

# 2025

# Lunit

# Sustainability Report

Conquering Cancer through AI



# About this Report

---

## Report Summary

Guided by its vision to “Conquer Cancer through AI,” Lunit publishes an annual sustainability report to contribute to healthier lives through innovative technology and help build a sustainable society. This report transparently shares Lunit’s sustainability direction and key achievements with stakeholders and serves as a channel to strengthen communication. Published annually in Korean and English, the report will continue to reflect stakeholder feedback in Lunit’s sustainability activities.

## Reporting Period and Scope

This report covers Lunit’s activities and performance from January 1 to December 31, 2025, with select activities from the first half of 2026 included for timeliness. Lunit publishes this report annually and presents quantitative data for the past three years where available. Economic performance is reported on a consolidated basis, including Lunit headquarters and consolidated subsidiaries, in accordance with Korean International Financial Reporting Standards (K-IFRS). Following the 2024 acquisition of Volpara Health Technologies Ltd., this report reflects the renaming of certain overseas entities and newly consolidated entities in 2025. For details on major subsidiaries and entity name changes, please refer to Subsidiaries on p. 9. Environmental, social and governance performance was calculated based on Lunit headquarters or consolidated subsidiaries, depending on each indicator’s scope. Changes in data scope or calculation methods are noted on the relevant pages.

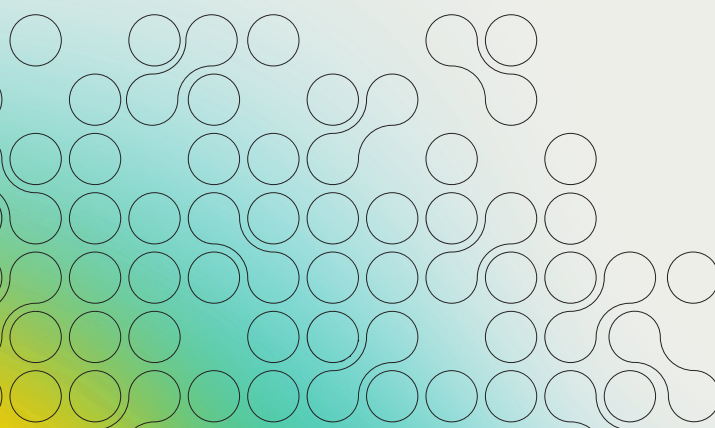
## Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, an international sustainability reporting framework. It also applies the Sustainability Accounting Standards Board (SASB) Standards to cover key issues relevant to Lunit’s industry, and reflects activities and achievements that contribute to the United Nations Sustainable Development Goals (UN SDGs). All financial information is presented on a consolidated basis in accordance with K-IFRS.

## Assurance

This report has been assured by an independent third-party organization to ensure the reliability and fairness of its preparation process and information. Results are available in the Independent Assurance Statement (pp.86-87).

<b>Date of Issue</b>	May 2026
<b>Publisher</b>	Lunit Inc. / 5F, 374 Gangnam-daero, Gangnam-gu, Seoul, Republic of Korea
<b>Department in Charge</b>	IR & Governance Team
<b>E-mail</b>	sustainability@lunit.io
<b>Website</b>	www.lunit.io/en/



# Contents

---

## Leadership

Executive Chairman Message	05
CEO Message	06

## Overview

About Lunit	08
Business Overview	11
Sustainability Management	14
Materiality Assessment	17
Stakeholder Engagement	20

## Our Society

Talent Management and Development	22
Diverse and Inclusive Culture	27
Work-Life Balance	31
Improved Healthcare Accessibility	33
Sustainable Technology Innovation	37
Product Quality and Safety	39
Human Rights Management	41
Partnership Management	45

## Our Organization

Data Security and Privacy	47
Enhancing Ethics and Compliance	51
Robust Corporate Governance	53
Integrated Risk Management	60

## Our Planet





Climate Action	63
GHG and Energy Management	65

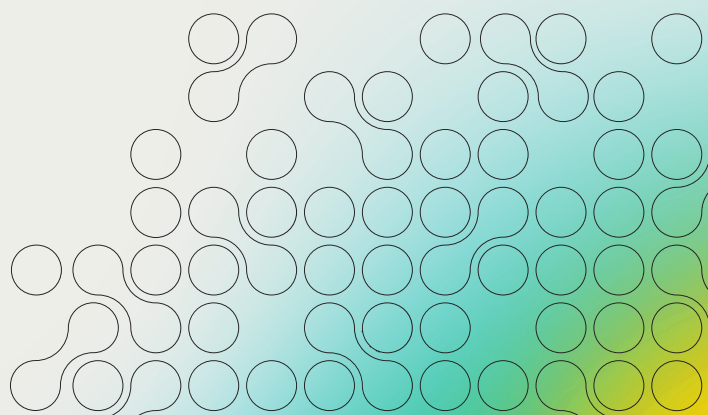
## Appendix

ESG Databook	68
GRI Index	78
SASB Index	81
UN Global Compact	82
Awards and Association Activities	83
GHG Verification Statement	84
Independent Assurance	86

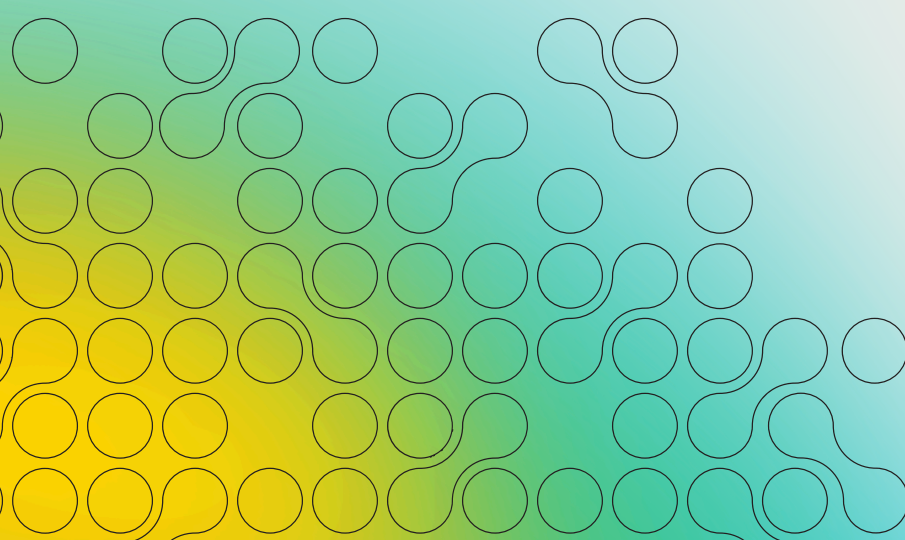
### How to use this Report

This report is published as an interactive PDF with links to related pages within the report and external webpages.

-  [Go to Cover Page](#)
-  [Go to previous page](#)
-  [Go to Contents](#)
-  [Go to Related Links](#)



# Leadership



# Executive Chairman Message



## Dear Valued Lunit Stakeholders,

We sincerely thank you for your unwavering trust and support for Lunit over the past year. Guided by our vision to “Conquer Cancer through AI,” Lunit has driven constant innovation at the forefront of technology for more than a decade.

The completion of Volpara’s post-acquisition integration, following its acquisition in May 2024 and renaming as Lunit International, marked a historic milestone in Lunit’s rise as a truly global company. As our business expands worldwide, the Board is focused on building a robust management system fit for this scale. Recognizing that transparent decision-making and proactive risk management are essential to corporate resilience in a global environment, the Board is establishing an operating framework aligned with global standards and grounded in strong accountability.

We will further strengthen independent oversight led by independent directors, helping management protect the company’s intrinsic value amid rapid change. Guided by firm principles, we will pave the way for Lunit’s sustainable growth in the right direction.

Lunit’s purpose is to save more lives by conquering cancer through AI, and to advance equitable healthcare through early diagnosis and personalized treatment. The Board will continue to promote balanced progress across environmental, social and governance, helping Lunit become a respected company that contributes to healthier lives. We ask for your continued support as Lunit sets new standards in medical AI.

Thank you.

Co-Founder, Executive Chairman of the Board  
**Anthony Paek**

# CEO Message



## Dear Valued Lunit Stakeholders,

Amid shifts in the medical AI industry, Lunit has focused on core competitiveness for its next leap. Even in an uncertain business environment, Lunit has moved forward steadily, backed by the trust of our shareholders and stakeholders.

Last year, Lunit took a meaningful step to maximize global business synergies and grow revenue in the United States (U.S.) market. Following the acquisition of Volpara in 2024, we renamed it Lunit International and advanced integration, strengthening our foundation as a global medical AI company. The differentiated U.S. data and infrastructure secured through this process will support future market leadership and profitability. In oncology, we are also delivering notable results through deeper technology. Partnerships with global Big Pharma companies, including Daiichi-Sankyo and AstraZeneca, show that Lunit’s AI technology has moved beyond the lab and is proving its real-world clinical applicability.

Lunit is not only expanding its business, but also strengthening the foundations for sustainable growth. We respect diversity and inclusion so our global organization can move toward one goal, and have built a transparent and ethical corporate culture. We have also embedded environmental responsibility across our management, including Science Based Targets initiative (SBTi) near-term target-setting and Scope 3 emissions measurement, further strengthening our foundation as a respected company.

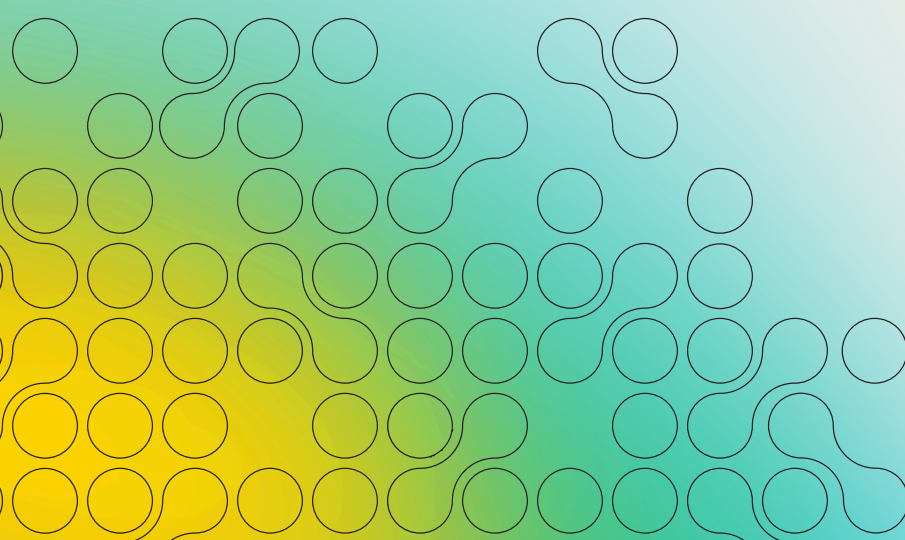
If 2025 was a year to regroup and prepare for takeoff, 2026 will be the year Lunit proves its potential as tangible value. We ask for your warm support on our bold journey to conquer cancer through AI.

Thank you.

CEO

**Brandon Beomseok Suh**

# Overview







# About Lunit

Lunit has grown beyond medical imaging to provide solutions spanning the full cancer journey, from diagnosis to treatment, establishing itself as a key leader in the global medical AI industry. We continue to push boundaries to bring forward the future of conquering cancer, ensuring that advanced AI technology leads to saving more lives.

## Company Overview

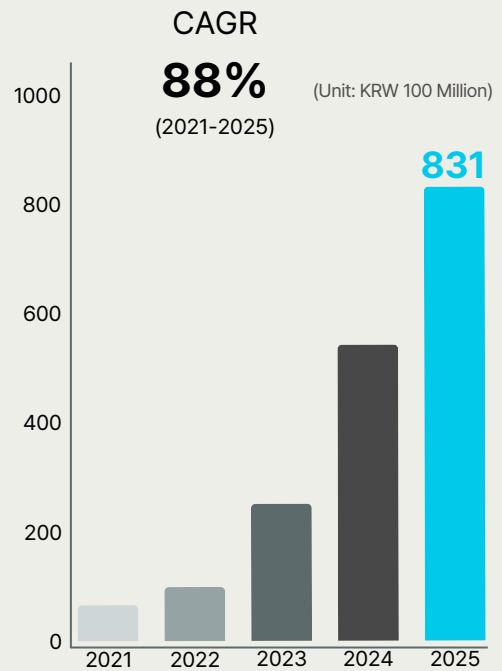
<b>Name</b>	Lunit Inc.
<b>Founded</b>	August 23, 2013
<b>CEO</b>	Brandon Beomseok Suh
<b>HQ Address</b>	4F-9F, Gangnam-daero 374, Gangnam-gu, Seoul, Republic of Korea
<b>Employees*</b>	314

\* Lunit HQ and certain consolidated subsidiaries; excludes Lunit International Ltd. and its subsidiaries.

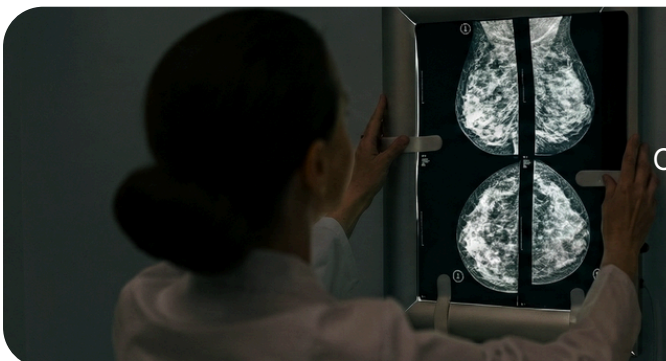
 <b>45+</b> Sales Countries (Unit: Countries)	 <b>9</b> Full-time Physicians (Unit: Persons)
 <b>340+</b> Research Papers (Unit: Papers)	 <b>7,400+</b> Installed Hospitals (Unit: Hospitals)

(As disclosed in the annual report as of end-December 2025)

## Key Financial Highlights



(As of end-December 2025)



## Vision & Mission

Conquer cancer through AI to save more lives.  
 Build AI that supports early diagnosis and personalized treatment.

**Conquer Cancer through AI**

### About Lunit

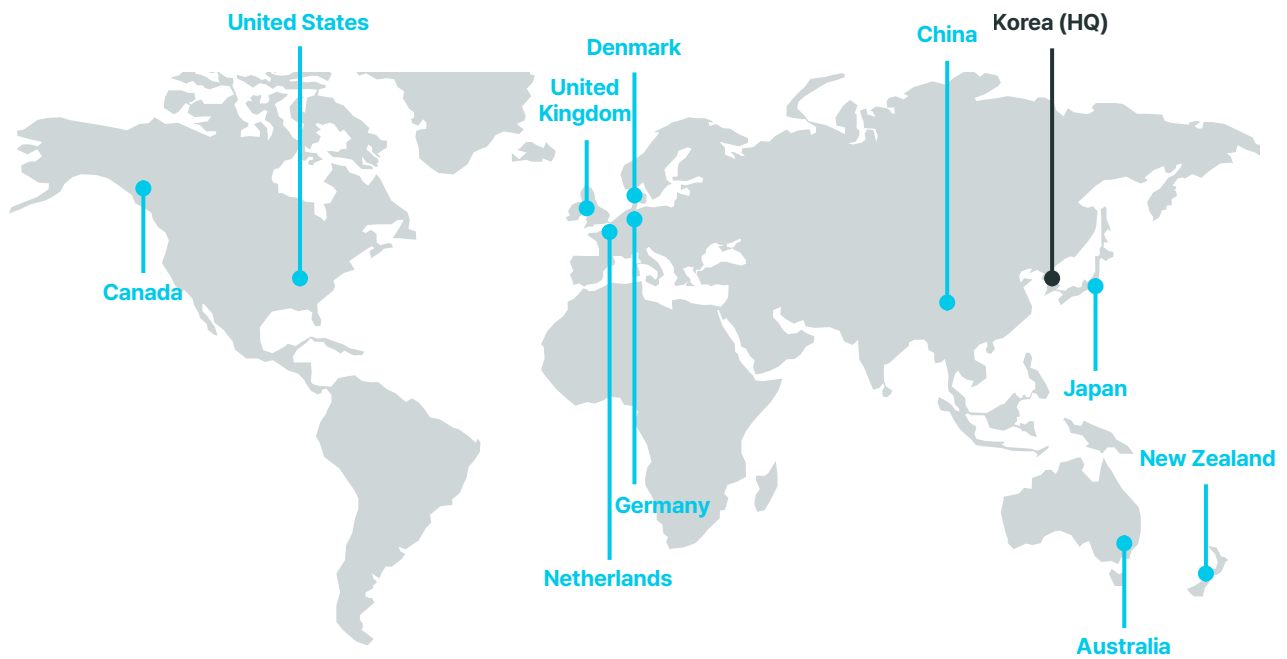
- Business Overview
- Sustainability Management
- Materiality Assessment
- Stakeholder Engagement

### Overview

# About Lunit

## Subsidiary Overview

Beyond Korea, Lunit operates 13 subsidiaries across 10 countries, including the United States and Europe, building a global network to lead the healthcare market.



Company Name	Location	Ownership	Fiscal Year-End	Business Type
Lunit USA, Inc.	United States			
Lunit China Co., Ltd.	China			
Lunit Europe Holdings B.V.	Netherlands			
Lunit Europe GmbH	Germany			
Lunit Japan Inc.	Japan			
Lunit International Ltd. (formerly Volpara Health Technologies Ltd.)	New Zealand			
Lunit Finance NZ Ltd. (formerly Volpara Finance Ltd.)	New Zealand	100%	December	Development and distribution of application software
Volpara Health Ltd.	New Zealand			
Lunit Americas, Inc. (formerly Volpara Health, Inc.)	United States			
Lunit Australia Pty Ltd. (formerly Volpara Health Australia Pty Ltd.)	Australia			
Lunit UK Ltd. (formerly Volpara Health Europe Ltd.)	United Kingdom			
Lunit Denmark ApS (formerly Volpara Health Denmark ApS)	Denmark			
Lunit Canada, Inc. (formerly Volpara Health Canada, Inc.)	Canada			

**About Lunit**

- Business Overview
- Sustainability Management
- Materiality Assessment
- Stakeholder Engagement

**Overview**

# About Lunit

## Lunit History



**About Lunit**

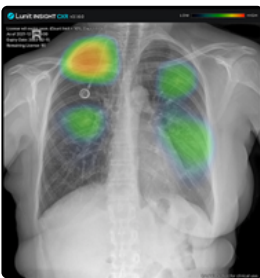
- Business Overview
- Sustainability Management
- Materiality Assessment
- Stakeholder Engagement

**Overview**

# Business Overview

## Cancer Screening

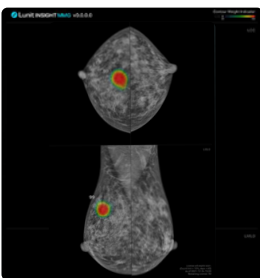
Lunit's Cancer Screening business provides AI solutions that support early cancer detection and physicians' reading decisions using chest and breast images. Lunit INSIGHT CXR, MMG and DBT analyze chest X-ray, mammography and digital breast tomosynthesis images to indicate the location and likelihood of abnormalities or suspected breast cancer. Backed by major clearances from the United States Food and Drug Administration (FDA), European Conformity (CE) marking and Korea's Ministry of Food and Drug Safety (MFDS), the products are used globally. They are offered through a Platform model linked to Picture Archiving and Communication Systems (PACS) and a Modality model connected to or embedded in imaging devices. Through partners such as GE Healthcare, Philips, Fujifilm and Hologic, distribution partners and direct sales in key markets, Lunit is expanding global access to its AI imaging diagnosis solutions.



### Lunit INSIGHT CXR

**Lunit INSIGHT CXR** is an AI solution that analyzes chest X-rays and quantifies the location and likelihood of 10 major abnormal findings, including pulmonary tuberculosis.

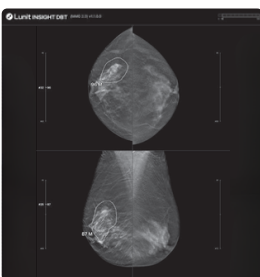
It auto-classifies normal findings to reduce reading fatigue, while tracking subtle changes from prior images to improve diagnostic workflow efficiency and treatment safety.



### Lunit INSIGHT MMG

**Lunit INSIGHT MMG** analyzes mammograms to quantify the location and likelihood of suspected breast cancer lesions, as well as lesion type.

It auto-classifies normal cases and analyzes breast density to reduce false positives and unnecessary recalls, helping maximize diagnostic workflow efficiency.



### Lunit INSIGHT DBT

**Lunit INSIGHT DBT** analyzes complex three-dimensional digital breast tomosynthesis (DBT) images and intuitively pinpoints lesion locations across numerous slices.

It sharply reduces reading time for large 3D image sets and minimizes reading variation by race or breast tissue characteristics, supporting universal, precise care.

# Business Overview

## Cancer Screening

Lunit International (formerly Volpara) products have been renamed and integrated into the Lunit INSIGHT suite, supporting the full breast cancer screening cycle. The suite covers breast density analysis, cancer risk assessment, high-risk patient identification and tracking, and imaging quality and operational analytics. As of end-2025, it is used by 9,500+ clinicians at 3,600+ sites worldwide to analyze about 19.7 million images each year.



### Lunit INSIGHT Risk Pathways

**Lunit INSIGHT Risk Pathways** quickly identifies and manages patients at high risk of breast cancer through electronic health record (EHR) integration and validated risk assessment models. By automating the selection and tracking of candidates for additional screening and genetic testing, it supports personalized care planning.



### Lunit INSIGHT Patient Hub

**Lunit INSIGHT Patient Hub** is a breast cancer screening workflow solution that integrates mammography result reporting and patient follow-up. With customized worklists and automated patient communication, it improves reporting and follow-up efficiency while supporting regulatory compliance.



### Lunit INSIGHT Density

**Lunit INSIGHT Density** uses AI-based algorithms to objectively and quantitatively analyze breast density in mammography images. By providing consistent breast density assessment results, it helps reduce variation among readers and supports decisions on whether additional testing is needed.



### Lunit INSIGHT Live

**Lunit INSIGHT Live** analyzes mammography positioning and compression to provide real-time feedback on image quality. By presenting quality scores and improvement items for each exam, it helps radiographers improve imaging quality while enhancing the patient experience.



### Lunit INSIGHT Analytics

**Lunit INSIGHT Analytics** automatically and objectively assesses mammography image quality. With smart dashboards, alerts and reporting, it monitors image quality, equipment use and radiographer performance, supporting quality management and regulatory compliance.

# Business Overview

## Oncology

Lunit's Oncology business, the Lunit SCOPE suite, is an imaging biomarker solution that uses AI-based digital pathology to quantitatively analyze the tumor microenvironment (TME) and biomarker expression. It supports immuno-oncology treatment response prediction, biomarker discovery and companion diagnostics (CDx) development, while expanding its use in drug development through joint research and analysis projects with global pharmaceutical companies. Lunit is collaborating with about 15 companies, including leading global pharma such as Daiichi-Sankyo and AstraZeneca, across projects of varying scale. Beyond immuno-oncology, Lunit is broadening research into targeted therapies and antibody-drug conjugates (ADCs), strengthening its position in precision oncology.



### Lunit SCOPE IO

**Lunit SCOPE IO** is an AI imaging biomarker solution that analyzes hematoxylin and eosin (H&E) tissue images to quantify immune cell distribution and immune phenotypes in the tumor microenvironment (TME).

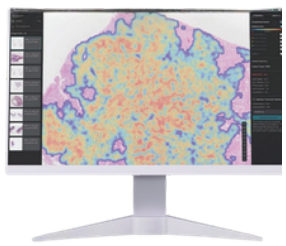
It supports immunotherapy response prediction and patient selection, improving clinical research efficiency and accelerating drug development decisions.



### Lunit SCOPE uIHC

**Lunit SCOPE uIHC** is an AI solution that quantitatively analyzes immunohistochemistry (IHC) biomarkers, based on 18+ staining methods and 20+ cancer types.

It provides target-expression insights from subcellular to whole-slide levels, supporting biomarker discovery, CDx development, drug-target identification and clinical trial patient selection.



### Lunit SCOPE GP

**Lunit SCOPE GP (Genotype Predictor)** is an AI digital pathology solution that rapidly predicts tumor genomic features and targetable genetic mutations from a single hematoxylin and eosin (H&E) slide.

It supports customized pre-screening tool development, co-mutation screening, and translational research, improving biomarker discovery and clinical trial patient selection.

# Sustainability Management

## Sustainability Management Strategy

Guided by its vision to “Conquer Cancer through AI,” Lunit advances responsible sustainability management for human health and the planet’s future. In line with the United Nations Sustainable Development Goals (UN SDGs), we are pursuing six strategic priorities across environmental, social and governance areas to contribute to global sustainable development. Based on our sustainability vision and strategy, we will work with diverse stakeholders to build a sustainable healthcare ecosystem aligned with global standards.

### Vision

Conquer Cancer through AI

### Mission

Conquer cancer through AI to save more lives.  
Build AI that supports early diagnosis and personalized treatment.

### Core Tasks



Implement and refine mid- to long-term sustainability roadmap



Advance disclosures in line with global ESG standards



Build a global sustainability management framework



Strengthen climate response and environmental management



Enhance employee growth support and foster an inclusive culture



Continue strengthening data security and privacy protection

### UN SDGs Aligned Goals



SDG 3. Good Health and Well-Being

Contribute to human health by expanding access to Lunit products and solutions



SDG 8. Decent Work and Economic Growth

Contribute to decent job creation by fostering an inclusive global culture



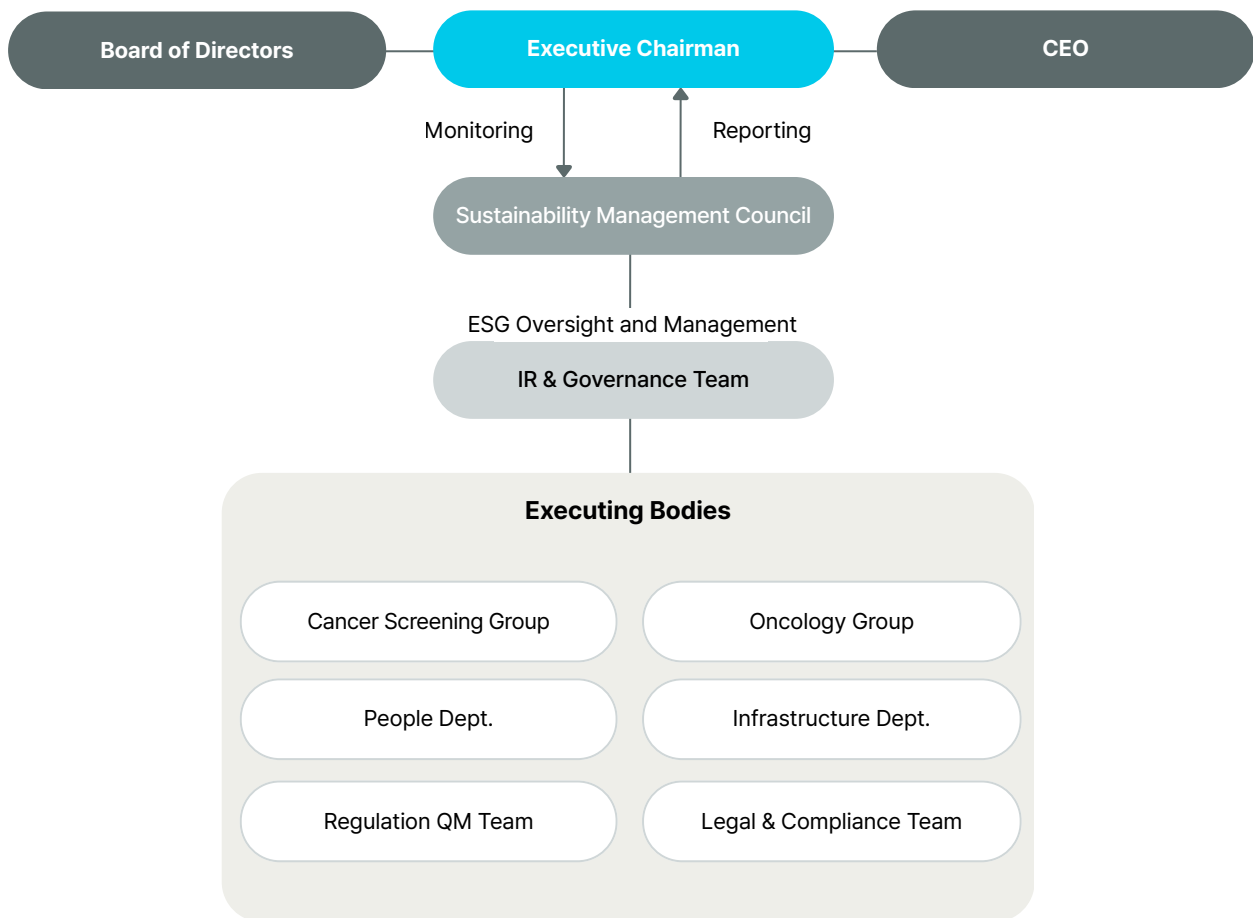
SDG 13. Climate Action

Contribute to climate action through SBTi-aligned carbon neutrality

# Sustainability Management

## Sustainability Management Framework

Lunit operates a transparent, structured framework to implement its mid- to long-term sustainability roadmap and embed global-level environmental, social and governance (ESG) management. We have formed a Sustainability Management Council of seven relevant departments responsible for key ESG issues and priorities. Through semiannual regular meetings and ad hoc meetings as needed, the Council proactively discusses key agenda items such as climate change response, global talent development and data security. Major agenda items and materiality assessment results identified by the Council are reported to the Chair of the Board, then reviewed and approved by the Board and Chief Executive Officer (CEO) for integration into company-wide strategy. Building on the Council's successful operation in 2024, our top priority this year is to lay the foundation for an integrated global sustainability management framework. In line with its full-scale global business expansion, we will gradually extend our headquarters-centered ESG data management system to overseas subsidiaries and further advance sustainable management.



# Sustainability Management

## ESG Performance Highlights

In pursuit of its vision to “Conquer Cancer through AI,” Lunit is building a sustainable healthcare ecosystem that grows together with all stakeholders. Lunit practices eco-friendly operations aligned with global standards, respect for human rights and diversity, and transparent responsible management, while proactively managing various non-financial risks surrounding the company.

- Scope 1, 2 and 3 **greenhouse gas (GHG) inventory verification and reduction roadmap**
- **First submission** to the Carbon Disclosure Project (CDP)<sup>1)</sup> Climate Change questionnaire
- Embedded **circular, eco-friendly culture** through an internal flea market and “Plastic Zero” reusable container campaign

**Completed commitment to the SBTi<sup>2)</sup> as a global leader in medical AI**



- **Global-level medical AI quality and safety** through maintained International Organization for Standardization (ISO) 13485 certification
- Bridging the digital divide through **idle IT asset donations to communities**
- **100%** employee 360-degree review completion rate

**Expanded proprietary medical AI-based Official Development Assistance (ODA) to improve global healthcare access**



- Launched **global SpeakUp ethics reporting channel**
- Enhanced **Board-centered governance and accountability**
- Data privacy framework established through mandatory information security training for all employees and maintained ISO 27001 certification



## ESG Ratings

EcoVadis Rating Results (2025)



SUSTINVEST Rating Results (H2 2025)



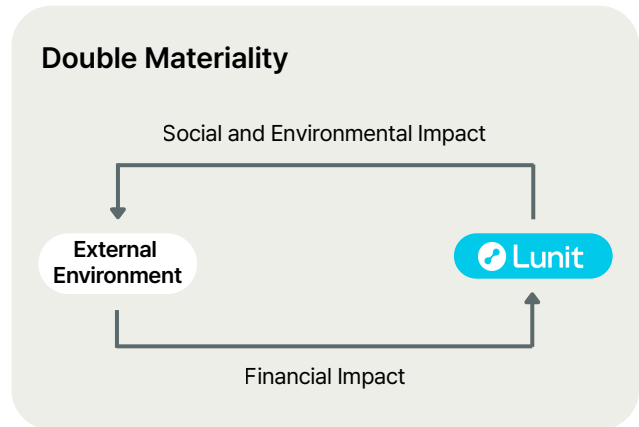
1) Carbon Disclosure Project (CDP): A global non-profit that assesses major listed companies' carbon dioxide and greenhouse gas (GHG) emissions, related issues and management strategies.  
 2) Science Based Targets initiative (SBTi): A global coalition that guides, reviews and validates companies' greenhouse gas (GHG) reduction targets aligned with the Paris Agreement's 1.5°C goal.

# Materiality Assessment

## Double Materiality Assessment

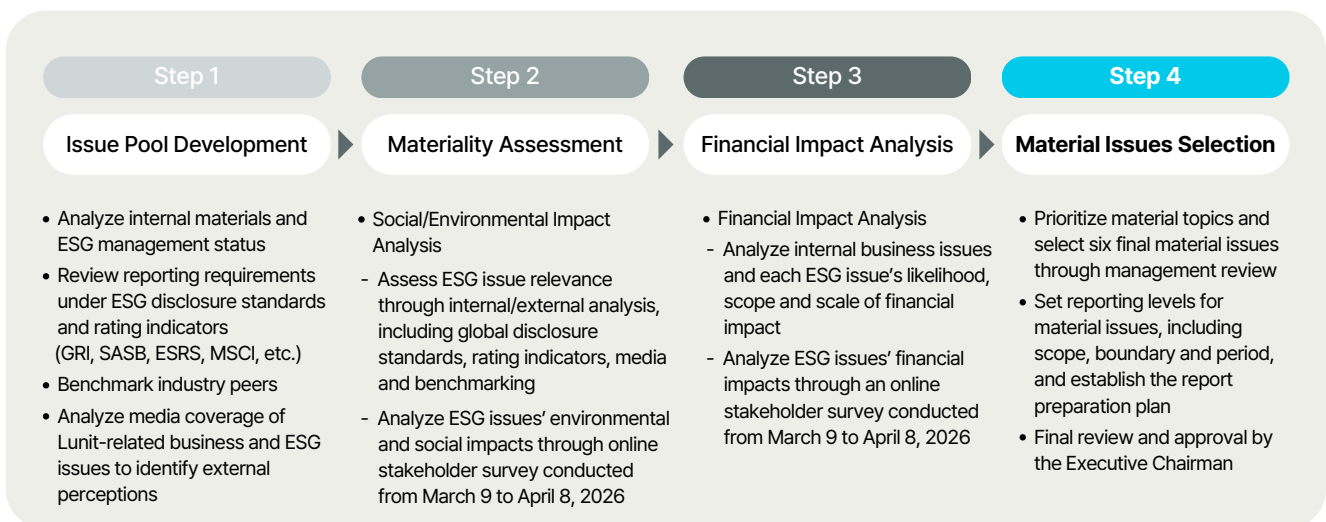
### Double Materiality Concept

Lunit conducts an annual double materiality assessment, as recommended by the Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS), to identify sustainability management issues material to its business and stakeholders. Double materiality considers both the impact of business activities related to sustainability issues on society and the environment (inside-out), and the financial risks and opportunities each issue poses to business activities and financial position (outside-in).



### Double Materiality Assessment Process

Through double materiality assessment, Lunit identifies stakeholder expectations and integrates them into business strategy to strengthen business sustainability. In 2025, Lunit first identified a pool of 14 potential material issues by comprehensively reviewing global disclosure standards, industry trends, and internal and external stakeholder input. The 14 issues were then quantitatively assessed for their social, environmental and financial impacts, and key material issues requiring top-priority management were selected based on the combined results of both perspectives.

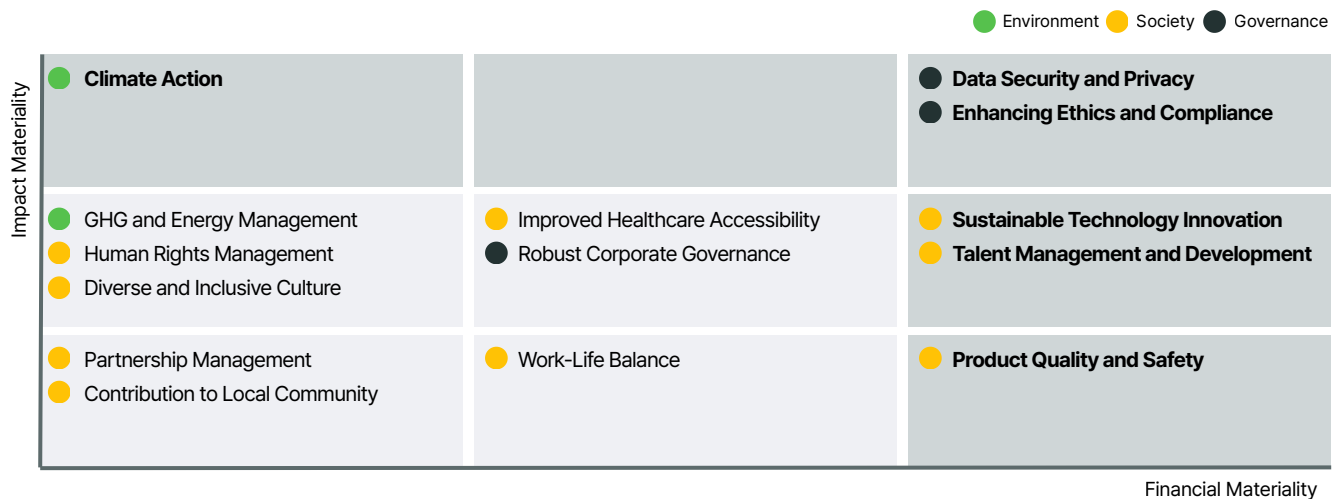


# Materiality Assessment

## Double Materiality Assessment Results

In its 2025 double materiality assessment, Lunit selected six key material issues from a pool of 14, based on their combined social/environmental and financial significance. Beyond these six, Lunit recognizes the remaining eight as key management topics for sustainability and discloses related activities and performance in this report.

In 2025, the issue pool was reorganized into 14 issues to reflect the latest global disclosure trends and the characteristics of the medical AI industry, resulting in some changes to material issues. Reflecting industry needs for strict quality standards and responses to emerging technologies, "Sustainable Technology Innovation" and "Product Quality and Safety," which were refined from existing issues, were newly identified as key issues critical to Lunit's future growth. Meanwhile, "Improved Healthcare Accessibility," a key issue in the previous year, has been embedded in Lunit's core business activities and is now managed as a company-wide objective beyond a specific risk factor; accordingly, it was reclassified as a general management issue. Similar issues were also integrated and certain names refined to improve management efficiency. Based on this enhanced double materiality assessment, Lunit will further strengthen its sustainability management framework.



No.	Category	Material Issues	YoY Change	Financial Impact	Social and Environmental Impact	GRI	Page
1	Governance	Data Security and Privacy	-	●●●	●●●	418-1	47-50
2	Governance	Enhancing Ethics and Compliance	▲ 3	●●●	●●●	205	51-53
3	Social	Sustainable Technology Innovation	(New)	●●●	●●	203	37-38
4	Social	Talent Management and Development	▼ 1	●●●	●●	401-1, 404	22-26
5	Social	Product Quality and Safety	(New)	●●●	●	416	39-40
6	Environmental	Climate Action	▼ 4	●	●●●	302-1, 305	63-66

# Materiality Assessment

## Material Issues






Lunit systematically addresses the key material issues identified through double materiality assessment and transparently discloses the results to actively engage stakeholders. We will continue to monitor evolving trends and stakeholder interests to strengthen our sustainability management framework. The overview and strategic response directions for the six key material issues selected in 2025 are as follows.

Material Issues	Background of Selection	Management Strategy	Major Activities	UN SDGs
<b>Sustainable Technology Innovation</b>	<ul style="list-style-type: none"> <li>Rising need to lead the fast-evolving domestic and global medical AI industry</li> <li>Need to secure future growth through peer differentiation and new medical technologies/products</li> </ul>	<ul style="list-style-type: none"> <li>Differentiate business capabilities built on global networks, tailored products and R&amp;D expertise</li> <li>Secure global diagnostic data and advance technology through continued partnerships, including joint research</li> </ul>	<ul style="list-style-type: none"> <li>Maximized global R&amp;D synergies and expanded pipelines</li> <li>Filed and registered patents in Korea and overseas</li> <li>Selected to lead a government-led medical science AI foundation model project</li> <li>Continued publication of clinical research in leading medical journals, including The Lancet</li> </ul>	1, 3, 9, 10, 17
<b>Talent Management and Development</b>	<ul style="list-style-type: none"> <li>Need for effective, innovative talent programs to secure top talent</li> <li>Need for fair evaluation and compensation to improve motivation and engagement</li> <li>Need to manage and retain talent pool through turnover control and capability-based workforce placement</li> </ul>	<ul style="list-style-type: none"> <li>Set strategic hiring plans and strengthen talent attraction programs</li> <li>Develop and support diverse programs for effective and innovative talent development</li> <li>Set transparent, objective evaluation criteria and operate competitive compensation</li> </ul>	<ul style="list-style-type: none"> <li>Launched LuniVersity and continued to operate onboarding and global talent development programs</li> <li>Conducted regular performance reviews, feedback and engagement surveys</li> <li>Maintained fair recruitment process and talent sourcing programs</li> </ul>	4, 5, 8
<b>Product Quality and Safety</b>	<ul style="list-style-type: none"> <li>Growing need to minimize the negative impacts of product/service and ensure safety during product use</li> <li>Rising demand for compliance with strict quality and safety standards directly linked to patient lives</li> </ul>	<ul style="list-style-type: none"> <li>Establish a company-wide quality management system that meets customer needs and international quality standards</li> <li>Build a rigorous safety monitoring system covering the entire product lifecycle</li> </ul>	<ul style="list-style-type: none"> <li>Maintained ISO 13485 quality management certification and advanced the system</li> <li>Strictly complied with medical device Good Manufacturing Practice (GMP)</li> <li>Conducted self-audits and responded to global regulatory inspections</li> </ul>	3, 9
<b>Data Security and Privacy</b>	<ul style="list-style-type: none"> <li>Need to build customer trust through secure data processing and privacy protection</li> <li>Need to prevent losses from breaches of sensitive data, including medical data</li> </ul>	<ul style="list-style-type: none"> <li>Establish global-standard information security policies and strengthen IT management systems</li> <li>Regularly assess cyber risks and build rapid response systems</li> <li>Prevent customer privacy breaches and protect company intellectual property</li> </ul>	<ul style="list-style-type: none"> <li>Maintained ISO 27001 information security certification</li> <li>Provided regular information security and privacy training for all employees</li> <li>Ran data leak prevention and security incident response drills</li> </ul>	9, 16
<b>Enhancing Ethics and Compliance</b>	<ul style="list-style-type: none"> <li>Need for antitrust and fair trade compliance, monitoring and culture</li> <li>Growing need for transparent business performance disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Operate a global-level ethics/code of conduct and compliance program (CP)</li> <li>Conduct ethics and anti-corruption training and assign management accountability for business ethics</li> <li>Protect whistleblowers and proactively mitigate risks by promoting the SpeakUp internal reporting channel</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced the SpeakUp reporting channel and regularly monitored its operation</li> <li>Provided compliance training for key business partners</li> <li>Completed mandatory ethics training for all employees, including anti-corruption, sexual harassment prevention, and workplace harassment prevention</li> </ul>	16, 17
<b>Climate Action</b>	<ul style="list-style-type: none"> <li>Need to manage climate change risks and establish Net Zero-aligned response strategies</li> <li>Growing social responsibility for environmental risk awareness and prevention</li> <li>Need to enhance corporate brand value through an environmentally responsible corporate image</li> </ul>	<ul style="list-style-type: none"> <li>Define 2040 Net Zero target and mid-to long-term roadmap</li> <li>Set SBTi (Science-based Targets Initiative) near-term targets and reduce GHG emissions per roadmap</li> <li>Continue enhancing GHG monitoring and inventory systems</li> </ul>	<ul style="list-style-type: none"> <li>Built Scope 1, 2 and 3 GHG inventory and completed third-party verification by Korean Standards Association (KSA)</li> <li>Reduced GHG emissions through renewable energy certificate (REC) purchases</li> <li>Declared SBTi commitment and established a near-term reduction roadmap</li> </ul>	12, 13

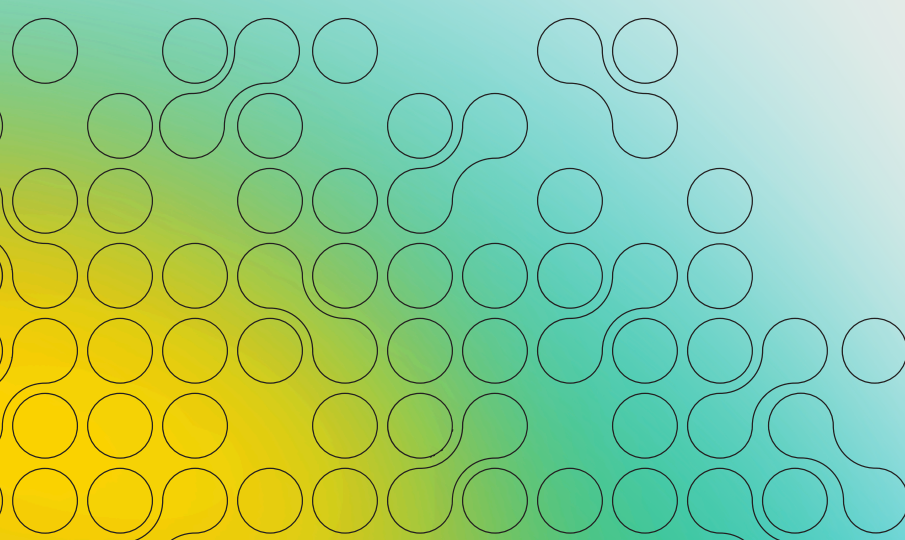
# Stakeholder Engagement

## Stakeholder Engagement

Lunit defines key stakeholders based on factors such as influence and level of interest. Through diverse communication channels for each stakeholder group, we identify and analyze their key interests and needs. Lunit also transparently discloses its management strategies and performance through public disclosures, website, Investor Relations (IR) briefings and sustainability reports, strengthening trust in its corporate activities.

Major Stakeholders	Stakeholder Interests	Communication Channels	Major Activities
 <b>Employees</b>	<ul style="list-style-type: none"> <li>Advanced organizational culture</li> <li>Employee benefits</li> <li>Collaborative labor relations</li> <li>Fair evaluation and compensation</li> <li>Employee talent development</li> </ul>	<ul style="list-style-type: none"> <li>Internal communication channels, including Labor-Management Council, management briefings and employee meetings</li> </ul>	<ul style="list-style-type: none"> <li>New hire onboarding program</li> <li>All-Hands Meeting (Company-wide / Group Meetings)</li> <li>Lunit-Poll</li> <li>Labor-Management Council</li> <li>Grievance Committee</li> <li>SpeakUp channel</li> <li>CEO communication channel (ABA)</li> <li>People Express, etc.</li> </ul>
 <b>Shareholders, Investors and Analysts</b>	<ul style="list-style-type: none"> <li>Corporate value enhancement</li> <li>Robust corporate governance</li> <li>Risk management</li> <li>Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Board of Directors</li> <li>General Meeting of Shareholders</li> <li>Regular disclosures</li> <li>Investor Relations (IR) briefings and events</li> <li>Official website and social media channels</li> </ul>	<ul style="list-style-type: none"> <li>General Meeting of Shareholders</li> <li>Business performance briefings</li> <li>Disclosures, including business reports</li> <li>IR Letter</li> <li>Investor Relations (IR) events and briefings, including NDRs</li> <li>Social media channels, including blog and Telegram</li> </ul>
 <b>Media</b>	<ul style="list-style-type: none"> <li>Key business updates</li> </ul>	<ul style="list-style-type: none"> <li>Press releases</li> <li>Social media channels</li> </ul>	<ul style="list-style-type: none"> <li>Press releases</li> <li>Press briefings</li> </ul>
 <b>Customers and Partners</b>	<ul style="list-style-type: none"> <li>Product and service quality</li> <li>Customer data protection</li> <li>Ethical management</li> <li>Transparent communication</li> </ul>	<ul style="list-style-type: none"> <li>Regular customer meetings</li> <li>Regular/ad hoc supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>Voice of Customer (VOC) collection and response</li> <li>Customer satisfaction surveys</li> <li>Supplier training</li> <li>Regular supplier evaluations</li> </ul>
 <b>Government and Local Communities</b>	<ul style="list-style-type: none"> <li>Social responsibility for communities and the environment</li> <li>Job creation</li> <li>Industry-academia collaboration</li> <li>Advancement of national AI capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Meetings and briefings</li> <li>Government projects</li> <li>New job creation and retention, including youth employment</li> </ul>	<ul style="list-style-type: none"> <li>Participation and presentations at domestic and global medical conferences</li> <li>Participation in government-led medical science AI foundation model project</li> <li>Participation in a public healthcare AI transformation (AX) project</li> <li>Recruitment programs for technical research personnel, high school students and university students</li> <li>Employment of vulnerable groups, including persons with disabilities</li> </ul>

# Our Society



# Talent Management and Development

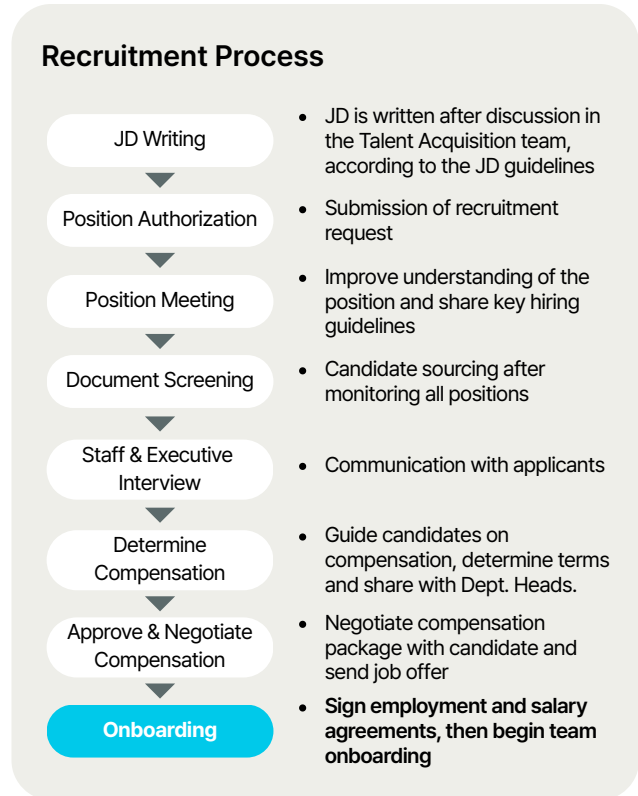
\* Lunitian, a blend of Lunit and Martian, refers to members who work together to realize Lunit's dream of conquering cancer.

## Talent Acquisition

### Fair and Transparent Recruiting Process

Lunit believes that attracting top talent to lead innovative medical AI technology is directly tied to sustainable growth. To build a foundation where the organization and Lunitian members can grow together, we operate a structured hiring process that respects diversity, job competencies and other key qualities.

The hiring process begins with workforce needs analysis by department, and interview rubrics are used to ensure fair and consistent evaluation. Each interviewer receives an Interview Etiquette and Evaluation Guide in advance to foster a candidate-respecting culture and proactively prevent discriminatory questions. We also assess candidates' fit with Lunit's Culture Code and conduct role-specific evaluations, such as presentations, to select the right talent to grow with the company. To support Lunitian members' continued growth, we also operate a voluntary Internal Mobility process, providing opportunities to take on new roles and develop their careers.



### Talent Sourcing Programs

Lunit operates the following talent sourcing programs to proactively secure top talent who will drive the company's growth and innovation.

<b>Talent Referral Program</b>	• A program for referring candidates for full-time and conversion-track intern positions, with a referral bonus paid once the referred candidate successfully completes probation
<b>Talent Pool Program</b>	• A program that accepts applications from interested candidates on a rolling basis, even without open positions
<b>Alternative Military Service Program</b>	• A program that allows selected persons subject to military service to fulfill alternative service at a corporate research institute instead of active duty
<b>Industry-Academia Internship Program</b>	• A program that provides students with hands-on work experience through school partnerships and identifies potential talent
<b>Recruitment Sessions</b>	• Online and offline recruitment events for universities and other educational institutions to promote Lunit and attract talent

**Talent Management and Development** Sustainable Technology Innovation  
 Diverse and Inclusive Culture Product Quality and Safety  
 Work-Life Balance Human Rights Management  
 Improved Healthcare Accessibility Partnership Management

# Talent Management and Development

## Employee Development

### New Lunitian Onboarding Program

Lunit operates an ongoing onboarding program to help new Lunitian members understand the company’s vision and organization and quickly adapt to their roles. The program introduces human resources and benefits systems, and provides all communication and guidance in Korean and English so multinational Lunitian members can integrate into Lunit’s Culture Code without language barriers. It also offers office tours and system simulations for practical adaptation, along with information security training and security pledges to support data protection. Lunit also provides human rights and ethics training, including workplace bullying and sexual harassment prevention and disability awareness, helping embed sound business ethics. Through a structured onboarding process, Lunit supports new Lunitian members in quickly taking initiative and demonstrating their capabilities.



### Leadership Program

Lunit operates a tailored leadership development system to help leaders drive organizational change and innovation. The program includes onboarding for newly appointed leaders, leadership competency development focused on existing leaders’ strengths and growth potential, and action-oriented coaching to support performance and broader influence.

Program	Target	Description
<b>New Leader Onboarding Program</b>	New Team Leads (TLs)	<ul style="list-style-type: none"> <li>Lectures on HR, finance and other knowledge needed for leadership roles, leadership principles and values, 1:1 meetings with team members, case sharing, etc.</li> </ul>
<b>Leadership Competency Development Program</b>	TLs and above	<ul style="list-style-type: none"> <li>Self-awareness through strengths assessment; training on leadership principles and values</li> </ul>
<b>Leadership Coaching Program</b>	Full-time leaders at TL level or above	<ul style="list-style-type: none"> <li>Action-oriented coaching to internalize leadership and strengthen execution-based performance, supporting practical change and broader organizational influence</li> </ul>

**Talent Management and Development** Sustainable Technology Innovation  
 Diverse and Inclusive Culture Product Quality and Safety  
 Work-Life Balance Human Rights Management  
 Improved Healthcare Accessibility Partnership Management

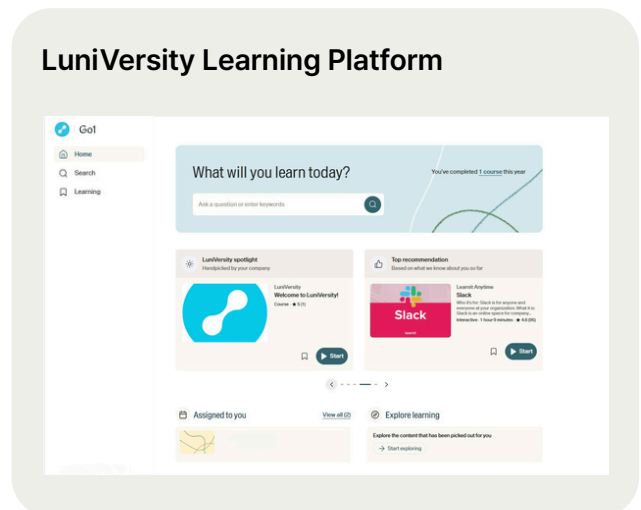
# Talent Management and Development

## Knowledge Exchange Program

Lunitian members share knowledge under the belief that learning has no limits and that individuals and the organization grow together through open exchange. To support this culture, Lunit operates an internal Knowledge Exchange program, voluntarily planned and joined by employees across diverse fields. Through the program, employees share work insights that may benefit other teams, exchange ideas and promote cross-functional collaboration. In AI, Lunit’s core growth engine, we also host the Lunit AI Research Conference to share internal research outcomes and technology trends. This helps maximize synergy among researchers and further strengthen company-wide technical expertise.

## LuniVersity Learning Platform

Lunit introduced LuniVersity (Lunit + University), an integrated learning management system, to support Lunitian members’ voluntary skill development and improve access to learning. The platform provides in-house job training as well as more than 250 global learning content options on an ongoing basis. Lunitian members can freely take courses based on their career interests and experience level, create personalized learning lists and manage their learning progress. In addition, Lunit supports exam fees for job-related external certifications, encouraging professional career development and practical skill validation.



## Global Talent Program (Luniversal)

Lunit operates Luniversal (Lunit + Universal), a language training program designed to strengthen global competitiveness and enable smooth communication across cultures. Through in-house English instructors, Lunit provides 1:1 and group classes, helping Lunitian members receive professional coaching, improve their language skills intensively and build the capabilities needed to collaborate effectively in global business environments.

Employee Training		(Units: Hours, People)		
	2023	2024	2025	
Total Training Hours	6,690	7,267	5,161	
Number of Employees	293	367	314	
Avg. Training Hours per Employee	22.8	19.8	16.4	

\* Based on mandatory, internal and other training; excludes external training separately requested and completed by employees, including LuniVersity.

**Talent Management and Development** Sustainable Technology Innovation  
 Diverse and Inclusive Culture Product Quality and Safety  
 Work-Life Balance Human Rights Management  
 Improved Healthcare Accessibility Partnership Management

# Talent Management and Development

## Fair Performance Evaluation and Compensation

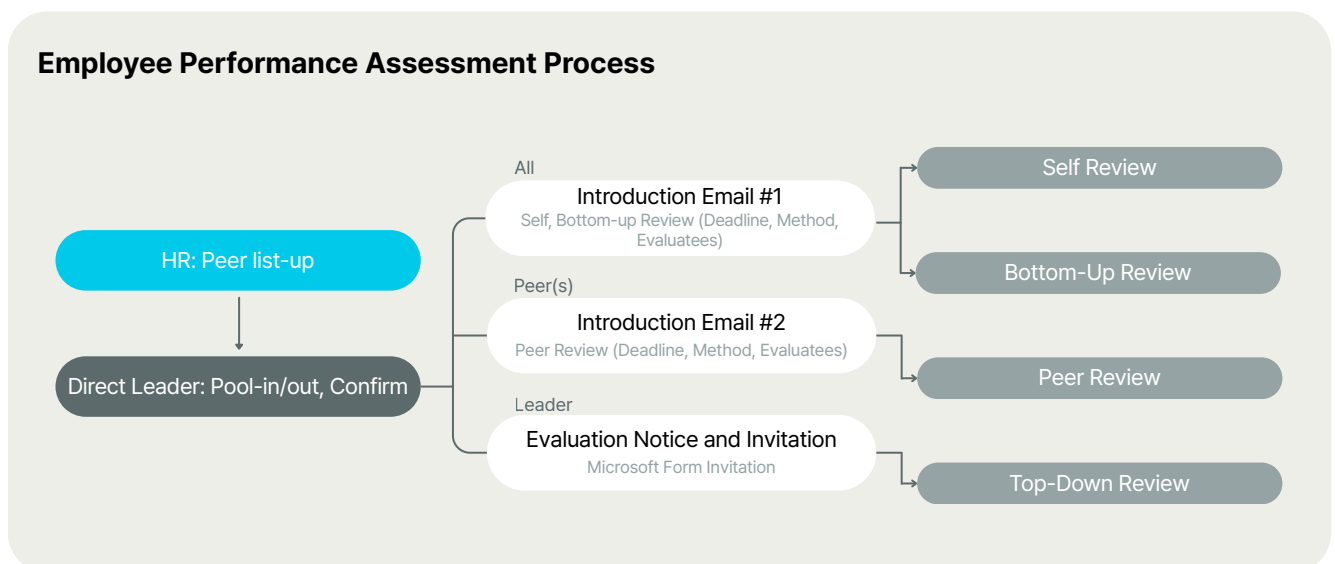
### Regular Performance Evaluation and Feedback Process

Lunit conducts performance evaluations every half year. All permanent Lunitian members subject to evaluation are required to participate, while contract employees participate depending on their contract period. Evaluations are conducted through online surveys and sheets, and reflect Lunit's unique culture and values by comprehensively considering not only key work performance, but also leadership, collaboration, strengths and areas for improvement. To ensure objectivity and fairness, Lunit applies a 360-degree review covering self, bottom-up, peer and top-down evaluations, integrating diverse perspectives. Review and feedback are led by each member's direct leader, with additional feedback from the next-level leader when needed.

Lunit goes beyond scores or ratings by providing detailed written comments, helping Lunitian members gain recognition for their performance and identify opportunities for further growth. We also collect feedback through evaluation satisfaction surveys to improve the system, thereby respecting each member's capabilities and contributing to stronger organizational performance and job satisfaction.

Employee Performance Assessment Rates			(Unit: %)
	2023	2024	2025
Permanent Employees	100	100	100
Male	100	100	100
Female	100	100	100

\* Excludes employees with under three months of service, interns, part-time workers and scheduled leavers as of the evaluation date



**Talent Management and Development** Sustainable Technology Innovation  
 Diverse and Inclusive Culture Product Quality and Safety  
 Work-Life Balance Human Rights Management  
 Improved Healthcare Accessibility Partnership Management

# Talent Management and Development

## Reasonable Compensation System

Lunit recognizes and rewards Lunitian members' performance through a fair and effective compensation system. The system operates with performance-based and promotion-based resources to balance each member's role, performance and growth outcomes. Lunit also ensures fair pay for work of equal value without discrimination based on gender, nationality or other factors, and regularly discloses and monitors related indicators to maintain an equitable pay system. Through this structured system, Lunit fairly recognizes members' efforts and contributions, motivating all Lunitian members to fulfill their roles and achieve their best performance.

## Employee Stock Ownership Association and Equity-Linked Compensation

Lunit operates stock options and an Employee Stock Ownership Plan (ESOP) to support Lunitian members' long-term growth and share the company's vision. Through these programs, all Lunitian members can share in the company's business performance and align personal and corporate economic success, fostering proactive shared growth. Lunit will continue to use equity-linked compensation to attract and retain top talent, while strengthening a reasonable compensation system that enables all Lunitian members to contribute to corporate value from the same perspective as shareholders.



**Talent Management and Development** Sustainable Technology Innovation  
Diverse and Inclusive Culture Product Quality and Safety  
Work-Life Balance Human Rights Management  
Improved Healthcare Accessibility Partnership Management

**Our Society**

Our Organization

Our Planet

Appendix

Leadership

Overview

# Diverse and Inclusive Culture

## Organizational Culture

### Lunit Culture Code

Lunit is a group of people who pursue continuous growth, and fosters a positive work environment based on its unique Culture Code. This code embodies Lunit’s core values and serves as a guide for Lunitian members to grow and develop together. Lunitian members value learning and knowledge sharing, pursuing shared growth for both individuals and the organization. They also collaborate with global markets from a global perspective, communicating with respect for cultural and language differences. In addition, they practice autonomy with responsibility for their roles and pursue the highest quality. As One Team, Lunit aims to build a healthy culture of open dialogue, genuine care and warm respect.

#### Win, united as one team



We achieve greater success together than by focusing only on our own work. We take full ownership of our responsibilities, collaborate effectively and consistently, and achieve our bold goals together.

#### Work with Global DNA



We communicate across cultural and language differences to work with global markets, customers, partners and colleagues. Even when it takes more time and effort, we embrace it.

#### Obsess over timely craftsmanship



Our relentless focus on quality has led to world-class technology. We do not compromise under given conditions, and deliver the best results within the promised time.

#### Live to learn and grow together



Lunit brings together people who place no limits on learning. To grow together, we understand the team’s direction and take initiative in developing ourselves.

#### Respect one another, with love



Generous support and care for colleagues bring out the value and potential within each of us. We communicate with genuine warmth, love and respect.

#### Thrive with responsible autonomy



We work freely with high expertise, while taking full responsibility for our actions and results. We make the best decisions by judging what benefits everyone most.

#### Lunitians, talk to each other



Rather than avoiding differences of opinion, we address them in a healthy way to solve problems. Built on trust, we communicate often and exchange honest feedback.

Talent Management and Development Sustainable Technology Innovation  
**Diverse and Inclusive Culture** Product Quality and Safety  
Work-Life Balance Human Rights Management  
Improved Healthcare Accessibility Partnership Management

# Diverse and Inclusive Culture

## Organizational Culture Engagement

### Strengthening Information Sharing and Employee Communication

Lunit operates diverse internal communication channels so the organization and Lunitian members can share a clear vision and grow together. At the monthly All-Hands Meeting for all employees, Lunit transparently shares business updates, product and business news, and each organization's goal progress, supporting company-wide Goal Alignment. In addition, Lunit holds the Lunitian Committee, its labor-management council, every quarter, where management and employee representatives discuss topics from financial status to employee benefits, flexible work and other internal systems, building a respectful, collaborative labor-management culture.

Channel	Respondents / Participants	Method / Type	Topic
<b>All-Hands Meeting (Company-wide / Group Meetings)</b>	<ul style="list-style-type: none"> <li>All employees</li> </ul>	<ul style="list-style-type: none"> <li>Meeting (in-person/virtual)</li> </ul>	Meeting to share key company updates, including company status, product and business updates, and each team's OKR progress
<b>1:1 Meeting</b>	<ul style="list-style-type: none"> <li>All employees</li> </ul>	<ul style="list-style-type: none"> <li>Meeting (in-person/virtual)</li> </ul>	Regular 1:1 meetings between CXO-Dept. Head, Dept. Head-TL and TL-Member
<b>Ask Brandon Anything</b>	<ul style="list-style-type: none"> <li>CEO</li> </ul>	<ul style="list-style-type: none"> <li>Slack Workflow / Online form</li> </ul>	Direct questions to and responses from the CEO on company direction, systems and ways of working
<b>People Express</b>	<ul style="list-style-type: none"> <li>People TL &amp; Managers / Dept. Head of People / CFO</li> </ul>	<ul style="list-style-type: none"> <li>Online form</li> </ul>	Feedback on overall work life, including HR systems, work environment, benefits and interview experience
<b>Employee Representative Channel</b>	<ul style="list-style-type: none"> <li>Employee representatives</li> </ul>	<ul style="list-style-type: none"> <li>Slack / E-mail / In-person</li> </ul>	Open topics related to work life and work environment
<b>Grievance Committee Channel</b>	<ul style="list-style-type: none"> <li>Two grievance committee members: one employer and one employee representative</li> </ul>	<ul style="list-style-type: none"> <li>Online form / E-mail / In-person</li> </ul>	Workplace grievances and difficulties
<b>Workplace Bullying Channel</b>	<ul style="list-style-type: none"> <li>HR team / TL / Dept. Head of People</li> </ul>	<ul style="list-style-type: none"> <li>Slack / E-mail / In-person</li> </ul>	Reports of acts using workplace position or relationships to cause physical or mental distress beyond appropriate work boundaries, or to undermine the work environment
<b>Workplace Sexual Harassment Channel</b>	<ul style="list-style-type: none"> <li>HR team / TL / Dept. Head of People</li> </ul>	<ul style="list-style-type: none"> <li>Slack / E-mail / In-person</li> </ul>	Reports of unwanted verbal, visual or other sexual harassment using workplace position or relationships, or related to work
<b>Slack #Channels</b>	<ul style="list-style-type: none"> <li>Relevant departments</li> </ul>	<ul style="list-style-type: none"> <li>Relevant Slack channels</li> </ul>	Inquiries on simple work support, internal work tools, software, office building and facilities

\* CXO: Executive; Dept. Head: Department Head; TL: Team Lead

Talent Management and Development  
**Diverse and Inclusive Culture**  
 Work-Life Balance  
 Improved Healthcare Accessibility  
 Sustainable Technology Innovation  
 Product Quality and Safety  
 Human Rights Management  
 Partnership Management

# Diverse and Inclusive Culture

## Lunitian Engagement Survey (Lunit Poll)

Since 2019, Lunit has conducted the Lunit Poll twice a year for all Lunitian members worldwide, including headquarters and overseas sites. The survey measures engagement with the company, work and teams, as well as eight key drivers, such as goal alignment, internal policies, leadership, empowerment and autonomy. It serves as a key channel to reflect Lunitian members' voices directly in system improvements. Feedback from the survey is not limited to status monitoring, but linked to practical organizational culture improvements.

The 2025 Lunit Poll showed that Lunitian members see autonomy based on strong teamwork, global capabilities and mutual respect as the organization's greatest strengths. At the same time, it confirmed the need to improve communication and systems in areas such as company-wide goal alignment and internal policies, in line with Lunit's rapid global expansion. As follow-up actions, Lunit is strengthening shared understanding of key business updates and vision through All-Hands Meetings, while pursuing improvements including a more inclusive work environment for global talent.

### H1 2025 Lunit Poll Notice



## Team Workshops

Lunit actively supports various workshops to further spread the positive team culture identified through the Lunit Poll and build a healthier organization. Team communication workshops strengthen cohesion and communication within departments, while cross-functional collaboration workshops help break down communication barriers across teams and enable more organic collaboration toward company-wide goals, fostering a more productive work culture.

Lunit also runs Team Strengths workshops to identify each member's unique strengths and link them to stronger team performance. Through these workshops, Lunitian members gain a deeper understanding of one another's differences and continuously explore ways to complement each other and create optimal synergy. Based on these activities, Lunit is building a collaborative environment where all members can work proactively with mutual respect and trust while maximizing efficiency.

# Diverse and Inclusive Culture

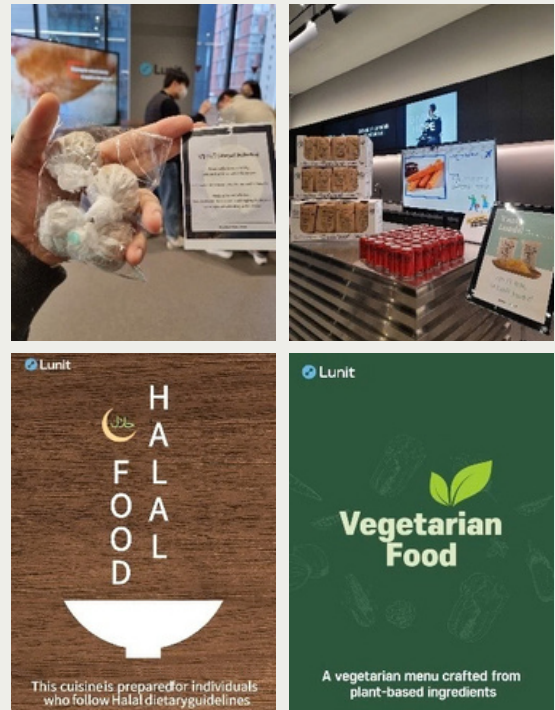
## Respect for Diversity

### Diversity and Open Communication

Lunit respects each Lunitian member's unique identity and aims to foster an inclusive culture where everyone can fully demonstrate their capabilities without bias or discrimination. To this end, we maintain fairness across human resources practices, including evaluation and compensation, and regularly monitor key diversity indicators such as female and foreign employee ratios. To support collaboration, major internal notices are provided in Korean and English, and simultaneous interpretation is offered at key events such as All-Hands Meetings to minimize language barriers.

Lunit also operates customized language programs with in-house native English instructor (full-time, permanent) to strengthen communication, and supports Korean class fees to help foreign Lunitian members adapt. To respect differences, we provide vegan and halal food at company-wide events, considering diverse food cultures. In addition, we regularly host cultural exchange events introducing foreign Lunitian members' home cultures and snacks, as well as Korean traditions such as Jeongwol Daeboreum, to deepen mutual understanding.

### Lunit Cultural Exchange Events



### Diversity through Inclusive Employment

Lunit employs four baristas with disabilities at its in-house café, providing stable jobs, economic independence opportunities and support for independent work. We provide tailored onboarding, including guidance on work methods and pay structure, and introduce communication channels available at all times. Lunit will continue practicing diversity in daily life and building a workplace where everyone is treated equally and can take pride in their work.



Talent Management and Development  
**Diverse and Inclusive Culture**  
 Work-Life Balance  
 Improved Healthcare Accessibility

Sustainable Technology Innovation  
 Product Quality and Safety  
 Human Rights Management  
 Partnership Management

# Work-Life Balance

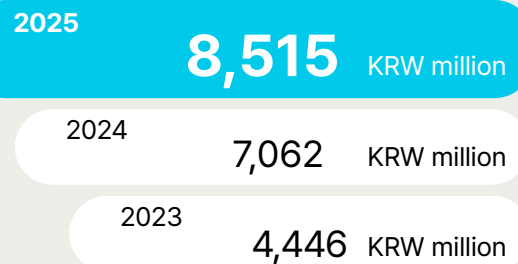
## Work-Life Balance

### Diverse Employee Benefits

Lunit operates a wide range of benefits to help Lunitian members fully engage in work while maintaining balance in their personal lives. Flexible and remote work arrangements ensure autonomy by allowing employees to work efficiently across time and location. Lunit also supports daily convenience through an in-house café, small group activities and welfare points (Seluv-Be). For new hires, desk setup support helps create a personalized work environment, enhancing psychological comfort and reducing environmental stress.

Lunit places employee health first by providing annual comprehensive health checkups for all members, as well as group accident insurance covering diagnosis costs for serious diseases and actual medical expenses, including manual therapy. We also support shared growth through the free in-house language program Luniversal and participation in various academic conferences. In addition, Lunit helps members plan a stable, healthy future through family event support, pregnancy and childbirth benefits, long-service awards and retirement pension plans.

#### Employee Benefits Costs



Type	Category	Topic
Enjoyable Life	Flexible Work and Lifestyle Support	<ul style="list-style-type: none"> <li>Flexible work system allowing employees to choose time and place without constraints</li> <li>Welfare points (Seluv-Be) usable based on individual lifestyles</li> <li>Lunch during designated work hours and dinner for overtime work</li> </ul>
	Comfortable Work Environment and Communication	<ul style="list-style-type: none"> <li>In-house café/snack bar and holiday gifts for Seollal and Chuseok</li> <li>Support for small groups and diverse internal events to build the Lunitian community</li> <li>Desk setup support to create psychological comfort and personalized workspaces</li> </ul>
Healthy Life	Medical Support and Prevention	<ul style="list-style-type: none"> <li>Annual comprehensive health checkups for all employees</li> <li>Group accident insurance covering actual medical expenses, including serious diseases and manual therapy</li> </ul>
	Physical and Mental Health Care	<ul style="list-style-type: none"> <li>Relax room with massage chairs and recliners to help prevent musculoskeletal disorders and support psychological recovery</li> </ul>
Growing Life	Capability Development and Rewards	<ul style="list-style-type: none"> <li>In-house language training (Luniversal) to strengthen global communication</li> <li>Support for job-related expert lectures, conference attendance, and book rental/purchase</li> <li>Employee invention rewards for technologies and ideas developed during work</li> </ul>
Stable Life	Family-Friendly Support and Retirement Security	<ul style="list-style-type: none"> <li>Support funds, leave and gifts for family events, pregnancy and childbirth</li> <li>Paid leave, vacation allowance and long-service awards for employees with five years of service</li> <li>Stock options and employee stock ownership association operated by management decision</li> <li>Defined benefit (DB) retirement pension plan for stable retirement preparation</li> </ul>

Talent Management and Development Sustainable Technology Innovation  
 Diverse and Inclusive Culture Product Quality and Safety  
Work-Life Balance Human Rights Management  
 Improved Healthcare Accessibility Partnership Management

# Work-Life Balance

## Supporting Stable Retirement Planning

Lunit operates a defined benefit (DB) retirement pension plan so all Lunitian members can plan their long-term future with confidence. To support stable retirement asset formation and wider choice, we added retirement pension providers, improving product returns, reducing fees and strengthening the efficiency and stability of retirement asset management. Lunit will continue providing practical, multifaceted benefits so all members can grow with the company and prepare for a secure retirement.

## Work-Family Balance and Maternity Protection Programs

Lunit actively supports work-family balance for Lunitian members during pregnancy, childbirth and childcare, and strictly complies with labor laws on maternity protection. For those planning pregnancy and undergoing fertility treatment, Lunit provides up to six days of fertility treatment leave per year, with the first two days paid. During pregnancy, Lunit restricts night and holiday work, prohibits overtime, offers reduced working hours and supports leave for prenatal checkups. For childbirth, Lunit provides a pregnancy gift and guarantees maternity leave of 90 days, or 100 days for premature births and 120 days for multiple births. Lunit also provides miscarriage and stillbirth leave so affected members have sufficient time to recover.

For spouses, Lunit offers 20 days of paternity leave and a childbirth gift to support active childcare participation. During childcare, all Lunitian members, regardless of gender, may freely use parental leave and reduced working hours, while paid nursing time is guaranteed for women. Lunit will continue building a flexible, inclusive workplace where members can care for both work and family.

Parental Leave Status		(Units: People, %)		
	Gender	2023	2024	2025
Employees on parental leave	Male	1	2	<b>5</b>
	Female	4	13	<b>13</b>
Employees returned after parental leave	Male	0	2	<b>3</b>
	Female	1	7	<b>13</b>
Employees 12 months after returning from parental leave	Male	0	0	<b>1</b>
	Female	1	1	<b>4</b>
Return-to-work rate after parental leave	Male	-	100.00	<b>60.00</b>
	Female	100.00	78.00	<b>100.00</b>
12-month retention rate after parental leave	Male	-	-	<b>100.00</b>
	Female	0.00	100.00	<b>57.00</b>

\* Based on Lunit's Korea operations; counts employees who used parental leave during the reporting period, including leavers.

Talent Management and Development    Sustainable Technology Innovation  
 Diverse and Inclusive Culture        Product Quality and Safety  
**Work-Life Balance**                      Human Rights Management  
 Improved Healthcare Accessibility    Partnership Management

# Improved Healthcare Accessibility

## Global Healthcare Network

### Lunit INSIGHT Partnerships

Guided by its vision to “Conquer Cancer through AI,” Lunit is improving global healthcare access so people can benefit from high-quality diagnostic services regardless of region or environment. Lunit INSIGHT CXR, which supports diagnosis of chest abnormalities, is supplied worldwide through partnerships with leading medical device manufacturers such as GE Healthcare, Philips, Fujifilm, Agfa and Samsung Electronics. As of 2025, more than 10,000 healthcare institutions worldwide had adopted Lunit’s AI imaging diagnosis solutions, helping improve medical infrastructure.

Lunit’s technology has also become a key solution in breast cancer screening, a field requiring high expertise and facing chronic staff shortages. Lunit INSIGHT DBT, optimized for three-dimensional digital breast tomosynthesis, has expanded its reach after global regulatory approvals and approval from Korea’s Ministry of Food and Drug Safety in April 2025. By acquiring and integrating breast cancer screening specialist Volpara Health, now Lunit International Ltd., Lunit secured sales channels covering over 3,600 healthcare institutions in the United States and significantly expanded access to cancer diagnosis.

Moreover, Lunit is evolving beyond cancer diagnosis support into a preventive healthcare platform. We recently completed development of Lunit INSIGHT Risk, which proactively predicts breast cancer risk, and submitted it for FDA clearance, building an ecosystem that covers the full cancer screening cycle. Adopted for public cancer screening programs by national and local governments in Saudi Arabia, Australia, France and Sweden, the Lunit INSIGHT suite will continue providing fast, accurate early diagnosis opportunities worldwide and help save more patients’ lives.



## Partnering with Industry Leaders Worldwide



- Talent Management and Development
- Diverse and Inclusive Culture
- Work-Life Balance
- Sustainable Technology Innovation
- Product Quality and Safety
- Human Rights Management
- Partnership Management

**Improved Healthcare Accessibility**  
**Our Society**

# Improved Healthcare Accessibility

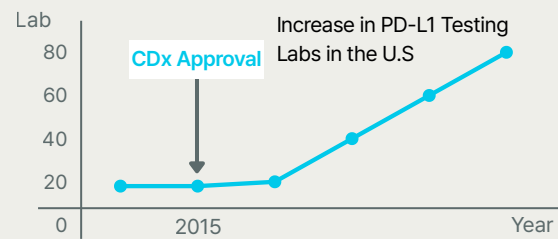
## Lunit SCOPE Partnerships

Based on its proprietary AI imaging biomarker solution, Lunit SCOPE, Lunit is opening new possibilities in precision cancer diagnosis and personalized treatment. Through partnerships with companies such as Indica Labs, a U.S. digital pathology platform provider, Lunit has diversified distribution channels to hospitals and central labs worldwide that adopt related pathology analysis software, greatly improving diagnostic access. In particular, Lunit signed a joint development agreement with AstraZeneca for AI pathology solutions, confirmed global sales territories, and is expanding collaboration across multiple cancer types.

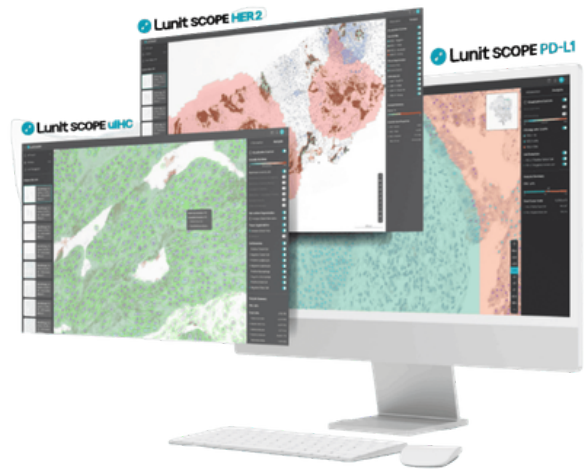
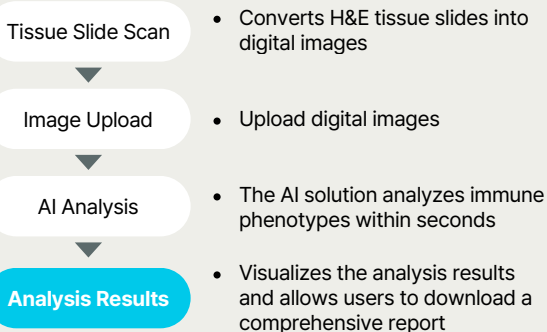
The medical ecosystem led by Lunit SCOPE continues to grow through partnerships with leading global companies. In addition to AstraZeneca and Daiichi-Sankyo, Lunit is conducting joint research and analysis projects of various scales with about 15 of the world's top 20 pharmaceutical companies, helping maximize efficiency in innovative drug development. Lunit has also built a pipeline to supply Lunit SCOPE as Research Use Only (RUO) products to major medical and research sites worldwide through strategic partnerships with leading clinical research and diagnostic testing organizations, including Labcorp, IQVIA and CellCarta.

Beyond supplying RUO solutions, Lunit ultimately plans to seek U.S. Food and Drug Administration (FDA) approval for companion diagnostics (CDx) after 2027. Lunit is also expanding beyond immuno-oncology into treatment response prediction using diverse biomarkers, including targeted therapies and antibody-drug conjugates (ADCs). Through AI technology that helps identify optimal personalized treatments, Lunit will contribute to improving patient survival and saving more lives.

### Example Impact of CDx Approval (PD-L1)



### How Lunit SCOPE Works



- Talent Management and Development
- Diverse and Inclusive Culture
- Work-Life Balance
- Sustainable Technology Innovation
- Product Quality and Safety
- Human Rights Management
- Partnership Management

**Our Society**

# Improved Healthcare Accessibility

## Improving Medical Infrastructure and Expanding Universal Healthcare

Lunit is focusing its company-wide capabilities on improving global medical infrastructure and expanding universal healthcare, so people everywhere can access high-quality diagnostics. To enable fast, accurate early diagnosis in regions with limited specialists or poor physical access, Lunit has built networks with healthcare institutions and partners across the United States, Europe, Southeast Asia and the Middle East. As of 2025, more than 10,000 healthcare institutions worldwide had adopted Lunit’s AI imaging diagnosis solutions, helping raise medical infrastructure standards.

Lunit is further expanding national digital transformation (DX) and public healthcare business-to-government (B2G) projects. Through the world’s largest public virtual hospital under Saudi Arabia’s Ministry of Health (MoH), Lunit provides cancer and tuberculosis screening programs to 170 public hospitals nationwide. With Agfa Healthcare, Lunit also supplied breast cancer diagnosis AI to all Dubai public healthcare centers. Its solutions have also been adopted in cancer screening programs in New South Wales (NSW), Australia; 11 local health authorities (ASL) in Italy; Valencia, Spain; and France’s public healthcare procurement agency, UniHA. Through systematic validation, Lunit is integrating its AI solutions into national cancer screening systems and driving sustainable public health infrastructure innovation.

In parallel, Lunit is expanding Official Development Assistance (ODA) projects to support Universal Health Coverage (UHC) in developing countries. In 2025, Lunit formed a consortium with the Korea Health Industry Development Institute and was selected for a Korea International Cooperation Agency (KOICA) project to provide AI-based early diagnosis and strengthen sustainable healthcare capacity for medically underserved groups in Peru. As the first Korean government ODA project for AI-based cancer screening, this initiative will help Lunit build a mid- to long-term roadmap for Peru’s public healthcare network, SISOL, improve healthcare access and enable more patients to benefit from advanced medical care.



Talent Management and Development      Sustainable Technology Innovation  
 Diverse and Inclusive Culture              Product Quality and Safety  
 Work-Life Balance                              Human Rights Management  
**Improved Healthcare Accessibility**        Partnership Management

# Improved Healthcare Accessibility

## Price Accessibility and Support for Vulnerable Groups

Lunit operates a structured, inclusive pricing policy to help ensure patients are not excluded from healthcare benefits due to economic barriers. Given differences in income levels and healthcare conditions across countries and regions, we apply a rigorous internal control system so our AI solutions can be offered at reasonable value in each market.

To this end, Lunit operates a company-wide Pricing Committee composed of C-level executives. The committee reviews product pricing policies, diagnostic costs, price caps and weighted-average methodologies for measuring price increases to establish fair, reasonable pricing models. For example, Lunit INSIGHT CXR was designated as an innovative medical technology by Korea’s Ministry of Health and Welfare and became eligible for selective benefits, reducing patients’ screening cost burden and improving economic access to early screening in clinical practice. Lunit also operates a patient support program that provides free diagnostic benefits to selected patients and institutions with limited purchasing power or in medically underserved areas, helping build a foundation for equitable access to innovative medical technology.

### TB Screening Support for Underserved Groups



Most new tuberculosis cases occur in developing countries with shortages of imaging specialists. To help close this public healthcare gap, Lunit has supported tuberculosis screening using Lunit INSIGHT CXR in medically underserved countries, including Nepal and Cambodia. The product has demonstrated specialist-level accuracy in the World Health Organization (WHO) tuberculosis screening guidelines and has been officially recommended as an AI-assisted diagnostic tool.

In 2025, Lunit signed agreements on medical AI Official Development Assistance (ODA) projects with high-level representatives from 14 African countries and secured letters of intent (LOIs). This established a mid- to long-term foundation to supply Lunit’s AI software across Africa and improve public healthcare quality.

### Advancing Korea’s Public and Military Healthcare



Lunit is improving access for communities and regions in Korea that may be underserved by advanced healthcare. Through the senior tuberculosis screening program run by the Korean National Tuberculosis Association, Lunit supports early diagnosis for older adults and vulnerable groups. Through the Artificial Intelligence Convergence Project (AI+X), Lunit supplied chest X-ray reading solutions to remote military medical units and overseas deployed units in Uzbekistan, improving care efficiency for military.

Lunit was also selected for the Public Procurement Service’s Innovative Product Pilot Purchase Program and supplied products to five public healthcare institutions, including veterans hospitals and major public medical centers, helping strengthen Korea’s public healthcare infrastructure and imaging accuracy.

- Talent Management and Development
- Diverse and Inclusive Culture
- Work-Life Balance
- Improved Healthcare Accessibility**
- Sustainable Technology Innovation
- Product Quality and Safety
- Human Rights Management
- Partnership Management

# Sustainable Technology Innovation

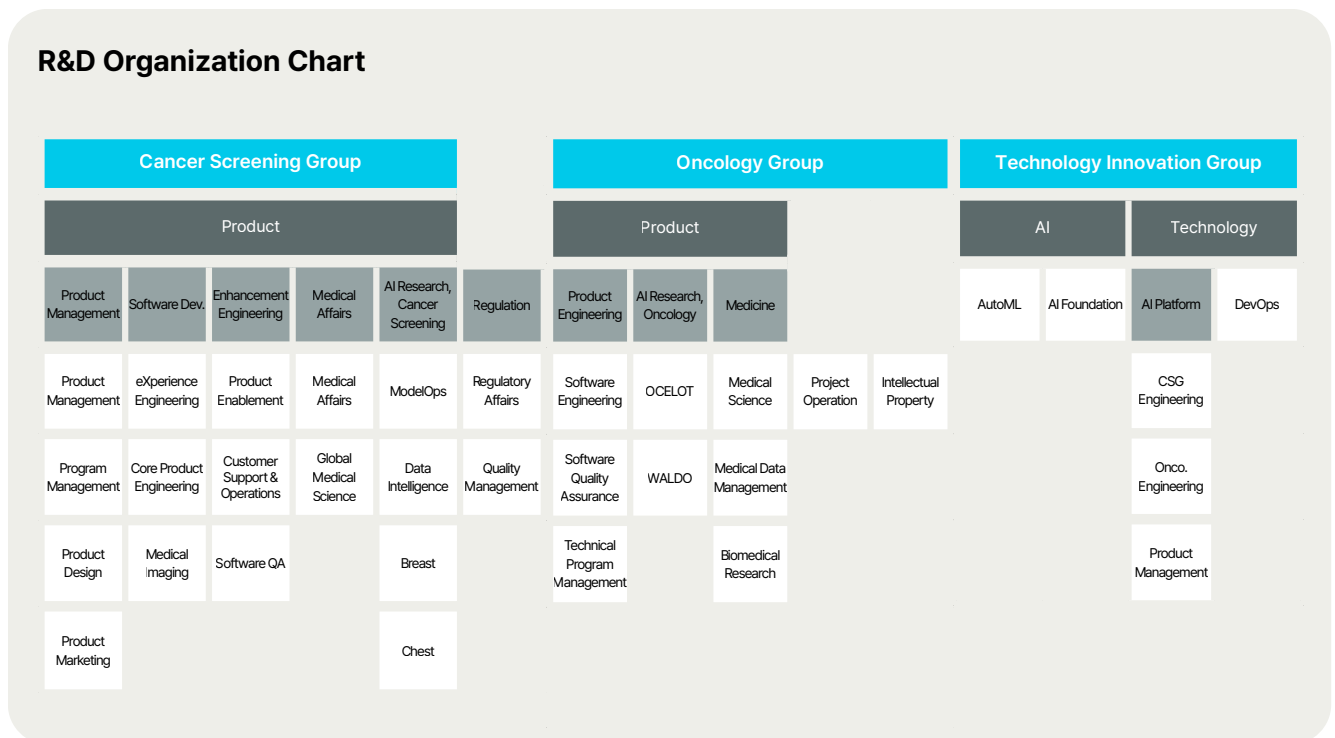
## R&D Organization and Capabilities

To demonstrate a clear technological lead over competitors, Lunit continues to publish research papers and file global patents through clinical studies with leading medical institutions in Korea and abroad. To advance deep learning technology and strengthen product expertise, Lunit has reorganized its Research and Development (R&D) structure into three core groups: Cancer Screening, Oncology and Technology Innovation. This structure enables each group to focus on its specialized domain while strengthening collaboration across technology, product and clinical functions.

The newly established Technology Innovation Group was created to secure a competitive edge in next-generation AI R&D. It includes dedicated teams for AI Foundation model development, AI Platform, AutoML and DevOps, strengthening Lunit’s mid- to long-term technology base. Within the Cancer Screening and Oncology Groups, Product teams oversee planning, development and deployment, while Medical Affairs and Medicine teams lead clinical validation. These functions work closely together across the software development process.

As a medical AI company, Lunit places the highest priority on integrated expertise in technology and medicine. Accordingly, Lunit has 164 outstanding R&D professionals, representing about 57%\* of all employees, and 9 full-time physicians\* across radiology, medical oncology, pathology and family medicine directly participate in research.

\* Based on Lunit HQ

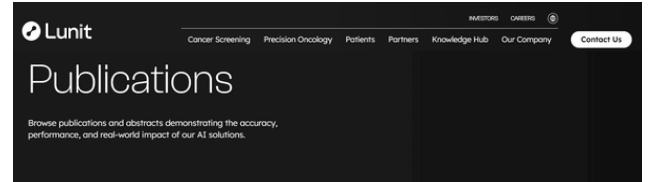


- Talent Management and Development
- Diverse and Inclusive Culture
- Work-Life Balance
- Improved Healthcare Accessibility
- Sustainable Technology Innovation**
- Product Quality and Safety
- Human Rights Management
- Partnership Management

# Sustainable Technology Innovation

## Research and Intellectual Property (IP)

Through company-wide research and development investment, Lunit continues to prove its technological excellence globally. Each year, Lunit presents research at major conferences, including the American Association for Cancer Research (AACR), American Society of Clinical Oncology (ASCO), European Congress of Radiology (ECR) and Radiological Society of North America (RSNA). Research and patent activities are transparently disclosed through Lunit’s website and external communication channels, strengthening stakeholder trust.



### Featured Publications

**Publication**

Artificial intelligence-powered H&E-based quantification of spatial tumor-infiltrating lymphocyte distribution identifies prognostic...

**Publication**

Long-term prognostic implications of AI-detected versus AI-undetected breast cancers on mammography: a propensity score-matched...

[Explore Lunit's Research](#)

Domestic and International Patents and Research					(Unit: cases, cumulative)				
Category		2023	2024	2025	Category		2023	2024	2025
Domestic	Registration of Patents	71	77	<b>81</b>	Cancer Screening	Abstract	94	123	<b>161</b>
	Application of Patents	126	141	<b>141</b>		Research Paper	83	121	<b>167</b>
International	Registration of Patents	31	43	<b>74</b>	Oncology	Abstract	92	116	<b>139</b>
	Application of Patents	124	167	<b>169</b>		Research Paper	28	36	<b>48</b>

## Technology Pipeline Expansion

Building on successful post-acquisition integration with Lunit International (formerly Volpara), Lunit is expanding its sustainable technology innovation ecosystem through global partnerships and internalization of core technology assets. In June 2025, Lunit also acquired key technology assets from Prognosia, developing Lunit INSIGHT Risk to predict breast cancer risk within five years and applying for U.S. FDA premarket clearance, further advancing an integrated platform across the full screening cycle.

In Oncology, Lunit is moving beyond collaborations with global Big Pharma companies such as AstraZeneca and forming new strategic partnerships with Agilent Technologies, Microsoft and CellCarta, leading the development of next-generation companion diagnostics (CDx) and personalized precision medicine.

# Product Quality and Safety

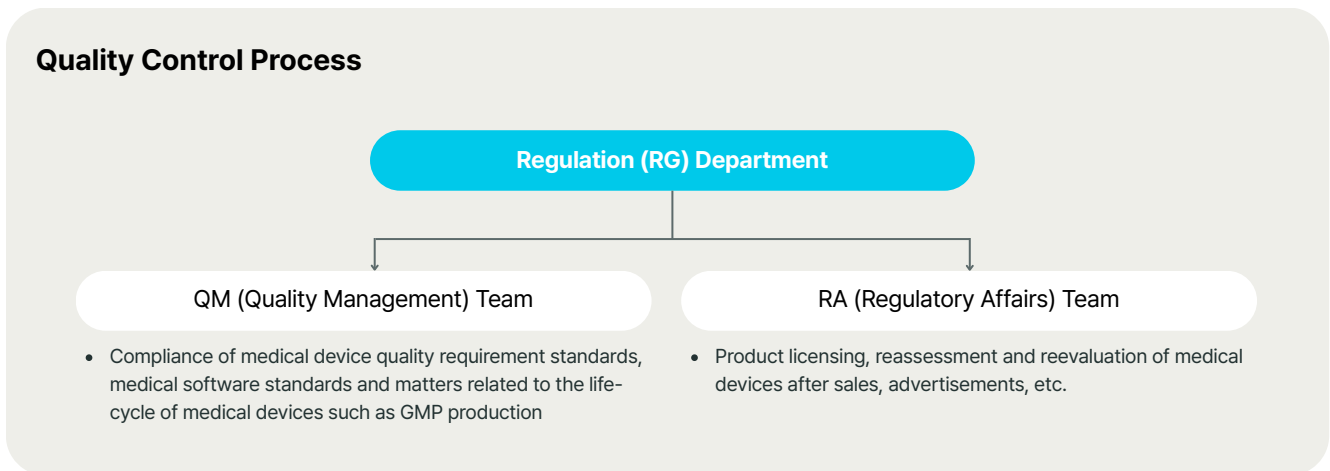
## Quality and Safety

### Quality Control

As a Software as a Medical Device (SaMD) company, Lunit prioritizes customer satisfaction and patient safety as the foundation for business continuity and sustainable growth. To deliver safe, high-quality products, Lunit has established rigorous quality management systems and processes. To strengthen reliability across production and quality, Lunit has obtained and maintained ISO 13485 medical device quality management system certification and digital medical device Good Manufacturing Practice (GMP) certification for all production facilities. For the Lunit INSIGHT suite, Lunit became the first SaMD company in Asia-Pacific to obtain CE marking under the European Union Medical Device Regulation (EU MDR) and UK Conformity Assessed (UKCA) certification, and continues to expand top-tier global approvals, including U.S. Food and Drug Administration (FDA) clearance. Led by the Regulation and Medical departments, Lunit prepares quarterly quality data summaries and systematically analyzes product feedback, complaints, nonconformities and Corrective and Preventive Action (CAPA) status to improve its services.

### Quality Testing Management and Monitoring

Lunit has established and conducts process and release inspection procedures for all products to proactively test performance and safety in compliance with strict domestic and global quality and safety regulations. Product quality test results are managed by the Quality Management (QM) Team. Through rigorous pre-release inspections and post-market surveillance (PMS), Lunit proactively prevents potential risks and has maintained zero serious adverse events caused by product quality defects or safety issues, as well as zero product recalls, demonstrating strong product reliability.



# Product Quality and Safety

## Responsible Marketing

Lunit strictly complies with marketing-related laws and regulations, including medical device laws in Korea and abroad, and conducts prior review by the Regulatory Affairs (RA) Team to ensure reliable advertising and marketing. For advertisements subject to medical device laws, the Marketing Team checks alignment with approved intended use and authorization details. For product briefings and training for healthcare professionals (HCPs), Lunit follows Safe Harbor Guidelines, pre- and post-reporting through its internal PRISM system, and reporting procedures of the Korea Medical Devices Industry Association (KMDIA). Based on this control system, Lunit recorded zero financial losses in 2025 from violations related to product information, marketing or labeling.

## Quality Control Training

To maintain and manage quality standards, Lunit designates Lunitian members responsible for development and process-related work. These members complete process training before performing their duties and take a separate qualification test afterward. Only those who complete this process are qualified for development and process review, enabling Lunit to strictly manage quality management capabilities.

Quality Control Training Status			
Training Topics	Department Attended	Number of Attendees	Completion Rate
Design and Development	Engineering Division - CSG	9	100%
Production Process	Engineering Division - CSG	4	100%
	Product Division - CSG	1	100%
Validation Process	Technology Division - TIG	1	100%
	Engineering Division - CSG	7	100%

\* Based on Lunit HQ; implemented from Jan. 1 to Dec. 31, 2025.



Talent Management and Development  
 Diverse and Inclusive Culture  
 Work-Life Balance  
 Improved Healthcare Accessibility  
 Sustainable Technology Innovation  
**Product Quality and Safety.**  
 Human Rights Management  
 Partnership Management

# Human Rights Management

## Human Rights Management Framework

Since its founding in 2013, Lunit has expanded beyond Korea into global markets through the passion and commitment of its members, guided by its mission to “Conquer Cancer through AI.” Lunit respects, promotes and protects the human rights of all stakeholders, including employees, customers, shareholders/investors, business partners, communities and the environment.

As a global company, Lunit strongly supports international human rights principles, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO) Declaration, and strictly complies with related laws and regulations in Korea and abroad. In March 2025, Lunit joined the United Nations Global Compact (UNGC), embedding its Ten Principles across human rights, labor, environment and anti-corruption into overall management. Lunit will continue preventing actual and potential human rights risks across its business activities and respond promptly to any human rights issues.

## Lunit Human Rights Guidelines

### 1. Working Conditions and Safe Work Environment

- Lunit strictly manages employee working hours to ensure that the maximum working hours regulated by labor laws in respective countries and regions are not exceeded and complies with standards related to laws such as working hours, minimum wage, and overtime.
- Lunit respects employee privacy and prohibits any unlawful treatments such as mental and physical coercion, abuse, sexual harassment, threats, and confinement.
- Lunit protects the moral rights, right to health, and right to rest of all employees, and provides a safe and pleasant working environment.

### 2. Prohibition of Forced Labor and Child Labor

- Lunit strictly prohibits child labor under the age of 15, and when unavoidable circumstances require the employment of individuals aged 15 to under 18, Lunit follows proper procedures to ensure education opportunities are not restricted and that they do not work in environments, including night or overtime shifts, that jeopardize their safety or health.
- Lunit does not allow any form of forced labor against employee's free will, including human trafficking, etc.

### 3. Freedom of Association and Collective Bargaining

- Lunit guarantees freedom of association and collective bargaining protected by labor laws of respective countries and regions and will not refuse collective bargaining without legitimate reasons.
- Lunit ensures that communication opportunities for employees are protected.

### 4. Anti-Discrimination

- Lunit does not discriminate against employees based on gender, pregnancy, race, ethnicity, nationality, religion, disability, political views, skin color, etc., in the company's recruitment, work processes, promotion, incentives, and training opportunities. Self-development and training opportunities are granted fairly and assessed and rewarded based on righteous standards. All employees must respect each other and be treated fairly.

### 5. Protection of Partners and Customer Human Rights

- The human rights of partners and their employees are considered and protected within the same standards of Lunit.
- Lunit strives to ensure that customers can use its products and services safely and conveniently, while responding promptly and accurately to customer needs and improving customer satisfaction.

# Human Rights Management

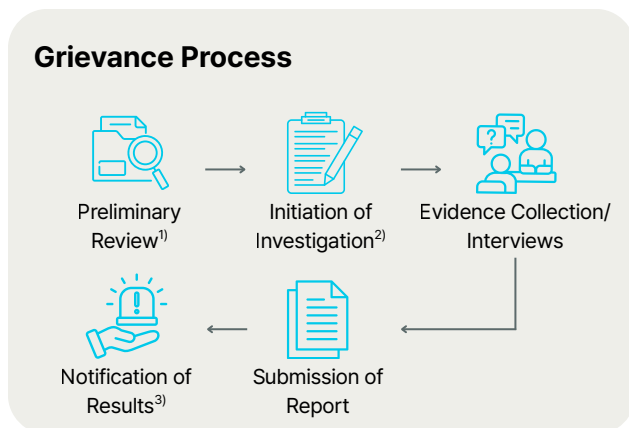
## Human Rights Management Activities

### Human Rights Grievance and Remedy Process

Lunit operates a Grievance Committee dedicated to resolving grievances related to human rights and working conditions, such as workplace bullying or unfair treatment, to help Lunitian members fully focus on their work. Grievances can be submitted safely and conveniently at any time through multiple channels, including verbal consultation, internal messenger and e-mail. All reports are handled under strict confidentiality, and Lunit strictly applies its Non-Retaliation policy to ensure reporters face no personnel disadvantage or discrimination. If a victim experiences psychological distress due to a human rights report, Lunit provides professional counseling and support as needed to protect employees.

When a grievance is received, Lunit notifies the reporter of actions taken and outcomes transparently and promptly within 10 days (D+10). If results cannot be shared by the deadline, progress updates are provided regularly. If an objective investigation confirms a violation, Lunit takes appropriate disciplinary and remedial action, such as warning, pay reduction or contract termination, depending on severity and misconduct type. After action, Lunit regularly evaluates the grievance process through ongoing monitoring and feedback, and establishes root-cause prevention measures to maintain a healthy organizational culture.

Grievances Received by Type		(Unit: Cases)		
	2023	2024	2025	
Working Conditions	0	0	0	
Discrimination and Bullying	0	1	0	
Infringement on Privacy	0	0	0	



1) Audit Team reviews facts, investigation need, conflicts of interest, urgency and priority before investigation  
 2) Audit Team leads fact-finding with relevant departments; external experts, including legal counsel, may support if needed  
 3) Follow-up actions are taken based on results, including discipline, recurrence prevention training and process improvements

### Reporting Channels

- Offline Channel
- Address: 4F-9F, 374 Gangnam-daero, Gangnam-gu, Seoul (K Square Gangnam II in Yeoksam-dong)
  - Tel: +82-2-2138-0827
  - Fax: 0503-8379-4054

- Online Channel
- Report via E-mail (ethics@lunit.io)
  - Report via SpeakUp Website (for Executives and Employees)

# Human Rights Management

## Human Rights Activities

### Human Rights Training

Lunit provides annual human rights training to all Lunitian members, achieving 100% completion, to strengthen understanding of human rights and diversity and foster a safe, healthy culture. Conducted once a year online and offline, the training includes mandatory courses on sexual harassment prevention, workplace bullying prevention and disability awareness. It focuses on strictly prohibiting verbal, physical and visual harassment and minimizing psychological health risks to build a healthy workplace. Lunit will continue developing and providing human rights training to prevent and effectively manage potential human rights risks.

Human Rights Training Participants		(Unit: Persons)		
	2023	2024	2025	
Sexual Harassment Prevention	262	319	<b>267</b>	
Workplace Bullying Prevention	262	319	<b>267</b>	
Disability Awareness	262	319	<b>267</b>	

\* Based on 100% completion by all eligible trainees in 2025; annual participant counts may vary with workforce changes.

## Collaborative Labor Relations

### Labor-Management Council (Lunitian Committee)

Lunit strictly respects freedom of association and collective bargaining rights guaranteed by International Labour Organization (ILO) conventions and Korean labor laws. To promote transparent and constructive communication with employees, Lunit operates the Lunitian Committee, a social dialogue body representing all Lunitian members at its Korea operations\*. The committee consists of equal numbers of employee and employer representatives, with up to five members from each side, and holds quarterly meetings. It discusses key working conditions, including business updates, wage and benefits improvements, a pleasant work environment and organizational culture innovation. Depending on the agenda, either side may call an ad hoc meeting, and the chair notifies all members of the meeting schedule and agenda seven days in advance.

Lunit ensures the committee has the authority and responsibility to turn Lunitian members' voices into actual systems. Items resolved through mutual agreement are promptly shared with all Lunitian members through company-wide notice channels. By using the committee as a key communication channel to improve the work environment, not just as a consultative body, Lunit is building collaborative labor relations based on strong trust.

\* Employees of Lunit HQ, excluding short-hour contract workers

# Human Rights Management

## Labor-Management Council Meetings

Period	Key Agenda	Topics
Q1 2025	Lunit Management	<ul style="list-style-type: none"> <li>Employee headcount changes</li> <li>Financial status</li> </ul>
	HR Announcements	<ul style="list-style-type: none"> <li>Statutory annual leave operation</li> <li>Office security and safety status</li> <li>Changes to internal benefits policies</li> </ul>
	Lunitian Feedback	<ul style="list-style-type: none"> <li>Revisions to key internal systems, including anniversary rewards and organization budgets</li> <li>Meal support guidelines</li> <li>Substitute holiday operation standards</li> <li>Stock option grant criteria and procedures</li> </ul>
Q2 2025	Lunit Management	<ul style="list-style-type: none"> <li>Employee headcount changes</li> <li>Financial status</li> </ul>
	HR Announcements	<ul style="list-style-type: none"> <li>Internal survey operation status, including APR and Lunit Poll, and participation encouragement</li> </ul>
	Lunitian Feedback	<ul style="list-style-type: none"> <li>Employee financial support, including group credit loans</li> <li>Internal financial status and fund management direction</li> <li>Measures to improve employee work satisfaction</li> </ul>
Q3 2025	Lunit Management	<ul style="list-style-type: none"> <li>Employee headcount changes</li> <li>Financial status</li> </ul>
	HR Announcements	<ul style="list-style-type: none"> <li>Company-wide work arrangement guidelines and direction, including office attendance policy</li> <li>Internal employee welfare operation status</li> </ul>
	Lunitian Feedback	<ul style="list-style-type: none"> <li>Review of long-term overseas work system introduction and operation</li> <li>Measures to improve and expand employee welfare</li> </ul>
Q4 2025	Lunit Management	<ul style="list-style-type: none"> <li>Employee headcount changes</li> <li>Financial status</li> </ul>
	HR Announcements	<ul style="list-style-type: none"> <li>Labor-Management Council operation and employee representative term</li> </ul>
	Lunitian Feedback	<ul style="list-style-type: none"> <li>External communication status and direction</li> <li>Measures to improve employee work satisfaction and engagement</li> <li>Internal financial status and plans</li> </ul>

# Partnership Management

## Partnership Management Process

### Selection of Partners

Lunit operates a systematic and fair partner selection process to ensure high product quality and product safety. When registering new partners, we review their supply capabilities based on minimum requirements for the required goods or services, and conduct a thorough initial assessment according to risk and classification criteria. Going beyond transactional relationships, Lunit newly established a Supply Chain Sustainability Policy to secure sustainability across the supply chain. This provides an institutional foundation to gradually integrate and apply environmental, human rights and labor, health and safety, and ethics factors into the partner selection process. Partners selected through final approval are systematically registered and managed in a partner registry, enabling Lunit to provide better products and services through stable partnerships.

### Partner Assessment and Risk Management

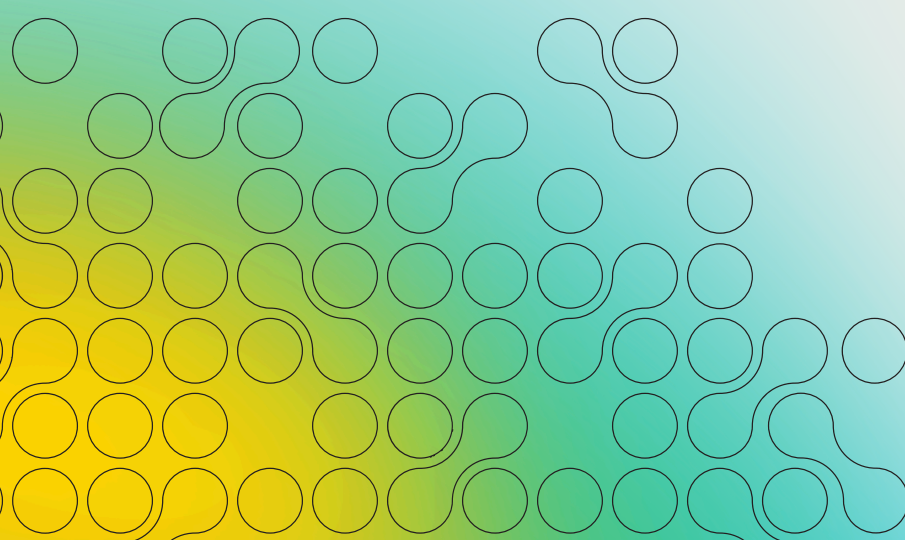
Lunit identifies risk levels for registered partners and periodically reviews their financial and non-financial capabilities. Partner evaluation indicators comprehensively cover not only financial soundness, but also key non-financial risks such as network management, quality control and workforce management. Detailed evaluation criteria are objectively determined based on Lunit's partner evaluation sheet, and partners are classified and systematically managed by risk grade. Through this process, Lunit maintains stable partnerships and ensures the highest standards of quality and safety for customers.

For partners that fall below Lunit's standards or present significant risks, Lunit requires immediate corrective actions and quality improvement plans. These include practical reliability-enhancing measures such as maintaining measurement systems, statistical process control, and retention of inspection and test results. Through continuous monitoring and support, Lunit minimizes potential risks in the supply chain and pursues shared growth with partners.

Partner Assessment and Monitoring Status			
	2023	2024	2025
Total Registered Partners	26	67	<b>87</b>
Key Partners	7	13	<b>21</b>
Partners Monitored Annually	26	67	<b>87</b>
Partners Completed Regular Evaluation	13	13	<b>21</b>
Regular Evaluation Completion Rate for Target Partners	100.0	100.0	<b>100.0</b>

\* Regular evaluations follow Quality Management System (QMS) procedures by partner risk rating cycle; completion rate is based on partners subject to evaluation that year

# Our Organization



# Data Security and Privacy

## Data Security

### Information Security Declaration and Goals

As a leading medical AI company, Lunit recognizes that protecting core information assets, including sensitive patient medical data and system infrastructure, is a top priority for business continuity and customer trust. Lunit has established and operates a systematic information security management system to protect and maintain these assets, and strives to fully achieve the following security objectives.

#### Lunit Information Security Declaration

- Safeguard key information assets of company such as customer personal data and information system infrastructure
- Utilize all information and information assets only within the scope necessary for performing duties
- Prohibit the use or disclosure of all information and information assets unrelated to business
- Protect all information and information assets from unauthorized access and alterations
- Compliance with regulations related to personal information and information security

### Information Security Policies and Regulations

Lunit’s information security policies apply to all stakeholders who use its information assets, including employees, contract workers, partners and visitors. The policies and regulations are reviewed for validity at least once a year under the leadership of the Chief Information Security Officer (CISO) and the responsible organization, and are enacted or revised after committee review and Chief Executive Officer (CEO) approval. Policies are disclosed so all members can clearly understand them, while the security management system is continuously updated through ongoing monitoring. To proactively address global security regulatory requirements, Lunit mandates internal audits, continuous vulnerability checks and annual management reviews under internal regulations. Any identified vulnerabilities are immediately remediated, with external expert advice sought when needed. Lunit also conducts security audits required by international standard certifications at least once a year, protecting its information assets thoroughly.

### Information Security Governance

Lunit operates independent information security governance to systematically manage security risks. The Chief Information Security Officer (CISO) oversees security activities, including policy development, risk management and incident response. As the key governance body, the Information Security Committee reviews and approves major company-wide security matters and establishes strategies. Under this structure, department-level information security officers rigorously implement security controls within their teams.

#### Information Security Organization Structure



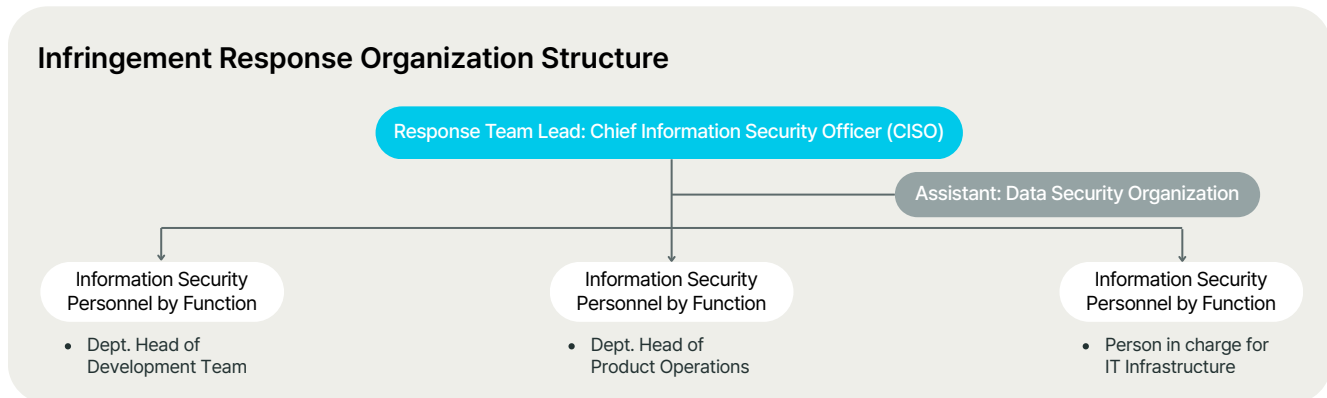
**Data Security and Privacy**  
 Enhancing Ethics and Compliance  
 Robust Corporate Governance  
 Integrated Risk Management

# Data Security and Privacy

## Data Breach Response System

Lunit operates a rigorous incident response system aligned with global standards to respond swiftly and effectively to unexpected security incidents, including cyberattacks and data breaches. We define potential incident types in detail and conduct annual cyber drills, incident response training and employee security training to strengthen company-wide response capabilities.

In the event of an actual security incident, a Cyber Incident Response Team led by the Chief Information Security Officer (CISO) is convened to conduct an initial investigation and prevent further damage. Depending on severity, an emergency response team is activated, and Lunit may work with external experts and investigative authorities to control risks immediately. After incident containment, Lunit completes root cause analysis and system recovery under its predefined seven-step cyber incident response process, while securely preserving relevant evidence for case handling. Follow-up plans and recurrence prevention measures are shared with and taught to all Lunitian members, and response procedures are regularly reviewed and updated to strengthen the security system. Based on this preventive framework, Lunit recorded zero data breaches and cyber incidents in 2025.



**Data Security and Privacy**  
 Enhancing Ethics and Compliance  
 Robust Corporate Governance  
 Integrated Risk Management

# Data Security and Privacy

## Privacy Protection

### Information Security Training

Lunit operates a structured training and management system to raise Lunitian members' information security awareness and ensure readiness for regulatory requirements. Each year, all Lunitian members, including those at affiliates and contract workers, receive customized training tailored to their job roles and security levels. After training, assessment results are reviewed and reflected in the next curriculum to support continuous improvement. In 2025, Lunit achieved a 100% information security training completion rate for all Lunitian members, proactively responding to global regulatory requirements. New hires complete mandatory security training and submit security pledges, while leavers submit exit security pledges and have all information system access immediately revoked to prevent data leakage. Lunit has also obtained information asset confidentiality pledges from all Lunitian members, and requires security pledges from external partners and project personnel, strengthening internal controls and security compliance across the supply chain.

### Ensuring Data Subject Rights

Lunit strictly guarantees customers' and stakeholders' right to self-determination over personal data in line with global regulatory standards. Data subjects have the right to obtain confirmation from the data controller on whether their personal data is being processed and, if needed, exercise their right of access. They may also provide additional statements or supplement incomplete personal data, taking into account the purpose of processing. If inaccurate personal data has been processed, data subjects may request correction or deletion without undue delay. Lunit fulfills its obligation to respond promptly and take appropriate action without undue delay on legitimate requests from data subjects.

### Advancing Global Information Security Technologies and Certifications

Lunit obtained ISO/IEC 27001, an international information security standard, to advance its company-wide security infrastructure, and keeps the management system up to date through annual renewals and surveillance audits. Lunit also introduced a Governance, Risk and Compliance (GRC) framework to actively address diverse information security requirements from countries and regulators, while conducting internal assessments and management. In 2025, Lunit reviewed product-level security and privacy controls to address requirements under the Health Insurance Portability and Accountability Act (HIPAA) and compiled a HIPAA Compliance Statement, further enhancing its capabilities to manage protected health information (PHI) required in the U.S. healthcare market. In addition to administrative security, Lunit has fully deployed Data Loss Prevention (DLP), Network Access Control (NAC), and antivirus and anti-malware solutions on employee work devices, maximizing protection against increasingly sophisticated cyber threats.

#### Data Security and Privacy

Enhancing Ethics and Compliance

Robust Corporate Governance

Integrated Risk Management

# Data Security and Privacy

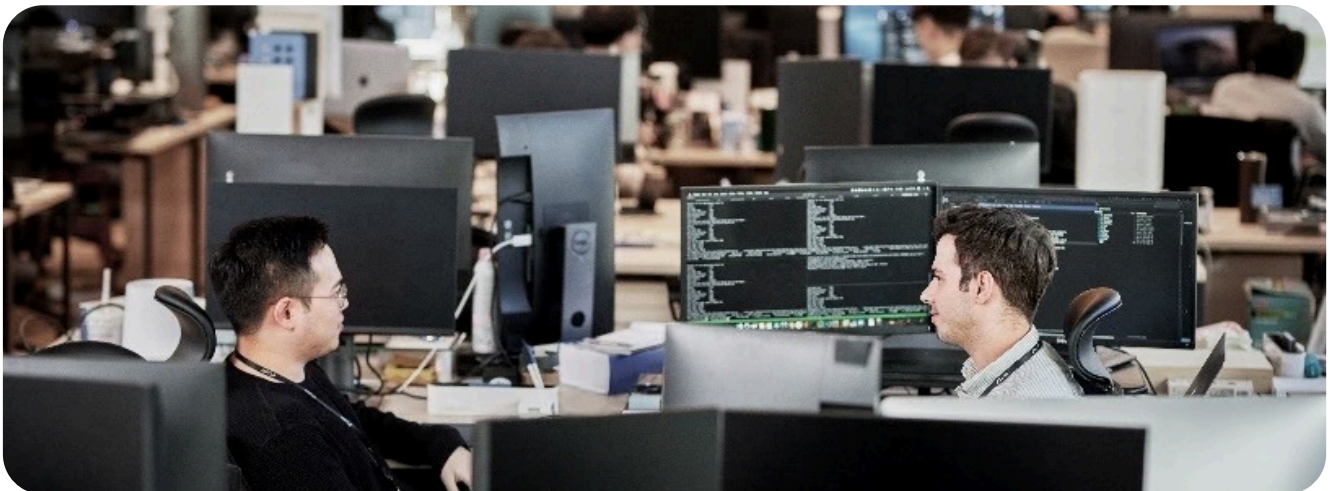
## Privacy Policy and Safeguards

Lunit has established and implements a strict privacy policy to securely protect personal data. The policy applies equally to all Lunitian members and partner employees. Lunit collects only the minimum information needed for specified purposes and, in principle, prohibits processing sensitive information that may infringe privacy, such as health information or sexual orientation. Personal data deemed to have a high leakage risk is securely stored using the highest levels of encryption and de-identification. In system development and testing environments, Lunit maintains a 100% personal data masking rate to prevent exposure of real data. Collected personal data is not leased or sold to third parties, and data whose purpose has been fulfilled or whose retention or pseudonymized processing period has expired is permanently destroyed without delay under the 100% destruction principle.

[Lunit Privacy Policy](#)

## Privacy Protection Organization and Training

Lunit has established a dedicated organization led by the Privacy Officer to coordinate all personal data processing activities and systematically manage data subject grievances and remedies. Lunit also appoints dedicated working-level personnel to support the Privacy Officer and ensure smooth security operations. Through personal data handling departments in each function, Lunit provides ongoing training and guidance so data is processed safely in line with each team's work characteristics. Dedicated working-level personnel systematically establish company-wide privacy training plans and provide mandatory, tailored privacy training at least once a year for personal data handlers. The program covers relevant laws and regulatory trends, internal security rules and practical safeguards, and its effectiveness is improved through post-training assessments. Lunit has also established an internal Privacy Committee to advance its company-wide personal data management system and transparently coordinate key privacy matters, ensuring thorough protection of data subjects' valuable personal data.



**Data Security and Privacy**  
Enhancing Ethics and Compliance  
Robust Corporate Governance  
Integrated Risk Management

# Enhancing Ethics and Compliance

## Ethics and Compliance Framework

Lunit has established and operates a compliance framework based on applicable laws and internal ethics standards to ensure transparent, fair governance and global ethical management. The Legal & Compliance Department oversees internal reviews and advisory, key compliance policy enactment and revision, and training. The Chief Financial Officer (CFO) leads the ethics and compliance framework, while key ethical decisions are made through close consultation among the Chief Executive Officer (CEO), CFO and senior management.

Through its Code of Ethics, revised at the end of 2024, Lunit maintains employee conduct standards aligned with the global business environment. The Code applies in line with the laws and cultural contexts of each country where Lunit operates, and all applicable Lunitian members, regardless of employment type, pledge compliance annually. Lunit also reflects ethical compliance obligations in major contracts with partners and external personnel, strengthening responsible management across the supply chain. To date, no formal sanctions from external regulators have been reported.

## Ethics and Compliance Training

Lunit conducts regular compliance training and internal checks to embed ethical management company-wide. At least once a year, in-depth ethics and compliance training is provided mainly to Lunitian members engaged in promotional and clinical activities involving healthcare professionals, medical institutions and healthcare organizations in Korea and abroad. Reflecting healthcare industry regulations, the training focuses on key Korean healthcare issues, including prohibited economic benefits and rebates, and covers anti-corruption, anti-rebate practices and fair trade.

### Lunit Code of Ethics (Excerpt)

#### 2.5 Encouraging Ethical Conduct

- All employees must comply with laws and company regulations, act ethically, and do their utmost to protect the company's reputation. They are responsible for resolving ethical dilemmas when faced with them. The company provides ethics training and counseling to help employees make the right decisions.

#### 3.1 Integrity and Compliance

- All employees must achieve goals honestly and ethically while complying with company policies and applicable laws. They must perform their duties responsibly and remain accountable for the results. If they witness or are offered unethical or illegal conduct, they must immediately report it through the whistleblowing hotline or to the Legal & Compliance Team. Employees sign an annual Code of Ethics Compliance Pledge to confirm their understanding of and commitment to the Code.

#### 7.3 Environmental Protection and Sustainable Management

- We comply with domestic and international environmental laws and agreements, and practice responsible resource use and energy conservation to protect a clean environment. We continuously work to reduce resource waste and minimize carbon emissions, while pursuing environmentally friendly technology development.

#### 8.2 Prohibition of Bribery and Anti-Corruption

- To comply with anti-bribery, anti-corruption and anti-rebate laws, we make every effort to prevent improper influence in all business transactions. (...) The company strictly prohibits providing financial benefits to, or seeking improper benefits from, public officials, partners and customers, and fully complies with anti-corruption regulations.

Ethics Management Training Status		(Units: People, %)		
	2023	2024	2025	
Employees Trained	76	74	110	
C-Level Executives Trained	5	4	5	
C-Level Executives Training Completion Rate	100.0	80.0	100.0	

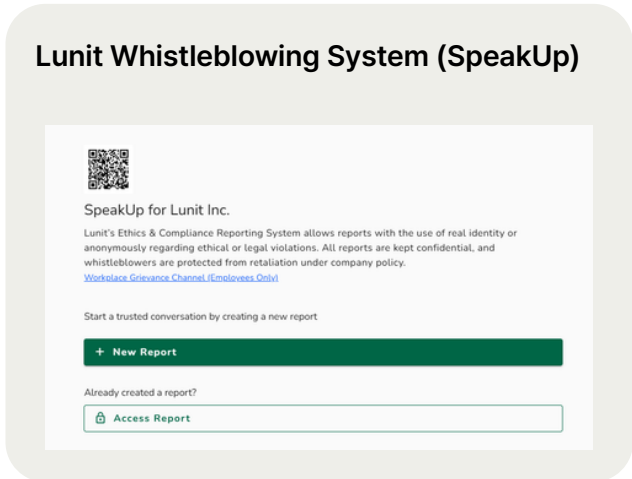
\* Based on Lunit HQ and certain consolidated subsidiaries; excludes Lunit International Ltd. and its subsidiaries

# Enhancing Ethics and Compliance

## Ethics Reporting Channel Operation

Lunit operates a global-standard Whistleblowing System / Hotline to respond swiftly and strictly to compliance violations, including workplace bullying, Code of Ethics violations, fraud and corruption, personal data leakage and embezzlement. The channel is open at all times to all internal and external stakeholders, including employees, partners and third parties. To maximize user accessibility, it supports both PC and mobile access and provides services in Korean and English, enabling anyone to safely report unethical conduct that violates Lunit's ethics standards and practice guidelines without physical constraints.

### Lunit Whistleblowing System (SpeakUp)



Prioritizing reporter protection, Lunit officially implemented its ethics and compliance reporting regulation in February 2025 and clearly stipulated its Non-Retaliation Policy and reporter protection provisions in the Code of Ethics. All reports are handled in strict confidence, and reporter anonymity is fully guaranteed. Reports are delivered to internal auditors through real-time alerts. To ensure independence and objectivity, the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) do not have system access; only internal auditors and the Chairman have viewing and investigation authority. For serious violations, transparent follow-up actions are taken through escalation under internal policies or consultation with external experts. Lunit will continue its efforts to embed and monitor an ethical corporate culture.

- [Lunit Whistleblowing System / Hotline \(SpeakUp\)](#)
- [Whistleblowing Channel Privacy Policy](#)
- [Whistleblowing Regulations](#)

## Whistleblowing Report Handling Process



Data Security and Privacy  
**Enhancing Ethics and Compliance**  
 Robust Corporate Governance  
 Integrated Risk Management

# Robust Corporate Governance

## Robust Corporate Governance

### Board Composition

Lunit's Board is structured to provide independent oversight of management and controlling shareholders while maintaining appropriate balance. As of the end of March 2026, the Board consisted of six directors: two inside directors, two independent directors and two non-executive directors, meeting the independent director ratio required under the Commercial Act of at least one-fourth. Lunit pursues diversity in Board composition without discrimination based on age, gender or nationality. To objectively assess Board expertise and diversity and achieve optimal synergy, Lunit newly introduced and systematically manages a Board Skills Matrix (BSM). The Board includes one female director and one U.S. director, broadening its perspectives, and Lunit plans to gradually increase Board diversity.

Board Members <span style="float: right;">(As of Mar. 31, 2026)</span>										
Type	Name	Gender	Position	Date of Birth	Status	Role	Term Expiry	Key Experience	Shares	Nationality
Inside Director	Anthony Paek	Male	Director	1983.07	Full-time	Executive Chairman	2029.03.31	<ul style="list-style-type: none"> <li>Current Executive Chairman, Lunit</li> <li>Former Chief Innovation Officer (CIO), Lunit</li> <li>Former Member, Presidential Committee on the Fourth Industrial Revolution</li> <li>Former CEO, Lunit</li> <li>Ph.D. in Electrical Engineering, Korea Advanced Institute of Science and Technology (KAIST)</li> </ul>	6.76%	Korea
Inside Director	Brandon Beomseok Suh	Male	CEO	1983.06	Full-time	CEO, General Management	2027.03.29	<ul style="list-style-type: none"> <li>Current CEO, Lunit</li> <li>Former Chief Medical Officer (CMO), Lunit</li> <li>Doctor in Family Medicine, Seoul National University Hospital</li> <li>M.S. in Healthcare Management, Kyung Hee University</li> <li>M.S. in Health Policy, Yonsei University</li> </ul>	1.13%	Korea
Independent Director	Wonbok Lee	Male	Director	1970.10	Part-time	Advisor, Audit Committee Member	2027.03.29	<ul style="list-style-type: none"> <li>Current Independent Director, Lunit</li> <li>Current Independent Director, NIBEC</li> <li>Current Professor, Ewha Womans University Law School</li> <li>Former Auditor, Lunit</li> <li>Former Institutional Review Board Member, Brigham and Women's Hospital</li> <li>Former Attorney, Kim &amp; Chang</li> <li>Doctor of Juridical Science, Harvard University</li> </ul>	-	Korea
Independent Director	Zeongwon Kim	Female	Director	1968.11	Part-time	Advisor, Audit Committee Chair, Compensation Committee Member	2029.03.31	<ul style="list-style-type: none"> <li>Current Independent Director, Lunit</li> <li>Current Independent Director, SK hynix</li> <li>Current Advisor, Kim &amp; Chang</li> <li>Former Treasury GPO / Managing Director, Citibank U.S.</li> <li>Former CFO, Citibank Korea</li> <li>MBA, University of Chicago</li> </ul>	-	Korea
Non-executive Director	Garheng Kong	Male	Director	1975.06	Part-time	Advisor, Compensation Committee Chair	2028.03.30	<ul style="list-style-type: none"> <li>Current Non-Executive Director, Lunit</li> <li>Current Managing Partner, HealthQuest Capital</li> <li>Former General Partner, Sofinnova Capital</li> <li>Former General Partner, Intersouth Partners</li> <li>Ph.D. and M.D. in Biomedical Engineering, Duke University</li> </ul>	-	USA
Non-executive Director	Joonpyo Lee	Male	Director	1982.01	Part-time	Advisor, Audit Committee member	2028.03.27	<ul style="list-style-type: none"> <li>Current CEO and Managing Partner, SBVA</li> <li>Former Partner, SoftBank Ventures Korea</li> <li>Former Executive Vice President, Corporate Development TFT, KT, parent company of Enswers</li> <li>Former Co-Founder &amp; Chief Strategy Officer (CSO), Enswers</li> <li>Former Director of Business Development, SoftBank Korea</li> <li>Former Head of Business Planning, Gretech-GomTV</li> <li>Former Founder and CEO, Evixar</li> </ul>	-	Korea

# Robust Corporate Governance

## Board Expertise and Capabilities

To respond swiftly to the convergence-driven medical AI industry and fast-changing global business environment, Lunit has built a Board of leading experts across biotechnology, AI, finance and accounting, financial markets, law and policy. Lunit introduced a Board Skills Matrix (BSM) to systematically demonstrate Board diversity and expertise and create optimal synergy. To further strengthen independent directors' expertise, Lunit supports regular role-related training by external organizations such as the KOSDAQ Listed Companies Association. Lunit also provides materials in advance and holds briefings when needed to ensure sufficient agenda review before Board meetings, while sharing key internal updates on an ongoing basis. Key ESG agenda items, including climate change response, are also shared with the Board through the Sustainability Working Council, embedding sustainability capabilities company-wide.

Training for Independent Directors		
Attendee	Period	Key Training Contents
Wonbok Lee, Independent Director	2025.06.22	<ul style="list-style-type: none"> <li>Key Cases Related to Corporate Disclosures</li> <li>Matters of Insider Trading under the Capital Market Act</li> <li>Recent Judgments on Director's Responsibilities in Listed Companies</li> <li>Key Issues Related to 2025 Financial Statements</li> <li>Latest Issues Concerning KOSDAQ and Capital Markets</li> <li>Corporate Value-Up Program</li> </ul>
Zeongwon Kim, Independent Director	2025.06.22	<ul style="list-style-type: none"> <li>Key Cases Related to Corporate Disclosures</li> <li>Matters of Insider Trading under the Capital Market Act</li> <li>Recent Judgments on Director's Responsibilities in Listed Companies</li> <li>Key Issues Related to 2025 Financial Statements</li> <li>Latest Issues Concerning KOSDAQ and Capital Markets</li> <li>Corporate Value-Up Program</li> </ul>

## Board Skills Matrix (BSM)

Category	Inside Director		Independent Director		Non-executive Director		
	Anthony Paek	Brandon Beomseok Suh	Zeongwon Kim	Wonbok Lee	Garheng Kong	Joonpyo Lee	
Global Management	●	●	●		●	●	
Finance/Accounting		●	●		●	●	
Legal/Policy			●	●			
Risk Management	●	●	●	●		●	
Industry (Medical/Biotech)		●		●	●		
Industry (AI)	●	●				●	
Sustainability (ESG)	●		●	●			
Diversity Index	Birth Year	1983	1983	1968	1970	1975	1982
	Term Expiry Year	2029	2027	2029	2027	2028	2028
	Gender	Male	Male	Female	Male	Male	Male

\* This skills index highlights each director's key areas of expertise and does not indicate a lack of expertise in other areas.

Data Security and Privacy  
 Enhancing Ethics and Compliance  
**Robust Corporate Governance**  
 Integrated Risk Management

# Robust Corporate Governance

## Board Activities

Lunit reviews and resolves key decisions through the Board, its highest decision-making body. In 2025, Lunit held 6 Board meetings and conducted in-depth discussions on 28 items, including 15 resolutions and 13 reports/discussions.

No.	Date	Agenda Items		Status
		<Reports>	<Resolutions>	
1	2025.02.11	1. The Evaluation of the Internal Accounting Management System 2. The Compensation Committee's Final Decision on the 2024 STI for the CEO and Chairman 3. The Need for Amendment of Disclosure Regulations 4. Business performance of Fourth Quarter of 2024	1. Approval of FY2024's Financial Statements 2. Approval of FY2024's Business Report 3. Approval of 2025's business plan (including budget and cashflow) 4. Approval of Cancellation of Granted Stock Options	Approved
		<Discussions>	<Resolutions>	
2	2025.03.06	1. Amendment to Disclosure Regulations	1. Convocation of 12th Annual General Meeting of Shareholders 2. Approval of the Establishment of a Subsidiary in Japan	Approved
		<Reports>	<Resolutions>	
3	2025.05.08	1. Business performance of First Quarter of 2025	1. Approval of Remuneration Standards for Registered Directors 2. Approval of Cancellation of Granted Stock Options	Approved
		<Reports>	<Resolutions>	
4	2025.08.07	1. Report on the Audit Committee Suggestions 2. Report on Q2 Financial Status 3. Report on Business Outlook and Strategic Roadmap 4. Report on Group Session	1. Approval of Granting Stock Options 2. Approval of Cancellation of Granted Stock Options 3. Approval of Amendment to the Foreign Exchange Management Regulations 4. Approval of Amendment to the Disclosure Regulations 5. Approval of Amendment to the Delegation of Authority Regulations	Approved
			<Resolutions>	
5	2025.09.26	-	1. Approval of Granting Stock Options	Approved
		<Reports>	<Resolutions>	
6	2025.11.13	1. Report on the Audit Committee Results 2. Report on Q3 Financial Status 3. Report on the Current Status by Business Group	1. Approval of Cancellation of Granted Stock Options	Approved

# Robust Corporate Governance

## Board Independence

Lunit aims to maintain an independent Board that prevents conflicts of interest and enables transparent decision-making. The Board Regulations state that directors with special interests may not exercise voting rights, protecting directors from undue influence by controlling shareholders or management. Related-party transactions are strictly reviewed for independence and appropriateness under the Transaction Control Regulations. To strengthen independent oversight, Lunit operates the Audit Committee and Compensation Committee, composed solely of Independent Directors and Non-Executive Directors. Directors must comply with laws and the Articles of Incorporation, and no provisions allow liability exemption. Board resolutions and other legally required disclosures are regularly disclosed through the Financial Supervisory Service's Data Analysis, Retrieval and Transfer System (DART).

## Board Appointment and Operation

Lunit separates the Chief Executive Officer (CEO) and Executive Chairman roles to strengthen objective oversight of management. All directors are appointed through transparent resolutions at the General Meeting of Shareholders under Chapter 5 of the Articles of Incorporation, and cumulative voting under the Commercial Act is not adopted when two or more directors are elected. Board convening and resolution procedures are stipulated in the Board Regulations, and the Board reviews and resolves basic management policies and business execution matters prescribed by law and the Articles of Incorporation. As the company's highest standing decision-making body, the Board appoints the CEO and supervises management. Lunit also allows Independent Directors to seek external expert support when needed for professional decision-making.

## Board Committees

Lunit operates the Audit Committee and Compensation Committee under the Board to strengthen Board expertise and decision-making independence. Based on applicable laws and each committee's operating regulations, the committees transparently review and resolve key corporate matters, supporting the Board in fulfilling its role of checks and balances as the highest decision-making body. In the first half of 2026, Lunit also newly established the Independent Director Nomination Committee to further enhance the independence and transparency of Board composition.

Committee	Composition	Directors	Purpose	Key Authorities
<b>Audit Committee</b>	2 Independent Directors, 1 Non-Executive Director	<ul style="list-style-type: none"> <li>Zeongwon Kim (Chair)</li> <li>Wonbok Lee</li> <li>Joonpyo Lee</li> </ul>	Ensure transparency and fairness in accounting and company operations	<ol style="list-style-type: none"> <li>Request business reports from directors and subsidiaries; investigate business and assets</li> <li>Approve enactment/revision of internal accounting control regulations and assess operation status</li> <li>Request appointment or dismissal of external auditor</li> </ol>
<b>Compensation Committee</b>	1 Independent Director, 1 Non-Executive Director	<ul style="list-style-type: none"> <li>Garheng Kong (Chair)</li> <li>Zeongwon Kim</li> </ul>	Ensure objectivity and transparency in director compensation decisions	<ol style="list-style-type: none"> <li>Matters on registered directors' compensation limit to be submitted to the General Meeting of Shareholders</li> <li>Matters on registered director compensation structure</li> <li>Other director compensation matters delegated by the Board</li> </ol>

\* The composition and operation status of the committees are as of year-end 2025, and the Independent Director Nomination Committee was newly established in the first half of 2026.

# Robust Corporate Governance

## Audit Committee

Lunit's Audit Committee is a key control body that lawfully oversees management's duties and strengthens accounting and financial transparency. The external auditor is selected independently and may seek external expert support at the company's expense when needed. The committee consists of members who have completed professional audit training, with at least two-thirds being Independent Directors to ensure independence. Lunit strictly reviews disqualification grounds under the Commercial Act and potential conflicts with the largest shareholder and related parties. Zeongwon Kim, an Independent Director and global finance expert, serves as Chair and financial/accounting expert, reinforcing financial risk management. Lunit also restricts Audit Committee members from receiving compensation beyond their duties, supporting objective audits free from management or controlling shareholder influence. Compensation is fairly set based on director duties, audit-related time and effort, and legal responsibility. To raise audit effectiveness to global standards, Lunit regularly holds direct meetings between the Audit Committee and external auditor without management attendance, advancing independent accounting oversight.

No.	Date	Agenda Items	Status
		<Reports>	<Resolutions>
1	2025.02.11	1. Review of Financial Statements and Business Report 2. Review of Disclosure Status 3. Report on the Operational Status and Evaluation Result of the ICFR (Internal Control over Financial Reporting) 4. Introduction of to-be Updated Policies and Regulations to be Reviewed in the Next Audit Committee Meeting 5. Audit Plan and Strategy 6. Definition of Audit Scope	-
		<Reports>	<Resolutions>
2	2025.03.06	1. Review of Agenda Item for the 12th Regular General Meeting of Shareholders	-
		<Reports>	<Resolutions>
3	2025.03.27	1. FY2025 Annual Audit Committee Agenda	Approved
		<Reports>	<Resolutions>
4	2025.05.08	1. Q1 Financial Statements 2. Review of Disclosure Implementation Status 3. 2025 Internal Accounting Control System Design and Operation Evaluation Plan 4. External Auditor's Audit Plan 5. Internal Audit Plan 6. Whistleblowing System Installation Status	-
		<Reports>	<Resolutions>
5	2025.08.05	1. First-half Financial Statements 2. Review of Disclosure Implementation Status 3. 2025 Internal Audit Results 4. 2026 External Auditor Change Plan	-
		<Reports>	<Resolutions>
6	2025.11.06	1. 2025 Internal Accounting Control System Design and Operation Evaluation Status 2. Q3 Financial Statements 3. Disclosure Implementation Status 4. 2026-2028 External Auditor Appointment Progress 5. Internal Auditor Appointment Status	-

# Robust Corporate Governance

## Compensation Committee

Lunit operates the Compensation Committee to maximize objectivity and transparency in determining executive and director compensation. To ensure independence, the committee is composed solely of Non-Executive Directors and Independent Directors, excluding Inside Directors. The committee establishes a reasonable compensation system linked to corporate value, including director compensation limits, short- and long-term incentive criteria for senior management, and financial and non-financial Key Performance Indicators (KPIs).

No.	Date	Agenda Items	Status
<Resolutions>			
1	2025.01.24	1. Finalize 2024 Short-term Incentive Payment Amounts for the Executive Chairman and CEO	Approved
<Resolutions>			
2	2025.02.11	1. Determine 2025 Salary Increase Rates for the Executive Chairman and CEO 2. Determine 2025 Key Performance Indicators (KPIs) and Short-term Incentive Payment Plan 3. Determine 2025 Long-term Incentive Payment Plan for the CEO 4. Set Director Compensation Limit	Approved

## Board Compensation Policy

Lunit determines director compensation based on fair pay-setting standards approved through Compensation Committee resolutions. Compensation for Inside Directors and management is calculated within the amount approved at the General Meeting of Shareholders, considering position and duties. Independent Directors are paid within the total director compensation limit approved at the General Meeting of Shareholders, in accordance with the Commercial Act and Articles of Incorporation. Individual compensation details for key directors are transparently disclosed through DART, as required by regulations.

	Annual Total Compensation Ratio <sup>1)</sup> (Units: KRW million, times)		
	2023	2024	2025
Highest-paid individual compensation	480	517	<b>544</b>
Average employee compensation <sup>2)</sup>	90	100	<b>108</b>
Highest-paid individual / Average employee compensation	5.30	5.20	<b>5.10</b>

1) Based on Lunit HQ and certain consolidated subsidiaries; excludes Lunit International Ltd. and its subsidiaries  
 2) Excludes the highest-paid individual

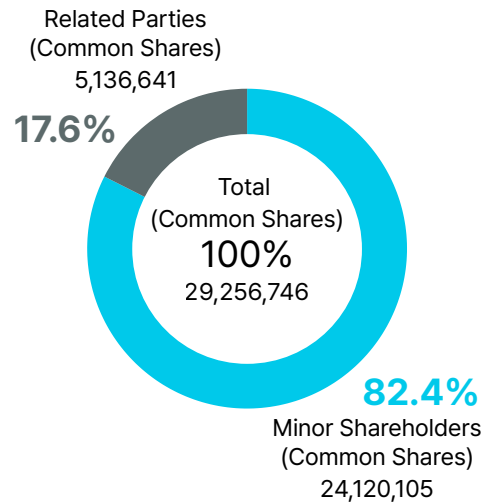
Executive compensation is evaluated by reflecting both financial factors, such as revenue, operating profit and corporate value, and non-financial factors in each executive's KPIs. Through monthly All-Hands Meetings, Lunit transparently shares departmental KPI progress and business updates, communicating the company's growth strategy with all Lunitian members. To avoid short-termism and drive mid- to long-term growth, Lunit also uses stock options and Long-Term Incentive (LTI) programs. Through lawful procedures, stock options have been granted to one Inside Director, two Independent Directors and two Non-Executive Directors, encouraging directors to support long-term corporate value and responsible management aligned with shareholder interests. Director severance is lawfully paid under the executive severance payment rules approved by the General Meeting of Shareholders.

# Robust Corporate Governance

## Stakeholder Communication and Shareholder Rights

### Shareholder Composition and Rights

In accordance with the Commercial Act and Articles of Incorporation, Lunit guarantees one vote per share for all shareholders, excluding treasury shares. As of the end of 2025, Lunit had 29,256,746 shares issued, with the largest shareholder holding 6.76% and registered executives, excluding controlling shareholders and their relatives, holding 1.13%. To date, Lunit has not issued any separate classes of shares with different voting rights, such as preferred shares.



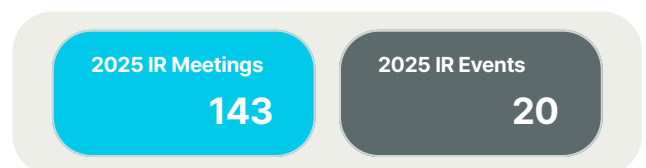
### Shareholder Rights Protection and Exercise Support

Lunit respects the equal rights of all shareholders, including minority and foreign shareholders, and operates various safeguards to enhance shareholder value. To give shareholders sufficient time to review agenda items, Lunit transparently provides the convocation notice and agenda details three weeks before the General Meeting of Shareholders, meeting Commercial Act requirements. Lunit also discloses its business report and audit report before the meeting, enabling shareholders to reflect business performance and status in voting decisions. To maximize convenience in attending and voting, Lunit continues to operate electronic voting. Starting with the 11th Annual General Meeting of Shareholders in 2024, Lunit also introduced proxy solicitation for all shareholders, improving access to rights exercise for those unable to attend in person.

### Two-Way Stakeholder Communication

Lunit actively operates two-way Investor Relations (IR) channels to communicate transparently with shareholders and investors on corporate value and business status. Each year, Lunit holds multiple Non-Deal Roadshows (NDRs) and earnings briefings for domestic and global institutional investors, sharing its mid- to long-term vision, key business updates and financial performance. To reduce information gaps for retail shareholders, Lunit publishes quarterly IR Letters and provides detailed management IR comments when distributing press releases, improving market understanding.

Lunit also provides regular updates through its official social media channel, Telegram, and will continue strengthening stakeholder trust through communication, including by considering disclosure of General Meeting voting results on its website.



# Integrated Risk Management

## Risk Management Governance

Lunit has established and operates a systematic risk monitoring and management framework to proactively respond to uncertainties in internal and external business environments and ensure business continuity. Key company-wide business decisions and risk matters are reported quarterly to the Board and its Audit Committee, which use them to develop effective response measures. Depending on materiality, ad hoc meetings may be convened for prompt response.

The Audit Committee continuously monitors whether the company’s risk management system operates properly. Its duties and authority are clearly defined in committee regulations to ensure independence and active performance. The committee meets at least once every quarter and transparently shares risk control monitoring results, including internal reviews, preliminary reviews and compliance checks. It also communicates regularly with the external auditor at least quarterly, both in person and in writing. When needed, including for in-person meetings, the external auditor, Head of Internal Audit, finance executive and management may attend to closely review risks. After each meeting, minutes are prepared and records are thoroughly retained with the names and signatures of Audit Committee members.

### Audit Committee Duties

1. Review legality of directors’ and management’s duty execution
2. Review soundness and validity of corporate financial activities
3. Review financial reporting process appropriateness and accuracy
4. Review validity of major accounting policy or estimate changes
5. Evaluate internal control system
6. Evaluate activities of internal audit department
7. Review financial risk factors
8. Appoint/dismiss external auditor and report to General Meeting
9. Evaluate external auditor’s audit activities
10. Evaluate external auditor’s independence and non-audit work
11. Confirm corrective actions from internal and external audit results
12. Stipulate committee regulations and disclose their content
13. Periodically disclose committee activities and independence

## Risk and Opportunity Management

Lunit manages potential risks that may affect corporate value by classifying them into financial and non-financial risks. Financial risks mainly include factors that may affect domestic and global market conditions, capital flows and corporate value, such as foreign exchange, credit, liquidity and interest rates. Non-financial risks include compliance, ethics, technology, research and development, regulatory and new investment risks that may arise across overall business operations. Lunit continuously monitors financial and non-financial risks arising from changes in the external business environment, and key identified risks are controlled under the management and oversight of senior management and the Board.

Category	Business Opportunities
Population Growth and Aging	<ul style="list-style-type: none"> <li>Long-term increase in treatment demand driven by population aging</li> </ul>
Increase in Chronic Disease Patients	<ul style="list-style-type: none"> <li>Continued global rise in chronic disease patients due to income growth, urbanization and Westernized diets</li> </ul>
Growing Demand for Personalized Treatment	<ul style="list-style-type: none"> <li>Shift toward patient-centered care and rising demand for personalized treatment solutions</li> </ul>
Easing Regulatory Barriers	<ul style="list-style-type: none"> <li>Growth in new treatment and personalized diagnostics markets amid global regulatory easing</li> </ul>

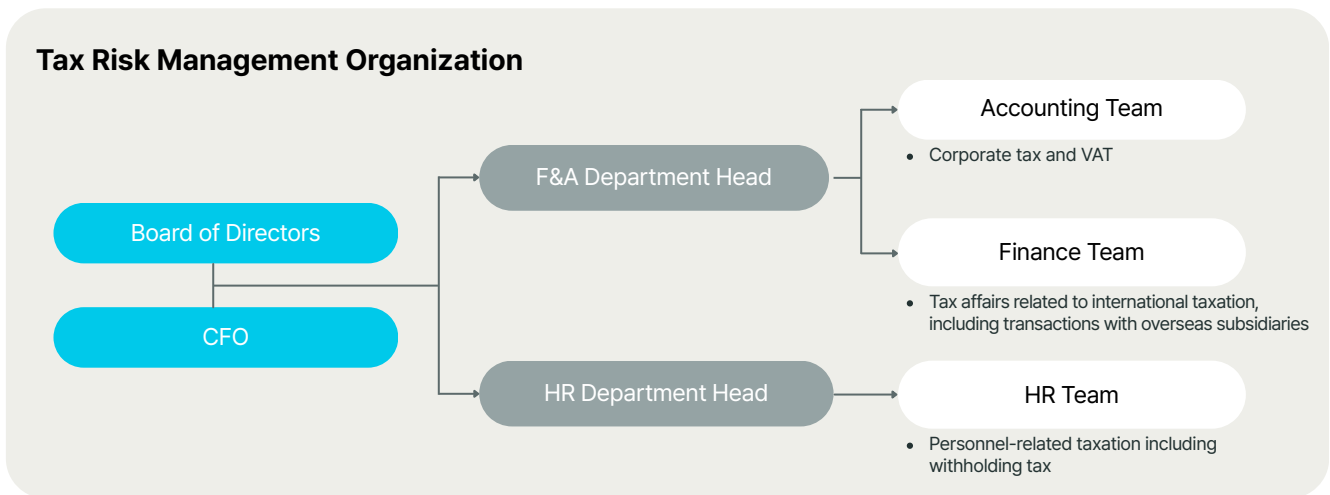
Category	Business Risks
Patent Expiration	<ul style="list-style-type: none"> <li>Potential revenue decline and adverse impact on technological competitiveness due to expiration of owned patents</li> </ul>
Legal and Regulatory Changes	<ul style="list-style-type: none"> <li>Potential restrictions on technology development due to new regulations related to medical and AI technologies, including ethical issues</li> </ul>
Rising Healthcare Cost Burden for Customers	<ul style="list-style-type: none"> <li>Increased healthcare cost burden due to reduced insurance reimbursements and deductions under national fiscal austerity policies</li> </ul>

Data Security and Privacy  
 Enhancing Ethics and Compliance  
 Robust Corporate Governance  
**Integrated Risk Management**

# Integrated Risk Management

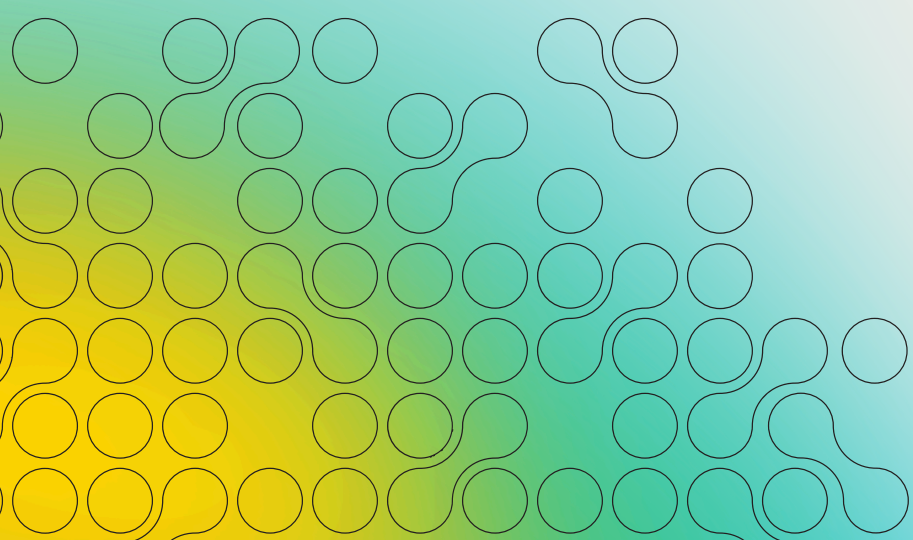
## Tax Management Organization and Governance

Lunit has established and operates a management process to proactively prevent and respond to tax risks that may arise in a rapidly changing business environment, including new business expansion and global market growth. Lunit recognizes that sincere tax payment in compliance with tax laws is a major corporate social responsibility that contributes to national finances and community development. Accordingly, Lunit fulfills legitimate tax payment and reporting obligations from multiple perspectives to prevent all domestic and global tax risks related to its business. To efficiently control tax risks, Lunit has established a structured organization that classifies and manages key tax areas, including corporate income tax, value-added tax and withholding tax, by responsible department. Each tax item owner carefully assesses all tax-related issues with advice from external experts, and key review matters and agenda items are reported to the Chief Financial Officer (CFO) and Board regularly and on an ad hoc basis for transparent management.



Data Security and Privacy  
 Enhancing Ethics and Compliance  
 Robust Corporate Governance  
Integrated Risk Management

# Our Planet



# Climate Action

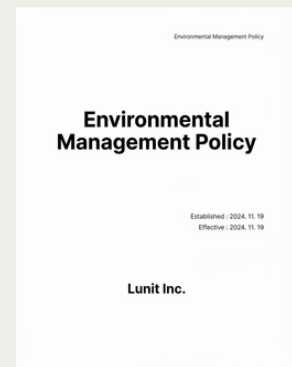
## Environmental Management Policy and Governance

### Environmental Management Policy

In 2024, Lunit established a company-wide Environmental Management Policy to minimize negative environmental impacts across its business activities and value chain through systematic environmental management. The policy applies to all internal members and stakeholders involved in Lunit’s business, including subsidiaries and partners. Lunit strives to minimize negative environmental impacts across its business activities and value chain, improve processes, and preserve a clean and beautiful natural environment while contributing to healthier, richer lives.

#### Lunit Environmental Management Policy (Excerpt)

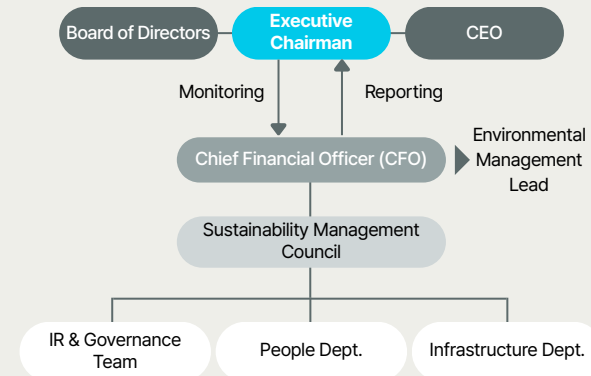
- The Company strictly complies with international conventions and environmental laws directly applicable to its business activities, and proactively responds to strengthened and newly enacted environmental regulations to continuously improve its compliance level.
- The Company actively responds to climate change and establishes systems to measure, record and manage energy use and greenhouse gas (GHG) emissions to achieve its “Scope 1 and 2 2040 Net Zero” target.
- The Company strives to protect water resources by establishing a management system to measure water withdrawal and discharge from water sources, control pollution pathways, manage the quality of all discharged wastewater and reduce water use.
- The Company improves product and service procurement and production methods to build a sustainable resource circulation system, establish a management framework considering waste reduction, reuse and recycling, and minimize waste across the product lifecycle.



### Environmental Governance and Framework

To proactively respond to physical and transition risks from climate change, Lunit operates a Sustainability Management Council composed of relevant departments. The Executive Chairman holds final authority for company-wide environmental management, monitors key progress under the Environmental Management Policy, and reviews and approves environmental issues. Under the Board, the Chief Financial Officer (CFO) is designated as the Environmental Management Lead, clarifying management roles and responsibilities (R&R) for implementing the Science Based Targets initiative (SBTi) and 2040 Scope 1 & 2 Net Zero goals. Relevant departments support this work by managing the greenhouse gas (GHG) inventory and environmental data.

#### Environmental Management Governance



# Climate Action

## Climate Change Response Strategy and Targets

### Climate Change Response Strategy and SBTi Commitment

Lunit is pursuing a transparent, science-based climate change response strategy to actively participate in global climate action. By joining the United Nations Global Compact (UNGC), Lunit publicly affirmed its support for environmental principles and commitment to ESG management. In April 2025, Lunit completed its commitment to the Science Based Targets initiative (SBTi), formalizing its science-based emissions reduction commitment. Lunit plans to proceed with official validation of its Near-term Target under SBTi criteria, while actively reducing actual greenhouse gas (GHG) emissions through a gradual transition to eco-friendly energy, including the purchase of renewable energy certificates (RECs) at its operations.

### Climate Risk Management Process

To respond to growing global climate disclosure requirements, Lunit established an initial analysis framework to identify and review climate-related risks and opportunities. Referencing the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, Lunit set short-, medium- and long-term time horizons and comprehensively reviewed key physical and transition risk factors, such as carbon pricing and water stress, using Intergovernmental Panel on Climate Change (IPCC) and International Energy Agency (IEA) scenarios. Based on the scenario analysis conducted in 2025, no climate-related risks expected to have a material financial impact on Lunit’s business were identified for the reporting year. Lunit also submitted its first non-public response to the Carbon Disclosure Project (CDP) Climate Change Questionnaire in 2025, including these review results. Although no material climate-related risks have been identified at this stage, Lunit will strengthen linkage with its enterprise risk management system, regularly reassess potential climate risks and continue monitoring them.

### Review Results of Potential Climate Risk Factors

Category	Potential Risk Factor	Potential Business Impact	Lunit’s Response
Transition Risk	Rising carbon prices and stricter emissions regulations	Higher carbon prices and tighter regulations may increase direct and indirect operating costs	<ul style="list-style-type: none"> <li>Built Scope 1, 2 and 3 greenhouse gas (GHG) inventory</li> <li>Reviewed reduction measures, including internal carbon pricing and renewable energy certificate (REC) purchases</li> </ul>
	Growing investor and customer demand for climate disclosure	Insufficient response to stakeholder climate expectations may affect corporate reputation and investment attractiveness	<ul style="list-style-type: none"> <li>Submitted its first non-public response to CDP Climate Change Questionnaire</li> <li>Expand disclosure through sustainability reports and other channels</li> </ul>
Physical Risk	Intensifying water stress	Water-related risks in key operating sites and value chain locations may affect infrastructure operations and costs	<ul style="list-style-type: none"> <li>Confirmed low risk in key review areas through IPCC scenario-based water stress analysis</li> <li>Continue monitoring water use</li> </ul>

# GHG and Energy Management

## GHG Emissions Management

### Advancing the GHG Management System

Although Lunit is not subject to carbon emissions regulations such as the emissions trading scheme, it operates a voluntary, proactive greenhouse gas (GHG) and energy management system to fulfill its corporate social responsibility for climate action. Previously, Lunit's key management scope was limited to corporate vehicle use, or Scope 1, and office electricity consumption, or Scope 2. Since 2025, Lunit has completed its Scope 3 inventory and expanded its emissions calculation scope across the value chain. Lunit also completed third-party verification of 2025 GHG data across Scope 1, 2 and 3, strengthening data transparency and reliability. Going forward, Lunit will continue advancing its emissions management system to cover not only direct emissions, but also key value chain areas such as procurement, energy use, business travel and employee commuting.

### 2040 Scope 1 and 2 Net Zero Target

Reflecting its AI-based healthcare business, Lunit set 2024 as the base year and established a target to reduce Scope 1 and 2 GHG emissions by 100% by 2040. Lunit is strengthening emissions management across domestic and global sites with emission sources, including headquarters and consolidated subsidiaries, while pursuing reduction measures such as renewable energy certificate (REC) purchases. In 2025, REC purchases delivered an estimated reduction effect of approximately 3.15 tCO<sub>2</sub>eq. Lunit will continue monitoring emissions and site energy use to manage reduction progress and refine strategies as needed. Based on reliable data, Lunit will implement its targets and strengthen climate response capabilities as a responsible global company.



3-Year GHG Emissions Status				
Category	Unit	2023	2024	2025
Scope 1 Emissions <sup>1)</sup>	tCO <sub>2</sub> eq	0.77	1.13	<b>1.10</b>
Scope 2 Emissions <sup>1)</sup>	tCO <sub>2</sub> eq	275.4	332.0	<b>336.0</b>
Scope 3 Emissions <sup>2)</sup>	tCO <sub>2</sub> eq	-	-	<b>1996.0</b>
Total Scope 1+2 Emissions	tCO <sub>2</sub> eq	276.2	333.2	<b>337.1</b>
<b>GHG Emissions Intensity (Scope 1&amp;2)</b>	<b>tCO<sub>2</sub>eq / revenue (KRW 100 million)</b>	<b>1.10</b>	<b>0.62</b>	<b>0.41</b>

1) Scope 1 and 2 basis: includes all sites within the organizational boundary with greenhouse gas (GHG) emission sources. Scope 2 is disclosed on a location-based basis  
 2) Scope 3 calculation basis: includes Lunit Inc. and six major overseas entities. Calculated for Categories 1, 2, 3, 5, 6 and 7; Categories 3 and 5 excluded for entities without physical sites

# GHG and Energy Management

## Energy and Waste Management

### Energy Efficiency and Conservation

Lunit continuously reviews office facility operations to improve worksite energy efficiency. Office lighting uses light-emitting diode (LED) fixtures, and a high-efficiency system installs only the appropriate lighting level for each space based on illuminance simulations. To embed energy conservation into its culture, Lunit runs employee-led eco-friendly campaigns. "Step Up for a Greener Future" encourages stair use between floors, while "Your Last Step Today" promotes cutting standby power and turning off devices after work. Lunit will continue reviewing worksite-specific energy reduction measures to improve efficiency.

### Energy Saving Campaign



### Resource Circulation and Waste Management

Lunit promotes resource circulation to reduce the impact of internal resource use and disposal. It operates a semiannual In-house Market to encourage reuse of idle internal resources, and in 2025 began donating unused IT devices to the Korea IT Welfare Promotion Agency. This helped bridge the digital divide for vulnerable groups in local communities, while achieving an estimated greenhouse gas (GHG) reduction effect of 313.6kgCO<sub>2</sub>eq. Lunit will continue expanding resource circulation activities suited to its business and pursue waste reduction and recycling efforts.

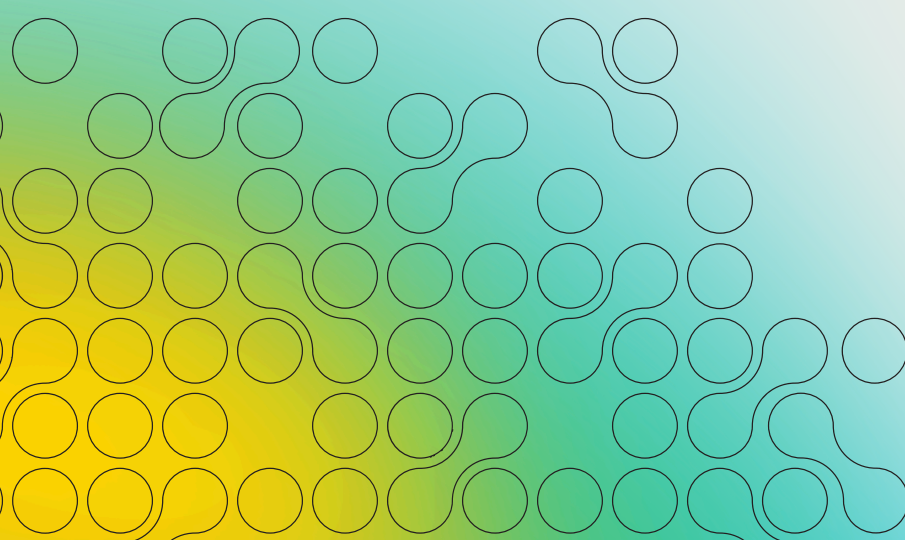
3-Year Energy, Water and Waste Management Status				
Category	Unit	2023	2024	2025
Electricity Use	MWh	606.4	761.1	<b>797.9</b>
Water Use <sup>1)</sup>	m <sup>3</sup>	2,203.5	2,541.9	<b>2,783.7</b>
Waste Management Status <sup>2),3)</sup>				
Waste Generated	ton	-	121.0	<b>47.2</b>
Recycled	ton	-	18.9	<b>5.3</b>
Recycling Rate	%	-	15.6	<b>11.2</b>
Landfilled	ton	-	101.6	<b>28.1</b>
Incinerated	ton	-	0.7	<b>13.3</b>
Other	ton	-	0.5	<b>0.5</b>

1) Based on Lunit HQ (Seoul Office)  
 2) Data disclosed from 2024, as 2023 data was unavailable  
 3) Includes Lunit HQ (Seoul Office) and Lunit International sites in Wellington and Seattle

### In-house Market and Donation Activity Carbon Reduction Certificate



# Appendix



# ESG Databook

## Economic Performance

### Consolidated Statement of Comprehensive Income

Line Items	Unit	2023	2024	2025
Revenue		25,080	54,180	83,129
Operating expense		67,297	122,127	166,233
Operating income (loss)		(42,217)	(67,947)	(83,104)
Financial income		10,257	19,202	89,254
Financial expense		4,764	34,743	53,050
Other gains	KRW in million	80	107	151
Other losses		119	121	85
Profit (loss) before tax		(36,764)	(83,502)	(46,835)
Tax expense (income)		35	(806)	555
Profit (loss)		(36,798)	(82,695)	(47,390)
Other comprehensive income		100	(927)	(455)
Comprehensive income (loss)		(36,699)	(83,623)	(47,844)

### Economic Value Creation, Allocation, Surplus (Consolidated Basis)

Line Items	Unit	2023	2024	2025
Domestic business revenue		25,080	25,719	32,822
Overseas business revenue		0	28,461	50,307
<b>Direct economic value generated (A)</b>		<b>25,080</b>	<b>54,180</b>	<b>83,129</b>
Operational expenses		36,243	62,684	79,399
Employee compensation and welfare	KRW in million	31,054	59,169	86,835
Cost of capital		0	0	0
<b>Corporate tax expenses by country (revenue)</b>		<b>35</b>	<b>(806)</b>	<b>555</b>
Investments in local community		75	30	27
<b>Distributed economic value (B)</b>		<b>67,407</b>	<b>121,076</b>	<b>166,815</b>
<b>Retained economic value (A-B)</b>		<b>(42,327)</b>	<b>(66,897)</b>	<b>(83,686)</b>

\* In May 2024, the Company completed a business combination through the acquisition of all issued shares of Lunit International Ltd. (formerly Volpara Health Technologies Ltd.). Although the business combination occurred in the prior period, the purchase price allocation process for the business combination was completed during the current period, and the resulting adjustments have been reflected in the prior-period data presented as comparative information in the current period.

#### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Consolidated Statement of Financial Position

Line Items	Unit	2023	2024	2025
Current assets		230,418	111,882	55,620
Cash and cash equivalents		31,655	52,369	14,111
Trade receivables		5,381	19,121	21,802
Other		193,381	40,392	19,707
Non-current assets		37,503	321,032	314,292
Property, plant and equipment		4,115	7,846	6,238
Right-of-use assets		18,949	17,274	15,362
Intangible assets		1,670	274,583	278,704
Other		12,770	21,330	13,988
<b>Total assets</b>		<b>267,921</b>	<b>432,914</b>	<b>369,912</b>
Current liabilities	KRW in million	12,794	252,413	212,212
Non-current liabilities		20,017	17,767	20,267
<b>Total liabilities</b>		<b>32,811</b>	<b>270,180</b>	<b>232,479</b>
Equity attributable to owners of the parent		235,110	162,735	137,433
Share capital		14,351	14,471	14,628
Additional paid-in capital		515,518	526,646	549,031
Other components of equity		181	(278)	(121)
Accumulated deficit		(294,941)	(378,104)	(426,105)
Non-controlling interests		0	0	0
<b>Total equity</b>		<b>235,110</b>	<b>162,735</b>	<b>137,433</b>
<b>Total equity and liabilities</b>		<b>267,921</b>	<b>432,914</b>	<b>369,912</b>

\* In May 2024, the Company completed a business combination through the acquisition of all issued shares of Lunit International Ltd. (formerly Volpara Health Technologies Ltd.). Although the business combination occurred in the prior period, the purchase price allocation process for the business combination was completed during the current period, and the resulting adjustments have been reflected in the prior-period data presented as comparative information in the current period.

### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Social

### Composition of Members by Gender and Region<sup>1)</sup>

Category	Unit	2023	2024	2025
Total number of employees		297	367	314
Male		169	199	173
Female	People	128	168	141
Korea		266	319	267
Overseas		31	48	47

### Composition of Members by Employment Contract<sup>1)</sup>

Category	Unit	2023	2024	2025
Regular Contracts	Male	161	186	167
	Female	121	152	133
	Korea	256	297	255
	Overseas	26	41	45
Temporary (Part-time) Contracts	Male	8	13	6
	Female	7	16	8
	Korea	10	22	12
	Overseas	5	7	2
Full-Time Employees	Male	161	186	167
	Female	121	152	133
	Korea	256	297	255
	Overseas	26	41	45
Part-Time Employees	Male	8	13	6
	Female	7	16	8
	Korea	10	22	12
	Overseas	5	7	2

<sup>1)</sup> Based on Lunit Inc. and its consolidated subsidiaries, excluding Lunit International Ltd. and its subsidiaries

#### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Recruitment Status<sup>1)</sup>

Category	Unit	2023	2024	2025
Total number of new hires		78	103	54
Entry-level hires		12	13	7
Experienced hires		66	90	47
Under 30	People	26	43	11
30-50		52	60	40
Over 50		0	0	3
Male		43	51	23
Female		35	52	31

## Employee Turnover and Retirement Status<sup>1)</sup>

Category	Unit	2023	2024	2025
Total turnover		76	40	94
Non-voluntary turnover		0	0	42
Voluntary turnover		76	40	52
Retirement		0	0	0
Under 30	People	25	5	7
30-50		51	34	85
Over 50		0	1	2
Male		40	24	44
Female		36	16	50

## Hiring and Management of Global Experts<sup>1)</sup>

Category	Unit	2023	2024	2025
Rate of foreign employees	%	9.4	9.8	8.6
Rate of employees residing outside of Korea		10.4	13.1	15.0

<sup>1)</sup> Based on Lunit Inc. and its consolidated subsidiaries, excluding Lunit International Ltd. and its subsidiaries

### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Diversity of Members and Employees in Governance Structures<sup>1)</sup>

Category		Unit	2023	2024	2025
Gender Composition of the Board	Male		80.0	80.0	83.3
	Female		20.0	20.0	16.7
Age Composition of the Board	Under 30		0.0	0.0	0.0
	30–50		80.0	60.0	50.0
	Over 50		20.0	40.0	50.0
Gender Composition of Employees	Regular Employees	Male	54.2	50.7	53.2
		Female	40.7	41.4	42.4
	Temporary Employees	Male	2.7	3.5	1.9
		Female	2.4	4.4	2.5
	Managerial Employees <sup>2)</sup>	Male	68.1	71.1	71.2
		Female	31.9	28.9	28.8
Age Composition of Employees	Regular Employees	Under 30	20.5	18.5	15.3
		30–50	73.1	72.2	78.0
		Over 50	1.4	1.4	2.2
	Temporary Employees	Under 30	2.4	2.7	1.0
		30–50	2.4	4.1	2.2
		Over 50	0.3	1.1	1.3
	Managerial Employees <sup>2)</sup>	Under 30	1.5	1.3	0.0
		30–50	95.7	94.7	94.5
		Over 50	2.9	4.0	5.5
	Employee Ratio (Minorities, Vulnerable Social Group)	Regular Employees	Persons with Disabilities	0.3	0.0
Foreigners			17.9	19.6	20.1
Eligible Veterans			1.0	0.3	0.3
LGBTQ+ Individual			0.0	0.0	0.0
Temporary Employees		Persons with Disabilities	0.0	1.1	1.3
		Foreigners	1.7	2.2	0.3
		Eligible Veterans	0.0	0.3	0.0
		LGBTQ+ Individual	0.0	0.0	0.0
Managerial Employees <sup>2)</sup>		Persons with Disabilities	0.0	0.0	0.0
		Foreigners	26.1	26.3	26.0
	Eligible Veterans	0.0	0.0	0.0	
	LGBTQ+ Individual	0.0	0.0	0.0	

1) Based on Lunit Inc. and its consolidated subsidiaries, excluding Lunit International Ltd. and its subsidiaries

2) TL (Team Leader) or higher positions including CEO and CXO (excl. independent directors)

### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Ratio of Entry-Level Wage to Local Minimum Wage<sup>1)</sup>

Category	Unit	2023	2024	2025
Ratio of entry-level wage to local minimum wage (Male)	Times	1.37	1.37	1.51
Ratio of entry-level wage to local minimum wage (Female)		1.37	1.37	1.51

## Employee Working Hours<sup>2)</sup>

Category	Unit	2023	2024	2025
Employee total working hours	Hours	582,120	716,384	600,633

## Ratio of Basic Salary and Compensation between Male and Female Employees<sup>2),3)</sup>

Category	Unit	2023	2024	2025
Ratio of basic salary and compensation between male and female employees	%	67%	76%	74%

## Work-related Injuries and Ill Health<sup>2)</sup>

Category	Unit	2023	2024	2025
Number of fatalities as a result of work-related injuries among employees	Cases	0	0	0
Rate of fatalities as a result of work-related injuries among employees	%	0	0	0
Number of high-consequence work-related injuries among employees, excluding fatalities	Cases	0	0	0
Rate of high-consequence work-related injuries among employees, excluding fatalities	%	0	0	0
Number of recordable work-related injuries among employees	Cases	0	0	0
Rate of recordable work-related injuries among employees	%	0	0	0
Number of fatalities as a result of work-related injuries among workers who are not employees	Cases	0	0	0
Rate of fatalities as a result of work-related injuries among workers who are not employees	%	0	0	0
Number of high-consequence work-related injuries among workers who are not employees, excluding fatalities	Cases	0	0	0
Rate of high-consequence work-related injuries among workers who are not employees, excluding fatalities	%	0	0	0
Number of recordable work-related injuries among workers who are not employees	Cases	0	0	0
Rate of recordable work-related injuries among workers who are not employees	%	0	0	0
Number of fatalities as a result of work-related ill health among employees	Cases	0	0	0
Number of recordable cases of work-related ill health among employees		0	0	0
Number of fatalities as a result of work-related ill health among workers who are not employees		0	0	0
Number of recordable cases of work-related ill health among workers who are not employees		0	0	0

1) Ratio of Entry-Level Wage to the Monthly Minimum Wage, based on Employees of Lunit Inc. Headquarters

2) Based on Lunit Inc. and its consolidated subsidiaries, excluding Lunit International Ltd. and its subsidiaries

3) May differ from the compensation ratio disclosed in the business report due to differences in basic salary aggregation criteria and inclusion of consolidated subsidiaries

### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Data Management and Security Status

Category		Unit	2023	2024	2025
Number of substantiated complaints	Complaints received and substantiated by the organization		0	0	0
	Complaints from regulatory agencies	Cases	0	0	0
Total cases of customer data infringement, theft and loss verified			0	0	0
Data privacy and freedom of expression	The number of users for whom information has been utilized for secondary purposes	Numbers	0	0	0
	Financial loss resulting from legal proceedings related to privacy	KRW	0	0	0
	The number of times user information has been requested by law enforcement agencies	Numbers	0	0	0
	The number of users targeted for information requests		2	0	0
	Rate of disclosure	%	100.0	0.0	0.0
Data security	Number of infringements	Cases	0	0	0
	The proportion related to personally identifiable information	%	0.0	0.0	0.0
	Number of users affected	Numbers	0	0	0
Activity indicators	The outsourcing ratio of data processing	%	100.0	100.0	99.0
	Amount of data saved	TB	14,050	6,949	8,272
	The outsourcing ratio of data saving	%	100.0	100.0	99.0

## Health and Safety Impact Assessment of Products/Services and Related Violations<sup>1)</sup>

Category	Unit	2023	2024	2025
Violations resulting in fines or penalties		0	0	0
Violations resulting in warnings	Cases	0	0	0
Number of voluntary compliance breaches		0	0	0

## Product/Service Information and Labeling Violations

Category	Unit	2023	2024	2025
Violations resulting in fines or penalties		0	0	0
Violations resulting in warnings	Cases	0	0	0
Number of voluntary compliance breaches		0	0	0

1) Based on Lunit HQ

### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Marketing Communications Violations

Category	Unit	2023	2024	2025
Violations resulting in fines or penalties		0	0	0
Violations resulting in warnings	Cases	0	0	0
Number of voluntary compliance breaches		0	0	0

## Status of Product Safety, Design, and Lifecycle Management<sup>1)</sup>

Category	Unit	2023	2024	2025
Number of recalls disclosed		0	0	0
Total amount of recall		0	0	0
Number of products listed on MedWatch Safety Alerts for Human Medical Products of U.S. FDA	Numbers	0	0	0
Number of fatalities reported to MAUDE database of U.S. FDA		0	0	0
Number of U.S. FDA enforcement actions taken in response to violations of the current Good Manufacturing Practices (cGMP) for pharmaceuticals		0	0	0
Total number of products authorized for recycling, reusing and donations	Ton	0	0	0

<sup>1)</sup> Based on Lunit HQ

**ESG Databook**

- GRI Index
- SASB Index
- UN Global Compact
- Awards and Associations
- GHG Verification Statement
- Independent Assurance

# ESG Databook

## Governance

### Related Party Transaction Status

Category	Unit	2023	2024	2025
Total transaction amount of related parties	KRW in million	9,441	14,701	23,731
Total outstanding balance with related parties		799	3,069	14,723

### Tax Status<sup>1)</sup>

Category	Unit	2023	2024	2025
Total revenue from sales to third parties		25,080	25,689	32,469
Total revenue from transactions with subsidiaries located in other tax jurisdictions within the group		0	29	353
Profit/Loss before tax	KRW in million	(36,764)	(83,502)	(46,835)
Property, plant and equipment		4,115	7,846	6,238
Net profit before tax		(36,764)	(83,502)	(46,835)
Corporate tax expense		35	(806)	555

1) Consolidated domestic tax payments only (excl. payments made by overseas subsidiaries)

### Intellectual Property Rights Infringement, Business Ethics, and Marketing-Related Violations

Category	Unit	2023	2024	2025
Total financial loss incurred from legal proceedings related to anticompetitive behavior regulation		0	0	0
Total financial loss incurred from bribery or corruption	KRW	0	0	0
Total financial loss incurred from legal proceedings related to false marketing		0	0	0

### Compliance of Law and Policies

Category	Unit	2023	2024	2025
Amount of major fines	KRW	0	0	0
Number of non-financial regulation		0	0	0
Number of fines paid due to legal and regulatory non-compliance	Cases	0	0	0
Total amount of fines paid due to legal and regulatory non-compliance	KRW	0	0	0

#### ESG Databook

GRI Index  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# ESG Databook

## Confirmed Cases of Corruption and Actions Taken

Category	Unit	2023	2024	2025
Confirmed number of corruption cases		0	0	0
Numbers of dismissals and penalties from bribery	Cases	0	0	0
Number of closures of partnership and contract renewal due to corruption		0	0	0

## Status of Communication and Training regarding Anti-Corruption Policies and Procedures

Category	Unit	2023	2024	2025
Number of governance committee members who completed anti-corruption training	Korea	5	4	5
	Overseas	1	1	1
Rate of governance committee members who completed anti-corruption training	Korea	63	80	100
	Overseas	100	50	50
Number of employees who completed anti-corruption training	Korea	76	73	96
	Overseas	0	1	14
	Regular	76	78	109
	Contracted	0	4	1
Rate of employees who completed anti-corruption training	Korea	100	89	100
	Overseas	0	100	50
	Regular	100	95	43
	Contracted	0	5	8

## Lawsuits on Anti-Competition and Antitrust

Category	Unit	2023	2024	2025
Number of pending lawsuits		0	0	0
Number of lawsuits completed	Cases	0	0	0

### ESG Databook

[GRI Index](#)  
[SASB Index](#)  
[UN Global Compact](#)  
[Awards and Associations](#)  
[GHG Verification Statement](#)  
[Independent Assurance](#)

# GRI Index

## GRI 1: Foundation

Statement of Use	Lunit has reported the sustainable management activities of the Company from January 1, 2025 to December 31, 2025, in accordance with the GRI Standards 2021.
GRI 1 Utilized	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of May 2026, Lunit does not have applicable GRI Sector Standards for its sustainability reporting.

## GRI 2: General Disclosures 2021

Topic	Indicator	Page	Remarks
Organizational and Reporting Practices	2-1 Organizational structure	8-13	
	2-2 Reporting boundaries	2, 8-13	Reflects 2025 overseas entity name changes and new consolidations
	2-3 Reporting period, frequency and contact point	2	
	2-4 Restatements of information	2	No material restatement; see p.9 for entity name changes
	2-5 External assurance	2, 84-87	
Activities and Employees	2-6 Organizational activities, value chain, and other business relations	8-13	See 13th Annual Business Report, II-1 Business Overview
	2-7 Employees	70	
	2-8 Non-employee workers	-	See 13th Annual Business Report, VIII-1(c) Employee Status
Governance	2-9 Governance composition	15, 53	
	2-10 Nomination and selection of the highest governance body	56	
	2-11 Chairman of decision-making body	53	
	2-12 Roles of decision-making body	15, 53-56	
	2-13 Delegation of responsibility for impact management	15, 53-56	
	2-14 Roles of decision-making body related to reports on sustainable development	15, 53-56	
	2-15 Conflict of interest	56	See 13th Annual Business Report, VI-1(d) Director Independence
	2-16 Communications on key concerns	55	
	2-17 Collective knowledge of the decision-making body	54	
	2-18 Assessment of decision-making body's performance	56, 58	
	2-19 Compensation policies	56, 58	See 13th Annual Business Report, VIII-2 Executive Compensation and Benefits
	2-20 Compensation determination process	56, 58	
	2-21 Rate of total annual compensation	58	
	2-22 Statement on sustainable development strategy	5, 6, 14	
	2-23 Declaration of policies	41, 47, 51	
2-24 Internalization of declaration of policies	42, 48-52		
2-25 Procedures for addressing negative impacts	42, 52		
2-26 Procedures for requesting advice and re-evaluating concerns	42, 52		
2-27 Compliance with laws and regulations	76	See 13th Annual Business Report, XI-3 Matters Related to Sanctions	
2-28 Registered associations	83		
Stakeholder Participation	2-29 Stakeholder engagement approach	20	
	2-30 Collective bargaining agreement	43-44	

# GRI Index

## GRI 3: Material Topics 2021

	Topic	Indicator	Page	Remarks
	3-1	Selection process for material issue	17	
	3-2	List of material issues	18-19	
	<b>Material issue 1 - Data Security and Privacy</b>			
	3-3	Management of material issues	19, 47-50	
	GRI 418 : Customer personal information			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	74	
	<b>Material Issue 2 - Climate Action</b>			
	3-3	Management of material issues	19, 63-66	
	GRI 302 : Energy			
	302-1	Energy consumption in the organization	66	
	GRI 305 : Emissions			
	305-1	Direct (Scope 1) greenhouse gas emissions	65	
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	65	
	305-3	Other indirect (Scope 3) greenhouse gas emissions	65	
	305-4	Greenhouse gas emissions intensity	65	
	305-5	Reduction of greenhouse gas emissions	65-66	
	<b>Material Issue 3 - Talent Management and Development</b>			
	3-3	Management of material issues	19, 22-26	
	GRI 401: Employment			
	401-1	New hires and retention	71	
Disclosure of Material Issues	401-2	Benefits provided to full-time employees but not to temporary or part-time employees	31	
	401-3	Parental leave	32	
	GRI 404: Training and education			
	404-1	Average hours of education per 1 employee	24	
	404-2	Programs for upgrading employee skills and transition assistance	23-24	
	404-3	Percentage of employees undergoing regular performance and career development reviews	25	
	<b>Material Issue 4 - Sustainable Technology Innovation</b>			
	3-3	Management of material issues	19, 37-38	
	GRI 203: Non-direct economic influence			
	203-1	Investment and service support for social infrastructures	35-36	
203-2	Major indirect economic impacts	35-36		
<b>Material Issue 5 - Enhancing Ethics and Compliance</b>				
3-3	Management of material issues	19, 51-53		
GRI 205: Anti-corruption				
205-2	Communication and training on anti-corruption policies and procedures	51, 77		
205-3	Confirmed cases of corruption and actions taken	77		
GRI 206: Anti-competitive activities				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	77		
<b>Material Issue 6 - Product Quality and Safety</b>				
3-3	Management of material issues	19, 39-40		
GRI 416: Customer health and safety				
416-1	Assessment of the health and safety impacts of product and service categories	39		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	74		

ESG Databook  
**GRI Index**  
 SASB Index  
 UN Global Compact  
 Awards and Associations  
 GHG Verification Statement  
 Independent Assurance

# GRI Index

## Economic Standards

Topic	Indicator	Page	Remarks
Economic Performance	201-1 Direct generation of economic value and distribution	68-69	
Market Presence	202-1 Ratio of entry-level wage to local minimum wage	73	
Indirect Economic Impacts	203-1 Investment and service support for social infrastructures	35-36	
	203-2 Major non-direct economic influence	35-36	
Anti-Corruption	205-2 Communication and training on anti-corruption policies and procedures	51, 77	
	205-3 Confirmed cases of corruption and actions taken	77	
Anti-Competitive Activities	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	77	
Tax	207-1 Approaches to tax	61	
	207-4 Country-by-country reporting	76	

## Environmental Standards

Topic	Indicator	Page	Remarks
Energy	302-1 Energy consumption in the organization	66	
Emissions	305-1 Direct (Scope 1) greenhouse gas emissions	65	
	305-2 Energy indirect (Scope 2) greenhouse gas emissions	65	
	305-3 Other indirect (Scope 3) greenhouse gas emissions	65	
	305-4 Greenhouse gas emissions intensity	65	
	305-5 Reduction of greenhouse gas emissions	65-66	

## Social Standards

Topic	Indicator	Page	Remarks
Employment	401-1 New hires and retention rates	71	
	401-3 Parental leave	32	
	403-6 Employee health promotion	31	
Occupational Health and Safety	403-9 Work-related injuries	73	
	403-10 Work-related diseases	73	
Training and Education	404-1 Average hours of training per year per employee	24	
	404-3 Percentage of employees undergoing regular performance and career development reviews	25	
Diversity and Equal Opportunity	405-1 Governance and employee diversity	72	
	405-2 Ratio of basic salary and compensation between males and females	73	
Anti-Discrimination	406-1 Cases of discrimination and corrective actions	42	
Customer Health and Safety	416-2 Cases of non-compliance concerning the health and safety impacts of products and services	74	
Marketing and Labeling	417-2 Cases of product/service information and labeling violations	74	
	417-3 Cases of marketing communication violation	75	
Customer Personal Information	418-1 Proven complaints regarding violations of customer privacy and incidents of customer data loss	74	

# SASB Index

Lunit aims to provide decision-useful information to investors and other stakeholders by reporting under the Sustainability Accounting Standards Board (SASB) framework, a set of voluntary industry-specific disclosure standards for sustainability topics. This SASB Index was prepared based on the Software & IT Services and Healthcare – Medical Equipment & Supplies industry standards, which are highly relevant to Lunit’s core businesses.

## Software & IT Services

Topic	Code	Indicator	Page
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed	66
	TC-SI-130a.2	(2) Total water withdrawn	66
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices related to behavioral advertising and user privacy	47, 49-50
	TC-SI-220a.2	Number of users whose information has been utilized for secondary purposes	74
	TC-SI-220a.3	Total amount of monetary loss as a result of legal proceedings associated with user privacy	74
	TC-SI-220a.4	(1) Number of times user information has been requested by law enforcement agencies	74
		(2) Number of users whose information was requested	74
Data Security	TC-SI-230a.1	(3) Percentage resulting in disclosure	74
		(1) Number of data breaches	74
		(2) Percentage involving personally identifiable information (PII)	74
	TC-SI-230a.2	(3) Number of users affected	74
		Description of the approach to identifying and addressing data security risks, including the use of third-party cybersecurity standards	48
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	(1) Employees from foreign countries	71
	TC-SI-330a.1	(2) Employees residing in foreign countries	71
		TC-SI-330a.2	Employee participation rate
	TC-SI-330a.3	(1) Management	72
		(2) Technical staff	72
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	(3) Gender/race/ethnicity ratio of all other employees	71-72
		Total amount of monetary loss as a result of legal proceedings associated with anti-competitive behavior regulations	76





## Healthcare - Medical Equipment & Supplies

Topic	Code	Indicator	Page
Product Safety	HC-MS-250a.1	Number of recalls disclosed, total recalls	75
	HC-MS-250a.2	Number of products listed on MedWatch Safety Alerts for Human Medical Products of U.S. FDA	75
	HC-MS-250a.3	Number of fatalities reported to MAUDE database of U.S. FDA	75
	HC-MS-250a.4	Number of U.S. FDA enforcement actions taken in response to violations of the current Good Manufacturing Practices (cGMP) for pharmaceuticals	75
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	76
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	76
	HC-MS-510a.2	Description of the code of ethics governing interactions with healthcare professionals	51

# UN Global Compact

The United Nations Global Compact (UNGC) is a global corporate citizenship initiative that presents Ten Principles in the areas of human rights, labor, environment and anti-corruption, with member companies in more than 100 countries. Lunit actively supports the UNGC Ten Principles and strives to embed them across its sustainability management framework and overall business operations. Lunit will continue transparently disclosing key activities and performance related to UNGC implementation through its sustainability report, while pursuing sustainable growth and social value creation as a responsible member of the global community.

[Lunit UN Global Compact \(UNGC\) CoP Website](#)

Target	Indicator	Page
 Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	41-43
	2. make sure that they are not complicit in human rights abuses.	41-42, 45
 Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	43-44
	4. the elimination of all forms of forced and compulsory labour;	41
	5. the effective abolition of child labour; and	41
	6. the elimination of discrimination in respect of employment and occupation.	22, 30, 41-43
 Environment	7. Businesses should support a precautionary approach to environmental challenges;	63-66
	8. undertake initiatives to promote greater environmental responsibility; and	63-66
 Anti-corruption	9. encourage the development and diffusion of environmentally friendly technologies.	63-66
	10. Businesses should work against corruption in all its forms, including extortion and bribery.	51-52

# Awards and Associations

## Awards

Awards	Year	Awarding Association
2017 MK BioHealth Star Audition - Venture of the Year	2017	Korea Biotechnology Industry Organization
4th Industrial Revolution Grand Prize	2020	Korea Data Agency
Selected as Innovation Icon	2020	Korea Credit Guarantee Fund (KODIT)
K-Global Overseas Expansion Support Program Grand Prize	2021	Ministry of Science and ICT
Innovative Medical Device Company Certification	2021	Ministry of Health and Welfare
Innovative Medical Device Company Commendation	2021	Ministry of Health and Welfare
Korea Industry Intelligitization Association Commendation	2021	Korea Industry Intelligitization Association
Digital Transformation Promotion and Industrial Innovation Commendation	2022	National IT Industry Promotion Agency
Selected as an Outstanding ICT Fund Project Performer	2022	Ministry of Science and ICT
NIPA Nice Partner Commendation	2023	National IT Industry Promotion Agency
World-Class Product Certification	2023	Ministry of Trade, Industry and Energy
Presidential Commendation for ICT Advancement	2023	Presidential Commendation Office
Korea IR Awards Special Prize	2023	Korea Institute of Corporate Governance and Sustainability (KCGS)
Selected as a Promising Company for Overseas Procurement Market Entry	2024	Public Procurement Service
Excellence in IR at the 2024 Korea IR Awards	2024	Korea Investor Relations Service
2024 KOSDAQ Rising Star	2024	Korea Exchange
Selected as a "Good Company" by Wanted	2025	Wanted
Selected to Lead Government Medical Science AI Foundation Model Project	2025	Ministry of Science and ICT
2025 KOSDAQ Rising Star	2025	Korea Exchange

## Associations

Registered Associations	Year
Korea Medical Devices Industry Association	2018
Korea Medical Device Association	2022
Korea Intellectual Property Association	2022
Korea IR Association	2022
KOSDAQ Listed Companies Association	2022
UN Global Compact (UNGC)	2025

# GHG Verification Statement

## Lunit Inc.

374, Gangnam-daero, Gangnam-gu, Seoul, Republic of Korea

### 1. Verification Goal

The goals of greenhouse gas (GHG) emission verification (hereinafter referred to as 'verification') conducted by the Korean Standards Association are as follows.

- Confirming the conformity with standards and procedures of GHG emission and GHG emissions calculated within the scope of verification
- Checking the validity of declarations related to the organization's GHG emissions or removals
- Confirming the effective implementation of the organization's management of GHG emissions or removals
- Confirming the conformity of processes for implementing, managing and improving the organization's GHG emissions or removals estimates

### 2. Verification Scope

Korean Standards Association conducted a limited assurance verification of Lunit Inc. and its subsidiaries' Scope 1, Scope 2 and Scope 3 GHG statement.

#### Scope 1,2

- Reporting Target: Lunit Inc. (Head Office, Seoul), Lunit International Ltd. (New Zealand), Lunit Americas Inc. (United States)
- Boundary: Scope 1(Direct emissions), Scope 2(Indirect emissions)
  - Scope 1 : Stationary combustion, Mobile combustion
  - Scope 2 : Externally purchased power
- Year: January 1, 2025 to December 31, 2025

#### Scope 3

- Reporting Target: Lunit Inc. (Head Office, Seoul), Lunit International Ltd. (New Zealand), Lunit Canada, Inc. (Canada), Lunit Denmark ApS (Denmark), Lunit Americas Inc. (United States), Lunit Australia Pty Ltd. (Australia), Lunit UK Ltd. (United Kingdom)
- Boundary : Scope 3(Other Indirect emissions)
  - Category 1. Purchased goods and services
  - Category 2. Capital goods
  - Category 3. Fuel- and energy-related activities not included in Scope 1 or Scope 2
  - Category 5. Waste generated in operations
  - Category 6. Business travel (Domestic and Overseas)
  - Category 7. Employee commuting
- Year: January 1, 2025 to December 31, 2025

### 3. Verification Criteria

Korean Standards Association conducted verification according to the procedures stipulated in ISO 14064-3 : 2019.

#### Calculation criteria

- KS I ISO 14064-1:2018
- Guidelines for Reporting and Certification of Emissions from Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2025-64)
- 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines
- WRI (World Resources Institute) Greenhouse Gas Protocol
- Technical Guidance for Calculating Scope 3 Emissions, version 1.0 (WRI)
- Guidelines for the Calculation and Reporting of Scope 3 Greenhouse Gas Emissions

### 4. Level of assurance verification and Responsibility

Korean Standards Association provides verification at a limited level of assurance to strengthen GHG management for your company's GHG emissions.

### 5. Verification Limit

GHG emissions can be affected by factors such as data limits and uncertainties in the scope of verification, and inherent limitations may exist accordingly.

### 6. Verification Conclusion

Korean Standards Association confirmed that the GHG emissions calculated by Lunit Inc. and its subsidiaries meet the level of assurance and the materiality threshold (less than 5%) in accordance with the verification criteria. No evidence was found to suggest that the GHG data and information were unfairly presented.

Lunit Inc. and its subsidiaries have taken appropriate corrective actions on the major findings identified by the verification team. Based on the verification results, including the absence of material errors or omissions, the data and processes are considered to meet the verification criteria and guidelines. Therefore, an '**Unmodified opinion**' is issued.



# GHG Verification Statement

## Lunit Inc.

374, Gangnam-daero, Gangnam-gu, Seoul, Republic of Korea

### GHG Emissions of Lunit Inc. and its subsidiaries

Scope 1 & 2 GHG Emissions

(Unit: tCO<sub>2</sub>eq)

Division	Scope 1	Scope 2		Total	
		Location	Market	Location	Market
Lunit Inc.	1.104	313.197	310.047	314.301	311.151
Lunit International Ltd.	-	5.780	6.486	5.780	6.486
Lunit Americas, Inc.	-	17.017	16.823	17.017	16.823
<b>Total</b>	<b>1.104</b>	<b>335.995</b>	<b>333.356</b>	<b>337.099</b>	<b>334.460</b>

Scope 3 GHG Emissions

(Unit: tCO<sub>2</sub>eq)

Division	Cat. 1	Cat. 2	Cat. 3	Cat. 5	Cat. 6	Cat. 7	Total
Lunit Inc.	534.518	23.632	48.420	22.231	324.555	126.910	<b>1,080.266</b>
Lunit International Ltd.	331.665	3.970	0.429	20.989	256.059	13.593	<b>626.703</b>
Lunit Canada, Inc.	9.006	1.751	0.000	0.000	0.396	0.000	<b>11.154</b>
Lunit Denmark ApS	4.380	0.000	0.000	0.000	1.450	0.000	<b>5.831</b>
Lunit Americas Inc.	203.408	8.497	0.149	4.000	21.435	13.398	<b>250.887</b>
Lunit Australia Pty Ltd.	13.546	0.000	0.000	0.000	4.876	0.426	<b>18.847</b>
Lunit UK Ltd.	1.050	0.000	0.000	0.000	1.164	0.138	<b>2.352</b>
<b>Total</b>	<b>1,097.572</b>	<b>37.851</b>	<b>48.998</b>	<b>47.219</b>	<b>609.935</b>	<b>154.465</b>	<b>1,996.041</b>

February 27, 2026

*Dongmin Moon*

KOREAN STANDARDS ASSOCIATION



# Independent Assurance

## INDEPENDENT ASSURANCE OPINION STATEMENT

To: The Stakeholders of Lunit Inc.

### Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the 2025 Lunit Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent of Lunit and has no major operational or financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of Lunit's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by Lunit. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.

Lunit is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this Independent assurance opinion statement or matters relating to it should be addressed to Lunit only.

The Assurer is responsible for providing Lunit's management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Lunit. The Assurer will not, in providing this Independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the Independent assurance opinion statement may be read.

### Scope

The scope of engagement agreed upon with Lunit includes the following:

- Report contents during the period from January 1st to December 31st 2025 included in the Report, some 2026 data are included.
- Major assertions included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, annual business report.

### Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation of the four principles as described in the AA1000 AccountAbility Principle 2018)

### Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by Lunit.

#### [Universal Standards]

- 2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies, and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

#### [Topic Standards]

- 201-1, 202-1, 203-1~2, 205-2~3, 206-1, 207-1, 207-4, 302-1, 305-1~5, 401-1~3, 403-6, 403-9~10, 404-1~3, 405-1~2, 406-1, 416-1~2, 417-2~3, 418-1

### Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of the materiality issue analysis process and prioritization and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures.
- An assessment of Lunit's reporting and management processes against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit to the Seoul HQ of Lunit to confirm the data collection processes, record management practices.

### Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by Lunit. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

# Independent Assurance

## Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years of history in providing independent assurance services globally. No member of the assurance team has a business relationship with Lunit. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000 Assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

## Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain Lunit's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

## Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

### Inclusivity: Stakeholder Engagement and Opinion

Lunit defined employees, shareholders/investors and analysts, media, customers/partners, and government/local communities as Key Stakeholder Groups. In order to collect opinions by each stakeholder group in the context of sustainability, operated the stakeholder engagement process. Lunit conducted a review of the stakeholder engagement process by monitoring the status of improvement activities, in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. Lunit disclosed the results related to the process in the Report.

### Materiality: Identification and reporting of material sustainability topics

Lunit implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. Lunit conducted global reporting standards analysis, benchmarking and media analysis, identified financial impact and social/environmental impact, and determined key issues for the reporting year through expert review of the impact. Lunit derived 6 materiality issues through the relevant process, and disclosed GRI topic standards disclosures related to materiality issues in the Report.

### Responsiveness: Responding to material sustainability topics and related impacts

Lunit operated a management process for materiality issues in the context of sustainability derived from the materiality assessment. Lunit established mid- to long-term sustainability plans and goals in according with the management methodology established to effectively reflect the expectations of key stakeholders. Lunit disclosed the process including policy, indicator, activity and response performance on materiality issues in the Report.

### Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Lunit identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the materiality issues reported. The impact of each materiality issue was reviewed by the ESG governance system. Lunit established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for materiality issues, disclosed mid- to long-term plans and strategic system in the Report.

## Recommendations and Opportunity for improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion;

- It is recommended to consider more clearly the potential and substantial positive and negative effects of a significant issue.

## GRI-reporting

Lunit has self-declared compliance with GRI Standards. Based on the data and information provided by Lunit, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

**Issue Date: 29/05/2026**

**For and on behalf of BSI (British Standards Institution):**

## BSI representative

**Jong Ho Lee, Lead Assurer**

Sustainability Framework and KPIs related to Governance and Economy

**Yeon Woo Jo, Assurer**

Sustainability KPIs related to Environmental and Social/People

**Seonghwan Lim, Managing Director**

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea  
Hold Statement Number: SRA 807465



