

# See Ahead. Change Tomorrow.

2022 Seegene Sustainability Report



# About This Report

## About This Report

Seegene publishes sustainability reports each year to illustrate our activities and achievements in fulfilling our ESG (Environmental, Social, Governance) responsibilities. In presenting our sustainability reports, we transparently disclose our financial and non-financial performance to communicate with wide-ranging stakeholders.

## Reporting Standards and Framework

This report was prepared in accordance with the international sustainability reporting standards of the GRI (Global Reporting Initiative) Standards and the ISSB (International Sustainability Standards Board) as well as the Medical Equipment & Suppliers industry standard of the SASB (Sustainability Accounting Standards Board), a sustainability accounting standard in the US. This report also outlines Seegene's progress towards the UN SDGs (Sustainable Development Goals), and financial performance is in conformity with the K-IFRS (Korean International Financial Reporting Standards).

## Assurance

To ensure the appropriateness and completeness of the reporting process and the accuracy and reliability of the report content, this report was assured by the BSI (British Standards Institution) as an independent third-party assurance provider.

## Reporting Period

This report spans the period between January 1, 2022 and December 31, 2022. This extends to before 2022 and/or into the first half of 2023 for critical achievements. For quantitative performance, this report provides data over the past three years (2020~2022).

## Reporting Scope

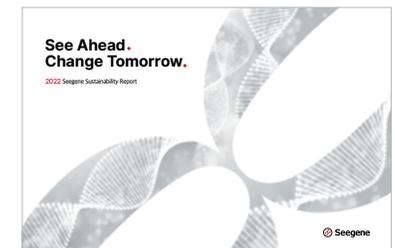
Financial performance is reported on a consolidated basis, and data presented on a non-consolidated basis is noted as such. Non-financial performance is based on our domestic operations, and key performance metrics cover our quantitative performance for the past three years. Data which does not cover our entire operations is noted accordingly.

## Contact

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## Cover Story

Seegene's corporate identity (CI) is represented by the double helix DNA structure to visualize the core business. The futuristic and mystical theme emphasizes business sustainability and continuity.



## Interactive PDF

The 2022 Seegene Sustainability Report is made available in interactive PDF format: click on the icon within the text or the contents at the top, then you can navigate to the desired page.

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# CEO Message



“Through our technology-sharing business, we are committed to emerge as a global leading company that blazes the trail for the health of all living organisms.”

Dear Esteemed Stakeholders,

Let me first extend my heartfelt gratitude for your steadfast interest in and support for Seegene.

Seegene has preemptively responded to the global pandemic by supplying high-quality PCR molecular diagnostic products from our proprietary and leading PCR technologies. Through the supply of our COVID-19 products, we played a pivotal role in lifting the global health alert over COVID-19 in April 2023 that had been imposed for over three years by the Director General of the World Health Organization. As such, the impact we had on the lowering of COVID-19 threats is very clear and significant.

COVID-19's transition into endemic impacted our sales of COVID-19-associated products, and yet we harnessed the opportunity to focus on promoting a wide range of syndromic test products and automation instrumentation business. Our strategy has proved successful, as demonstrated by the 31% year-over-year growth of our non-COVID products, contributing to our total KRW 853.6 billion in sales and KRW 196.5 billion in operating profit. Moving forward, we will continue to pursue sustainable growth to provide stakeholders with unique values.

### 1. Our technology-sharing business aims to foster shared growth with the broader global community.

We will share our proprietary syndromic quantitative PCR technology so that molecular diagnostic products covering all diseases for all organisms can be developed. This allows early detection of disease, leading to the realization of a world free from all diseases. To this end, we have performed in-depth analyses to deduct the validity of our business and established a solid business model. Our technology-sharing business will help promote sustainable growth of Seegene's global network while enhancing the quality of life of all living organisms through quality healthcare enabled by early diagnosis.

### 2. We will establish sound governance to effectively advance ESG management.

We created the ESG Committee under the Board of Directors to establish sound governance and ensure responsible business conduct. The ESG Committee is mandated to oversee and manage our activities and achievements in the areas of the environment, society, and governance to substantially advance ESG management. This will also help us transparently disclose our ESG operations and performance to stakeholders.

### 3. We will preemptively seek solutions for environmental and safety issues.

To join in the global effort to combat climate change and preemptively respond to tightening environmental regulations, we have developed a new patented method on a new eco-friendly packaging box. The replacement of Styrofoam boxes with eco-friendly alternatives allows efficient use of limited resources and mitigate our environmental impact. To achieve zero cases of occupational injuries, we strive to create a workplace that ensures safety not only for our own employees, but for broader communities of our business operation.

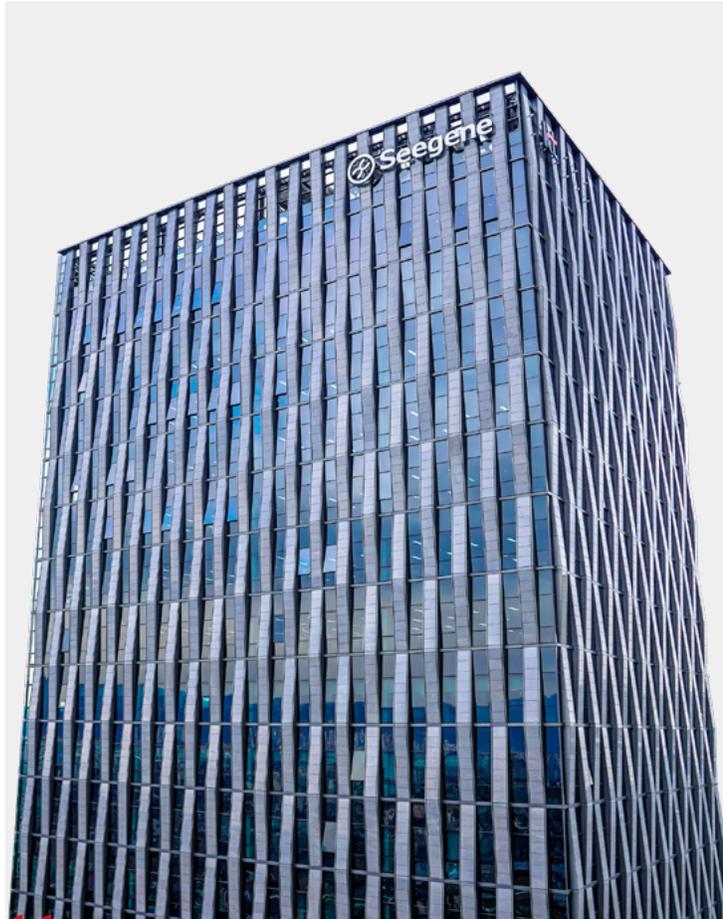
We take our glorious effort to bring the COVID-19 pandemic to endemic as a foundation to progress into technology-sharing business in preparation for future pandemics. We have established mid-to-long-term, paradigm-shifting strategies to drive our technology-sharing business to succeed and bring our company to be a global leading company in the molecular diagnostics market. Throughout it all, our commitment to ESG management will remain strong so that we can create greater value for our shareholders and Seegene, while pursuing the success of our company and society at large.

Thank you.

CEO, Seegene **Jong-Yoon Chun**



# Company Profile



## “ The Future That We Are Building

1. A world free of infectious diseases and future pandemics
2. A healthier world through the widespread adoption of syndromic
3. A world free from all diseases through early diagnosis ”

## About SEEGENE

Seegene is a global Molecular Diagnostics (MDx) company developing and providing molecular diagnostic solutions to detect pathogens by delineating the causes of disease through genetic analysis. We offer an all-in-one platform encompassing the entire MDx process that sets the new paradigm in molecular diagnostics by delivering tailor-made diagnostic solutions that meet the needs of our customers. We commit to making MDx more accessible in our day-to-day lives with the ultimate goal of bringing a healthier and happier life for all humanity.

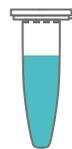
## Company Overview

As of end of December 2022

Name of company	Seegene
Date of establishment	September 16, 2000
CEO	Jong-Yoon Chun
Business area	Develop, manufacture, supply, and sales of molecular diagnostic products
Employees	1,016 persons
Location	91, Ogeum-ro (Taewon Building, Bangi-dong), Songpa-gu, Seoul, Republic of Korea
Website	www.seegene.co.kr

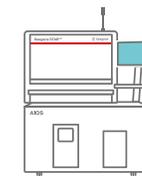
## Key Business Area

### PCR Diagnostic Kits & Instruments



#### Diagnostic kits

Development and manufacture of syndromic qPCR reagents that can simultaneously detect multiple targets



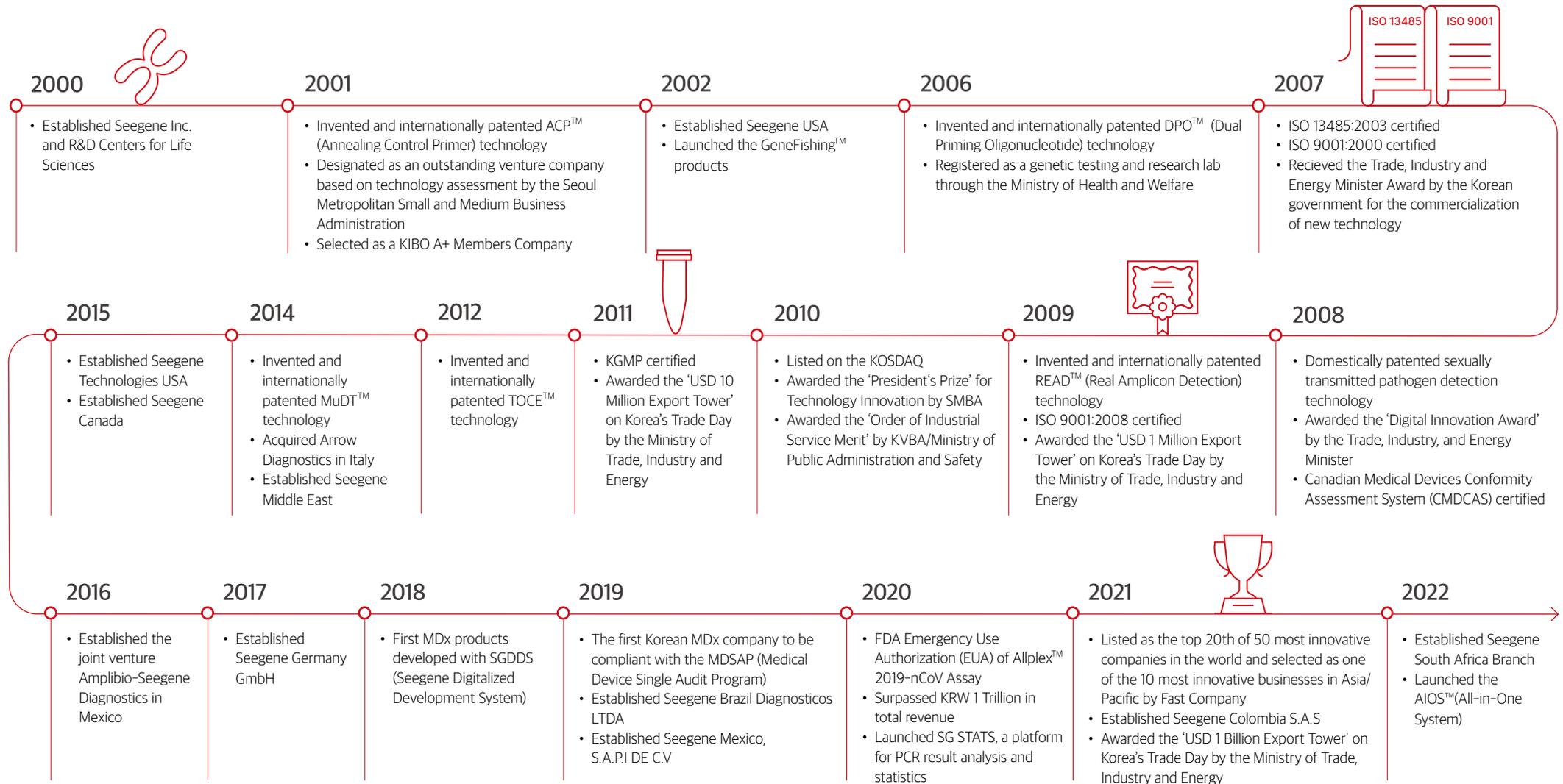
#### Instruments

Automated systems optimized for rapid and accurate testing with syndromic qPCR kits



# Key Milestones

Seegene is committed to creating new value deriving from our unique technologies, relentless innovation, and wide-ranging R&D partnerships with numerous global players, ushering in a better tomorrow for humanity.





# Our Business

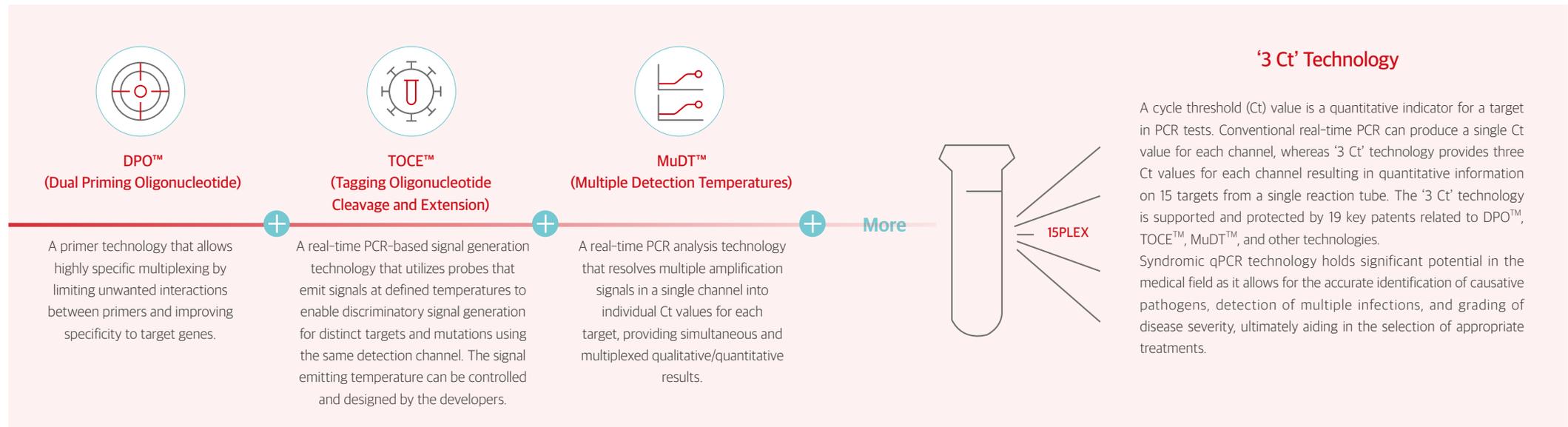
## Core Competitive Advantages

### Syndromic qPCR Reagent Technologies

Seegene’s core competitive advantage lies in its proprietary technologies and expertise accumulated over 20 years. Our syndromic qPCR diagnostic reagent is at the forefront of molecular diagnostics technology, simultaneously detecting and differentiating numerous pathogens that cause similar symptoms in a single tube. Leveraging our proprietary syndromic qPCR technologies make it possible to conduct syndromic testing for respiratory viruses such as COVID-19 and influenza viruses, cervical cancer-causing human papillomaviruses (HPVs), gastrointestinal pathogens, drug-resistant bacteria, tuberculosis-associated bacteria, other plant and animal bacteria and viruses.

Unlike conventional technologies that target one or two pathogens at a time, our syndromic qPCR reagents are highly multiplexed, a feat achieved through reagent development and production technologies. We developed the DPO™ primer technology for specific gene amplification in 2006, the TOCE™ technology for multi-target detection in 2012, and the MuDT™ technology for quantitative analysis of multiplexed real-time PCR results in 2014. In 2022, all these technologies were integrated into ‘3 Ct’ technology that can simultaneously detect up to 15 targets with Ct values in a single reaction tube. This achievement marked a new era in the field of PCR-based molecular diagnostics.

### Patented Syndromic PCT Technologies





## Automated Syndromic Reagent Development

Seegene Digitalized Development System (SGDDS) is a system that enables standardized and automated development of diagnostic kits. It is embedded with Seegene's technologies and product expertise and provides support for researchers to easily develop syndromic PCR products, even to those with limited development experience. SGDDS consists of two key systems: *SG in-silico* that automates oligo (primer and probe) design, and SG IDEA that automates the entire experimental and documentation process.

### SG *in-silico*

SG *in-silico* is an automated oligo design program that utilizes computer simulations in a virtual environment used in the oligo design and post-management stages in the development of syndromic qPCR reagents. In this case, "oligo" refers to short DNA sequences designed to detect causative pathogens. These oligos are raw materials essential for Seegene's proprietary syndromic qPCR diagnostic reagents to achieve optimal performance.

To develop syndromic qPCR products, it is essential to design oligos that can accurately distinguish and detect target genes by collecting, analyzing, and filtering desired sequences from an existing database of 6 - 7 trillion gene sequences. Seegene's *SG in-silico* system automatically designs optimal oligos required for product development. Since 2017, Seegene has developed more than 50 syndromic qPCR products using the *SG in-silico* system. By utilizing this system, even researchers with limited experience can quickly develop optimized syndromic qPCR products by receiving optimal oligo designs.

### SG IDEA

The Seegene In-silico Documentation, Experiments, and Analysis (SG IDEA) system standardizes, digitizes, and automates all processes required for development and regulatory submission of syndromic qPCR reagents, including the planning, execution, results analysis, and documentation of development studies. Previously, product development relied on the experience of researchers. However, SG IDEA automatically provides standardized experiment plans, performs experiments (with minimal physical interaction and human errors), and organizes the analysis results. SG IDEA, coupled with automated equipment lowers the required experience level of the developers, shortens development time, and reduces costs required to develop novel assay kits.

1) Oligos are short DNA sequences designed to detect causative viruses, and serve as essential raw materials for Seegene's proprietary syndromic PCR diagnostic reagents to perform at their best.

## Raw Materials for Syndromic Reagents

The key raw materials for Seegene products consist of extraction reagents, enzymes, and oligos. We procure raw materials from various domestic and international suppliers to ensure stable supply. Since 2020, we have been investing heavily in R&D and manufacturing for in-house production of the key raw materials to strengthen reagent quality control and price competitiveness.

Nucleic acid extraction is the initial step before PCR and involves extracting high-quality nucleic acid from various collected samples. The extraction kit, known as STARMag™ M96, was Seegene's first developed extraction kit, launched globally in November 2022.

Enzymes are a crucial component of PCR reactions that convert RNA to DNA, synthesize and amplify DNA, and cleave probes for signal generation. In-house production of enzymes has also been a successful endeavor and enzymes are currently manufactured at our Hanam facility, which is certified under strict Korea Good Manufacturing Practice (KGMP) standards.

Oligos play a pivotal role in target-specific amplification and signal generation in our syndromic qPCR. Our numerous patents highlight our innovative oligonucleotide design technology for unparalleled specificity and sensitivity in multiplex PCR. Furthermore, our in-house production of these oligos ensures high-quality molecular diagnostic products that meet the most rigorous quality standards.





### Automated Syndromic Test Instrument

Seegene's AIOS™ helps fully automate the entire PCR test process, from nucleic acid extraction to gene amplification and data analysis. By simply inserting a test sample, the system automatically performs the test and provides results. The system minimizes contamination of samples and other human error by eliminating the need for physical interaction by the test performer. In addition, AIOS™ is a modular system that seamlessly integrates extraction & PCR setup instrument, PCR instrument and other modules for automation. The modular construction of the system allows customization of throughput and easy maintenance with minimal downtime. AIOS™ one of the accessories of Seegene STARlet which is IVDR certified.



### Automated Syndromic Reagent Manufacturing

Seegene's six manufacturing sites are located in Hanam, Gyeonggi Province. The manufacturing processes of enzymes, extraction reagents, and diagnostic kits at Centers 1, 2 and 4 are automated. From reagent dispensing to capping, labeling, packaging, and defect inspection, the entire process is automated and compliant with international quality standards. Our automated manufacturing facilities can respond to various market needs, from mass production to small-scale production of a diverse array of kits. Operating 24 hours a day, we have the capacity to manufacture up to 20 million tests per month. This also minimizes contamination or mistakes and enables error-free production process to ensure rigorous quality management.



### SG STATS: IT Solution for Syndromic Test Result Analysis & Management

The SG STATS is a big-data statistics platform for analysis of syndromic qPCR test results. Since the COVID-19 pandemic, real-time analysis of trends in the prevalence of infectious pathogens are becoming more critical for rapid response. To address these market needs, we launched SG STATS, a data statistics platform.

The SG STATS platform correlates our PCR data with age, gender, and symptom data to provide real-time insights to epidemiological trends of viruses, especially to those that require rapid response. Various data visualization tools built in SG STATS help discover and monitor even complex disease trends that involve multiple pathogens, communities, and geographic locations simultaneously. SG STATS can manage vast amounts of healthcare data in an anonymized and secure information system and share analyzed data in real time with healthcare professionals via the cloud.





## Diagnostic Kits

Seegene offers more than 100 diagnostic kits spanning a wide range of applications, including tests for infectious disease pathogens (e.g., the COVID-19 virus), single-nucleotide variants, drug resistance genes, and genetic mutations associated with human disease. Our syndromic quantitative PCR products have received official approval from global regulatory offices. These certifications confirm the robust performance and quality of our highly multiplex molecular diagnostics kits.

### Respiratory Infections

Respiratory infections caused by viruses and bacteria often present similar signs and symptoms, and timely identification of the pathogen present is crucial for effective treatment. In vulnerable populations (the elderly, infants, and patients with chronic disease), even a common cold can progress to severe complications such as pneumonia. Additionally, identification of all causative viruses and bacteria is important to ensure comprehensive treatment. Our respiratory infection diagnostic kits cover all of the common respiratory pathogens.

**Products** | Allplex™ RV Master Assay, Allplex™ Respiratory Panel 1A, Allplex™ Respiratory Panel 1, Allplex™ Respiratory Panel 2, Allplex™ Respiratory Panel 3, Allplex™ PneumoBacter Assay, Allplex™ RV Essential Assay



### Sexually Transmitted Infections

Sexually transmitted infections (STIs) are often asymptomatic, and silent spread of STI pathogens presents a serious public health challenge. If untreated, pathogens can lead to serious consequences to neurological, cardiovascular, and reproductive health. Screening for a wide range of these pathogens is an important and effective measure in limiting and controlling STI pathogens in communities. Our STI products can be used to screen a wide range of STIs, including chlamydia (*C. trachomatis*), gonorrhea (*N. gonorrhoeae*), herpes (HSV1/2), syphilis (*T. pallidum*) and non-gonococcal urethritis (*M. genitalium*).

**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



### Gastrointestinal Infections

Diarrheal diseases affect approximately 2 billion people and account for 9% of death in children under five worldwide. While diarrhea often resolves on its own without treatment, it can lead to complications such as bloody diarrhea or highly infectious viral enteritis. Diarrhea can be caused by viruses, bacteria, and parasites, and it is important to promptly and accurately identify the causative pathogens to select appropriate treatments and control infection. Conventional microscopy and culture methods have relatively low sensitivity, require skilled technicians, and is time-consuming, often requiring 2-4 days to obtain results. Our molecular diagnostic tests can simultaneously detect various causative pathogens within just 4 hours. Our GI products can diagnose an extensive array of bacteria, viruses (norovirus, adenovirus, rotavirus, astrovirus, sapovirus, etc.) and even parasites that cause diarrheal disease.

**Products** | Allplex™ GI-Virus Assay, Allplex™ GI-Bacteria (I) Assay, Allplex™ GI-Bacteria (II) Assay, Allplex™ GI-Parasite Assay, Allplex™ GI-Helminth (I) Assay, Allplex™ GI-EB Screening Assay, Allplex™ H. pylori & ClariR Assay





## Diagnostic Kits

### Human Papillomavirus Infections

Human papillomaviruses (HPVs) are oncogenic viruses that are classified into high-risk and low-risk groups based on its association with cervical cancer. Many studies have shown that a high-risk group HPV infection can cause cervical cancer, while the infection in the low-risk group is known to cause sexually transmitted infections such as condyloma. Our HPV products can test for 14 high-risk HPVs (including HPV16 and 18) in a single tube and 28 high-risk and low-risk type HPVs in just two tubes. Recently, many countries have introduced guidelines recommending co-testing of molecular HPV with cytologic Pap smear or molecular HPV alone for cervical cancer screening.

**Products** | Allplex™ HPV HR Detection, Allplex™ HPV28 Detection, Anyplex™ II HPV HR Detection, Anyplex™ II HPV28 Detection



### COVID-19 Infections

We have developed various diagnostic kits that detect the virus causing COVID-19, SARS-CoV-2 and its variants. The COVID-19 virus is an RNA virus with a high mutation rate and wide range of mutation diversity due to its high transmissibility, exposing it to various host environments. In consideration of these characteristics, we designed diagnostic products for the COVID-19 virus that target multiple gene regions for detection. Our COVID-19 products can minimize false negatives caused by mutations.

**Products** | Allplex™ SARS-CoV-2 fast PCR Assay, Allplex™ SARS-CoV-2 Assay, Allplex™ SARS-CoV-2/FluA/FluB/RSV Assay, Allplex™ SARS-CoV-2 Master Assay, Allplex™ 2019-nCoV Assay, Allplex™ SARS-CoV-2 Variants I Assay, Allplex™ SARS-CoV-2 fast MDx Assay



### Drug Resistance

Infectious pathogens can become resistant to antimicrobial agents through acquiring genetic elements or mutations allowing the pathogens to overcome the lethal effects of the drugs. This presents a serious challenge for selecting antibiotics that can effectively eliminate the pathogen infecting the patient and control the spread of pathogens in hospitals and the community. Our drug-resistance tests detect bacteria and their drug-resistance genes to aid the appropriate selection of antibiotic treatment regimen. The kits can also be used to prevent and control the spread of drug-resistant bacteria in hospitals to protect patients and health professionals. We have drug-resistance detection kits for *Helicobacter pylori*, and various STI pathogens.

**Products** | Allplex™ MG & AziR Assay, Allplex™ MG & MoxiR Assay, Allplex™ NG & DR Assay, Allplex™ Entero-DR Assay,



### Research Purposes

We are committed to developing and manufacturing products in a timely manner to fulfill various research needs. Our Research Use Only products include kits for mpox (formerly “monkeypox”), malaria, tick-borne diseases, and tropical viruses.

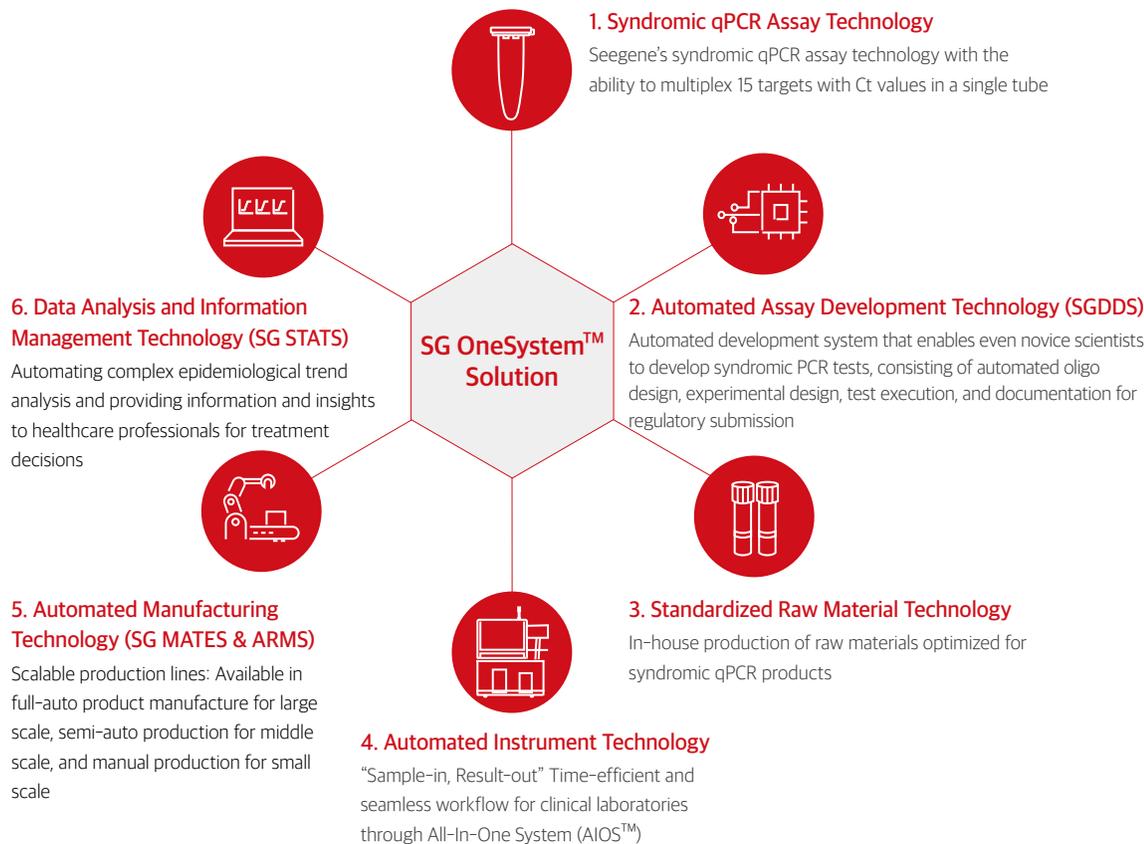
**Products** | Novaplex™ MPXV Assay, Novaplex™ Tick-borne Disease Assay, Novaplex™ Tick-borne Disease Expanded Assay, Novaplex™ Malaria Assay, Novaplex™ Tropical fever virus Assay, Novaplex™ Dermatophyte Assay



## Technology Sharing Business

In 2023, Seegene launched the technology sharing initiative to connect the world through syndromic qPCR. The overarching aim of this initiative is to share our syndromic qPCR proprietary technologies and expertise in automated development solutions with global partner companies and scientists to aggressively develop and market innovative and accessible syndromic qPCR for all applicable files. To this end, Seegene established the SG OneSystem™ Alliance to partner with global companies representing their domestic markets and with scientists through the strategic partnership with Springer-Nature. A broad array of syndromic quantitative PCR products developed in respective countries will be applicable on a single testing instrument system named the SG OneSystem™, and will be made available across the world through the SG OneSystem™ Alliance Network. Our comprehensive diagnostic product development solution named the SG OneSystem™ Solution is comprised of our core capabilities and proprietary syndromic qPCR technologies, and will be shared with the Alliance worldwide.

### SG OneSystem™ solution



### Stages of SG Onesystem™ business





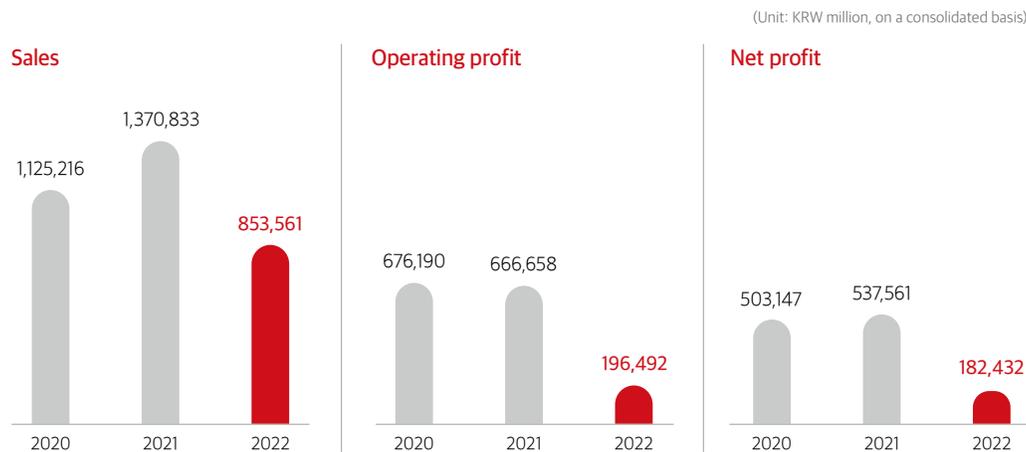
# Business Performance

## Business Performance

The global In-vitro Diagnostics (IVD) market, which amounted to USD 99.2 billion in 2021, is forecast to post CAGR of 6.9% until 2026. In the wake of the pandemic, molecular diagnostics (MDx) demand nearly quadrupled in North America, Europe, and Asia Pacific growing its contribution to 36% of the total IVD market. Demand also surged for immunoassay testing, known for its rapid result output to drive the growth of the IVD market. In line with the increasing demand from manufacturers, medical institutions, and research labs, the fast-growing IVD market will witness continuous research and investment to introduce and develop novel technologies. Meanwhile, Seegene's non-COVID-19 product sales for 2022 rose by 31% from 2021 to continue with its strong upward trend. The accelerating growth of non-COVID sales aided the advance of our cumulative PCR instrument sales.

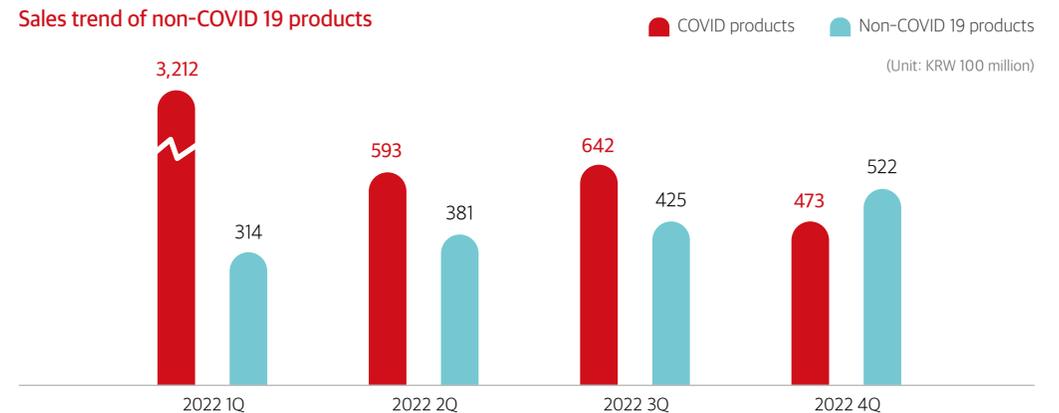
### Non-COVID Sales Performance

With the transition of COVID-19 from pandemic to endemic, Seegene has reduced its reliance on COVID products while introducing wide-ranging syndromic non-COVID-19 testing products and focusing on convenient testing through instrument automation. This has resulted in continuous sales growth in non-COVID-19 products that are our key product category (+31%), and our profitability is expected to recover over time. In 2023, we will revamp our sales and marketing system to expand our non-COVID-19 product sales network and boost our sales accordingly.



## Key R&D Achievements

Seegene launched AIOS™ (All-in-One System) that fully automates the entire PCR process from nucleic acid extraction to gene amplification and result analysis, and our diagnostic product Allplex™ SARS-CoV-2/FluA/FluB/RSV Assay obtained approval in the EU for its application to AIOS. Unlike other integrated-type automation instruments, AIOS runs in modules of off-the-shelf instruments for nucleic acid extraction, PCR set-up, and PCR testing. Seegene's Allplex™ SARS-CoV-2 Assay was awarded with the 'Product of the Year Award' at the BioSpectrum Asia Excellence Awards in 2022 hosted by the overseas media platform for the bioscience industry.





# ESG Management

While generating economic performance, companies are also required to enhance their accountability for non-financial performance in the areas of environment, society, and governance. As a member of society, Seegene aims to responsibly advance ESG management to bring a healthier and more sustainable life to humanity.

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# 2022 ESG Performance

## Business Performance

(On a consolidated basis)

Sales

KRW **853,561** million

Operating profit

KRW **196,492** million

## Shareholders

Cash dividends

KRW **40.5** billion

Stock buyback

KRW **70.9** billion



## Governance

### Establishing the ESG Committee

Review and advise on key ESG issues and risks



## Information Security

### Bolstering the information security system

Upgrading the information security system through server/DB access control, DB encryption, server vaccine installation, and web firewall deployment

## Diversity

### Proportion of female executives



**13.9%**

## Environment

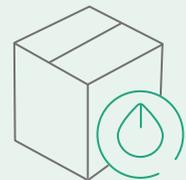
### Creating a chemical inventory

MSDS<sup>1)</sup> based chemical substances management and regulated materials management

Expanding the use of eco-friendly packaging

Up by **55%**

### Developing an eco-friendly packaging box and making a patent application



## R&D

(On a consolidated basis)

R&D to sales ratio



**11.1%**

## Safety

Occupational injury rate

**Zero**

## Disclosure

SASB Index  
Medical Equipment & Suppliers



ISSB Index



## Talent Development

### Bolstering specialized training

Providing technical training in the areas of bio, IT, logistics, marketing, and information security and operating the master/doctoral degree support program through the MOUs signed with 15 institutions under the Consortium for HRD Ability Magnified Program

## System Development

### Establishing a global ERP system

Bolstering internal accounting control and product quality management



1) MSDS: Material Safety Data Sheet



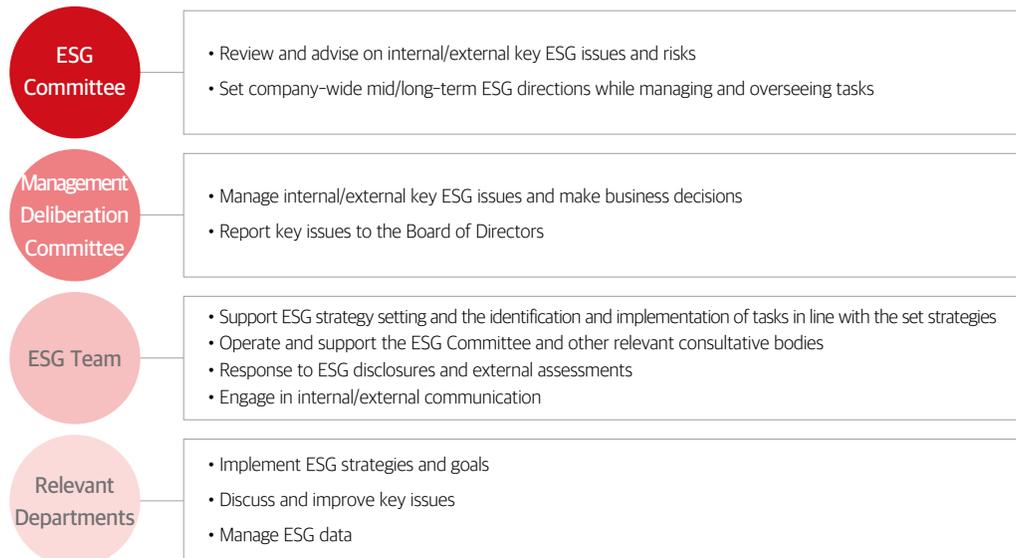
# ESG Implementation System

In 2022, Seegene established the ESG Committee under the Board of Directors and developed our ESG strategies with an aim to provide a healthier life to humanity by harnessing the power of molecular diagnostics and pursuing shared growth with all stakeholders. We defined four key ESG strategic approaches and set strategic goals in respective areas. We will faithfully implement tasks in line with the set strategies and transparently disclose our non-financial activities and achievements to embed ESG into our day-to-day business operations.

## ESG Governance

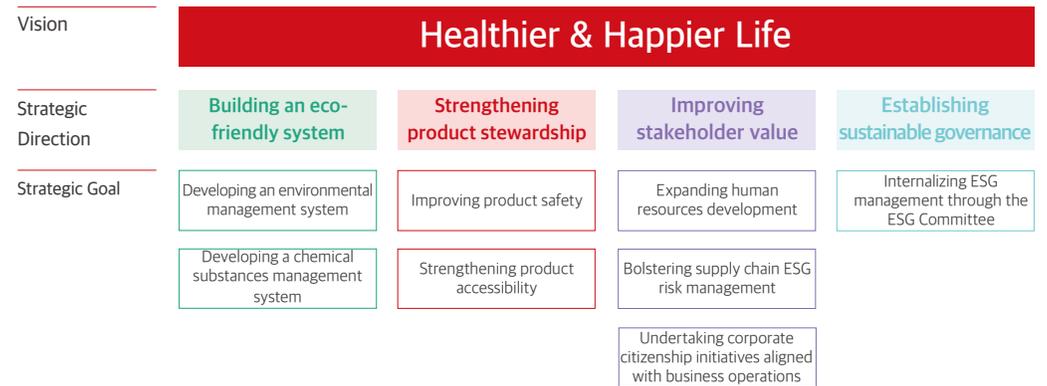
To take a systemic approach to ESG strategy setting and performance management, Seegene established the ESG Committee under the Board of Directors in 2022, and our Board of Directors manages and oversees our ESG management as the highest decision-making body. In addition, the Management Deliberation Committee attended by the heads of departments deliberates on varying ESG-related issues at the top management level. The ESG Team created in 2022 serves as the general manager of overall ESG issues to engage in continuous communication with respective departments in the fields of environment, health & safety, human rights, talent development, and product responsibility to support them in identifying and implementing tasks. Our ESG management governance will drive our efforts to progress towards our ESG management strategy.

### Governance and mandate



## ESG Strategic Framework

Under the vision of 'Healthier & Happier Life', Seegene defined the four strategic directions of building an eco-friendly system, strengthening product responsibility, improving stakeholder value, and establishing sustainable governance and eight corresponding strategic goals. This ESG strategic framework will move us forward in realizing ESG value and ensuring sustainability.



### ESG Training

We provide training to all employees including leaders to help them better understand ESG issues in the areas of environment and human rights among others and integrate ESG into our day-to-day routine. We send leaders the biweekly ESG newsletter to keep them updated with global ESG trends and industry issues, and conduct monthly company-wide training by providing all employees with training content on human rights and social issues as well as the TCFD, the RE100 and other environmental agendas. In addition, lectures by external experts were provided to personnel at ESG-related departments in relation to industry-level ESG issues and the preparation of sustainability reports.



ESG card news



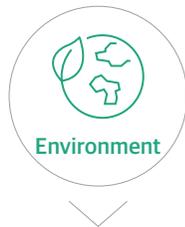
# ESG Highlights

## Establishing the ESG Committee

Seegene established the ESG Committee in 2022. The committee is mandated to review our mid/long-term ESG directions and goals and monitor our progress towards key tasks while deliberating on overall non-financial risks and ESG agendas associated with business operations. The ESG Committee consists of three or more directors, and non-executive directors comprise two thirds of the committee to ensure its expertise and independence.

In 2022, the ESG Committee handled 14 key ESG tasks through reporting and deliberating on their key achievements and plans. These included recruiting personnel dedicated for environmental management to set ESG management strategy and responding to climate change and net zero initiatives, bolstering the chemicals management process, and upgrading the information security system. The committee regularly convenes twice a year to review our ESG performance and plans, and may meet more often when the need arises.

### Mandate of the ESG Committee



**Environment**

- Review climate-related management activities including GHG emissions reduction and energy saving
- Review issues related to hazardous substances and waste discharge
- Review environmental performance related to water, hazardous substances, and waste



**Society**

- Review labor/human rights activities and manage risks
- Review supply chain activities and manage risks
- Review health & safety activities and manage risks
- Review CSR activities and manage risks



**Governance**

- Improve shareholder value through non-financial performance management
- Engage in compliance management
- Oversee company-wide risk management directions and policy-related activities
- Manage information security and data privacy risks



**Overall**

- Manage ESG strategy performance
- Review and approve ESG materiality assessment results
- Review sustainability reports

## Interview



Chair of the ESG Committee  
**Chang-Se Lee**  
Non-executive Director

**Q.** Why is it important that companies continue to pay attention to ESG (Environmental, Social, Governance) and make investments accordingly?

**A.** Along with the introduction of climate-related regulations and systems such as the CBAM (Carbon Border Adjustment Mechanism) and the TCFD (Task Force on Climate-related Financial Disclosures) as well as legislation for supply chain due diligence, domestic regulations are also progressing rapidly through the mandate of sustainability disclosures. In tandem with this, wide-ranging stakeholders - pension funds, asset management companies, retail investors, and millennials & Gen Z - increasingly demand that companies transparently disclose their non-financial data. This means that companies need to advance ESG management to make investment and take action from the long-term perspective to transform ESG risk into opportunity while fully disclosing their relevant performance to draw interest and support from investors, customers, and all other stakeholders. As numerous research findings suggest, ESG management brings cost savings and also helps build a positive corporate brand image, which warrants continuous interest and investment in ESG on the part of companies.

**Q.** How do you assess Seegene's ESG activities for the year 2022?

**A.** Starting with the creation of a dedicated ESG Team, Seegene successfully reached the milestones necessary to pave the way for ESG management in 2022, including the identification of ESG strategies and improvement tasks and the establishment of the ESG Committee. We also provided ESG internalization training to raise employees' awareness at all levels and published our sustainability reports to disclose our ESG activities and achievements, communicating with internal and external stakeholders. The sum of such efforts will surely help us build capabilities to explore and resolve key ESG issues in our business operations.

**Q.** What is the ultimate goal that the ESG Committee pursues and what is the plan to attain this goal?

**A.** Our ultimate goal is to identify ESG-related risks and opportunities in business conducts so that we can promote sustainable growth of Seegene over the long haul. While ESG issues pose risks, they could also present significant opportunities. As the Chair of the ESG Committee, my responsibility is to closely manage and oversee Seegene's activities for overall ESG issues in terms of responsible leadership and governance concerning climate change adaptation, labor/human rights, supply chain management, health & safety, corporate citizenship, stakeholder value enhancement, and company-wide risk management & information security to support meaningful and effective corporate management.

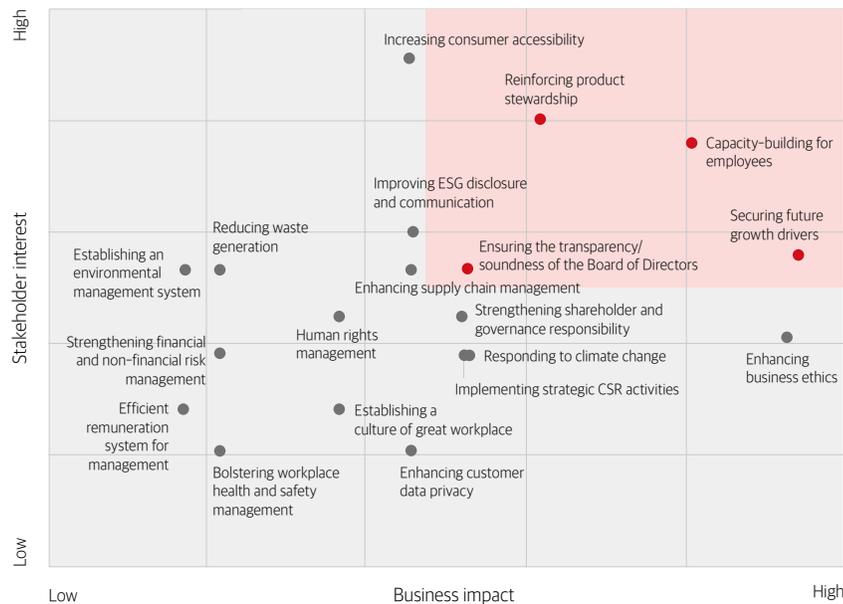


# Materiality Assessment

## Materiality Assessment Process



## Materiality Assessment Results



Ranking	Issue	GRI	SASB	UN SDGs	Page
1	Capacity-building for employees (▲3)	404-1~3	-	4	19, 38~40, 62
2	Securing future growth drivers (▼1)	203-2	-	3	19, 44~45
3	Reinforcing product stewardship (▼1)	416-2, 417-1, 417-3	HC-MS-250	3	20, 46, 47, 67
4	Ensuring the transparency/Soundness of the Board of Directors (NEW)	-	-	16	20, 24~25
5	Increasing consumer accessibility	417-1, 417-3	HC-MS-240	3	47
6	Enhancing business ethics	205-1~3, 206-1	HC-MS-270 HC-MS-510	16	27~28, 55
7	Improving ESG disclosure and communication	2, 3, 201, 203, 205, 206, 302, 303, 305, 306, 401, 403~406, 414, 416~418	-	12	15, 18~20, 54~62
8	Enhancing supply chain management	414-1	HC-MS-430	8	48
9	Strengthening shareholder and governance responsibility	2-9~10, 2-14, 2-16	-	-	16~17, 24~25, 28
10	Responding to climate change	302-1, 302-3~5, 305-1~2, 305-4~6	-	13	33~34, 56
11	Implementing strategic CSR activities	-	HC-MS-410	1	52
12	Advancing human rights management and diversity (NEW)	-	-	5, 10	41~43
13	Reducing waste generation	306-1~3, 306-5	-	12	34, 56
14	Establishing an environmental management system	302-1, 302-3~5, 303-3, 305-1~2, 305-4~6, 306-1~3, 306-5	HC-MS-410	12, 13	33~34, 56~57
15	Enhancing customer data privacy	418-1	-	-	59
16	Establishing a culture of great workplace	401-1~3, 405-1~2, 406-1	-	4, 5	42, 55, 60~61
17	Strengthening financial and non-financial risk management	201-1	-	-	54
18	Efficient remuneration system for management	-	-	-	25, 55
19	Bolstering workplace health and safety management	403-1~6	-	3	50~51



# Management Approach to Material Issues

We identified a total of four material issues - capacity-building for employees, securing future growth drivers, reinforcing product stewardship, and ensuring the transparency/soundness of the Board of Directors - through the materiality assessment conducted in 2022. We will disclose our management approach and current status for these material issues through this sustainability report to transparently communicate with stakeholders.

## 1 Material Topic Capacity-building for employees

(Year-over-year ▲3)



**Why it matters** ►► Competition is intensifying to attract professional talent across the biopharmaceutical industry. Since attracting and retaining top talent is key to boosting corporate competitiveness, it is critical that we invest in training and infrastructure for talent development.

## 2 Material Topic Securing future growth drivers

(Year-over-year ▼1)



**Why it matters** ►► It is essential that a company continuously develops products and builds investment and R&D business models to pursue growth. The threat of pandemics by novel infectious diseases, similar to that of COVID-19, still exists. Subsequently, our efforts to grow R&D should remain steadfast to swiftly and effectively respond to the next pandemic.

Seegene is keenly aware that the growth of our employees is directly related with our business continuity and growth, and Talent Acquisition & Development Team under the People & Culture Department is systematically managing training to assist our employees in building their capacity and developing into professionals.

- Seegene provides a range of training opportunities to support individual employees' growth and elevate our organizational capability. We support training on diverse topics concerning corporate value, leadership development, expertise, global capacity-building, and participation in the OJT, our lifecycle-aligned training system.
- We survey program participants prior to operating any internal training programs to identify their goals and expectations, which helps to articulate their needs accurately. Additionally, we follow up on these programs through satisfaction and recommender surveys to assess their effective transfer of learning. The results of training effectiveness measurement and analysis are reflected in improving our trainings to provide more professional and high-quality training and support our employees' growth into experts.

- Introducing training for newly-appointed leaders and promoted
- Launching leadership training for team leaders and followership training for team members
- Signing MOUs with 15 institutions under the Consortium for HRD Ability Magnified Program

### How we manage

Seegene's research centers are structured around the areas of basic science, diagnostic reagents, diagnostic instruments, diagnostic IT, and development automation. Our research centers are in continuous and active engagement with collaborators for maximum synergy in the research and development process.

### How we approach

- SG OneSystem™ was launched to establish a collaboration network to share Seegene's syndromic PCR technology with our global partners with an aim to enable experts from different fields to directly develop syndromic PCR products across all areas and enhance accessibility to syndromic PCR tests for anyone, ultimately mainstreaming PCR testing.
- We will assist experts and scientists across the globe in developing a wide array of syndromic PCR products that cater to all organisms, including humans and non-humans. We will also share our proprietary technology and expertise with global partners to aid in their efforts to manufacture and commercialize tailored molecular diagnostics products. Ultimately, we will drive early diagnosis of all diseases to realize a world free from all diseases.

- Developing diagnostic products fitted with 3Ct technology
- Additionally acquiring European approval for nine products
- Launching AIOS™ (All-in-One System) instruments



# Management Approach to Material Issues

## 3

### Material Topic Reinforcing product stewardship

(Year-over-year ▼1)

Business impact



Stakeholder interest



**Why it matters** ▶▶ Supplying high-quality bio products and technology plays an instrumental role in ensuring a healthy life for humanity. The importance of product stewardship in the biopharmaceutical industry is mounting further amid the international crisis of COVID-19, trade disputes among advanced nations, and wars.

## 4

### Material Topic Ensuring the transparency/ soundness of the Board of Directors (NEW)

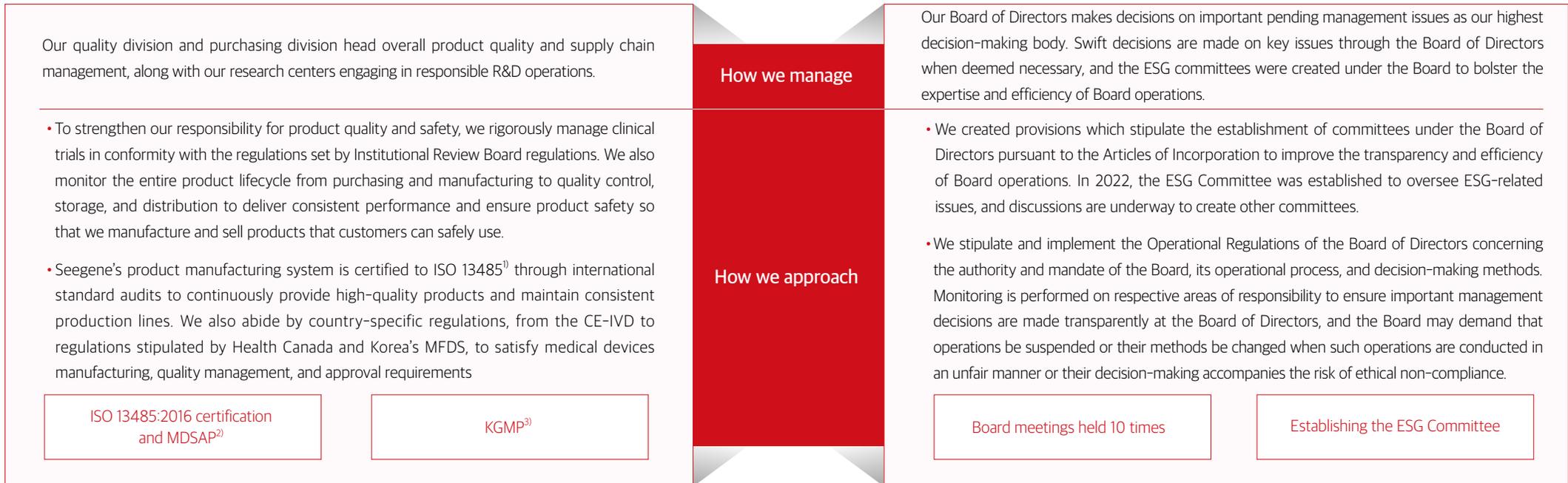
Business impact



Stakeholder interest



**Why it matters** ▶▶ Shareholders and investors, along with activist funds, increasingly demand transparency in operating a company's board of directors. This raises the need for companies to establish sound and transparent governance and fully disclose their activities on governance operation to boost sustained growth and shareholder value.



1) Medical devices quality management system  
 2) Medical Device Single Audit Program  
 3) Korea Good Manufacturing Practice



# Stakeholder Engagement

Seegene defines all who directly and indirectly interact with our business operations as stakeholders. In particular, customers, shareholders/investors, employees, suppliers, governments/relevant agencies, communities/NGOs are categorized as key stakeholder groups as they are highly important for our internal operations. We collect their feedback through different communication channels and ensure that important feedback is fully integrated into our business activities.

Stakeholder	Areas of Interest	Communication Channel	Key Activity
 <b>Customers</b>	<ul style="list-style-type: none"> <li>• Product and service quality</li> <li>• Product safety</li> <li>• Provision of accurate product information</li> </ul>	<ul style="list-style-type: none"> <li>• Customer satisfaction surveys</li> <li>• Customer inquiries posted on the website</li> <li>• Sustainability reports</li> </ul>	<ul style="list-style-type: none"> <li>• Bolster our quality and safety management system</li> <li>• Collect and address customer feedback</li> <li>• Create country-specific websites</li> <li>• Provide product information</li> </ul>
 <b>Shareholders Investors</b>	<ul style="list-style-type: none"> <li>• Economic value creation</li> <li>• Shareholder value enhancement</li> <li>• Risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Sound governance</li> <li>• Long-term growth from the viewpoint of ESG management</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting of shareholders</li> <li>• IR meetings</li> <li>• Shareholder/investor discussions</li> <li>• Business reports</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>• Training and career development</li> <li>• Fair performance assessment and compensation</li> <li>• Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>• Respect for human rights and diversity</li> <li>• Working environment/workplace safety enhancement</li> <li>• Labor relations</li> </ul>	<ul style="list-style-type: none"> <li>• Internal communication channels</li> <li>• Labor-management council</li> <li>• Whistleblowing system</li> </ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Fair trade</li> <li>• Shared growth</li> <li>• Protection of employees' human rights</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier website (SG Archive)</li> <li>• Supplier interviews</li> <li>• Seminars and trainings</li> </ul>	<ul style="list-style-type: none"> <li>• Whistleblowing system</li> <li>• Conduct year-round interviews with key suppliers</li> <li>• Ensure the responsible management of suppliers' working environment</li> </ul>
 <b>Communities NGO Academic societies</b>	<ul style="list-style-type: none"> <li>• Social responsibility for communities and the environment</li> <li>• Creation of business-based social impact</li> <li>• Transparent and swift disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Community/NGO interviews</li> <li>• Sustainability reports</li> <li>• Attendance at conferences and exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>• Whistleblowing system</li> <li>• Set corporate citizenship strategies</li> <li>• Attend academic conferences and exhibitions</li> </ul>
 <b>Governments Relevant agencies Healthcare institutions</b>	<ul style="list-style-type: none"> <li>• Regulatory compliance for ethical management</li> <li>• Health and safety management</li> <li>• Compliance management</li> </ul>	<ul style="list-style-type: none"> <li>• Disclosures on the website</li> <li>• Policy discussions and seminars</li> <li>• Distribution of research and academic materials</li> </ul>	<ul style="list-style-type: none"> <li>• Business reports</li> <li>• Seegene Sustainability Report</li> <li>• Bolster our global network</li> </ul>



# Transparent Governance with Responsibility

Stakeholders increasingly demand that businesses disclose their non-financial performance as well as financial performance. Seegene will continue to improve our governance and advance ethical and compliance management while transparently making disclosures to bolster trust with stakeholders.

Composition and Operation of the Board of Directors	24	●
Enhancement of Shareholder Value	26	●
Ethical Management	27	●
Risk Management and Internal Control	28	●
Information Security	29	●



# Transparent Governance with Responsibility

**Bolstering sound governance to improve shareholder value and support transparent decision-making**

## Management Approach

Seegene will establish transparent governance by ensuring management accountability with the Board of Directors playing a pivotal role as the highest decision-making body. We created the ESG Committee under the Board, and are monitoring ESG-related key tasks and achievements while reviewing non-financial risks and seeking advice in this regard to substantially advance ESG management. We will also implement ethical/compliance management and fully disclose our ESG activities and achievements to stakeholders.

## Risk

- Spread of shareholder activism and growing demand for shareholder return policy
- Increasing demand from stakeholders for rigorous non-financial risk management
- Risks occurring in responding to tightening laws and regulations for ethical and compliance management
- Increasing industry risks due to the leak of core industry technology

## Opportunity

- Boosting corporate value and shareholder profit through sound governance operations
- Increasing corporate competitiveness through integrated risk management taking into account financial and non-financial factors
- Building industry competitiveness by bolstering the information security system
- Building trust with stakeholders through transparent disclosures

## UN SDGs



Provide employees with ethics training and bolster the internal accounting control system to implement ethical/compliance management

Lay the basis for transparent governance to improve long-term corporate value and shareholder value



Facilitate global partnerships for sustainable development



**Established the information security system**



**Created the ESG Committee**



# Composition and Operation of the Board of Directors

Establishing and operating sound governance forms the foundation for our efforts to build trust with all stakeholders and ensure sincere and responsible business operations. Seegene aims to establish transparent and sound governance to pursue sustainable growth.

## Composition and Role of the Board of Directors

Seegene’s Board of Directors, as the highest decision-making body, makes decisions on important management issues and executes the work of directors. The Board also oversees the activities of directors and senior management and performs its role in ensuring checks and balances. Our Board consists of five members who are qualified for their expertise in the areas of bio molecular diagnostics, business management, and legal affairs. Our Board is chaired by the CEO to take into account swift decision-making and understanding on the industry and the organization.

### Composition of the board

As of Mar. 2023

Director	Name	Gender	Expertise	Mandate	Career	Date of Appointment	Tenure
Executive Director	Jong-Yoon Chun	Male	Bio molecular diagnostics	General management and R&D <b>Chair of the Board of Directors</b>	Current) CEO, Seegene Former) Professor, Department of Biology, Ewha Womans University Former) Post-doctoral researcher, Harvard University and UC Berkeley PhD, Life Sciences, University of Tennessee	Sep. 2000	~ Mar. 2024
Executive Director	Jin-Su Choi	Male	Management	General management	Current) President, Seegene Former) Director, Mando Former) CEO, BONTECH LLB, Korea University Law School	Mar. 2023	~ Mar. 2026
Other Non-executive Managing Director	Kyong-Joon Chun	Male	Management	Management advisory	Current) Other Non-executive Managing Director, Seegene Former) Vice President, Samsung Electronics School of Electrical Engineering, Hanyang University	Mar. 2011	~ Mar. 2026
Non-executive Director	Chang-Se Lee	Male	Legal and regulatory affairs	Legal advisory	Current) Attorney, Dong-in law firm Former) Director of Audit, Supreme Prosecutor’s Office Department of Law, Seoul National University	Mar. 2020	~ Mar. 2026
Non-executive Director	Hyun-Chul Chung	Male	Finance, management	Management advisory	Current) Executive Vice President,, Hanyang University Former) Head of Office of Planning, Hanyang University PhD in Business Administration, McGill University	Mar. 2022	~ Mar. 2025

## Operation of the Board

Seegene’s Board of Directors operates in accordance with the Operational Regulations of the BOD which stipulate the Board’s powers, responsibilities, operating procedures and resolution methods. In 2022, the Board met 10 times in total to make decisions on 27 agenda items including the introduction of electronic voting for the AGM (Annual General Meeting), the approval of the internal accounting control system operational report, the payment of cash dividends, and the creation of the ESG Committee. The Finance Group, as a supporting organization of the Board, informs non-executive directors of the agendas in detail and provides relevant materials well in advance, and ensures additional support from external experts is made available when necessary for decision-making. We also have provisions that allow Board members to attend Board meetings through the use of remote communications.

### Key decisions made

Meeting	Date of Meeting	Key Agenda
1	2022.03.04	Approving the 22nd-term financial statements / approving cash dividend payments / approving the 22nd-term internal accounting control system operational report, system regulations, and operational guidelines / introducing electronic voting / repurchasing treasury shares / establishing a branch in the Republic of South Africa
3	2022.05.13	Making dividends for Q1 2022 / approving the health and safety management plan for 2022
5	2022.08.09	Approving the plan for production and development localization and paid-in capital increase for Seegene Technologies USA / approving cash dividends for Q2 / approving the amendment of the Operational Regulations of the Board of Directors
7	2022.09.28	Repurchasing treasury shares
8	2022.11.08	Approving cash dividends for Q3 / creating the ESG Committee

### Meetings



10 times

### Decisions made



27 cases



# Composition and Operation of the Board of Directors

## Expertise and Efficiency of the Board

Our Board of Directors consists of experts from diverse backgrounds, including bio molecular diagnostics, finance, management advisory, and law, to promote its expertise and diversity. In appointing non-executive directors, we ensure that they submit their confirmation that they have no material interest in the company to establish the objectivity of the Board. The Board monitors the work performed by directors, and may request suspension or change in implementing a specific agenda item when identifying unfair business practices or the risk of violating ethical standards. Seegene supports training to improve directors' expertise in the areas of industry trends and ESG to enable the professional execution of the Board.

## Board Performance Assessment and Remuneration

Our executive and non-executive directors are paid within the director remuneration boundary approved at the Annual General Meeting of Shareholders. In assessing the performance of executive directors, we implement the performance annual salary system which aligns compensation for senior management with business performance. Under this system, executives receive bonuses in reflection of the organization's business performance along with base pay. Meanwhile, non-executive directors are internally assessed for their performance in terms of their attendance in Board and committee meetings, industry expertise, contributions made, and participation in Board activities, and assessment results are reflected in reappointing non-executive directors following the termination of their tenure.

## Audit System

Seegene operates the standing auditor system to audit the Company's financial operations, and auditors perform their work independently from the Board of Directors and other departments. In the course of performing one's duties, the standing auditor may request the concerned department to submit books and relevant documents in relation to his/her overall work. The standing auditor may also be briefed by the Company on its operations when necessary, and access business information through appropriate means.

## Committees under the Board

The Articles of Incorporation were amended through the Annual General Meeting of Shareholders in 2022 to set provisions governing the establishment of committees, including the Audit Committee and the Non-executive director nomination Committee, under the Board of Directors. We created the ESG Committee in November 2022 to make key decisions on non-financial performance management and sustainability management, and its chair was appointed among non-executive directors to represent the committee. The ESG Committee will proactively manage and oversee our ESG activities from governance aspects, and fully consider support measures to advance our ESG management, including establishing an environmental management system to respond to climate change risks and upgrading its metric management, preparing for human rights impact assessment to advance human rights management, and conducting supplier ESG assessments for supply chain management.



# Enhancement of Shareholder Value

Increased expectations and requirements for shareholder return policy raise the need for businesses to commit to improving shareholder value. Seegene will make quarterly dividend payments and continue to repurchase treasury shares to bolster our activities for shareholders and improve shareholder value.

## AGM Convocation and Participation

On March 24, 2023, we hosted the 23rd Annual General Meeting of Shareholders. Seegene guarantees that our shareholders duly exercise their rights and respects shareholder rights in conformity with applicable laws and the Articles of Incorporation. We also equally treat all our shareholders including minority shareholders and foreign shareholders. We provide notice of the agenda items at least two weeks before the AGM through written or electronic means to support shareholders' sufficient deliberation. Such notices contain full information on voting agenda concerning the appointment of executive/non-executive directors and auditors, on the activities and compensation of non-executive directors, and items the transactions with the largest shareholder and affiliates. We also disclose our business reports and audit reports prior to the AGM to provide basic materials for shareholders to sufficiently review our management performance and status in exercising their voting rights.

## Exercise of Shareholder Voting Rights

To guarantee shareholders' rights, we ensure their right to participate in the decision-making process. All shareholders are entitled to propose agenda items pursuant to the Commercial Act and other applicable laws, and to make inquiries or demand explanations on agenda items. Shareholders are also able to delegate their voting rights through proxy solicitation, direct solicitation of solicited voting right holders, delivery by post or e-mail, and electronic power of attorney. Seegene respects the fundamental rights of shareholders in accordance with our Corporate Governance Charter, and ensures transparency and fairness in our business environment.

## Granting of Voting Rights

At Seegene, each share is granted one voting right depending on the type and number of shares owned by shareholders. As of the end of 2022, the total number of common shares issued amounted to 52,225,994 shares, out of which 49,823,707 shares carry voting rights, with the remainder consisting 2,402,287 treasury shares.

## Strengthening Shareholder Communication

In 2022, we hosted the Annual General Meeting of Shareholders and four quarterly earnings release events. We solicit proxy voting, and provide an electronic voting option to make it more convenient for shareholders to exercise their voting rights.

## Quarterly Dividend Policy

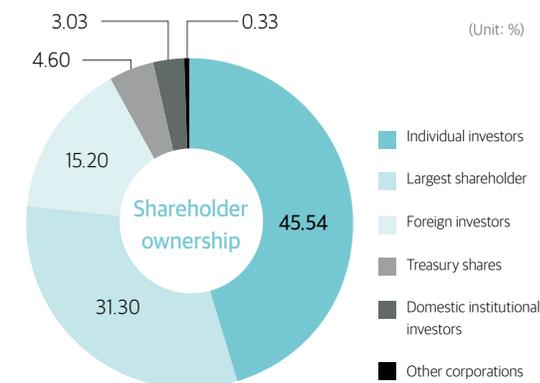
We determine our dividend policy in consideration of the investments required for sustained growth and our business performance and cash flow, and added regulations governing quarterly dividend payments to our Articles of Incorporation to elevate shareholder value. In 2022, we made quarterly dividend payments worth KRW 10,313 million in Q1, KRW 10,086 million in Q2, KRW 10,086 million in Q3, and KRW 9,965 million in Q4.

## Share Buyback

Between 2021 and 2022, we repurchased treasury shares worth KRW 130 billion in total to raise shareholder value. We will continue to review plans to improve shareholder value through dividend payment and share buyback in line with shifting market conditions.

Overview of shareholders As of the end of Dec. 2022

Shareholder	No. of Shares	Ownership
Individual investors	23,785,750	45.54%
Largest shareholder	16,347,017	31.30%
Foreign investors	7,936,386	15.20%
Treasury shares	2,402,287	4.60%
Domestic institutional investors	1,580,934	3.03%
Other corporations	173,620	0.33%
<b>Total shares outstanding</b>	<b>52,225,994</b>	<b>100%</b>





# Ethical Management

In line with the emergence of ethical management in the areas of human rights and labor along with regulatory compliance and anti-corruption, stakeholder expectations and interest have also heightened in a company's ethical operations. Seegene commits to bolstering our ethical management system and raising employees' ethics awareness, leading the charge in advancing business ethics every step of the way.

## Code of Conduct

Seegene stipulated the Code of Conduct to set ethical standards and its Practice Guidelines to advance ethical management effectively. This Code applies to all employees at Seegene, and we recommend third-parties including our suppliers to honor the Seegene Partner Code of Conduct. Seegene's employees are obligated to properly understand and abide by applicable laws, the Code of Conduct and other internal regulations, and the Code provides them with a specific set of standards to follow in making value judgments. The Code consists of the four key principles of ethics for employees, honest and fair performance, protection of stakeholders' interests and reporting on violations.

### Code of Conduct

Key Principles	Description
Ethics for employees	Fundamental ethics applied to all employees
Honest and fair performance	Standards that all employees should observe when performing duties
Protection of stakeholders' interest	Basic responsibility of all employees to customers and shareholders
Report on violations	Obligation to report violations of the Seegene Code of Conduct

## Code of Conduct Training and Programs

Seegene implements ethical management programs for employees to effectively understand ethical management and honor the Code of Conduct, including on-site training on the Code of Conduct and department-level training on fair trade regulations. We also regularly circulate the Code of Conduct casebook across the board to help employees handle ethical dilemmas on their own in the course of conducting work. All our employees are required to sign the pledges to abide by the Code and to respect one another to perform work in a fair and transparent manner and to build a corporate culture of consideration and shared growth. In 2022, we provided all employees with training on the Code of Conduct to eliminate any form of corruptive practices.

## Ethical Management Monitoring

Seegene operates internal whistleblowing mechanisms and e-mail for anyone to report practices that actually and/or potentially run counter to the Code of Conduct. The identity of the whistleblower and the act of whistleblowing remain strictly confidential, and the whistleblower who report their concern in good faith is protected from any disadvantage from whistleblowing. The Audit Team is responsible for receiving and handling whistleblower reports: once a report is submitted, the Team verifies factual grounds and investigates the report within the shortest possible timeframe. In principle, handling outcomes are notified to the whistleblower within 60 days after the submission of the report.

## Establishing Fair Trade Practices

We conduct training on subcontracting and win-win cooperation regulations to establish fair subcontracting practices and promote the mutually-beneficial, balanced development of both Seegene and our suppliers. In 2022, we provided training on the scope of application of relevant regulations and the key provisions of subcontracting regulations for purchasing, logistics, and production departments working in close contact with suppliers. We also offer training on fair competition rules and expense reporting as well as the contractual process, and distribute the casebook on the anti-graft law for all employees to establish fair trade practices.

### Interview

**Q.** Please tell us about Seegene's key activities and future plans to bolster ethical management and raise compliance awareness.

**A.** The key to raising employees' ethical awareness lies in continuous training to help them identify and respond to issues. In 2022, we focused on trainings, including a total of six compliance training sessions on the topics of the Code of Conduct, the prohibition of workplace bullying and sexual harassment, and medical devices laws and fair trade rules, along with year-round training on the Code of Conduct for new hires. While we strengthen our training content, we will also launch self-check campaigns on a wide array of topics to help employees self-check their compliance, and publish and issue newsletters on an on-going basis when compliance issues arise. Seegene will strive to elevate employees' compliance awareness and implement ethical management at all levels.



Domestic Legal & Compliance Group  
**Byung-Woo Choi**  
Associate Manager



# Risk Management and Internal Control

As a company operating globally, Seegene identifies and manages wide-ranging risks that may occur internally and externally. We aim to establish a robust compliance management system including the internal accounting control system to prevent risks surrounding Seegene early on and promote fair and transparent business conduct.

## Risk Management System

Seegene aims to promptly identify and address a range of risks that undermine our corporate value and cause economic losses. To this end, we established a risk management system to recognize and respond to potential management risks amid the rapidly-shifting internal/external landscape as we scale up our organization. The weekly inter-division consultative group meetings attended by Unit Heads and Division Heads serve to discuss our response to financial, non-financial and emerging risks. The Management Deliberation Committee, as a working-level consultative body, provides a venue to deliberate on ESG-related issues to keep potential non-financial risks at bay. Organizational risks are shared among relevant departments on an on-going basis, and company-wide meetings and consultative bodies are convened when the need arises for inter-organizational collaboration to eliminate risks.

## Internal Accounting Control System

Seegene completed the improvement of our internal accounting control system in 2021 through external advisory, and is assessing our control design and implementation concerning risks that impact financial reporting pursuant to the amended External Audit Act. This provides reasonable confidence on the preparation and disclosure of our financial statements in conformity with the IFRS (International Financial Reporting Standards) to ensure the transparency and credibility of our corporate information and ultimately attain our management goals. In addition, we created the Accounting Team in early 2022 to promote the continuous and efficient operation of the internal accounting control system. Activities undertaken concerning this system are subject to annual audits performed by independent external auditors (accounting firm) and audit findings are reported as stipulated in the amended External Audit Act.

### Bolstering Internal Accounting Controls

We established internal controls over the global ERP system (SAP) introduced in April 2022 to ensure the accuracy and credibility of our accounting information. We upgraded our control on the overall head office operations, and established controls over the global ERP system (SAP) deployed at some overseas subsidiaries from the latter half of 2022, paving the way to manage and oversee accounting information at subsidiaries as well as the head office.

## Internal Control and Compliance Oversight

In 2021, we bolstered our internal controls and revisited our compliance oversight system to make necessary improvements through external advisory. In so doing, we stipulated and/or amended our internal accounting control regulations, internal accounting control operational guidelines, compliance control standards, compliance control standards implementation guidelines, and internal audit regulations. In 2022, we implemented compliance oversight including reviews on relevant regulations under the leadership of the Compliance Officer who meets the qualifications specified in the Commercial Act.

### Key Activities of the Compliance Officer

We guarantee the independence of the Compliance Officer and the supporting team, and engaged in wide-ranging activities through the dedicated organization for internal control and compliance support. We also strengthened the management of domestic/overseas sales channels through tighter compliance management and provided compliance training to raise awareness on internal accounting handling, internal control, and compliance oversight among our employees and customers.

Quarterly	Description
Q1 2022	<ul style="list-style-type: none"> <li>• Training for new hires on the protection of trade secrets and the prohibition of workplace bullying</li> <li>• Status review on expense reports and annual compliance pledges signed by sales agents</li> <li>• Training for relevant departments on the preparation of expense reports in line with the provision of economic benefits</li> </ul>
Q2 2022	<ul style="list-style-type: none"> <li>• Training for executives on the prohibition of workplace bullying and sexual harassment</li> <li>• Company-wide training on the Code of Conduct</li> <li>• Training for relevant departments on fair trade rules and expense reporting</li> <li>• Distribution of the data privacy casebook for all employees</li> </ul>
Q3 2022	<ul style="list-style-type: none"> <li>• Publication of newsletters on workplace bullying for position holders</li> <li>• Publication of newsletters on sexual harassment in the workplace for position holders</li> <li>• Distribution of the anti-graft law casebook for all employees</li> </ul>
Q4 2022	<ul style="list-style-type: none"> <li>• Training for relevant departments on the contractual process</li> <li>• Implementation of compliance control effectiveness assessments and reporting to the Board of Directors</li> </ul>



# Information Security

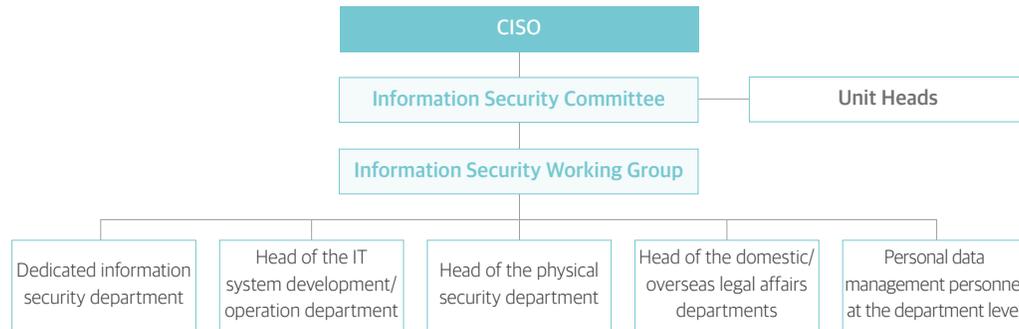
Safeguarding information assets and customers' personal data not only determines a company's survival and but also is closely related with national competitiveness. As such, Seegene beefs up our information security process and raises employees' security awareness to prevent information security risks.

## Information Security Management System

### Information Security Organization

In 2022, we secured information security professionals and created the dedicated information security team headed by the Chief Information Security Officer (CISO). Our CISO is required to have over 10 year experience in the information security and technology area, and the information security team, as a department supervising information security operations under the Management Information Department, focuses on the four areas of information security planning, data privacy, security monitoring, and vulnerability assessment and countermeasure. In 2023, we plan to reorganize the relevant taskforce into the information security committee and the information security working group and ensure their regular operation.

### Information security governance



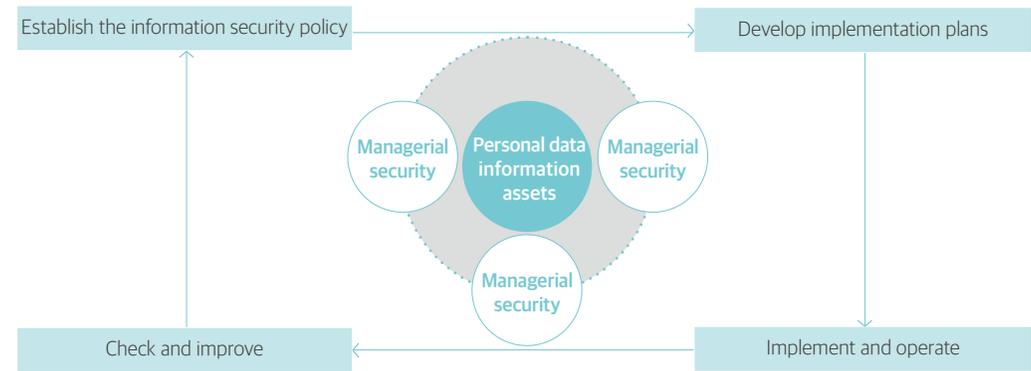
## Information Security Policy

We stipulate and operate information security policies/guidelines/procedures that meet managerial/technical/physical security requirements led by information security implementation leaders. Our information security policy governs our information security organization, information asset management, personnel/physical/development/terminal/data security, encryption, and access control. In 2022, we stipulated and amended our personal data processing guidelines to bolster our personal data management and raise awareness on information security.

## Information Security Operational Process

We established our information security operational system to prevent any breach of employee and customer data as well as our corporate assets. Our information security process follows the cycle of the establishment of the information security policy, development of implementation plans, implementation and operation, and final check and improvement to safeguard personal data and information assets, and ensures that we bolster our information security activities on an on-going basis.

### Information security process



## Establishing Mid/long-term Information Security Plans

As tightening information security regulations increase requirements, we aligned our information security management system while developing and implementing mid/long-term information security plans. In 2022, we improved vulnerabilities through remote web firewall monitoring, assessing corporate data leaks, and reviewing production equipment for vulnerabilities to establish our information security system. We also established a data breach threat monitoring system to strengthen our data leak prevention while deploying an incident prevention and tracker system for the reliability of our operational servers. In 2023, we plan to define a roadmap to establish robust, omnidirectional information security operations that span our overseas subsidiaries and to achieve ISO 27001 in 2024.



## Information Security Activities

### Information Security and Data Privacy Risk Assessment

We identified a 3-year masterplan through information security and data privacy consulting and risk assessment. In 2022, we undertook the security system development project as the first task defined under the masterplan and identified seven top priorities as a result. In so doing, we implemented these seven priorities to mitigate information security risks and developed an information security system to keep our assets safe, establish a data leak prevention system, and abide by applicable regulations including the Personal Information Protection Act and the Information Communications Network Act.

#### Top priorities

<p><b>① Web firewall</b> Establish a defense system against web service attacks that are a common type of hacker attacks</p> 	<p><b>② SSL Visibility</b> Ensure visibility by blocking access from malicious websites and analyzing encrypted traffic</p> 	<p><b>③ Server vaccine</b> Block malicious code/virus infections</p> 	<p><b>④ Server and MDBS access control</b> Block and monitor unauthorized access to servers</p> 
<p><b>⑤ DB encryption</b> Prevent breaches through the encryption of critical information</p> 	<p><b>⑥ Cloud security</b> Assess OT/ICS security status and develop a masterplan</p> 	<p><b>⑦ Attack surface management</b> Review and take action for external potential risks through ASM (Attack Surface Management)</p> 	

### Preventive Approach to Information Security

We provide our employees with information security training on the impact of security incidents on companies and the cases of major incidents (leak of confidential data, personal data breach, and ransomware attack) to prevent security incidents from occurring while conducting spam e-mail simulation exercises to underscore the importance of integrating security into our daily business routines. We publish information security newsletters communicating security terms required for work and daily life, reference websites for information security, and useful security common sense to raise security awareness. We also conduct regular vulnerability assessments and continue with necessary action and implementation.

We share training materials on security rules to be observed during one's vacation, and notify security rules to put limitations on working with external PCs to perform work requiring user authentication and to install security programs when using wireless networks or public PCs. Under the leadership of our CISO, we continue to elevate employees' security awareness.

### Interview



CISO

**Dong-Heon Shin** Director

**Q. What is your key role as the CISO and what are your top priorities?**

**A.** The accelerating digital transformation highlights the importance of constantly identifying the digital assets that we should protect and raising the bar on our information security operation. As the Chief Information Security Officer, my role is to set the goal and direction for Seegene's information security management and ensure that we abide by the set principles and process in performing security activities while establishing systems to embrace the security technology trends aligned with our needs. It is also critical that we pursue change management and maintain on-going communication to raise employees' security awareness. The highest priority for now is to ensure information governance does not merely exist as a formalized and documented process but takes effect in our day-to-day routines through establishing communication between top management and working-level employees. If any of our core technology converted into digital form is exposed externally, this would not only bring catastrophic impact on our business but also cause social losses. This is why we commit to establishing and operating information security systems.

**Q. Can you share with us Seegene's short/mid/long-term plans to bolster information security?**

**A.** Over the past two years, we laid the foundation for security governance and systems as well as change management to further boost our information security. From the microscopic viewpoint, we will keep a close watch on any breach of information security, identify and address areas requiring immediate reinforcement, and achieve ISO 27001 and other global security certifications to elevate our information security operations in accordance with global standards. Over the mid-to-long term, we are considering the introduction of AI technology to reduce our operational burden in line with the expanding security system.



# Climate Action with Sustainability

The heightened urgency of responding to climate change and tightening regulations across the world alert businesses to the need to proactively participate in resolving environmental issues. Seegene will embed environmentally-friendly management into our business operations and fully join in resource circularity efforts to help maintain a healthy life for humanity.

● Environmental Management 33



# Climate Action with Sustainability

Creating an eco-friendly ecosystem and advancing environmental management for climate change adaptation

## Management Approach

Seegene established our environmental management system and stipulated the environmental management policy to respond to the government's green policy, tightening environmental laws and regulations in Korea and abroad, and stakeholder needs for environmental management. We purchase eco-friendly packaging materials, develop eco-friendly packaging, and recycle end-of-life resources to mitigate our environmental impact, and will continue with our environmental activities and raise employees' environmental awareness to bolster our environmental management.

## Risk

- Increasing issues to respond to tightening environmental laws and regulations in Korea and overseas including the Chemicals Control Act and the Act on Safety Control of Hazardous Substance
- Increasing demand from shareholders, investors, and other stakeholders to respond to climate change
- Reputational risk arising from the transition into a low-carbon economy
- Increasing costs to invest in equipment/facilities to reduce environmental impact

## Opportunity

- Building eco-friendly competitiveness through preemptive climate change adaptation
- Reducing operational costs through improving energy efficiency by opting for renewables and low-carbon equipment
- Facilitating resource circularity through waste recycling
- Building positive corporate reputation through environmental management

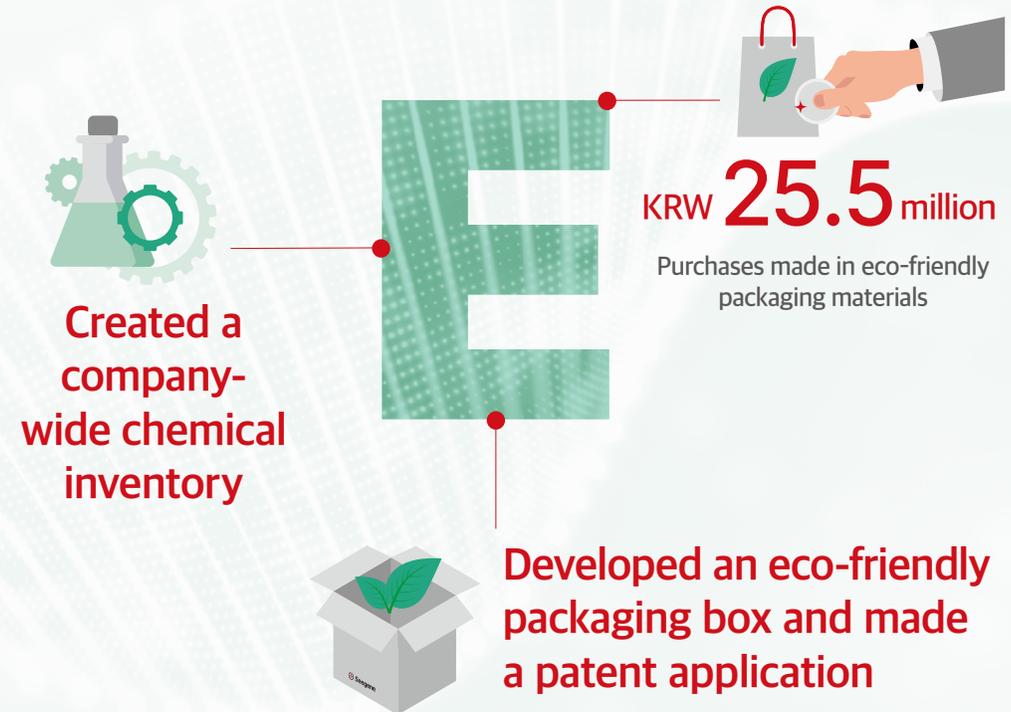
## UN SDGs



Reducing environmental impact and preventing accidents stemming from hazardous substances and pollutants through the establishment of a chemicals management system



Reducing energy consumption through continuous energy consumption  
Mitigating environmental impact through developing eco-friendly packaging boxes and making patent applications





# Environmental Management

Businesses need to preemptively respond to tightening domestic and international environmental policies and regulations, including but not limited to the Korean government's 2050 net zero declaration and EU's increasingly stringent environmental and climate change policies. Seegene will continue to manage the chemicals that we use, manage our environmental performance including the circulation of end-of-life resources, and respond to climate change with an aim to minimize our environmental footprint.

## Environmental Management System

The mounting importance of environmental risk management and the growth of our business underscore the need to manage environmental issues. To ensure key environmental issues are discussed at all levels, relevant agendas are proposed to the Management Deliberation Committee which supports decision-making for environmental management, the management of environmental risks and opportunities, and the oversight of environmental management implementation, with the Health & Safety Team supervising and managing environment-related activities.

## Environmental Management Policy

In recognition of the need to establish an environmental management system, we stipulated relevant regulations to address environmental management strategies and goals, environmental risk and opportunity management, and internal environmental performance assessments. To minimize adverse environmental impact along the entire value chain, we integrated ESG considerations into our purchasing regulations while including provisions on minimum environmental footprint and LCAs (Life Cycle Assessment) in the Partner Code of Conduct. To encourage employees to relate to the necessity for environmental management and take action accordingly, we post and share these environmental regulations on our in-house bulletin board, and will upgrade environmental regulations to improve our environmental performance on an on-going basis.

## Energy/GHG Management

While our GHG emissions are not significant due to the inherent business characteristics compared to other industries, we have independently measured and managed our GHG emissions since 2021. As we moved into our current head office building (KT Building) in November 2021 and our Hanam Centers 5 and 6 initiated their full operation in 2022, our GHG emissions rose by nearly 2,000 ton CO<sub>2</sub>eq to reach 6,748 ton CO<sub>2</sub>eq. This data stems from our fixed GHG emission sources, including buildings and cold storage, and Seegene will measure and analyze our GHG emissions from current operational sites and strive to minimize our environmental impact. We also charge for parking in our owned buildings and operate shuttle buses connecting Songpa, Gangdong, and Hanam for our employees to mitigate carbon emissions.

## Chemical Substance Management

We abide by laws and regulations governing chemical substance management, including the Chemicals Control Act, the Occupational Health and Safety Act, and the Act on the Safety Control of Hazardous Substance. Leveraging health and safety data available on chemical substances through the GHS-MSDS, we perform risk assessments to review chemical substances for their hazards and risks. We also appoint the lab safety manager to independently monitor chemical substances at least twice a year including daily and year-round checks, and systematically manage the equipment used at our research labs and manufacturing facilities. In 2022, we established a company-wide chemical substance management system to respond to environmental management laws and regulations, and implemented additional safety management for processes handling substances that require special management. We will also develop action plans to reduce the use of chemicals to minimize environmental impact from chemical substances and continue to prevent safety accidents.

### Interview

**Q.** Can you tell us about Seegene's achievements and future plans for chemical substance management?

**A.** Our team created a chemical inventory for the first time to analyze the chemicals that we use in terms of types and quantities. Pursuant to the Occupational Health and Safety Act, 'substances requiring special management' refer to carcinogenic, mutagenic, and reprotoxic substances that are highly dangerous and may cause significant health disorders for workers. While we had consumed chemicals for 19 processes, we shifted to non-hazardous substances for three of these processes, and decided not to use chemicals for one process. Currently, we are considering the suspension of chemical use for six more processes and will upgrade our chemical substance management going forward. Our chemical inventory is updated in the beginning of each year, and the most recent update was completed in March 2023. We performed theme-based checks and made improvements on the processes using substances requiring special management between March and April, and will continue with substitution and elimination efforts for high-risk substances requiring special management.



Health & Safety Team  
**Kyung-Min Noh** Senior Manager



## Water Management

Due to the inherent characteristics of our business, we mostly consume water for domestic consumption. As we primarily lease building spaces for business conduct, it is difficult to pursue any structural change such as the use of recycled water. Still yet, we launch water saving campaigns to develop an eco-conscious mindset and strive to conserve water use.

## Waste Management

Waste generated from Seegene is roughly categorized into medical waste and domestic waste. The treatment of medical waste is entirely contracted out and managed in accordance with the set procedure. Given our business characteristics, products that we manufacture generate less hazardous waste, and such waste poses less significant impact compared to that of the general bio industry sector. We introduce diverse reagent packaging methods that lend themselves for recycling to further reduce waste generation. Meanwhile, our business operations do not emit any air pollutants nor ozone-depleting substances.

## Environmental Impact Mitigation Activity

### Purchasing Eco-friendly Packaging and Developing Eco-friendly Packaging Boxes

As part of our resource circularity efforts, we expanded the use of eco-certified packaging materials for export packaging, and our total purchase of such eco-friendly packaging surged by 55% in 2022 from the previous year. We also independently developed an eco-friendly packaging box made of recycled materials, and made a patent application in November 2022 in recognition of its outstanding performance. To transition into a greener business model in consideration of our nature as a biopharmaceutical company, we continue with our environmentally-friendly investments spanning end-of-life resource circulation and the purchase and development of eco-friendly packaging materials.

### End-of-life Resource Circulation

The rental pallet service that we subscribe to ensures that pallets are rented, used, reclaimed, and re-rented to reduce waste compared to conventional plastic pallets and even enable the upcycling of waste plastic to help mitigate waste and facilitate resource circularity. Going forward, we aim to expand investment in waste and packaging recycling as part of our eco-friendly investments that fit our industry and business characteristics.

## Environmental Trainings and Campaigns

To elevate awareness on chemical substance management and environmental accidents, we provided training primarily to departments in charge of research and production operations. Such training dealt with reagent safety, ventilation safety, and environmental accidents that arose in relation to research positions. In 2022, a total of three sessions of training were conducted, and MSDS training was attended by 106 persons, training on the handling of flammable liquids by 420 persons, and training on the handling of hazardous substances that are subject to management by 341 persons. We encourage our employees to participate in energy/water saving campaigns and continuously launch environmental campaigns by posting signages in areas frequented by employees, including building entrances and elevators. We also engage in wide-ranging activities to use the internal bulletin board for publicity and provide personal tumblers to encourage our employees to become eco-conscious and voluntarily join in the effort to reduce domestic waste.

## Interview

**Q.** What motivated the development of eco-friendly packaging boxes and what are the outcomes?

**A.** The EU where our key customers operate announced the Packaging and Packaging Waste Regulation (PPWR) in October 2022 to tighten regulations on Styrofoam and other materials that primarily cause environmental pollution. Choosing eco-friendly materials is no longer an option but a must since this brings with it benefits in participating in national bids. To preemptively respond to increasingly stringent global regulations, Seegene developed an eco-friendly packaging box and made a patent application in 2022 in recognition of its specificity of utility. Its development process involved seven performance tests performed in conformity with the International Safe Transit Association (ISTA)'s ISTA 7D performance test standards as well as additional improvements for the period of 14 months. These boxes were made of either recyclable or eco-certified materials. Their thermal insulation performance improved by 25% compared to existing packaging boxes, and these boxes also increased their capacity to reduce the input of manhours for packaging and lower transportation costs by 12% against conventional counterparts, contributing to mitigating GHG emissions as a result.



Logistics Operations Team  
**Sang-Kyon Kim** General Manager



## Special Report

# Making a Patent Application for Our Eco-friendly Packaging Box

The supply chain due diligence legislation pursued by the EU and the US demands more rigorous management for environmental protection, and such environmental mandates are accelerating across the world. In response, Seegene engages in a broad array of environmentally-friendly management to keep current with global environmental regulations.

### Background and Achievement

Seegene developed a recyclable, eco-friendly packaging box to stay ahead of the tightening global regulations governing waste reduction and resource circularity. We formulated our plan to develop an eco-friendly packaging box in January 2022, and filed a patent application in November 2022 in recognition of its outstanding performance. All materials comprising the box achieved eco-friendly certifications, and seven rounds of performance testing verified the box's safety in line with composition and condition changes. Our eco-friendly packaging box consists of a 12-layered paper box and PE insulation materials to make sure products are delivered in their optimal conditions without any product degradation.

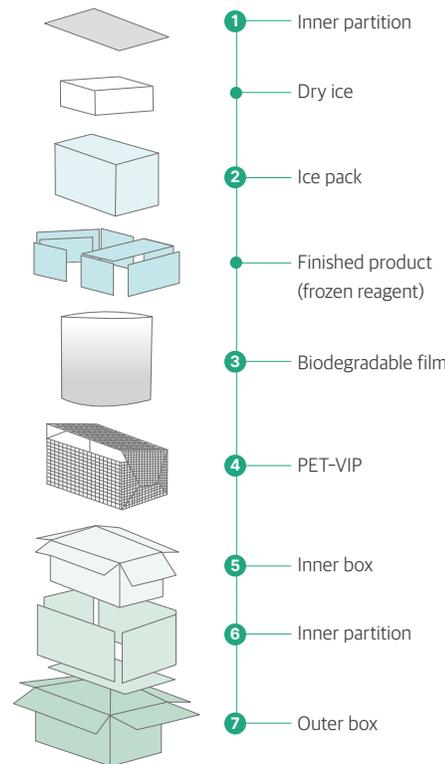
### Expected Benefits

Our eco-friendly packaging box is able to contain more products compared to ordinary dry ice packaging boxes. This box also reduces the input of manhours for packaging by nearly 35% while improving work productivity and efficiency to bring process innovation. Transportation costs are also saved by 12% per finished product kit compared to existing counterparts to significantly contribute to cost savings. The biodegradable film attached inside the packaging box keeps temperatures at 4°C and below for 140 hours to greatly improve its packaging box performance. We will strive to make products that exceed the global eco-friendly product standards set out as bidding requirements in exporting our products.



### Box Composition

The eco-friendly packaging box developed by Seegene is composed of subsidiary materials certified to the FSC (Forest Stewardship Council) standard as well as eco-friendly certifications granted by TUV Austria and the Korean Ministry of Environment. We further improved the quality of packaging materials to pursue greater eco-friendly performance.



### Eco-friendly packaging box materials

1, 4, 5, 6, 7		FSC certified, 100% recyclable paper
2	 100% WATER	100% recyclable water
3		Eco-friendly certification by TUV Austria
4		Eco-friendly certification by the Ministry of Environment



# Empowering People with Reliability

The prolonged COVID-19 and the emergence of various novel viruses resulted in a surge in stakeholder interest and expectations for biopharmaceutical companies. Not only do we develop groundbreaking products, but we also create an environment where members of our society enjoy a safer and healthier life based on respect for human rights.





# Empowering People with Reliability

Efforts to create social value for customers, employees, suppliers, communities and other wide-ranging stakeholders

## Management Approach

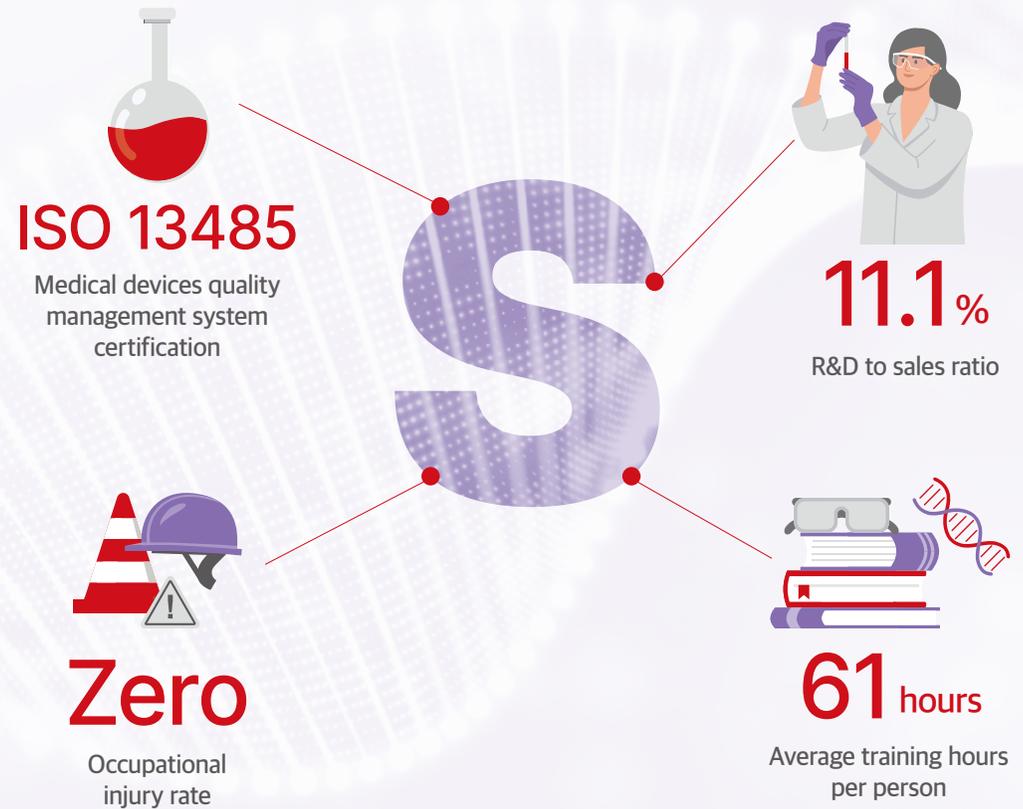
Seegene pursues shared growth with wide-ranging stakeholders. We focus on talent development, capacity-building and providing a safe workplace based on respect for human rights. We advance quality management to protect customer rights and safety, and implement rigorous supply chain management for our suppliers to fulfill our social responsibility. We also engage in corporate citizenship activities to promote the health of humanity and seek mutually beneficial partnerships with communities.

## Risk

- Intensifying competition to attract talent in the biopharmaceutical industry
- Increasing human rights/labor rights risks in line with tightening human rights regulations in Korea and abroad
- Increasing costs and management risks in line with tightening supply chain management regulations
- Expanding risk of responding to tightening health and safety laws and regulations
- Increasing stakeholder expectations for corporate social responsibility

## Opportunity

- Ensuring corporate competitiveness through talent attraction and retention
- Respecting human dignity through human rights management
- Boosting corporate competitiveness through R&D management
- Ensuring supply chain sustainability through increased product/service quality and competitiveness
- Creating impact and contributing to community development through corporate citizenship initiatives aligned with business



## UN SDGs



Contributing to the promotion of health for all by developing diagnostic reagents and instruments for preemptive disease response



Ensuring diversity by recruiting women and people with disabilities



Supporting education and growth opportunities to nurture industry experts



Laying the basis for shared growth by supporting suppliers through early payments and cash payments



# Talent Management

Talent management is drawing attention amid the intensifying competition for talent attraction in the biopharmaceutical industry. To attract and retain talent, Seegene commits to talent management by helping our members enhance their expertise and extend their career capacities.

## Talent Recruitment and Performance Management

### Talent Recruitment

Recruiting exceptional talent is an essential prerequisite in establishing competitiveness in the bio industry. To this end, we hire external talents through annual open recruitment as well as occasional openings. To ensure the diversity of our employees, we give precedence to socially vulnerable groups, including those with disabilities and low-income individuals, in the recruitment process.

### Performance Management

We implement a performance management system based on coaching and feedback to pursue continuous growth of both Seegene and its members. All employees - leaders and their team members - engage in year-round communications and performance assessment. These activities allow them to check on the progress made towards their KPI's and receive coaching for career growth.

## Talent Development Goal

We support the growth of individual employees and provide training opportunities required to elevate our organizational capabilities. We also implement transparent HR systems to ensure fair performance assessment and compensation. In so doing, we set institutional settings for employees to share our corporate vision and value and to unlock their potential to the fullest extent possible.

Talent attraction	Talent nurturing	HR system/GHR	Corporate culture
<ul style="list-style-type: none"> <li>• Build our employer branding as a MDx platform company</li> <li>• Recruit leaders for overseas operations in line with our expanding global business</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a career-long training system</li> <li>- Training for new position holders/newly-promoted employees</li> <li>- Provide leadership training by career level</li> <li>• Strengthen the job expert developing program</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a global HR management system</li> <li>• Set up a development-focused HR system/operational system</li> </ul>	<ul style="list-style-type: none"> <li>• Establish Seegene's unique way of work and corporate culture</li> <li>• Introduce surveys and improvement activities for employees' work engagement</li> <li>• Diversify employee communication channels</li> </ul>

## Talent Development Training System

Seegene's career-long training system aims to provide an environment for all employees to pursue continuous growth, and development, which subsequently leads Seegene to grow corporately through the nurturing of talent equipped with professional competency. Value-led training helps employees understand and align to Seegene's value systems, including vision and mission, all of which are necessary to motivate employees through whom corporate values are materialized. Leadership programs enable leaders at respective departments to take initiatives for transformation and innovation. Our talent development training system is designed to contribute to As such, our corporate growth and development.

### Lifecycle-aligned training system

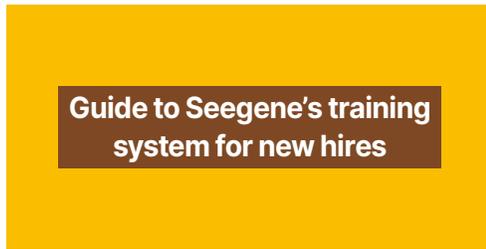
Value	Leadership	Professional	Global	Compliance/Self-directed learning
<p><b>Align and embed Seegene's value with our employees and into corporate culture</b></p> <p><b>Introductory training</b> Support soft-landing for new hires, including entry-level and experienced hires</p> <p><b>New position course</b> Help team leaders, directors, and executives recognize change in their leadership roles and improve competencies</p> <p><b>Promotion course</b> Help newly promoted managers at all levels recognize change in their new roles and improve competencies</p>	<p><b>Nurture leaders for Seegene's transformation and innovation</b></p> <p><b>Level-specific leadership course</b> Train employees of all levels with leadership skills corresponding to the next career level in preparation for the next promotion</p> <p><b>Leadership course for leaders</b> Help leaders improve their competencies required to fulfill their role to improve organizational performance and to nurture their members</p> <p><b>Organizational revitalization course</b> Improve team dynamics to strengthen the team performance</p>	<p><b>Nurture employees as specialists equipped with expertise and proactive attitude skills</b></p> <p><b>Function-specific course</b> Improve functional expertise in R&amp;D (bio/IT), manufacturing/purchasing, sales, and management support</p> <p><b>Common competency training</b> Improve the competencies commonly required for all functions, including planning and reporting skills</p> <p><b>Educational program</b> Nurture employees by monetarily assisting them in earning advanced degrees</p>	<p><b>Nurture talent who will lead Seegene's global business</b></p> <p><b>Global training</b> Improve global communication skills and nurture expatriate candidates</p>	<p><b>Nurture ethical/self-directed culture and talent statutory training</b></p> <p><b>Statutory training</b> Mandatory training based on the Company's ethical guidelines and legally mandated training</p> <p><b>Seegene Learning Cloud</b> Support self-directed learning across all areas, including management leadership, job competencies, and global operations</p>



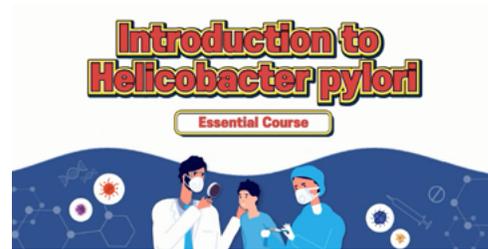
## Talent Development Program

### Introductory Training

To help our new hires better understand our business, we conduct practice-based training on our real-time PCR and automation instruments (STARlet, NIMBUS and AIOS™) along with theoretical training on MDx technology, products, and instruments. For new hires in the R&D function, our onboarding program provides tailor-made training contents specific for each research center, including molecular diagnostics test procedure, standards/specifications for development verification, reagent development know-how, and case studies.



Introductory training for new hires



### Job Training

We provide training to improve specialized knowledge and work skills for each job function, including R&D, quality, and sales. For R&D, our training programs build basic competencies, such as molecular diagnostic test procedures. Additionally, in order to bolster the competencies of our R&D workforce, we provide tailor-made training contents specific to each research center, including standards/specifications for development verification, reagent development know-how, and case studies. We also provide on-site training and training videos for non-biology major R&D personnel to enhance their understanding of our field operations. Moreover, we offer quality training on the latest domestic and international medical devices quality regulations (ISO 13485, etc.) to ensure all employees understand the high level of product quality we uphold. In addition to basic and advanced theory training, we provide our salesforce and related employees with training on sales and marketing strategies, as well as related academic papers and articles on stay up to date trends. In 2022, we interviewed junior employees who participated in the previous year's training to identify unmet training needs, and the results allowed us to enhance our programs with business needs to cover new and upgraded products, SW, instruments, approval schedules, and clinical trial progress.

### Expert Training

We offer departmental OJT and various external training for the development of employees' expertise. From 2022, we have signed MOUs with 15 different institutions under the Consortium for HRD Ability Magnified Program to offer expert training courses in various areas, including bio, IT, logistics, marketing, and information security. We provide an educational program to aid employees in obtaining master's/doctoral degrees, along with phone-based English and other foreign language courses to help strengthen global business competency. Furthermore, we operate year-round common competency development courses for planning, reporting, and presentation skills to assist individual employees in reinforcing their expertise.

### In-house Learning Platform

Our in-house learning platform 'Seegene Learning Cloud' provides an environment for all of our employees to learn from anywhere, anytime. We fully support all expenses of courses chosen by employees from more than 2,700 courses in the three categories of management & leadership, job competency, and foreign language. To facilitate self-directed learning and sharing of internal knowledge and information among employees, we also produce our own training contents through Seegene Learning Cloud. In so doing, we assist our employees to quickly obtain high-quality information on competitor trends, and better understanding Seegene's unique technology and new products.



### Leadership Training

Seegene recognizes the importance of leadership as a driver behind our organizational transformation and innovation, and provides wide-ranging, level-specific leadership trainings to establish a healthier leadership pipeline.

We have introduced new leader training for newly-appointed team leaders, directors, and executives from 2022 to help recognize their new role and to take actions accordingly. We continuously support team leaders and director-level leaders maintain their current role by offering training on people management, team-level performance improvement, and work management capacity-building. Executives are provided with one-on-one people management coaching programs to effectively execute their role and improve their leadership for the better, along with business coaching to nurture entrepreneurship.

We also conduct level-specific leadership training for non-position holders to build future leaders with a healthy understanding of leadership and to help them cultivate necessary competencies. As an example, our followership course targets junior group employees to help recognize themselves as an independent partner for their leader and exercise their influence accordingly. This followership course was expanded to all of our managers.

#### Leadership training system

	Mind-Set	Skill-Set	Tool-Set
Leader	Psychological models, cultural attitudes, and acquired beliefs that set standards for leaders in exercising their leadership within their organization	A set of diverse competencies that makes it more effective for leaders in exerting their influence within their organization	Diverse tools that assist leaders in more systematically exercising their leadership to fulfill their organizational purpose
Executive	1:1 executive coaching	Executive special lecture	Leader group coaching
Team leader (including directors)	Leadership Letter: Leaders' self-recognition	Interview skill-up course for leaders	Birkman teambuilding course for team-level mutual understanding
Manager/senior manager/general manager	Leadership essence course		
Staff/assistant manager/associate manager	Followership: First step to become a leader	Seegene's Bridge: Collaboration and conflict management	
		Speak with influence	

## Training Outcome Measurement

Seegene conducts satisfaction surveys following the completion of training to accurately identify employees' training needs and improve all of our internal training programs. The survey measures satisfaction in terms of ease of understanding, content composition, and instructor skills on a scale of 1 to 7, and we separately manage NPSs (Net Promoter Score) that are commonly used for consumer marketing. In addition to such quantitative metrics, we also analyze qualitative feedback collected on trainings for possible improvements, all of which are our efforts to further improve our training programs.

### Interview



Talent Acquisition & Development Team  
**Dong-Ho Choi** General Manager

**Q. What are the characteristics and outcomes of the leadership courses provided by Seegene?**

**A.** There is a famous quote that goes "Leadership is influence, nothing more, nothing less." This means that leadership is not only required of leaders, but is also intended for all members who influence and/or are influenced as an essential competency within an organization. In 2022, we systematized our career-long, wide-ranging leadership training. New courses were arranged for promoted employees and these were positively received as they enabled newly-promoted assistant managers/associate managers/managers/senior managers/general managers to explore the leadership behaviors required for their new role and interact with their colleagues on this specific topic. We also launched a leadership essence course for team leader/director positions to improve their people management and team/work management competency as well as a followership course for rank-and-file members to exercise their influence as an independent partner for their leader. In 2023, we plan to expand these two courses and provide them at least on a quarterly basis to benefit even more employees.

**Q. Please tell us about Seegene's future plans to nurture bio industry experts and develop talent.**

**A.** Talent Acquisition & Development team is methodically developing high-quality training courses across categories as leadership, job competency, globalization, self-direction, and legal compliance to support employees' systemic growth. The rapid growth of our organization over the past few years posed limitations in fully meeting diverse training needs across all levels and areas. In response, we further strengthened the collaboration from both inside and outside the organization. Since 2022, we have signed MOUs with 15 different institutions under the Consortium for HRD Ability Magnified Program to assist our employees with specialized training in diverse areas, including bio, IT, logistics, marketing, and information security. We will also partner with additional external organizations with in-house training courses in order to further diversify and facilitate our training channels.



# Human Rights Management

The growing prominence of human rights issues along global supply chains mainly in the US and the EU demands that companies take on greater responsibilities and obligations. We declare our commitment to human rights management to respect human rights of all stakeholders - suppliers, customers, and communities among others - and are working to build a culture of mutual respect to manage human rights issues.

## Human Rights Management Policy

Seegene strives to respect the human rights of all stakeholders - suppliers, customers, communities, governments and others - as well as our employees across the entire business operations. In 2022, we declared the principles of human rights management in reflection of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the fundamental conventions of the ILO (International Labour Organization).

We preemptively identify and manage human rights risks, and ensure we respect the human rights of all stakeholders whom we interact with in business conduct and minimize any human rights violation. We recommend that suppliers and major business partners who are vulnerable to human rights risks to join in our efforts to fulfill obligations to protect human rights and prevent human rights issues from occurring. Seegene’s human rights management declaration covers diversity & inclusion, health & safety, prohibition of compulsory and child labor, supplier ethics, customer ethics, community ethics, and grievance handling.

### Diversity

Seegene respects the uniqueness of individual employees, and does not discriminate against them on the grounds of gender, religion, disability, age, social status, place of origin, nationality, ethnicity, physical condition, marital status, pregnancy or childbirth, or family arrangement.

Our employees are not discriminated against in recruitment, assessment, and compensation on the grounds of race, skin color, ideology or political opinion, sexual orientation, academic background, or medical history. We also ensure that our employees are not treated unfairly on account of personal relationships formed based on school ties or regionalism. In 2022, female employees accounted for 41.7% of our total workforce, and the proportion of female employees in senior manager positions and in executive positions was 15.3% and 13.9% respectively, and we continue to work to attract female talent. Furthermore, we will ensure the diversity of our workforce in various ways including the recruitment of professional athletes with disabilities with a goal of reaching the statutory disability quota of 3.1%.

## Human Rights Risk Management

We fulfill our responsibility for human rights management, and engage in a variety of activities to create a wholesome corporate culture, including conducting training, operating channels for organizational culture development, and requesting the signing of the pledge to respect human rights. Specifically, we provide human rights training every year to help employees learn and raise awareness on human rights to establish a culture of respect for human rights and to prevent any human rights violation and discriminatory practices. Such training spans the prevention of sexual/workplace harassment and the improvement of perceptions on disability to build a sound organizational culture and ensure our work environment is devoid of any biases or discrimination. We also provide annual training on the Code of Conduct, and include the prevention of workplace/sexual harassment in our human rights casebook.

We operate our communication platform which consists of leaders and junior-level employees at respective units and divisions and the Corporate Culture Team. The platform convenes quarterly to share the goals and approaches of division-level organizations and to engage in a wide array of activities to identify necessary improvements within the organization, encourage inter-departmental collaboration, and create a corporate culture of mutual respect and consideration. This platform served to collect feedback on human rights to enable prompt response to pertinent issues and improve our corporate culture in the process.

In 2022, all our employees completed human rights training and signed the pledge to respect each other.

### Percentage of female employees



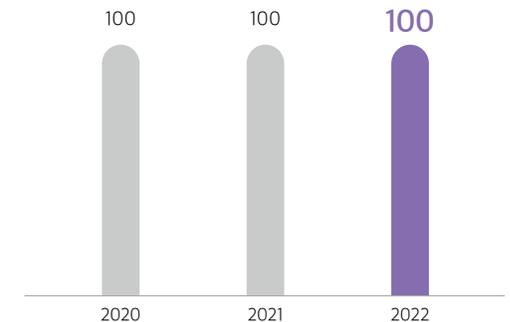
41.7%

### Percentage of female executives



13.9%

### Percentage of employees who completed human rights training





## Creating a Wholesome Corporate Culture

Seegene holds monthly meetings for top management to share our management guidelines and company-wide business approaches with all employees. In addition to such company-wide communication, we also host townhall meetings each month for manufacturing and purchasing divisions to share their organizational directions and best practices to facilitate communication between senior management and members and among different departments so that respective unit organizations understand their different functions and better collaborate as a result. In addition, we hold regular work-related open seminars attended and operated directly by employees to share emerging technology trends and individual members' development and work performance.

Seegene works to create a work environment that encourages employees to understand each other through communication and willingly offer help when necessary. To promote understanding on diversity and positive dynamics within the organization, we operate a company-wide teambuilding course by leveraging the Birkman method as a personality test tool. In 2022, the course was conducted 20 times, and this helped team members to identify their different tendencies and communication methods and promote mutual understanding in the process. We also operate the ON Heart program to provide professional psychological counseling to help employees live a flourishing life. This program offers healthcare counseling and coaching to assist employees deal with their daily stress and challenges, preventing stress early on and regain stability through self-management.

### Preventing Harassment

We launch self-diagnosis campaigns each year to help employees assess their own awareness on verbal violence, defamation, sexual harassment, and varying types of bullying in the workplace as preventive measures and create a wholesome corporate culture. In so doing, we proactively improve perceptions of our employees on harassment and avoid human rights violations caused by inappropriate behaviors.



ON Heart program



Workplace harassment self-diagnosis

## Benefits

We operate a broad range of benefit programs to motivate employees, attract top-notch talent, and ensure our employees strike the right work-life balance. These programs are categorized into family, health, refresh, and self-development.

### Key benefit programs



- |  |   |   |   |
|--|---|---|---|
| <ul style="list-style-type: none"> <li>• Monetary assistance for various family events</li> <li>• Compensation benefits for serious medical conditions</li> <li>• Housing loans for residential stability</li> <li>• Kindergarten tuition support for employees' children</li> </ul> | <ul style="list-style-type: none"> <li>• Comprehensive health check-ups</li> <li>• Seegene Clinic (in-house clinic)</li> <li>• Seegene Fitness</li> <li>• ON Heart program</li> </ul> | <ul style="list-style-type: none"> <li>• Care Day/Healing Day</li> <li>• Refresh leave for long-serving employees (sabbatical month)</li> </ul> | <ul style="list-style-type: none"> <li>• Self-development points</li> </ul> |
|--|---|---|---|

### Maternity Protection Program

For female employees experiencing pregnancy, childbirth, and childcare, Seegene provides various maternity protection programs along with reduced workhours as required by law. Expectant mothers are entitled to reduced and flexible workhours, prenatal check-up leave, maternity leave, and miscarriage/stillbirth leave to support their health. Employees with a child of eight years old or younger (or in grade 2 or below) may take parental leave. Employees eligible for parental leave can work reduced hours for two years that includes the period of parental leave. In addition, we provide fertility treatment leave, paternal leave, and family care leave/leave of absence. To help our employees meet their childcare needs, we plan to open a workplace daycare center within 2023, which will be operated at our leased office building in Songpa to make the facility easily accessible and to accommodate the largest number of employees.



## Improving the Working Environment

Seegene is working to improve our various internal systems by implementing segmented staggered work hours, giving advance notice on recommended annual leave schedules, increasing the limit for tax-exempt wage benefits, and expanding in-house loans and bereavement supplies. We have expanded our staggered work hours since Q4 2022 to ensure a flexible working environment. We also take into account our employees who require flexible work arrangements to meet their needs for childcare, self-development, and regular medical treatment and ensure their work-life balance. To improve work efficiency and our corporate culture, we launch campaigns to encourage employees to post their individual work assignment on our groupware while implementing the Job Posting program to share relevant activities among all employees.

## Wholesome Labor-Management Culture

We leverage Communication Platform (labor-management council), our interactive communication channel, to closely align our employees with our organizational goals and directions and to reflect varying employee feedback to create a corporate culture conducive to cross-functional collaboration and mutual respect. We gather employee feedback on the maintenance and improvement of working conditions, and our labor-management council convenes regularly to engage in consultations between management and employee representatives. Employee opinions are collected at the unit organizational level each quarter for consultation, and we engage in consultations for proposals that require additional discussions through our company-wide platform for consultation. In 2022, the labor-management council met four times in total, and the agenda items discussed were fully disclosed at all levels through our in-house bulletin board. Going forward, we will continue to operate the labor-management council to lend an ear to the voice of our employees and proactively reflect their voice into our business operations.

## Grievance Channel and Handling Process

Seegene does not tolerate any inappropriate behavior within the organization and in interacting with our suppliers. Any grievances that arise within the Company can be reported through various channels including the Grievance Counseling Center, the in-house whistleblowing bulletin board, e-mail and the Audit Team.

Our grievance managers provide counseling to help the employees who raised concerns resolve their grievances and recover. Depending on the severity of the issue at hand, we hear the opinions of the victim and investigate factual grounds so that stringent action is taken by the Deliberation Committee and the Personnel Committee. We also assign female managers to help female whistleblowers alleviate their psychological burden. In 2022, seven reports were submitted in relation to human rights grievances (workplace/sexual harassment), and they were referred to the Personnel Committee and were addressed through four severe and two light disciplinary actions taken.

In handling reports submitted in relation to human rights violation, we take necessary action as quickly as possible in conformity with the manual set by the Ministry of Employment and Labor and ensure the identity of concerned parties remain confidential and their personal data is protected. The handling outcomes of the Deliberation Committee and the Personnel Committee are communicated to the person(s) subject to disciplinary action, the whistleblower, and employees affected through in-house e-mail.

### Human rights grievance handling process





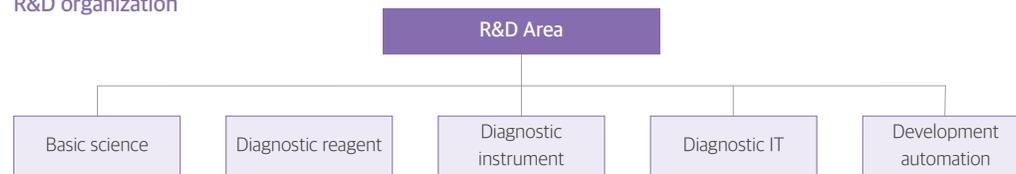
# Research and Development

Continuous investment in R&D is essential to boosting our corporate sustainability and competitive edge while contributing to the health of humanity. Seegene is putting a massive amount of resources into our R&D efforts to build future growth drivers, and remains focused on new product development.

## R&D Organization

Seegene's R&D centers are structured around basic science, diagnostic reagents, diagnostic instruments, diagnostic IT, and development automation. Our research centers remain committed to R&D in their specialty areas to make multiplex real-time PCR testing operable on a single instrument system with improved accuracy and cost efficiency and enhanced availability for development and use. Our research organization spans the entire areas of MDx, from chemical ware to hardware and software, and directly engages in inventing fundamental technology for syndromic MDx testing, internalizing key raw materials, developing reagents, utilizing our technology and internalizing raw materials, automating reagent development, and developing diagnostic testing instruments and software to read and analyze the results generated from test instruments.

### R&D organization



## R&D Goal and Approach

Seegene pursues syndromic testing that simultaneously tests for most pathogens that can cause symptoms for various diseases at affordable prices using a single instrument system. We continue to develop competitive and proprietary fundamental technologies advancing multiplex real-time PCR testing, expanding from already patented DPO™, TOCE™, MuDT™, and 3Ct technologies. We also internalize raw material technologies, including extraction reagents, oligos, and enzymes, to minimize our dependency on external supply. Focusing on the foundational R&D technologies stabilizes business operations. Our patented basic science technology and 20+ years of development know-how led to the development and commercialization of over 200 infection/oncology/genetics MDx reagents that no other competitors can imitate. To systematize our reagent development know-how, work is underway to merge the latest IT technologies, such as cloud system, artificial intelligence, and big data analytics, to enable automatic analysis and processing of wide-ranging datasets and to advance algorithm SW for reagent development.

We launched our AIOS™ as a fully automated modular-type instrument to be utilized with over 30 types of syndromic tests. Automating the entire testing process from nucleic acid extraction to result analysis minimizes the need for experienced operating personnel, maximizes operational efficiency for instrument maintenance, and enables hospitals and labs of varying sizes to deploy MDx at affordable cost. To build our proprietary automated MDx system that is compatible with any new future reagents, we ensure the functional completeness and stability of all of instruments, including pre-analytic tools, nucleic acid extractors, and automatic reagent dispensers.

The syndromic testing that we envision identifies all potentially symptom-causing pathogens in a single test, underscoring the importance of the accurate reading of test results on multiple pathogens. To rule out any possible errors in the readout process, we developed Seegene Viewer for automatic, easy and convenient result readout. We also aid the development of customized software for test result readout and analysis based on the customers' needs. Seegene ensures the timely delivery of syndromic tests that are superior in technology, products quality, and pricing, which enables accurate early diagnosis with increased affordability for disease treatment and management. To this end, we engage in R&D across the entire process of syndromic testing, from the development phase requiring raw material and reagent technologies and automated product development system to the end-user automated testing system and user-friendly software enabling convenient test result management. We established SG OneSystem™ Solution comprised of our core syndromic testing capabilities and technologies and we aim to share this solution with global scientists and corporate partners to make early diagnosis possible for all types of diseases.

### Percentage of R&D investments

(Against sales, on a consolidated basis)



# 11.1%

### R&D expenses

(On a consolidated basis)



# 94.7 billion



## Bolstering R&D Partnerships

We signed a strategic partnership agreement with the top diagnostic company in Israel Hylab as part of our PCR technology sharing initiative. This will mark only the beginning to our PCR technology sharing initiative to share Seegene’s proprietary technology and expertise with the global community. Leading companies across the world joining our technology sharing initiative will drive the development of hundreds and thousands of syndromic products each year. Availability of wide-ranging syndromic PCR products will promote the wide-spreading of PCR testing that aids early diagnosis of wide array of diseases and infections for sustainable healthcare ecosystem.

We also partnered with Hanyang University for mutual benefits of improving gene search operations which can be incorporated into our R&D system for the improvement of product development efficiency and performance.

## New Product Development

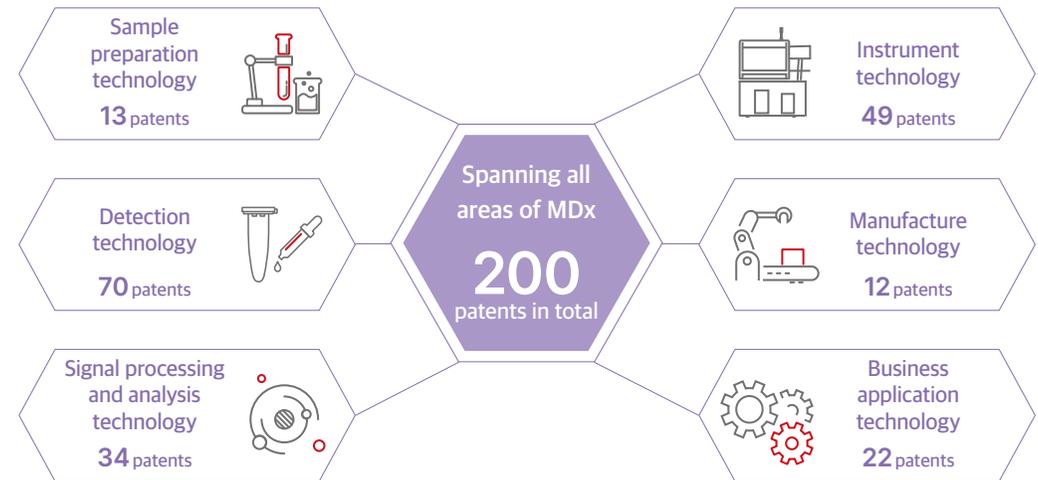
Since 2017, Seegene has developed a total of 32 diagnostic products covering gastrointestinal infections, respiratory infections, and sexually transmitted infections. As of 2022, nine of our products were additionally approved in Europe.

Our PCR diagnostic products are certified to the European CE Mark and the Korean Ministry of Food and Drug Safety (MFDS) certification, proving their safety in conformity with product quality standards. Our technology allows simultaneous detection of multiple respiratory viruses, including COVID-19, with quantitative information based on the ‘3Ct’ technology that describes the mechanism of detecting three different pathogen targets from one single fluorescent channel. Our multiplex PCR assay capable of detecting the primary pathogens causing tick-borne transmitted diseases was supplied to Europe, and another product was launched to promptly diagnose monkeypox, a disease known as an African endemic. In July 2022, we released AIOS™ which fully automates the entire PCR process from nucleic acid extraction to gene amplification and result analysis. Unlike other integrated-type automation instruments, AIOS™ runs on the modules of off-the-shelf instruments for nucleic acid extraction, PCR set-up, and PCR test, ensuring full compatibility with existing instruments and reagents to facilitate the ensuing approval process as well as maintenance and other follow-up management. This provides local clinics and public health centers with an alternative option to the currently expensive MDx systems with instrumental and operational challenges.

## Competitive Patents

Patents often provide reliable reference data to measure a company’s R&D capabilities. Seegene has been building a comprehensive patent portfolio covering all phases of PCR molecular diagnostics development. This includes patents related to our syndromic qPCR molecular diagnostics, automated reagent development system, automated molecular diagnostics testing system, and automated manufacturing system. Furthermore, we are continuously expanding our already competitive patent portfolio with new inventions related to raw materials and AI-based analysis algorithms.

### Patents





# Quality Management

Growing interest in healthcare and the shifting paradigm towards preventive medicine consistently spur the demand for molecular diagnostics, along with increasing needs for rigorous quality management. To maintain our product quality, Seegene takes a preemptive approach to quality safety activities and complies with product safety guidelines to bolster our quality management.

## Reinforcing Product Quality

### Product Performance Verification

Seegene's major products are manufactured in the following process in accordance with our manufacturing guidelines: raw materials are first mixed at the set ratio to produce the semi-finished product 1; the semi-finished product 1 which cleared quality checks is dispensed in a separate tube in the refrigerated warehouse as the semi-finished product 2; the semi-finished product 2 changes its status into the finished product in line with our shipment plans. When orders are placed, the finished product is shipped out of the warehouse to the client, and the semi-finished product 2 may remain in cold storage for 1~2 years depending on sales performance. While such semifinished products 2 could stay effective for three years, filtering is performed to detect any unexpected performance deterioration that may occur during storage and ensure degraded semi-finished products are not input into finished products. To this end, the Reagent Quality Management Team conducts quarterly performance verifications on semi-finished products 2 produced 1~2 years ago in the Oligo<sup>1)</sup>, PC<sup>2)</sup>, IC<sup>3)</sup>, and Marker<sup>4)</sup> categories that are more likely to show performance variations in relative terms. As such, Seegene commits to ensuring the reliability of our products through rigorous semi-finished product management.

### Product Safety Assessment

We engage in clinical trials to make our medical devices safer and demonstrate their efficacy. Such trials are performed as clinical performance tests to see whether medical devices pose any harm to the human body in compliance with Institutional Review Board (IRB) regulations. These tests aim to validate clinical sensitivity and specificity through comparisons made against confirmed tests, and include the correlation analyses conducted against approved products. We thoroughly manage such assessments throughout their planning/monitoring/ reporting phases so that our products are used safely by consumers.

1) Oligonucleotide

2) Positive Control

3) Internal Control

4) Component used to confirm the band size in the conventional PCR result verification process

Rate of nonconformities occurring  
while inspecting finished products (As of 2022)



0%

## Product Performance Monitoring

Oligos and enzymes are critical components that go into our products, and it is imperative that we verify and maintain their performance as we source them from suppliers. As the LOT of the components of finished products may vary, it is important that we not only ensure enzymes meet the qualification criteria specified in the quality control manual when they are inspected during the stocking stage and finished product screening, but also verify that each LOT retains consistent performance. Even if enzymes satisfy the set qualification criteria, any incremental increase in their performance between the initial stocking and the recent reference date means that they failed to maintain consistent performance, creating a sizeable performance gap between the first LOT produced and the current one. To maintain reliable performance, we collect finished product test results by enzyme and by product, and create a trend chart out of the test results gathered from 10 recently-produced LOTs and perform comprehensive analyses. This is followed by another round of analysis conducted to see whether the values of qualified products are within the set range or are skewed toward a specific direction. If cumulative result patterns are biased in any specific direction or are unevenly distributed within the qualified range, it is believed that consistent performance is not maintained and this triggers us to track down on factors that may affect the testing process. When products themselves are identified as the source of any issue, we take action to make necessary improvements. This series of activities ensures that our enzymes and finished products maintain consistent performance.

## Reinforcing the Quality Management System

Seegene introduced a global ERP system in 2022 to respond to tightening external requirements including the GMP<sup>5)</sup> (Good Manufacturing Practice) and MDSAP<sup>6)</sup> (Medical Device Single Audit Program) to bolster our quality management. Our data certified to the MDSAP and other quality programs are managed on this ERP system, which makes it possible to perform routine/non-routine CSV<sup>7)</sup> self-certification. This ensures that if an issue occurs in a specific LOT due to performance or product defects, we track down on other products produced in the same LOT. In fact, this allowed us to make significant achievements in improving the quality of our products.

5) Manufacturing and management standards for high-quality medical products

6) Medical Device Single Audit Program

7) Validations performed to ensure that data on a computer system is analyzed, managed, and documented and is processed in accordance with the pre-set criteria



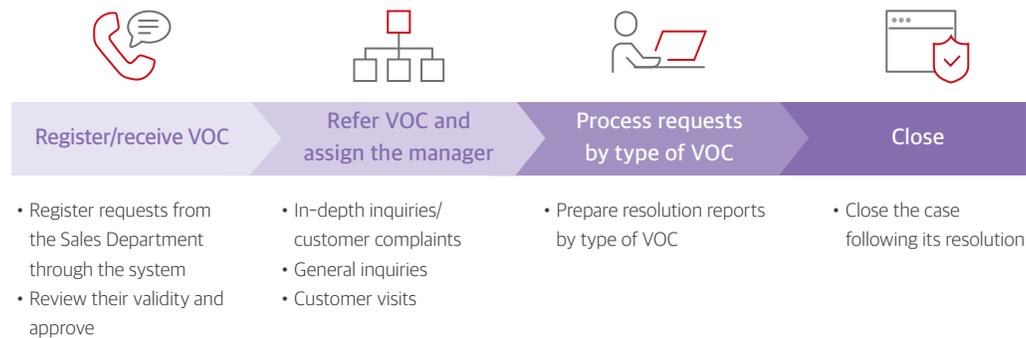
# Customer Satisfaction

Businesses should engage in responsible marketing to provide accurate product information to customers and other varying stakeholders. Seegene strives to lend an ear to diverse customer requirements and needs to deliver greater customer value.

## Operating the VOC Management System

To improve customer satisfaction, we monitor customer feedback and requirements on an on-going basis and reflect them in our product and service improvement efforts. We leverage our network of subsidiaries and sales agents across 60 countries worldwide to systematically collect wide-ranging customer inquiries raised by medical institutions and specialized testing centers. In addition to receiving customer feedback through the bulletin board on our website, we also operate the VOC (Voice of Customer) management system to swiftly respond to actual users. The submitted inquiries are categorized into general, in-depth, complaint, and simple inquiries and are managed based on our quality process. We addressed all 3,156 customer inquiries submitted in 2022 and have introduced a new cloud-based VOC service platform since October 2022 to improve the efficiency of our customer management.

### VOC process



## Responsible Marketing

To ensure responsible marketing, we collaborate with our Legal Affairs Office in undertaking marketing activities for the purpose of promoting our brands and products, including marketing seminars, webinars and academic society activities. The marketing materials disclosed externally are examined for any regulatory non-compliance or inclusion of false information in accordance with the guidelines of our Legal Affairs Office before their release. Such efforts resulted in zero cases of regulatory violation in relation to misleading marketing claims in 2022. We abide by legal compliance regulations and the anti-trust guidelines stipulated by the Korea Medical Devices Industry Association and others, and also follow the guidelines proposed by overseas academic societies who are our main marketing target in implementing promotional activities.

## Customer Satisfaction Survey

We continued to perform customer satisfaction surveys to collect their feedback on our service and products and use such feedback in resolving issues. Online surveys were performed on 114 customers in 2021, and on 140 customers in 2022 in Korea and overseas, and we are gradually extending the scope of such surveys. Key assessment items are based on quantitative metrics available from the NPS (Net Promoter Score) and the CES (Customer Effort Score), and we also received feedback on service quality and product improvement. Customer feedback is used for PMS (Post Market Surveillance) and shared and reflected on an on-going basis. In 2022, it was confirmed that customer satisfaction surveys enabled us to maintain a high level of satisfaction in terms of product accuracy, reliability, and delivery. We will continue to collect customer feedback and reach out to them through varying channels.

### Participation in customer satisfaction surveys





# Supply Chain Management

Regulations are emerging for rigorous supply chain management across the international community, and this underscores the importance of responsible supply chain management. To improve suppliers' ESG management along our supply chains, we provide wide-ranging support and conduct assessments to manage supply chain risks and pursue shared growth with suppliers.

## Supply Chain Policy

We establish market-leading supply chains to fuel our growth and transformation as a company and maintain optimal performance in the quality and delivery of all our products to satisfy internal/external customers. We fulfill our social responsibility and honor the Code of Conduct in conducting business, and build top-tier purchasing competitiveness through cooperation with stakeholders. Our purchasing regulations include provisions on compliance management, ethical purchasing, eco-friendly product purchasing guides, and responsible supply chain management (evaluation, fair trade compliance, and supplier support programs) as well as general purchasing provisions. We ensure fairness in any and all transactions that we enter into to develop and maintain sustainable relationships with suppliers, and advance win-win management by assisting our suppliers in bolstering their ESG capabilities.

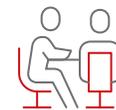
## Partner Code of Conduct

The Seegene Partner Code of Conduct spans the areas of labor, human rights, health & safety, environmental protection, supply chain, and compliance with ethical standards including anti-corruption and anti-bribery, and applies to all our suppliers and their subsidiaries, suppliers, and manufacturers' agents. Our suppliers are required to understand and abide by the Code, and we may assess our suppliers for their compliance with the Code through reasonable means. We disclose the Partner Code of Conduct on our website to communicate to suppliers our efforts to advance ESG management in our own distinctive ways.

## Supplier Assessment

We are aware that supplier engagement is highly critical to building a sustainable value chain. As such, we continue to monitor our suppliers and consult with them to help meet our requirements and improve their responses. We conduct regular assessments on key suppliers each year. Suppliers are classified based on their business area and the characteristics of the products that they supply, and the assessment cycle is adjusted depending on their nature and performance to assess suppliers in terms of cooperation, supply capacity, quality & qualifications, and price competitiveness in accordance with our regulations and with weights applied based on reasonable criteria. In 2022, our supplier assessments included ESG categories to identify suppliers for their current ESG practices so that we maintain business relationships with outstanding suppliers capable of contributing to Seegene's sustainable business environment. In conducting supplier assessments, we assist them in building competitiveness and growing further, and create a wholesome ecosystem to seek shared growth through sustained supplier management.

### Supplier ESG assessment categories



Working Environment



Ethical Management



Safety Management



Environmental  
Management



## Supplier Support Program

Annual regular supplier assessment results inform our decision to select top-performing suppliers and we provide them with benefits including rewards, development support, and preferential purchasing conditions. These top performers are selected through the differentiated management approach and process tailored to their unique situations. In 2022, nearly KRW 8.6 billion worth of advance payments were made to eight outsourcing manufacturers, which accounts for 48% of the total transaction amount valued at KRW 17.7 billion. For small/mid-sized suppliers who may face difficulties in financing, we consider multiple ways to pursue win-win partnerships through early payments and full cash payments among others. Since 2019, we have provided suppliers with equipment for quality improvement on a paid basis or free-of-charge. In so doing, we help them reduce the financial burden of purchasing expensive equipment while focusing on quality improvement.

### Interview



Procurement Strategy & Planning Team  
**Dong-Su Lee** General Manager

**Q.** What are the reasons for and the purpose of including ESG categories in supplier assessment?

**A.** Large global companies increasingly demand their suppliers to meet ESG requirements and also raise the bar on ESG performance. This often goes beyond mere data disclosure to essential contractual requirements. Currently, we manage ESG categories in supplier assessment for our own internal use, and our suppliers could be requested by other companies to respond to ESG assessment in the future. Such assessments aim to evaluate suppliers for their current ESG practices to mitigate risks that may occur along our supply chains in terms of delivery and production, and their overarching goal is to support suppliers to improve their ESG competitiveness and pursue shared growth over the long haul.

**Q.** What is Seegene's plan to build and manage sustainable supply chains?

**A.** Small-sized suppliers are limited in their personnel and equipment and find it difficult to manage basic ESG management data for HR and the environment among others. In realistic terms, demanding such small-sized suppliers to meet requirements that are hardly manageable or achievable rather decreases the effectiveness of ESG assessments. This is why Seegene will use supplier assessments as a training opportunity for suppliers to keep current with the ESG issues that require mid/long-term management to maintain business relationships and explore sales markets. Rather than urging suppliers to gain perfect scores for all categories right now, our role should be to provide guidance so that suppliers assess their current level themselves and go deeper into the necessity for ESG. This will lay the necessary foundation for us to expand our support and create best practices of win-win partnerships to help suppliers bolster their ESG capabilities.

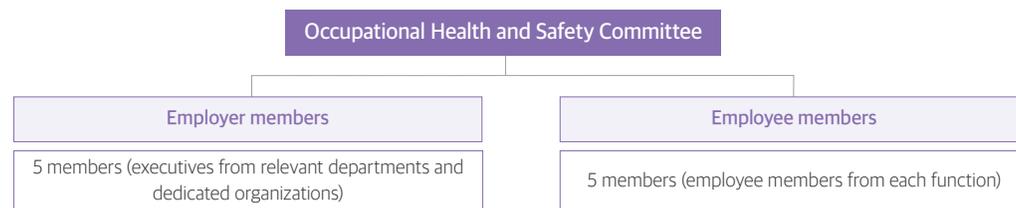


# Health and Safety Management

Relevant laws and regulations tighten as demonstrated through the Industrial Safety and Health Act and the Serious Accidents Punishment Act, and social interest is mounting in health and safety. To provide a safe workplace for employees, we disseminate a safety-first culture across our operational sites on the back of our safety management system.

## Health and Safety Management System

Pursuant to the Industrial Safety and Health Act, the Serious Accidents Punishment Act, and other applicable laws, Seegene operates a dedicated health and safety organization and the Occupational Health and Safety Committee. The committee consists of employer members – executives from relevant departments and company-wide dedicated organizations – and employee members from each function, and is responsible for identifying improvement measures that extend practical protection to ensure the safety of our employees. The committee convenes each quarter to deliberate and decide on important matters for workplace health and safety while collecting and reflecting feedback from employees on the amendments made to our major health and safety rules and our basic health and safety management system. In 2022, we introduced the Safety Guardian program to assign one Safety Guardian for each team directly associated with manufacturing and research to accompany process inspections and provide on-site explanations to engage in regular communication.



## Health and Safety Policy

With our CEO's firm commitment to health and safety, we put the safety of all our stakeholders including employees, customers, suppliers, and communities before all else in our entire business operations. As such, we established and announced our health and safety policy which aims to create a safe workplace. To establish a health and safety management system for employees, suppliers, and other stakeholders, we have developed health and safety management regulations and occupational health and safety regulations and systems all while meeting health and safety regulations and external requirements.

## Bolstering Workplace Health and Safety Management

### Health and Safety Inspection and Activity

We conduct health and safety inspections to identify and address safety issues requiring improvement within our workplace and create safe work conditions as a result. In 2022, our safety managers and Korea Technical Safety performed such health and safety inspections, and no safety improvement issues were identified in our workplace. We also conducted training to help suppliers strengthen their health and safety capabilities in 2022. To date, no single safety incident has occurred at Seegene and our suppliers, which is attributable to our commitment to health and safety.

### Health and Safety Risk Assessment Process

We conduct risk assessments to identify and manage key risks on the entire work tasks with an aim to keep our employees healthy and prevent injuries. We identify high-risk situations that may arise in performing tasks, and develop health and safety measures to ensure our employees work in a safe environment. We then develop and implement risk mitigation measures, verify whether risk assessment results apply to our field operations, and identify the occurrence of new risk factors under changed circumstances. In 2022, initial/routine/non-routine risk assessments were made under the leadership of the Health & Safety Team, and workplace risk assessments performed on 14 operational sites were joined by our employees as well as supplier managers and employees. The risk assessments performed on 14 worksites in 2021 were attended by our employees as well as employees and health and safety managers from suppliers among others. We will continue to make risk assessments to effectively prevent accidents and embed a safety-first culture in our daily routines.

Occupational injury rate goal



**Zero**

Injury rate in 2022



**Zero**



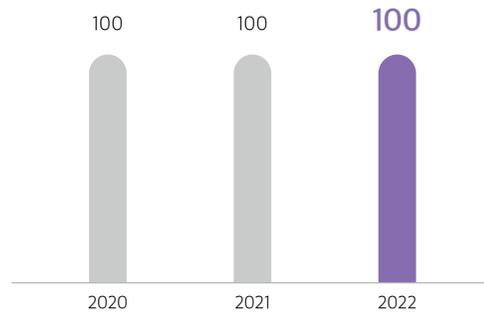
## Safety Culture Activity for Employees

### Safety Training

In addition to statutory training, we provide company-wide safety training to share knowledge on safety management at all levels. On-site trainings are conducted by inviting external experts in performing risk assessments to help employees bolster their safety capabilities.

#### Percentage of employees who completed safety training

(Unit: %)



## Health Management Activity for Employees

### Health Check-up and Management

Seegene provides all employees with regular health check-ups to promote their health. This helps employees take stock of their health, and those with specific medical conditions are managed separately to preemptively address such conditions and any other illnesses identified.

We operate the Seegene Clinic for employees and their immediate family members to provide chronic fatigue, stress and anti-aging programs in addition to general practices, extending its scope to preventive job-related illness/psychological disorder management. As mental healthcare gains greater importance amid the widespread pandemic blues, we launched Seegene ON Heart as an Employee Assistance Program (EAP) aligned with external professional organizations. In 2022, we officially registered the testing lab of the Seegene Clinic as a PCR testing lab to allow our employees and their families to take regular daily PCR tests.

### Anti-infection Activity

As COVID-19 transitions to the endemic phase, we take on greater responsibility for providing our employees and customers with a safe environment. Seegene develops remote work guidelines and communicates compliance requirements while operating delivery support services for employees working at home. We provide information on vaccine boosters to ensure the continuity of our research operations, and the Production Team performs preemptive tests to keep viral contamination at bay in our entire production process to maintain a high level of COVID-19 protocols. As such, we implement anti-infection activities in the endemic stage to strengthen our sustainable response capabilities while observing complex and diverse change factors to ensure proactive response.

## Supplier Health and Safety Management

Pursuant to the Occupational Health and Safety Act, the Serious Accidents Punishment Act, and other applicable laws, we stipulated health and safety provisions for our suppliers engaging in subcontracting, service offering, outsourcing, and construction work. In 2022, our supplier safety management guidelines were updated with the health and safety-related provisions and procedures that should be verified in selecting and contracting with suppliers, health and safety training for suppliers, anti-hazard/risk measures, the handling of injuries, and the operation of the health and safety council. We convene the supplier council every month with subcontractors who are permanently stationed within our worksites while performing quarterly health and safety risk/hazard checks with suppliers and reporting the corrective measures taken and improvement results.

In 2022, we performed semi-annual regular health and safety assessments on suppliers. We supported two suppliers who fell short of the set health and safety standards to improve their performance by holding presentations on necessary improvements: their scores rose by over 20 points out of 100 in the health and safety system establishment category in the re-assessments made in March 2023. We conduct assessments as part of the supplier (constructor) selection process to verify their health and safety management plan, and align the results in projecting health and safety management expenses and granting safe work permits so that we contract with only those suppliers who meet or exceed the set standards.



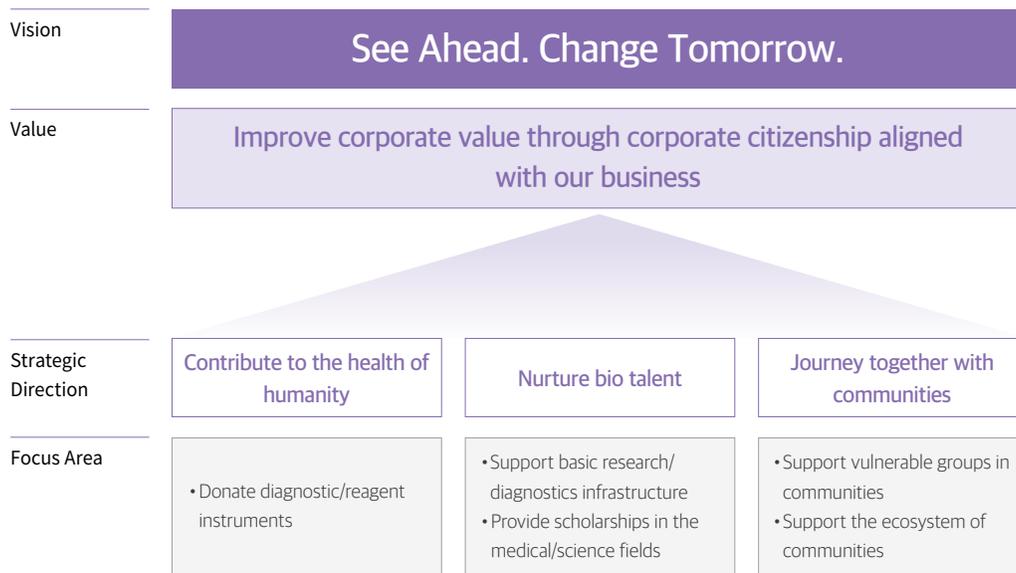
# Corporate Citizenship

There has been a surge in stakeholder interest in and demand for corporate efforts to resolve social issues. This urges companies to meet their obligation as a main agent to pursue social value as well as economic value in their business conduct and commit to resolving community issues.

## Approach to Corporate Citizenship

We improve our corporate value through corporate citizenship activities that are aligned with our business operations. In 2021, we restructured our corporate citizenship strategic framework in reflection of our industry characteristics. Under the vision of See Ahead, Change Tomorrow, we set our strategic directions of contributing to the health of humanity, nurturing bio talent, and journeying together with communities to implement corporate citizenship activities. We will explore our path forward for varying stakeholders as well as our employees and customers to create social value.

### Corporate citizenship implementation system



## Contributing to the Health of Humanity

Seegene pursues a healthy and flourishing life for humanity and strives to fulfill our corporate social responsibility. In partnership with the Center for Global Public Procurement of the KAIST College of Business, we donated COVID-19 diagnostic reagents to run tests on nearly 300,000 people as well as the mobile test lab named Mobile Station in Ukraine. Mobile Station that we donated along with various reagents provides one-stop testing from specimen collection to PCR result analysis, and this innovative test facility can be installed anywhere, be it school, airport, or worksite. Delivering diagnostic reagents and mobile testing labs to Ukraine where COVID-19 tests are currently made impossible in collaboration with the World Health Organization and other numerous stakeholders, we did our part in improving public health for people in Ukraine suffering from the on-going war.

## Nurturing Bio Talent

Seegene will partner with industry, academic, and research institutions to expand R&D infrastructure and develop diagnostic reagent and molecular diagnostics technology with an aim to nurture more bio talents. To this end, we plan to support basic research/diagnostics infrastructure and provide scholarships to the medicine/science fields.

## Journeying with Communities

To support information-disadvantaged groups, we donated 84 LCD monitors and 18 printers to the Korea Disability Informatization Business, a non-profit, and made sure we deliver reusable instruments to care for the environment as well. Going forward, we will engage in proactive community sponsorship activities for low-income and vulnerable groups to create social value.



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# ESG Data Sheet

## Economic Performance

### Economic Growth: Sales Performance

(Unit: KRW)

Category		Unit	2020	2021	2022
On a consolidated basis	Sales	million	1,125,216	1,370,833	<b>853,561</b>
	Operating profit	million	676,190	666,658	<b>196,492</b>
	Net profit	million	503,147	537,561	<b>182,432</b>
Non-consolidated basis	Sales	million	1,068,569	1,148,586	<b>700,378</b>
	Operating profit	million	697,609	575,753	<b>162,079</b>
	Net profit	million	519,527	466,885	<b>146,249</b>

### Asset Quality: Financial Conditions

(Unit: KRW)

Category		Unit	2020	2021	2022
On a consolidated basis	Total assets	million	1,094,575	1,489,719	<b>1,390,778</b>
	Total liabilities	million	448,169	406,122	<b>240,499</b>
	Total equity	million	646,406	1,083,596	<b>1,150,279</b>
Non-consolidated basis	Total assets	million	1,062,684	1,391,996	<b>1,255,782</b>
	Total liabilities	million	398,784	362,837	<b>197,033</b>
	Total equity	million	663,900	1,029,159	<b>1,058,749</b>

### Creation and Distribution of Economic Value

(Unit: KRW)

Category		Unit	2020	2021	2022
	Sales	million	1,068,569	1,148,586	<b>700,378</b>
	Operating expenses	million	345,063	497,485	<b>443,864</b>
	Shareholders and investors (dividends)	million	38,988	51,658	<b>40,450</b>
Non-consolidated basis	Employees (wage and benefit expenses)	million	62,408	114,693	<b>60,205</b>
	Governments (income taxes)	million	165,271	123,561	<b>57,126</b>
	Suppliers (raw material expenses)	million	299,234	336,369	<b>231,162</b>
	Communities (donations) <sup>1)</sup>	million	4,005	4,995	<b>545</b>

1) Data over the past three years were restated due to change in calculation method.

### Tax Payment

Category		Unit	2020	2021	2022
	Pre-tax profit	KRW million	685,240	590,026	<b>180,516</b>
	Income tax expenses	KRW million	165,713	123,140	<b>34,267</b>
Non-consolidated basis	Effective tax rate	%	24.18	20.87	<b>18.98</b>
	Taxes paid	KRW million	165,271	123,561	<b>57,126</b>
	Cash tax rate	%	24.12	20.94	<b>31.65</b>



## Governance

### Composition of the Board of Directors

Category	Unit	2020	2021	2022	
Composition of the Board of Directors	Total Board members	persons	5	5	5
	Non-executive directors	persons	2	2	2
	Percentage of non-executive directors	%	40	40	40
	Board attendance	%	95.8	98.2	98.3
Diversity	Percentage of female directors	%	0	0	0

### Remuneration of the Board of Directors<sup>1)</sup>

(Unit: KRW)

Category	Unit	2020	2021	2022	
Total Board remuneration	million	2,538	7,719	2,064	
By type	- Executive directors (including other non-executive managing directors)	million	2,488	7,617	1,943
	- Non-executive directors	million	50	102	121

1) Excluding auditor compensation

### CEO-to-Employee Pay Ratio

Category	Unit	2020	2021	2022
Total remuneration for the CEO	KRW million	1,531	6,000	1,655
Average employee pay	KRW million	115	124	85
CEO-to-employee pay ratio <sup>1)</sup>	%	1,331	4,839	1,947

1) Calculated by dividing the total CEO compensation by the average employee pay

### Ethics and Human Rights Training

Category	Unit	2020	2021	2022
Completion of human rights/anti-sexual harassment training	%	100	100	100
- Anti-sexual harassment training	%	100	100	100
- Anti-workplace harassment training	%	100	100	100
- Training on improvement in perceptions on disability	%	100	100	100

### Whistleblowing Reports on Non-compliance with the Code of Conduct and Actions Taken<sup>1)</sup>

Category	Unit	2020	2021	2022 <sup>2)</sup>	
Whistleblowing	Whistleblowing reports	cases	n/a	12	6
	Severe disciplinary action	cases	n/a	1	1
Action taken	Light disciplinary action	cases	n/a	7	4
	No substantiated and others	cases	n/a	4	1
	Total cases handled	cases	n/a	12	6

\* Newly disclosed in 2021

1) Dismissals and suspensions are considered as heavy disciplinary actions, and pay cuts and reprimands are considered as light disciplinary actions

2) While nine reports were submitted in total, the number comes down to six when excluding duplicates

### Legal Compliance

Category	Unit	2020	2021	2022
Non-compliance with accounting standards	cases	0	1	0
	KRW 100 million	0	25	0
Non-compliance with information security regulations	cases	0	0	0
	KRW 100 million	0	0	0
Non-compliance with environmental regulations	cases	0	0	0
	KRW 100 million	0	0	0



## Environment

\* Disclaimer: Environmental performance refers to our domestic operations, and each dataset is noted for its reporting boundary

### Environmental Investment/Procurement Expenses

Category	Unit	2020	2021	2022
Environmental investment plan expenses	KRW million	0	16.4	25.5
Environmental investment and operation expenses	KRW million	0	16.4	25.5
Progress made against the set plan	%	0	100	100

### Energy Consumption\*

Category	Unit	2020	2021	2022
Total energy consumption	TJ	33.2	93.5	135.5
- Direct energy (fuel) consumption <sup>1)</sup>	TJ	0	0	0
- Indirect energy (electricity) consumption <sup>2)</sup>	TJ	33.2	93.5	135.5
- Other energy consumption <sup>3)</sup>	TJ	0	0	0
- Renewable energy consumption	TJ	0	0	0
Energy consumption intensity	TJ/KRW billion	0.003	0.008	0.019
Percentage of renewable energy consumption	%	0	0	0

1) Direct energy (fuel) consumption: Coal, oil, natural gas, etc.

2) Indirect energy (electricity) consumption: Non-renewable electricity

3) Other energy consumption: Steam, heating, cooling, etc. (non-renewable)

\* Including Songpa Building, Taewon Building, Rezion Building, Hyochang Plaza Building, Hangil Building, Gangdon Green, and the Hanam warehouse in addition to the head office and Hanam Centers 1 - 6

### Eco-friendly Vehicles Owned

Category	Unit	2020	2021	2022
Number/percentage of eco-friendly vehicles owned	vehicles (%)	39(78)	78(67)	68(65)

### Waste Discharge\*

Category	Unit	2020	2021	2022
Total waste discharged	ton	76	90	161
- Designated waste	ton	76	90	124
- Domestic waste <sup>1)</sup>	ton	n/a	n/a	37
Waste recycled	ton	0	0	0
Recycling rate	%	0	0	0

\* None of the waste was landfilled or incinerated, and all waste is contracted out for treatment.

1) The collection of domestic waste data has been initiated since 2022 for the head office only, and data from other operational sties was excluded as their amount is minimal.

### GHG Emissions\*

Category	Unit	2020	2021	2022
Total GHG emissions	tonCO <sub>2</sub> eq	1,614	4,476	6,748
- Scope 1	tonCO <sub>2</sub> eq	0	0	0
- Scope 2	tonCO <sub>2</sub> eq	1,614	4,476	6,748
GHG emissions intensity	tonCO <sub>2</sub> eq/KRW billion	0.15	0.39	0.96

\* Including Songpa Building, Taewon Building, Rezion Building, Hyochang Plaza Building, Hangil Building, Gangdon Green, and the Hanam warehouse in addition to the head office and Hanam Centers 1 - 6



## Water Consumption\*

Category	Unit	2020	2021	2022
Total withdrawal	ton	5,732	24,879	<b>37,984</b>
Head office	Total withdrawal	ton	n/a	<b>13,433</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>13,433</b>
	- Underground water	ton	n/a	-
Hanam Centers (1- 6)	Total withdrawal	ton	n/a	<b>9,328</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>9,328</b>
	- Underground water	ton	n/a	-
Water withdrawal Hanam warehouse	Total withdrawal	ton	n/a	<b>35</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>35</b>
	- Underground water	ton	n/a	-
Songpa Building	Total withdrawal	ton	n/a	<b>5,501</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>5,501</b>
	- Underground water	ton	n/a	-
Taewon Building	Total withdrawal	ton	n/a	<b>9,608</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>9,608</b>
	- Underground water	ton	n/a	-
Rezion Building	Total withdrawal	ton	n/a	<b>79</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>79</b>
	- Underground water	ton	n/a	-

\* Worksite-specific water withdrawal and consumption data have been disclosed since 2022.

Total withdrawal and consumption data were collected from the Hanam warehouse, Songpa Building, Taewon Building, and Rezion Building as well as from the head office and Hanam Centers.

Category	Unit	2020	2021	2022
Total consumption	ton	5,732	24,879	<b>37,984</b>
Head office	Total consumption	ton	n/a	<b>13,433</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>13,433</b>
	- Underground water	ton	n/a	-
Hanam Centers (1- 6)	Total consumption	ton	n/a	<b>9,328</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>9,328</b>
	- Underground water	ton	n/a	-
Water consumption Hanam warehouse	Total consumption	ton	n/a	<b>35</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>35</b>
	- Underground water	ton	n/a	-
Songpa Building	Total consumption	ton	n/a	<b>5,501</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>5,501</b>
	- Underground water	ton	n/a	-
Taewon Building	Total consumption	ton	n/a	<b>9,608</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>9,608</b>
	- Underground water	ton	n/a	-
Rezion Building	Total consumption	ton	n/a	<b>79</b>
	- Industrial water	ton	n/a	-
	- Domestic water	ton	n/a	<b>79</b>
	- Underground water	ton	n/a	-
Water consumption intensity	ton/KRW billion	0.54	2.17	<b>5.42</b>
Water reuse	Water reused	ton	0	<b>0</b>
	Reuse rate	%	0	<b>0</b>



## Health & Safety

### Injury Rate

Category	Unit	2020	2021	2022
Occupational injury frequency rate	%	0	0	0
LTIR <sup>1)</sup>	-	0	0	0
TRIR <sup>2)</sup>	-	0	0	0

1) LTIR (Lost Time Incidents Rate): Incidents that resulted in one and 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 Incidents Rate): Number of recordable incidents per 100 employee, number of recordable incidents/total number of hours worked\*200,000

### Occupational Illness Frequency Rate

Category	Unit	2020	2021	2022
OIFR <sup>1)</sup>	-	0	0	0

1) OIFR (Occupational Illness Frequency Rate): Number of employees suffering work-induced/related illnesses/total number of employees (applying the calculation formula presented by the Korea Occupational Safety & Health Agency)

### Safety Training

Category	Unit	2020	2021	2022
Completion of safety training	%	100	100	100

### Chemical Accidents

Category	Unit	2020	2021	2022
Chemical leaks	cases	0	0	0

## R&D and Products

### R&D

Category	Unit	2020	2021	2022
R&D workforce	persons	259	536	464
R&D expenses	KRW million	26,190	75,539	94,738
R&D to sales ratio	%	2.3	5.5	11.1

### Product Certification<sup>1)</sup>

Category	Unit	2020	2021	2022
Total certifications	total	419	1,059	1,453
- Korea (MFDS)	total	67	68	63
- Europe (CE-IVD)	total	76	82	90
- Australia (TGA)	total	57	61	67
- Canada (Health Canada)	total	13	11	23
- US (FDA)	total	7	7	7
- UK (MHRA)	total	0	63	70
- Brazil (ANVISA)	total	31	32	34
- Others	total	168	735	1,099

1) As of Dec. 31 of each year

### Intellectual Property Rights

Category	Unit	2020	2021	2022 <sup>1)</sup>
Patent applications in Korea	Application	cases	8	6
	Registration	cases	7	15
Patent applications overseas <sup>2)</sup>	Application	cases	21	5
	Registration	cases	13	14
PCT <sup>3)</sup> international applications	Application	cases	9	30

\* Based on disclosed patents (on a consolidated basis), source: WiposOn

1) Data for 2022 were not collected as patent application data are prepared based on disclosed patents (disclosed one year and 6 months after the date of application), and will be reported in 2024 following disclosure.

2) 6 major countries (US, EP, JP, CN, CA, AU)

3) PCT: Patent Cooperation Treaty



## Information Security

### Information Security Investment

Category	Unit	2020	2021	2022
Total IT budget	KRW million	n/a	21,298	<b>20,813</b>
- Information security investments made	KRW million	n/a	714	<b>518</b>
Percentage of information security investments made <sup>1)</sup>	%	n/a	3.35	<b>2.49</b>

\* Newly disclosed in 2021

1) Proportion of information security investments out of total IT budget: information security investments/total IT budget X 100

### Information Security Training<sup>1)</sup>

Category	Unit	2020	2021	2022
Total employees who received training by job function	persons	n/a	1,154	<b>1,071</b>
- Office employees	persons	n/a	240	<b>218</b>
- Sales employees	persons	n/a	172	<b>168</b>
- Researchers	persons	n/a	570	<b>493</b>
- Production employees	persons	n/a	172	<b>192</b>

\* Newly disclosed in 2021

1) The number of employees who received training includes turnover and new recruits, and thus does not match the current total number of employees.

## Suppliers

### Supplier Management

Category	Unit	2020	2021	2022
Number of suppliers	companies	205	239	<b>293</b>
Number of new suppliers	companies	61	34	<b>72</b>

### Support for Suppliers

Category	Unit	2020	2021	2022
Percentage of cash payments made	%	100	100	<b>100</b>
Investment in consumable molds	companies	2	2	<b>2</b>
Facility support	companies	2	4	<b>4</b>
Financial support	Number of suppliers	-	4	<b>8</b>
	Support amount	KRW 100 million	-	9.5



## Employees\*

### Employee Overview of Employees

Category	Unit	2020	2021	2022
Total employees	persons	616	1,070	1,016
By gender	Male	357	619	592
	Female	259	451	424
By work area	Office employees	108	196	214
	Sales employees	119	178	153
	Researchers	259	536	464
	Manufacturing employees	130	160	185
By age	Under 30	215	689	109
	30~under 50	370	327	839
	50 and older	31	54	68
By type of employment	Regular	605	1,014	977
	Contract <sup>1)</sup>	11	56	39
	Percentage of contract employees	%	1.8	5.2
New hires	persons	336	542	158
- New hires in R&D positions	persons	142	302	85

\* Employee data concerns employees in Korea only.

1) All contract employees are on fixed-term contracts, and we do not hire employees on indirect and/or special contracts.

### Diversity

Category	Unit	2020	2021	2022
Total executives	persons	25	44	36
- Male executives	persons	25	38	31
- Female executives	persons	0	6	5
Percentage of female executives	%	0	13.6	13.9
Total managers <sup>1)</sup>	persons	144	236	216
- Senior managers <sup>2)</sup> (Male)	persons	66	110	104
- Senior managers(female)	persons	21	38	33
By gender - Middle managers <sup>3)</sup> (Male)	persons	43	71	67
- Middle managers(female)	persons	14	17	12
Percentage of female senior managers	%	14.6	16.1	15.3
Employees with disabilities <sup>4)</sup>	persons	0	2	2
Employees of national merit <sup>5)</sup>	persons	5	7	8
Elderly employees <sup>6)</sup>	persons	11	22	25

1) Senior managers - directors

2) Those assuming leader roles among senior managers - directors

3) Those not assuming leader roles among senior managers - directors

4) Those subject to the disability classification system set by the government (grade 1 to 6)

5) Those entitled to national merit (awarded a national merit number or equivalent recognition)

6) 55 years old and older



## Employees

### Turnover

Category	Unit	2020	2021	2022	
Total turnover	persons	26	90	207	
- Turnover rate	persons	7	32	83	
Turnover rate <sup>1)</sup>	%	5.6	8.4	19.0	
Turnover by age	Under 30	persons	6	60	20
	30~under 50	persons	19	20	159
	50 and older	persons	1	10	28
Total voluntary turnover <sup>2)</sup>	persons	21	79	191	
Percentage of voluntary turnover	%	4.5	9.4	17.5	
Average years of employment	year	3 years 4 months	2 years 7 months	3 years 5 months	

1) Total number of turnover for the year / average number of employees for the year

2) Calculated by considering turnover other than retirement as voluntary turnover to refer to those who left the Company on their own initiative irrespective of the intent of the organization (including those who switched to another company and simply resigned among others)

### Parental Leave

Category	Unit	2020	2021	2022	
Employees who took parental leave <sup>1)</sup>	Total	persons	18	10	33
	- Male	persons	4	2	13
	- Female	persons	14	8	20
Employees who returned to work after parental leave <sup>2)</sup>	Total	persons	19	12	18
	- Male	persons	6	1	5
	- Female	persons	13	11	13
Percentage of employees who returned to work and worked 12 months and longer after parental leave <sup>3)</sup>	Total	%	11	18	8
	- Male	%	1	5	0
	- Female	%	10	13	8

1) Employees who took parental leave in the reference year

2) Employees who returned to work after parental leave in the reference year

3) Employees who worked 12 months and longer as of the end of 2022 among those who returned to work in 2021

### Wage\*

Category	Unit	2020	2021	2022	
Average pay	Total	million	115	124	85
	- Male	million	135	144	96
	- Female	million	87	95	72

\* Total annual wages include wages paid to resignees (for earned income only), and the average pay per person was calculated based on the average number of employees on duty.

### Contributions to the Retirement Pension Plan

Category	Unit	2020	2021	2022
Retirement pension plan (DB)	million	15,663	16,903	37,466

### Grievances Submitted in Relation to Human Rights

Category	Unit	2020	2021	2022
Grievances submitted	cases	1	7	7
Grievances handled	cases	1	7	7
Percentage of grievances handled	%	100	100	100

### Collective Bargaining Agreement\*

Category	Unit	2020	2021	2022	
Collective Bargaining Agreement	Percentage of employees subject to the agreement	%	n/a	n/a	100
	Number of labor-management council meetings held	case	n/a	n/a	4



## Employees

### Talent Development Training

Category	Unit	2020	2021	2022
Total training hours	hours	11,797	68,948	61,986
Average training hours per person	hours	20	64	61
Total training expenses	KRW 1,000	77,645	797,552	615,920
Average training expenses per person	KRW 1,000	126.05	745.38	606.22



# GRI Contents Index

Seegene follows the sustainability reporting guidelines presented by the Global Reporting Initiative (GRI) to disclose non-financial performance as well as financial performance to wide-ranging stakeholders. We report our ESG activities and achievements for the period from January 1,2022 to December 31,2022 in compliance with the GRI Standards 2021 updated in 2023. We also report in reflection of the objectives and core concepts of the GRI 1 Foundation 2021, and have not applied the GRI Sector Standards as no industry sector standards were disclosed as to the industry Seegene is associated with.

GRI Standard	Disclosure Requirement	Page	Note	
<b>General Disclosures</b>				
GRI 2: The Organization and its Reporting Practices	2-1	Organizational details	5, 26, 71	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information from previous reporting periods, and the reasons for and the effect of the restatements	-	Restated data were noted separately
GRI 2: Activities and Workers	2-5	External assurance	68~69	
	2-6	Activities, value chain and other business relationships	7~12, 48, 71	
	2-7	Employees and workers	60	
	2-8	Workers who are not employees	60	
	2-9	Governance structure	24~25	
	2-10	Nomination and selection of the highest decision-making body	24	
	2-11	Chair of the highest decision-making body	24	
	2-12	Role of the highest decision-making body in overseeing the management of material impacts	16~17, 24~25	
	2-13	Delegation of responsibility for managing material impacts	16~17, 24~25	
	2-14	Role of the highest governance body in sustainability reporting	16~17, 24~25	
	GRI 2: Governance	2-15	Conflicts of interest	25~26
		2-16	Communication of critical concerns	16~17, 28
2-17		Collective knowledge of the highest decision-making body	25	
2-18		Evaluation of the performance of the highest decision-making body	25	
2-19		Remuneration policies	25	Page 206~209 of the Business Report
2-20		Process to determine remuneration	25	Page 206~209 of the Business Report
2-21		Annual total compensation ratio	55	

GRI Standard	Disclosure Requirement	Page	Note
GRI 2: Strategies, Policies and Practices	2-22	Statement from the highest decision-maker	4
	2-23	Policy commitments	27, 29, 33, 41, 48, 50
	2-24	Embedding policy commitments	27, 29, 33, 41, 48
	2-25	Processes to remediate negative impacts	28
	2-26	Mechanisms for seeking advice and raising concerns	43, 47
	2-27	Compliance with laws and regulations	55
	2-28	Membership associations	70
	GRI 2: Stakeholder Engagement	2-29	Approach to stakeholder engagement
2-30		Collective bargaining agreements	61
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	18
	3-2	List of material topics	18



GRI Standard	Disclosure Requirement	Page	Note
<b>Capacity-building for Employees</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	19	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	62	
	404-2 Programs for upgrading employee skills and transition assistance programs	38~40	
	404-3 Percentage of employees receiving regular performance and career development reviews	38	
<b>Securing Future Growth Drivers</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	19	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	44~45	
<b>Reinforcing Product Stewardship</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	67	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	47	We abide by the requirements of IVD (in vitro diagnostics) regulatory authorities
	417-3 Incidents of non-compliance concerning marketing communications	47	No such incidents occurred
<b>Ensuring the Transparency/Soundness of the Board of Directors</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	20	
Non-GRI	Activities to ensure the transparency and soundness of the Board of Directors	24~25	

GRI Standard	Disclosure Requirement	Page	Note
<b>Topic Standard Disclosures</b>			
<b>Economic Performances</b>			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	54	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	28	
	205-2 Communication and training about anti-corruption policies and procedures	27, 55	
	205-3 Confirmed incidents of corruption and actions taken	55	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	55	
<b>Environmental Performances</b>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	56	
	302-3 Energy intensity	56	
	302-4 Reduction of energy consumption	56	
	302-5 Reductions in energy requirements of products and services	56	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	57	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	56	
	305-2 Energy indirect (Scope 2) GHG emissions	56	
	305-4 GHG emissions intensity	56	
	305-5 Reduction of GHG emissions	33~34	
	305-6 Emissions of ozone-depleting substances (ODS)	34	



GRI Standard	Disclosure Requirement	Page	Note
<b>Social Performances</b>			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	60~61
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	42
	401-3	Parental leave	61
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	50
	403-2	Hazard identification, risk assessment, and incident investigation	50
	403-3	Occupational health services	51
	403-4	Worker participation, consultation, and communication on occupational health and safety	50
	403-5	Worker training on occupational health and safety	51
	403-6	Promotion of worker health	51
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	60
	405-2	Ratio of basic salary and remuneration of women to men	61
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	55
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	48
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	29~30, 55



# ISSB Index

Seegene discloses our performance and data across the four core aspects of Governance, Strategy, Risk Management, and Metrics and Targets as proposed in the Sustainability Disclosure Standard Exposure Draft of the ISSB (International Sustainability Standards Board) under the IFRS (International Financial Reporting Standards).

## IFRS S1 General Requirements

Core Aspect	Key Content	Page
Governance	Governance for sustainability-related risks and opportunities	Name of the responsible decision-making body
		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
		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
		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
		Sustainability-related performance metrics



# SASB Index

Seegene reports against the SASB (Sustainable Accounting Standards Board) framework developed by the SASB as industry-specific sustainability disclosure standards to provide investors and other varying stakeholders with useful information for their decision-making. This SASB Index was prepared in accordance with the Medical Equipment & Suppliers standards in the Health Care Sector based on the SASB's Sustainable Industry Classification System.

Topic	Code	Category	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 were issued during the 2022 reporting period.
		Number	Total units recalled	No units were recalled during the 2022 reporting period.
	HC-MS-250a.2	Number	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Not Applicable
	HC-MS-250a.3	persons	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	Reporting currency	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No monetary losses occurred, and no compensation or penalties were imposed as a result of legal non-compliance associated with false marketing claims during the 2022 reporting period.
	HC-MS-270a.2	-	Description of code of ethics governing promotion of offlabel use of products	Seegene specifies provisions on 'fair competition' and 'fair and transparent transactions' in our Code of Conduct.
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 has established globally-recognized product manufacturing and quality management systems in conformity with the ISO 9001 (quality management system) and ISO 13485 (Medical devices - Quality management systems) certifications. We conduct quality safety assessments on all our products.
	HC-MS-410a.2	ton	Total amount of products accepted for takeback and reused, recycled, or donated, broken down (by devices and equipment)	In 2022, Seegene delivered COVID-19 diagnostic reagents and the Mobile Station test lab capable of running tests on nearly 300,000 people in Ukraine.
ton		Total amount of products accepted for takeback and reused, recycled, or donated, broken down (by supplies)		
Supply Chain Management	HC-MS-430a.1	%	Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	All of Seegene's operational sites receive audits performed by ISO 13485 and MDSAP accreditation bodies to demonstrate its conformance with such standards.
		%	Percentage of Tier I suppliers' facilities participating in thirdparty audit programs for manufacturing and product quality	Seegene recognizes third-party warehouse suppliers as our closest stakeholder, and 60% of these suppliers are certified to the KGSP (Korea Good Supplying Practice) program.
	HC-MS-430a.2	-	Description of efforts to maintain traceability within the distribution chain	To ensure a high level of traceability in the product shipment process, Seegene employs WMS scanning to track down on the history of Lot and SN, and updates cargo shipment information through our computer portal for overseas shipping.
	HC-MS-430a.3	-	Description of the management of risks associated with the use of critical materials	All of Seegene's operational sites receive audits performed by ISO 13485 and MDSAP accreditation bodies to demonstrate its conformance with such standards.
Business Ethics	HC-MS-510a.1	Reporting currency	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 2022 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 Statement



To: The Stakeholders of Seegene, Inc.

## Introduction and Objectives of Work

BSI Group Korea (hereinafter "the Assurer") was requested to verify 2022 Seegene Sustainability Report (hereinafter "the Report"). This assurance statement applies only to the relevant information included in the scope of the assurance. Seegene is solely responsible for all information and assertion contained in the Report. The responsibility of the Assurer is to provide Seegene Management with independent assurance statement based on its expert opinions by applying the verification methodology for the specified assurance scope. It is also to provide the information to all stakeholders of Seegene.

## Standards and Levels

This assurance was based on the AA1000AS (Assurance Standard) v3 (2020) Assurance Standard and confirmed that the Report was prepared in accordance with the GRI Standards, the international standards guidelines of sustainability reports. In accordance with the AA1000 AS, the assurance level was Moderate Level, and conducted against Type 1 to confirm compliance with the four principles of the AA1000 AP (AccountAbility Principles) 2018 and the Type 2 assurance that verified the quality and reliability of the information disclosed in the report. Type 2 was limitedly verified against the topic standards below, based on the data and information provided by the reporting organization.

- GRI Topic-specific Standards: 203-2, 205-3, 401-1, 401-3, 404-1, 404-2, 404-3, 405-1, 406-1, 416-2, 417-1, 417-3

## Scope

The scope of assurance applied to the Report is as follows:

- Report contents during the period from January 1st to December 31st 2022 included in the report, some data included 2023
- Major assessment 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

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 and SASB
- Other related additional information such as the website, business annual report

## 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:

- Review of the system for sustainability management strategy process and implementation
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results
- Review of the evidence to support the material issues through interviews with senior managers with responsibility for them
- Verification of data generation, collection and reporting for each performance index

## Limitation

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 additional aspects related thereto.

## Assurance Opinion

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.
- The report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards)
- The assurance opinions on the four principles presented in the AA1000 AP (2018) are as follows.

### AA1000 AP (2018)

#### **Inclusivity:** Stakeholder Engagement and Opinion

Seegene defined customers, shareholders/investors, employees, suppliers, governments/relevant agencies and communities/NGOs as key stakeholder groups, and operated communication channels for each stakeholder group for engagement. Seegene reflected key issues drawn through stakeholder channels in sustainability management decisions and disclosed the process in the Report.



**Materiality:** Identification and reporting of material sustainability topics

Seegene established the strategy related to sustainability management and established the process to derive reporting issues. Seegene identified financial and social/environmental impacts and derived 4 material issues based on the analysis of media research, benchmarking global advanced companies in its field, and analysis of major global initiatives related to sustainability.

**Responsiveness:** Responding to material sustainability topics and related impacts

Seegene established the management process for material issues determined by the materiality assessment, implemented a response plan for each issue to appropriately respond to the derived material issues that reflects the expectations of stakeholders. Seegene disclosed the process including policy, indicator, activity and response performance on material issues in the Report.

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

Seegene established the process to identify and evaluate the impact on organizations and stakeholders related to material issues. Seegene used impacts, risk and opportunity factor analysis results for material issues to make decisions to develop response strategies for each issue, and disclosed the process in the Report.

**Key areas for ongoing development**

- It may be helpful to advance the sustainability management system by specifying the definition, scope, and key sustainability issues of the value chain and sustainability strategies and plans about sustainability issue such as supply chain due-diligence and Scope 3 emissions.
- It may be helpful to advance the sustainability management system by improving management process for major environmental sustainability indicators, such as greenhouse gas emissions, and specifying goals and achievement strategies for each performance indicator.

**Statement of independence and competence**

The Assurer is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services. 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 assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

**Evaluation against GRI 'In Accordance' Criteria**

The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the following Universal Standards and Topic Standards Indicators based on the data provided by Seegene, the sector standard was not applied.

**[Universal Standards]**

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

**[Topic Standards]**

201-1, 203-2, 205-1~3, 206-1, 302-1, 302-3~5, 303-3, 305-1~2, 305-4~6, 306-1~3, 306-5, 401-1~3, 403-1~6, 404-1~3, 405-1~2, 406-1, 414-1, 416-2, 417-1, 417-3, 418-1

19th June 2023

S. H. Lim / BSI Group Korea, Managing Director





# Memberships

## Membership Associations

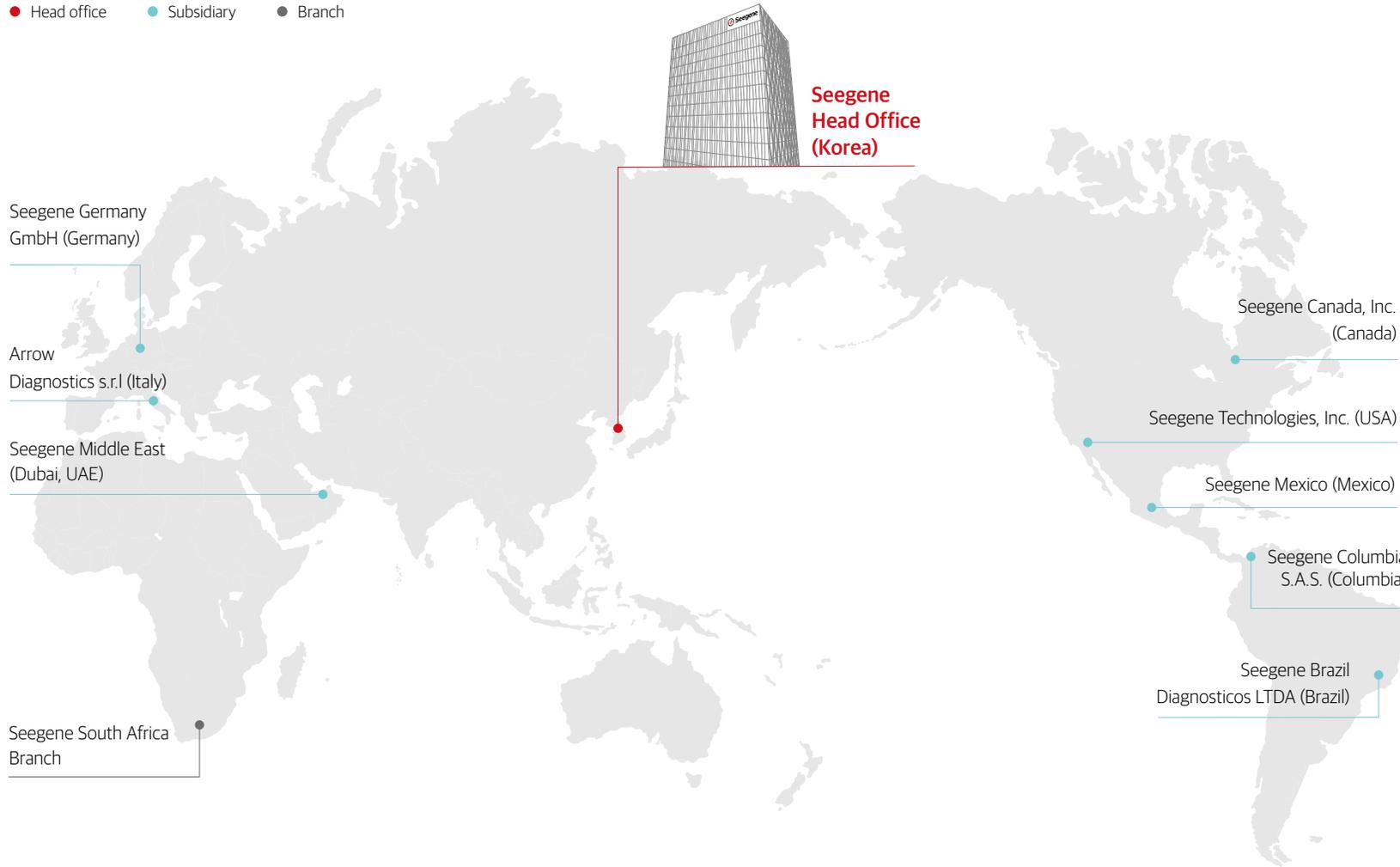
KITA (Korea International Trade Association)	KOSTA (Korea Software Technology Association)
KRX (Korea Exchange)	KOITA (Korea Industrial Technology Association)
KOSDAQ Listed Companies Association	Korea Technology Finance Corporation
Seoul Intellectual Property Center	Seoul Chamber of Commerce and Industry
Korea Medical Devices Industry Association	KSMCB (Korean Society for Molecular and Cellular Biology)
SBA (Seoul Business Agency)	



# Global Network

Seegene is a global company supplying molecular diagnostic products to 85 countries across varying regions, including North America, Latin America, Europe, and the Middle East. Our worldwide network consists of eight subsidiaries and one branch in North America, Latin America, Europe, and the Middle East among others.

● Head office   ● Subsidiary   ● Branch



Sales Agents Operating **85**  
Countries across Varying 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		
Bangladesh	Kazakhstan	Singapore
Brunei	Lebanon	Sri Lanka
China	Malaysia	Taiwan
Hong Kong	Mongolia	Thailand
India	Nepal	Turkey
Indonesia	Philippines	United Arab Emirates
Israel	Qatar	Vietnam
Japan	Republic of Korea	
Jordan	Saudi Arabia	

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

OCEANIA	AFRICA	
Australia	Algeria	South Africa
	Republic of Benin	Tanzania
	Egypt	Senegal
	Kenya	Sudan
	Madagascar	Tunisia

