



INNOVATION & IMPACT REPORT 2025

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# Global Health is Our **Barometer of Progress**

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# Introduction

Being a *Seeker* means refusing to accept a world where disease outpaces our ability to respond and instead working every day toward a vision of global health anchored in transformational science and innovation. This is the barometer by which we measure progress.





# A Letter From Our Co-Founder & CEO

Dear Stakeholders,

This year, we launched BioSeeker™, our AI-powered discovery engine and a crowning achievement for the company. It sits at the core of our innovation and powers a layered architecture: BioSeeker serves as the *Intelligence Layer*, continuously mapping genomic data of infectious pathogens to reveal critical insights that power the Global Disease Atlas, an initiative to map every high-burden infectious disease on earth.

These insights then fuel our *Deployment Layers*: PTAP™, our programmable therapeutic platform, and SeekIt™, our field-ready molecular diagnostic system. Together, they form a full-stack development engine designed to accelerate innovation, rapid response, and impact across global health.

This year, we focused on strengthening the way we operate through clear standards, strong governance, and a culture of responsibility.

**Governance & Quality.** We published a Quality Policy, now publicly available as a clear standard of accountability. Quality is not just an internal process or regulatory requirement; it is a promise to patients, partners, and regulators. In parallel, our Board of Directors continued to provide steady oversight, ensuring alignment, accountability, transparency, and long-term value creation remain at the center of our operations and decision making.

**Community.** Our commitment to impact extends beyond our walls. Through Seekers in Service, our team contributed volunteer hours to local organizations; we actively participated in Utah's life-sciences ecosystem through BioHive; and we opened our doors to innovators via internships and structured returnships.

**Health, Safety, & Security.** Internally, we prioritized and advanced environmental health and safety programs and continued to invest in robust cybersecurity and resilience. Our *Microsoft Secure Score* remained in the top tier for a company our size, reflecting a mature approach to security and risk management.

**Responsible Supply Chain.** We evaluated key suppliers against operational reliability criteria and refined our Approved Supplier List tiers to prioritize accountability, transparency, and U.S.-manufactured alternatives, where feasible.

**Impactful Science.** Our goal is constant and consistent: create and deploy transformative solutions to diagnose and treat diseases that affect patients globally. With BioSeeker and the Global Disease Atlas as our compass, we progressed our PTAP therapeutics program and advanced SeekIt, our molecular diagnostic system.

Publishing this report is not a requirement; it's a choice. We believe transparency strengthens trust with our stakeholders and beyond, which ensures we continue to develop and deploy transformative and innovative science. This report reflects both the standards we set and the progress we've made. Thank you to our team, partners, investors, and the communities where we operate.

***Progress is not something we wait for; it's something we build, together.***



**Jared Bauer, Co-Founder & CEO**



## OUR MISSION

# Global Health is Our Barometer of Progress

We are focused on creating tangible solutions that improve health outcomes for people everywhere. For us, it's about making a meaningful difference in the lives of patients around the world. Anything short of progress in global health is just not enough.

# Company Overview

## About Seek Labs

Seek Labs is redefining what's possible in global health by developing a new class of disease response, uniting programmable therapeutics and point-of-care diagnostics under one intelligent AI-powered platform. At the core of this innovation is BioSeeker™, our proprietary AI engine that accelerates the discovery and design of both diagnostics and therapeutics. This dual-platform approach enables Seek Labs to develop critical technologies that can impact global health.

## Quality Policy

Quality drives our mission to advance global health. We prioritize patient safety, scientific rigor, and compliance with applicable regulatory requirements through a culture of continuous improvement. We are committed to excellence in all that we do.





# Core Values

Our core values are the heart of who we are, the foundation of everything we do, and they drive our decisions, actions, and culture.

## IMPACTFUL SCIENCE

We pursue research with purpose, grounded in rigor, excellence, and adherence to the highest quality standards. We refine continuously, hold ourselves to best practices, and channel our efforts into discoveries that can improve lives.

## COLLABORATION

We believe the best solutions emerge when people work together with openness and respect. Our team practices active communication, resolves conflict constructively, and adapts to challenges with flexibility.

## COMMUNITY

We bring enthusiasm and empathy to the way we engage as a team and with the world around us. Whether it's giving back through service, supporting a colleague, or contributing to the life sciences ecosystem, we shoulder responsibility for strengthening the communities where we live and work.

## GLOBAL HEALTH

Every innovation we pursue is tied to one question: does this improve outcomes for patients and communities worldwide? This value pushes us to embrace a global perspective and innovate with accessibility in mind.

## DIVERSITY

We know that different perspectives lead to better science and stronger teams. By valuing varied perspectives and encouraging open dialogue, we build an environment where unique insights can lead to greater innovation and greater impact.

## INTELLECTUAL CURIOSITY

Innovation begins with curiosity. We encourage Seekers to ask questions, share learnings, and embrace new ideas. Curiosity fuels growth, creating a culture where exploration leads to breakthroughs and a growth mindset is the norm.



# Impactful Science

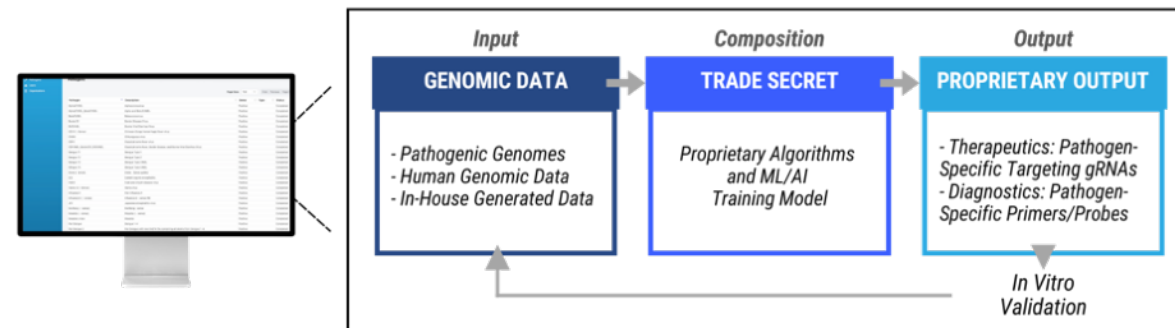
Science without impact is not enough. Every innovation is measured by its ability to close the gaps in global health. Our disease response stack is designed to map, design, and deploy solutions faster than ever before, bringing real results and solutions to patients, providers, and communities worldwide.



# Our Tech Stack

## Intelligence Layer: BioSeeker™ and the Global Disease Atlas

BioSeeker is designed to streamline the discovery, prioritization, and optimization of genetic targets for both therapeutics and diagnostics. Traditionally, the discovery process has been slow and fragmented, relying on trial-and-error methods, scattered data, and long testing cycles. BioSeeker transforms this by analyzing massive amounts of genomic data to rapidly identify and prioritize high-impact genetic sequences: precise areas for ablation in therapeutic applications and primer/probes with pan-pathogen or strain-specific potential in diagnostics. What once took months or years can now be accomplished in weeks, compressing timelines and delivering high-precision outputs that power Seek Labs' proprietary platforms. It continuously ingests and analyzes global genomic data, which keeps our therapeutics and diagnostics efficacious as diseases evolve.



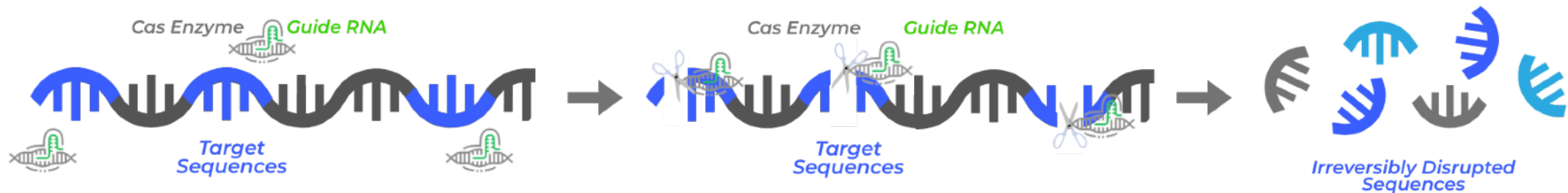
Powered by BioSeeker, the Global Disease Atlas represents a systematic effort to map ~95% of high-burden infectious diseases. It serves as a rapid response repository to both known and emerging threats by mapping and tracking high-burden diseases.

Together, BioSeeker and the Global Disease Atlas form the discovery backbone of Seek Labs. They make our science precise, adaptable, and ready for global deployment.

## Deployment Layers: Programmable Therapeutics & Diagnostics

### Programmable Therapeutics

BioSeeker analyzes pathogenic genomic sequences and identifies precise areas that, when disrupted, will disable the pathogen. These areas are then programmed into Seek Labs' Programmable Target Ablation Platform (PTAP)<sup>™</sup>, a CRISPR-based system designed to target and disable specific sites at the pathogenic source. This disruption is intended to prevent the pathogen from replicating, thereby reducing disease burden and allowing the host immune system to mount an effective response against ensuing infection.



The need for such a solution has never been greater. Emerging pathogens are accelerating in frequency and geographic spread, while existing solutions often struggle to keep pace with evolving strains, require years of development, and may not have the adaptability to translate effectively across diseases. PTAP addresses this gap with a scalable, rapid-response approach that can be tailored to high-consequence diseases in humans and animals. It offers a path to adaptable, high-precision therapeutics.

# Why Having a Programmable Therapeutic System Matters

## SPEED

With BioSeeker speeding discovery timelines, rapid PTAP development could make lifesaving therapeutics available sooner.

## EFFICIENCY

By reducing R&D time and costs, PTAP therapeutics can be available rapidly for global outbreak or location-specific disease events.

## PRECISION

PTAP therapeutics can be designed to target the root cause of disease without broad off-target effects

## DURABILITY

Multiplexed targeting could reduce the likelihood of resistance, ensuring therapeutics remain effective as pathogens evolve.

In 2024, PTAP was successfully validated *in vivo* against African Swine Fever Virus (ASFV), a lethal disease in pigs that has caused over \$190B in economic losses and has spread across 52 countries. In the peer-reviewed study, 57% of infected pigs treated with Seek Labs' therapeutic survived, demonstrating a reduction in ASFV viral load. Additionally, 100% of the 57% survived when reinfected with ASFV 28 days later. Read the full study [here](#).





## Molecular Point-of-Care Diagnostics

BioSeeker is not just a therapeutics discovery engine but also a high-impact tool to accelerate diagnostics development. It can rapidly identify primers and probes for high specificity and low false-positive rates—whether for strain-specific outbreaks or pan-pathogen surveillance. These outputs are deployed through SeekIt™, a fully self-contained molecular diagnostic system benchmarked against the WHO REASSURED criteria (*Real-time Connectivity, Easy Sample Collection, Affordable, Sensitive, Specific, User-friendly, Rapid, Equipment-free, and Deliverable*). SeekIt is being developed to deliver lab-quality testing at the point of care without the need for complex equipment or trained personnel. Where most rapid tests sacrifice accuracy for speed, SeekIt can bridge the gap with a portable, instrument-free molecular format that provides highly sensitive results in under 30 minutes. SeekIt combines the key functions of gold-standard molecular diagnostics into an integrated workflow, contained within a single-use, standalone device:

### 1. Seek Extraction™

*Instrument-free, integrated sample preparation that isolates high-quality DNA/RNA in under two minutes using a proprietary binding membrane, with efficacy across a variety of sample types.*

### 2. Seek Amplification™

*A proprietary enzymatic formulation enabling rapid molecular isothermal amplification at room temperature, eliminating reliance on lab infrastructure. Test-specific primers and probes are identified by BioSeeker, ensuring tests maintain accuracy as pathogens evolve.*

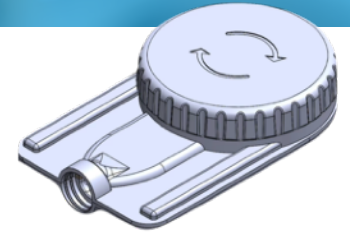
### 3. Visual Detection

*Simple, intuitive molecular lateral flow strips make analog results possible at the point of care.*

### 4. Mobile Connectivity

*An optional mobile app enables digital result capture and real-time communication, supporting data-sharing and integration with healthcare systems for easy access by clinicians and beyond.*

Designed for global scalability, SeekIt can redefine what's possible at the point of care: science that is not only fast and accurate but also accessible and deployable anywhere it's needed.



## ***Why Point-of-Care Diagnostics Matter***

### **RAPID**

Accurate molecular results available in under 30 minutes can power timely clinical decisions, which is important when rapid treatment is needed and every minute counts.

### **ACCESSIBLE**

SeekIt is operational at room temperature and without equipment for broad deployment, including low-resource settings where infrastructure or clinical resources are limited.

### **SCALABLE**

With over 1,500 tests possible on the platform, SeekIt can be rapidly developed for existing, emerging, or neglected diseases.

### **MULTI-TARGET TESTING**

Multiple pathogens can be screened in a single test, which helps providers distinguish between similar symptoms, guide appropriate treatment, and reduce unnecessary antibiotic use.

### **EASY TO USE**

The intuitive, enclosed, and disposable format allows testing by non-specialists, which can expand access beyond centralized labs to the true point of care.

### **CONNECTED**

An optional mobile app enables digital reporting and real-time communication, supporting outbreak tracking, data sharing, and integration with existing digital health systems.

# Global Health

Global health is the driver of every innovation we pursue. Truly impacting global health requires more than broader access to technology; it requires reimagining how we discover, design, and deliver solutions.



# Global health is the lens through which we make every decision.

## *The Global Health Realities We Must Address*

Speed	Precision & Safety	Existing & Emerging Threats	Access	Interconnected Health
Traditional drug development can take a decade or more, while centralized lab diagnostics leave patients waiting days or weeks for answers.	Off-target effects derail promising therapeutics, while rapid antigen tests lack the sensitivity and specificity patients and providers need.	“Routine” infectious diseases continue to strain economies and health systems worldwide, while future <i>Disease X</i> threats, could emerge suddenly with devastating impact.	Cost, infrastructure, and geography remain barriers globally. Many communities lack the power, equipment, or personnel required, while affordability challenges can keep accurate tools out of reach.	Human and animal health are increasingly intertwined, with ~60% of emerging diseases being zoonotic. Animal disease outbreaks disrupt nutrition, livelihoods, and trade.



## Therapeutics Through the Global Health Lens

Our programmable therapeutic platform (PTAP) is being designed around a single guiding question: How can we build therapeutics that truly improve health outcomes for patients, communities, and ecosystems worldwide? Answering this question means looking beyond the narrow lens of traditional therapeutic development and considering the full spectrum of challenges that impact global health: from seasonal viruses and food security to neglected diseases, zoonotic spillover, and even future threats we cannot yet predict.

## Diagnostics Through the Global Health Lens

We are building our molecular diagnostic platform, SeekIt, to make actionable health insights available to everyone, everywhere. This means prioritizing the chemistry, components, and a usability format that can go beyond the lab, breaking diagnostics free from equipment-dependent barriers to meet people where they are. Globally, patients need diagnostics that are portable, affordable, and adaptable but still deliver molecular precision.

In pursuit of our mission, three groups remain central to every decision we make:

- 1. Patients:** They, along with their communities, are at the heart of our innovation and the reason we measure progress in health outcomes, not experiments or milestones alone.
- 2. Seekers:** Our team's commitment, ingenuity, and collaboration transform vision into impact.
- 3. Investors:** Our investors are more than just financial contributors of critical capital; they also provide expertise, connections, and confidence to help propel our mission.

Together, these groups form the foundation of Seek Labs. By keeping global health at the center of every innovation, we ensure our work does more than just advance science; *it drives us to create meaningful, lasting change worldwide.*

# Collaboration

Collaboration is both a value and a responsibility, driving our ability to listen, share knowledge, and solve problems as a team. Collaboration is also how we hold ourselves accountable to one another and to the communities we serve, ensuring our culture reflects a commitment to cooperative innovation.



## Company Culture

Our company culture is how we move our mission forward. Global health shapes not only the solutions we build but also the culture we create. We know that advancing science requires trust, open communication, and the ability to work together across functions, disciplines, and perspectives. Four principles guide our company culture:

### Global Health is Our Barometer of Progress

*If it doesn't move outcomes for patients and communities, we keep iterating.*

### We Believe a High-Performing Team is Essential to Achieve Our Mission

*We recruit, develop, and support exceptional people who are stewards of our mission and make thoughtful choices; we trust each other, set high standards, and hold ourselves accountable.*

### Quality is Our Foundation

*Quality is not just a process; it is the standard by which we hold ourselves to high standards, continuously improve, and ensure our science and impact can be trusted by patients.*

### We Live by Our Values

*We reflect our core values in everything we do.*





## Collaboration in Practice

We embed collaboration into the fabric of daily life at Seek Labs through shared traditions, rituals, and feedback loops that connect us to each other and to our mission:

**College Banners:** We honor each Seeker's academic journey by displaying the banner of their university. Every team member signs their banner, a simple ritual that builds pride and a sense of community. Together, the banners reflect the diverse educational paths that strengthen our team.

**Lab/Conference Room Naming:** Our labs and conference rooms are named after under-recognized scientists or individuals whose contributions shaped scientific discovery or innovation. By highlighting these innovators, we celebrate varied contributions to science and remind ourselves that impact can come from anyone.

**Monthly Seeker All-Hands Meetings:** Regular all-hands meetings and trainings keep us aligned, transparent, and connected. These touchpoints are spaces to share updates, celebrate milestones, and track progress together.

**Seeker Spotlight:** Each month, team members nominate colleagues who exemplify our core values. Honorees are recognized for meaningful contributions, reinforcing the behaviors that drive impact.

**Company Surveys:** Regular, anonymous surveys provide feedback on teamwork, management, autonomy, recognition, and growth. Results are shared openly, ensuring collaboration is strengthened through dialogue and follow-up.



# Diversity

By cultivating an environment where different perspectives are respected and valued, we strengthen creativity, sharpen problem-solving, and develop solutions that reflect the varied needs of patients and communities. This is how we close gaps in global health and ensure our work makes a lasting impact.





# Building a Workforce of Diverse Perspectives

Diversity is not defined by a single characteristic. It comes from the different paths that shape who we are: our backgrounds, disciplines, worldviews, and lived experiences. We believe this diversity of thought is essential to solving the world's toughest health challenges. Healthcare touches everyone, everywhere. To design solutions that meet those needs, we rely on perspectives shaped by varied upbringings, educational journeys, geographies, and life experiences. These differences make us better innovators and push us to ask better questions, uncover better answers, and build better technologies.

## Workforce Development Pathways

We are intentional in how we recruit, hire, and support Seekers, building pathways for growth at every stage of their careers.

***Parity Pledge:*** Since 2021, we have committed to broadening our leadership pipeline by ensuring candidates with varied experiences, perspectives, and backgrounds are actively sought out and considered for Vice President-level roles and above.

***Internships:*** Our internship program offers meaningful projects, mentorship, and clear learning goals to prepare the next generation of innovators.

***Competency-Based Hiring:*** Our structured interview process aligns directly to role-specific skills and values, which ensures decisions are objective and evidence driven. Alongside qualifications, we assess how candidates will contribute to and thrive within our culture.

***Returnships:*** In partnership with BioHive, our returnship program supports professionals reentering the workforce after a career break, strengthening both individual pathways and Seek Labs' talent pool.

## Establishing Fairness & Opportunity

Building and sustaining diversity also means every Seeker feels valued. Our goal is to attract, retain, and motivate top talent so every Seeker feels confident, supported, and empowered to succeed. By holding ourselves to principled and transparent standards, we aim to set a high bar for ourselves and serve as an example to the broader market.

***Fair Pay:*** We benchmark compensation to market data and commit to principled, transparent pay practices.

***Recognition:*** We strive to acknowledge exceptional contributions through performance-based recognition programs.

***Comprehensive Benefits:*** Our benefits support health, financial security, and wellbeing, enabling Seekers to thrive.

***Pay Equity:*** We monitor compensation to ensure fairness across roles, responsibilities, and expectations.



# Community

We measure our impact not only by the technologies we build but by the ways we strengthen the places where we live and work. At Seek Labs, our commitment to community engagement operates at two levels: empowering our employees to give back directly and engaging in the broader life sciences ecosystem that sustains innovation.







# Employee Engagement

## Seekers in Service

Through *Seekers in Service*, every employee is encouraged to dedicate up to 20 hours annually to volunteer work, supported by company time. In 2025, 46% of Seekers participated, contributing 114 total hours of service by Q3 and more than 880 hours since the program began in 2022. Projects span local STEM engagement, nonprofits, and community support initiatives, reflecting our belief that we can create positive impact every day and extend our patient and community-driven mission beyond the walls of our office.

20 HRS

ANNUAL ALLOTTED  
VOLUNTEER TIME

46%

TEAM MEMBER  
PARTICIPATION

880 HRS

VOLUNTEER HOURS  
LOGGED SINCE 2022

# Industry & Ecosystem Engagement

## BioHive

Seek Labs is a founding member of BioHive, Utah's life sciences and healthcare innovation ecosystem. Through BioHive, we help advance impact-driven solutions across Utah's therapeutics, diagnostics, devices, and health tech industries.

180K

DIRECT & INDIRECT JOBS

\$21B

STATEWIDE ECONOMIC IMPACT

48%

HIGHER WAGES

1,600+

COMPANIES IN UTAH

### *Women in Technology and Stem (WITS)*

WITS advocates for women in Utah's science, technology, engineering, and mathematics (STEM) ecosystem. Seek Labs is actively engaged in BioHive's WITS community, including representation on the Leadership Team to support WITS initiatives and events.

### *HealthTech Hub (HTH)*

The HealthTech Hub, in collaboration with *Silicon Slopes*, operates at the intersection of health and technology. HTH unites life sciences, healthcare, and tech to drive innovation, accelerate precision medicine, and improve outcomes.

### *University Student Chapters*

BioHive Student Chapters foster vibrant communities for aspiring biotech and healthtech students around the state of Utah. Each chapter is dedicated to cultivating networking opportunities, professional growth, and impactful outreach initiatives for their members.

## ***Best of BioHive Award Recipient, 2025***

Our commitment and engagement with BioHive was recognized this year with the *Best of BioHive* Award for Women in Tech & Science, which acknowledged 58% of our workforce is female (as of February 2025). This honor reflects our confidence that a diverse, engaged workforce is essential to building both stronger communities and stronger science.



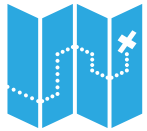


# Intellectual Curiosity

Every breakthrough begins with a question. At Seek Labs, we nurture curiosity as the engine of our discovery, fueling the ideas that grow into solutions. A culture of curiosity empowers Seekers to explore, learn, and share knowledge openly so that innovation remains central to our operations.



# Building Pathways for Growth & Development



## Career Advancement Framework

In 2025, we launched the Career Advancement Framework, which provides structured pathways for both technical and corporate roles. It offers two tracks: *Individual Contributor* (deepening expertise and innovation) and *Manager* (building people management and strategic influence). Because growth looks different for each Seeker, the framework creates flexibility, equity, and visibility. Advancement across both tracks is based on mastery, scope, and measurable impact.



## Performance Evaluation Program

Our annual performance evaluation program aligns role expectations with our Culture Code, translating feedback into growth. Using a *Start/Stop/Continue* framework, Seekers and managers identify strengths to build on, areas to adjust, and opportunities to pursue. This ensures evaluations are focused on development, alignment, and continuous improvement.



## Franklin Covey

Every Seeker has an *All-Access Pass* to Franklin Covey's leadership platform, which equips passholders with curated content covering confidence, productivity, and collaboration, among other professional development topics. These courses and topics:

- Empower employees to learn at their own pace.
- Reinforce leadership and continuous improvement.
- Provide shared language for communication and alignment across teams.

# Cultivating A Learning Culture

Beyond formal programs, we embed curiosity into daily life, creating a workplace where exploration, shared learning, and personal wellbeing fuel innovation and collaboration.

## *Seek Labs Library*

Our company library offers curated titles for professional and personal growth, encouraging fresh ideas and shared discussion. New books are added based on team requests, keeping the collection evolving as the company grows.

## *Meditation Room*

The meditation room provides a dedicated space for mindfulness, yoga, and recovery. Stepping away to reset reduces stress, restores focus, and supports both personal wellbeing and professional performance.

## *Working Genius*

In 2025, every Seeker completed the *6 Types of Working Genius* assessment by Patrick Lencioni, identifying strengths in *Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity*. We shared our Working Genius assessment results company-wide and improved collaboration on our team by

- Aligning tasks with natural strengths.
- Leveraging diverse working styles.
- Reducing frustration from role misalignment.
- Building appreciation for unique talents across the team.

# Governance & Responsible Business Practices

Governance and responsible practices ensure our mission is advanced with integrity, accountability, and transparency, both inside and outside our company.

# Employee Benefits

We offer comprehensive benefits to support Seekers’ health, wellbeing, and financial security. Our goal is to ensure every employee is supported and can thrive.

## Physical

<b>\$500</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
MEDICAL	DENTAL	VISION	DISABILITY	LIFE
\$500/month+ contributed toward medical premiums	100% monthly dental premiums covered	100% monthly vision premiums covered	100% monthly short-term disability premiums covered	100% monthly life premiums covered



## Financial

<b>401(k)</b>
RETIREMENT SAVINGS
401(k) contributions each paycheck (company match planned)

## Time Off

<b>15 Days</b>	<b>10 Days</b>	<b>20 Hours</b>	<b>Flexible</b>	<b>12 Weeks</b>
PERSONAL PTO	HOLIDAYS	VOLUNTEER TIME	SICK LEAVE	FAMILY LEAVE
15 days of personal PTO, accrued yearly	10 company holidays yearly + a year-end holiday break week	20 hours yearly through Seekers in Service	Flexible sick leave policy	12 weeks of Family Leave for qualifying events

## Mental & Personal Wellness

	
MEDITATION ROOM	FRANKLIN COVEY
Meditation room available to all team members for calm yoga and restorative practices	Franklin Covey All Access Pass for professional development and personal growth





# Business Ethics & Compliance

Ethical conduct is non-negotiable at Seek Labs. Our *Code of Business Conduct and Ethics*, acknowledged by all employees, sets clear expectations and fosters trust. We maintain a strict anti-bribery policy and require training on anti-harassment, responsible communication, and data security.

# Corporate Oversight

Our Board of Directors provides guidance and oversight to align strategy, sustainability, and long-term value.

- ***Transactions and Finance Committee:*** Reviews and approves strategic and financing transactions and also advises the Board.
- ***Nominating, Corporate Governance, & Social Responsibility Committee:*** Leads governance frameworks, Board Member evaluation/nomination, and guides responsible practices and community engagement.
- ***Strategic Partnership Committee:*** Builds and fosters relationships that strengthen our position and growth.
- ***Audit & Compensation Committee:*** Oversees financial reporting, risk management, information security, whistleblower processes, and equitable compensation.

## Board Composition & Independence

Our board currently includes 7 directors, 5 of whom are independent. Independence and diverse perspectives are essential to effective governance, ensuring decisions are well-informed and driven by accountability. As Seek Labs grows, we remain committed to strengthening our board with leaders who bring varied expertise, experiences, and viewpoints that enhance oversight and long-term value creation.



BILL STODDART, MA (CHAIRPERSON)



PETER KOSON, PhD



RANDY RASMUSSEN, PhD



CINDY DUNKLE



KEITH MARMER, DPT, MBA



MICHAEL PAUL, PhD



JARED BAUER, MBA

# Stakeholder Engagement

Our mission to impact global health cannot be achieved in isolation. It requires the steady input, guidance, and collaboration of the stakeholders who shape our path. Stakeholder engagement is how we ensure our science and strategy remain aligned with patient needs, market priorities, and global health realities.

Our People	Partners in Innovation	Community & Ecosystem	Governance & Policy	Market & Communications
<i>Seekers, Alumni</i>	<i>Investors, Scientific &amp; Strategic Partners, Suppliers</i>	<i>Nonprofit &amp; Philanthropic Partners, Patient Advocacy Groups, Future Talent &amp; Universities</i>	<i>Government, Regulators, Global Health Agencies</i>	<i>Clients &amp; Customers, Media &amp; Analysts</i>
Seekers are at the center of everything we do. We engage employees through all-hands meetings, surveys, and shared traditions that build culture, alignment, and accountability. Alumni also remain part of our extended community, staying connected through outreach and ongoing relationships.	Our research and development is strengthened through collaboration: we engage investors through regular published updates, press releases, and disclosures; we work with scientific and strategic partners to advance discovery & development; and we hold suppliers to high standards to ensure integrity across our supply chain.	We believe global health begins with strong local foundations. Our team gives back through volunteerism, STEM engagement, and community partnerships. We also collaborate with nonprofit and philanthropic partners to translate bold ideas into tangible innovations, while cultivating future talent through internships, mentorship, and university partnerships.	We maintain active dialogue with local/national government agencies and regulators to ensure compliance and contribute to health security priorities. At the same time, we engage with global health agencies to align our strategy with preparedness needs on an international scale.	Transparency and trust are central to our growth. Clients and customers should be involved early through pilots and readiness efforts. Media and analysts are engaged through our website, social media, and press releases that share and track progress openly.

# Health, Safety, & Security

Protecting people, data, and supply chains are essential to responsibly advancing our mission. We integrate safety, compliance, and resilience into every aspect of our operations so our science can be trusted by employees, partners, and patients alike.





# Quality

Quality is how our mission to advance global health shows up in practice every day. It safeguards patient and user safety, ensures our products perform as intended, and builds trust with patients, partners, and regulators worldwide. By embedding quality into how we design, build, and deliver, we protect the integrity of our innovations and establish lasting impact.

To uphold this commitment, we are developing a robust *Quality Management System* (QMS) that aligns with all applicable regulatory requirements, international standards, and industry best practices. Our QMS integrates a broad range of quality processes—including product development controls, document and change management, training, audits, and corrective actions—into a cohesive framework that prioritizes compliance and consistency while strengthening accountability across the organization.



# Workplace & Lab Safety

We prioritize a safe and compliant workplace so that every Seeker can focus on innovation with confidence. Our workplace and laboratory safety programs are built on rigorous standards, continuous training, and proactive oversight.

## Workplace Safety

We operate an OSHA-aligned framework that integrates safety into daily operations. Key measures include:

- ***Safety Committee:*** A dedicated team that champions workplace safety, fosters a culture of awareness, and tracks preparedness across the organization.
- ***Incident Reporting & Investigation:*** A structured system that encourages reporting and learning from work-related incidents, which drives continuous improvement and maintains a safe working environment.
- ***Hazard Communication Program:*** An OSHA-required program that protects our employees by making certain they are informed and trained on workplace chemical hazards.
- ***Emergency Preparedness:*** Fire drills, evacuation plans, and routine reviews of emergency procedures make sure our team is ready to respond effectively.
- ***Training:*** Ongoing, role-specific training programs equip every Seeker with the knowledge and skills to work safely.



## Laboratory Safety

Because our science involves infectious agents and hazardous materials, we maintain rigorous *Environmental Health & Safety* (EHS) programs that meet OSHA standards and align with CDC biosafety guidance.

- **Chemical Safety:** Our OSHA-required *Chemical Hygiene Plan* establishes the safe handling, storage, and use of all chemicals.
- **Biological Safety:** We operate laboratories at BSL-2 and enhanced BSL-2 levels with practices guided by CDC BMBL recommendations. We apply layered controls in facility design, procedures, work practices, and protective equipment.
- **Safety Oversight:** Laboratory safety is overseen by a dedicated safety committee and a Principal Investigator, who, together, provide oversight on safety operations.
- **Material Controls:** Review and approval processes certify safe introduction and ongoing use of all biological or chemical materials.
- **Respiratory Protection:** An OSHA-compliant program that provides appropriate respiratory protection for high-risk environments, supported by fit testing and training.

# Cybersecurity

Cybersecurity is a cornerstone of our operations, protecting sensitive data, preserving operational integrity, and ensuring financial stability. In today's evolving threat landscape, we combine technology, training, and frameworks to safeguard our systems and reinforce trust with our stakeholders.

## Training & Awareness

Technology alone cannot defend against every threat. Ongoing employee training and awareness are central to our cybersecurity strategy. Through regular communication, simulated phishing exercises, and continuous education, we empower every team member to act as the first line of defense.

## Risk Management

For the second consecutive year, we have maintained an industry-leading security standard with a *Microsoft Secure Score of 89%*, compared to an industry average of 40–50% for companies of our size. Our consistent performance demonstrates the strength of our security program and underscores the maturity and reliability of our practices.

## NIST Framework

We are actively adopting the *NIST Cybersecurity Framework* as a core component of our security strategy, strengthening our ability to identify, protect, detect, respond to, and recover from cyber threats. Our current score of **4.5/5** demonstrates a high level of cybersecurity maturity and operational readiness



# Supply Chain Management

Our supply chain reflects the same standards of quality, ethics, and sustainability that guide our internal operations. In the past year, we re-audited key suppliers and identified alternatives that are reliable, cost efficient, and, where possible, U.S.-manufactured.

1

**Quality:** Consistently meet set specifications and demonstrate reliable performance.

2

**Ethics:** Operate with integrity, including adherence to fair labor practices, anti-corruption standards, and transparent business operations.

3

**Sustainability:** Implement and demonstrate responsible business practices that support reliability, efficiency, and long-term performance.

4

**Small Business Consideration:** Flexibility for suppliers with fewer than 50 employees, recognizing the unique challenges small businesses face.



## Supplier Approval Process

New supplier relationships require a *Supplier Approval Request Form* that documents company history, quality controls, and operational reliability. An internal team reviews each submission to determine eligibility for the *Approved Supplier List*.

## Supplier Prioritization

Approved suppliers are categorized into three tiers to streamline procurement:

1. **Primary Suppliers:** Strategic partners who excel across quality, ethics, and long-term reliability, from whom we source the majority of materials.
2. **Approved Suppliers:** Reliable and compliant suppliers, often engaged for specialized procurement.
3. **Secondary Suppliers:** Partners meeting minimum requirements, providing only essential materials that cannot be sourced elsewhere.

# Appendix



# Disclaimers

*This report is provided by Seek Labs for informational purposes only. It reflects our commitment to transparency and responsibility but is not required by law or regulation. The content herein is intended to share our mission, values, progress, and priorities with stakeholders and should not be interpreted as a regulatory filing, marketing authorization, or financial prospectus.*

*This report does not constitute an offer to sell, a solicitation of an offer to buy, or a recommendation regarding any securities of Seek Labs. It should not be relied upon as investment, legal, or financial advice.*

*Seek Labs publishes this report voluntarily to communicate our mission and commitments to patients, employees, and partners. The information included represents our current practices and initiatives, which may evolve year-over-year.*

## Forward-Looking Statements

*This report contains forward-looking statements, including but not limited to statements regarding technologies under development, anticipated therapeutic and diagnostic applications, timelines, and collaborations. These statements are based on current expectations, estimates, and assumptions and are subject to risks and uncertainties that may cause actual results to differ materially. Seek Labs undertakes no obligation to update or revise forward-looking statements, whether as a result of new information, future events, or otherwise.*

## Product & Regulatory Status

*Seek Labs' technologies, including BioSeeker™, PTAP™, and SeekIt™, are in research and development. None of these products have been cleared, approved, or authorized for clinical use by the U.S. Food and Drug Administration (FDA) or any other regulatory authority. References in this report to potential applications, performance characteristics, or use cases are based on internal research, early validation studies, or collaborations, and should not be interpreted as established claims of safety, efficacy, or regulatory status.*



# Alignment with United Nations Sustainable Development Goals

We present *Sustainable Development Goals* (SDG) alignment where related practices are discussed in this report (SDG numbering follows the UN framework). Alignment reflects contribution, not full attainment. For more information, please visit the UN's website.

<i>Sustainable Development Goal</i>	<i>Seek Labs Alignment</i>	<i>Section</i>
1. No Poverty	Not Currently Aligned	N/A
2. Zero Hunger	Partial	3
3. Good Health & Well Being	Strong	1, 2, 3, 9
4. Quality Education	Partial	4, 6
5. Gender Equality	Partial	4, 5
6. Clean Water & Sanitation	Not Currently Aligned	N/A
7. Affordable & Clean Energy	Not Currently Aligned	N/A
8. Decent Work & Economic Growth	Strong	6, 8, 9
9. Industry, Innovation, & Infrastructure	Strong	2, 3, 9
10. Reduced Inequalities	Partial	3
11. Sustainable Cities & Communities	Not Currently Aligned	N/A
12. Responsible Consumption & Production	Partial	9
13. Climate Action	Not Currently Aligned	N/A
14. Life Below Water	Not Currently Aligned	N/A
15. Life on Land	Not Currently Aligned	N/A
16. Peace, Justice, & Strong Institutions	Partial	8
17. Partnerships for the Goals	Strong	2, 3, 4, 6

# Contact

For questions about the company or this report, please contact Seek Labs' Communications team ([communications@seeklabs.com](mailto:communications@seeklabs.com)).