Human Rights Management Policy

Seegene Inc. is committed to upholding human rights in accordance with international standards, including the International Labour Organization (ILO) Core Conventions, the United Nations Guiding Principles on Business and Human Rights (UNGP), and the United Nations Global Compact (UNGC).

We recognize that respecting human rights is fundamental to our business operations and strive to ensure that all stakeholders—including employees, suppliers, customers, and local communities—are treated with dignity and respect.

Open management-employee communication	We provide opportunities for all employees to freely exchange ideas and engage in discussions with management, fostering open communication.
Commitment to Diversity and Inclusion	We prohibit discrimination based on race, nationality, gender, gender identity, age, belief, religion, place of origin, disability, marital status, or any other characteristics. We also prohibit any form of harassment that undermines individual dignity.
Assurance of Health and Safety	We ensure that all employees work in a safe environment and establish a safety culture. Additionally, we provide programs and welfare systems to support both physical and mental health.
Prohibition of Forced and Child Labor	We strictly prohibit any form of forced labor or child labor in accordance with national labor laws and international standards.
Ethical Business Practices with Suppliers	We establish ethical and responsible business relationships with suppliers and work to prevent human rights issues arising from their operations.
Ethical Responsibility to Customers	We provide safe and reliable products and services to customers, ensuring that their human rights, including personal information, are protected at all stages.
Respect for Local Communities	We respect the human rights of local communities in the vicinity of our business sites and create shared value through environmental protection and social contribution activities.
Human Rights Risk Management	We provide employees with evaluation indicators and guidelines related to human rights impact assessments and conduct annual evaluations. The Human Rights Management Department carries out these assessments and, in collaboration with the ESG Department, identifies risks and implements mitigation measures. We lead company-wide efforts to mitigate risks and regularly monitor progress.
Grievance Mechanisms	We operate anonymous channels (internal bulletin boards, external reporting channels, etc.) for reporting human rights violations. Whistleblowers are fully protected from any form of retaliation. Upon receiving a grievance, the Human Rights Management Department conducts consultations and informs the concerned parties of the actions taken and the resulting outcomes.

Dae-Hoon Lee

CEO of Seegene Inc.,

Sept. 25, 2025