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# SEE AHEAD. CHANGE TOMORROW.

2021 SEEGENE SUSTAINABILITY REPORT

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# ABOUT THIS REPORT

Seegene remains committed to embedding ESG (Environmental, Social, Governance) management into its entire business conduct, and publishes sustainability reports to share with stakeholders its financial and non-financial performance. This is our second sustainability report and is the result of our continued efforts to promote effective and transparent disclosures.

## Report Overview

Seegene's second sustainability report was created by collecting feedback from stakeholders and focusing on the Company's pending material issues.

## Reporting Principle

Global Reporting Initiative (GRI) Standards (in accordance with the Core options of the GRI Standards)

## Reporting Period

This report primarily covers Seegene's activities from January 1 to December 31, 2021. This extends to April 2022 for a portion of its qualitative data, including the composition of the Board of Directors.

## Reporting Scope

This report focuses on the activities and achievements of Seegene's Korean and overseas operations, and also spans its global operations for some qualitative activities. Key performance indicators include the quantitative performance of the Company's Korean operations over the past three years.

## Reporting Cycle

Annual (most recent report published in March 2022)

## Assurance

This report was assured by the Korea Management Registrar as an independent assurance provider to improve the appropriateness and integrity of the reporting process and the accuracy and reliability of the report content. For details of assurance findings, please refer to the Independent Assurance Statement section of this report.

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## Disclaimer

The future activities, events and situations outlined in this report are based on a range of assumptions made on the future business landscape and are predictive of our plans and financial performance at the time of preparing this report. While such plans and assumptions were developed through detailed analyses in consideration of surrounding conditions and internal strategies, they may eventually prove to be incorrect in line with the shifting landscape. Furthermore, they harbor risks, uncertainties and other factors that may lead to significant discrepancies between forward-looking and actual outcomes, which warrants caution on the part of readers.



For further information on Seegene, please visit our website [www.seegene.co.kr](http://www.seegene.co.kr).

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## ESG PERFORMANCE

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## CEO MESSAGE

We will advance ESG management to elevate shareholder and corporate value, as we pursue sales and growth to contribute to the greatest good of society.



**Dear Esteemed Stakeholders,**

**It is truly an honor to present you Seegene's second sustainability report.**

In its journey towards sustainability, Seegene continues to generate financial outcomes, while it significantly advances its ESG management to create non-financial value on multiple fronts. As the global community treads upon the ensuing chaos in the wake of the pandemic, we have remained steadfast in researching and developing viable solutions that serve to save and protect human life. Such initiatives brought us to achieve remarkable year-on-year growth, in which we posted approximately KRW 1.3708 trillion and KRW 666.7 billion in sales and operating profits for 2021.

- 1 **We have boosted our corporate value through continued technology innovation and responsible business conduct.** Our multiplex real-time PCR technology as well as Syndromic Assay technology capable of clearly detecting up to 15 different genes distinguishes Seegene from other global leading players in the molecular diagnostics (MDx) sector. Our focus on product innovation prompted the development of Seegene STARlet-AIOS, our One-platform MDx solution that supports multiple and simultaneous MDx testing on a single platform. Our product quality management system is in full compliance with international certifications, and it also supports country-specific regulations on medical devices and products. To ensure reliability in our inventory, we have dedicated production facilities for each category of our products, and we operate clean rooms among other measures to prevent contamination.
- 2 **We have taken a preemptive approach to addressing environmental and safety issues.** In managing chemical substances, conserving energy consumption and reducing transportation emissions, we strive to mitigate our environmental load within our local communities while doing our part to respond to climate change. To ensure the safety of our employees amid the crisis of the pandemic, we have stipulated internal guidelines and provided systemic management and support in line with preemptive quarantine guidelines.
- 3 **We have inched ever closer towards shared growth with our suppliers, local communities, and our team of employees.** We have realigned our management system to reinforce sustainable relationships with suppliers and to evaluate their performance in fulfilling their social responsibility and practicing ethical management. In strategically implementing our corporate citizenship activities by reflecting the characteristics of the industry, we have established three pillars that define the trajectory of our corporate citizenship initiatives to contribute to human health, nurture bio talent, and support local communities. Furthermore, our employee training, welfare and compensation systems were improved to make Seegene a great workplace.
- 4 **We are aligning our management system to pursue ESG management.** We have created a dedicated ESG organization, and will propose major ESG agenda items to the Management Deliberation Committee for discussion. We have stipulated the Seegene Code of Conduct to ensure all our employees abide by laws and ethical standards.

Seegene's ESG management will serve as a stepping stone to proactively embrace change and create new opportunities to forge ahead. We look forward to your ardent interest in and expectation for the excellence Seegene will create as a corporation and as a key player in society.

Thank you.

Aug. 2022  
CEO, Seegene, **Jong-Yoon Chun**

# Company Profile

## ABOUT SEEGENE

Seegene strives to bring a healthier and happier life to everyone by making Molecular Diagnostics more accessible in our daily lives.

As a global leader in molecular diagnostics technology, Seegene develops and manufactures molecular diagnostic reagents used to identify the causes of disease through genetic analysis on the strength of its top-notch real-time PCR technology. Leveraging our multiplex MDx technology, IT convergence, automation instrument development and platform-based MDx solutions, we commit to attaining the goal of mainstreaming molecular diagnostics.

### 2021 Financial Highlight

(unit: KRW million, on a consolidated basis)

|                  |                  |
|------------------|------------------|
| Sales            | <b>1,370,833</b> |
| Operating profit | <b>666,658</b>   |
| Total assets     | <b>1,489,719</b> |
| Total equity     | <b>1,083,596</b> |

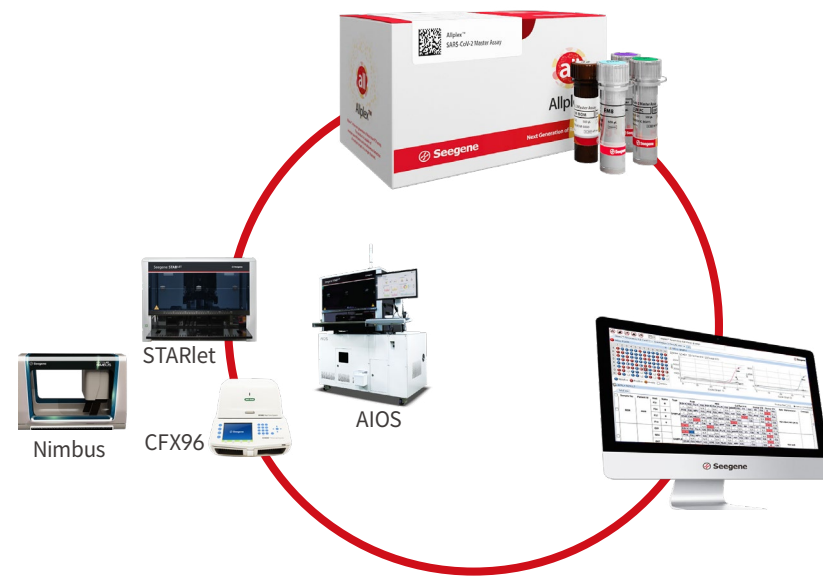


|                       |   |
|-----------------------|---|
| Name of company       | Seegene Inc.  |
| Date of establishment | September 18, 2000  |
| CEO                   | Dr. Jong-Yoon Chun  |
| Employees             | • 1,290 persons (1,070 in Korea/220 overseas) (as of Dec. 31, 2021)   |
| Business area         | <ul style="list-style-type: none"> <li>• Develop molecular diagnostic products (infectious diseases, women's healthcare, drug resistance, cancer and genetic disorders)</li> <li>• Develop diagnostic products for plant/animal diseases and food quarantine products</li> <li>• Develop customized products</li> <li>• Develop and license new technologies</li> </ul> |

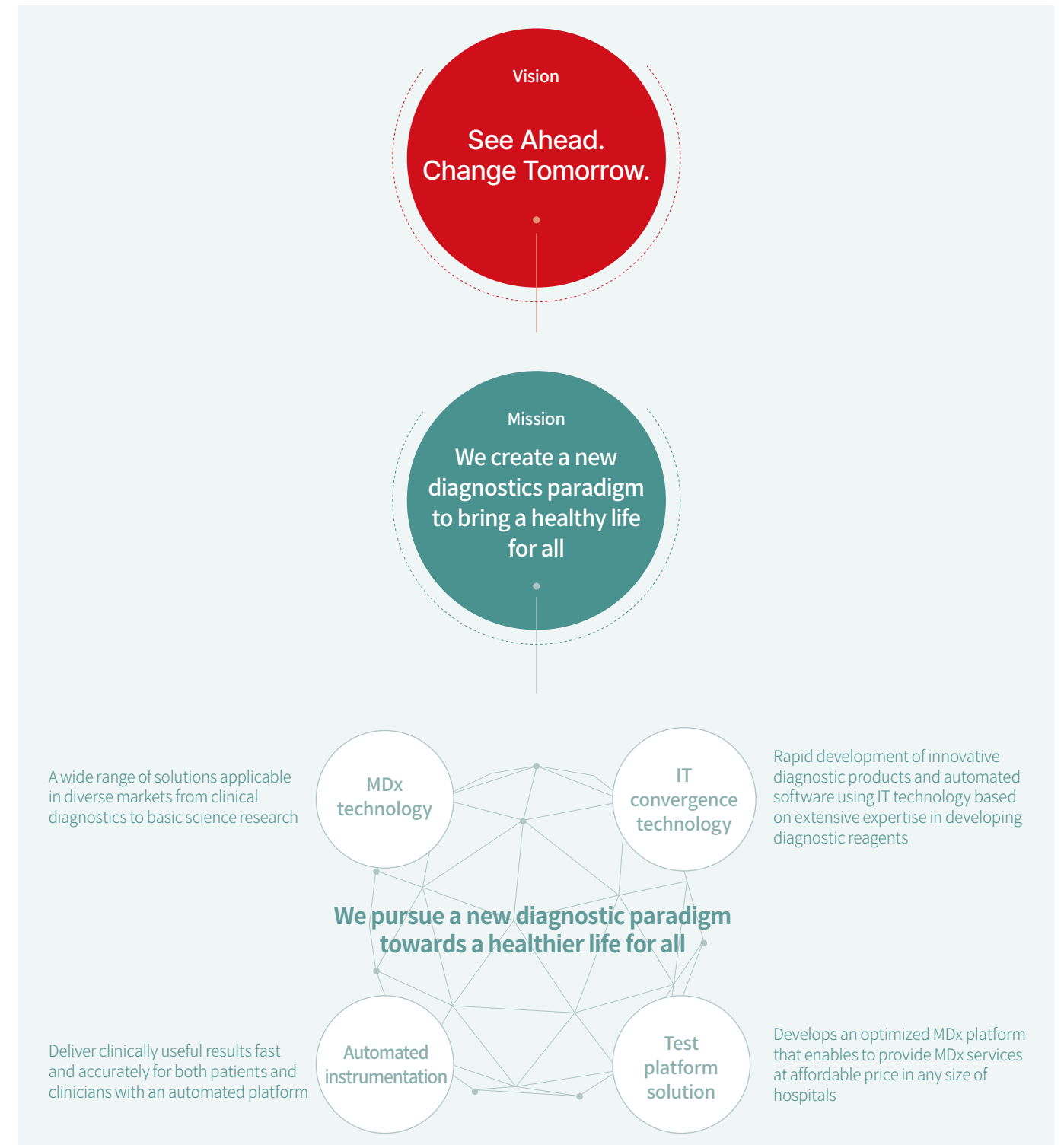
## Main Products

Seegene's product portfolio covers all three main product categories that are essential in creating any all-in-one platform, from molecular diagnostic reagents to instruments that perform extraction and analysis with the help of reagents and viewer/launcher software tailored to these instruments.

We deliver a total of 135 diagnostic reagents and a wide array of diagnostic instruments that meet the needs of user organizations varying in their nature and size. Our independently developed software renders data analysis easier, supporting the entire diagnostic process every step of the way.



## Vision & Mission



## HISTORY

Seegene is committed to creating new value on the strength of its unique technological prowess, relentless innovation, and wide-ranging R&D partnerships with numerous global players, ushering in a better tomorrow for humanity.



### 2000

- Established Seegene Inc. and R&D Life Sciences
- Designated as an Excellent Venture Firm in technology evaluations (Seoul SMBA)

### 2001

- Developed ACPTM technology
- Selected as a KIBO A+ Members Company

### 2002

- Established Seegene USA
- Launched the GeneFishing™ kit product

### 2006

- Developed DPOTM technology

### 2007

- Achieved the ISO 13485:2003 certification (BSI, Europe) and the ISO 9001:2000 certification (IIC)
  - Selected as an InnoBiz Company (SMBA)
- Established Seegene Japan (Toranomon, Tokyo, supported by the Export Incubator Program of the KOSMES)
  - Awarded by the Korean government for the commercialization of new technology (Trade, Industry, and Energy Minister Award)



### 2008

- Won the Digital Innovation Award (Trade, Industry, and Energy Minister Award)
- Won the 2008 North American Infectious Disease Testing Healthcare Innovation Award (Frost & Sullivan)
- Achieved the Canadian Medical Devices Conformity Assessment System (CMDCAS) certification

### 2009

- Named the top next-generation product (Korea Productivity Center)
- Selected as one of the world's top 30 manufacturers of molecular diagnostic products for infections (Research and Markets)
- Won the Health Industry Technology Award (Ministry of Health and Welfare)
- Won the 2009 Korea New Growth Engine Award
- Achieved the ISO 9001:2008 certification (BSI)

### 2010

- Listed on the KOSDAQ
- Established Seegene Germany
- Won the President's Prize for Technology Innovation (SMBA)
- Won the Order of Industrial Service Merit (KVBA)
- Won the IR52 Jang Young-shil Award (KOITA & Maeil Business Newspaper)
- Won the Hidden Champion Award (Innobiz)

### 2011

- Developed TOCETM technology
- Achieved the KGMP certification



### 2012

- Won the Gold Stevie Award in the Best CEO of the Year category at the 2012 International Business Awards
  - Won the Best Hidden Champion Award (KCEOA)

### 2013

- Won the Best Business of Korea Prize (bio category, KCEOA)
- Named a KOSDAQ Hidden Champion for three consecutive years (KRX)

### 2014

- Developed MuDTM technology
- Established Seegene Middle East
- Acquired an Italian MDx product distributor
- Respiratory testing product selected as the world-class product
- STD testing product selected as the world-class next-generation product

### 2015

- Established Seegene Technologies USA
- Established Seegene Canada

### 2016

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

### 2017

- Established Seegene Germany GmbH
- Developed New Normalization Software Technology for MDx
- Seegene Medical Foundation and the NGO Good People established the Nong Trang Seegene health center in Vietnam



### 2018

- Developed AI-enabled molecular diagnostic reagents

### 2019

- Became the first in the domestic MDx industry to achieve the MDSAP certification (IMDFR)
- Established Seegene Brazil Diagnosticos LTDA

### 2020

- Developed COVID-19 diagnostic reagents
- Included in the MSCI Standard Index
- Donated KRW 3 billion to the Community Chest of Korea
- Selected as an innovative medical device manufacturer by the Ministry of Health and Welfare
- Exceeded KRW 1 trillion in sales

### 2021

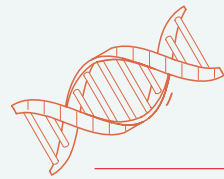
- Simultaneous diagnostic kit of respiratory virus approved by the Ministry of Food and Drug Safety
- Secured proprietary technology to develop and manufacture MDx products
- Selected as one of the 10 Most Innovative Businesses in Asia/Pacific 2021 by Fast Company
- Established a subsidiary in Columbia



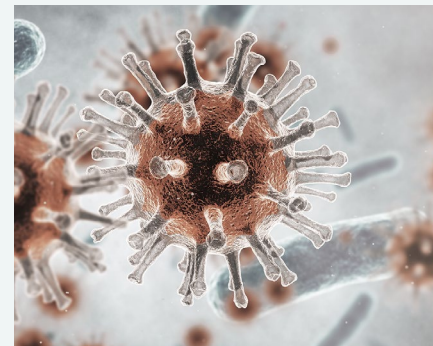
## OUR BUSINESS

Seegene leverages its original technology to perform simultaneous tests on multiple genes in developing a variety of multiplex molecular diagnostic reagents. Furthermore, our business domain is extending beyond the diagnosis of human diseases to crop/livestock/fish diseases and food safety testing. On the back of our differentiated technology, we have remained focused on tapping into overseas markets from the beginning of our business, and are establishing diverse forms of strategic partnerships with world-renowned diagnostic firms with an aim to further boost the global competitiveness of our molecular diagnostics business.

### Developing molecular diagnostic products



We mainly engage in molecular diagnostics which identifies what causes a specific disease through genetic analysis, a type of in vitro diagnostic (IVD) tests performed on samples taken from the human body. Molecular diagnostics is the fastest growing field in the IVD market as it is the sole technology enabling early diagnosis as well as preventive medicine and personalized treatment.



#### Infectious diseases

- Respiratory infection
- Food poisoning, enteritis
- Cerebromeningitis
- Gastrointestinal infection
- Tuberculosis
- Sepsis



#### Women's healthcare

- Sexually transmitted infection, vaginitis
- Human papilloma virus (HPV) causing cervical cancer



#### Drug resistance

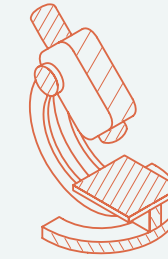
- Vancomycin-resistant enterococci
- Clarithromycin-resistant H.pylori
- Multidrug-resistant tuberculosis (MDR TB)
- Extensively drug-resistant TB (XDR TB)



#### Oncology and hereditary disorder

- Anyplex™ II Thrombosis SNP Panel Assay: Simultaneous detection of 6 SNPs from Factor II, Factor V and the MTHFR gene
- Seeplex® ApoE ACE Genotyping: Genotyping of the Apolipoprotein E (ApoE) gene into 6 genotypes
- Seeplex® Leukemia BCR/ABL: Detection of 8 types of BCR/ABL fusion genes from whole blood and bone marrow

### Developing products for animal/plant disease diagnosis and food quarantine



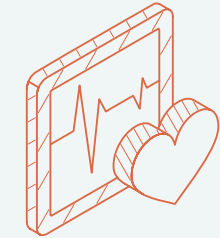
We develop reagents used in the fields of life sciences, medicine and healthcare in general including crop/livestock/fish disease and food safety. Our optimized multiplex testing products help effectively reduce the time and cost required for diagnostics in these industries with sizeable economic impact.



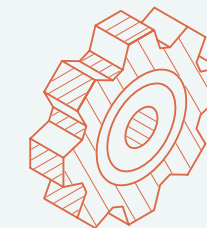
Harnessing our global infrastructure and verification methods such as Hombrew, a test methodology that we independently developed to meet the varying needs of different customers – large testing centers, hospitals, universities, research institutes, and diagnostics firms, we promptly develop and deliver tailored products that are both high quality and fit-for-purpose.



### Developing tailored products



### Developing and licensing new technology



Through sustained R&D investment support, we develop technology and diagnostic instruments that serve as a standard-setter in the global molecular diagnostics system industry. Furthermore, we create technology applicable to a wide array of sectors, including bio, basic research, healthcare and IT convergence.



# Business Performance

## Business Overview

In Vitro Diagnostics (IVD) refers to tests performed on samples taken from the human body and/or animals – blood, tissue, body fluids, and excretions – to identify the causes of disease and its prognosis, predict the patient’s response to treatment and its outcomes, and determine appropriate treatments. Seegene specifically engages in molecular diagnostics as its core business, which constitutes an IVD technique that leverages DNA/RNA analyses to detect viruses or pathogens causing infections and other diseases.

Polymerase Chain Reaction (PCR) that Seegene is focused on is a method used to amplify a small sample of DNA and is most widely adopted in the field of molecular diagnostics. Using primers that are short single strand DNA fragments, a portion of the amplified genome is selected and the sample is exposed to a repeated cycle of temperature changes so that the DNA polymerase could enzymatically replicate the target DNA sequence, creating billions of copies of the desired target sequence in a few hours.

PCR harnesses the amplified target DNA sequence to detect the DNA of specific bacteria, viruses or microorganisms to diagnose infections and other medical conditions or to identify any change in genes or chromosomes and diagnose diseases such as cancer in so doing.

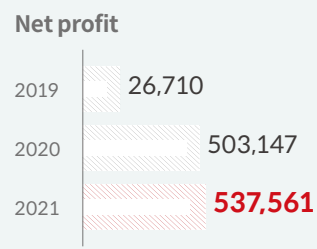
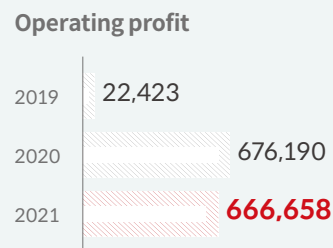
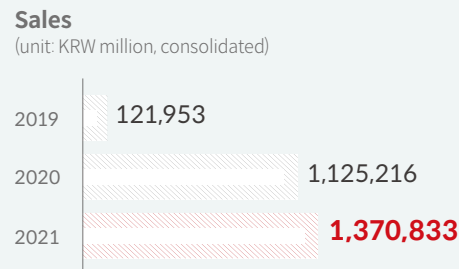
## Business Performance

The global IVD market is expected to grow continuously at an CAGR of 6.0% from USD 100.2 billion in 2020 to USD 138.8 billion in 2025. Following the outbreak of COVID-19 in 2020, the molecular diagnostics (MDx) market nearly quadrupled, and MDx positioned itself as a dominant testing methodology which accounts for 36% of total, driving the growth of the IVD market.

Immunoassay technology which is employed for rapid COVID-19 testing also grew by 66% in 2020 against 2019, serving as the primary growth driver of the IVD market along with MDx. The MDx market significantly expanded from USD 9.2 billion in 2019 to USD 36.2 billion in 2020, and is forecast to grow by 6.4% each year by 2025, reaching USD 49.3 billion in market size in 2025.

The recurring waves of COVID-19 in 2021 spurred the demand for diagnostic reagents, and the spread of the Omicron variant led to a massive growth of sales for Seegene. In line with the increasing proportion of Syndromic testing products which simultaneously diagnose COVID-19 and other respiratory diseases as well as variants detection products, our continued efforts to develop new products and broaden our product portfolio were successfully translated into sales outcomes.

The sales of diagnostic reagents in the non-COVID category – human papillomavirus (HPV), sexually transmitted infections (STI) and other respiratory diseases – has also been on the constant rise, posting a 33% growth from 2020. All in all, Seegene’s 2021 sales amounted to KRW 1.3708 trillion and its operating profit KRW 666.7 billion, up by 22% from 2020.



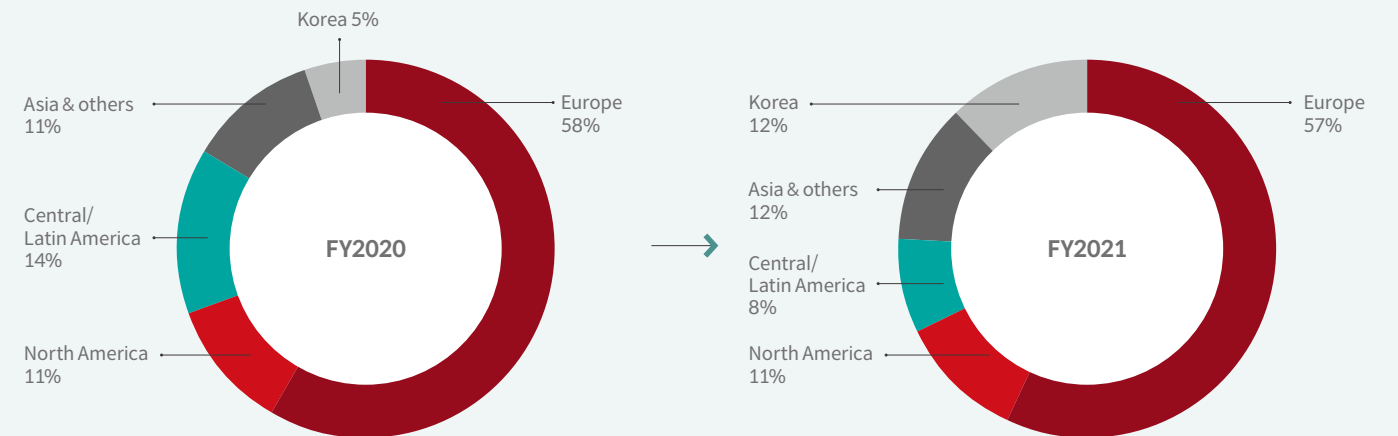
## Sales Breakdown by Region

Seegene has established eight subsidiaries in North/Latin America, Europe and the Middle East, and is supplying molecular diagnostics products to over 70 countries across the globe throughout its extensive global network.

| (unit: KRW billion)   | 2021           | 2020           | YoY          |
|-----------------------|----------------|----------------|--------------|
| Europe                | 776.4          | 655.3          | ▲ 18%        |
| North America         | 153.0          | 121.1          | ▲ 26%        |
| Central/Latin America | 113.0          | 160.0          | ▼ 29%        |
| Asia & others         | 162.6          | 128.3          | ▲ 27%        |
| Korea                 | 165.9          | 60.5           | ▲ 174%       |
| <b>Total</b>          | <b>1,370.8</b> | <b>1,125.2</b> | <b>▲ 22%</b> |

\* Asia and others: Including the Middle East, Africa and Oceania among others. All numbers were rounded to one decimal place, which may result in rounding differences.

## Sales Breakdown by Region



## Key R&D Achievements

Seegene has developed a test kit capable of detecting and distinguishing genetic mutations in COVID-19 variants in a single tube. Conventional COVID-19 diagnostics could hardly produce immediate results on variants, and were only able to identify viral infections or the presence of antibodies through PCR testing or antibody/antigen testing. Genome sequencing performed to verify the occurrence of viral variants is time-consuming in the analysis process and is limited in handling large-volume specimens at a time. Seegene’s Allplex™ SARS-CoV-2 Variants I Assay completes massive automated PCR testing on suspected COVID-19 cases within just two hours to differentiate COVID-19 variants as well as to detect viral infections, playing an essential role in preventing the spread of mutations. Furthermore, Seegene won the Minister of Science and ICT Award, the top prize granted at the 2021 SW Quality Innovation Awards hosted by the National IT Industry Promotion Agency. The Awards aims to recognize companies for their contribution to the software industry made through innovative software quality improvements, and the honor is attributable to Seegene’s achievement in establishing a system-enabled software development process applicable to software development in an integrated way, including diagnostic reagent development software and diagnostic instrument operation software, boosting the global competitiveness of software quality for domestic medical devices as a result.

# ESG PERFORMANCE

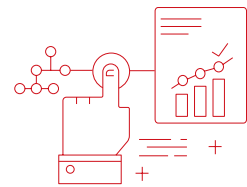
As the whole world was reeling from the impact of COVID-19, Seegene remained focused on developing diagnostic reagents to counter the pandemic save lives at the forefront. Our steadfast commitment allowed us to make unprecedented achievement, unveiling diagnostic kits of exceptional quality.

Seegene advances ESG management to create non-financial value as well as financial performance, and works on multiple fronts to evolve into a sustainable company.





# Materiality



## Materiality Assessment Process

We performed the materiality assessment to identify major sustainability management issues that arise in business conduct and to disclose our performance on these issues to stakeholders transparently. This process led to the creation of a pool of 16 issues in total based on multi-layered analyses, and this report discloses our approach to the key issues identified through the materiality assessment as well as our significant achievements. A stakeholder survey was conducted to identify material issues, and 342 stakeholders responded to provide their feedback in January 2022. This report elaborates on material issues to better communicate these issues to stakeholders.



**Establish a pool of issues based on ESG disclosure guidelines (GRI, SASB, TCFD), ESG ratings (S&P, DJSI, KCGS, MSCI), media analyses, and benchmarking (16 issues in total)**

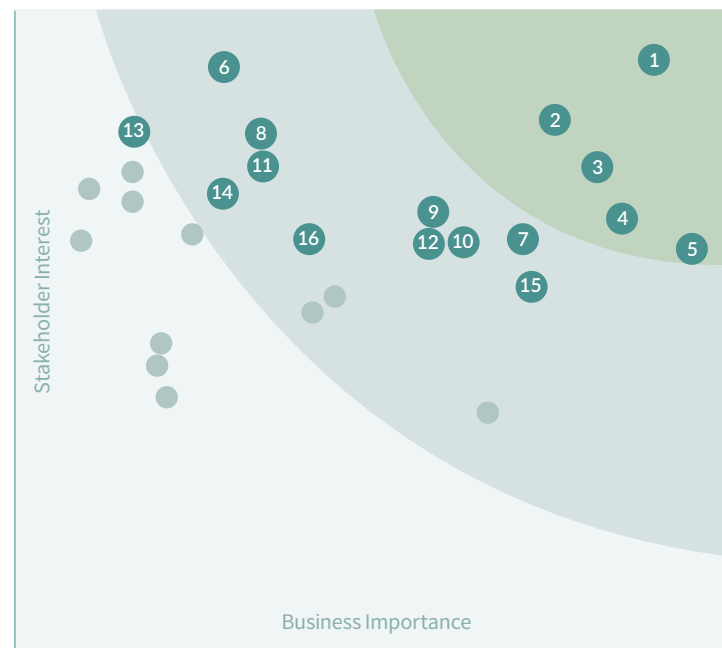
**Prioritize issues based on business relevance and stakeholder impact**

- Business importance – Employee surveys, benchmark analyses
- Stakeholder interest – Stakeholder surveys, media analyses, ESG initiative analyses

**Validate and determine priority reporting areas**

- Perform management/working-level reviews

## Materiality Assessment Results



| Ranking | Material Issue   | Reference      |
|---------|--|----------------|
| 1       | Business innovation  | p.12-13, 28-31 |
| 2       | Reinforcing product stewardship                                | p.13, 29-31    |
| 3       | Enhancing supply chain management                              | p.47           |
| 4       | Capacity building for employees and nurturing industry experts | p.29, 34-36    |
| 5       | Establishing a culture of great workplace                      | p.37-39        |
| 6       | Strengthening shareholder/governance responsibility            | p.20-23        |
| 7       | Bolstering workplace health and safety management              | p.43-45        |
| 8       | Improving ESG disclosure and communication                     | p.16-19        |
| 9       | Reducing waste generation                                      | p.42           |
| 10      | Strengthening GHG emissions reduction management               | p.41, 53       |
| 11      | Establishing an environmental management system                | p.40-41        |
| 12      | Enhancing business ethics                                      | p.25           |
| 13      | Efficient remuneration system for management                   | p.23, 37       |
| 14      | Strengthening financial/non-financial risk management          | p.19, 26       |
| 15      | Enhancing customer data privacy                                | p.27           |
| 16      | Implementing strategic corporate citizenship activities        | p.48-49        |







## Material Issue

We identified five key issues that ranked high based on business importance and stakeholder interest, and reviewed each of these issues for their potential risks and opportunities resulting from external conditions. The following outlines our major achievements made on these material issues.

| Issue   | Background and Status  | Risk & Opportunity  | Key Achievement   | Page           |
|---|--|---|---|----------------|
| <b>1 Business innovation</b>  | Increasing internal/external interest in diagnostic-related industries as new growth drivers in the wake of COVID-19   | Securing sufficient cash equivalents amid the increasing sales between 2020 and 2021  | <ul style="list-style-type: none"> <li>- Advanced the diagnostic business by internalizing diagnostic testing instruments and establishing a supply chain capable of independently producing key raw materials</li> <li>- Launched Allplex SARS-CoV-2 fast MDx Assay, the fastest in producing test results among COVID-19 diagnostic reagents available in the market, to increase testing capacity five folds</li> <li>- Enabled one-stop handling from nucleic acid extraction to its analysis through automation testing instruments</li> </ul>                                 | p.12-13, 28-31 |
| <b>2 Reinforcing product responsibility</b>                             | Healthcare professionals commented on the possibility of bleeding among infants during PCR testing and the need for collecting saliva/throat specimens   | Need to take a different approach to collect specimens for infants or those whose mucous membrane is in a weakened condition, while saliva or throat specimens may decline in testing accuracy compared to nasopharyngeal specimens   | <ul style="list-style-type: none"> <li>- Developed a diagnostic kit capable of differentiating infections caused by COVID-19 variants to contribute to preventing the spread of mutant virus strains</li> <li>- Combined saliva testing with our COVID-19 diagnostic kits to secure the accuracy of COVID-19 diagnostics at a level similar to that of the conventional PCR testing methodology of using nasopharyngeal swabs (inserting the swab into the nostril to collect specimens)</li> </ul>   | p.13, 29-31    |
| <b>3 Enhancing supply chain management</b>                              | <ul style="list-style-type: none"> <li>- Shortage of diagnostic kits amid the surge in confirmed COVID-19 cases</li> <li>- Increasing risk faced by the healthcare system which completely relies upon global supply chains</li> </ul>                   | <ul style="list-style-type: none"> <li>- Supplying kits first and providing local support in countries where COVID-19 spreads faster in the early phase through promptly gaining approval for use and securing production flexibility</li> <li>- Proactively responding to changing market conditions and the COVID-19 timeline by establishing overseas subsidiaries, driving the expansion of the non-COVID product categories in the future</li> </ul> | <ul style="list-style-type: none"> <li>- Successfully entered the global public procurement market and will supply COVID-19 diagnostic kits for up to 2 years primarily in less-developed nations (made possible through the project led by the Ministry of Foreign Affairs and the Public Procurement Service to support overseas public procurement business, and our kits will be delivered through the UN agency UNICEF for up to 2 years, which will help alleviate the shortage of diagnostic kits in countries in Africa, Latin America and some Asian countries)</li> </ul> | p.47           |
| <b>4 Capacity building for employees and nurturing industry experts</b> | <ul style="list-style-type: none"> <li>- Need to boost corporate competitiveness by leveraging bio and pharmaceutical R&amp;D workforce</li> <li>- Need to secure capabilities to accelerate the evolution into a global MDx platform company</li> </ul> | <ul style="list-style-type: none"> <li>- Need to provide professional training for employees' capacity building and expand support to retain key talent</li> </ul>  | <ul style="list-style-type: none"> <li>- Hired 302 new R&amp;D employees 50.1% in the proportion of total workforce</li> <li>- Signed MOUs for R&amp;D</li> <li>- Established an employee training system</li> <li>- Created a self-initiated learning platform</li> <li>- Operated a degree support program</li> </ul>   | p.29, 34-36    |
| <b>5 Establishing a culture of great workplace</b>                      | <ul style="list-style-type: none"> <li>- 240% increase in the number of employees as of the end of 2021 compared to the end of 2019</li> <li>- 42.1% in the proportion of female employees out of total as of the end of 2021</li> </ul>                 | <ul style="list-style-type: none"> <li>- Create an organization composed of employees from diverse backgrounds</li> <li>- Contribute to organizational diversity</li> </ul>   | <ul style="list-style-type: none"> <li>- Created a training program to share Seegene's values and culture under the talent development system</li> <li>- Established and operated a communication platform to improve and revamp our organizational culture</li> <li>- Declared commitment to human rights management and operated the Grievance Counseling Center</li> </ul>   | p.37-39        |

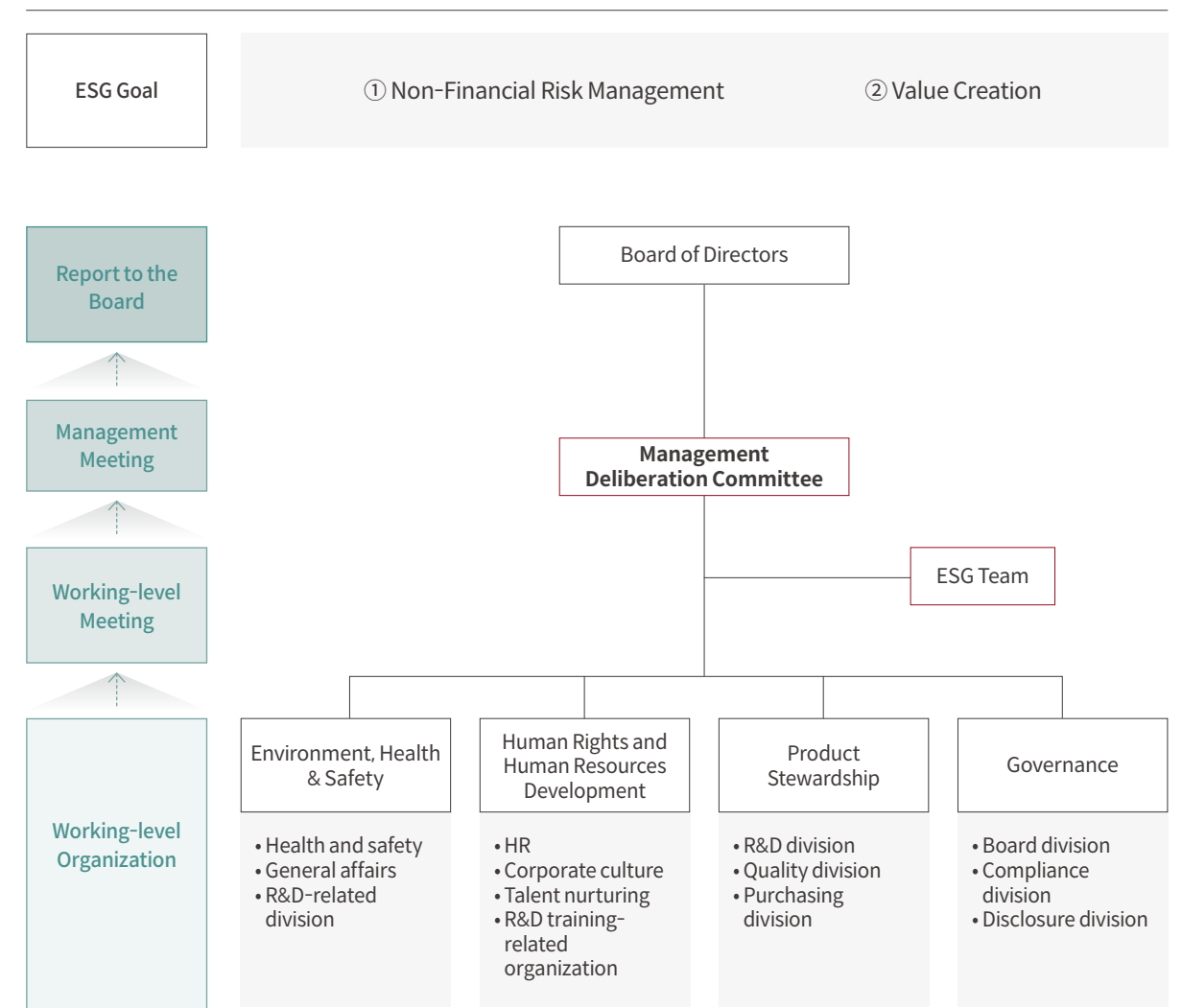
# Stakeholder Engagement

Seegene defines all who directly and indirectly interact with its business operations as stakeholders. In particular, customers, shareholders/investors, employees, suppliers, governments/relevant agencies, local 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 made available for respective stakeholder groups and ensure that important feedback is fully integrated into our business activities.

|   | Communication Activity   | Expectations  |
|---|--|---|
| <br>Customers                        | <ul style="list-style-type: none"> <li>• Customer satisfaction surveys</li> <li>• Customer inquiries posted on the website</li> </ul>  | Bolster customer communication, establish strategies for business innovation and mid/long-term growth |
| <br>Shareholders/ investors         | <ul style="list-style-type: none"> <li>• Disclosure of sustainability reports</li> <li>• Disclosure of financial information</li> <li>• IR inquiries made on the website</li> <li>• IR events</li> </ul> | Ensure long-term growth from the viewpoint of ESG management, expand shareholder-friendly policies    |
| <br>Employees                      | <ul style="list-style-type: none"> <li>• Operation of the corporate intranet</li> <li>• Employee satisfaction surveys</li> </ul>   | Operate the labor-management council, respect human rights, bolster health and safety management      |
| <br>Suppliers                      | <ul style="list-style-type: none"> <li>• Year-round interviews with major suppliers</li> </ul>   | Form win-win partnerships, implement management/technology support programs for suppliers             |
| <br>Governments/ relevant agencies | <ul style="list-style-type: none"> <li>• Disclosures made on the website</li> <li>• Disclosure of sustainability reports</li> <li>• Disclosure of press releases</li> </ul>                              | Abide by laws and regulations governing business ethics   |
| <br>Local communities/ NGOs        | <ul style="list-style-type: none"> <li>• Interviews with local communities/NGOs</li> <li>• Corporate citizenship partnerships</li> </ul>   | Create social impact through business conduct, develop and implement corporate citizenship strategy   |

# ESG Implementation System

Seegene advances ESG management with the Management Deliberation Committee chaired by Unit Heads and the ESG Team playing a central role. The ESG Team functions as a coordinator for our overall ESG implementation and is responsible for establishing strategies, identifying stakeholder issues and needs, defining strategic tasks, monitoring performance, and responding to external evaluations. The Management Deliberation Committee is mandated to discuss and coordinate working-level issues on ESG management and to select, implement and monitor improvement tasks.



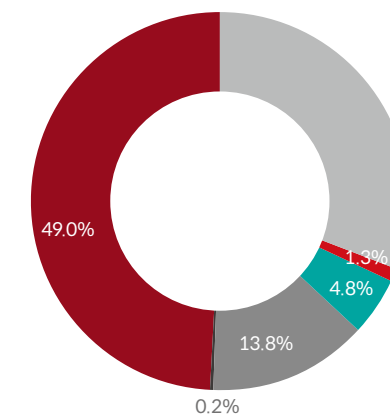


## Shareholders and Protection of Their Rights

### Shareholders

As of December 2021, Seegene issued 52,225,994 common shares, of which 51,566,623 shares carry voting rights excluding 659,371 treasury shares. All shares issued are common shares, and we abide by the One Share One Vote rule.

Approximately 30.87% of the shares are owned by 24 related parties, including Jong-Yoon Chun, the CEO and the largest shareholder, his relatives, executives and the Seegene Medical Foundation. The CEO is the only shareholder who holds 5% or more of the total shares outstanding. We disclose specifics on our equity ownership through business reports, and paid a total of KRW 51,658 million in cash dividend in 2021.



| Shareholder                     | No. of Shares Owned | Percentage of Total |
|---------------------------------|---------------------|---------------------|
| Related parties                 | 16,123,017          | 30.9%               |
| Treasury shares                 | 659,371             | 1.3%                |
| Domestic institutions           | 2,499,282           | 4.8%                |
| Foreign investors               | 7,208,137           | 13.8%               |
| Other corporations              | 121,171             | 0.2%                |
| Individual investors            | 25,615,016          | 49.0%               |
| <b>Total shares outstanding</b> | <b>52,225,994</b>   | <b>100%</b>         |

- Related parties
- Treasury shares
- Domestic institutions
- Foreign investors
- Other corporations
- Individual investors

### Protection of Shareholder Rights

In making major decisions, we proactively gather the expectations and demands of varying stakeholders including shareholders, investors and customers. The Board of Directors determines the date and venue of the Annual General Meeting (AGM) of Shareholders, and sends the notice of convocation 15 days prior to the AGM. We recommend proxy voting for all shareholders, and provided an electronic voting option at the AGM held in 2020 and 2021 to make it more convenient for shareholders to exercise their voting rights in consideration of the on-going pandemic.

We will implement electronic voting when deemed necessary at upcoming AGMs, and will faithfully fulfill our obligation and responsibility as required by applicable laws and best practices to promote the rights of shareholders and ensure the convenience of their activities.



#### MANAGEMENT APPROACH

Seegene ensures the operational independence of its governance to improve transparency in its business decision-making and elevate value for shareholders and stakeholders.

We also fully disclose information on governance, including the composition of the Board of Directors and the major decisions made on our website and through corporate reports.

#### UN SDGs

Improve long-term corporate value and shareholder value by laying the basis for transparent governance



## Composition and Operation of the Board

### Composition and Role of the Board

Seegene's Board of Directors serves as the highest decision-making body governing the Company's operations other than the powers exercised by the Annual General Meeting of Shareholders. The Board decides on important management issues at hand and executes directors' duties. Our Board consists of five members - two independent non-executive directors, two executive directors, and one other non-executive managing director - to remain independent of top management. The Board is chaired by our CEO Jong-Yoon Chun.

### Function and 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 2021, the Board met 11 times in total to make decisions on the appointment of the CEO, the approval of the internal accounting control system operational report, and the payment of cash dividends among others. The Finance Group, as a supporting organization of the Board, informs non-executive directors of the agendas in detail provides relevant materials well in advance, and seeks support from external experts when deemed necessary. Our Articles of Incorporation specify that Board members may attend Board meetings through the use of remote communications.

In 2021, our Board of Directors meeting attendance amounted to 98.2%. In the event that our non-executive directors ask for assistance from employees or third-party experts, we will ensure that such assistance is made available promptly.

### Composition of the Board

| Director                              | Name            | Expertise                    | Date of Appointment | Tenure                    | Career   |
|---------------------------------------|-----------------|------------------------------|---------------------|---------------------------|--|
| Executive Director                    | Jong-Yoon Chun  | Bio molecular diagnostics    | Sep. 16, 2000       | Sep. 16, 2000<br>~present | <ul style="list-style-type: none"> <li>• Current) CEO, Seegene</li> <li>• Former) Professor, Department of Biology, Ewha Womans University</li> <li>• Former) Post-doctoral researcher, Harvard University and UC Berkeley</li> <li>• PhD, Life Sciences, University of Tennessee</li> </ul> |
|                                       | Jung-Lyong Kim  | Finance                      | Mar. 26, 2020       | Mar. 26, 2020<br>~present | <ul style="list-style-type: none"> <li>• Current) Head of the Finance Management Department, Seegene</li> <li>• Former) Director, Taesan LCD</li> <li>• Department of Business Administration, Yeungnam University</li> </ul>  |
| Other Non-executive Managing Director | Kyong-Joon Chun | Management                   | Mar. 18, 2011       | Mar. 18, 2011<br>~present | <ul style="list-style-type: none"> <li>• Former) Vice President, Samsung Electronics</li> <li>• School of Electrical Engineering, Hanyang University</li> </ul>  |
| Non-executive Director                | Chang-Se Lee    | Legal and regulatory affairs | Mar. 26, 2020       | Mar. 26, 2020<br>~present | <ul style="list-style-type: none"> <li>• Current) Attorney, Dong-in law firm</li> <li>• Former) Director of Audit, Supreme Prosecutor's Office</li> <li>• Department of Law, Seoul National University</li> </ul>  |
|                                       | Hyun-chul Chung | Business advisory            | Mar. 26, 2022       | Mar. 26, 2022<br>~present | <ul style="list-style-type: none"> <li>• Current) Director, Management Research Institute, Hanyang University</li> <li>• Former) Head of Office of Planning, Hanyang University</li> <li>• PhD in Business Administration, McGill University</li> </ul>                                      |

\* While we have not established any committees under the Board, discussions are currently underway to do so.

### Expertise and Efficiency of the Board

In appointing non-executive directors, we ensure that they submit confirmations that they have no material interest in the Company so that the Board could objectively oversee the operations of the Company. Except for Chang-Se Lee who is also serving as a non-executive director at Daishin Securities, none of our non-executive directors are holding concurrent positions at other corporations. Our directors are appointed for their expertise across different sectors to promote diverse expertise and viewpoints at the Board level. 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.

We will extend full support to our directors to ensure that the Board makes critical business decisions in a more transparent and substantial manner.

### 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: they receive bonuses in reflection of the organization's business performance along with base executive 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. The results of such assessments are reflected in reappointing non-executive directors following the termination of their tenure.

At the Annual General Meeting of Shareholders held in 2021, KRW 15,000 million was approved as the limit of remuneration for directors and auditors: in actuality, KRW 7,947 million was paid in total compensation, and the average compensation per person amounted to KRW 1,135 million. The actual compensation made was calculated based on four registered directors, two non-executive directors, and one auditor who were paid between January and December of 2021, and includes the compensation paid to the retiring non-executive director until his term expired in 2021 as well as the compensation paid to the incoming non-executive director since his term began during this period.

### Audit System

Seegene operates the standing auditor system to perform audits on the Company's audit operations 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 also may be briefed by the Company on its operations when necessary, and access business information through appropriate means. The Audit Team serves as an audit support organization, and our standing auditor completed training supervised by the KOSDAQ Listed Companies Association in 2021 to improve the expertise of his audit work.

### Committees under the Board

Our Articles of Incorporation were amended at the Annual General Meeting of Shareholders held in 2022 to lay the ground to establish committees under the Board. Work is currently underway to review the creation of such committees for efficient and transparent business operations.



## Ethical Management Policy and Operation

### Code of Conduct

Seegene stipulated the Code of Conduct to set ethical standards as well as 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.

#### Seegene 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 as a way to present a set of standards for employees to make proper decisions in their day-to-day work.

### Ethical Management Monitoring

Seegene operates internal whistleblowing mechanisms including e-mail for anyone to report practices that actually and/or potentially constitute non-compliance with the Code of Conduct. The identity of the whistleblower and the report he/she submits 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 to investigate 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.

### Establishment of Fair Trade Practices

We conduct training on subcontracting and win-win cooperation regulations for concerned departments to establish fair subcontracting practices and promote the mutually-beneficial, balanced development of both Seegene and its suppliers. In 2021, we provided training on the scope of application of subcontracting and win-win cooperation regulations and the key provisions of subcontracting regulations to 55 employees from purchasing, logistics, and production departments that closely interact with suppliers.

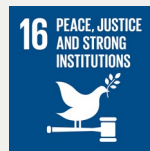


#### MANAGEMENT APPROACH

Seegene is committed to embedding business ethics into its corporate culture based on management transparency and sustained innovation with an aim to become a trusted company. We operate the internal control system to advance transparent management, and make sure that compliance and ethical management serves as the cornerstone of our organizational decision-making process.

#### UN SDGs

Implement ethical and compliance management by stipulating the Code of Conduct and bolstering the internal accounting control system



## Risk Management and Internal Control

### Risk Management System

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.

We are aware of wide-ranging management risks that could occur amid the rapidly shifting landscape and our organizational growth, and reviewed the establishment of a more organized risk management system to be up and running from H2 of 2022.

Organizational risks are constantly shared among relevant departments, and their solutions are explored in real time through diverse consultative bodies to turn the experience gained in identifying and resolving risks into knowledge assets and prevent the reoccurrence of such risks. We also plan to leverage company-wide meetings and consultative bodies when the need arises for inter-organizational collaboration to proactively eliminate risks. Our top management and working-level staff will promptly identify and address varying risks that may undermine our corporate value and cause economic losses.

### Internal Accounting Control System

We perform control assessments at all levels in reflection of the External Audit Act. In 2021, we completed the improvement of our internal accounting control system.

Such improvements were made at the company-wide, transactional, and IT control levels, and included the establishment and amendment of risk assessment/control technical documents, statement of work, and internal accounting control system regulations.

This allowed us to reinforce risk control assessments as well as the preliminary reviews made by the Accounting Team: more stringent accounting reviews were conducted on the appropriateness of increases in profit that exceeded the set limit, transactions entered into when the settlement date is imminent, and other major transactions, improving the transparency of our accounting policy and settlement operations.

The Internal Accounting Team was created to ensure the continued and efficient operation of the internal accounting control system. Activities undertaken concerning this system will be subject to annual audits performed by independent external auditors (accounting firm) and audit findings will be reported as stipulated in the External Audit Act.

### Reinforcement of Internal Controls and Compliance Oversight

In 2021, we revisited and improved our internal control and compliance oversight systems with the help of third-party advice. 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.

We appointed the Compliance Officer who meets the qualifications specified in the Commercial Act in June 2021, and created a dedicated compliance support organization. We guarantee their independence, and also strengthened the management of domestic/overseas sales channels through tighter compliance management and provided compliance training to raise awareness on the internal accounting management of employees and customers as well as internal control and compliance.

## Information Security

### Reinforcing the Information Security Management System

#### Information Security Organization

We appointed the head of the Management Information Department as the executive-level Chief Information Security Officer (CISO) as stipulated in the Act on Promotion of Information and Communications Network Utilization and Information Protection and its Enforcement Decree. Our CISO brings his 10+ years of experience of working in the information security and technology areas. The Information Strategy Team under the Management Information Department serves as the lead information security organization, and focuses on the four areas of information security planning, monitoring, vulnerability assessments/measures and personal data protection. In 2021, the Information Protection Task Force was launched to bolster our execution capabilities. The TF, composed of two working-level departments under the management and R&D units and the Global Medical Business Department, is led by the head of the Management Information Department and supported by the Information Strategy Team for its operation. TF members constantly share data and coordinate their different views, and hold weekly in-person meetings when necessary to analyze and organize the work of information security-related departments while developing and implementing management plans.

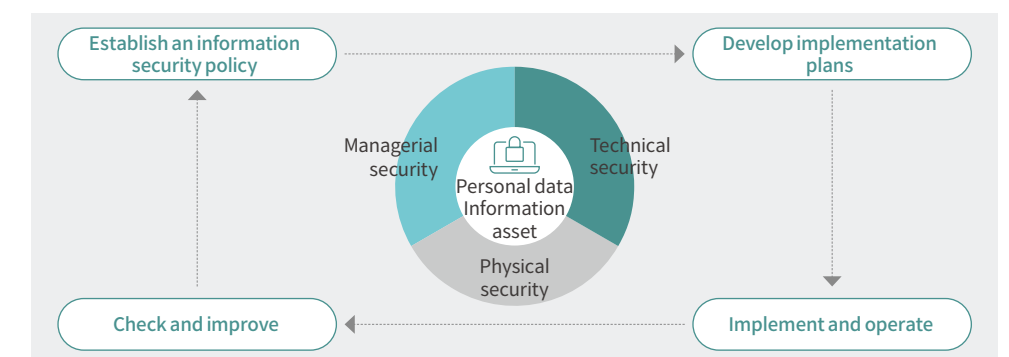
#### Mid/long-term Information Security Roadmap

We have realigned our information security management system to proactively respond to tightening regulations on and the increasing demand for information security. We also established a mid/long-term information security roadmap and will follow this roadmap in a phased-in manner. We plan to establish an information security system to improve on vulnerabilities in 2022, and achieve the ISO 27001 information security management system certification in 2023.

### Preventive Policies and Key Activities for Information Security

We stipulated our information security policies and guidelines in 2021 to extend the scope of our internal information security management system. The guidelines touch upon 16 topics including information security organization operation, information asset management, personnel security, outsider security management, IT operation security, and IT disaster recovery across the four areas of information/user/IT security/physical security, along with 18 detailed procedures governing computers entering/leaving our worksites. To prevent security incidents, we provide employees information security training on the impact of such incidents on our company and major actual incidents (confidential data leaks, personal data breach, ransomware), and conduct exercises against spam e-mails to embed information security into our day-to-day operations. We will publish information security letters to communicate security terms necessary for work and every life, information security websites to refer to, and useful common knowledge to elevate employees' security awareness while regularly assessing vulnerabilities and take action accordingly.

#### Information Security System

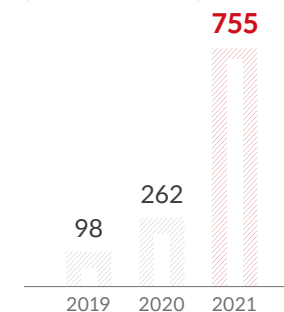




## Product Innovation

R&D investment expenditures (on a consolidated basis)

(unit: KRW 100 million)



Proportion of R&D investments in 2021 (against sales, on a consolidated basis)

5.51%

## Product Technology Development

### R&D Goal and Approach

Seegene engages in a wide spectrum of R&D activities to mainstream molecular diagnostics (MDx) by building a diagnostic reagent portfolio that caters to diverse infectious diseases and establishing an MDx reagent development system. We also plan to extend our diagnostic reagent portfolio to cover animals and plants. To this end, we continue to develop and advance an AI-powered MDx reagent development system which leverages high multiplex technology while expediting our diagnostic reagent development process to respond to emerging infectious diseases in their early onset phase. Our fully-automated AIOS (All-In-One-System) is another addition that boosts our diagnostic instrument line-up.

In 2021, our R&D expenditures amounted to KRW 75.5 billion (on a consolidated basis), and the proportion of R&D expenditures against sales was 5.51%, up by 3.2% from the previous year.

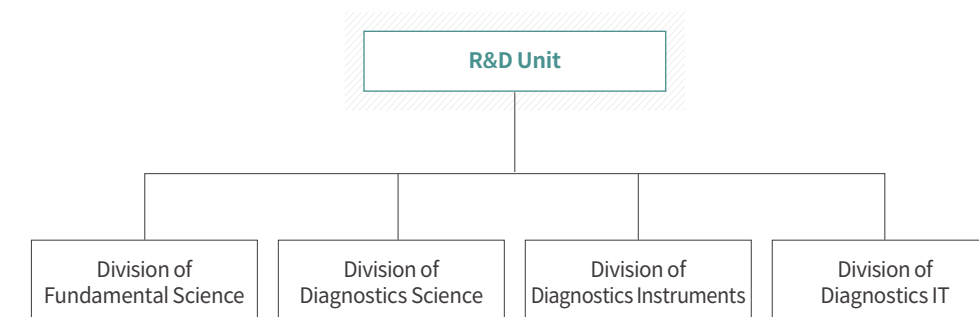
### R&D Organizational System

Our research centers are committed to creating a new paradigm in the molecular diagnostics industry on the strength of our exceptional technology, innovative testing platforms, and dedicated software. Successfully bringing to life multiplex MDx technology, IT convergence technology, automation instruments, and One-platform MDx solutions, they advance our core technology to bolster our business competitiveness and unveil new products.

Seegene's research centers are categorized into Division of Fundamental Science, Division of Diagnostics Science, Division of Diagnostics Instruments and Division of Diagnostics IT. To attain the goal of boosting our R&D competitiveness and emerge as a molecular diagnostics platform company, these centers provide standardized development tools to global bio experts so that they make use of Seegene's technology and infrastructure to facilitate their diagnostic reagent development. In so doing, our research centers engage in the development of platform-based products.

In 2021, we employed 536 researchers, who account for 50.1% of our total workforce. Specifically, 82 of them had doctorate degrees, 285 master's degrees, and 169 bachelor's degrees. The number of researchers increased by 277 persons from the previous year, and is on the constant rise.

### R&D Organizational Chart



### MANAGEMENT APPROACH

Seegene is committed to bring a better tomorrow for all through differentiated technology and relentless innovation. We have remained focused on the development of multiplex PCR technology as our core technology, and reached a critical milestone in developing original technology in the PCR and real-time PCR areas. With an aim to mainstream molecular diagnostics (MDx) and create a new paradigm in the MDx industry, we developed a One-platform MDx solution which enables simultaneous MDx testing in all areas on a single platform, and independently created product development automation software to further broaden the testing scope of diseases. Achieving the ISO 9001 (Quality management system) and ISO 13485 (Medical devices – Quality management systems) certifications, we have established a manufacturing system in accordance with such rigorous standards to ensure robust quality management. On the back of our globally recognized technology and quality, we will continue to render our products safer and easier to use for even more customers.

### UN SDGs

Contribute to preemptively responding to diseases by developing diagnostic reagents and instruments



## Bolstering R&D Partnerships

Seegene is establishing cooperative partnerships to develop MDx products and strengthen its automation instrument capabilities. Leveraging the Seegene Digitalized Development System (SGDDS), the AI-enabled drug development automation system that we created on the strength of our accumulated independent knowledge, we successfully developed rapid multiplex real-time PCR products with partners. Our technological prowess also forms the basis to team up with laboratory/testing equipment manufacturers and MDx companies to explore opportunities to expand our business territories into the development of MDx automation platforms and instruments. We engage in joint development through wide-ranging R&D partnerships spanning animal testing, plant research, agriculture and food safety in addition to clinical areas such as blood screening, genetic disorders, drug resistance, cancer and infections.

### Signing MOUs for R&D

Seegene signed MOUs with multiple research institutes and expanded its R&D infrastructure to develop diagnostic reagent and MDx technology. With the research teams of KAIST's Department of Biological Sciences and College of Engineering, we engaged in joint R&D on MDx technology to create next-generation MDx platforms to advance MDx technology while establishing R&D cooperation centers to pursue mid/long-term academia-industry research projects. We also opened the Seegene-Kyungpook National University Molecular Diagnostics Research Center, and conducted joint research projects to expand our diagnostic reagent portfolio by developing diagnostic products targeting infectious diseases and non-human areas. We will broaden our research infrastructure to develop diagnostic reagents and expand the application of MDx.

#### Inaugurating ceremony of the Seegene-Kyungpook University Molecular Diagnostics Research Center



#### Signing an MOU on joint research on molecular diagnostics between Seegene and KAIST



## New Product Development

Since 2017, we have completed the development of 32 diagnostic products in total, spanning gastrointestinal infections, respiratory viral testing, and STD testing. As of 2021, R&D work is underway on seven products. Following the completion of development, our testing products were certified under the European CE marking system and by the Korean Ministry of Food and Drug Safety (MFDS) in recognition of their safety performance proven in accordance with these product quality standards.

### Seegene's Key R&D Projects

#### Development of MDx automation solutions



Seegene independently developed MDx automation systems which include DNA extraction, automated PCR set-up, automated electrophoresis, POCT, real-time PCR, de-cappers, and instrument reagents, reducing manual work and the possibility of contamination. Distinguished from conventional MDx instruments, our All-In-One test automation system enables the entire cycle of nucleic acid extraction, PCT testing and result analysis in an integrated manner. Building on this single platform system, we are working on syndromic-based MDx test automation solutions to perform rapid tests on large-volume specimens.

#### Development of COVID-19 diagnostics and variant screening products



We developed multiplex real-time PCR diagnostic products to simultaneously test SARS-CoV-2 which causes COVID-19 infections, influenza viruses that cause seasonal flu, and RSV which causes severe respiratory syndrome. These products achieved medical device certifications under the European CE marking system and by the Korean Ministry of Food and Drug Safety (MFDS). We also continue to develop products designed to respond to neutral reaction genes of COVID-19 vaccines and promptly test and diagnose the outbreak of new viral variants to ultimately contribute to the prevention, diagnosis, treatment, and curtailment of infectious diseases.

#### Development of GBS (Group B Streptococcus) typing for neonatal sepsis and cerebromeningitis



In collaboration with Chunbuk National University Hospital, we developed a testing product capable of monitoring the dynamics of serum distribution observed when infected with Streptococcus agalactiae which causes neonatal sepsis and cerebromeningitis. This product features increased sensitivity compared to existing molecular-biological detection methods, and employs multiplex PCR technology to improve its testing efficiency. As its detection areas extend to include major resistant genes in the future, we will identify new diagnostic items accordingly.

### Securing intellectual property rights

Patents often provide reliable reference data to measure a company's R&D capabilities. The patents that Seegene either owns or is working on concern its independently-developed multiplex MDx technology, AI-assisted development automation, and MDx test automation, which play a pivotal role in the Company's business conduct. We are fully committed to securing intellectual property rights (IPR) by employing and supporting R&D workforce for technology development and operating a dedicated patent organization to reinforce the management of our core technology patents. As of the end of 2021, the number of IPR registrations made in Korea and abroad was 192 on a cumulative basis.



## Product Responsibility



Rate of nonconformity occurring while inspecting finished products (as of 2021)

0%

## Reinforcing Product Quality and Safety

### Product Performance Verification

Our major products are manufactured in the following process: 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 stored 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 requested by the sales department, 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 semi-finished products 2 could stay effective for three years as their label specifies, filtering is performed to detect any unexpected performance deterioration that may occur during storage and ensure these semi-finished products are not delivered along with 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 PC, IC and Market categories that are relatively more likely to show performance variations.

Verifications are performed through comparative experimentation. Some of the semi-finished products 2 kept in cold storage are released and categorized into two groups: one is treated for 48 hours at 37°C and the other is tested untreated. These two groups are analyzed for their similarity in performance levels and their compliance with the standards specified in the quality control manual. When non-compliant products are identified, all other semi-finished products 2 which belong to the same LOT (units produced using the same materials and processes) are disqualified and discarded entirely, and all packaged finished products are disposed of. Such robust semi-finished product management demonstrates our commitment to establishing the reliability of our products.

### Product Performance Monitoring

An enzyme is one of the critical components that go into our products, and it is imperative that we verify and maintain its performance as we source enzymes from suppliers. This is even more so for finished products, as the LOT of their components may vary. As such, 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 its persistent 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. This in turn creates 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 come 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, this is referred to our research center so that necessary improvements could be made. This series of activities ensures that we maintain consistency in the performance of the enzymes that we consume and the finished products that we manufacture.

### 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 by complying 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 licensed products. We thoroughly manage such assessments throughout their planning/monitoring/reporting phases for our products to be used safely by consumers.

## Responsible Marketing

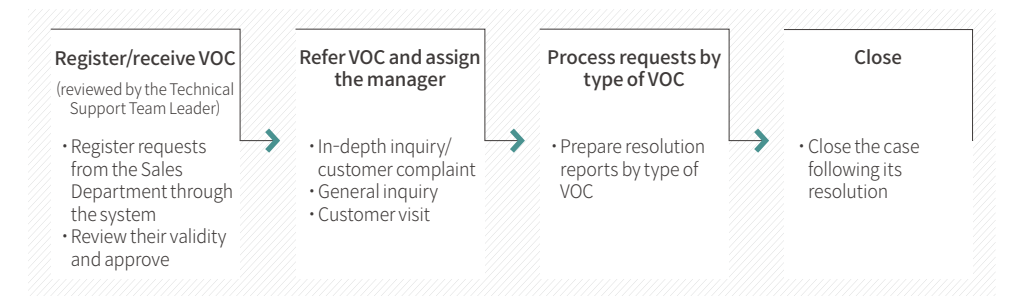
To ensure responsible marketing, we collaborate with our Legal Affairs Office in undertaking marketing activities for the purpose of promoting the Company and our products, including marketing seminars, webinars and academic society activities. The marketing materials disclosed externally are reviewed by the Legal Affairs Office, and are examined by our Marketing Team to identify any regulatory violation or false information in accordance with the guidelines provided by the Legal Affairs Office before their release. Such efforts resulted in zero cases of regulatory violation in relation to misleading marketing claims in 2021. We also abide by legal compliance regulations. We honor anti-trust guidelines including those stipulated by the Korea Medical Devices Industry Association, and also follow the guidelines proposed by overseas academic societies who are our main marketing target in implementing promotional activities.

## Customer Satisfaction

### VOC Management System

In addition to receiving customer feedback through the bulletin board on our website, we also operate the Voice of Customer (VOC) management system to classify and process customer inquiries by type (simple, general, in-depth, complaint). When a customer inquiry is submitted, the manager fills out the customer inquiry request form and refers this to the team responsible for customer feedback, and customer complaints collected and handled are managed by employing statistical techniques. In 2021, a total of 4,602 customer inquiries were submitted, of which all of them were completely addressed. We identify VOC that requires continued management on the part of relevant departments and monitor them to prevent the reoccurrence of such VOC.

### VOC Management Process



### Customer Satisfaction Survey

We conduct customer satisfaction surveys to collect their opinions and complaints concerning our products and services and make necessary improvements. Each year, such surveys are performed on domestic and overseas customers on a semi-annual basis to gather their feedback on our product quality and performance, the use of automation instruments, corrective measures taken to resolve issues, shipping periods and conditions, and our technical support among others. In 2020, we surveyed a total of 84 customers at domestic and overseas sales agents, and extended the scope of such surveys to 114 customers in 2021. The analysis of survey results revealed a high level of satisfaction: all respondents reported that their order's exact quantity matched the invoice, and none of them received any wrong shipment or experienced temperature deviations occurring during shipping. We vow to ensure shipping accuracy so that customers receive exactly what they want while analyzing the requests identified through customer satisfaction surveys to heed the voice of customers better and improve customer satisfaction as a result.



## Talent Development

### Talent Development Goal

We pursue a positive self-reinforcing cycle whereby our growth as a company promotes the growth of employees, which in turn facilitates our sustained business growth. We will elevate our organizational capability through talent recruitment and nurturing and create new growth opportunities in so doing while establishing fair HR systems and a culture of great workplace to provide our employees with a flourishing and pleasant work environment.

#### Organizational Capability

| Talent recruitment   | Talent nurturing  | HR system/GHR  | Corporate culture   |
|--|---|--|---|
| <ul style="list-style-type: none"> <li>Build our recruiting brand 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>Prepare a training system in alignment with the employees' life cycle                             <ul style="list-style-type: none"> <li>Training by position/level</li> <li>Reinforced leader training</li> </ul> </li> <li>Establish a sales workforce development system</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 working and corporate culture</li> <li>Conduct surveys and improvement activities for employees' work engagement</li> <li>Diversify employee communication channels</li> </ul> |

### Training system

We operate systemic training programs for all employees to nurture talent and improve their competency. Our lifecycle-aligned training system is segmented by position – team members, managers, team leaders and executives – and training programs are provided in line with the competency requirements of different job functions including management support, manufacturing/purchasing, sales, and bio/IT.

| Value  | Leadership   | Professional  | Global   | Compliance / Self-directed Learning  |
|--|--|---|--|--|
| <p><b>Embed Seegene's value and culture into our employees</b></p> <p><b>Introductory training</b><br/>Support the seamless onboarding of new hires including those with/without previous work experience and in leader positions</p> <p><b>New position course</b><br/>Help team leaders, directors, and executives recognize change in their leadership role and improve competency</p> <p><b>Promotion course</b><br/>Help junior managers/assistance managers/managers/senior managers/department heads recognize changing expectations in their new role and improve competency</p> | <p><b>Nurture leaders who lead Seegene's transformation and innovation</b></p> <p><b>Level-specific leadership course</b><br/>Help juniors/middle managers/seniors who do not assume leadership positions develop their leadership skills in advance</p> <p><b>Leadership course for leaders</b><br/>Help leaders improve the competencies required to fulfill their leader role to generate organizational performance and nurture their members</p> <p><b>Organizational revitalization course</b><br/>Improve team dynamics to strengthen the team organization</p> | <p><b>Nurture job specialists equipped with expertise and executive ability</b></p> <p><b>Function-specific course</b><br/>Improve job expertise in the areas of R&amp;D (bio/IT), manufacturing/purchasing, sales, and management support</p> <p><b>Common competency training</b><br/>Improve the competencies commonly required for all functions such as planning/reporting skills</p> <p><b>Degree support program</b><br/>Nurture future talent by 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><br/>Improve global communication skills and nurture expatriate candidates</p> | <p><b>Nurture an ethical/self-directed culture and talent</b></p> <p><b>Legally mandatory training</b><br/>Mandatory training on the Company's ethical guidelines and legally mandated training</p> <p><b>Seegene Learning Cloud</b><br/>Support self-directed learning across all areas including management &amp; leadership, job competency, and foreign language</p> |



### MANAGEMENT APPROACH

As we firmly believe that our greatest asset is our people, not only do we work to recruit exceptional talent but we also provide a wide array of trainings to facilitate the sustained growth of both Seegene and its employees. On the back of our wholesome corporate culture, we will take the initiative in improving the quality of life for employees and raise our awareness to respect human rights. We made our human rights declaration to embed human rights management into our day-to-day operations as we are keenly aware that advancing human rights management is made possible when the philosophy to respect human dignity is weaved into our entire corporate system and culture and the human rights of employees is respected. As such, we protect our employees in accordance with the laws and regulations of countries where our global operations are located.

#### UN SDGs

Support growth by creating a great workplace and providing training



#### UN SDGs

Elevate awareness to respect human rights through the declaration of human rights management



## Talent Nurturing Programs

### Reinforcing Employees' Competency and Expertise

#### Bolstering Job Competency

To develop our capabilities as a top-tier molecular diagnostics (MDx) company, we conduct training to elevate employees' expertise across quality, R&D and sales.

We maintain a highly rigorous and systemic quality management system to deliver products of the highest quality under any circumstances, and support our employees with training on latest regulatory trends in Korea and abroad concerning the quality of medical devices (ISO 13485) to improve their expert knowledge and work competency. For R&D workforce, we offer them training on MDx testing procedures among others to build basic competencies while developing training content that caters to the needs of respective research centers, such as development verification standards, reagent development knowledge, and case studies to help strengthen work competencies. We also provide sales employees and relevant departments with training on new/upgraded products and academic trend programs that address strategy/product-related papers.

To help all 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 MDx training. While such training was provided in a virtual multi-campus format until 2021 amid the COVID-19 pandemic, we will shift to in-person practice training in the years ahead. Furthermore, our degree support program is made available for selected employees to help bolster their work expertise: this master's and doctoral degree support program assists employees wishing to advance their learning in their major areas, and beneficiaries are selected by the Degree Support Deliberation Committee.

In 2020, we introduced over-the-phone English learning courses and foreign language courses for leaders to preemptively respond to our broadening global presence. These courses were made available for all employees from 2021 onwards.

#### Leadership Training

Seegene believes leaders are the agent of change within the organization and provides level-based leadership training for all employees to develop their leadership competency. To assist executives in effectively assuming their role and promoting leadership change management, we opened a one-on-one coaching program in 2021, and implemented a quarterly leader interview skill-up course to bolster team leaders' coaching and feedback skills. Under theme of 'Leaders' Self-Recognition', we publish leadership letters that convey narratives tailor-made to our business operations to encourage leaders to successfully navigate the changing leadership landscape.

For potential leaders, we offer them customized, systemic leadership training to understand, learn and nurture their leadership competency. We also provide junior-level employees with followership courses and employees in manager and above positions with the introductory leadership course titled 'Influence Exertion'.

#### Establishing an In-house Learning Platform

In May 2021, we opened Seegene Learning Cloud as an in-house learning platform to provide employees with an opportunity to pursue learning at any given time and space. Our employees can choose from more than 2,500 courses in the three categories of management & leadership, job competency, and foreign language, and the Company fully pays all expenses. Presently, nearly 300 employees on average use this learning platform for their capacity building on a monthly basis.

### Recruiting Exceptional Talent

#### Talent Recruitment

Recruiting exceptional talent is an essential prerequisite in establishing competitiveness in the bio industry. To this end, we hire experienced workers with relevant expertise on an on-going basis, along with annual open recruitment. Our decision to raise our starting salary by 13.4% year-on-year aims to attract young and competent talent and improve our competitiveness in the bio industry, and this in fact boosted our competitiveness as an employer. More than 70% of our new hires are 34 years old and/or younger to contribute to creating jobs for youth. To ensure the diversity of our employees, we also give precedence to socially vulnerable groups, including those with disabilities and low-income individuals, in the recruitment process. We will engage in recruitment branding activities to advance our platform business and pursue an innovative, unconventional approach in hiring R&D talent as well as professional talent for business execution by empowering leaders to build their own teams and recruiting on a team level for new businesses.

#### Performance Assessment and Compensation

We undertook a HR system restructuring project to pursue the shared, continued growth of both the Company and employees, and launched a new growth-driven HR framework in 2021. We also implement a development-focused performance management system to nurture employees through coaching and feedback. All employees – leaders and their team members – engage in year-round communications and quarterly performance assessment reviews based on their quarterly/yearly goals. This allows them to check on the progress made towards their set goal to raise a sense of ownership and belonging while supporting their growth. We provide incentives in proportion to the attainment of quarterly/half-yearly/yearly goals in alignment with the Company's business performance. We offered employees extraordinary rewards for their contribution to the growth of Seegene in 2021, and granted them treasury shares in 2021 as a symbolic gesture to align the Company's performance with their growth. We endeavor to create an environment to fully engage employees in work and generate outcomes.

#### Organizational Culture

Seegene aims to create a work environment to encourage employees to understand each other. Seegene creates a work environment to encourage employees to understand each other through communication and to willingly offer help when necessary. To promote understanding on diversity and positive dynamics within the organization and team-level unity, we operate a company-wide teambuilding course by leveraging the Birkman method as a personality test tool. In 2021, the course was conducted 16 times, and this helps us identify the different tendencies and communication methods of individual employees and promote mutual their understanding.

#### Welfare Benefits

We operate a wide array of welfare benefits programs to ensure work-life balance for our employees, including reduced work hours, maternity leave, parental leave, and support for childbirth/kindergarten expenses. Staggered hours also help employees better meet their childcare needs, and we encourage them to use Care Day/Healing Day programs to refresh themselves. Long-serving employees are entitled to rewards given for their long-term service and a 1-month paid sabbatical leave. For the health and safety of our employees, we support their health check-ups, flu vaccinations, group accident insurance, and compensation benefits for serious medical conditions (including for parents and children). We offer lifecycle-based financial assistance, including housing loans for residential stability, emergency livelihood loans for marriage or medical treatment, and monetary assistance for various family events.

# Human Rights Management

## Establishing a Human Rights Management Policy

As a leading global total healthcare company in the molecular diagnostics technology industry, we respect the human rights of all stakeholders as well as our employees across the entire business operations, and remain committed to advancing human rights management. As such, 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).

### Human Rights Management Declaration

We respect the human rights of all stakeholders who interact with us in business conduct, including suppliers, customers, and local communities as well as our own employees. We recommend that our major suppliers also join in our efforts to fulfill obligations to protect human rights. Seegene's human rights management declaration covers diversity & inclusion, health & safety, the prohibition of compulsory and child labor, supplier ethics, customer ethics, local community ethics, and grievance handling.

### Human Rights Risk Management

As a leader in the molecular diagnostics industry, we fulfill our responsibility for human rights management, and engage in a variety of activities to create a wholesome corporate culture, including but not limited to conducting training for human rights risk management, operating channels for organizational culture development, and requesting the signing of the pledge to respect human rights.

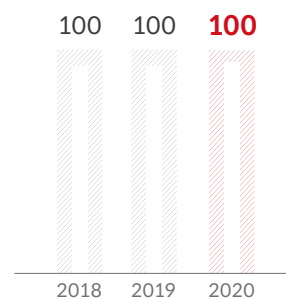
We provide human rights training every year to help employees learn and raise awareness on human rights to establish a culture of respect for human rights to prevent any human rights violation and discriminatory practices. Such training spans the prevention of sexual/workplace harassment and the improvement of perceptions on disability to build a sound organizational culture and ensure our work environment is devoid of any biases or discrimination. The prevention of workplace/sexual harassment is also specified in our Code of Conduct trainings and its casebook. In 2021, all our employees completed human rights training.

Our organizational-level communication platform ensures timely response to organization-specific issues and the improvement of our corporate culture. This platform, which consists of leaders and junior-level employees at respective units and divisions and the Corporate Culture Team, convenes quarterly to review and implement a wide array of activities to share the goals and approaches of division-level organizations, pursue improvements within the organization, encourage inter-departmental collaboration, and create a corporate culture of mutual respect and consideration.

Since 2021, the scope of our activities has moved beyond legal requirements to further raise our awareness to respect human rights. For instance, we demand that our employees sign the pledge to respect each other.

Proportion of employees who completed human rights training

(unit: %)



## Diversity

Seegene respects the uniqueness of individuals, and does not discriminate against employees in recruitment, assessment, and compensation on the grounds of gender, religion, disability, age, social status, place of origin, nationality, ethnicity, physical condition, marital status, pregnancy or childbirth, family arrangement or condition, 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 2021, female employees accounted for 42.1% of our total workforce, and the proportion of female employees in senior manager positions and in executive positions was 16.1% and 13.6% respectively. We vow to provide support for our female talent to unleash their full potential.

## Human Rights Management Monitoring

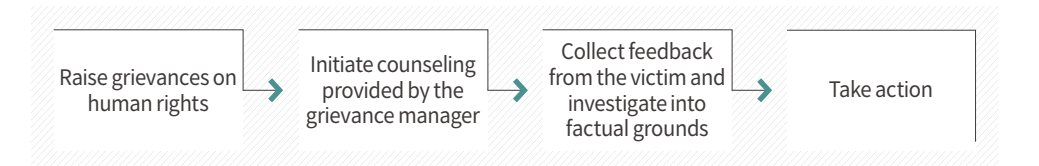
### Grievance Channel and Handling Process

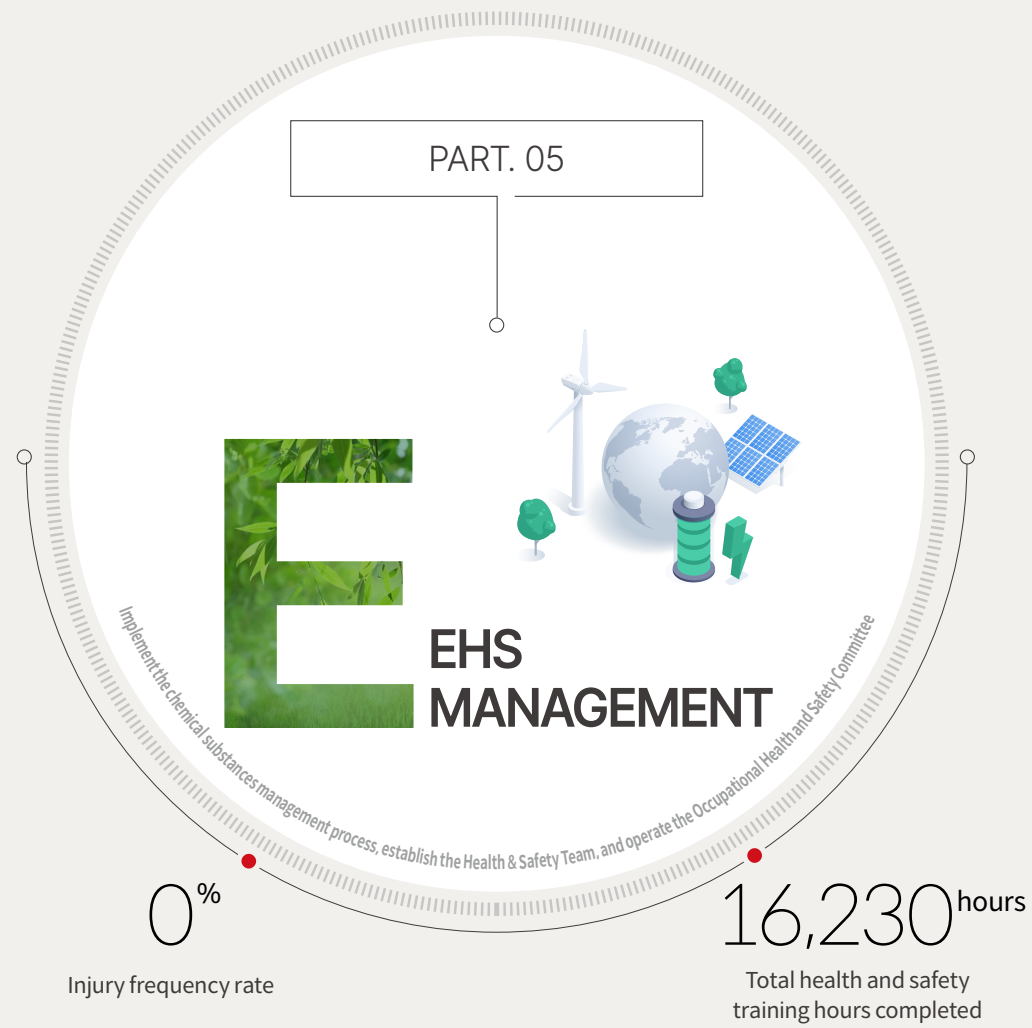
We do not tolerate any inappropriate language or behavior within the organization and in interacting with our suppliers. Any remarks or practices that raise issues can be reported through various channels including the Grievance Counseling Center, the in-house whistleblowing bulletin board, e-mail and the Audit Team.

At the Grievance Counseling Center, our grievance managers provide counseling to address the issues submitted. The severity of the issue at hand is identified and feedback is collected from the victim, along with investigations into the factual grounds. This is followed by the stringent action taken by the Deliberation Committee and the Personnel Committee. We also assign female managers to help female whistleblowers alleviate their psychological burden and make our grievance mechanism more accessible. In 2021, seven reports were submitted in relation to human rights (workplace/sexual harassment): they were referred to the Personnel Committee, and were addressed through one severe and three light disciplinary actions taken.

In handling reports submitted in relation to human rights infringement, the identity of the whistleblower was kept confidential and prompt action was taken in accordance with applicable regulations and processes with the Personnel Committee playing a leading role. The disciplinary action determined at the Committee was communicated to the concerned employees in writing or e-mail.

### Human Rights Grievance Handling Process





## Environmental Management System and Impact Mitigation

### Environmental Management System

We are keenly aware of the need for environmental issue management in line with our expanding business presence and the mounting importance of environmental risk management. To institutionalize company-wide discussions over major environmental issues, relevant agenda items are proposed to the Management Deliberation Committee for its deliberations and decisions. Environment-related activities are also managed under the leadership of the Health & Safety Team.

To elevate awareness on chemical substance management and environmental accidents, we provided training with a focus on our research department. Such training that targets research personnel covers the topics of reagent safety, ventilation safety, and actual environmental accidents that involved researchers. In Q4 of 2021, training was attended by a total of 497 employees in R&D and manufacturing positions and in administrative support positions.



Environmental training in 2021

2,245 hours

### 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 procurement regulations while including provisions on minimum environmental footprint and LCAs 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. As the first step taken to implement environmental management, we stipulate internal environmental regulations, and then build upon them to minimize environmental impact and fulfill our environmental responsibility as a company.

### Energy/GHG Management

To join in the global efforts to respond to climate change, we have independently measured our GHG emissions since 2021. Given the inherent characteristics of our business, the GHG emissions generated from our operations are not significant compared to other industries, and entirely consist of Scope 2 emissions which stem from the electricity consumed by buildings.

In 2021, our GHG emissions amounted to nearly 4,476tonCO<sub>2</sub>eq based on our internal measurement criteria, up by 2,862tonCO<sub>2</sub>eq from the previous year. This is attributable to the growth of our workforce, which naturally led to increases in leased building spaces and power consumption. Going forward, we will measure our GHG emissions by reflecting the status of our operations more precisely and analyze and manage factors behind any change in GHG emissions.



#### MANAGEMENT APPROACH

Seegene puts the environment and safety before all else in conducting business. We take an integrated approach to our environmental, safety and health management, and strive to minimize our environmental footprint by efficiently using resources and establishing a chemicals management system. To respond to the global climate crisis, we have initiated our efforts to measure and manage energy use and GHG emissions from our business operations while mitigating our environmental impact by purchasing eco-friendly packaging materials and opting for recycled containers. Occupational health and safety regulations become increasingly stringent as demonstrated by the Serious Accidents Punishment Act and the amended Industrial Accident Insurance Compensation Act. This prompts businesses to develop advanced safety/health/environmental management and implement occupational injury prevention to bolster their health and safety management accountability. We created the Health & Safety Team in 2021 to provide a safer and more pleasant work environment, and are engaging in varying activities to assess and prevent safety accidents by establishing responsible health and safety management plans.

UN SDGs

Mitigate environmental impact through chemicals management



UN SDGs

Ensure the health of employees through strengthened workplace safety management

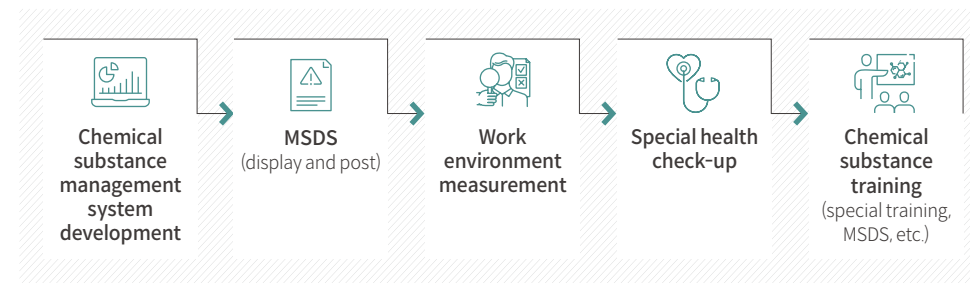


## Chemical Substance Management

Seegene abides by laws and regulations concerning 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 plan to complete our chemical substance inventory in collaboration with relevant departments and realign our chemical substance management system. This will enable us to fully comply with chemical substance management regulations throughout the entire process including MSDS preparation, work environment measurement and training to minimize environmental impact generated by chemical substances and prevent safety accidents.

### Chemical Substance Management System



## Environmental Impact Mitigation Activity

As our sales have risen dramatically since 2020, we chose multi-use containers over disposal Styrofoam box packaging for product shipment, even for large-scale emergency deliveries made in Europe and Latin America. This allowed us to reduce Styrofoam waste and shift to lighter containers to mitigate carbon emissions generated from transportation. In addition, we have replaced a portion of the packaging materials with eco-certified ones since 2021, and their total purchase amounted to KRW 16.4 million in 2021. To encourage our employees to become eco-conscious and voluntarily join in the effort to reduce domestic waste, we display promotional posters in the workplace, provide personal tumblers and engage in other diverse activities in this regard.

## Water and Waste 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, all our employees are committed to minimize our water consumption, which is made possible through water conservation campaigns launched to help adopt an eco-friendly mindset. Our business operations generate medical waste and our office spaces generate domestic waste. Medical waste management is contracted out and such waste is managed according to the set procedure. Our operations do not emit any air pollutants nor ozone-depleting materials.

## Employee Health and Safety

### Health and Safety System and Activity

Driven by the firm commitment of our CEO to health and safety, we consider the safety of all stakeholders, including our own employees, as the top priority in our business operations and have developed and declared our health and safety management policy which aims to create a safe workplace. To establish a health and safety management system for employees, suppliers and other stakeholders, we not only respond to health and safety regulations and external requirements but also created our own health and safety management regulations and occupational health and safety regulations and systems. We plan to achieve health and safety management system certifications to develop and operate a well-organized health and safety management system.

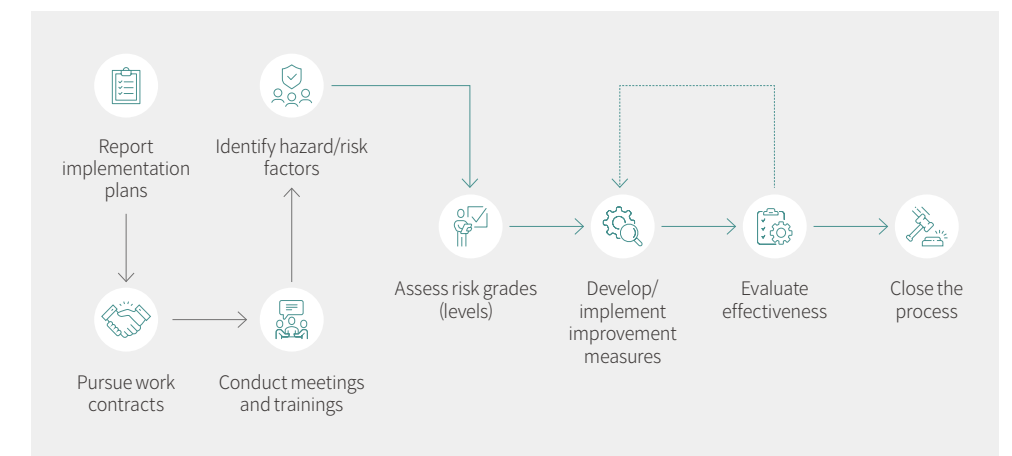
### Health and Safety Risk Assessment Process

We conduct risk assessments on the entire work tasks performed to promote the health of our employees and prevent injuries. We identify risks that may occur between different tasks, including potential risks, and develop health and safety measures to ensure our employees work in a safe environment.

This process begins with the preparation phase to evaluate the target and scope of risk assessments, and moves on to identify hazard/risk factors for each work unit, assess the possibility and severity of risks resulting in work-related illnesses, and calculate the size of risks to determine risk levels. We then develop and implement risk mitigation measures to reduce risks to the lowest possible level, verify whether risk assessment results apply to our field operations through continued improvements and reviews, and identify the occurrence of new risk factors under changed circumstances.

The risk assessments performed on 14 worksites in 2021 were attended by professional organizations, employees and health and safety managers from suppliers among others. We will continue to make risk assessments to effectively prevent accidents and create an advanced safety culture.

### Risk Assessment Process



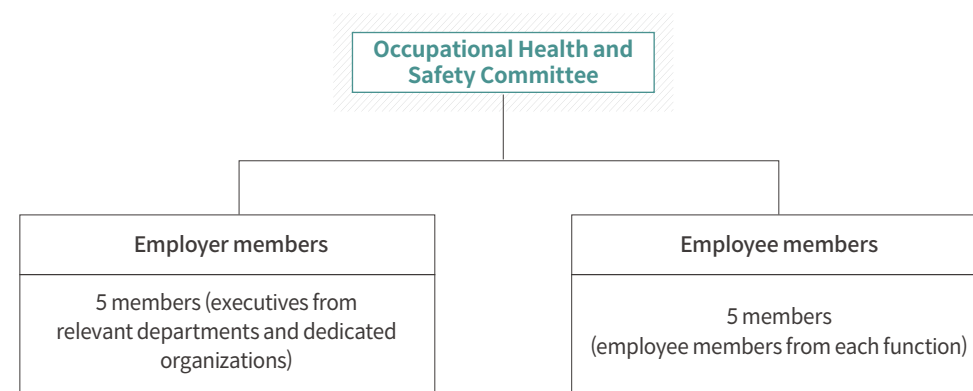
### Health and Safety Inspection and Activity

In 2021, we engaged in various health and safety activities, including the prevention of infectious diseases through the preemptive response to confirmed COVID-19 cases, the safety checks conducted on our Hanam Center operations, on-site checks and improvements made prior to moving into a new office building, and risk assessments. We also 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 2021, our safety managers and Korea Technical Safety performed such health and safety inspections: a total of 13 improvement issues were identified, and on-site issues failing to meet the set standards for each inspection item were immediately improved. Over the past five years, no single safety incident has occurred at Seegene and its suppliers.

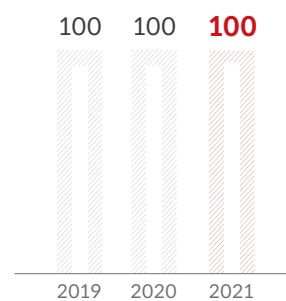
## Occupational Health and Safety Management

We created a dedicated health and safety organization in July 2021, and operate the Occupational Health and Safety Committee. The Committee convenes each quarter to collect and reflect feedback from employees on the amendments made to our major health and safety rules and our basic health and safety management system. 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.

### Occupational Health and Safety Committee



Percentage of employees who completed safety training (unit: %)



## Safety Culture Activity

### Safety Training for Employees

In addition to legally mandatory training, we 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. In 2021, total training hours amounted to 16,230 hours, and all our employees completed safety training. Furthermore, the scope of such training was extended to include researchers in addition to the two training groups of employees in administrative support positions and employees in R&D and manufacturing positions to further segment and reinforce our safety training in 2021.

## Employee Health Management

### 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. In 2021, a total of 222 employees and their family members received treatment, and we will continue to improve the quality of life for employees and pursue the shared growth of the Company and its employees. As mental healthcare gains greater importance amid the widespread pandemic blues, we launched Seegene on Heart as an Employee Assistance Program (EAP) with external professional organizations to better support our employees with mental healthcare.

### Anti-infection Activity

We established internal guidelines to provide a safe work environment for employees since the early onset of COVID-19 and prevent this global pandemic which broke out in January 2020, and have since followed these guidelines for systemic management and support. We also developed and operated the COVID-19 response protocol guidelines.

These guidelines specify the division of work: the Safety & Health Team is responsible for quarantine management, the Talent Management Team for attendance management, the IT Infrastructure Team for work-at-home support, and the Laboratory Medicine Team for in-house testing. Our quarantine guidelines are fine-tuned to apply to the segmented groups of confirmed cases, close contacts, suspected contacts, and suspected symptoms. Employees who test positive receive medical and daily supplies and remote counseling services from our in-house clinic.

We stipulated and are systematically operating the work-at-home process. The People & Culture Department developed remote work guidelines while communicating these guidelines and exemplary work schedules and providing delivery support services.

Our employees received nearly 800 tests between April and November 2021, and nine of them tested positive. Throughout this all, we preemptively identified and tested close contact and maintained communication with disease control authorities and our Reagent Manufacturing Department to minimize any losses in reagent production. We continue with communications on booster shots to ensure the continuity of our research operations.

## Health and Safety Management for Suppliers

Pursuant to the Occupational Health and Safety Act and the Serious Accidents Punishment Act, we stipulate health and safety provisions for our suppliers engaging in subcontracting, service offering, outsourcing, and construction work to prevent their employees from occupational injuries and promote their health and safety.

Our supplier safety management guidelines cover health and safety-related provisions and procedures that should be verified in selecting and contracting with suppliers, anti-hazard/risk measures for suppliers including health and safety training, and provisions on the handling of occupational incidents 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.



## Responsible Supply Chain

### 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. The Code applies to all our suppliers and their subsidiaries, suppliers, and manufacturers' agents.

Our suppliers are required to understand and abide by the Code fully, and we may assess our suppliers for their compliance with the Code through reasonable means. In 2022, we plan to set criteria to assess suppliers for their ESG operations, and review ways to support improvement for suppliers identified for their ESG risk.

### Supplier Support Program

Annual regular assessment results inform our decision to select top-performing suppliers and we provide them with rewards and preferential conditions in supplier development and procurement. These top performers are selected through the differentiated management approach and process tailored to their unique situations.

In 2021, nearly KRW 1 billion worth of advance payments were made to four outsourcing manufacturers, which accounts for 35% of the total transaction amount. 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.



#### MANAGEMENT APPROACH

Seegene pursues wholesome partnerships with wide-ranging stakeholders. We build market-leading supply chains to drive our growth and transformation as a company while delivering satisfaction to internal/external customers. We will fulfill social responsibility and abide by our ethical management policy in conducting business and working with stakeholders to build world's top-tier purchasing competitiveness. To bolster our ESG capabilities along the supply chain, we integrated supplier evaluation/support and fair trade compliance programs within our purchasing regulations. In addition to donating local communities, we also donated diagnostic kits and instruments along with disinfection-related donations to contribute to humanity's health, nurture bio talent, and pursue co-existence and co-prosperity with local communities.

UN SDGs

Lay the basis for shared growth through support for suppliers

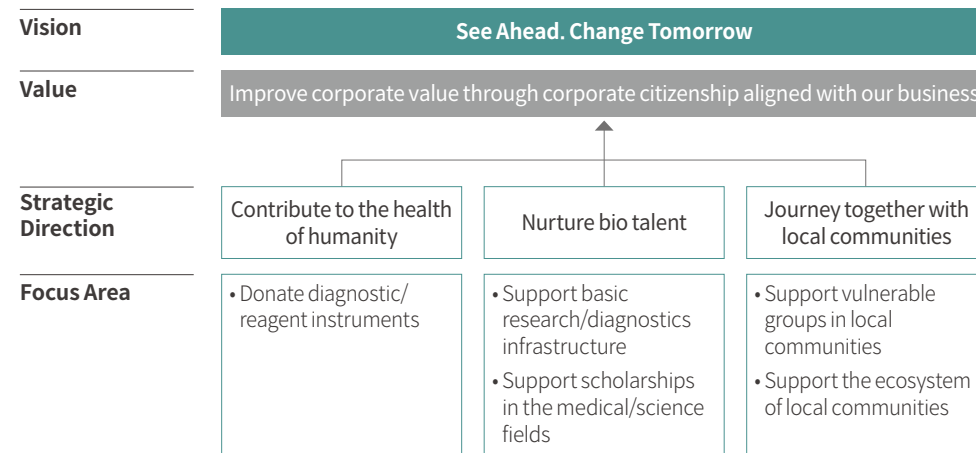




# Community Engagement

## Our 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 local communities to implement corporate citizenship activities.



## Contributing to the Health of Humanity

Seegene is committed to the pursuit of a healthy and flourishing life for all while fulfilling its corporate social responsibility. With the belief that the prompt delivery of diagnostic products during the COVID-19 pandemic is one of the ways to do our part for the good of society, we donated protective suits and freezers to store disinfection supplies as well as COVID-19 diagnostic reagents and kits in Korea and abroad.

In Korea, we provided KAIST with COVID-19 diagnostic reagents and testing consumables for 40,000 people in October 2021 to enable the university to establish a 24/7 testing facility to test up to 7,500 people a day within its premises and verify results within just three hours. This 'always-on' diagnostic facility made it easier to take COVID-19 tests and expedited the generation of test results within the campus, supporting KAIST to prevent any potential spread of the pandemic early on and facilitate a safe return to normalcy.

Between April and May of 2020, we donated diagnostic kits to serve 10,000 people and 300 protective suits to the Myanmar Ministry of Health and Sports in collaboration with Shinhan Financial Group by making an equal amount of contributions each while donating diagnostic kits for 5,000 people to the Korean American Medical Association of New York in the US and the National Disaster Prevention Authority of Indonesia respectively. We also provided the government of Mexico City, through Seegene Mexico, with 50,000 diagnostic kits, 10,000 filter masks, and 50 freezers to store disinfection supplies.

In November 2020, we donated 20,000 diagnostic kits to the Ecuadorian government. In June 2021, when the global community was accelerating its back-to-normal efforts through vaccination, we continued to deliver molecular diagnostic instruments and 2 million diagnostic reagents and kits to the Brazilian Ministry of Health and Welfare.

## Nurturing Bio Talent

We signed MOUs with research institutes to develop diagnostic reagent and molecular diagnostics technology and expanded our R&D infrastructure. In partnership with research teams from the Department of Biological Sciences and the College of Engineering of KAIST, we engage in joint R&D on MDx technology to develop next-generation MDx platforms, contributing to the advancement of MDx technology while creating research cooperation centers and exploring industry-academia cooperation opportunities over the mid-to-long term.

In collaboration with Kyungpook National university, we established the Seegene-Kyungpook National University Molecular Diagnostics Research Center to conduct joint research projects to expand our diagnostic reagent portfolio by developing diagnostic products for infectious diseases and the non-human fields of plant/animal diseases. Looking ahead, we will broaden our research infrastructure to develop diagnostic reagents and expand the application of MDx.

## Journeying with Local Communities

We continue with donation and employee volunteering for local communities. At the end of 2020, we donated a total of KRW 4 billion to the Community Chest of Korea, including KRW 1 billion to support small businesses heavily affected by the prolonged pandemic and KRW 3 billion to prevent the collapse of the nation's healthcare support system. In December 2021, when the confirmed cases of COVID-19 were on the rise, we donated hand warmers to those waiting in line to take tests at the COVID-19 testing center in Songpa-gu, Seoul, as part of our varying efforts to serve our local community.

# APPENDIX

## Key Performance Indicators

Disclaimer: Key performance metrics are disclosed on a non-consolidated basis, and are separately noted when disclosed on a consolidated basis.

### Economic Performance

#### Economic Growth: Sales Performance

| Category               | Unit             | 2019        | 2020    | 2021      |           |
|------------------------|------------------|-------------|---------|-----------|-----------|
| Consolidated basis     | Sales            | KRW million | 121,953 | 1,125,216 | 1,370,833 |
|                        | Operating profit | KRW million | 22,423  | 676,190   | 666,658   |
|                        | Net profit       | KRW million | 26,710  | 503,147   | 537,561   |
| Non-consolidated basis | Sales            | KRW million | 97,156  | 1,068,569 | 1,148,586 |
|                        | Operating profit | KRW million | 21,983  | 697,609   | 575,753   |
|                        | Net profit       | KRW million | 25,801  | 519,527   | 466,885   |

#### Asset Quality: Financial Conditions

| Category               | Unit              | 2019        | 2020    | 2021      |           |
|------------------------|-------------------|-------------|---------|-----------|-----------|
| Consolidated basis     | Total assets      | KRW million | 195,716 | 1,094,575 | 1,489,719 |
|                        | Total liabilities | KRW million | 42,890  | 448,169   | 406,122   |
|                        | Total equity      | KRW million | 152,826 | 646,406   | 1,083,596 |
| Non-consolidated basis | Total assets      | KRW million | 181,120 | 1,062,684 | 1,391,996 |
|                        | Total liabilities | KRW million | 29,280  | 398,784   | 362,837   |
|                        | Total equity      | KRW million | 151,840 | 663,900   | 1,029,159 |

#### Creation and Distribution of Economic Value

| Category               | Unit                       | 2019                                | 2020        | 2021      |           |         |
|------------------------|----------------------------|-------------------------------------|-------------|-----------|-----------|---------|
| Non-consolidated basis | Sales                      | KRW million                         | 97,156      | 1,068,569 | 1,148,586 |         |
|                        | Operating expense          | KRW million                         | 65,512      | 345,064   | 497,484   |         |
| Non-consolidated basis | Shareholders and investors | Dividends paid                      | KRW million | 2,599     | 38,988    | 51,658  |
|                        | Employees                  | Wages and welfare benefits expenses | KRW million | 16,568    | 62,408    | 114,693 |
|                        | Governments                | Income taxes                        | KRW million | 612       | 165,271   | 123,561 |
|                        | Suppliers                  | Raw material expenses               | KRW million | 31,311    | 299,234   | 336,369 |
|                        | Local communities          | Donations made                      | KRW million | 0         | 4,005     | 4,995   |

#### Tax Payment

| Category               | Unit                             | 2019        | 2020   | 2021    |         |
|------------------------|----------------------------------|-------------|--------|---------|---------|
| Non-consolidated basis | Pre-tax profit                   | KRW million | 25,995 | 685,240 | 590,026 |
|                        | Income tax expenses              | KRW million | 193    | 165,713 | 123,140 |
|                        | Effective tax rate <sup>1)</sup> | %           | 0.74   | 24.18   | 20.87   |
|                        | Taxes paid                       | KRW million | 612    | 165,271 | 123,561 |
|                        | Cash tax rate                    | %           | 2.35   | 24.12   | 20.94   |

1) The effective tax rate for 2019 was low due to the significant amount of tax credit including KRW 2.3 billion of R&D tax credit carried forward from the previous fiscal year and KRW 2.1 billion which occurred in 2019.

## Governance

### Composition of the Board of Directors

| Category                              | Unit                                  | 2019    | 2020 | 2021 |      |
|---------------------------------------|---------------------------------------|---------|------|------|------|
| Composition of the Board of Directors | Total Board members                   | persons | 6    | 6    | 5    |
|                                       | Non-executive directors               | persons | 2    | 2    | 2    |
|                                       | Percentage of non-executive directors | %       | 33   | 33   | 40   |
|                                       | Board attendance                      | %       | 100  | 95.8 | 98.2 |
| Diversity                             | Percentage of female directors        | %       | 0    | 0    | 0    |

### Remuneration of the Board of Directors

| Category | Unit   | 2019        | 2020  | 2021  |       |
|----------|--|-------------|-------|-------|-------|
| By type  | Total Board remuneration <sup>1)</sup>                                   | KRW million | 1,370 | 2,538 | 7,719 |
|          | - Executive directors (including other non-executive managing directors) | KRW million | 1,320 | 2,488 | 7,617 |
|          | - Non-executive directors  | KRW million | 50    | 50    | 102   |

1) Including the compensation and retirement benefits paid to the executive director who retired in February 2021

### CEO-to-Employee Pay Ratio

| Category                       | Unit        | 2019 | 2020     | 2021     |
|--------------------------------|-------------|------|----------|----------|
| Total remuneration for the CEO | KRW million | n/a  | 1,531    | 6,000    |
| Average employee pay           | KRW million | n/a  | 115      | 124      |
| Ratio <sup>1)</sup>            | %           | n/a  | 1,331.30 | 4,838.71 |

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

\* Compensation for the CEO did not exceed KRW 500 million in 2019.

### Ethics and Human Rights Training

| Category   | Unit | 2019 | 2020 | 2021 |
|--|------|------|------|------|
| Completion of human rights/anti-sexual harassment training | %    | 100  | 100  | 100  |

### Whistleblowing Reports on Non-compliance with Ethical Standards and Action Taken<sup>1)</sup>

| Category       | Unit                         | 2019  | 2020 | 2021 |    |
|----------------|------------------------------|-------|------|------|----|
| Whistleblowing | Whistleblowing reports       | cases | n/a  | n/a  | 12 |
|                | Severe disciplinary action   | cases | n/a  | n/a  | 1  |
| Action taken   | Light disciplinary action    | cases | n/a  | n/a  | 7  |
|                | Not substantiated and others | cases | n/a  | n/a  | 4  |
|                | Total                        | cases | n/a  | n/a  | 12 |

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

\* Newly disclosed in 2021

### Legal Compliance

| Category  | Unit            | 2019 | 2020 | 2021 |
|---|-----------------|------|------|------|
| Non-compliance with accounting standards              | cases           | 0    | 0    | 1    |
|   | KRW 100 million | 0    | 0    | 25   |
| Non-compliance with customer data privacy 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

\* Environmental data cover domestic operations only.

### Environmental Expenses

| Category  | Unit        | 2019 | 2020 | 2021 |
|---|-------------|------|------|------|
| Environmental investment plan expenses          | KRW million | 0    | 0    | 16.4 |
| Environmental investment and operation expenses | KRW million | 0    | 0    | 16.4 |
| Progress made against the set plan              | %           | 0    | 0    | 100% |

### Energy Consumption

| Category                                   | Unit  | 2019               | 2020  | 2021  |       |
|--|---|--------------------|-------|-------|-------|
| Energy consumption                         | Total energy consumption                            | TJ                 | 19.8  | 33.2  | 93.5  |
|  | - Direct energy (fuel) consumption <sup>1)</sup>    | TJ                 | -     | -     | -     |
|  | - Indirect energy (power) consumption <sup>2)</sup> | TJ                 | 19.8  | 33.2  | 93.5  |
|  | - Other energy consumption <sup>3)</sup>            | TJ                 | -     | -     | -     |
|  | - Renewable energy consumption                      | TJ                 | -     | -     | -     |
|  | Energy consumption intensity                        | TJ/KRW 100 million | 0.020 | 0.003 | 0.008 |
| Percentage of renewable energy consumption | %   | 0                  | 0     | 0     |       |

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

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

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

### GHG Emissions

| Category      | Unit                    | 2019                                  | 2020 | 2021  |       |
|---------------|-------------------------|---------------------------------------|------|-------|-------|
| GHG emissions | Total GHG emissions     | tonCO <sub>2</sub> eq                 | 960  | 1,614 | 4,476 |
|               | - Scope 1               | tonCO <sub>2</sub> eq                 | -    | -     | -     |
|               | - Scope 2               | tonCO <sub>2</sub> eq                 | 960  | 1,614 | 4,476 |
|               | GHG emissions intensity | tonCO <sub>2</sub> eq/KRW 100 million | 0.99 | 0.15  | 0.39  |

\* We independently calculate our GHG emissions in accordance with the GHG emissions reporting and verification guidelines under the GHG emissions trading system of the Ministry of Environment.

## Water Consumption

| Category                        | Unit                                  | 2019                | 2020 | 2021  |        |
|---------------------------------|---------------------------------------|---------------------|------|-------|--------|
| Water consumption and recycling | Total water withdrawal                | ton                 | n/a  | 5,732 | 24,879 |
|                                 | - Industrial water                    | ton                 | n/a  | 0     | 0      |
|                                 | - Domestic water                      | ton                 | n/a  | 5,732 | 24,879 |
|                                 | - Underground water                   | ton                 | n/a  | 0     | 0      |
|                                 | Total water consumption <sup>1)</sup> | ton                 | n/a  | 5,732 | 24,879 |
|                                 | - Industrial water                    | ton                 | n/a  | 0     | 0      |
|                                 | - Domestic water                      | ton                 | n/a  | 5,732 | 24,879 |
|                                 | - Underground water                   | ton                 | n/a  | 0     | 0      |
|                                 | Water consumption intensity           | ton/KRW 100 million | n/a  | 0.54  | 2.17   |
|                                 | Water reused/recycled                 | ton                 | n/a  | 0     | 0      |
| Recycling rate                  | %                                     | n/a                 | 0    | 0     |        |

1) We have managed water consumption since 2020.

## Waste Discharge

| Category                      | Unit                  | 2019 | 2020 | 2021 |    |
|-------------------------------|-----------------------|------|------|------|----|
| Waste discharge and recycling | Total waste discharge | ton  | 13   | 76   | 90 |
|                               | - Designated waste    | ton  | 13   | 76   | 90 |
|                               | - Domestic waste      | ton  | 0    | 0    | 0  |
|                               | Amount recycled       | ton  | 0    | 0    | 0  |
|                               | Recycling rate        | %    | 0    | 0    | 0  |

## Health and Safety

### Injury Frequency Rate

| Category                           | Unit | 2019 | 2020 | 2021 |
|------------------------------------|------|------|------|------|
| 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

### Incidence of Occupational Illnesses

| Category           | Unit | 2019 | 2020 | 2021 |
|--------------------|------|------|------|------|
| 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 | 2019 | 2020 | 2021 |
|-------------------------------|------|------|------|------|
| Completion of safety training | %    | 100  | 100  | 100  |

## Chemical Accidents

| Category       | Unit  | 2019 | 2020 | 2021 |
|----------------|-------|------|------|------|
| Chemical leaks | cases | 0    | 0    | 0    |

## Products and Customers

### R&D

| Category                               | Unit        | 2019  | 2020   | 2021   |
|--|-------------|-------|--------|--------|
| R&D workforce                          | persons     | 115   | 259    | 536    |
| R&D expenses (on a consolidated basis) | KRW million | 9,818 | 26,190 | 75,539 |
| R&D expenses against sales             | %           | 8.05  | 2.33   | 5.51   |

### Intellectual Property Rights

| Category                                   | Unit         | 2019  | 2020 | 2021 <sup>1)</sup> |    |
|--|--------------|-------|------|--------------------|----|
| Patent in Korea                            | Application  | cases | 8    | 7                  | -  |
|  | Registration | cases | 6    | 7                  | 15 |
| Patent overseas <sup>2)</sup>              | Application  | cases | 17   | 21                 | -  |
|  | Registration | cases | 21   | 15                 | 16 |
| International (PCT <sup>3)</sup> ) patents | Application  | cases | 5    | 9                  | 30 |

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

1) Data for 2021 were not collected as patent application data are prepared based on disclosed patents (disclosed one year and 6 months pass after the date of application)

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

3) PCT: Patent Cooperation Treaty

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

| Category                      | Unit  | 2019 | 2020 | 2021  |
|-------------------------------|-------|------|------|-------|
| Total certifications achieved | items | 358  | 419  | 1,059 |
| - Korea (MFDS)                | items | 70   | 67   | 68    |
| - Europe (CE-IVD)             | items | 71   | 76   | 82    |
| - Australia (TGA)             | items | 48   | 57   | 61    |
| - Canada (Health Canada)      | items | 12   | 13   | 11    |
| - US (FDA)                    | items | 5    | 7    | 7     |
| - UK (MHRA)                   | items | 0    | 0    | 63    |
| - Brazil (ANVISA)             | items | 19   | 31   | 32    |
| - Others                      | items | 133  | 168  | 735   |

1) As of Dec. 31 of each year

## Information Security Investment

| Category   | Unit        | 2019 | 2020 | 2021   |
|--|-------------|------|------|--------|
| Total IT budget  | KRW million | n/a  | n/a  | 21,298 |
| - Information security investments made                      | KRW million | n/a  | n/a  | 714    |
| Percentage of information security investments <sup>1)</sup> | %           | n/a  | n/a  | 3.4    |

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

\* Newly disclosed in 2021

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

| Category   | Unit    | 2019 | 2020 | 2021  |
|--|---------|------|------|-------|
| Total employees who received information security training by job function | persons | n/a  | n/a  | 1,154 |
| - Office employees   | persons | n/a  | n/a  | 240   |
| - Sales employees  | persons | n/a  | n/a  | 172   |
| - Researchers  | persons | n/a  | n/a  | 570   |
| - Production employees   | persons | n/a  | n/a  | 172   |

1) The data include resignees and new hires in 2021, and thus do not match the current total number of employees.

## Suppliers

### Number of Suppliers

| Category            | Unit  | 2019 | 2020 | 2021 |
|---------------------|-------|------|------|------|
| Number of suppliers | firms | 86   | 205  | 239  |
| New suppliers       | firms | 7    | 61   | 34   |

### Support for Suppliers

| Category                                      | Unit  | 2019 | 2020 | 2021 |
|---|-------|------|------|------|
| Percentage of cash payments made to suppliers | %     | 100  | 100  | 100  |
| Investment in consumable molds                | firms | 2    | 2    | 2    |
| Facility support                              | firms | 1    | 2    | 4    |

## Employees\*

\* Employee data concern employees in Korea only (excluding the total number of employees).

### Data on Employees

| Category                      | Unit                             | 2019    | 2020 | 2021 |       |
|-------------------------------|----------------------------------|---------|------|------|-------|
| Total employees <sup>1)</sup> | Domestic                         | persons | 314  | 616  | 1,070 |
|                               | Overseas                         | persons | 72   | 155  | 220   |
| By gender                     | Male                             | persons | 190  | 357  | 619   |
|                               | Female                           | persons | 124  | 259  | 451   |
| By work area                  | Office employees                 | persons | 122  | 108  | 196   |
|                               | Sales employees                  | persons | 38   | 119  | 178   |
|                               | Researchers                      | persons | 115  | 259  | 536   |
|                               | Manufacturing employees          | persons | 39   | 130  | 160   |
| By type of employment         | Regular                          | persons | 308  | 605  | 1,014 |
|                               | Contract <sup>2)</sup>           | persons | 6    | 11   | 56    |
|                               | Proportion of contract employees | %       | 1.91 | 1.79 | 5.23  |
| By age                        | Under 30                         | persons | 69   | 215  | 689   |
|                               | 30~under 50                      | persons | 220  | 370  | 327   |
|                               | 50 and older                     | persons | 25   | 31   | 54    |
| New hires                     | persons                          | 37      | 336  | 542  |       |
| - Newly hired R&D workforce   | persons                          | 20      | 142  | 302  |       |

1) Integrated based on business reports, and three-year data were restated and disclosed accordingly.

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

### Diversity

| Category                                  | Unit                                   | 2019    | 2020  | 2021  |       |
|---|--|---------|-------|-------|-------|
| By gender                                 | Total executives                       | persons | 17    | 25    | 44    |
|   | - Female executives                    | persons | 0     | 0     | 6     |
|   | Proportion of female executives        | %       | 0     | 0     | 13.64 |
|   | Total managers <sup>1)</sup>           | persons | 67    | 144   | 236   |
|   | - Senior managers (male) <sup>2)</sup> | persons | 37    | 66    | 110   |
|   | - Senior managers (female)             | persons | 9     | 21    | 38    |
|   | - Middle managers (male) <sup>3)</sup> | persons | 14    | 43    | 71    |
| - Middle managers (female)                | persons                                | 7       | 14    | 17    |       |
| Proportion of female senior managers      | %                                      | 13.43   | 14.58 | 16.10 |       |
| Employees with disabilities <sup>4)</sup> | persons                                | 0       | 0     | 2     |       |
| Employees of national merit <sup>5)</sup> | persons                                | 4       | 5     | 7     |       |
| Elderly employees <sup>6)</sup>           | persons                                | 11      | 11    | 22    |       |

1) Senior managers – directors, 2) Those assuming leader roles among those holding senior manager – director positions, 3) Those not assuming leader roles among those holding senior manager – director positions, 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

### Wage

| Category    | Unit     | 2019        | 2020 | 2021 |     |
|-------------|----------|-------------|------|------|-----|
| Average pay | Total    | KRW million | 63   | 115  | 124 |
|             | - Male   | KRW million | 71   | 135  | 144 |
|             | - Female | KRW million | 50   | 87   | 95  |

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

## Turnover

| Category                               | Unit                   | 2019                 | 2020                 | 2021                 |    |
|--|------------------------|----------------------|----------------------|----------------------|----|
| Total turnover                         | persons                | 49                   | 26                   | 90                   |    |
| - Turnover of R&D workforce            | persons                | 29                   | 7                    | 32                   |    |
| Percentage of turnover <sup>1)</sup>   | %                      | 15.41                | 5.59                 | 8.41                 |    |
| Turnover by age                        | Under 30               | persons              | 12                   | 6                    | 60 |
|  | 30~ under 50           | persons              | 34                   | 19                   | 20 |
|  | 50 years old and older | persons              | 3                    | 1                    | 10 |
| Total voluntary turnover <sup>2)</sup> | persons                | 46                   | 21                   | 79                   |    |
| Percentage of voluntary turnover       | %                      | 14.47                | 4.52                 | 9.37                 |    |
| Average years of employment            | years                  | 5 years and 5 months | 3 years and 4 months | 2 years and 7 months |    |

1) Total number of employees who changed jobs for the year / Average number of employees for the year

2) Calculated by considering resignation other than retirement as voluntary resignation, and refers 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   | 2019    | 2020 | 2021 |    |
|---|--------|---------|------|------|----|
| Employees who took parental leave <sup>1)</sup>                               | Total  | persons | 13   | 18   | 10 |
|   | Male   | persons | 4    | 4    | 2  |
|   | Female | persons | 9    | 14   | 8  |
| Employees who returned to work after parental leave <sup>2)</sup>             | Total  | persons | 14   | 19   | 12 |
|   | Male   | persons | 2    | 6    | 1  |
|   | Female | persons | 12   | 13   | 11 |
| Employees who returned from parental leave and worked 12 months <sup>3)</sup> | Total  | persons | 7    | 11   | 18 |
|   | Male   | persons | 1    | 1    | 5  |
|   | Female | persons | 6    | 10   | 13 |

1) The calculation criteria were changed to count employees who took parental leave in the reference year, and three-year data were restated and disclosed as such.

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

3) Employees who returned to work the previous year and worked in the concerned year (12 months after returning to work)

## Talent Development

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

| Category                             | Unit      | 2019   | 2020   | 2021    |
|--------------------------------------|-----------|--------|--------|---------|
| Total training hours                 | hours     | 8,073  | 11,797 | 68,948  |
| Average training hours per person    | hours     | 25.7   | 19.6   | 64.4    |
| Total training expenses              | KRW 1,000 | 24,952 | 77,645 | 797,552 |
| Average training expenses per person | KRW 1,000 | 79.46  | 126.05 | 745.38  |

1) The training hour calculation criteria were changed, and three-year data were restated and disclosed accordingly.

### Contributions Made to the Retirement Pension Plan

| Category                     | Unit        | 2019  | 2020   | 2021   |
|------------------------------|-------------|-------|--------|--------|
| Retirement Pension Plan (DB) | KRW million | 7,629 | 15,663 | 16,903 |

# GRI STANDARDS INDEX

## GENERAL STANDARD DISCLOSURES (GRI 100)

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| 102-35                 | Remuneration policies                                  | p.23  |                                      |
| 102-36                 | Process for determining remuneration                   | p.23  |                                      |
| 102-38                 | Annual total compensation ratio                        | p.52  |                                      |
| 102-39                 | Percentage increase in annual total compensation ratio | p.52  |                                      |
| Stakeholder            | 102-40   | List of stakeholder groups  | p.18                                 |
| Engagement             | 102-42   | Identifying and selecting stakeholders  | p.18                                 |
|                        | 102-43   | Approach to stakeholder engagement  | p.18                                 |
|                        | 102-44   | Key topics and concerns raised  | p.16~17                              |

| Classification      | Index  | Description  | Page                            |
|---------------------|--------|--|---------------------------------|
| Reporting Practice  | 102-45 | Entities included in the consolidated financial statements | p.6, 13, Business Report p.3    |
|                     | 102-46 | Defining report content and topic Boundaries               | About This Report, p.51         |
|                     | 102-47 | List of material topics                                    | p.16~17                         |
|                     | 102-49 | Changes in reporting                                       | About This Report               |
|                     | 102-50 | Reporting period   | About This Report               |
|                     | 102-51 | Date of most recent report                                 | March 2022                      |
|                     | 102-52 | Reporting cycle  | About This Report               |
|                     | 102-53 | Contact point for questions regarding the report           | About This Report               |
|                     | 102-54 | Claims of reporting in accordance with the GRI Standards   | About This Report               |
|                     | 102-55 | GRI content index  | p.59~61                         |
| Management Approach | 102-56 | External assurance   | p.63~64                         |
|                     | 103-1  | Explanation of the material topic and its Boundary         | p.16~17                         |
|                     | 103-2  | The management approach and its components                 | p.16~17, 20, 24, 28, 34, 40, 46 |
|                     | 103-3  | Evaluation of the management approach                      | p.16~17, 20, 24, 28, 34, 40, 46 |

## ECONOMIC (GRI 200)

| Classification            | Index | Description   | Page                 |
|---------------------------|-------|---|----------------------|
| Economic Performance      | 201-1 | Direct economic value generated and distributed                                 | p.12~13, 51          |
|                           | 201-4 | Financial assistance received from government                                   | Business Report p.21 |
| Anti-corruption           | 205-1 | Operations assessed for risks related to corruption                             | p.24                 |
|                           | 205-2 | Communication and training about anti-corruption policies and procedures        | p.24, 52             |
|                           | 205-3 | Confirmed incidents of corruption and actions taken                             | p.52                 |
| Anti-competitive Behavior | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | p.25, 33             |

## ENVIRONMENTAL (GRI 300)

| Classification      | Index | Description   | Page     |
|---------------------|-------|---|----------|
| Energy              | 302-1 | Energy consumption within the organization                                      | p.53     |
|                     | 302-4 | Reduction of energy consumption   | p.53     |
|                     | 302-5 | Reductions in energy requirements of products and services                      | p.53     |
| Water and Effluents | 303-2 | Management of water discharge-related impacts                                   | p.42,54  |
|                     | 303-4 | Water discharge   | p.54     |
|                     | 303-5 | Water consumption   | p.54     |
| Emissions           | 305-1 | Direct (Scope 1) GHG emissions  | p.41, 53 |
|                     | 305-2 | Energy indirect (Scope 2) GHG emissions   | p.41, 53 |
|                     | 305-4 | GHG emissions intensity   | p.53     |
|                     | 305-5 | Reduction of GHG emissions  | p.42, 53 |
|                     | 305-6 | Emissions of ozone-depleting substances (ODS)                                   | p.42     |
|                     | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | p.42     |

| Classification           | Index | Description   | Page     |
|--------------------------|-------|---|----------|
| Effluents and Waste      | 306-1 | Water discharge by quality and destination              | p.42, 54 |
|                          | 306-2 | Waste by type and disposal method                       | p.42, 54 |
|                          | 306-3 | Significant spills                                      | p.54     |
|                          | 306-4 | Transport of hazardous waste                            | p.42, 54 |
|                          | 306-5 | Water bodies affected by water discharges and/or runoff | p.54     |
| Environmental Compliance | 307-1 | Non-compliance with environmental laws and regulations  | p.53     |

## SOCIAL (GRI 400)

| Classification                  | Index                  | Description   | Page  |
|---------------------------------|------------------------|---|---|
| Employment                      | 401-1                  | New employee hires and employee turnover  | p.57, 58  |
|                                 | 401-2                  | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | p.37  |
|                                 | 401-3                  | Parental leave  | p.58  |
| Occupational Health and Safety  | 403-1                  | Occupational health and safety management system  | p.43  |
|                                 | 403-2                  | Hazard identification, risk assessment, and incident investigation  | p.43  |
|                                 | 403-4                  | Worker participation, consultation, and communication on occupational health and safety                       | p.43  |
|                                 | 403-5                  | Worker training on occupational health and safety   | p.44  |
|                                 | 403-6                  | Promotion of worker health  | p.45  |
|                                 | 403-7                  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | p.43~44   |
|                                 | 403-8                  | Workers covered by an occupational health and safety management system  | p.44  |
|                                 | 403-9                  | Work-related injuries   | p.54  |
|                                 | 403-10                 | Work-related ill health   | p.54  |
|                                 | Training and Education | 404-1   | Average hours of training per year per employee |
| 404-2                           |                        | Programs for upgrading employee skills and transition assistance programs                                     | p.35~36   |
| 404-3                           |                        | Percentage of employees receiving regular performance and career development reviews                          | p.37  |
| Diversity and Equal Opportunity | 405-1                  | Diversity of governance bodies and employees  | p.52  |
|                                 | 405-2                  | Ratio of basic salary and remuneration of women to men  | p.57, Business Report p.188                     |
| Non-discrimination              | 406-1                  | Incidents of discrimination and corrective actions taken  | p.39  |
| Human Rights Assessment         | 412-2                  | Employee training on human rights policies or procedures  | p.38~39   |
| Local Communities               | 413-1                  | Operations with local community engagement, impact assessments, and development programs                      | p.48~49   |
| Customer Health and Safety      | 416-1                  | Assessment of the health and safety impacts of product and service categories                                 | p.31~32   |
| Marketing and Labeling          | 417-1                  | Requirements for product and service information and labeling   | p.33  |
|                                 | 417-3                  | Incidents of non-compliance concerning marketing communications   | p.33  |
| Customer Privacy                | 418-1                  | Substantiated complaints concerning breaches of customer privacy and losses of customer data                  | p.53  |
| Socioeconomic Compliance        | 419-1                  | Non-compliance with laws and regulations in the social and economic area                                      | p.53  |

# SASB INDEX

## Health Care - Medical Equipment & Supplies

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  | page     |
|---------------------------------------|--------------|--------------|--|---|----------|
| Affordability & Pricing               | HC-MS-240a.1 | Quantitative | Ratio of weighted average rate of net price increases for all products to the annual increase in the US Consumer Price Index   | Not Applicable  |          |
|                                       | HC-MS-240a.2 | Qualitative  | Description of how price information for each product is disclosed to customers or to their agents   | Not Reported  |          |
| Product Safety                        | HC-MS-250a.1 | Quantitative | Number of recalls issued   | Not Reported  |          |
|                                       |              |              | Total units recalled   | Not Reported  |          |
|                                       | HC-MS-250a.2 | Qualitative  | List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database  | Not Applicable  |          |
|                                       | HC-MS-250a.3 | Quantitative | Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience   | Not Applicable  |          |
|                                       | HC-MS-250a.4 | Quantitative | 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 | Quantitative | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims  | No monetary losses occurred from legal proceedings associated with false marketing claims during the reporting period.  |          |
|                                       | HC-MS-270a.2 | Qualitative  | Description of code of ethics governing promotion of off-label use of products   | Seegene specifies provisions on 'fair competition' and 'fair and transparent transactions' within its Code of Conduct.  | p.25     |
| Product Design & Lifecycle Management | HC-MS-410a.1 | Qualitative  | 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 an advanced product manufacturing system in accordance with the ISO 9001 (quality management system) and ISO13485 (Medical devices - Quality management systems) certifications for rigorous quality management, and remains committed to the safe and convenient use of its products on the part of customers. | p.28-33  |
|                                       | HC-MS-410a.2 | Quantitative | Total amount of products accepted for takeback and reused, recycled, or donated, broken down (by supplies)   | Seegene donated protective suits and freezers to store disinfection supplies as well as COVID-19 diagnostic kits in Korea and abroad.   | p.48     |
|                                       |              |              | Total amount of products accepted for takeback and reused, recycled, or donated, broken down (by devices and equipment)  | Not Reported  |          |
| Supply Chain Management               | HC-MS-430a.1 | Quantitative | Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality  | All of Seegene's facilities receive audits performed by ISO 13485 and MDSAP accreditation bodies to demonstrate its conformance with such standards.  | p.28     |
|                                       |              |              | Percentage of Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality   | Around 60% of Seegene's third-party warehouse suppliers have been certified under the (KGSP) Korea Good Supplying Practice program.   |          |
|                                       | HC-MS-430a.2 | Qualitative  | 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 its computer portal for overseas shipping.  | p.32     |
|                                       | HC-MS-430a.3 | Qualitative  | Description of the management of risks associated with the use of critical materials   | Seegene continuously endeavors to verify and maintain the performance of enzymes which constitute one of the key components of diagnostic reagents.   | p.32     |
| Business Ethics                       | HC-MS-510a.1 | Quantitative | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption   | The 'Honest and fair performance' section of Seegene's Code of Conduct includes provisions on anti-corruption, and the Practice Guidelines specify a detailed definition and actions to be taken in association with corruption. As of 2021, there were no litigations raised nor monetary losses that incurred concerning corruption.  | p.25, 52 |
|                                       | HC-MS-510a.2 | Qualitative  | Description of code of ethics governing interactions with health care professionals  | Seegene's Code of Conduct stipulates business practices for all employees to follow as well as fundamental obligations that the Company bears towards customers and shareholders.   | p.25     |

# Independent Assurance Statement

To readers of 2021 SEEGENE SUSTAINABILITY REPORT

## Introduction

Korea Management Registrar (KMR) was commissioned by Seegene to conduct an independent assurance of its Sustainability Report 2021 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of Seegene. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with Seegene and issue an assurance statement.

## Scope and Standards

Seegene described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the Core Options of the GRI standards was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process. We also confirmed that the report was prepared in accordance with the SASB.

- GRI Sustainability Reporting Standards
- Universal Standards
- Topic Specific Standards
  - Management approach of Topic Specific Standards
  - GRI 305: Emissions
  - GRI 306: Effluents and Waste
  - GRI 401: Employment
  - GRI 403: Occupational Health and Safety
  - GRI 404: Training and Education
  - GRI 405: Diversity and Equal Opportunity
  - GRI 412: Human Rights Assessment
  - GRI 416: Customer Health and Safety
  - GRI 418: Customer Privacy
- SASB Sustainability Disclosure Topics & Accounting Metrics

As for the reporting boundary, the engagement excludes the data and information of Seegene's partners, suppliers and any third parties.

## KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

## Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by Seegene to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.



### Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Seegene on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the Core Option of the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

#### • Inclusivity

Seegene has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

#### • Materiality

Seegene has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

#### • Responsiveness

Seegene prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Seegene's actions.

#### • Impact

Seegene identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

### Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

### Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with Seegene and did not provide any services to Seegene that could compromise the independence of our work.

August 2022  
Seoul, Korea



CEO *E. J. Hwang*

# Memberships and Awards

## Memberships

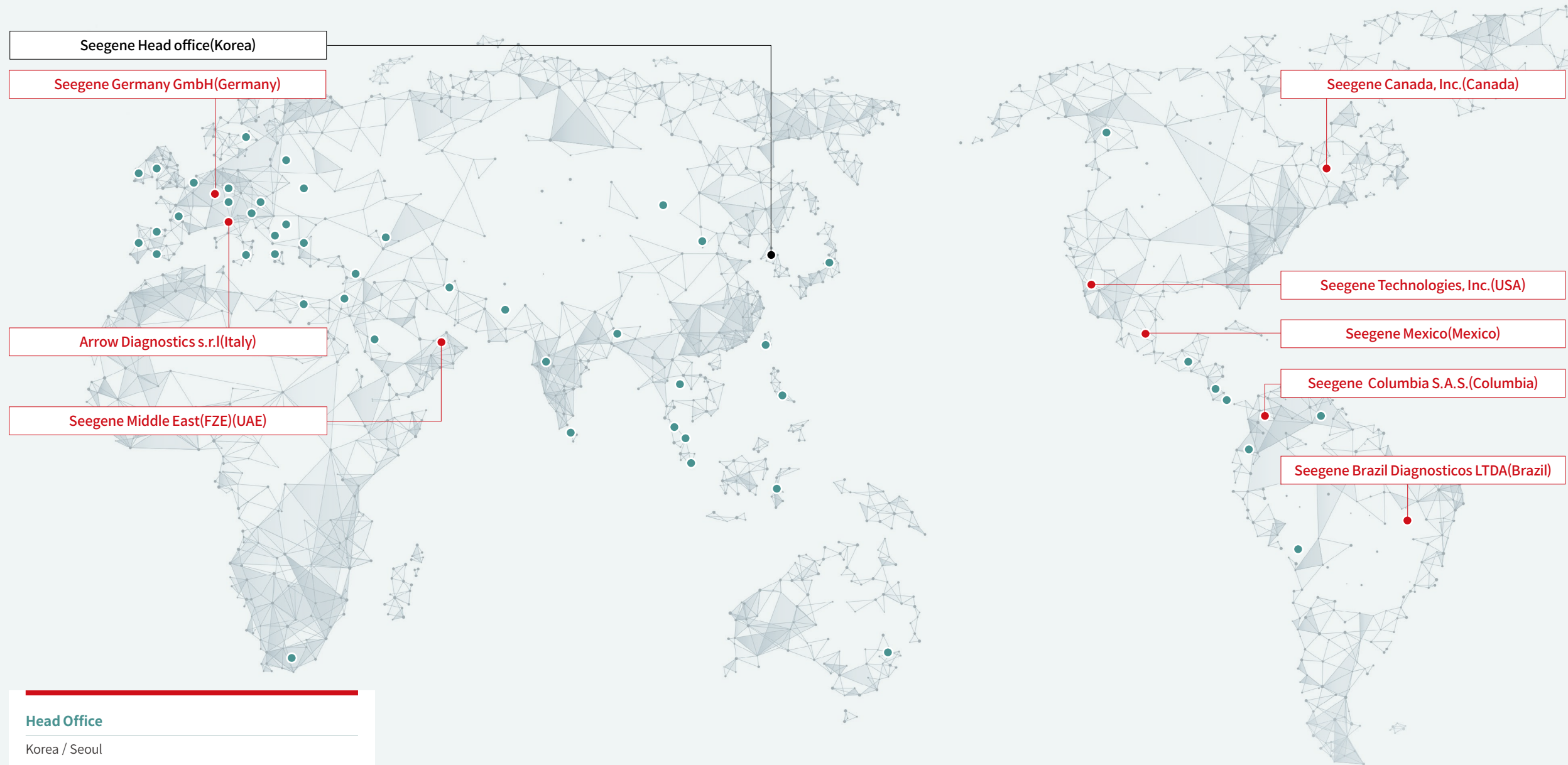
| Organization                                    |  |
|---|--|
| Korea International Trade Association (KITA)    | Korea Biotechnology Industry Organization (KoreaBIO)                       |
| Korea Exchange (KRX)                            | Korea-American Scientists and Engineers Association (KSEA)                 |
| KOSDAQ Listed Companies Association             | Korean American Society in Biotech and Pharmaceuticals (KASBP)             |
| Seoul Intellectual Property Center              | Koreann Life Scientists in the Bay Area (KOLIS)                            |
| Korea Medical Devices Industry Association      | New York Korean Biologists (NYKB)  |
| Korea Trade-Investment Promotion Agency (KOTRA) | New England Bioscience Society (NEBS)                                      |
| Seoul Business Agency (SBA)                     | Korean Scientists and Engineers Association in the UK (KSEAUK)             |
| Korea Technology Finance Corporation            | Verein Koreanischer Naturwissenschaftler und Ingenieure in der BRD (VeKNI) |
| Seoul Chamber of Commerce and Industry          | Korean Society for Molecular and Cellular Biology (KSMCB)                  |

## Awards (2020-2021)

| No. | Award (Certification)   | Granted by                                  | Date          |
|-----|---|---|---------------|
| 1   | Youth-friendly Hidden Champion  | Ministry of Employment and Labor            | Jan. 1, 2020  |
| 2   | 2020 LMCE Plague of Appreciation  | Korean Society for Laboratory Medicine      | Sep. 23, 2020 |
| 3   | Korea Job Achievement Award   | Presidential Committee on Jobs              | Dec. 23, 2020 |
| 4   | 2021 Youth-friendly Hidden Champion   | Ministry of Employment and Labor            | Jan. 1, 2021  |
| 5   | 2021 LMCE Plague of Appreciation  | Korean Society for Laboratory Medicine      | Sep. 23, 2021 |
| 6   | 2021 Innovative Medical Device Maker Award - Minister Prize                             | Ministry of Health and Welfare              | Nov. 23, 2021 |
| 7   | 2021 SW Quality Innovation Award - Minister Prize                                       | Ministry of Science and ICT                 | Nov. 30, 2021 |
| 8   | USD 1 Billion Export Tower on the 58th Trade Day  | Ministry of Trade, Industry and Energy      | Dec. 6, 2021  |
| 9   | Brand Top on the 58th Trade Day - Allplex   | Ministry of Trade, Industry and Energy      | Dec. 6, 2021  |
| 10  | Excellent Institution for Supporting the Overseas Expansion of Medical Business in 2021 | Korea Health Industry Development Institute | Dec. 10, 2021 |
| 11  | Venture Company Achieving KRW 100 billion in Sales                                      | Ministry of SMEs and Startups               | Dec. 20, 2021 |

# Global Network

● Head Office ● Sales Subsidiary ● Sales Agent



| Head Office                  |                         |
|------------------------------|-------------------------|
| Korea / Seoul                |                         |
| Sales Subsidiary             |                         |
| Germany / Dusseldorf         | US / Walnut Creek       |
| Italy / Genova               | Mexico / Mexico City    |
| United Arab Emirates / Dubai | Columbia / Bogota       |
| Canada / Toronto             | Brazil / Belo Horizonte |

## Sales Agent (78 countries)

| EUROPE           |                      |                        |
|------------------|----------------------|------------------------|
| · Austria        | · Germany            | · Romania              |
| · Belarus        | · Greece             | · Serbia               |
| · Belgium        | · Hungary            | · Slovenia             |
| · Bulgaria       | · Ireland            | · Spain                |
| · Croatia        | · Italy              | · Sweden               |
| · Czech Republic | · Latvia             | · Switzerland          |
| · Denmark        | · Lithuania          | · Ukraine              |
| · Estonia        | · Macedonia          | · United Kingdom       |
| · Finland        | · Norway             |                        |
| · France         | · Poland             |                        |
| ASIA             |                      |                        |
| · Brunei         | · Kazakhstan         | · Singapore            |
| · China          | · Lebanon            | · Sri Lanka            |
| · Hong Kong      | · Malaysia           | · Taiwan               |
| · India          | · Mongolia           | · Thailand             |
| · Indonesia      | · Philippines        | · Turkey               |
| · Israel         | · Qatar              | · United Arab Emirates |
| · Japan          | · Republic of Korea  | · Vietnam              |
| · Jordan         | · Saudi Arabia       |                        |
| AMERICA          |                      |                        |
| · Argentina      | · Dominican Republic | · Nicaragua            |
| · Bolivia        | · Ecuador            | · Panama               |
| · Brazil         | · El Salvador        | · Paraguay             |
| · Canada         | · Guatemala          | · Peru                 |
| · Chile          | · Honduras           | · United States        |
| · Colombia       | · Mexico             | · Uruguay              |
| · Costa Rica     |                      | · Venezuela            |
| OCEANIA          |                      | AFRICA                 |
| · Australia      | · Algeria            | · Sudan                |
|                  | · Egypt              | · Tanzania             |
|                  | · Kenya              | · Tunisia              |
|                  | · South Africa       |                        |



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