

2024 ESG Report

About this Report

Report Overview

Astrogen, inc. actively engages in corporate social responsibility (CSR) initiatives, with a strong focus on economic, social, and environmental sustainability. To ensure transparent communication with stakeholders, the company has been publishing an **annual ESG report** since 2021.

During the report preparation process, **Materiality Assessment** is conducted to incorporate stakeholder feedback. Based on the key ESG issues identified through this assessment, the company diligently reports on its sustainable management strategies and performance.

This **ESG report** covers the period from **January 1, 2024, to December 31, 2024**, and is published on a regular annual basis.

Scope of Reporting

Astrogen's ESG report primarily focuses on **sustainability management activities and performance at its headquarters and domestic business sites**.

Reporting Standards

This report adheres to the **Core standards of the Global Reporting Initiative (GRI)**, a globally recognized framework for ESG reporting.

To enhance the credibility of the report, **international guidelines such as ISO 26000 and the UN Global Compact** have been referenced. Through these efforts, Astrogen ensures **a systematic reporting process, data accuracy, and the reliability and fairness of disclosed information**.

For Inquiries

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Company Overview

CEO Message

Dear Valued Stakeholders of Astrogen,

I am honored to address you as **Hwang Soo-Kyung, CEO of Astrogen, Inc.**

Astrogen, Inc. is a biotechnology company dedicated to **addressing unmet medical needs in the field of intractable neurological disorders** through innovative drug discovery and development.

2024 has been a pivotal year—one in which we strengthened our research and development capabilities and achieved significant milestones in our mission to bring life-changing treatments to patients.

Notably, we successfully **completed the Phase 3 clinical trial for AST-001, our novel treatment for autism spectrum disorder (ASD), across 11 hospitals nationwide**, marking a crucial step toward commercialization. In addition, we have **streamlined our pipeline, identified new drug candidates, and reinforced our research foundation** to accelerate the development of groundbreaking treatments for intractable neurological diseases.

To ensure long-term corporate sustainability, we have also **obtained ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (Occupational Health & Safety) certifications**, reinforcing our commitment to maintaining and enhancing a management system that meets global standards.

Commitment to Sustainable and ESG Management

Astrogen is dedicated to **ESG (Environmental, Social, and Governance) management**, striving to contribute to a more sustainable future through the following objectives:

- Patient-Centered Innovation:** Developing innovative treatments to improve the lives of those with intractable neurological disorders.
- Maximizing Stakeholder Value:** Meeting the expectations of our customers, investors, employees, and all stakeholders.
- Practicing Eco-Friendly Management:** Strengthening our environmentally conscious business operations for long-term sustainability.

At Astrogen, we believe in the value of **"One Look, Infinite Possibilities."** Until the day when children with autism spectrum disorder can **make eye contact and connect with their families**, we will never stop challenging the boundaries of drug development.

Our work is not merely about technological advancements; **it is a journey to bring hope to patients and their families.**

We sincerely appreciate your continued interest and support in our unwavering pursuit of innovation. Thank you for believing in Astrogen and walking this path with us.

With gratitude,

Hwang, Su-Kyeong
CEO, Astrogen, Inc.



Company Introduction

Astrogen, Inc. is a **biotech venture company specializing in new drug development**, with a core focus on **the research and development of small-molecule synthetic pharmaceuticals**.

In particular, Astrogen has identified **Autism Spectrum Disorder (ASD)** as its lead pipeline, addressing a condition with **high prevalence yet no existing treatments that effectively target its core symptoms**.

Beyond ASD, the company is also actively developing treatments for other intractable neurological disorders with **significant unmet medical needs**, including **Glioblastoma, Attention Deficit Hyperactivity Disorder (ADHD), and Rett Syndrome**—all of which share strong clinical and biological connections with autism spectrum disorders.

Through continuous innovation in **new drug discovery**, Astrogen is committed to providing **practical and effective treatment options for patients suffering from intractable neurological diseases**.

Discovery of Technology

Jul. 2017	Incorporated
Aug. 2017	Venture Certified
Jan. 2018	R&D Center Approved
Aug. 2018	Seed Funding (₩1.9B)

Exploration of Technology

Mar. 2019	Seoul Office Opened (Clinical, BD & Inv.)
Aug. 2019	Series A Funding (₩5B)
Nov. 2019	Frontier Venture Selection KIBO A+ Member
Jun. 2020	Baby Unicorn (SMEs Ministry) New HQ Move-in
Jul. 2020	AST-001 Ph2 IND Approval (MFDS)
Dec. 2020	Series B1 Funding
Sep. 2021	ESG Report Released on Website
Nov. 2021	Top Corporate R&D (MSIT)
Dec. 2021	Presidential Award (Startup Excellence) / Family-Friendly Certification / AI Drug Discovery Collab (IKTOS)
Feb. 2022	Bridge 1 Funding(₩13B)
Mar.2022	ESG Report Released on Website
May 2022	AST-001 Ph2 Completion
Aug. 2022	Employment-Friendly (Daegu City) Bridge 2 Funding
Dec. 2022	AST-001 Ph2 Results Reported Health & Welfare Minister's Award

Growth of Technology

Jan. 2023	CI & Website Renewal
Mar. 2023	ESG Report Released on Website
Jun. 2023	AST-001 Ph3 IND Approval (MFDS)
Jul. 2023	Baby Unicorn+ Selection
Aug. 2023	ISO 9001/14001/45001 Certified
Oct. 2023	Inno-Biz Certification
Jan. 2024	Series C Funding(₩12.5B)
Feb. 2024	ESG Report Released on Website
Apr. 2024	Deep tech Incubator Project for Startup 1000+
May 2024	AST-001(Syrup) MFDS ODD
Jun. 2024	BIO USA Participation
Sep. 2024	Paper in <i>PCN</i> (AST-001 Ph2 Clinical)
Oct. 2024	Truly Sharing ASD Awareness Through Video
Nov. 2024	Paper in <i>Frontiers Pharm</i> (AST-001 Ph2 PK/PD) Outstanding R&D Center Re-Designation
Dec. 2024	AST-001 Ph3 Completion

Company Name	Astrogen, Inc.
Address	440, Hyeoksin-daero, Dong-gu, Daegu, South Korea
Core Business	Development & Commercialization of Novel Drugs for Intractable Neurological Disorders
Website	www.astrogen.co.kr
CEO	Hwang, Su-Kyeong
Founded	July 24, 2017

2024 Highlights

Awards & Certifications

Category	Title	Organizer
Cert. (Renewed)	Women-Owned Biz	DG-SMBA
Cert.	ISO 14001 (Env. Mgmt. Sys)	Institute of Global Certification
Cert.	ISO 9001 (Quality Mgmt. Sys)	Institute of Global Certification
Cert.	ISO 45001 (OHS Mgmt. Sys)	Institute of Global Certification
Desig.	Pre-Star Company	Daegu Metropolitan City
Cert. (Renewed)	Family-Friendly	Ministry of Gender Equality & Family
Desig. (Renewed)	Outstanding R&D Center	Ministry of Science and ICT

Publications

Author Type	Title	Journal	Year
Co-Author	AST-001 vs Placebo for Social Communication in Children with Autism Spectrum Disorder: A Randomized Clinical Trial	Psychiatry and Clinical Neurosciences	2024
Co-Author	Population pharmacokinetic and pharmacodynamic model guided weight-tiered dose of AST-001 in pediatric patients with autism spectrum disorder	Frontiers in Pharmacology	2024

Patents

Category	By 2023		2024		Total
	Application	Registration	Application	Registration	
Domestic	28	8	21	9	66
International	18	3	55	6	82
Total	46	11	76	15	148

Certifications & Awards

Various Efforts to Grow as a Trusted and Sustainable Company



Kibo A+ Members



Frontier Venture



Excellent Venture



Baby Unicorn



Women-Owned Business



Daegu Startup



Venture Enterprise



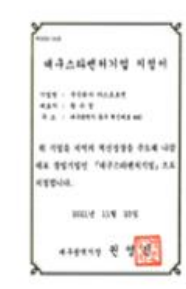
Commendation



Pre-Star Company



Outstanding R&D Center



Star Venture in Daegu



Family Friendly Company



Presidential Commendation



Innovation Company



Family-Friendly Workplace



Commendation



Baby Unicorn Plus



Inno-Biz



Deep tech Incubator Project for Startup1000+



ISO 14001



ISO 9001



ISO 45001

Corporate Mission

Mission

We are committed to providing safe and innovative treatments to patients of all ages, especially developing medications that prioritize the safety of young pediatric patients.

Vision

Our goal is to liberate humanity from the health issues that constrain life, enabling individuals to freely realize their potential and providing everyone with meaning and motivation to live.

Core Value

Continuous Learning and Growth

Through continuous learning and growth, we acquire top expertise, continuously develop the capabilities of individuals and organizations, and create outstanding results.

Respect and Collaboration

We build trust by respecting colleagues, patients, and partners, acknowledging their opinions and values, and achieving the best results through collaboration.

Prohibition of Negativity and Distortion

We exclude negative attitudes and distorted information, always communicating with a positive and truthful approach.

Goal Achievement

We set clear goals, utilize necessary resources efficiently, overcome obstacles, and ensure the achievement of meaningful results.

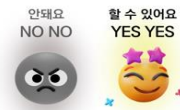
Organizational Culture Campaign

네 일,
내 일이 아닌,
우리 모두의 일

Your Work, My Work?
No—It's *Our* Work!



We met for a reason—
Let's be No.1 together!



No Can't, No Won't—
Only Yes, We Can!

나이, 성별, 학력 보다
역량과 성과로 빛나세요



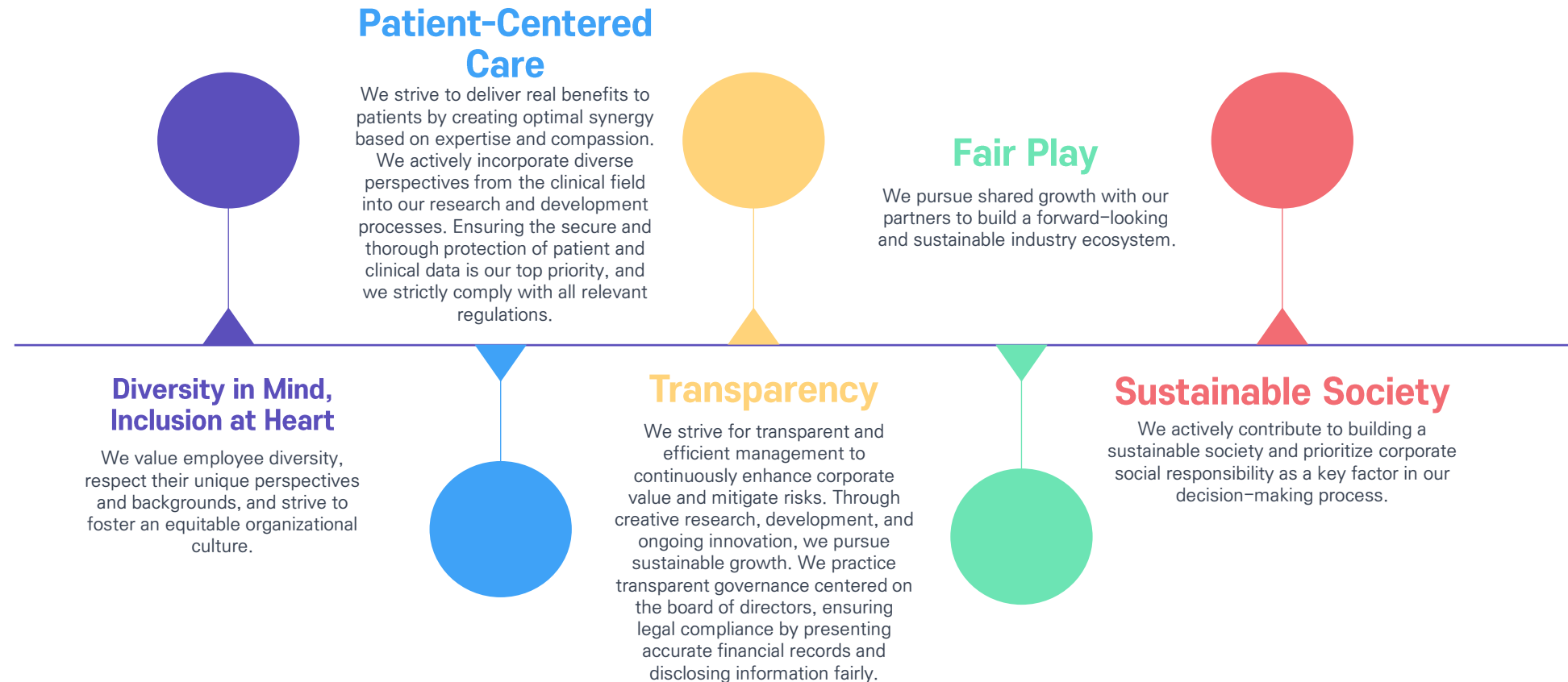
Shine Through Skills & Results,
Not Age, Gender, or Background!

ESG Policy

Astrogen, Inc. is dedicated to the research, development, and commercialization of novel drugs to address patients' urgent medical needs. Beyond treatment, we strive to be a company that **accompanies patients as a lifelong partner**, improving their quality of life. Through this commitment, we aim to lead humanity toward a healthier future while fulfilling our corporate mission and social responsibilities, ultimately creating sustainable value.

To establish itself as a **trusted company among stakeholders**, Astrogen actively implements sustainable management practices that **secure voluntary support from shareholders and employees while strengthening trust with society and customers**.

To achieve this, we have established the following policies to **clearly define the behavioral standards and principles of ethical decision-making that all employees must adhere to and practice**.



ESG Policy

Astrogen, Inc. is an R&D-driven biotech startup specializing in innovative drug development. While its direct environmental impact is limited due to the nature of the industry, its **social impact is significant**, particularly through the development of treatments for **Autism Spectrum Disorder (ASD) and other intractable neurological diseases**. These advancements create **positive ripple effects** for patients, their families, local communities, and the broader economy.

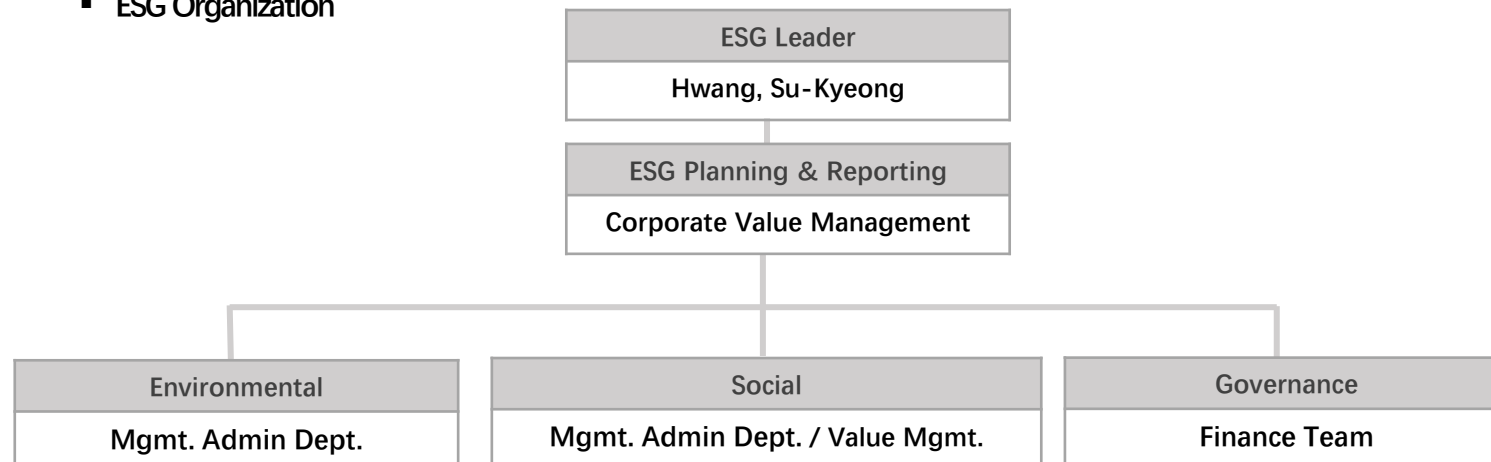
Astrogen is committed to **improving treatment accessibility, reducing medical burdens, and ultimately contributing to socio-economic value creation** by developing therapies for diseases with no effective treatment options. Through **innovative biopharmaceutical research and development**, the company not only leads advancements in the healthcare industry but also **drives regional economic growth, fosters sustainable development, and enhances the bio-healthcare ecosystem**.

With **unmet medical needs** as a core focus, Astrogen is strengthening its **ESG-driven management**, creating significant opportunities to **realize patient-centered innovation and maximize social contributions**.

▪ Risk Management

- **Accounting Risk:** Biannual review, disclosed via FSS.
- **Enterprise Risk:** Cross-checked in weekly executive meetings & quarterly investor briefings.

▪ ESG Organization



Stakeholder Engagement

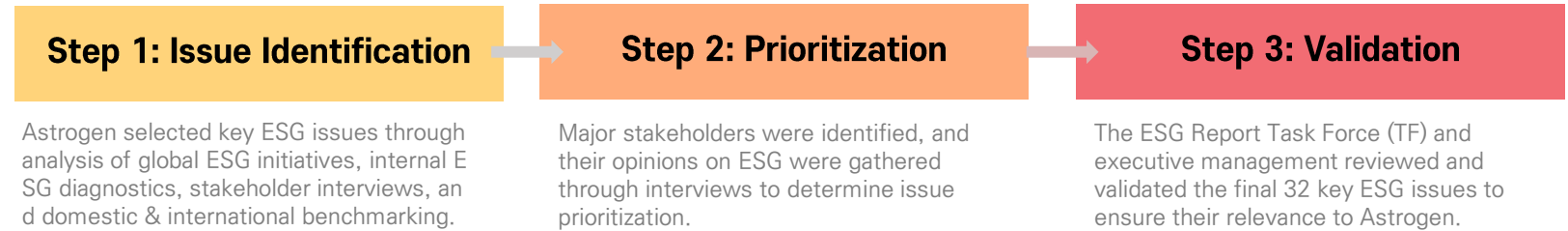
Overview of Stakeholder Engagement & Materiality Assessment

Astrogen, Inc. conducts **stakeholder engagement and materiality assessments** based on the **Global Reporting Initiative (GRI) framework** and **KPC ESG consulting** to identify key **ESG issues that must be considered in business operations**.

The selected **material issues serve as the foundation for ESG report content** and are also incorporated into the company's **mid-to-long-term ESG strategy**.

In addition, the following **materiality assessment process** has been applied in accordance with key principles, including **Sustainability Context, Materiality, Completeness, and Stakeholder Inclusiveness**.

Astrogen, Inc. remains committed to **practicing ESG management that reflects stakeholder perspectives and creating sustainable corporate value**.



Board Composition & Stakeholder Engagement

Astrogen, Inc. upholds **responsible governance** by enhancing transparency and corporate value.

The **Board of Directors** consists of **four members**:

- **CEO (Chairperson)**
- **One Outside Director**
- **Two Non-Executive Directors**

Using the **GRI framework** and **KPC ESG consulting**, Astrogen conducts **stakeholder engagement and materiality assessments** to identify key ESG issues, which shape the ESG report and long-term strategy.



ESG Framework

: Materiality Assessment

Astrogen, Inc. conducts **materiality assessments** to identify key ESG issues based on **business relevance** and **stakeholder impact**. This process helps prioritize sustainability efforts and establish strategic action plans.

The assessment follows global ESG standards, including **DJSI, KCGS, TCFD, and PSCI**, to analyze industry trends and align with best practices. Stakeholder feedback and expert insights are incorporated to evaluate each issue both quantitatively and qualitatively.

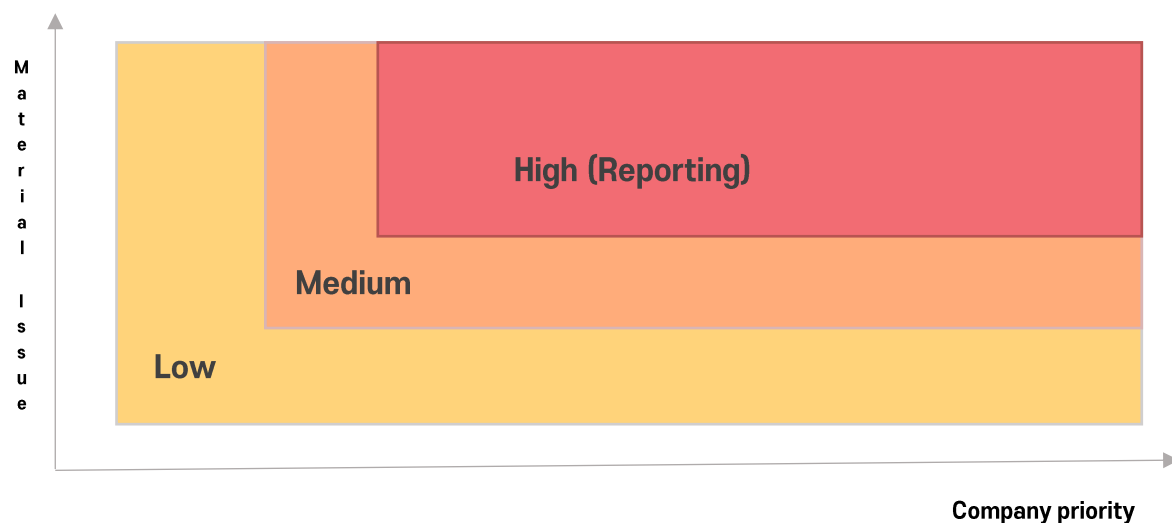
Key Material Issues

- **Environment:** Plastic reduction, energy conservation
- **Social:** Workplace safety, social contribution, work-life balance

Issues are classified by priority:

- **High Priority:** Core material issues, reported in detail
- **Medium Priority:** Important issues, partially reported
- **Low Priority:** Supporting issues, minimally reported or excluded

Astrogen's ESG report focuses on "**Creating Future Value**", ensuring a structured approach to sustainability management and long-term growth.



ESG Framework

: Materiality Assessment

Results of the Materiality

We report the results of the materiality assessment based on the sustainable management framework, with a focus on the identified issues.

PART 1. Introduction to Sustainable Management							
Reporting Areas	Significance	Reporting Areas	Significance	Reporting Areas	Significance	Reporting Areas	Significance
CEO's Sust. Philosophy	◎	ESG Company Strat.	◎	Stakeholder Engage.	◎	ESG Governance	◎
Company Intro.	◎	Sust. Issues	◎	Report Intro.	◎	Fin. Perf. Distribution	◎
PART 2. Sustainable Performance Report							
Economic Performance				Environmental			
Reporting Areas	Sig.	Reporting Areas	Sig.	Reporting Areas	Sig.	Reporting Areas	Sig.
Management Policy	High	Anti-Corr. Policy	High	Energy Mgmt.	High	Waste	High
Gov't Financial Support	High	Comm. Ed.	High	Water & Waste Mgmt	High	Enviro. Participation	High
Pension Liability	High	Confirmed Corr. Cases	High	Waste Mgmt.	High	Enviro. Compl.	High
Social							
Labor/Diversity		Training		Occupational health & safety		Local Communities	
Reporting Areas	Sig.	Reporting Areas	Sig.	Reporting Areas	Sig.	Reporting Areas	Sig.
Regular Employment Ratio	High	Education Support	High	Safety/Health Policies	High	Local Comm. Mgmt.	High
Human Rights Management Policy	High	Self-Development	High	Lab Safety	High	Strategic Social Contributions	High
Welfare	High	Lab Safety Education	High	Risk Assessment	High	Member Volunteerism	High
Flexible Work Environment	High	Legal Obligation Ed.	High	Industrial Accident	High	Social Solidarity	High
Governance							
Reporting Areas	Sig.	Reporting Areas	Sig.				
Values, Principles, Code of Conduct	High	Board Composition	High				
Complaint Handling	High	Board Activities	High				
Corporate Governance	High	Stake. Part.	High				



Economic

Financial Performance

Key Financial Performance

To provide insight into **Astrogen, Inc.'s economic performance and value distribution**, we disclose key financial data from the **balance sheet and income statement**. This ensures transparency and allows stakeholders to understand the company's financial status and resource allocation, focusing on key financial indicators.

Key Financial Performance

Unit: KRW

Item	2023년	2024(Until Sep.)
Total Assets	22,457,659,589	19,426,407,836
Total Liabilities	55,732,389,743	54,724,564,451
Total Equity	-33,274,730,154	-35,298,156,615
Revenue	156,440,909	275,595,375
Gross Profit	152,599,860	275,595,375
Corporate Tax	-	-
Net Income (Loss) for the Period	(5,406,713,693)	(6,104,415,361)

Balance Sheet

Unit: KRW

Item	2023년	2024(Until Sep.)
Assets	22,457,659,589	19,426,407,836
Liabilities	55,732,389,743	54,724,564,451
Equity	-33,274,730,154	-35,298,156,615

Income Statement(Comprehensive)

Unit: KRW

Item	2023년	2024(Until Sep.)
Total Revenue	156,440,909	275,595,375
R&D Expenses	4,468,834,928	4,436,633,614
Wages and Benefits	926,195,585	569,157,447
Net Income (Loss) for the Period	(5,406,713,693)	(6,104,415,361)

- (1) Adoption of K-IFRS: From 2023, Astrogen, Inc. has adopted K-IFRS (Korean International Financial Reporting Standards) for financial reporting.
- (2) Financial Statement Disclosure: The Q4 2024 financial statements will be disclosed via DART in April 2025. Accordingly, this ESG report, based on its publication timeline, includes financial performance data up to Q3 2024.
- (3) Salaries for research and clinical staff are classified under R&D expenses.

Investment Attraction

Unit: Billion Won

Item	SEED	Series A	Series B1	Series B2	Series C	Total
Investment Amount	19	50	130	115	125	439

Government Funding & Pension

Strengthening Economic Foundations for Sustainable Management

Astrogen, Inc. aims to generate **profit** as a corporation. However, as its current **pipeline** is still in the **pre-commercialization stage**, the company has not yet entered the **production and sales phase**.

Nevertheless, as a **startup**, securing a **minimum level of financial stability** is essential for maintaining **organizational sustainability**. To achieve this, Astrogen, Inc. actively seeks **investment opportunities** and applies for **government support programs** to create **economic value**.

Additionally, to ensure **long-term employee retention and stability**, the company operates **various pension programs**, reinforcing its foundation for **sustainable management**. Moving forward, Astrogen, Inc. will continue to **secure investments** and **leverage support programs** to enhance its **growth potential**, while strengthening **employee welfare** through responsible **corporate management**.

Government Financial Support

Astrogen, Inc. receives support through various **government-funded programs** for **workforce development** and **research and development (R&D)** initiatives.

Category	Support Program	
	2023	2024
Workforce Support	Future industry Talent Recruitment Support Program	Future industry Talent Recruitment Support Program
	Daegu Inbound Youth Career Job Matching Program	Daegu Inbound Youth Career Job Matching Program
	YES! Matching	YES! Matching
	K-Healthcare Industry Youth Employment Creation Program	K-Healthcare Industry Youth Employment Creation Program
	Youth Return YES Matching	
	Science & Tech R&D Alternative Workforce Support	
	Youth Employment Leap Incentive Grant	
Daegu Promising Business	Employment-Friendly Company Program	Employment-Friendly Company Program
R&D Support	Industry-Academia Collaboration R&D	Startup Scale up R&D Program (Didimdol)
	Ministry of SMEs Support Program	Startup Scale up R&D Program (Strategic Type, Big 3)
Business Development Support	IPO Support Program	Ministry of SMEs Baby Unicorn Plus
	Ministry of SMEs Baby Unicorn Plus	Deep tech Incubator Project for Startup 1000

Pension System

Astrogen, Inc. operates various pension programs, including the **Defined Benefit (DB) Pension Plan**, to support employee **financial security**.

Category	2023	2024
Provision for Retirement Benefits	KRW 5.35B	KRW 3.54B*

* Some employees are enrolled in a retirement pension plan; provision excludes externally funded assets.

Pipeline

Pipeline	Indication	Drug Discovery	Non-Clinical	Phase 1	Phase 2	Phase 3
AST-001	ASD (Core symptom)					
AST-035	GBM, HCC					
AST-004	RTT					
AST-031B	ADHD					
AST-030	PD, IPF					
AST-029	PD					
AST-032	OSA					

Environmental

Management Goals

Environmental Management Policy and Commitment to a Sustainable Future

Astrogen, Inc. is committed to **sustainable environmental management**, addressing **climate change**, **reducing emissions**, and **promoting environmental protection**. Through **efficient resource use** and **systematic monitoring**, the company enhances **environmental performance**, lowers **operational costs**, and minimizes **stakeholder impact**.

With the strategic goal of “**Minimizing Environmental Impact**”, Astrogen implements concrete action plans across all business operations.

Environmental Management Policy

1 Establishing a Sustainable Environmental Management System

Implementing a structured **environmental management system** to drive continuous improvement.

2 Compliance with Environmental Laws and Regulations

Complying with **environmental laws** and **voluntary standards** to enhance **governance**.

3 Minimizing Environmental Pollution Across Operations

Minimizing **environmental impact** across **R&D**, **production**, **sales**, and **service** through **eco-friendly management**.

4 Environmental Goal Setting and Performance Management

Establishing and executing **environmental objectives** and **detailed action plans** to drive continuous improvement.

5 Employee Training and Capacity Building

Strengthening **employees' environmental skills** through training to support **sustainable growth**.

6 Stakeholder Engagement and Transparency

Engaging **stakeholders** and ensuring **transparent environmental management**.

Astrogen, Inc. obtained **ISO 14001 certification in 2024**, reinforcing its commitment to **environmental preservation**. The company continues to promote **sustainable resource use** through **employee training** and **environmental campaigns**.

Moving forward, Astrogen remains dedicated to **responsible environmental management** for a **sustainable future**.

Energy

Energy Conservation and Climate Action

Astrogen, Inc. actively pursues **energy-saving initiatives** and responds to **climate change** and **greenhouse gas reduction** efforts. While energy consumption within the organization is relatively low due to its focus on **new drug development**, the company strengthens **enterprise-wide energy efficiency measures** to support **sustainable management**.

To optimize energy use, the headquarters was designed with a **full-glass façade**, maximizing **natural lighting** while minimizing **heating and cooling energy consumption**. This **architectural approach** contributes to **energy reduction** during building operations.

Additionally, Astrogen promotes **eco-friendly campaigns**, encouraging employees to adopt sustainable practices, including:

✓ Reducing Single-Use Plastics

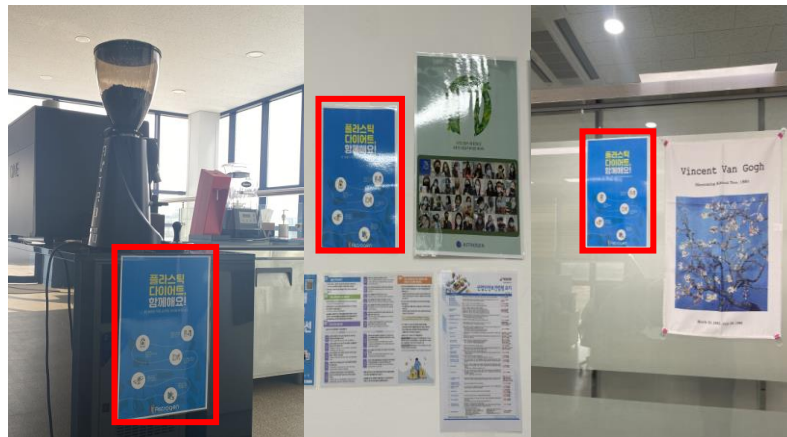
Encouraging the use of **reusable tumblers** and fostering a **plastic-free culture**

✓ Energy-Saving Campaigns

Utilizing **power-saving modes**, switching off unused electronics, and **unplugging devices**

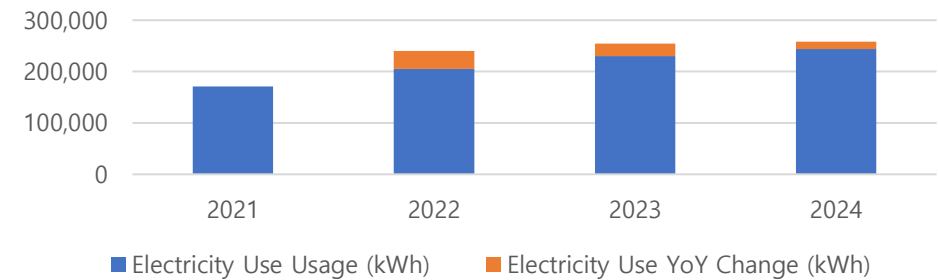
Turning off **office and lab lights** after working hours to prevent unnecessary energy consumption

Astrogen, Inc. remains committed to **energy conservation** and **climate action**, reinforcing **eco-friendly management** and enhancing its **ESG values**.



plastic-free culture

Electricity Use



Year	Usage (kWh)	YoY Change (kWh)
2021	170,913	–
2022	205,416	34,503
2023	229,993	24,577
2024	244,057	14,064

Waste

Waste Management and Safe Disposal System

Astrogen, Inc., a **biopharmaceutical startup specializing in new drug development**, strictly manages **waste** generated during R&D in compliance with **environmental and legal standards**. The company has established a **systematic classification and disposal system** based on **waste type** and collaborates with **certified collection and transport providers** to ensure **safe and transparent waste management**.

Industrial Waste Management and Disposal Process

✓ Biomedical Waste

Collected **weekly** in partnership with a **certified waste disposal company (GL Co., Ltd.)**

Reported to local authorities and tracked via the **"Allbaro System"** for waste disposal records

✓ Designated Waste

Categorized by type and stored in a **dedicated facility**, then disposed of **annually**

Legally processed in compliance with **environmental regulations** through a **specialized waste disposal company (ENL abis)**

Waste	Unit	2023	2024
Biomedical	kg	2,398	1,503
Designated	kg	140	60

Municipal Waste Management and Disposal Process

✓ General and Food Waste

Disposed of using **volume-based waste bags** in compliance with **local government regulations**

✓ Recyclable Waste

Sorted by type and disposed of on **designated collection days**

Astrogen, Inc. is committed to **not only proper waste disposal** but also **reducing waste generation** and fostering an **eco-friendly research environment** through continuous improvement efforts.

Moving forward, the company will operate an **efficient and sustainable waste management system**, contributing to **environmental protection** and strengthening its **ESG commitments**.

Environmental Law Violations

Category	Unit	2021	2022	2023	2024
Violation	case	0	0	0	0



Social

Management Goals

Talent Development & Sustainable Organizational Culture

Astrogen, Inc. believes that **talent is the key driver** of **growth and competitiveness**. To thrive in the global market, the company prioritizes **recruiting, developing, and supporting top talent** while fostering a **healthy and fair work environment**.

With a strong commitment to **human rights, fair employment, employee well-being, and work-life balance**, Astrogen actively builds a **positive and inclusive corporate culture** through continuous improvement and innovation.

Additionally, the company promotes **mutual growth with local communities** and values **collaboration with stakeholders**, including employees, partners, and society, to drive **sustainable development and social responsibility**.

Key Strategies

- ✓ **Work-Life Balance Support**
Implementing policies to help employees balance **work and family life**
- ✓ **Community Engagement & Social Contribution**
Strengthening partnerships with local communities to drive **sustainable growth**
- ✓ **Safe & Healthy Work Environment**
Prioritizing **safety and well-being** by minimizing risks and ensuring a comfortable workplace
- ✓ **Transparent & Fair Human Rights Management**
Establishing a **fair organizational culture** and implementing proactive **human rights policies**
- ✓ **Data Protection & Ethical Management**
Operating a **strict data security system** and fostering an **ethical corporate culture**

Astrogen, Inc. remains committed to **sustainable growth**, strengthening **ESG-driven talent management**, and fostering **harmonious relationships with employees, partners, and society**.

Employment

Sustainable Job Creation & Quality Work Opportunities

To ensure **long-term growth**, securing **top talent** and fostering a **stable work environment** are essential. Job creation plays a key role in **economic sustainability**, regardless of company size, and is a crucial **non-financial factor** in ESG assessments and public support programs. Astrogen, Inc. is committed to **expanding employment opportunities** and providing **high-quality jobs**, contributing to both **economic and social value creation**.

Employment Stability & Workplace Improvement Initiatives

✓ Full-Time Employment for All Employees

Ensuring **job security** by transitioning all employees to **permanent positions**

✓ Collaboration with Local Communities & Academia

Running **internship programs** to enhance **industry-academia cooperation** and support future talent development

✓ Comprehensive Employee Social Security Coverage

Providing **national pension, employment insurance, workers' compensation, and health insurance** to all employees

Implementing a **retirement pension plan** for select employees, with plans for further welfare expansion

✓ Maternity Protection Program

Implementing **employment policies** to ensure a **safe and supportive** work environment for pregnant employees

Astrogen, Inc. remains committed to **employment stability, workplace improvements, and corporate social responsibility**, fostering a **sustainable and inclusive corporate culture**.

Number of Headcount Composition

Category	Number of Employees		
	2022	2023	2024
Male Employees	15	17	15
Female Employees	24	26	23
Total	39	43	38
Male Executives	2	4	1
Female Executives	2	2	3
Total	4	6	4

Category	Staff	Middle Management	Executives
Female	58.6%	60.0%	75.0%
Male	41.4%	40.0%	25.0%

New Hires & Turnover Rate

Category	Unit	2022	2023	2024
New Hires	Persons	14	8	7
Turnover Rate	%	26.5	10.3	37.2

Turnover Rate (%) = (Number of Departing Employees / Total Employees at Year-End) × 100

Parental Leave Returnees

Category	Unit	2022	2023	2024
On Leave	Persons	2	0	2
Returned	Persons	0	2	1

Human Rights

Respect and Protection Policies

Astrogen, Inc. has established a **Human Rights Charter** to prevent **human rights violations** and foster a **culture of respect** within the organization. The company is committed to **protecting employees and stakeholders**, strengthening **corporate social responsibility**, and implementing **human rights training, compliance checks, and grievance procedures**.

Key Human Rights Policies & Practices

- ✓ **Human Rights Policy Implementation**
Ensures **dignity and respect** for all employees and stakeholders
Mandates **anti-harassment and anti-discrimination training** for all employees
- ✓ **Code of Conduct & Grievance System**
Establishes clear **guidelines on human rights, discrimination, and workplace harassment**
Operates a **Hotline and anonymous suggestion box** for reporting concerns freely
- ✓ **Monitoring & Continuous Improvement**
Tracks **human rights incidents annually** and implements corrective actions
Ensures **strict confidentiality** and protection against retaliation for whistleblowers
Conducts **internal investigations** and takes appropriate action on violations
- ✓ **Fair & Inclusive Workplace Culture**
Prohibits discrimination based on **gender, age, religion, social status, origin, education, marital status, pregnancy, or health history** in **hiring, compensation, and promotions**

Astrogen, Inc. prioritizes **human rights in all business activities**, striving to build a **fair, transparent, and inclusive corporate culture**.

Discrimination Cases & Corrective Actions

Category	Unit	2021	2022	2023	2024
Cases Reported	Cases	-	-	-	-
Actions Taken	Cases	-	-	-	-

Anti-Corruption (Hotline Reports)

Category	Unit	2021	2022	2023	2024
Cases Reported	Cases	-	-	-	-

Welfare

Creating a Supportive Work Environment

Astrogen, Inc. is committed to fostering an **optimal work environment** where employees can thrive. The company implements **various welfare programs** annually to enhance **job stability and workplace well-being**, while also supporting **skill development and work-life balance**. Moving forward, Astrogen will continue prioritizing **employee happiness and growth**, striving to build a **sustainable and inclusive organizational culture**.

Employee Welfare Programs

Program	Details
Job Stability	<ul style="list-style-type: none"> Dormitory / Company Housing Relocation Allowance Congratulatory & Bereavement Support / Leave In-house Cafeteria & Snack Bar On-site Fitness Facilities Vehicle Maintenance Support Childbirth Support Emergency Family Care Leave
Healthcare & Well-being	<ul style="list-style-type: none"> Annual Health Check-ups Medical Consultation Room Massage Chairs
Self-Development	<ul style="list-style-type: none"> Book Purchase Support In-house Training Programs Seminar & Education Support Graduate School Tuition Assistance Personal Development Fund
Work-Life Balance	<ul style="list-style-type: none"> Flexible Work System Bonuses & Incentives Awards (Long Service / Excellence) Family Day Friday Early Leave (5:30 PM) Special Occasion Support Casual Dress Code Special Meal Day (Every Wednesday) Workshops Welfare Mall Points (KRW 600,000)



Welfare Mall Site



Education

Talent Development: Strengthening Human Capital

The **new drug development industry** demands **high expertise and continuous innovation**, making **human capital** a critical driver of success. Ensuring an environment where employees can maximize their **skills and potential** is essential for **corporate competitiveness and sustainable growth**.

Astrogen, Inc. actively supports **employee skill development** to foster **long-term employment stability and organizational growth**. To achieve this, the company operates **structured education and performance management programs**.

Key Talent Development & Training Programs

✔ **Enhancing Performance Reviews & Feedback**

Conducting **regular performance reviews and coaching** to support employee **growth and capability building**.

Implementing a **mentorship system** to align **individual development with organizational success**.

✔ **Job-Specific & Professional Development Training**

Operating **training programs** for **job competencies**, including **mandatory courses, conferences, and seminars**.

Providing **customized training per job function** to improve **efficiency and professional expertise**.

Detailed Training Programs

◆ **Leadership Training**

Developing leadership and role-specific skills by position.

◆ **Job Training**

Enhancing technical knowledge and practical skills per team.

◆ **Core Skills Training**

Strengthening work performance and essential competencies.

Employee Training Hours (Per Person)

Category	Training Name	Unit	2022	2023	2024
Mandatory	Data Protection	Hours	1	1	1
	Sexual Harassment Prevention	Hours	1	1	1
	Workplace Harassment Prevention	Hours	1	1	1
	Disability Awareness	Hours	1	1	1
	Retirement Pension	Hours	-	1	1
Competency	Leadership & Position-Based	Hours	20	11	6
Total Training Hours		Hours	40	16	11

Astrogen, Inc. is committed to **continuous employee development**, fostering an **environment where top talent can thrive and maximize their potential**, ultimately enhancing **organizational competitiveness**.

Occupational Safety & Health

Building a Proactive Safety Management System

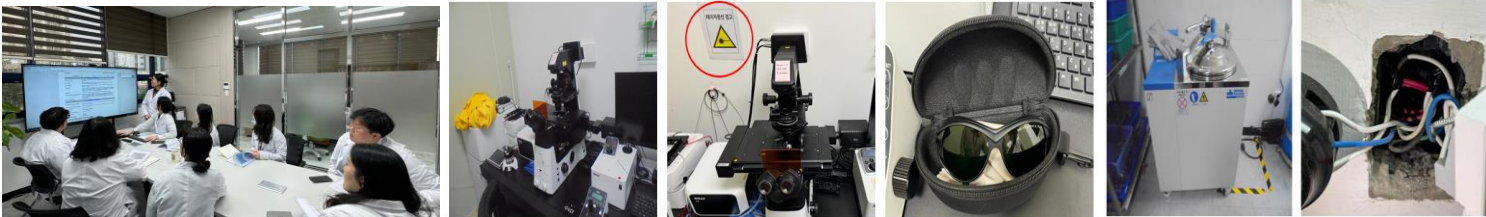
Astrogen, Inc. places **employee safety and health** at the core of its management principles. The company has established a **self-regulated safety management system** to **prevent workplace accidents** and ensure a **safe and healthy work environment**. Through **continuous preventive measures**, Astrogen remains committed to **protecting the lives and well-being of its employees**.

Key Safety & Health Initiatives

- ✓ **Enhancing Workplace Safety & Emergency Response Capabilities**
Conducting **regular safety and health training** to strengthen **preventive measures** and ensure **swift responses** in case of incidents.
- ✓ **Establishing & Operating a Systematic Safety Management Framework**
Implementing a **comprehensive occupational safety policy** and developing a **structured safety and health management system**.
- ✓ **Achieving International Safety Certification & Continuous Improvement**
Obtained **ISO 45001 certification**, strengthening the company's **safety culture** and commitment to **proactive risk management**.
- ✓ **Chemical Safety Training (MSDS Education)**
Conducted as part of **occupational safety and health education**, with **biannual 8-hour training sessions**.
Strengthens **chemical handling awareness** and ensures a **safe working environment**.

Training		Name	Unit	2021	2022	2023	2024
Mandatory		Occupational Safety & Health (MSDS)	Hours	16	16	16	16

Astrogen, Inc. prioritizes the **safety of employees and stakeholders**, striving for a **zero-accident workplace** through continuous improvements in **occupational safety and health management**.



Social Contribution

Social Contribution Activities with the Community

Astrogen, Inc. is committed to fostering **mutual growth with the local community** through **sustainable and structured social contribution initiatives**. By actively engaging in community-focused programs, the company not only enhances the well-being of society but also establishes a **stable management environment**, driving its evolution into a **sustainable enterprise**. Collaboration with local communities, which directly and indirectly impact corporate operations, is a crucial aspect of modern corporate social responsibility. Recognizing this, Astrogen has made such engagement a **core value of its ESG management**.

✔ Promoting Awareness of Disabilities

Astrogen actively participates in **awareness campaigns** to help reshape **public perception of disabilities**. The company leads **educational programs** and **social engagement activities** for employees to deepen their understanding of **autism spectrum disorder (ASD) and developmental disabilities**. One of its key initiatives is the "**Unified (Extraordinary) Sports Day**", where Astrogen employees and children with ASD and developmental disabilities **engage in physical activities together**. This event not only allows the children to experience **freedom of movement** but also creates **natural interactions with employees**, fostering a **culture of inclusion and acceptance** between individuals with and without disabilities.

✔ Support for Families of Children with Autism and Developmental Disabilities

Astrogen provides **direct support** to families raising children with ASD and developmental disabilities by sponsoring "**The Value Development Play Center**," a self-help group for parents. The company contributes to **caregiver support programs**, including **books, flower deliveries, experiential activities**, and **purchasing therapeutic equipment**. Additionally, Astrogen supports **salary funding for therapists**, ensuring practical and meaningful improvements in the **quality of life for both children and their families**.

✔ Producing Awareness Videos for Public Engagement

In 2024, Astrogen produced **two awareness videos** to **enhance societal understanding** of autism spectrum disorder. These films explore the themes of "**Understanding for ASD patients, Empathy for caregivers, and Communication with society**" and were made available to the public via **YouTube**, promoting **accurate information and fostering greater societal empathy**.

📌 Watch the Videos:

- One Look, Infinite Possibilities: <https://www.youtube.com/watch?v=kn0d3lqkEd0>
- You are not Alone: <https://www.youtube.com/watch?v=Vi2gJUaGS3s>



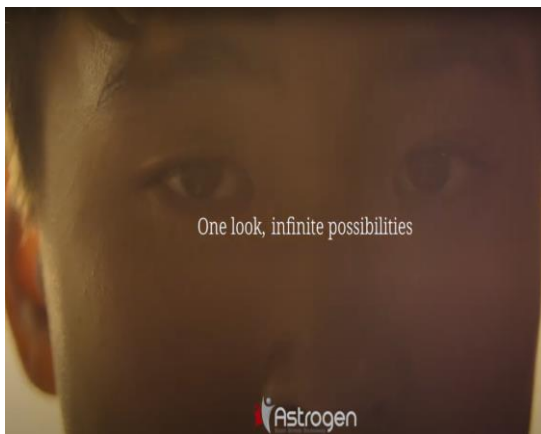
Social Contribution

Boost Beyond Boundary

자폐환우에게 던져지는 자극의 ‘이해’
"Understanding" for individuals with autism

그 양육자에게 전하는 ‘공감’
"Empathy" for their caregivers

그리고 사회와의 ‘소통’이 될 때까지
Until it becomes "Connection" with society



✓ Epilogue: One Look, Infinite Possibilities

There is a moment that every family of a child with autism spectrum disorder (ASD) longs for—**the moment their eyes truly meet**. Not just a fleeting glance, not an accidental alignment, but a gaze filled with recognition, understanding, and connection. A look that says, *I see you, and you see me*. For most, it is an ordinary act, but for those who love someone with ASD, it represents something profound. **It is a symbol of healing, of possibility, of a future where connection is no longer out of reach.**

That is why we turned to film—not just to tell a story, but to create a bridge between **understanding and experience**. We wanted the world to feel what this longing is like, to see ASD not just through statistics or medical terms, but through the emotions of those who live with it every day. This project was not only about raising awareness for treatment development; it was about opening a space for **empathy, for recognition, for the infinite possibilities that come from a single look.**

Making this film was no small challenge. We had to find families willing to share their deeply personal journeys, create an environment where patients felt safe, and navigate the uncertainties of filming with individuals for whom the world itself can sometimes feel overwhelming. **Would they be able to stand before the camera? Would they stay? Would we, in asking for their presence, be asking for too much?**

And then, something extraordinary happened.

Kim Si-hyeok, a young boy who had spent much of his life avoiding eye contact, who had lived behind the quiet walls of autism (自閉, self-enclosure), took a step forward. He stood before the camera. And for the first time, he did not look away.

It was not just a performance. It was a moment that felt like **a threshold being crossed, a door opening ever so slightly, letting the light spill in**. It was as if, for that brief but powerful moment, he was telling us what so many others like him have never been able to say: *I want to be seen. I want to connect. I want to be part of this world.*

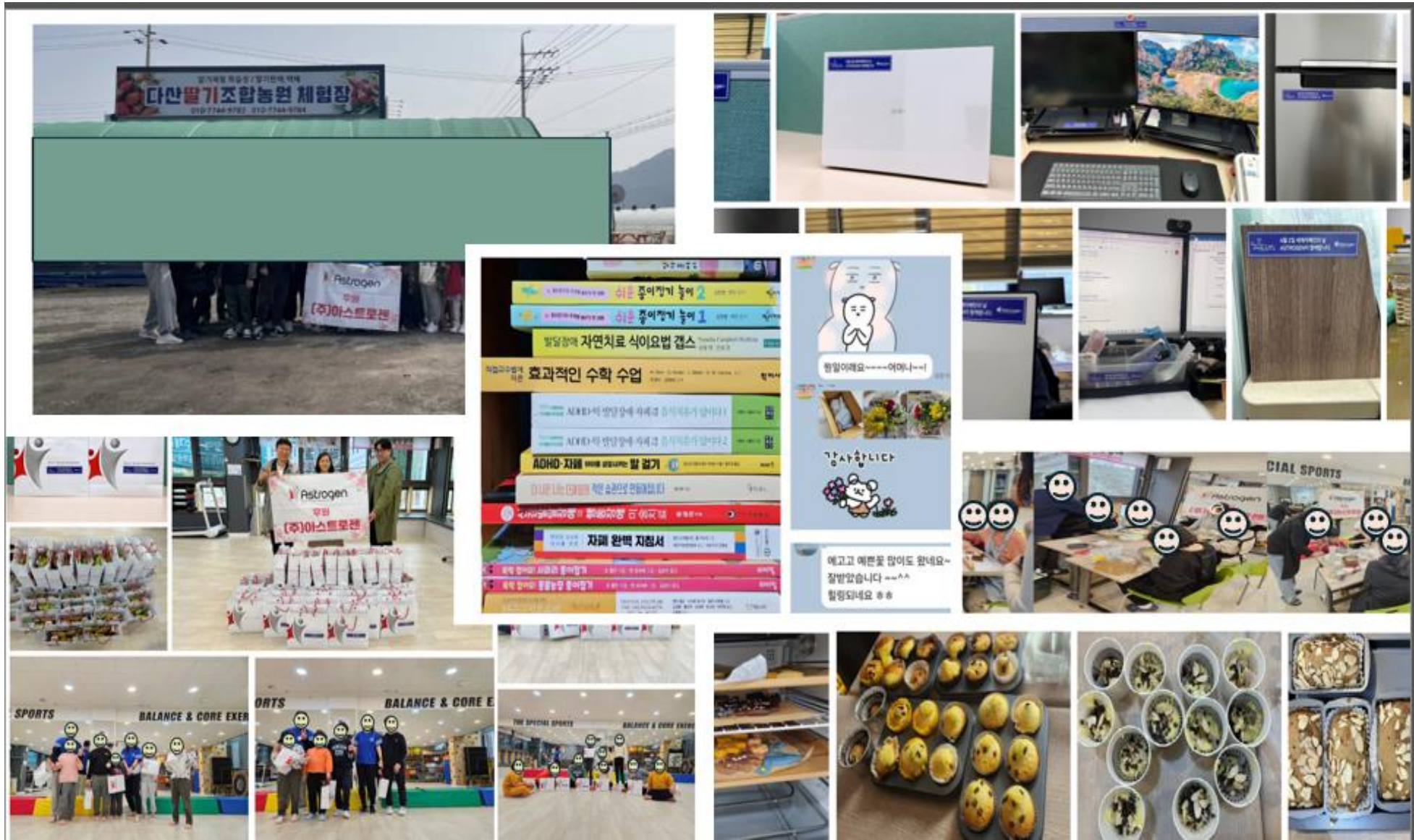
As we stood there watching, we realized that this was about more than just one boy on one set. **This was the silent voice of countless others, reaching out, longing for understanding.** And at that moment, no one on the crew could hold back their tears.

For his role in this film, Kim Si-hyeok received his first paycheck—the first earnings of his life, the first tangible proof of his independence. But what he did with it was even more extraordinary. His family, in his name, used it to establish a **scholarship fund**—supporting a young weightlifter living in an orphanage. **One act of courage had set something greater into motion—a cycle of connection, of empowerment, of infinite possibility.**

At **Astrogen, Inc.**, we are committed to developing treatments that will one day allow more families to experience that long-awaited moment—the moment their child's eyes truly meet theirs. But beyond medicine, we dream of something even greater. **A world where eye contact is not a milestone, but a given. A world where individuals with ASD and their families no longer have to fight for connection. A world where one look is enough to unlock an entire future.**

Until that day comes, we will keep working. Not just as researchers, but as people who believe that **one look can change everything—one look, infinite possibilities.**

Social Contribution



Support for the Value Development Play Center & Participation in Autism Awareness Day Events

Social Contribution

✓ Epilogue: A Special Sports Day with Children on the Autism Spectrum

At **Astrogen's Daegu headquarters**, we gathered for a special session with a **clinical psychologist** to learn more about **autism spectrum disorder (ASD) and mental health**. The session helped us **understand the condition more deeply** and reminded us how precious mental well-being is. Afterward, we took part in a **calligraphy activity**, a moment of reflection and self-care before the highlight of the day—our very own **Sports Day with the children of “Gakkum” Social Cooperative**.

Inside a small classroom at the **Dalgubeol General Welfare Center**, we set up a simple **sports event** for children with **autism and developmental disabilities**. It wasn't like the fast-paced, competitive sports days we were used to. **It was slower, a bit uncoordinated, sometimes unexpected—but it was beautiful in its own way.**

At first, we were nervous. Would the children find it difficult to participate? Would they lose interest? **When we planned the tug-of-war game, we worried—what if they don't hold onto the rope? What if they wander off, distracted by something else?** But then, something amazing happened.

One by one, they lined up—hands gripping the rope, eyes filled with excitement. No one told them what to do. It was as if they all understood, in their own way, that this was a game to play together. At that moment, we felt something shift in our hearts.

Maybe these children, just like anyone else, long for moments like these—**to run, to play, to be part of something, to feel connected.**

As we held their hands, laughed, and sweated under the same sky, we were reminded of why we do what we do. **This was not just a sports day—it was a promise. A promise to work harder, to research deeper, and to dedicate ourselves even more to developing AST-001, a treatment for autism spectrum disorder.**

Because these children deserve a future filled with **more laughter, more moments of connection, and more opportunities to shine.** And we, at Astrogen, will do everything we can to make that future a reality.



Daegu Headquarters Workshop with Children on the Autism Spectrum & Developmental Disabilities
(ASD Awareness Training, Calligraphy Art Activity, Unified Sports Day, and More)

Social Contribution

Sustainable Growth with the Community

Astrogen, Inc. actively engages in **various community programs** to drive **sustainable development** and foster **regional growth**.

The company participates in key **Daegu-based initiatives**, including **"Youth YES Matching," "K-Medical Industry," "Future New Industry Talent Recruitment Support Program,"** and **"Daegu Pre-Star Company."** Additionally, Astrogen has been recognized as part of **national support programs**, such as the **"Baby Unicorn"** and **"Baby Unicorn Plus Startup Program," "Super-Gap Startup 1000+,"** and **"Outstanding Corporate Research Institute,"** extending its contributions beyond Daegu to a nationwide level.

Astrogen also collaborates with **local and national research institutions, universities, and organizations**, including the **Daegu-Gyeongbuk Advanced Medical Industry Promotion Foundation**, to drive **joint research and technological innovation**, contributing to regional development and strengthening the **industrial ecosystem**.

Moving forward, Astrogen will continue to **support startups**, share its expertise, and create a **positive cycle of reinvesting in the community** through **entrepreneurship programs and social contribution initiatives**.



Student Internship & Industry Visit Program

Information Security

Awareness & Phishing Email Response Training

Astrogen, Inc. conducts **security awareness training** and **phishing email simulations** to strengthen **cybersecurity readiness** and response measures.

Phishing Email Training Results

- ✓ **Spam Email Detection**
Test emails were **initially blocked** by the **wblock system**.
Employees must **immediately report suspicious emails** to the **Management Team**.
- ✓ **Infection Analysis**
1st Training Infection Rate: 43% (15 employees)
2nd Training Infection Rate: 3% (1 employee)
While infection rates **decreased**, even **one breach** poses a **significant network threat**.
- ✓ **Post-Infection Reporting**
1st Training Report Rate: 20% (3 employees)
2nd Training Report Rate: 0% (0 employees)
Lack of incident reporting hinders early response and increases the risk of further infection.

Improvement Measures

- ◆ **Strengthen Reporting Procedures** → Immediate reporting of suspected infections.
- ◆ **Regular Security Training** → Conducted **at least twice a year**.
- ◆ **Enhanced Detection System** → **Real-time monitoring** and email quarantine.
- ◆ **Security Awareness Initiatives** → Case sharing and continuous education.

Although security awareness has **improved**, enhancing **incident reporting** remains a priority. Astrogen, Inc. will continue **training and proactive security measures** to ensure **robust cybersecurity**.

1st Training		2nd Training	
Scenario	Quotation Request Email	Scenario	E-Commerce Violation Notice
Participants	35	Participants	35
Opened	34	Opened	29
Infected	15	Infected	1
Reports Filed	3	Reports Filed	0
Training Score	75	Training Score	82

Phishing Email Training Results

Governance

Board of Operations

Strengthening Governance and Transparency

Astrogen, Inc. has established a **board-centered governance structure** to enhance **management transparency** and build a **trusted corporate governance system**.

Board Composition and Operations

The board consists of **five members**, including **executive directors, non-executive directors, and independent directors**. As the company's **highest decision-making body**, the board deliberates, approves, and oversees **key management issues** to protect **shareholder interests** and drive **sustainable growth**.

Category	Name	Gender	Expertise	Highest Edu. (School, Major, Degree)	Internal Directors Career
Representative Director	Su-Kyeong Hwang	Female	Clinical and Corporate Management	Master's / Bachelor (M.D.) - Kyungpook National Univ. School of Medicine Ph.D. - Fukuoka Univ.	Founder and CEO of Astrogen, inc. Current Associate Professor, Department of Pediatrics, Kyungpook National University School of Medicine"
Auditor	In-Su Jang	Male	Legal	Police Univ. Law B.A. Kyungpook National Univ. Law Grad. School M.A.	Current Attorney at Law at Law Firm Heonwon 18 years of service in the police force
Outside Director	Sang Ryong Kim	Male	Research	Ajou Univ. Life Science M.A. Ajou Univ. Medical School Ph.D. Columbia Univ. Post-Doc	Current Professor at Kyungpook National University Former Director of Kyungpook National University Brain Science Research Institute
Non-Executive Director	Jaeyeol An	Male	Clinical and Investment	King's College London B.A. Seoul National Univ. Medical School M.S./Ph.D.	Current Executive Director at Partners Investment Managed Funds totaling over 2 trillion KRW Director on 9 Boards both domestically and internationally
	Eunhee Park	Female	Pharmaceutical	Sogang Univ. Grad. School of Management M.A. Hanyang Univ. Business Grad. School Ph.D.	Current CEO of Korea Pharma Co., Ltd. Director of Korea Pharmaceutical Cooperative Director of KOSDAQ Association

Enhancing Board Independence

Astrogen, Inc. ensures **transparent director appointments** by disclosing key information before shareholder meetings, including **nominators, shareholder ties, and company transactions**, reinforcing governance transparency.

Board Compensation

Compensation is based on **performance criteria** and remains within **shareholder-approved limits**, ensuring **fair and reasonable** practices.

Shareholder Structure & Communication

As of **Q4 2024**, Astrogen's **largest shareholder** is **CEO Su-Kyung Hwang**, holding **39.85% of total shares**.

The company holds an **annual shareholders' meeting** to reflect shareholder input in key decisions and management strategies.

Additionally, **major business matters** are disclosed through the **electronic disclosure system (DART)**, and efforts are continuously made to enhance shareholder communication.

Ethical Management

Ethical Management: Commitment to Corporate Social Responsibility

Astrogen, Inc. recognizes the **necessity of ethical management** and ensures that all business activities adhere to **ethical and legal principles**, fostering **fair trade practices**. The company is committed to establishing a **transparent and trustworthy corporate culture**, fulfilling its **social responsibilities**, and achieving **sustainable growth**.

Code of Ethics Establishment & Declaration

To uphold ethical management, Astrogen has established a **Code of Ethics** and issued an **Ethics Declaration**, ensuring all employees adhere to ethical business practices. This reinforces both **sustainable corporate growth** and **social responsibility**.

- Conduct all business activities based on **ethical values**, complying with **local, national, and international laws**.
- Establish **fair trade principles** and actively eliminate **corruption and unethical conduct**.
- Integrate **ethical management principles** into daily operations and extend them to **partners and stakeholders**.
- Assign responsible personnel to ensure **ethical standards are applied across all business activities**.
- Disclose the **Ethics Declaration** to stakeholders for **effective implementation and accountability**.

Category	2021	2022	2023	2024
Corruption Cases	0	0	0	0
Ethics Whistleblowing Cases	0	0	0	0
Security Breaches	0	0	0	0

Ethical Management

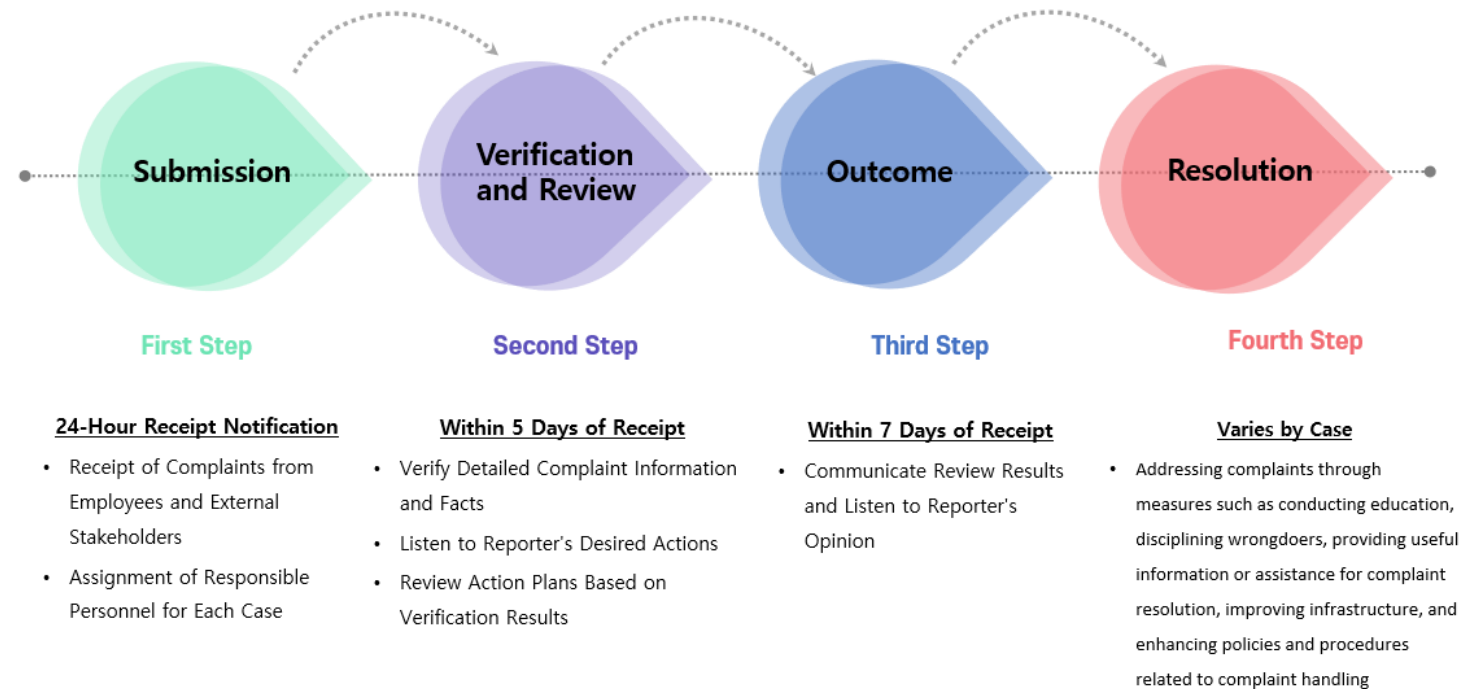
Anti-Corruption Reporting System

Astrogen, Inc. has established a **whistleblowing system** to uphold **anti-corruption and ethical management**, operating a **confidential reporting channel (hotline@astrogen.co.kr)** separate from internal accounts.

- **Confidentiality is strictly protected**, and measures are in place to ensure whistleblowers face no retaliation.
- **Regular training** is provided to employees to reinforce awareness of **ethical management and reporting procedures**.
- Upon identifying any violations, an **internal investigation** is conducted, followed by appropriate actions in line with ethical standards.

Astrogen, Inc. remains committed to **ethical management** as a core corporate value, fostering a **transparent and fair business culture**.

Grievance Handling Procedure



※ If each stage is not processed within the designated timeframe, the recipient will be notified of the specific reason.

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