



Corporate Social Responsibility Report 2024

**Global health is
our barometer
of progress**

Table of Contents

3	LETTER FROM THE CEO	21	SEEK DIVERSITY	39	HEALTH, SAFETY, & SECURITY
4	Our Mission	22	Diversity & Belonging	40	Workplace Safety & Training
5	About Us	23	Building a Diverse Workforce	41	Chemical Safety
8	Our Values	25	Equitable Compensation	42	Waste Management
				43	Cybersecurity
				45	Supply Chain Management

9	SEEK COLLABORATION	26	SEEK INTELLECTUAL CURIOSITY	47	SEEK GLOBAL HEALTH
10	Culture	27	Growth & Development	48	Impact of Healthcare
11	Office Environment			49	Four Pillars of Healthcare
14	Performance Metrics				

15	SEEK COMMUNITY	33	GOVERNANCE & RESPONSIBLE BUSINESS PRACTICES	50	SEEK IMPACTFUL SCIENCE
16	Community Engagement	34	Benefits	51	Our Mission
17	Seekers in Service	35	Corporate Oversight	52	Pharmaceutical Innovation
18	BioHive	36	Board Independence & Diversity	53	Diagnostics Innovation
20	2024 Awards & Spotlights	37	Stakeholder Engagement	55	Our Impact on the Four Pillars of Healthcare
		38	Business Ethics & Compliance		

A Letter From Our Co-Founder & CEO

Dear Stakeholders,

As I reflect on the strides we have made at Seek Labs, I am filled with a sense of pride and optimism for our future. Our mission—to impact global health by driving diagnostic and pharmaceutical innovation—remains our compass. We are committed to innovating with purpose, ensuring our advancements resonate with the needs of a new generation of healthcare.

Diagnostics: We have made significant progress in diagnostics over the past year. Our innovative point-of-care molecular diagnostic tools provide rapid, accurate answers, empowering individuals worldwide to take control of their health. Designed to be accessible, our diagnostics ensure everyone benefits from our technology, regardless of location.

Pharmaceuticals: We have made strides in pharmaceuticals by developing a programmable target ablation platform. Harnessing the power of CRISPR, we target pathogens and disease-driving genomes and transcriptomes through innovative mechanisms, revolutionizing treatment to significantly reduce disease impact. We are dedicated to leveraging these breakthroughs for a healthier, more empowered global community.

Advancing our Pipeline: We are in the early stages of developing our programmable target ablation platform and moving our diagnostic tools toward commercialization, bringing us closer to delivering groundbreaking treatments and diagnostic tools.

Promoting Inclusion and Diversity: We are committed to a diverse and inclusive workplace. We collectively prioritize understanding and valuing each team member's unique qualities to help us build a strong community.

Community Engagement: Giving back is a core value for me and our company. From the start, community engagement has been integral to our mission, and we encourage every team member to get involved with organizations that inspire them.

We are energized by the collective commitment of our team, partners, investors, and communities, all of which play crucial roles in advancing our vision.

I want to express my deepest gratitude for your continued support of Seek Labs. Our innovation and achievements are a testament to our shared commitment of improving global health. Together, we are innovating toward a healthier, more sustainable future for all.

The future holds immense promise as we continue to push the boundaries of what is possible. Our unwavering dedication to scientific excellence and global health ensure we remain at the forefront of innovation.

Thank you for being a part of this journey with us.



Jared Bauer
Co-Founder and
Chief Executive Officer





OUR MISSION

**We want to impact
global health;
global health is our
barometer of progress.**

About Seek Labs

We are innovating and revolutionizing point-of-care molecular diagnostics and programmable therapeutic technologies that have the potential to revolutionize the detection and treatment of diseases.

Innovation Focused

We harness the power of cutting-edge diagnostic and therapeutic technologies to reshape and usher in the future of healthcare.

Mission Driven

We have a passion for excellence and a commitment to doing good in the world now. We strive to create lasting impact through for patients, their families, and global communities.

Patient Centered

Every decision we make, every product we design, and every service we provide is designed to solve real problems for patients around the world.

Future Looking

We are not just focused on the technology of today—we are shaping the future of rapid, accessible, and effective healthcare solutions.

Quick Facts

2016

FOUNDING YEAR

30+

TEAM MEMBERS

SLC

HEADQUARTERS



ABOUT US

Point-of-Care Molecular Diagnostics Research

We innovated the SeekIt™ Platform, the world's first true point-of-care (POC) molecular diagnostic platform. SeekIt unlocks a new generation of testing that empowers patients with accurate and rapid information about their health wherever they are. The SeekIt platform is powered by our two key diagnostic innovations: DNA/RNA extraction and isothermal DNA/RNA amplification. These laboratory-quality molecular technologies yield higher sensitivity and specificity than existing POC diagnostic systems and are operational at room temperature without any additional equipment.

ABOUT US

Target Ablation Therapeutics Research

We are developing a programmable target ablation platform that seeks and destroys infectious pathogens and disease-driving sequences. We program technologies such as CRISPR-Cas to target and irreparably disrupt pathogenic genomes and oncogenic transcripts, which reduces disease burden and facilitates host recovery. Our programmable CRISPR platform approach directly targets and attacks the site of invading pathogenic replication; this technology can be leveraged to deliver precise therapeutics rapidly and at scale. While research is still ongoing, our innovative approach has potential applications across a myriad of diseases and has promise for ongoing innovation of CRISPR-based pharmaceutical technology.



The values that drive Seek Labs

INNOVATING FOR AN IMPACT

At Seek Labs, anything short of progress in global health is not enough. Our core values are woven into every facet of the organization, including day-to-day operations, business practices, and interactions with the community.

Collaboration

Community

Diversity

Global Health

Impactful Science

Intellectual Curiosity

SEEK COLLABORATION

We foster an environment where employees work together to solve problems and help one another achieve their goals.

Related Sustainable Development Goals (SDGs):

- ▶ 03 Good Health & Well-Being
- ▶ 05 Gender Equality
- ▶ 08 Decent Work and Economic Growth





CULTURE

Our company culture is the cornerstone of our identity.

We strive to ensure our team members are seen, heard, and celebrated while keeping everyone informed about our vision, progress, and decisions. We foster an environment where passionate individuals committed to global health can thrive, recognizing that innovation thrives in a supportive and inclusive atmosphere. United by our common goal of transforming global health, we make a lasting difference together, one breakthrough at a time.

Office Environment

College Banner Tradition: We honor our team members and their educational backgrounds by displaying banners of the universities they attended. Every team member signs their university banner, fostering pride and community in among our team.

Lab Naming: We honor past innovators by naming our labs after under-recognized scientists. We celebrate overlooked contributions to STEM and ensure their legacies are remembered and honored. We hope this tradition inspires future generations to value and build upon their work.

Open Door Policy: We foster an environment of support and empowerment with an open-door policy that encourages two-way communication. This approach builds trust, ensures all voices are heard, and cultivates a workplace of mutual respect.

Family Inclusion: Each year, we host gatherings to celebrate team achievements and build community. At least one event includes family members, honoring their vital support. This inclusive approach acknowledges and celebrates the contributions of our team's families.

Monthly Gatherings: We value transparency, collaboration, and community. Monthly all-hands meetings keep us aligned with our mission, share project updates, and celebrate milestones and achievements.

Seeker Spotlight: Our Seeker Spotlight program recognizes team members who embody our core values. Nominated by peers, these individuals are celebrated for their outstanding contributions and commitment to their projects, our values, and the company's success.

Company Surveys

Each month, we distribute anonymous surveys to gather feedback on different areas of the company. We focus on management, teamwork, ownership & autonomy, recognition & performance, and learning & growth. We rotate these topics to gauge team sentiment in each area. We highly value the feedback to ensure every team member feels heard and their needs are addressed, promoting a positive work environment. Survey results are discussed in all-hands meetings to drive further elaboration and address general concerns. These efforts help us maintain a healthy and thriving organization.

Survey Focus Areas:

Management: We seek feedback on leadership, communication, decision-making, and support to ensure our managers effectively empower and guide their teams.

Teamwork: We evaluate how well team members collaborate, communicate, and support each other to foster a cooperative work environment.

Ownership & Autonomy: Feedback helps us understand how empowered our team feels and how we can enhance individual initiative and responsibility.

Recognition & Performance: We gather insights on how well achievements are recognized, performance is evaluated, and constructive feedback is given.

Learning & Growth: We seek input on opportunities for skill enhancement, career progression, and personal development to support our team's growth goals.

Performance Metrics

People and Culture	2024	2023
Total Team Members	30-40	25-30
Gender Diversity - <i>Entire Team</i>	44% Biological Female 56% Biological Male	43% Biological Female 57% Biological Female
Gender Diversity - <i>Leadership</i>	29% Biological Female 71% Biological Male	13% Biological Female 88% Biological Male
Gender Diversity - <i>Board</i>	14% Biological Female 86% Biological Male	0% Biological Female 100% Biological Male

SEEK COMMUNITY

We support a strong sense of community societally, locally, and within our company. We strive to give back to the community where we operate and create a shared sense of belonging and purpose.

Related SDGs:

- ▶ 03 Good Health & Well-Being
- ▶ 05 Gender Equality
- ▶ 08 Decent Work & Economic Growth
- ▶ 09 Industry Innovation & Infrastructure





COMMUNITY ENGAGEMENT

The soul of our company is grounded in the community where we reside.

We leverage our resources and expertise to positively impact our community: promoting diversity in STEM, supporting Utah's life sciences ecosystem, and giving back locally. We encourage our employees to engage in service initiatives and provide resources, time, and flexibility to support causes for which they are passionate.

Seekers In Service

We believe in giving back to our community. Our *Seekers in Service* program offers an extra 40 hours of PTO each year for volunteering. We encourage everyone to use this benefit and contribute their time and skills to foster a stronger, more supportive community.

40hrs

PTO FOR VOLUNTEERING

28+

VOLUNTEER ORGANIZATIONS

51%

TEAM MEMBER PARTICIPATION

>500

VOLUNTEER HOURS LOGGED SINCE 2022

5-7

AVERAGE HOURS SPENT VOLUNTEERING PER PERSON



STEM FAIRS



TRASH CLEAN-UP



WOMEN'S SHELTER



FOOD DRIVES

Seek Labs is proud to be a **founding member** of BioHive. BioHive is a non-profit that builds community and advances impact-driven solutions for the good of Utah's life sciences industry, encompassing therapeutics, diagnostics, medical devices, pharmaceuticals, and health IT.

BioHive brands, builds, and brings together Utah's life sciences community.

Women in Technology & Science (WITS):

The BioHive WITS chapter supports the participation and advancement of women in STEM across Utah, offering returnship opportunities, mentorship, and networking while promoting their achievements statewide.

HealthTech Hub Community:

The HealthTech Hub aims to drive precision medicine innovation, transforming healthcare with personalized care, more effective treatments, better patient outcomes, and reduced disparities.

BioHive Student Chapters:

BioHive Student Chapters create vibrant communities for aspiring biotech and healthtech students in Utah, offering networking, professional development, and outreach opportunities. Members connect with industry experts through workshops and events to gain essential job skills and knowledge.

180K

DIRECT & INDIRECT JOBS

\$21.6B

STATEWIDE ECONOMIC
IMPACT

48%

HIGHER WAGES

1,600+

COMPANIES IN UTAH

Biohive

Seek Labs is proud to partner and be closely involved with BioHive and the various initiatives they support:

Women in Technology & Science (WITS): Several Seek Labs team members are active in the BioHive WITS group, holding leadership roles and advancing the mission to empower women in technology and science.

BioHive Student Chapters: In partnership with BioHive, Seek Labs supports the growth of future scientists by hosting events and backing student chapters throughout State of Utah.

Volunteering: Team members participate in volunteer opportunities hosted by BioHive, including blood drives, volunteering at women's shelters, and more.

BioHive Pride Parade: Seekers proudly participate in the Pride Parade alongside BioHive each year. Together with hundreds of local businesses, we walk in unity and celebrate Utah's LGBTQ+ community.

BioHive Live: This year, nearly every one of our team members attended BioHive Live, an event that brings together leading minds, disruptors, experts, and some of the most influential individuals in the life sciences and healthcare innovation industry for valuable learning and networking opportunities.



2024 Awards and Spotlights

Cindy Dunkle

Board Director

**INFLUENTIAL BIOTECH
LEADER 2024**



Alison O'Mahony

Vice President of
Pharmaceutical Research

**UTAH BUSINESS 30
WOMEN TO WATCH**



Douglas Gladue

Vice President of Veterinary
Pharmaceutical Development

**PROCINORTE PRIORITY ANIMAL
DISEASES 2024 WORKSHOP
PRESENTER**



SEEK DIVERSITY

We recognize diverse perspectives are crucial to foster creativity and provide a broader understanding of unique needs globally. We strive to prioritize diversity in our hiring practices, communications, and company growth.

Related SDGs:

- ▶ 05 Gender Equality
- ▶ 10 Reduced Inequalities



Diversity & Belonging

Our mission to impact global health is firmly rooted in diversity. **Diversity is essential at every stage of our development; creating technologies that serve the world require insights from every corner of it.** This commitment to diverse perspectives is a core part of who we are. Every individual brings a unique perspective shaped by their experiences, and we actively embrace and challenge these viewpoints to drive our vision of a healthier, better future for all.

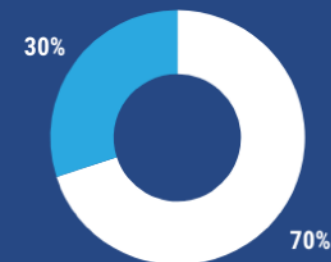
Full Time Team Members

Biological Sex



● Biological Female ● Biological Male

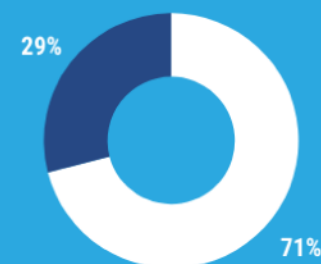
Ethnicity



● Asian ● White

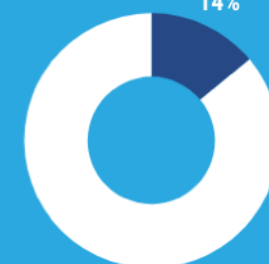
Executive Team

Biological Sex



● Biological Female ● Biological Male

Ethnicity



● Asian ● White

Building A Diverse Workforce

Parity Pledge

In 2021, we signed the Parity Pledge, promising to interview and consider at least one qualified woman and person of color for every open role at the Vice President level and above. This pledge underscores our dedication to fostering diversity and inclusion within our company, especially within our leadership ranks.



Interview Process

We employ a competencies-based interviewing process to ensure objective, unbiased decision-making in our hiring practices. Our competencies are grounded in the skills, capabilities, and values required for each position. Beyond assessing qualifications, we also evaluate how each candidate fits within our company culture. This holistic approach helps us maintain a work environment where our team can thrive, ensuring that new hires align with and contribute to our collaborative and inclusive culture.

Building A Diverse Workforce

Internships

We are committed to expanding and enhancing our internship program to provide more growth opportunities, nurture the next generation of professionals, and bring fresh perspectives to our team. This initiative is designed to support career development and maintain a diverse and dynamic workforce at Seek Labs. By investing in our internship program, we aim to foster innovation and ensure our team remains adaptable and forward-thinking.

Returnships

We partnered with Biohive WITS as a pilot company in their returnship program, which supports career reintegration by offering structured training, meaningful projects, and career advancement opportunities. A returner is an individual who has elected to take a career break for any of the following reasons: illness, parental leave, caregiving to family members, military service, or unretirement. The returnship program helps maintain a diverse and dynamic workforce at Seek Labs while building and supporting our community.



Equitable Compensation

We are committed to equitable and competitive compensation for our team. Our compensation philosophy is centered on fairness, transparency, and market competitiveness. We employ five key metrics in our compensation approach:

1. **Market Alignment:** We regularly benchmark our compensation packages against industry standards to ensure they are competitive and attractive.
2. **Performance-Based Recognition:** We celebrate exceptional performance through a range of recognition programs, designed to acknowledge and reward the outstanding contributions and achievements of our employees.
3. **Equity and Inclusion:** We are committed to maintaining equity in pay across all roles, ensuring that compensation is free from discrimination based on gender, race, or any other characteristic.
4. **Comprehensive Benefits:** Our benefits package is designed to support the well-being of our team members, including health insurance, financial resources, and wellness programs.
5. **Experience-Based Recognition:** We consider both the quality and length of experience, ensuring that everyone is rewarded in a way that aligns with their expertise and impact.

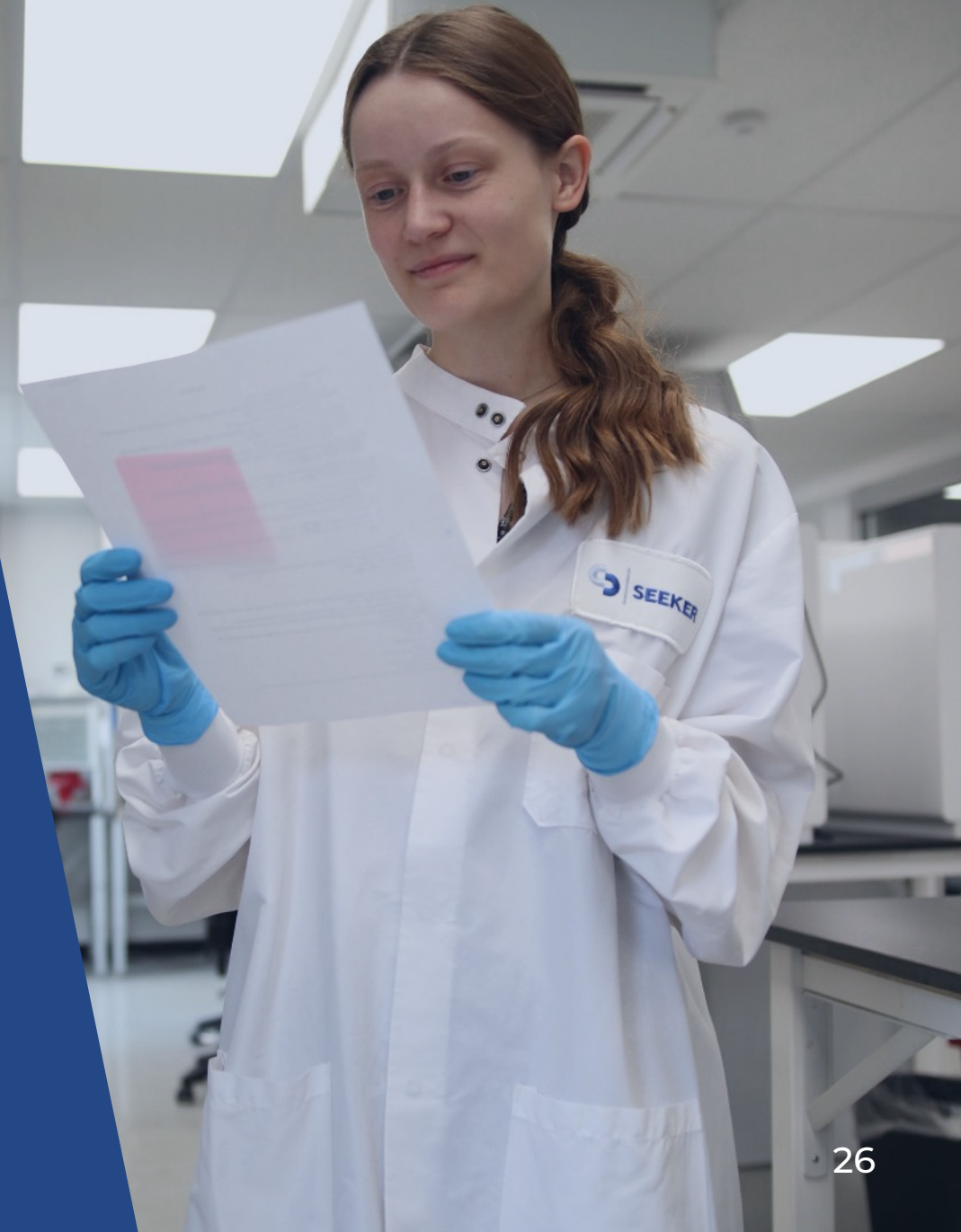
Recognizing the pervasive issue of pay discrimination in the United States, we are dedicated to fostering an inclusive work environment where all team members receive equitable compensation, free from discrimination. We aim to attract, retain, and motivate top talent, fostering a work environment where our team feels valued and empowered to succeed.

SEEK INTELLECTUAL CURIOSITY

Seekers chase and explore unparalleled and uncharted ideas. Our culture of curiosity not only fuels individual growth but also propels Seek Labs forward, enabling breakthroughs and advancements.

Related SDGs:

- ▶ 03 Good Health & Well Being
- ▶ 04 Quality Education
- ▶ 10 Reduced Inequalities



Growth & Development

Together, we create a thriving and innovative workplace where everyone can succeed.

We value team member improvement and strive to support and give back to the dedicated individuals who make our company what it is. We view employee development as encompassing intellectual growth, skill enhancement, and providing opportunities for our employees to relax and clear their minds. By prioritizing both physical and mental health, we believe our team members can perform at their best.

Current initiatives include:

- ▶ Book Club
- ▶ One-on-One Meetings
- ▶ Franklin Covey
- ▶ Women's Leadership Team
- ▶ Meditation Room
- ▶ Skills Workshops
- ▶ Training
- ▶ Office Library

FranklinCovey

FranklinCovey—the world’s foremost leadership company—helps organizations achieve transformational results by developing leaders at all levels and fostering a high-trust, inclusive culture.

Every Seeker has an All-Access Pass to FranklinCovey. Assigned company modules are discussed weekly to help facilitate discussions and provide support to both personal and professional goals.

Completed modules include:

5 Choices to Extraordinary Productivity

Make high-impact choices on where to invest their attention, energy, and time.

7 Habits of Highly Effective People

Achieve lasting success through self-leadership, effective collaboration, and continuous improvement.

Working at the Speed of Trust

Help transform trust deficits into trust dividends, enhancing relationships and accelerating team performance.

Navigating Difficult Conversations

Balance courage and consideration to de-stress challenging interactions and get better results.

131

FRANKLIN COVEY
MODULES

194

LEARNING
ACTIVITIES

42

COURSES
(3-6 WEEKS)

91

MICRO COURSES
(1-3 WEEKS)

Seek Labs Library & Book Club

To support continuous learning and professional advancement, we have established an office library stocked with personal development books and resources. Complementing our library is a Book Club, which plays a pivotal role in fostering a culture of learning and collaboration. These discussions enhance critical thinking and communication skills while promoting teamwork and collaboration.

30+

LIBRARY
BOOKS

10+

BOOK CLUB
MEMBERS

We plan to expand our library with a diverse range of recommended books and genres. Along with the expansion of our library, we hope to incorporate more interactive elements during Book Club meetings and involve employees at all levels.

Some Books in Our Library:

- ▶ *Atomic Habits*
- ▶ *Who Moved My Cheese*
- ▶ *Impact Players*
- ▶ *Multipliers*
- ▶ *The 5am Club*
- ▶ *Death by Meeting*

Workshops

Seek Labs offers workshops focused on enhancing personal skills and professional growth. These workshops foster continuous learning, improve performance, and boost team morale. By investing in these programs, Seek Labs ensures team members stay updated with industry trends and best practices, contributing to the company's success and innovation.

Presentation Workshop

Our ongoing presentation workshop focuses on honing presentation skills. Employees practice speaking in front of a microphone, on camera, and before an audience, ensuring comprehensive development of their public speaking abilities.

Future Plans

We are committed to continuing the workshop initiative with ideas from our team. Further, we plan to incorporate in-person workshops from Franklin Covey in the future to further enhance our training programs.



Women's Leadership Team

This year, we proudly launched the Women's Leadership Mentoring Circle, a space dedicated for our female leaders to support one another and foster collaboration. Meeting bi-weekly, this group shares experiences, discusses challenges, and develops solutions together. They focus on various aspects of leadership, including strategic thinking, communication skills, and professional development. By nurturing these connections and promoting continuous learning, the Women's Leadership Circle empowers our leaders to strengthen their skills and advance their careers, reflecting our commitment to nurturing strong, inclusive leaders in our organization.

One-on-One Meetings

Team members lead monthly meetings with their manager. These meetings provide a platform to share project updates, discuss progress, and brainstorm ideas for personal growth. Team members can ask for support, resources, and feedback to address their needs and aspirations. This open dialogue fosters strong connections, enhances communication, and supports continuous development. These meetings also empower employees, strengthen relationships, and keep everyone aligned with strategic objectives.



Meditation Room

Our newly built Meditation Room offers a serene environment designed for relaxation, yoga, and meditation. This quiet space allows employees to unwind, reduce stress, and enhance their overall well-being. By providing an opportunity for relaxation and mindfulness, the room not only supports mental and physical health but also helps employees return to work with increased focus and productivity. This initiative underscores our commitment to fostering a balanced and healthy work environment, promoting personal growth, and ensuring employees thrive both personally and professionally.

GOVERNANCE & RESPONSIBLE BUSINESS PRACTICES

Governance involves ethical leadership and transparent decision-making. Our responsible business practices prioritize integrity, sustainability, and social impact. These principles ensure we maintain high standards of accountability and respect, guiding our actions towards ethical and sustainable outcomes.

Related SDGs:

- ▶ 03 Good Health & Well Being
- ▶ 08 Decent Work & Economic Growth
- ▶ 09 Industry Innovation and Infrastructure



Benefits

Physical

\$400

HEALTH AND DENTAL

Insurance premiums are covered up to \$400 for all team members.

Schedule

9/80

WORK SCHEDULE

Our team follows a 9/80 work schedule, providing team members with every other Friday off.

Time Off

8

PATERNITY LEAVE

8 weeks of paternal leave

12

MATERNITY LEAVE

12 weeks of maternal leave

40

VOLUNTEER HOURS

All team members receive 40 hours of paid volunteer hours per year

Flexible

PTO AND SICK LEAVE

Flexible paid time off policy and unlimited sick leave for team members.

Mental and Personal Wellness



MEDITATION ROOM

Mental wellness resources are available to all team members, including a meditation room for calm yoga and restorative practices.



FRANKLINCOVEY

Franklin Covey, renowned for its personal and professional development tools, is accessible to all team members, enhancing their journey towards personal growth and development.

Financial

401(k)

401(K)

We offer 401(k) contributions to be made each paycheck. We plan to match contributions in the future.

12%

STOCK OPTIONS

12% of the company's stock options are set aside for team members who are eligible for options.

Other

Transit

UTA TRANSIT PASSES

Transit passes are available to team members to help with their commute.

Corporate Oversight

We are dedicated to aligning our approach with Seek Labs' corporate strategy to bolster our long-term sustainability. This commitment starts with our Board of Directors, who provide essential guidance and oversight on key matters.

Transactions & Finance Committee

Has the authority, as delegated by the Board, to review, structure, negotiate, approve, and recommend to the Board for approval of specified strategic and financing transactions involving the company.

Nominating, Corporate Governance, & Social Responsibility Committee

Oversees Seek Labs' governance strategy, including establishing corporate governance frameworks, evaluating Board performance, and nominating new directors. Spearheads diversity, equity, and inclusion initiatives, fosters growth in life sciences and technology, ensures sustainable practices, guides AI use, and supports community engagement.

Strategic Partnership Committee

Dedicated to cultivating and managing strategic alliances and collaborations that enhance Seek Labs' market position and growth trajectory. This committee identifies, evaluates, and executes partnership opportunities aligned with the company's strategic objectives, ensuring mutual benefit and sustained value creation.

Audit & Compensation Committee

Has oversight on Seek Labs' financial reporting, risk management, and compensation practices to ensure accuracy and compliance. Manages internal audits, information security, and handles whistleblower complaints, which safeguards the company's mission and employee well-being. The committee guides compensation practices for equitable outcomes, regardless of demographics.

Board Independence and Diversity

We are committed to maintaining a robust governance framework that promotes accountability, transparency, and ethical decision-making. Our Board of Directors exemplifies this commitment and are crucial for fostering innovative thinking and balanced decision-making.

7

DIRECTORS

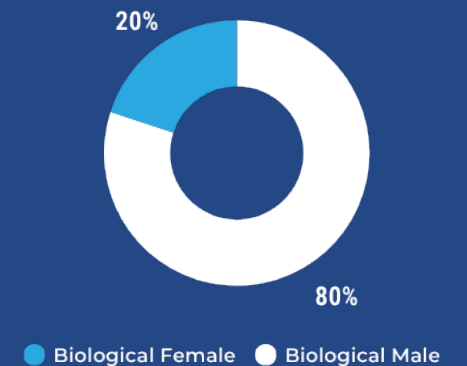
3/7

INDEPENDENT
DIRECTORS

Independent Director: A board member without any material relationship to the company, ensuring unbiased oversight and objective judgment. They play a key role in promoting transparency, accountability, and sustainable practices.

By fostering a culture of independence and diversity within our board, we are better equipped to navigate the complexities of today's business environment and drive sustainable growth. We remain committed to continuous improvement in these areas, ensuring that our governance practices evolve to meet the highest standards of excellence and accountability.

Biological Sex



Ethnicity



Stakeholder Engagement

Our mission to revolutionize healthcare through advanced technology and sustainable practices relies on the steadfast support and guidance of all our stakeholders. We are committed to ongoing engagement with these groups to shape our business strategy. More details on our stakeholder engagement can be found in the table to the right.

Stakeholder	Engagement	Outcome
Team Members	<ul style="list-style-type: none"> • All Hands Meetings • Internal Communications • Events 	<ul style="list-style-type: none"> • Team & Culture Building • Learning & Development • Goal achieving
Investors	<ul style="list-style-type: none"> • Conferences • Meetings • Press Releases 	<ul style="list-style-type: none"> • Information transparency • Disclosure strategy
Local Community	<ul style="list-style-type: none"> • Events • Volunteerism 	<ul style="list-style-type: none"> • Philanthropy strategy • Community partnerships • Sustainability strategy and environmental impact
Suppliers	<ul style="list-style-type: none"> • Meetings • Quality Evaluation 	<ul style="list-style-type: none"> • Compliance and Sustainability • Supply chain management • Risk Mitigation
Media & Analysis	<ul style="list-style-type: none"> • Conferences • Newsletters • Press Releases 	<ul style="list-style-type: none"> • Community outreach • Information transparency • Publicity
Future Talent & Universities	<ul style="list-style-type: none"> • Events • Social Media 	<ul style="list-style-type: none"> • Internships • Collaboration
Alumni	<ul style="list-style-type: none"> • Social Media 	<ul style="list-style-type: none"> • Continued support & relations
Government & Regulators	<ul style="list-style-type: none"> • Conferences • Events • Meetings 	<ul style="list-style-type: none"> • Compliance • Regulatory strategy • Strengthen innovation ecosystem
Clients/Customers	<ul style="list-style-type: none"> • Press Releases • Meetings 	<ul style="list-style-type: none"> • Not applicable at this stage

Business Ethics and Compliance

Upholding business ethics and compliance is crucial for maintaining the integrity and reputation of Seek Labs. It fosters a culture of trust, accountability, and transparency, all of which are essential for long-term success.

Anti-Bribery Clause

We are committed to maintaining the highest standards of integrity and ethical behavior in every aspect of our operations. As such, we have implemented a stringent anti-bribery policy that applies to all employees, officers, directors, consultants, and third-party partners.

Commitment to Ethical Conduct

Upholding ethical standards is central to our values. Our Code of Business Conduct and Ethics fosters integrity and accountability, requiring all new hires to acknowledge their contribution to maintaining trust and transparency within our organization.

Comprehensive Training and Compliance Policies

Our annual training programs address key topics like anti-harassment, responsible communication, and data security. Through a third-party platform, we ensure all employees complete their training upon hire and annually. Our compliance policies, including Anti-Bribery, Insider Trading, and Whistleblower Protection, are reviewed and certified each year to maintain our ethical standards.

HEALTH, SAFETY, & SECURITY

Health, safety, and security are essential to our operations. Health promotes employee well-being, safety ensures a hazard-free workplace, and security protects our people, data, and assets. These principles create a supportive and secure environment where everyone feels valued and protected.

Related SDGs:

- ▶ 03 Good Health & Well-Being
- ▶ 09 Industry, Innovation, & Infrastructure



Workplace Safety & Training

Workplace safety is a top priority. We uphold high standards and continuously improve our measures to ensure a safe environment for employees, visitors, and stakeholders, both inside and outside of our laboratories.

Employee Safety: A safe and respectful workplace is our priority. Our onboarding includes mandatory anti-harassment training on recognition, prevention, and response, fostering a positive, inclusive environment where everyone is treated with dignity.

Fire Safety: We have comprehensive fire safety protocols with regular drills, clear evacuation routes, and strategically-placed fire extinguishers. Employees receive thorough training in fire prevention, emergency response, and use of fire safety equipment.

Standard Operating Procedures (SOPs): Our Quality and Regulatory Team collaborates with staff to develop comprehensive SOPs, detailing workplace hazards and practices for a safe workflow. Mandatory quizzes ensure understanding and detailed work instructions serve as valuable references.

Visuals: Posters throughout the building highlight various hazards. Shipping and receiving areas display GHS chemical hazard symbols, while labs have signs for eyewash stations, protective gear requirements, and hazard zones. Additional signs promote safety and awareness throughout the office.

Chemical Safety

One of the most important safety measures a lab can take is chemical safety. At Seek Labs, we have implemented a comprehensive chemical safety program to ensure the safety of our employees, environment, and research integrity.

Chemical Inventory

Every chemical that enters our facility is thoroughly examined by our shipping and receiving team and immediately added to a detailed inventory system. We document the hazard class, attach the Safety Data Sheet (SDS), and include a wide range of other pertinent information for each chemical. Our inventory system is regularly updated and audited to ensure accuracy and compliance with safety standards.

Our Safety Protocols

- The Chemical Hygiene Plan is used to guide laboratory, shipping & receiving practices.
- Regular training sessions to ensure proper precautions and techniques are implemented.
- Personal Protective Equipment (PPE) is mandated and regularly inspected to ensure safety standards are met.
- All chemicals entering Seek Labs undergo a stringent quality check to ensure safe and compliant materials are used within our labs.
- Chemicals are stored in designated, well-ventilated areas that meet regulatory requirements for safety and security.

Hazardous Waste Management

We prioritize proper treatment of hazardous and non-hazardous office and lab waste to support our environmental commitment and safely scale our testing and experimentation.

Partnerships

We partner with a reputable waste disposal system and a specialized chemical waste company to manage all waste efficiently and according to the highest safety standards.

Ethical Disposal

We safely dispose of all hazardous and chemical waste, minimizing environmental impact, ensuring regulatory compliance, and protecting employees and the environment

Employee Engagement

Our employees actively maintain our waste management standards through comprehensive training and regular involvement, including weekly lab cleanings to ensure a safe and environmentally responsible workplace.

Cybersecurity

Cybersecurity is crucial to protect sensitive data, maintain operational integrity, ensure financial stability, and uphold our trusted reputation. In an era of increasing cyber threats, we are committed to robust security measures and proactive vulnerability management, securing our assets and building trust with clients and partners for long-term success.

Risk Management

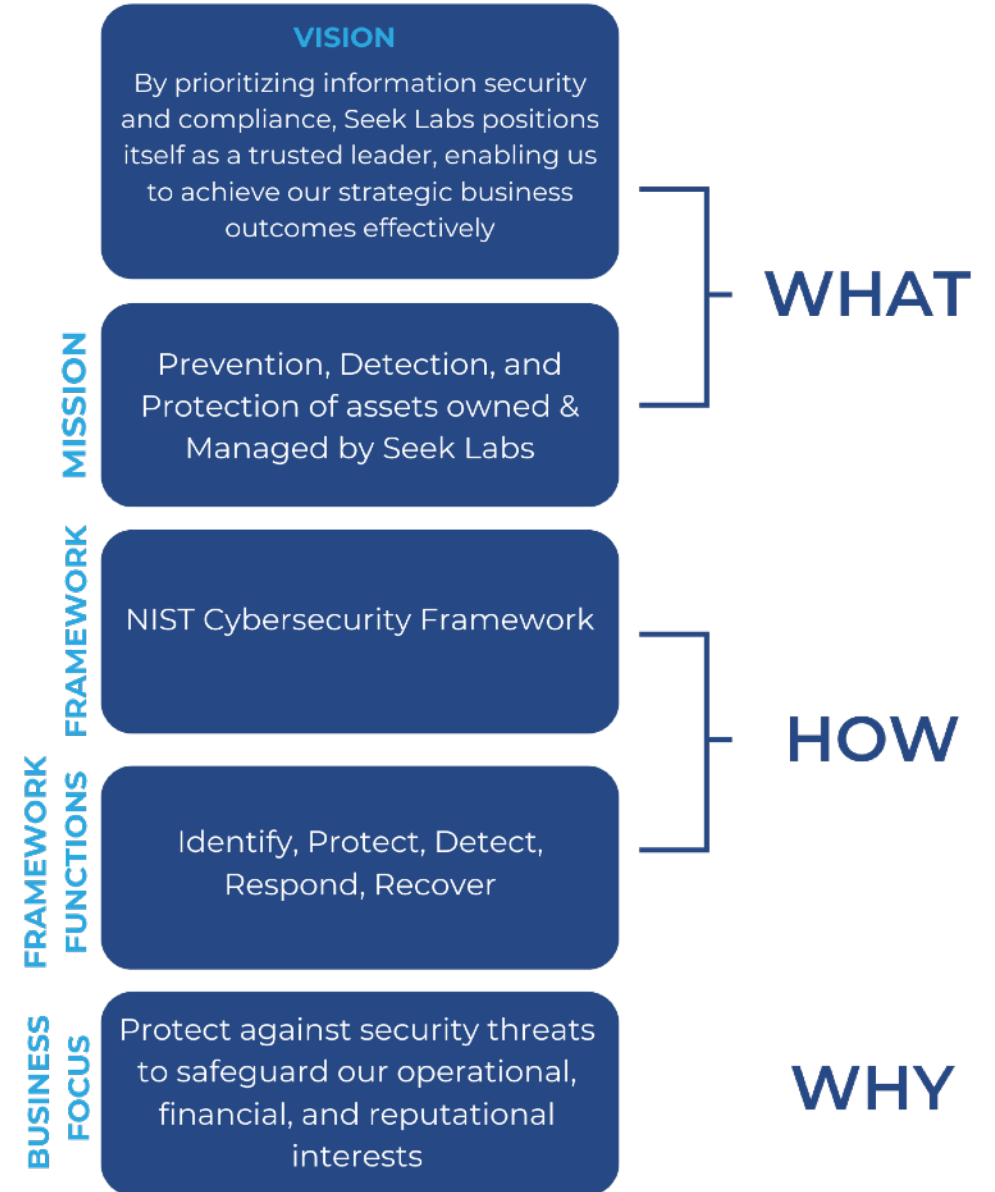
While the average security score for companies of our size ranges from 40% to 50%, we proudly exceed this standard with a score of **89.51%**. This achievement reflects our commitment to rigorous security procedures and comprehensive employee training, ensuring our team is well-equipped to maintain high-security standards. Our continuous education and proactive measures set a benchmark for excellence in our industry.

89.51%

MICROSOFT SECURE SCORE

NIST Framework

Seek Labs leverages the National Institute of Standards and Technology (NIST) Framework as a cornerstone of our cybersecurity strategy, enhancing our ability to manage and mitigate risks. This approach enables Seek Labs to identify vulnerabilities, protect against threats, promptly detect incidents, respond effectively, and recover swiftly. Adopting the NIST Framework underscores Seek Labs' commitment to robust cybersecurity and proactive risk management in today's evolving digital landscape.



Supply Chain Management

As we advance in product development, we have thoroughly examined our supply chain to ensure the creation of a high-quality product in an ethical and sustainable manner. Upholding these values throughout the manufacturing process is our priority, and we are dedicated to ensuring our suppliers share this commitment. Here's how we're achieving that:

The Approved & Disapproved Supplier Lists

Our [Approved Supplier List](#) is the foundation of our supply chain management, featuring suppliers who have met our comprehensive criteria, which include:

- **Quality:** Suppliers are expected to uphold high-quality standards, ensuring the products or services provided are reliable and meet our specifications.
- **Ethics:** Ethical business practices are a non-negotiable requirement. This includes fair labor practices, anti-corruption measures, and transparent business dealings.
- **Sustainability:** Suppliers must demonstrate sustainable practices in their operations.

Or

- **Small Business:** This refers to suppliers that do not provide comprehensive information on quality, ethics and sustainability because they are classified as a small business (50 employees or fewer).

Vendors that fail to meet our criteria are placed on the Disapproved Supplier List. They have been evaluated and found lacking in one or more of the areas outlined above. We do not purchase from these suppliers to ensure that our supply chain remains smooth and that all suppliers meet our required standards.

Supply Chain Management

Vendor Prioritization

In addition to maintaining our Approved Supplier List, we categorize approved vendors into three tiers to streamline our supply chain:

1. **Primary Approved Vendors:** These suppliers significantly meet our criteria and are our top priority for procurement. We always aim to purchase from these suppliers first.
2. **Approved Vendors:** These suppliers meet our criteria but are used on rare occasions due to the infrequent need for their specific items. These suppliers are essential for procuring specialized products or services that are not readily available from a primary supplier
3. **Secondary Vendors:** These suppliers are only used as a backup option when items cannot be sourced from either Primary or Approved Vendors.

Supplier Approval Request Form

When a team member identifies a potential supplier not listed on either the Approved or Disapproved Supplier List, they must complete a Supplier Approval Request Form. This form requires the following information about the prospective supplier:

- **Company Information:** Basic details about the supplier's operations, history, and product offerings.
- **ESG & DE&I Information:** Detailed insights into the supplier's environmental and social practices, as well as governance structures.
- **Sustainability Practices:** Information on the supplier's sustainability initiatives and performance metrics.

The completed form is then submitted to our purchasing team for analysis. This team meticulously reviews the information to determine whether the supplier meets our stringent requirements. Based on this evaluation the vendor is moved to either the Approved or Disapproved Supplier List.

SEEK GLOBAL HEALTH

We understand the importance of healthcare solutions that have lasting impact on a global scale. We thoughtfully consider how we can leverage our resources and innovations to bring positive change to communities globally.

Related SDGs:

- ▶ 03 Good Health & Well-Being
- ▶ 09 Industry, Innovation, & Infrastructure



The Impact of Healthcare

Healthcare is deeply personal— a single diagnosis can alter the course of a life, and every moment takes on a significance we never imagined. It's where our most vulnerable moments unfold as we welcome new life, battle illness, or face a final goodbye. In these defining moments, healthcare shapes the trajectory of our lives, standing as a beacon of hope through life's most significant trials.

The current state of the healthcare industry exposes profound, interconnected challenges that affect all. At the core of this system are four pillars that Seek Labs views as crucial:

Access, Quality, Cost, and Time.

These pillars are deeply intertwined, and deficiencies in one area can exacerbate issues in others. Addressing each of these pillars is key for a healthcare system that serves everyone effectively and equitably.

**Global
health is our
barometer
for progress**

Four Pillars of Healthcare

Access

Access to healthcare is a pressing challenge that affects people worldwide. For the 2 billion people living in rural areas, a lack of infrastructure makes obtaining even basic care incredibly difficult. This problem isn't confined to only rural areas; across the globe, it's often a struggle to access the diagnostic tests needed for treatment. Overall, access plays a critical role in determining the quality and timeliness of healthcare, and overcoming these challenges is essential for improving health outcomes everywhere.

Quality

Quality healthcare is vital, not only accuracy of testing and treatments but also the strength of the infrastructure that supports them. Quality infrastructure is the backbone of any effective healthcare system. This infrastructure encompasses healthcare systems, care centers, education, and more. Patients deserve efficient, compassionate, and robust care. Infrastructure isn't just about buildings and equipment—it's about creating spaces, systems, and communities where healing can take place.

Cost

Cost is a significant barrier in healthcare, often determining who can and cannot access necessary treatments. The financial burden of healthcare is a global issue. A 2023 study revealed 61% of adults worldwide agree that many people in their country cannot afford good healthcare. This statistic underscores the harsh reality that the cost of care is a deciding factor in health outcomes for millions of people. When the price of medical services, treatments, and medications becomes prohibitive, individuals are often forced to delay or forgo care altogether. The impact of healthcare costs extends beyond the individual, affecting families, communities, and entire economies. Affordable healthcare isn't just about reducing expenses—it's about ensuring everyone can access the care they need.

Time

In healthcare, time is one of the most crucial elements in determining the success or failure of treatment. Time influences every aspect of healthcare, but its impact is especially profound in rural areas. For the 43% of the world's population living in rural areas, time can be the greatest challenge—long journeys to reach medical facilities and delays in receiving care. In this constant race against time, effective treatment becomes our beacon of hope, offering a chance to fight back when illness strikes. Ultimately, time is all we truly have, and in healthcare, it shapes the path to recovery and the quality of care we receive.

SEEK IMPACTFUL SCIENCE

We prioritize rigorous science and innovative technologies to transform global health and meaningfully contribute to improving society by addressing critical unmet medical needs and bridging healthcare gaps.

Related SDGs:

- ▶ 03 Good Health & Well-Being
- ▶ 08 Decent Work & Economic Growth
- ▶ 09 Industry, Innovation, & Infrastructure
- ▶ 10 Reduce Inequalities
- ▶ 17 Partnerships for the Goals





OUR MISSION

Our work is about more than just technology; it's about providing accessible, affordable, and effective innovations.

Our mission is in the essence of everything we do—we want to impact global health. We believe everyone should have the best possible testing and treatment. That's why we are dedicated to making a difference across all four pillars of healthcare—**access, quality, cost, and time**—ensuring innovation leads to meaningful change by balancing these interconnected pillars. Our innovation is not just pushing the boundaries of science—we're creating life-changing solutions that disrupt disease at its core.

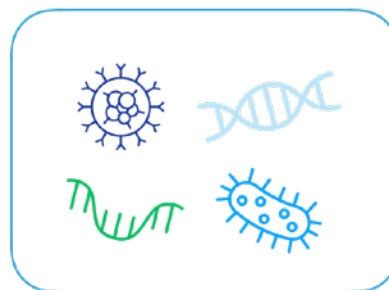
Pharmaceutical Innovation

The future of healthcare lies in our ability to reimagine what's possible.

Seek Labs is developing a programmable target ablation platform that seeks and destroys infectious pathogens and disease-driving sequences. We program technologies such as CRISPR-Cas to target and irreparably disrupt pathogenic genomes and oncogenic transcripts, which reduces disease burden and facilitates host recovery. Our ability to precisely disrupt genomic sequences gives us a unique opportunity to tackle infectious diseases that disproportionately affect the most vulnerable populations. By disrupting the genetic foundations of these diseases, we are not merely treating symptoms—we're tackling the root causes.



Unique,
Customizable
& Rational Design



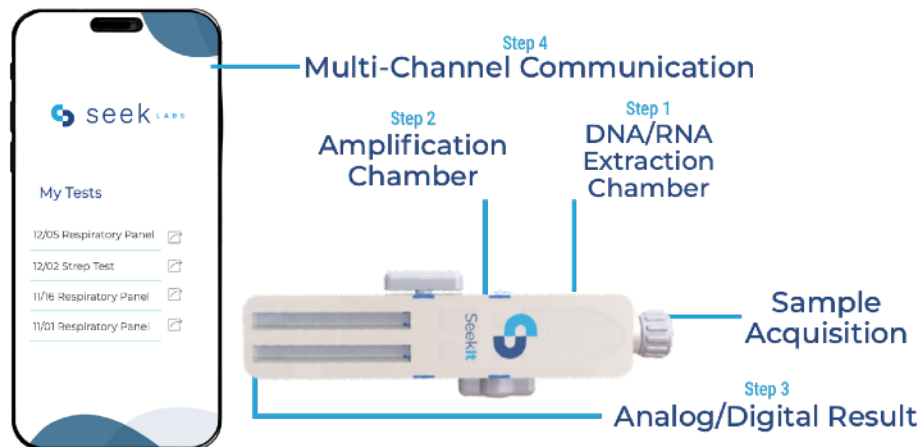
Simultaneously
Targets Up to 9
Genes



Multiple Delivery
Approaches

Diagnostic Innovation

Timely and accurate diagnostics are the foundation of effective healthcare. According to the US CDC, 70% of medical decisions rely on diagnostic results. We developed the SeekIt™ Platform to bring laboratory-quality diagnostic testing directly to the point of care. We reimaged DNA/RNA extraction and developed an innovative room-temperature DNA/RNA amplification method, which together make it possible for patients to access precise, reliable results without training or complex equipment. SeekIt not only reduces the cost and time associated with traditional diagnostics but also makes high-quality testing accessible to patients in even the most remote or underserved areas; SeekIt meets all of the World Health Organization's **REASSURED** criteria for effective point-of-care systems. We're not just making diagnostics more efficient—we're making them accessible to everyone, empowering better health outcomes for people across the globe.



DNA/RNA EXTRACTION

The process of purifying genetic material (DNA/RNA) from a biological sample by using physical and/or chemical methods to separate DNA/RNA from cell membranes, proteins, and other unwanted materials.

DNA/RNA AMPLIFICATION

Amplification: The process of isolating unique and specific genetic material from a sample and copying it multiple times to make it easier to find in a diagnostic test.

MULTI-CHANNEL COMMUNICATION

SeekIt connects patients and providers with real-time test results through the SeekIt™ Mobile App, ensuring access anytime, anywhere.

Key Benefits of the SeekIt™ Platform



SeekIt does not require a trained technician



SeekIt can be developed as a single analyte or multiplex platform (up to 10)



SeekIt is capable of analog or digital integration



SeekIt does not require any additional equipment



Over 1,500 tests can be developed on the SeekIt Platform



SeekIt is operational at room temperature (between 20 & 37°C)



SeekIt is compatible with multiple biological sample types



SeekIt is fully enclosed and disposable



SeekIt connects seamlessly with app-based AI integration for digital results



SeekIt is inexpensive to develop



SeekIt allows users to share test results directly with health providers



SeekIt delivers test results in only 20 minutes from sample-to-result

Our Impact: Four Pillars of Healthcare

Access

Diagnostics: The ability to perform testing at room temperature without complex equipment brings vital diagnostic tools to regions with limited healthcare infrastructure, ensuring accurate and timely medical diagnoses in underserved areas

Pharmaceuticals: Our CRISPR-based therapies are designed to tackle infectious diseases that disproportionately affect developing countries. By disrupting the viral RNA and DNA genomes of these pathogens, we're bringing life-saving treatments to populations that have historically been underserved by traditional medicine.

Quality

Diagnostics: Our technology offers portable, lab-grade accuracy, reducing misdiagnosis and empowering healthcare providers to make informed decisions, while meeting WHO's REASSURED criteria and setting a new global standard for diagnostic quality.

Pharmaceuticals: By targeting oncogenes and viral genomes with precision, CRISPR technology enables personalized treatments tailored to each patient's genetic profile, enhancing the effectiveness and quality of care worldwide.

Cost

Diagnostics: The SeekIt™ platform lowers diagnostic costs by eliminating the need for expensive equipment and specialized training, making complex tests affordable even in resource-limited settings and reducing overall patient care costs.

Pharmaceuticals: Our programmable platform lowers healthcare costs by targeting the roots of disease, leading to faster, more effective treatments that reduce hospital stays and expenses while making advanced therapies more affordable and accessible.

Time

Diagnostics: The SeekIt™ platform provides rapid diagnostic results at the point of care, significantly reducing the time to diagnose and start treatment, especially in emergencies or managing infectious diseases.

Pharmaceuticals: Our target ablation platform speeds up antiviral therapy development by disrupting viral replication, enabling faster treatment deployment and improving outcomes in both acute and chronic health crises.