Seegene

Seegene Code of Conduct

Department in charge	Legal Affairs Department
Established	June 5, 2020
1st Amended	June 16, 2025

Preface

Since its founding, Seegene has been dedicated to researching and advancing world-class technologies and innovative diagnostic systems, continually striving for a better future for humanity. With the goal of "improving human health" and "democratizing molecular diagnostics," our honesty and perseverance have enabled us to grow into a company that creates new value.

Reaffirming our commitment to a better future for humanity, we hereby established the **Code of Conduct**, anchored on Seegene's corporate philosophy and spirit, as guiding principles that all executives and employees must observe. Through this, we aim to remain a company that earns lasting trust and respect.

This Code of Conduct applies to all executives and employees of Seegene (including dispatched workers under employment contracts, hereinafter referred to as "**Seegene employees**").

Seegene

Code of Conduct

1. Employee Ethics

Seegene believes that its employees are the company's most valuable asset and hopes that all "faithful Seegene employees" align with its goals and values while growing together.

- All Seegene employees represent the company with pride, upholding the integrity and dignity befitting such responsibility. They understand the company's values and faithfully carry out their duties to ensure mutual growth for themselves and the company.
- Each Seegene member is ultimately responsible for their assigned duties, continuously developing themselves to attain the highest level of professionalism, and working proactively.
- Seegene employees communicate openly, respect others' opinions, and cooperate closely with one another.
- Seegene employees always pay attention to their health and safety, making every effort to maintain a safe work environment
- Seegene respects human dignity and is committed to protecting individual human rights. Seegene employees respect and support one another, and do not engage in conduct that may infringe upon human rights, such as workplace harassment. Furthermore, they do not participate in or benefit from human rights violations including child labor, forced labor, or human trafficking.
- Seegene employees shall not discriminate on the basis of race, nationality, gender, gender identity, age, religion, country or region of origin, disability, marital status, or any other characteristic.
- Seegene employees must not engage in any verbal or physical acts of sexual nature that could cause others to feel sexually humiliated or offended.

2. Honest and Fair Business Conduct

Seegene builds trust by fulfilling its mission with fairness and integrity.

- Seegene employees actively address potential misunderstandings that may appear as conflicts of interest in the course of their work. In particular, when dealing with individuals with whom they have personal ties (such as through family, hometown, or school connections), or when involved in related personnel decisions, they must report the matter to the responsible executive and promptly recuse themselves from the relevant task or decision. They must also exercise caution to avoid deriving any personal benefits.
- Seegene employees are committed to eradicating corruption and promoting fair competition. They do not provide improper benefits or exert undue influence to gain business advantage.
- Seegene employees must conduct business fairly and transparently. They do not abuse a position of power to make unreasonable demands, nor do they engage in fraud, money laundering, or any other unlawful conduct.
- Seegene employees are responsible for protecting the company's assets and must act with a sense of ownership. Company assets include not only tangible goods, but also people, information, know-how, experience, and business relationships. Such assets must not be used for personal purposes or misappropriated.
- Seegene's differentiated technological capabilities and intellectual property are the company's driving force and source of pride. Accordingly, Seegene employees must responsibly protect intellectual property and maintain secure information management systems. All work-related materials must be documented and stored in accordance with internal regulations, including the Trade Secret Security Policy.

3. Protection of Stakeholders' Interests

Seegene places the interests of its stakeholders as a top priority, striving to create meaningful value and safeguard their interests.

- Seegene pursues customer satisfaction. Accordingly, all Seegene employees have a duty to provide innovative products, listen attentively to customers' feedback, and

provide accurate and transparent information to customers.

- Seegene aims to protect shareholders' interests and earn their trust. Therefore, Seegene employees are obligated to ensure stable and sustainable returns to shareholders and safeguard their right to information.

4. Reporting of Violations

- Any conduct that violates, or is suspected of violating, this Code of Conduct may be reported to betteressegene@seegene.com. The confidentiality of the reporter's identity and the fact of reporting will be strictly protected. Seegene employees who raise concerns in good faith will not be subject to any disadvantage or retaliation as a result of their reporting.

5. Supplementary Provisions

- This Code was established and took effect on June 5, 2020.
- This Code was amended and took effect on June 16, 2025.

Dae Hoon Lee,
CEO of Sesgen Inc.
June 16, 2025