seegene has established and operates safety management procedures and an emergency response system to enable swift and systematic responses to industrial accidents or emergencies. In response to organizational restructuring and personnel changes such as job reassignments and appointments, work environments and job roles are carefully analyzed. We identify members subject to special health examinations and continuously monitor their health through pre- and post-placement health checks as well as regular and ad-hoc special health examinations. Furthermore, customized training is provided to employees of departments using high-risk areas prone to forklift collisions or chemical spills, as well as partner staff, to prepare for potential accidents. Company-wide fire evacuation drills involving all employees are regularly held to ensure familiarity with emergency procedures. Going forward, Seegene will continue prioritizing the protection of employees' and partners' lives and safety through effective emergency response system operation and preventive health management enhancement.

## Serious Accident Preparedness Training

Seegene conducts serious accident preparedness training at least twice a year to improve the accident response capabilities of employees and partner employees. To strengthen emergency response capabilities, in 2025, the scope of emergency response training was expanded from safety and health to include environmental aspects. The preparedness manual was revised to include additional environmental scenarios.

## Safety and Health Training

Seegene deeply recognizes the importance of Safety and Health and offers various training programs to enhance management capabilities. Beyond legally mandated training, customized curricula tailored to specific job role and target groups are operated. Following 2023, in 2024, we conducted occupational safety and health leadership, occupational safety and health management system training, risk assessment training, and thematic training for occupational safety and health officials. Additionally, in September 2024, Seegene introduced the Chemical Substance Pre-Review System to promptly identify risks associated with the purchase, storage, use, and disposal of all chemicals used within the company, providing appropriate guidance to user departments.

| Executive | Supervisor and Safety Keeper | Supervisor and Safety Keeper |
|---|---|---|
| Safety and Health Leadership Training | Safety and Health Training | Risk Assessment Training |

# Safety and Health Management

### Safety and Health Themed Activities

Seegene selects key guidance topics (themes) tailored to various situations such as seasons, weather, health, and diseases to ensure employees can naturally encounter safety and health information in daily life. Promotional materials developed according to these themes are distributed through print, groupware, and signage. Beyond mere information delivery, the focus is on providing practical information that members can immediately apply in daily life, including emergency response methods for incidents, prevention of health disorders, and accident avoidance.

### On Air-Safety Talk Communication Channel Operation

Seegene operates a QR code-based communication channel launched in March 2025 that enables employees to autonomously report and suggest improvements to identify and eliminate potential hazards. This channel allows direct employee participation in enhancing safety and health systems and addressing risk factors. It has been posted in approximately 120 easily accessible locations, including the groupware website banner, health and environment promotional materials, and entrances of the Head office and Hanam sites. The channel facilitates communication on all topics related to safety and health, such as accident reports, near-miss cases, and safety culture improvements, while encouraging continuous participation by offering rewards for meaningful suggestions.

## Health and Medical Management

Seegene systematically conducts regular health check-ups, special health examinations, and work environment measurements to protect employees' health and prevent diseases. Employees with abnormal findings from health check-ups receive individual follow-up management to enable early intervention. Work environments with potential exposure to hazardous substances are thoroughly inspected and improved to ensure compliance with legal standards. The Seoul business location offers on-site clinic services at all times, while the Hanam business location provides monthly visits by a health management agency. The clinic supports general medical care as well as job-related health issues such as stress management, chronic fatigue, and metabolic diseases. Since opening the in-house Childcare center, medical services have been expanded to include infants and young children. Additionally, collaboration with university hospitals has established a referral system to enhance access to specialized care and reduce waiting times. In 2024, Automated External Defibrillators (AEDs) were installed across all business locations, and 22 CPR/AED training sessions were conducted for employees, with 98 participants in total.

### Work Environment Management

Seegene conducts regular biannual work environment measurements for physical factors (noise) and chemical factors (organic solvents, metals, acids/alkalis) that may adversely affect worker health. Measurements are also performed upon request from operational departments as needed and added to the scope of regular assessments if necessary. Internal exposure limits for physical and chemical agents are set at 50% of legal standards, with actual levels of hazardous substances are maintained below 10% of internal limits, ensuring a safe work environment.

## Supplier Safety and Health Management

Seegene established partner company safety management guidelines in 2022 to comply with relevant laws such as the Occupational Safety and Health Act and the Serious Accidents Punishment Act, and to prevent major accidents among partner companies. Under these guidelines, Seegene strictly fulfills its responsibilities as a principal for safety and health measures for suppliers performing subcontracting, service, consignment, or construction work in cooperation with Seegene. Particularly for in-house suppliers, an annual safety and health operation plan is set during safety and health council meetings, with monthly sharing of theme-based operation status. Efforts are made to improve supplier safety and health management levels through guidance, advice, and support for identified deficiencies. Additionally, following 2023, in 2024, we selected partner companies with high proportions of major safety work outsourcing among in-house subcontractors and conducted occupational safety and health management system establishment support consulting for approximately 2 months. As a result, comprehensive scores for system establishment significantly increased compared to before consulting.

When selecting construction companies, safety and health management plans are reviewed through assessments, linking safety management budgeting and permitting processes to contracts with companies possessing strong accident prevention capabilities. Additionally, joint supplier safety and health inspections and patrols continuously identify hazards and risk factors for ongoing improvement. In 2024, the regular safety and health level assessment items were completely revised based on the Serious Accidents Punishment Act to enable thorough evaluation of suppliers' industrial accident prevention capabilities. In the second half regular assessment, all evaluated suppliers achieved a rating of suitable or higher. Seegene plans to continue providing technical guidance and support to strengthen suppliers' safety and health management systems and their ability to prevent serious accidents, thereby sustaining a cooperative relationship for mutual growth in safety and health.

# Supply Chain Management

With the strengthening of regulations including the EU Corporate Sustainability Due Diligence Directive (CSDDD), corporate responsibility for supply chain management is increasing. Accordingly, Seegene systematically manages sustainability risks within the value chain and promotes sustainable growth in collaboration with its suppliers.

## Supply Chain Management Policy

Seegene drives company growth and enhances satisfaction for both internal and external customers by establishing a leading supply chain in the market and maintaining the highest quality and delivery conditions. Alongside this, we perform our duties in accordance with the code of conduct, fulfilling social responsibility, and strive to enhance purchasing competitiveness through stakeholder collaboration. Seegene's purchasing regulations include not only general purchasing matters but also compliance management, ethical purchasing guidelines, eco-friendly product purchasing guidelines, and responsible supply chain management, including supplier assessments, fair trade compliance, and supplier support programs. Going forward, Seegene will practice fair trade to maintain sustainable relationships with supplier, pursue mutual growth strategies, and support the enhancement of suppliers' ESG capabilities.

### Partner Code of Conduct

Seegene's Partner Code of Conduct includes ethical standards including labor, human rights, health and safety, environmental protection and supply chain management, anti-corruption, and bribery prohibition. This code applies to all Seegene suppliers and their subsidiaries, suppliers, and manufacturing agents. All stakeholders cooperating within Seegene's supply chain must understand and comply with this code. Seegene reserves the right to reasonably evaluate compliance with the code and discloses this code on its website and supplier portal (SG Archive).

Partner Code of Conduct

### Sustainable Procurement Standards

Seegene enhances supply chain sustainability by considering environmental and social factors during contract and procurement processes. We specify in contract manufacturing agreements that prohibited materials, toxic substances, and other hazardous substances must comply with applicable legal and safety regulations, including hazardous substance restrictions such as RoHS II. Additionally, we are strengthening responsible trading practices throughout the supply chain by including provisions that prohibit unfair trade practices.

## Supply Chain Management Transparency

Seegene has introduced various systems to ensure supply chain transparency. Through the ERP System, Seegene monitors the overall status of suppliers and digitizes logistics information using the Warehouse Management System (WMS). This enables systematic management of product serial numbers and lot numbers to track shipment history and strengthen quality control. Furthermore, a centralized VOC System has been established to efficiently handle customer complaints and requests, which will serve as a foundation for advancing supply chain management.

## Supplier Assessment

To manage a sustainable supply chain, Seegene conducts regular annual assessments of key suppliers. Suppliers are classified according to business fields and products provided, with differentiated assessment cycles applied based on each supplier's characteristics and performance. We evaluate suppliers' cooperation level, supply capacity, quality and qualifications, price competitiveness in accordance with company regulations. Based on assessment results, opportunities are provided for suppliers to strengthen competitiveness and growth, while continuous improvement is monitored.

In particular, to prevent potential ESG risks among suppliers, Seegene verifies whether key suppliers are implementing ESG management practices. Close communication is maintained with key suppliers to enhance ESG capabilities; through this, Seegene shares its management environment and policy directions while continuously consulting to ensure that suppliers effectively meet and respond to Seegene's requirements. As of 2024 verification results, two key suppliers providing enzymes as raw materials for diagnostic reagents have female employee ratios of approximately 67% and 83%, respectively. Furthermore, a major oligo supplier also demonstrated excellent ESG management performance by achieving a Silver medal in the EcoVadis assessment. In the future, Seegene will enhance suppliers' understanding of and interest in ESG management by providing ESG-related educational materials.

# Supply Chain Management

## Operation of Reporting Channels for Suppliers

Seegene operates reporting channels that allow suppliers to report any inappropriate conduct by Seegene employees or agents, including violations of the Partner Code of Conduct or other ethical standards. The contents of reports and the identity of reporters are strictly protected, and any disadvantage or discrimination resulting from reporting is strictly prohibited. Upon receipt of a report, the responsible department thoroughly investigates the matter and determines appropriate resolution measures. Subsequently, actions taken and results are shared with the supplier, and improvement plans are sought to prevent recurrence of similar incidents.

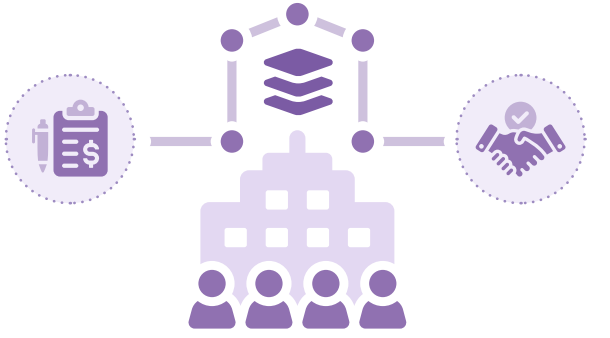
Contract Seegene: winwinseegene@seegene.com

## Supplier Support Program

Seegene selects outstanding suppliers annually through regular assessments. The supplier selection process is conducted using differentiated management methods tailored to each supplier's specific situation. Moreover, to promote mutual growth with suppliers despite challenging external business conditions, all payments are made in full cash. For suppliers that supply specification products made at our request, we provide support to reduce financial risks during initial product demand by providing molds newly introduced products. Additionally, we have prepared support measures such as early payments to alleviate funding difficulties for small and medium-sized suppliers. Since 2019, Seegene has provided analytical equipment to suppliers either free of charge or at cost to help reduce the burden of purchasing expensive equipment and to support their focus on quality improvement activities.

## Supplier Quality Management

Seegene takes various measures to strengthen supplier quality management. During supplier assessments, we verify possession of quality certifications such as KGMP, ISO 13485, and ISO 9001, and conduct ongoing quality control activities with diagnostic reagent raw material suppliers. When significant issues arise, experts are dispatched to support quality efforts at supplier sites. For equipment-related suppliers, regular visits are conducted to assess site conditions and enhance quality. Internally, we have established internal standards for raw material products and conduct incoming inspections. Additionally, the Quality Management Department operates independently from Production department to ensure objective quality control and inspection, striving to improve supplier quality. Furthermore, regular inspections are carried out for all equipment suppliers, and for key diagnostic reagent raw material suppliers, both regular and ad-hoc on-site visits are conducted when issues arise and document quality matters.



# Accreditation of AEO Certification

Due to the nature of the molecular diagnostics business, securing the safety and reliability of the supply chain is essential for corporate productivity and market competitiveness. As part of these efforts, in December 2023, Seegene became the first company in Korea's molecular diagnostics industry to obtain the Authorized Economic Operator (AEO) certification for import and export safety management, receiving the A grade in both import and export categories. The AEO certification is an international standard certification system granted by the Korea Customs Service to companies that have implemented export-import safety management systems compliant with global standards. It evaluates legal compliance, internal controls, financial soundness, and the adequacy of safety management based on the World Customs Organization (WCO)'s Supply Chain Security Standards for Import and Export. AEO is a public-private partnership system under the international norm (SAFE Framework) unanimously adopted at the 2005 WCO General Assembly and is currently implemented in 89 countries including the United States, China, and the EU.

To acquire AEO certification, Seegene enhanced its export-import system by establishing company-wide integrated export-import work processes, AEO risk assessment procedures, and internal control activity evaluation procedures. In accordance with integrated export-import work processes that meet AEO certification guideline requirements, tasks such as purchasing, transportation and customs clearance, storage, payment, and issue response are thoroughly managed. Additionally, through regular risk assessments, compliance with laws related to export-import declarations, and identifies and evaluates risk factors that may affect the safety management of export-import cargo are conducted. Furthermore, internal control activity evaluation plans are established and evaluations are performed to identify weaknesses in legal compliance and compliance matters, and develops improvement measures accordingly. Seegene will continue to make every effort to maintain a global-level management system in the export-import sector through these activities.

### Key Contents by AEO Certification Criteria

| Legal Compliance | Internal Control System | Financial Soundness | Safety Management |
|---|---|---|---|
| • Compliance with Export-Import-Related Laws<br>• Presence of Disqualifying Factors such as Legal Violations<br>• Customs Regulatory Compliance Assessment (Scoring) | • Establishment of CEO-Level Management Policies and Detailed Objectives<br>• Securing Organizational Structure and Specialized Workforce<br>• Ethical Management and Fraud Prevention Policies<br>• Information Management and Communication<br>• Risk Identification and Management<br>• Management of Export-Import Documents and Systems<br>• Establishment of Control Environment and Activity Systems<br>• Evaluation and Enhancement of Internal Control Activities | • Timely and Transparent Tax Payments<br>• Financial Soundness and Stability | • Management of External Business Partners<br>• Management of Transportation Security and Safety<br>• Management of Access Control<br>• Management of Personnel<br>• Management of Cargo Handling Operations<br>• Management of Facilities and Equipment<br>• Management of Information Technology<br>• Education and Training on AEO Compliance |

### Expected Benefits of Acquiring AEO Certification

Acquiring AEO certification is expected to bring various benefits. In particular, certified companies can receive a range of customs-related administrative benefits during export-import customs clearance processes. These benefits are equally recognized by customs authorities in 25 countries[1] including the United States and China, with which Korea has established the AEO Mutual Recognition Agreements (MRAs). Seegene expects that acquiring AEO certification will enable it to provide safer and more efficient export-import services to domestic and international customers.

### Key Anticipated Benefits

| Contents |
|---|
| Reduction in Inspection Rates for Export-Import Goods and Shortening of Customs Clearance Time |
| Exemption from Corporate/Planning Audits and Preferential Treatment through Monthly Deferred Duties Payment |
| Designation of Customs Account Managers (AMs) and Provision of Advisory and Support Services for Customs Administrative Matters |
| Equal Application of AEO Benefits by Customs in 25 Countries with AEO Mutual Recognition Agreements |


AEO Certification Certificate for Exporter Sector


AEO Certification Certificate for Importer Sector



1) As of April 2025

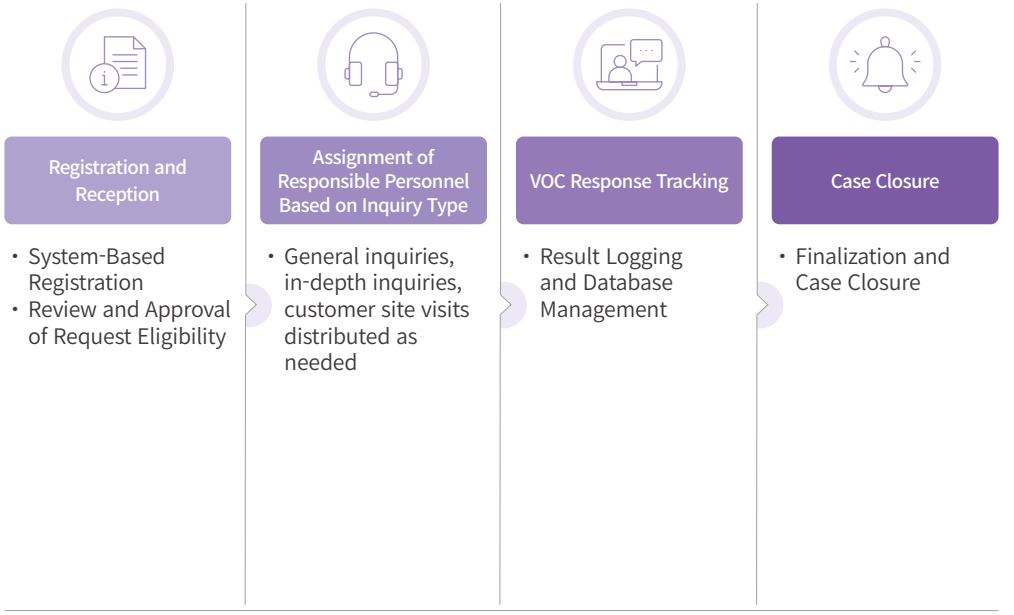
# Customer Satisfaction

Companies must support informed customer decision-making through customer-centric business practices. Seegene aims to enhance customer satisfaction by actively listening to customer feedback and implementing responsible marketing.

## VOC Management System

To improve customer satisfaction, Seegene continuously collects and monitors customer feedback and needs, actively incorporates them into product and service improvements. Through subsidiaries and agencies in over 60 countries worldwide, customer inquiries from hospitals and specialized laboratories are systematically gathered. In addition to the website bulletin board, Seegene operates a Voice of Customer (VOC) management system to ensure quicker responses to customer feedback. Received inquiries are categorized into general inquiries, in-depth inquiries, and complaints, and managed in a structured manner for efficient handling. Since 2022, a cloud-based global VOC platform has been introduced to further enhance the speed and accuracy of inquiry processing, and a continuous monitoring system is maintained through ongoing platform enhancement. Collected customer feedback is regularly shared with sales, quality, and development departments to reflect field voices in products and services.

Customer Feedback Handling Process




## Customer Satisfaction Survey

Seegene practices customer-centric management by continuously conducting customer satisfaction surveys to gather feedback on products and services, analyze the results, and implement improvement measures. Annual online surveys are conducted from both domestic and international customers, with the number of respondents increasing steadily from 140 in 2022 to 172 in 2023, and 221 in 2024. Survey items include quantitative indicators such as NPS (Net Promoter Score) and CES (Customer Effort Score), as well as qualitative feedback on service quality and product improvement. Collected customer feedback is actively utilized in Post Market Surveillance (PMS) activities and shared internally to ensure that meaningful improvements are realized. Notably, the 2024 customer satisfaction assessment showed high satisfaction in product accuracy, reliability, and delivery-related items. Seegene will continue to actively gather customer voices through various channels and continuously enhance product and service quality based on this feedback.

## Responsible Marketing

Seegene fully recognizes that providing diagnostic products and services directly related to human health and life entails a fundamental responsibility to provide scientifically accurate information to customers and society. Accordingly, throughout marketing activities and product messaging, we avoid exaggerated claims or unsubstantiated statements and strive to ensure that all communication is grounded in clinical evidence. Our products undergo continuous clinical validation through cooperation with domestic and international medical institutions, and provide customers with only scientifically verified information. Seegene's main reagent products (Allplex™, Anyplex™, Seeplex™) are classified as medical devices under the Medical Device Act and the In Vitro Diagnostic Medical Device Act, in compliance with product labeling requirements under Article 20 of the Medical Device Act.

## Cervical Cancer Prevention Campaign

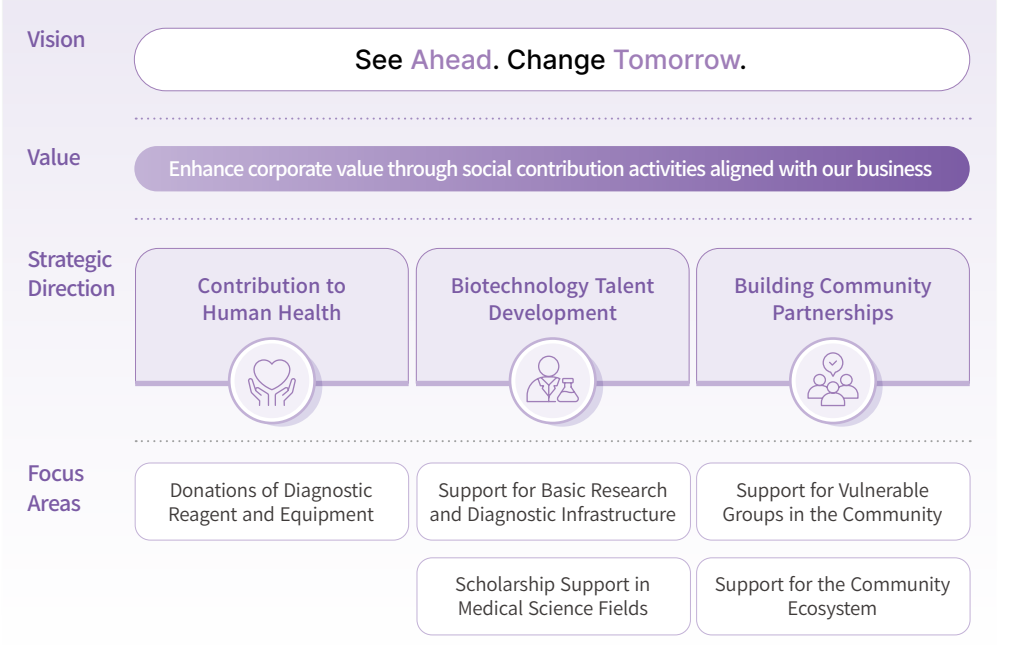
Seegene's agency in Thailand, MP Group, conducted the 'HPV THE TOILAB' campaign to prevent cervical cancer in Thailand. The campaign educated Thai women about different types of HPV infection and informed them that anyone can easily and conveniently test themselves for HPV infection using self-sampling kits. A separate area was set up on-site to support women in collecting samples themselves and experience the test firsthand. Additionally, awareness was also raised through academic conferences, online channels, social media, webinars, and partnerships with medical institutions. Seegene will continue collaborating with local agencies and international subsidiaries in Thailand and other countries to help more people prevent diseases through molecular diagnostics and improve their quality of life.

# Social Contribution

Companies demonstrate their social responsibility through community engagement initiatives and actively contribute to addressing challenges faced by local communities. Seegene supports the community through social contribution programs aligned with its business values.

## Social Contribution Implementation System

Seegene has established “See Ahead. Change Tomorrow.” as its social contribution vision. Furthermore, Seegene pursues social contribution activities continuously with core strategies of contribution to human health, bio talent development, and community partnership. Moving forward, we will actively identify the needs of various internal and external stakeholders, including employees and customers, and continue our efforts to support community development.




## Bio Talent Development

### PCR Mentoring (One-day Global Mentoring)

Seegene supports the development of future bio talents by operating programs such as introductions to scientific and technological careers and small-group mentoring to help undergraduate and graduate female students majoring in science and engineering understand global corporate work and establish a foothold for entering the industry. In 2024, the 'WISET-Seegene One-day Global Mentoring' program was held twice, once in each half of the year, offering participants complimentary opportunities to learn and practice PCR technology. A total of 49 participants in the first half of the year gained hands-on experience with PCR products for COVID-19 and cervical cancer diagnosis, enhancing their interest and understanding of related fields. Additionally, seven life science majors participated as mentors, vividly sharing real industry experiences. In the second half, mentoring was conducted for 30 participants, receiving a satisfaction score of 98 points, a 2-point increase compared to the first half, reflecting a positive assessment. Seegene plans to continue expanding PCR technology experience opportunities and actively support the growth and capacity building of next-generation female science and technology talents.

## Community Partnership

In 2024, Seegene held the 'Global Business Division Employee Bazaar' to support low-income and vulnerable groups. This event was independently planned by four communication partners (CPs) from the Global Business Division, with 110 employees participating and 185 items sold. After the event, Seegene members donated a total of 1.5 million KRW to the Child Fund Korea, which included sales proceeds, participation fees, and employee donations. In 2025, Seegene donated 300 million KRW to the Hope Bridge Korea Disaster Relief Association to support recovery efforts following wildfires in the Yeongnam region. Seegene will continue activities for community partnership and fulfill its corporate social responsibility.

WISET-Seegene
One-day Global Mentoring


Certificate of Sponsorship
for the Employee Bazaar


Certificate of Donation
for Wildfire Relief

# APPENDIX

# ESG Data Sheet

## Economic

### Economic Growth: Sales Performance

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| On a consolidated basis | Sales | KRW million | 853,561 | 367,375 | 414,252 |
| | Operating profit(loss) | KRW million | 196,492 | (30,053) | (16,479) |
| | Profit (loss) for the year | KRW million | 182,432 | 733 | (20,270) |
| Non-consolidated basis | Sales | KRW million | 700,378 | 272,463 | 299,122 |
| | Operating profit(loss) | KRW million | 162,079 | (31,509) | (17,823) |
| | Profit (loss) for the year | KRW million | 146,249 | (1,712) | (46,172) |

### Asset Quality: Financial Conditions

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| On a consolidated basis | Total assets | KRW million | 1,390,778 | 1,251,452 | 1,205,279 |
| | Total liabilities | KRW million | 240,499 | 221,053 | 223,802 |
| | Total equity | KRW million | 1,150,279 | 1,030,399 | 981,477 |
| Non-consolidated basis | Total assets | KRW million | 1,255,782 | 1,114,204 | 1,013,307 |
| | Total liabilities | KRW million | 197,033 | 184,150 | 163,482 |
| | Total equity | KRW million | 1,058,749 | 930,054 | 849,825 |

### Creation and Distribution of Economic Value

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Non-consolidated basis | Sales | KRW million | 700,378 | 272,463 | 299,122 |
| | Operating expenses | KRW million | 443,864 | 239,340 | 260,000 |
| | Shareholders and investors (dividends) | KRW million | 40,450 | 37,320 | 36,943 |
| | Employees (salaries and benefits) | KRW million | 60,205 | 46,755 | 75,055 |
| | Governments (corporate income tax) | KRW million | 34,267 | (3,511) | 2,979 |
| | Suppliers (raw material costs) | KRW million | 231,162 | 87,083 | 81,638 |
| | Communities (community contributions) | KRW million | 545 | N/A | 717 |
| | Economic value retained | KRW million | (110,115) | (134,524) | (158,210) |

### Tax Payment[1)]

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Non-consolidated basis | Profit (loss) before tax | KRW million | 180,516 | (5,223) | (43,193) |
| | Corporate tax expense | KRW million | 34,267 | (3,511) | 2,979 |
| | Effective tax rate | % | 18.98 | N/A | N/A |
| | Taxes paid | KRW million | 57,126 | 1,528 | 2,537 |
| | Cash effective tax rate (Cash ETR) | % | 31.65 | N/A | N/A |

1) Not included in the calculation of the effective tax rate and tax payment rate due to a loss before income tax in 2023–2024.

# Governance

## Board Operation

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Composition of the Board of Directors | Total number of Board members | persons | 5 | 5 | 6 |
| | Executive directors | persons | 2 | 2 | 3 |
| | Other non-executive directors | persons | 1 | 1 | 1 |
| | Independent directors | persons | 2 | 2 | 2 |
| | Percentage of independent directors | % | 40 | 40 | 33.3 |
| | Average attendance rate at Board meetings | % | 98.3 | 100 | 95 |
| Board diversity | Male | persons | 5 | 5 | 6 |
| | Female | persons | 0 | 0 | 0 |
| | Percentage of female directors | % | 0 | 0 | 0 |

## Compensation of the Highest-paid Individual (CEO) and Employees

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| CEO and Employee Compensation | Total CEO Compensation | KRW million | 1,655 | 1,378 | 1,540 |
| | Average Employee Compensation[1)] | KRW million | 92 | 76 | 79 |
| | CEO-to-Employee Pay Ratio[2)] | % | 1,800 | 1,813 | 1,949 |

1) The total annual salary includes amounts for employees who left during the year (employment income only), and the average compensation per employee is calculated based on the average number of employees (including non-registered executives). Correction of the 2022 average employee compensation data error and the corresponding adjustment to the CEO-to-employee pay ratio.
2) This ratio is calculated by dividing the total CEO compensation by the average employee compensation.

## Remuneration of the Board of Directors

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Total Remuneration[1)] | Total | KRW million | 2,064 | 1,911 | 2,515 |
| | Executive directors (including other non-executive directors) | KRW million | 1,943 | 1,790 | 2,394 |
| | Independent directors | KRW million | 121 | 121 | 121 |

1) Excluding auditor compensation

## Reports and Actions on Code of Conduct Violations (Whistleblowing)[1)]

| Category | | Unit | 2022[2)] | 2023 | 2024 |
|---|---|---|---|---|---|
| Whistleblowing Cases | Number of Reports | cases | 4 | 4 | 0 |
| Actions Taken | Total Actions Taken | cases | 4 | 4 | 0 |
| | -Dismissal | cases | 0 | 0 | 0 |
| | -Major Disciplinary Action | cases | 1 | 1 | 0 |
| | -Minor Disciplinary Action | cases | 3 | 3 | 0 |
| | -Unsubstantiated / Others | cases | 0 | 0 | 0 |

1) Suspensions are considered a major disciplinary action, whereas pay cuts and reprimands are considered minor disciplinary actions.
2) Correction of 2022 data due to a change in data compilation standards (separating human rights-related grievance cases).

## Legal Compliance

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Violation of Accounting Standards | Number of Violations | cases | 0 | 0 | 0 |
| | Monetary Sanctions/Fines | KRW 100 million | 0 | 0 | 0 |
| Information Security Violation | Number of Violations | cases | 0 | 0 | 0 |
| | Monetary Sanctions/Fines | KRW 100 million | 0 | 0 | 0 |
| Environmental Law Violations | Number of Violations | cases | 0 | 0 | 0 |
| | Monetary Sanctions/Fines | KRW 100 million | 0 | 0 | 0 |

# Information Security

## Information Security Investment

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total IT Budget[1)] | KRW million | 20,813 | 7,507 | 9,518 |
| - Investment in Information Security[2)] | KRW million | 518 | 100 | 345 |
| Proportion of Information Security Expenditure in Total IT Budget | % | 2.49 | 1.33 | 3.62 |

1) Excluded from information security disclosure obligations; calculated based on the Management Information Department expense ledger.
2) Excluded from information security disclosure obligations; calculated by summing maintenance costs of information security systems and vulnerability diagnosis project costs.

## Information Security Training

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total Number of Employees Trained by Job Function[1)] | persons | 1,071 | 1,010 | 926 |
| - Office Staff | persons | 218 | 275 | 255 |
| - Sales Staff | persons | 168 | 130 | 184 |
| - R&D Staff | persons | 493 | 433 | 355 |
| - Production Staff | persons | 192 | 172 | 132 |

1) The number of employees trained includes new hires and those who left the company, and therefore does not correspond to the employee headcount.

# Environmental

## Environmental Investment and Procurement Expenses

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Environmental Investment and Procurement Expenses | KRW million | 25.5 | 40.7 | 20.5 |
| Planned Environmental Investment Costs | KRW million | 25.5 | 40.7 | 20.5 |
| Implementation Rate against Plan | % | 100 | 100 | 100 |

## Eco-friendly Vehicles

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Eco-friendly Vehicles Owned | number(%) | 68(65) | 69(68) | 68(68) |

## Energy Consumption

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total energy consumption | TJ | 135.5 | 137.5 | 137.3 |
| - Direct energy (fuel) consumption[1)] | TJ | N/A | N/A | 12.5 |
| - Indirect energy (electricity) consumption[2)] | TJ | 135.5 | 137.5 | 124.8 |
| - Other energy consumption[3)] | TJ | 0 | 0 | 0 |
| - Renewable energy consumption | TJ | 0 | 0 | 0 |
| Energy consumption intensity (Non-consolidated basis) | TJ per KRW 100 million | 0.019 | 0.05 | 0.046 |
| Percentage of renewable energy consumption | % | 0 | 0 | 0 |

1) Direct energy (fuel) consumption has been calculated from city gas (Taewon Building and Hyochang Plaza) and corporate vehicle fuel, starting in 2024
2) Non-renewable electricity consumption was calculated using the calorific conversion standards specified in Article 5, Paragraph 1 of the Enforcement Rules of the Energy Act. Data for 2022–2023 includes the head office, Hanam Centers 1–6, Songpa Building, Taewon Building, Rezion Building, Hangil Building, and Gangdong Green Building. For 2024, Hangil Building was excluded due to the termination of its lease, and Gangdong Green Building was included only up to September.
3) Non-renewable steam, heating, and cooling, etc.

## GHG Emissions

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| GHG Emissions | Total (Scope 1, 2) | $tonCO_2eq$ | 6,485 | 6,578 | 6,671 |
| | - Scope 1[1)] | $tonCO_2eq$ | N/A | N/A | 699 |
| | - Scope 2[2)] | $tonCO_2eq$ | 6,485 | 6,578 | 5,972 |
| GHG Emissions Intensity (Non-consolidated basis) | | $tonCO_2eq$ per KRW 100 million | 0.93 | 2.41 | 2.23 |

1) Direct emissions from city gas (Taewon Building and Hyochang Plaza) and corporate vehicle fuel have been calculated starting in 2024.
2) Scope 2 emissions for 2022–2024 were calculated using the national average electricity emission factor for 2014–2016, in accordance with the Guidelines on Emissions Reporting and Verification under the ETS (Ministry of Environment Notice No. 2025-64, source: GHG Inventory and Research Center of Korea). Accordingly, the 2022–2023 data were revised based on this standard.
Data for 2022–2023 included head office, Hanam Centers 1-6, Songpa Building, Taewon Building, Rezion Building, Hangil Building, Hyochang Plaza and Gangdong Green Building. For 2024, Hangil Building was excluded due to the termination of its lease, and Gangdong Green Building was included only up to September.

# Environmental

## Waste Management[1)]

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Generation | Total Waste Generated | ton | 161 | 497 | 649 |
| | - Designated waste | ton | 124 | 166 | 183 |
| | - General waste | ton | 37 | 331 | 466 |
| Treatment | Total Waste Treated | ton | 161 | 497 | 649 |
| | - Designated waste | ton | 124 | 166 | 183 |
| | └ Incineration | ton | 124 | 166 | 183 |
| | └ Landfill | ton | 0 | 0 | 0 |
| | └ Others | ton | 0 | 0 | 0 |
| | - General Waste | ton | 37 | 331 | 466 |
| | └ Incineration | ton | 37 | 331 | 466 |
| | └ Landfill | ton | 0 | 0 | 0 |
| | └ Others | ton | 0 | 0 | 0 |
| Recycling | Total Waste Recycled | ton | 0 | 0 | 0 |
| | - Designated waste | ton | 0 | 0 | 0 |
| | - General waste | ton | 0 | 0 | 0 |
| | Recycling rate | % | 0 | 0 | 0 |
| Reusing | Total waste reused | ton | 0 | 0 | 0 |
| | Reuse rate | % | 0 | 0 | 0 |

1) Data for 2022~2023 included Hanam Centers 1-6, Songpa Building, Taewon Building, Rezion Building, Hangil Building, and Gangdong Green Building. For 2024 data, Hangil Building was excluded due to the end of its lease, and Gangdong Green Building was included only up to September.

## Total Raw and Auxiliary Material Consumption[1)]

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total Raw and Auxiliary Material Consumption | ton | 96.7 | 186.4 | 189.7 |
| Raw and Auxiliary Material Intensity (Non-consolidated basis) | ton per KRW 100 million | 0.014 | 0.068 | 0.063 |

1) The data include Hanam Centers 1-6 and Pyeongtaek third-party logistics warehouse.

## FSC-certified Finished Product Box Usage Ratio[1)]

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| FSC-certified Finished Product Box Usage Ratio | % | N/A | 16 | 52 |

1) Data compiled starting in 2023.

## Environmental

### Water Withdrawal[1)]

| Category | | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Water Withdrawal Volume | Total Water Withdrawal | Total | ton | 37,984 | 51,506 | 34,088 |
| | Head office | Total withdrawal | ton | 13,433 | 29,999 | 14,577 |
| | | - Municipal water | ton | 13,433 | 29,999 | 14,577 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Hanam Centers (1-6) | Total withdrawal | ton | 9,328 | 9,499 | 9,057 |
| | | - Municipal water | ton | 9,328 | 9,499 | 9,057 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Songpa Building | Total withdrawal | ton | 5,501 | 4,508 | 4,688 |
| | | - Municipal water | ton | 5,501 | 4,508 | 4,688 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Taewon Building | Total withdrawal | ton | 9,608 | 7,387 | 5,640 |
| | | - Municipal water | ton | 9,608 | 7,387 | 5,640 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Rezion Building | Total withdrawal | ton | 79 | 77 | 64 |
| | | - Municipal water | ton | 79 | 77 | 64 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Hanam Warehouse | Total withdrawal | ton | 35 | 36 | 62 |
| | | - Municipal water | ton | 35 | 36 | 62 |
| | | - Groundwater | ton | 0 | 0 | 0 |

1) Water withdrawal for Hyochang Plaza, Hangil Building, and Gangdong Green Building was not separately calculated, as water charges are included in management fees

### Water Consumption[1)]

| Category | | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|
| Water Consumption Volume[2)] | Total Water Consumption | Total | ton | 37,984 | 51,506 | 34,088 |
| | Head office | Total consumption | ton | 13,433 | 29,999 | 14,577 |
| | | - Municipal water | ton | 13,433 | 29,999 | 14,577 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Hanam Centers (1-6) | Total consumption | ton | 9,328 | 9,499 | 9,057 |
| | | - Municipal water | ton | 9,328 | 9,499 | 9,057 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Songpa Building | Total consumption | ton | 5,501 | 4,508 | 4,688 |
| | | - Municipal water | ton | 5,501 | 4,508 | 4,688 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Taewon Building | Total consumption | ton | 9,608 | 7,387 | 5,640 |
| | | - Municipal water | ton | 9,608 | 7,387 | 5,640 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Rezion Building | Total consumption | ton | 79 | 77 | 64 |
| | | - Municipal water | ton | 79 | 77 | 64 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| | Hanam Warehouse | Total consumption | ton | 35 | 36 | 62 |
| | | - Municipal water | ton | 35 | 36 | 62 |
| | | - Groundwater | ton | 0 | 0 | 0 |
| Water Use Intensity (Non-consolidated basis) | | | ton per KRW 100 million | 5.42 | 18.90 | 11.40 |
| Reused Water Volume | | | ton | 0 | 0 | 0 |
| Water Reuse Rate | | | % | 0 | 0 | 0 |

1) Water withdrawal for Hyochang Plaza, Hangil Building, and Gangdong Green Building was not separately calculated, as water charges are included in management fees
2) Water consumption by worksite has been tracked since 2022

# Safety and Health

## Overall Incident Rate

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Industrial accident rate | % | 0 | 0 | 0 |
| LTIR[1)] | - | 0 | 0 | 0 |
| TRIR[2)] | - | 0 | 0 | 0 |

1) LTIR (Lost Time Incidents Rate): Incidents that resulted in one or more lost workdays per 100 employees, total number of incidents resulting in lost workdays/total number of hours worked*200,000.
2) TRIR (Total Recordable Incident Rate): Number of recordable incidents per 100 employees, calculated as (total recordable incidents ÷ total hours worked) × 200,000.

## Occupational Illness Frequency Rate

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| OIFR[1)] | - | 0 | 0 | 0 |

1) OIFR (Occupational Illness Frequency Rate): (Number of occupational disease cases + number of work-related illness cases) ÷ total number of employees, calculated in accordance with the formula provided by the Korea Occupational Safety & Health Agency.

## Safety Training

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Safety Training Completion Rate | % | 100 | 100 | 100 |

## Chemical Accidents

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Chemical Leak Incidents | cases | 0 | 0 | 0 |

## Safety and Health Management System

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Percentage of Employees Covered by Safety and Health Management System[1)] | % | 0 | 100 | 100 |

1) Percentage calculated based on ISO 45001 certification criteria

# R&D and Products

## R&D

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| R&D Workforce | persons | 464 | 395 | 365 |
| R&D expenses (Consolidated Basis) | KRW million | 94,738 | 72,733 | 69,374 |
| R&D-to-Sales Ratio | % | 11.1 | 19.8 | 16.8 |

## Product Certification[1)]

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total Number of Certifications | number | 1,453 | 1,729 | 1,742 |
| - Korea (MFDS) | number | 63 | 63 | 40 |
| - Europe (CE-IVD)[2)] | number | 90 | 90 | 124 |
| - Australia (TGA) | number | 67 | 70 | 70 |
| - Canada (Health Canada) | number | 23 | 24 | 23 |
| - US (FDA) | number | 7 | 7 | 8 |
| - UK (MHRA) | number | 70 | 74 | 62 |
| - Brazil (ANVISA) | number | 34 | 39 | 39 |
| - Others | number | 1,099 | 1,362 | 1,376 |

1) As of December 31 of Each Year
2) Number of CE-IVDD/IVDR Certifications

## Intellectual Property Rights[1)]

| Category | | Unit | 2022 | 2023 | 2024 | 2024 |
|---|---|---|---|---|---|---|
| Patent applications in Korea | Application | cases | 38 | 31 | 9 | |
| | Registration | cases | 11 | 8 | 4 | |
| Patent applications overseas[2)] | Application | cases | 53 | 22 | 6 | |
| | Registration | cases | 15 | 23 | 10 | |
| PCT[3)] international applications | Application | cases | 28 | 40 | 15 | |

1) Patent application data are reported based on published cases (disclosed 18 months after the application date). Accordingly, data for 2022–2023 have been revised (Source: WipsOn).
2) Major Six countries (US, EP, JP, CN, CA, AU)
3) Patent Cooperation Treaty (PCT)

## Customer Health and Safety

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Number of Product Recalls | cases | 0 | 0 | 0 |

# Employees

## Employee Overview[1)]

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Total Employees | | persons | 1,016 | 886 | 865 |
| By Gender | Male | persons | 592 | 512 | 501 |
| | Female | persons | 424 | 374 | 364 |
| By Job Function | Office employees | persons | 214 | 206 | 200 |
| | Sales employees | persons | 153 | 132 | 160 |
| | Researchers | persons | 464 | 395 | 365 |
| | Production employees | persons | 185 | 153 | 140 |
| By Age | Under 30 | persons | 109 | 95 | 52 |
| | 30–49 | persons | 839 | 723 | 729 |
| | 50 and Older | persons | 68 | 68 | 84 |
| By Employment Type | Regular Employees | persons | 977 | 839 | 814 |
| | Contract Employees[2)] | persons | 39 | 47 | 51 |
| | Percentage of Contract Employees | % | 3.8 | 5.3 | 5.9 |
| New hires | | persons | 158 | 48 | 70 |
| - R&D New Hires | | persons | 85 | 10 | 27 |

1) Employee data cover domestic employees only.
2) All contract employees are on fixed-term contracts, with no indirect employment or non-standard workers.

## Diversity

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| By Gender | Total Number of Executives | persons | 36 | 35 | 35 |
| | - Male Executives | persons | 31 | 31 | 31 |
| | - Female Executives | persons | 5 | 4 | 4 |
| | Percentage of Female Executives | % | 13.9 | 11.4 | 11.4 |
| | Total Managers | persons | 216 | 213 | 237 |
| | Male Senior Management | persons | 104 | 100 | 90 |
| | Female Senior Management | persons | 33 | 33 | 30 |
| | Male Middle Management | persons | 67 | 61 | 90 |
| | Female Middle Management | persons | 12 | 19 | 27 |
| | Percentage of Female Senior Management | % | 15.3 | 15.5 | 12.7 |
| Others | Persons with Disabilities | persons | 2 | 9 | 11 |
| | Recognized Veterans[4)] | persons | 8 | 8 | 8 |
| | Older Emplolyees[5)] | persons | 25 | 27 | 31 |

1) Senior Manager to Director
2) Position holders among Senior Manager to Director
3) Non-position holders among Senior Manager to Director
4) Employees recognized as veterans (with veterans registration number or official recognition)
5) Employees aged 55 and older

# Employees

## Employee Departures

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Total Employee Departures | | persons | 213 | 167 | 91 |
| - R&D Employee Departures | | persons | 83 | 66 | 37 |
| Employee Turnover Rate[1] | | % | 19.5 | 18 | 10.4 |
| Employee Departures by Age | Under 30 | persons | 40 | 17 | 9 |
| | 30–49 | persons | 152 | 142 | 76 |
| | 50 and older | persons | 21 | 8 | 6 |
| Total Voluntary Employee Departures[2] | | persons | 191 | 159 | 89 |
| Voluntary Turnover Rate[3] | | % | 17.5 | 17.1 | 10.1 |
| Average Years of Service | | year | 3 years 5 months | 4 years 5 months | 5 years 2 months |

1) Total number of employee departures in the year ÷ average number of employees in the year. Data for 2022–2023 have been revised due to changes in calculation criteria.
2) Voluntary turnover is calculated by excluding departures due to contract expiration, mandatory retirement, and similar reasons. It includes only individuals who left the organization based on personal decision, regardless of organizational intent (e.g., job change, resignation).
3) Total number of voluntary departures in the year ÷ average monthly number of employees in the year. Data for 2022–2023 have been revised.

## Retirement Pension Plan Reserves

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Retirement Pension Plan (Defined Benefit, DB) | KRW million | 37,466 | 43,210 | 49,420 |

## Human Rights-Related Grievances

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Human Rights-Related Grievances Submitted | Number of Grievances submitted | cases | 6 | 0 | 2 |
| | Number of Grievances Resolved | cases | 6 | 0 | 2 |
| | Grievance Resolution Rate | % | 100 | N/A | 100 |

## Human Rights Training

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Completion Rate of Human Rights and Sexual Harassment Prevention Training | Total | % | 100 | 100 | 100 |
| | - Sexual Harassment Prevention Training | % | 100 | 100 | 100 |
| | - Workplace Harassment Prevention Training | % | 100 | 100 | 100 |
| | - Disability Awareness Training | % | 100 | 100 | 100 |

# Employees

## Talent Development Training

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total Training Hours | hours | 61,986 | 46,298 | 48,813 |
| Average Training Hours per Employee | hours | 61 | 52 | 56 |
| Total Training Expenditure | KRW thousand | 615,920 | 353,599 | 393,746 |
| Average Training Expenditure per Employee | KRW thousand | 606.22 | 399.1 | 455.2 |

## Pay[1)]

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Average Employee Salary[2)] | Total | KRW million | 92 | 76 | 79 |
| | - Male | KRW million | 105 | 86 | 90 |
| | - Female | KRW million | 77 | 63 | 65 |
| | Gender Pay Gap[3)] | % | 26.9 | 26.9 | 28.1 |

1) The total annual salary includes amounts for resigned employees (only earned income), and the average salary per person is calculated based on the average number of employees (including non-registered executives)
2) Correction of the 2022 average employee salary data error
3) (Average Male Salary – Average Female Salary) ÷ Average Male Salary × 100

## Parental Leave

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Employees Taking Parental Leave[1)] | Total | persons | 33 | 47 | 53 |
| | - Male | persons | 13 | 17 | 14 |
| | - Female | persons | 20 | 30 | 39 |
| Employees Returning to Work after Parental Leave[2)] | Total | persons | 18 | 23 | 36 |
| | - Male | persons | 5 | 11 | 10 |
| | - Female | persons | 13 | 12 | 26 |
| Retention Rate of Employees Returning from Parental Leave (12 months or longer)[3)] | Total | persons | 100 | 72.2 | 91 |
| | - Male | persons | 100 | 60 | 91 |
| | - Female | persons | 100 | 76.9 | 92 |

1) Employees who started parental leave in the reference year (Data for 2022–2023 revised due to a change in standard from “employees who used parental leave” to “employees who started parental leave”).
2) Number of employees returning from Parental Leave in the base year, excluding those who resigned on the return to work date (2023 data revised due to change in data calculation criteria)
3) Employees who, having returned from parental leave in the previous year, remained employed for 12 months or longer as of year-end (2022–2023 data revised due to change in calculation criteria).

## Collective Bargaining Agreement

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Collective Bargaining Agreement | Percentage of Employees Covered by the Agreement | % | 100 | 100 | 100 |
| | Number of Labor-Management Council Meetings | cases | 4 | 4 | 4 |

## Suppliers

### Supplier Management

| Category | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Number of Suppliers | companies | 293 | 150 | 99 |
| Number of New Suppliers | companies | 72 | 24 | 0 |

### Support for Suppliers

| Category | | Unit | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Percentage of Cash Payments | | % | 100 | 100 | 100 |
| Capital Investment in Expendable Molds | | companies | 2 | 2 | 1 |
| Facility Support | | companies | 4 | 2 | 0 |
| Financial support | Number of Beneficiary Suppliers | companies | 8 | 0 | 0 |
| | Amount of Support | KRW 100 million | 86 | 0 | 0 |

## Memberships

| List of Membership Associations |
|---|
| KITA (Korea International Trade Association) |
| KOSTA (Korea Software Technology Association) |
| KRX (Korea Exchange) |
| KOITA (Korea Industrial Technology Association) |
| KOSDAQ Listed Companies Association |
| Korea Medical Device Industry Association (KMDIA) |
| Korean Chamber of Commerce and Industry GS1 (Global Standard No.1) Korea |
| SBA (Seoul Business Agency) |

# GRI Contents Index

Seegene reports its sustainability disclosures contents in accordance with the GRI Standards principles, covering sustainability activities and performance from January 1, 2024, to December 31, 2024. This report is prepared in line with the purpose and core concepts of GRI 1: Foundation 2021. The GRI Sector Standards have not been applied, as the relevant sector standard for Seegene's industry had not yet been published as of June 2025.

| Index | | | Page | ESRS Disclosure |
|---|---|---|---|---|
| GRI 2: General Disclosures 2021 | 2-1 | Organizational details | 5, 7, 37 | N/A |
| | 2-2 | Entities included in the organization's sustainability reporting | 2 | ESRS 2 BP-1 |
| | 2-3 | Reporting period, frequency and contact point | 2 | N/A |
| | 2-4 | Restatements of information | See separate note | ESRS 2 BP-2 |
| | 2-5 | External assurance | 96~98 | N/A |
| | 2-6 | Activities, value chain and other business relationships | 7-17, See Business Report, pp. 17-22 | ESRS 2 SBM-1 |
| | 2-7 | Employees | 85 | ESRS 2 SBM-1, S1-6 |
| | 2-8 | Workers who are not employees | 85, See Business Report, p. 268 | S1-7 |
| | 2-9 | Governance structure and composition | 20, 35, 78 | ESRS 2 GOV-1 |
| | 2-10 | Nomination and selection of the highest governance body | 35~36 | N/A |
| | 2-11 | Chair of the highest governance body | 34 | N/A |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 34~35 | ESRS 2 SBM-2, GOV-1 |
| | 2-13 | Delegation of responsibility for managing impacts | 20, 34~36 | ESRS 2 GOV-1 |
| | 2-14 | Role of the highest governance body in sustainability reporting | 20 | ESRS 2 GOV-5, IRO-1 |
| | 2-15 | Conflicts of interest | 35, 37, See the Board of Directors Regulations | N/A |
| | 2-16 | Communication of critical concerns | 20, 34 | ESRS 2 GOV-2, G1-3 |
| | 2-17 | Collective knowledge of the highest governance body | 35, See Business Report, p. 253 | ESRS 2 GOV-1 |
| | 2-18 | Evaluation of the performance of the highest governance body | 36 | N/A |
| | 2-19 | Remuneration policies | 36, See Business Report, pp. 269-273 | N/A |
| | 2-20 | Process to determine remuneration | 36, See Business Report, pp. 269-273 | N/A |
| | 2-21 | Annual total compensation ratio | 78 | S1-16 |
| | 2-22 | Statement on sustainable development strategy | 4 | ESRS 2 SBM-1 |
| | 2-23 | Policy commitments | 38, 42, 49, 64, 67, 71 | S1-1, S2-1 |
| | 2-24 | Embedding policy commitments | 38, 42, 49, 67, 71 | S1-4, S2-4, S3-4, S4-4 |
| | 2-25 | Processes to remediate negative impacts | 40~41 | S1-1, S2-1 |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 64, 74 | S1-3, S2-3, S4-3, G1-1 |
| | 2-27 | Compliance with laws and regulations | 78 | S1-17 |
| | 2-28 | Membership associations | 88 | N/A |
| | 2-29 | Approach to stakeholder engagement | 31 | ESRS 2 SBM-2, S2-1, S3-1, S4-1 |
| | 2-30 | Collective bargaining agreements | 87 | S1-8 |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | 22 | ESRS 2 BP-1, IRO-1 |
| | 3-2 | List of material topics | 23 | ESRS 2 SBM-3 |
| | 3-3 | Management of material topics | 24~30 | ESRS 2 SBM-3 |

| Index | | | Page | ESRS Disclosure |
|---|---|---|---|---|
| **Material Topic 1.** Securing Future Growth Drivers | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 27 | N/A |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 77 | ESRS 2 SBM-1 |
| GRI 203: Indirect Economic Impacts 2016 | 203-2 | Significant indirect economic impacts | 8~17, 55~57 | N/A |
| **Material Topic 2.** Risk Management | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 28 | G1-1 |
| GRI 205: Anti-corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | 39 | G1-3 |
| | 205-3 | Confirmed incidents of corruption and actions taken | 78 | G1-4 |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | No legal violations related to unfair trade practices | G1-4 |
| **Material Topic 3.** Access to Heath Care | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 29 | S4-4 |
| GRI 417: Marketing and Labeling 2016 | 417-1 | Requirements for product and service information and labeling | 74 | S4-4 |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling | No legal violations related to product and service information and labeling | S4-4 |
| | 417-3 | Incidents of non-compliance concerning marketing communications | 74, 94 | S4-4 |
| **Material Topic 4.** Product Stewardship | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 30 | S4-4 |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | 58~59 | N/A |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | No legal violations related to product and service information and labeling | S4-4 |
| GRI 417: Marketing and Labeling | 417-1 | Requirements for product and service information and labeling | 74 | S4-4 |
| | 417-3 | Incidents of non-compliance concerning marketing communications | 74, 94 | S4-4 |

| Index | | | Page | ESRS Disclosure |
|---|---|---|---|---|
| Topic Standard disclosures | | | | |
| Environmental Performances | | | | |
| GRI 201: Economic Performance 2016 | 201-2 | Financial implications and other risks and opportunities due to climate change | 46~48 | ESRS 2 IRO-1 |
| GRI 301: Materials 2016 | 301-1 | Materials used by weight or volume | 81 | E5-2 |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 48, 80 | E1-5 |
| | 302-3 | Energy intensity | 80 | E1-5 |
| | 302-4 | Reduction of energy consumption | 48 | E1-5 |
| GRI 303: Water and Effluents 2018 | 303-3 | Water withdrawal | 82 | E3-4 |
| | 303-5 | Water consumption | 82 | E3-3 |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 48, 80 | E1-6 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 48, 80 | E1-6 |
| | 305-4 | GHG emissions intensity | 48, 80 | E1-6 |
| | 305-5 | Reduction of GHG emissions | 48, 80 | E1-7 |
| | 305-6 | Emissions of ozone-depleting substances (ODS) | No ODS emissions given the nature of the industry | N/A |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 52 | ESRS 2 SBM-3 |
| | 306-2 | Management of significant waste-related impacts | 52 | E5-2 |
| | 306-3 | Waste generated | 81 | E5-5 |
| | 306-4 | Waste diverted from disposal | 81 | E5-2 |
| | 306-5 | Waste directed to disposal | 81 | E5-5 |

| Index | | | Page | ESRS Disclosure |
|---|---|---|---|---|
| Social Performances | | | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 85~86 | N/A |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 66 | S1-11 |
| | 401-3 | Parental leave | 87 | N/A |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | 67~70 | S1-1 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 69 | S1-3 |
| | 403-3 | Occupational health services | 67~70 | N/A |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 67, 70 | N/A |
| | 403-5 | Worker training on occupational health and safety | 68, 70, 83 | N/A |
| | 403-6 | Promotion of worker health | 69~70 | N/A |
| | 403-8 | Workers covered by an occupational health and safety management system | 83 | S1-14 |
| | 403-9 | Work-related injuries | 83 | S1-14 |
| | 403-10 | Work-related ill health | 83 | S1-14 |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 87 | S1-13 |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | 21, 61~63 | S1-13 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 60 | S1-13 |

| Index | | | Page | ESRS Disclosure |
|---|---|---|---|---|
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 78, 85 | S1-9 |
| | 405-2 | Ratio of basic salary and remuneration of women to men | 87 | S1-16 |
| GRI 406: Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken | 86 | S1-17 |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 78 | S4-4 |

# ISSB Index

Seegene disclosed information and performance regarding the four areas—Governance, Strategy, Risk Management, and Metrics and Targets—presented in the draft ISSB Sustainability Disclosure Standards, issued by the International Sustainability Standards Board (ISSB) of the (International Financial Reporting Standards) Foundation.

## IFRS S1 General Requirements

| Pillar | Core Content | | Page |
|---|---|---|---|
| Governance | Governance of sustainability-related risks and opportunities | · Name of the responsible decision-making body | 20, 34~36 |
| | | · Mandate of the decision-making body | |
| | | · Capacity-building methods | |
| | | · Reporting frequency | |
| | | · Goal setting and inclusion of performance metrics in remuneration policies | |
| | | · Role of management | |
| Strategy | Corporate strategy to respond to sustainability-related risks and opportunities | · Significant sustainability-related risks and opportunities | 21, 24~30 |
| | | · Impact on a company's overall business operations and value chain | |
| | | · Impact on a company's strategy and decision-making | |
| Risk Management | Process to identify, assess, and manage sustainability-related risks and opportunities | · Process to identify sustainability risks and opportunities | 22~30 |
| | | · Process to assess sustainability risks and opportunities | |
| | | · System to manage sustainability risks and opportunities | |
| | | · Integration of a company-wide risk management system and sustainability risk identification, assessment, and management activities | |
| Metrics and Targets | Methodology to measure, oversee, and manage sustainability-related risks and opportunities | · Sustainability-related targets | 21, 24~30 |
| | | · Sustainability-related performance metrics | |

# TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) aims to provide investors and other stakeholders with standardized climate change-related information and to help companies incorporate climate change-related risks and opportunities into their risk management and decision-making processes. In 2023, Seegene disclosed for the first time its identification of climate-related risks and opportunities, qualitatively analyzing their potential financial impacts. In 2025, Seegene included climate scenario analysis and disclosure plans as an agenda item for the ESG Committee to strengthen its climate change response. Seegene will continue to enhance its climate risk management.

## TCFD Recommendations

| Category | Index | Page |
|---|---|---|
| Governance | a) Describe the board's oversight of climate-related risks and opportunities. | 46 |
| | b) Describe management's role in assessing and managing climate-related risks and opportunities. | |
| Strategy | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | 46~48 |
| | b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | |
| | c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | |
| Risk Management | a) Describe the organization's processes for identifying and assessing climate-related risks. | 48 |
| | b) Describe the organization's processes for managing climate-related risks. | |
| | c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | |
| Metrics and Targets | a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | 48 |
| | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. | |
| | c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | |

# SASB Index

Seegene aims to provide useful information for decision-making to investors and other stakeholders by reporting the SASB Standards, which is an industry-specific sustainability disclosure standard developed by the Sustainable Accounting Standards Board (SASB). The SASB Index is prepared in accordance with the Sustainable Industry Classification System (SICS) and the Medical Equipment & Supplies industry standards within the Health Care sector.

| Topic | Code | Unit | Accounting Metric | Seegene's Response |
|---|---|---|---|---|
| Affordability & Pricing | HC-MS-240a.1 | ratio | Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index | Not Applicable |
| | HC-MS-240a.2 | - | Description of how price information for each product is disclosed to customers or to their agents | Not Applicable |
| Product Safety | HC-MS-250a.1 | number | Number of recalls issued | No recalls cases occurred during the 2024 reporting period. |
| | | number | Total units recalled | No products were recalled during the 2024 reporting period. |
| | HC-MS-250a.2 | - | List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database | Not Applicable |
| | HC-MS-250a.3 | number | Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience | Not Applicable |
| | HC-MS-250a.4 | number | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | Not Applicable |
| Ethical Marketing | HC-MS-270a.1 | KRW | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | No legal violations or monetary losses related to false marketing occurred during the 2024 reporting period. |
| | HC-MS-270a.2 | - | Description of code of ethics governing promotion of off-label use of products | Seegene stipulates "fair competition and fair, transparent transactions" in its Code of Conduct. Additionally, it strictly complies with guidelines presented in legal compliance regulations and the Fair Competition Regulations of the Korea Medical Devices Industry Association, and actively conducts promotions tailored to the requirements of overseas academic societies, which are major marketing targets. |
| Product Design & Lifecycle Management | HC-MS-410a.1 | - | Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | Seegene manages environmental risks through preliminary chemical reviews and on-site inspections of waste emissions at business locations. In particular, since September 2024, it has systematically managed hazardous chemicals through the introduction of a Preliminary Chemical Review System. Currently focused on preventive management, hazardous substances are reviewed prior to introduction, and in June 2025, waste management guidelines were revised to establish a company-wide system that manages all processes including waste generation, storage, and outsourced disposal. |
| | HC-MS-410a.2 | ton | Total amount of products accepted for take-back and reused, recycled, or donated, broken down (by devices and equipment) | Not Applicable |
| | | ton | Total amount of products accepted for take-back and reused, recycled, or donated, broken down (by supplies) | |

| Topic | Code | Unit | Accounting Metric | Seegene's Response |
|---|---|---|---|---|
| Supply Chain Management | HC-MS-430a.1 | % | Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality | ISO 13485, MDSAP certification: 7 business sites |
| | | % | Percentage of Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality | Seegene conducts regular assessments annually on key suppliers. Suppliers are evaluated based on cooperation, supply capacity, quality and qualifications, price competitiveness according to company regulations. Based on the assessment results, opportunities are provided for suppliers to strengthen competitiveness and grow, while continuous improvement is monitored. |
| | HC-MS-430a.2 | - | Description of efforts to maintain traceability within the distribution chain | Seegene is implementing ERP systems and WMS to ensure supply chain transparency, monitoring sales, purchasing, production, and inventory management across the supply chain. Through this, product serial numbers and lot numbers are used to manage shipping history and quality. In the future, Seegene plans to establish a centralized VOC system to actively respond to customer complaints and requests. |
| | HC-MS-430a.3 | - | Description of the management of risks associated with the use of critical materials | When assessing suppliers, Seegene verifies the presence of quality certifications such as KGMP, ISO 13485, and ISO 9001, and collaborates with suppliers of diagnostic reagent raw materials for quality management. Internally, standards for raw material products are established, and import inspections are conducted. The quality management department is separated from the production department to ensure independent and objective quality control and inspection, striving to enhance the quality to suppliers. Additionally, Seegene is working to increase cost competitiveness and production efficiency by promoting the internalization and diversification of key production raw materials. |
| Business Ethics | HC-MS-510a.1 | KRW | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | No legal proceedings or monetary losses occurred in relation to corruption during the 2024 reporting period. |
| | HC-MS-510a.2 | - | Description of code of ethics governing interactions with health care professionals | Seegene's Code of Conduct stipulates business practice norms for all employees to follow and fundamental obligations towards customers and shareholders. |

# INDEPENDENT ASSURANCE OPINION STATEMENT

To: The Stakeholders of Seegene, Inc.

## Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the Seegene Sustainability Report 2024 (hereinafter referred to as the "Report"). The Assurer is independent of Seegene and has no significant financial or operational interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the Seegene report relating to the Environmental, Social and Governance (ESG) to the relevant stakeholders and may not be used for any purpose other than its intended use. This assurance opinion statement was prepared based on the information presented by Seegene and the assurance was carried out under the assumption that the information and data presented were complete and accurate.
Seegene is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Seegene only.
The Assurer is responsible for providing Seegene management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Seegene. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than Seegene in providing the assurance opinion and shall not be liable for any other purposes or stakeholders related thereto for which the assurance opinion may be used.

## Scope

The scope of engagement agreed upon with Seegene includes the following:

- Reporting contents during the period from January 1st to December 31st 2024 included in the report, some data included the first half of 2025.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Assessment of compliance with the four principles of AA1000 AccountAbility (2018) under AA1000AS v3, and, where applicable, verification of the reliability of sustainability performance information disclosed in the report.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

## Assurance Level and Type

The assurance levels and types are as follows:

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principles 2018 and quality and reliability of specific performance information published in the report.)

## Description and sources of disclosures covered

Based on the applied scope and methodology, the assurer reviewed the following Disclosures through sampling of the information and data provided by Seegene.

| [Universal Standards] | |
|---|---|
| ·2-1 to 2-5 (The organization and its reporting practices) | ·2-22 to 2-28 (Strategy, policies, and practices) |
| ·2-6 to 2-8 (Activities and workers) | ·2-29 to 2-30 (Stakeholder engagement) |
| ·2-9 to 2-21 (Governance) | ·3-1 to 3-3 (Material Topics Disclosures) |

| [Topic Standards] |
|---|
| 201-1~2, 203-2, 205-2, 205-3, 206-1, 301-1, 302-1, 302-3~4, 303-3, 303-5, 305-1~305-2, 305-4~305-6, 306-1~5, 401-1~3, 403-1~6, 403-8~10, 404-1~3, 405-1~2, 406-1, 416-1~2, 417-1~3, 418-1 |

# INDEPENDENT ASSURANCE OPINION STATEMENT

## Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- A top-level review of issues raised by stakeholders in the context of sustainability to determine verification priorities, assess materiality, and verify the validity of the internal analysis process.
- Discussion with managers and staff on the organization's approach to stakeholder engagement.
- Interviews with senior managers from relevant departments to confirm the appropriateness of the evidence for reported material issues and claims.
- Verification of the sustainability strategy implementation process, its supporting systems, and the process of data generation, collection, and reporting for each performance area.
- A site visit to the Seegene Songpa KT Tower Office to confirm the effectiveness of data collection processes, internal controls, and management measures.
- An assessment of the company's reporting and management processes against the four principles of AA1000 AccountAbility Principles (2018): Inclusivity, Materiality, Responsiveness, and Impact.

## Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any related additional aspects.

## Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years of history in providing independent assurance services globally. No member of the assurance team has a business relationship with Seegene. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of extensive experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

## Opinion Statement

The assurer was carried out by a team of sustainability report assurors in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that Seegene's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.
On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environmental performance indicators are accurate and are supported by robust internal control processes.

## Conclusions

The Report is prepared in accordance with the GRI Standards 2021. (Reporting in accordance with the GRI standards). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

### ▸ Inclusivity: Stakeholder Engagement and Opinion

Seegene defined shareholder/investor, customer, employee, partner, local community/NGO/academic society and government/regulatory agency/hospitals as Key Stakeholder Groups. In order to collect opinions by each stakeholder group in the context of sustainability, Seegene operated the stakeholder engagement process. Seegene conducted a review of the stakeholder engagement process to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. Seegene disclosed the results related to the process in the Report.

### ▸ Materiality: Identification and reporting of material sustainability topics

Seegene implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, Seegene conducted the analysis of global sustainability reporting or assessment standards, analysis of benchmarking the same industry to derive the impact and financial materiality. Seegene derived 4 material issues through the relevant process, and disclosed GRI topic standards disclosures related to material issues in the Report.

# INDEPENDENT ASSURANCE OPINION STATEMENT

▸ Responsiveness: Responding to material sustainability topics and related impacts

Seegene operated a management process for material issues in the context of sustainability derived from the materiality assessment. In line with its sustainability strategy framework, Seegene analyzed the influence of key stakeholders on each material issue and disclosed related analyses, strategies, goals, and response performance in the report.

▸ Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Seegene identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. Based on governance-level reviews of the analysis of major impacts, Seegene established sustainability strategies and plans, and disclosed the related processes in the report.

## Findings and conclusions concerning the reliability and quality of specified performance information

Among the GRI Topic Standards, the following disclourses were carried out in an assurance Type 2 based on the information and data provided by the reporting organization. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, refinement, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the report were not found through assurance processes. The reporting organization manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions identified during the assurance were corrected prior to the publication of the report, and the assurer confirmed the final published report with the errors and expressions corrected.

| GRI Topic Standards |
| --- |
| 201-1~2, 203-2, 205-2, 205-3, 206-1, 301-1, 302-1, 302-3~4, 303-3, 303-5, 305-1~305-2, 305-4~305-6, 306-1~5, 401-1~3, 403-1~6, 403-8~10, 404-1~3, 405-1~2, 406-1, 416-1~2, 417-1~3, 418-1 |

## Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- Considering the business characteristics that affect the healthcare or pharmaceutical industry, it may be helpful to further specify the sustainability management systems such as value chains definition and stakeholder engagement.
- It may be helpful to lead sustainability management systems by specifying the established sustainability performance indicator calculation system and upgrading the internal control procedures for each indicator.

## GRI-reporting

Seegene provided us with their self-declaration of compliance with the GRI Standards. Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards 2021 and the disclosures related to the Universal Standards and Topic Standards based on the data provided by Seegene. The sector standard was not applied.

Issue Date: 20/06/2025
For and on behalf of BSI (British Standards Institution):

Jungwoo Lee, Lead Assurer, LCSAP

Seonghwan Lim, Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
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AA1000 Licensed Report 000-4/V3-2R2R0


Seegene