CORPORATE RESPONSIBILITY REPORT

PASSION FOR PATIENTS + SUSTAINABLE INNOVATION
Letter From the CEO

December 2021

Seagen’s mission centers around the development of transformative cancer therapies that can make meaningful differences in people’s lives. Our culture is embedded with the belief that we can grow and expand our business as a leader in antibody-drug conjugates (ADCs), advance our multi-faceted and innovative pipeline, and, ultimately, help patients in need globally — and that can all be done in a compliant, ethical, and accountable manner.

We are pleased to present Seagen’s inaugural Corporate Responsibility Report: Passion for Patients + Sustainable Innovation. This overview of our environmental, social, and governance (ESG) priorities, performance, milestones, and future commitments shows how we are working to create and maintain sustainable operations across our business. We believe these efforts will enable us to best deliver upon our mission, both today and in the future.

Seagen is now a multi-product oncology company with operations in the United States, Canada and across Europe, better enabling us to meet the needs of a wider range of people living with cancer. We have a deep and diverse pipeline and our portfolio of approved medicines expanded from one product to four in just the past two years.

These drugs are used in the treatment of a variety of lymphomas, including Hodgkin lymphoma, as well as solid tumors, including urothelial, breast, and cervical cancer.

The COVID-19 pandemic has caused unprecedented global social and market upheavals, which affected many people — including cancer patients, our employees, their families, and loved ones, as well as our communities. We sought to prioritize their health and safety with numerous changes to support and protect them. We are proud of our employees’ resiliency. They were true stewards of our mission and remained focused on progressing our pipeline while delivering a continuous supply of our medicines to the patients who needed them.

In the past years, we have achieved important milestones in driving innovation, demonstrating leadership, and remaining committed to doing the right thing, as outlined in this report in key areas such as:

• Understanding the unmet needs and challenges of patients by integrating patient voices and communities into our decisions and actions, including the support of more than 60 patient organizations through partnerships, and financial funding through employee matching, advocacy grants, and corporate sponsorships.

• Standing side-by-side with patients, our employees, and communities, looking to affect positive change in protecting and supporting diverse groups who still commonly experience injustice and discrimination. As part of this effort, we appointed our first Head of Diversity, Equity, and Inclusion, created four new employee resource networks, added allyship training to our curriculum, upgraded outreach to diverse candidates, and increased patient diversity in our clinical trials over the past year.

• Striving to be responsible stewards of the environment and seeking to understand how climate change may impact our strategy and operations by preparing to set our baseline year for emissions post-COVID-19 to effectively manage our energy, waste, and water in future years.

• Operating ethically and with integrity through the leadership of our Global Chief Compliance Officer and our Compliance Committees.

We believe that our company is well positioned for success, and I am confident in our ability to continue making a meaningful difference in the lives of people with cancer. Most importantly, we would like to thank the patients, caregivers, healthcare providers, the community, and everyone else who inspires us to deliver on our mission.

Sincerely,

CLAY SIEGALL, Ph.D.
PRESIDENT, CHIEF EXECUTIVE OFFICER, AND CHAIRMAN OF THE BOARD
ABOUT THIS REPORT
Seagen Inc. is a global biotechnology company that discovers and develops transformative cancer therapies with real impact. Founded in 1998, we are a patient-centered organization that is headquartered near Seattle, Washington, with locations in California, Canada, Switzerland, and the European Union.

Guided by our company values, we seek to promote a workplace built on integrity, scientific excellence, diversity, teamwork and mutual respect, and innovation, while fostering a great work environment and a passion for helping patients. These values have sustained and propelled us forward as a pioneer of innovative and differentiated medicines.

Our Governance

Our Board of Directors is committed to building long-term shareholder value and maintaining sound corporate governance practices. We regularly monitor and review our processes, policies, and procedures to ensure alignment with corporate governance developments as they evolve.

In 2020 and 2021, we continued our proactive shareholder outreach program to solicit feedback and better understand investor perspectives on operational, governance, and executive compensation matters. A cross-functional team participated in discussions to address investors’ specific focus areas, including executives from our Investor Relations, Human Resources, and Legal departments, as well as our Chief Financial Officer. Feedback from these engagement activities was shared with management and our Board of Directors to further our goal of aligning our practices with the interests of our shareholders. Investor feedback is important to us, and we are committed to continuing to engage with our shareholders in the future to understand and consider their views.

For more information on our governance, Board diversity, and stakeholder engagement, please see the Corporate Governance section of our Proxy Statement.
OUR VISION
Improving the lives of people with cancer through innovative targeted therapies.

OUR MISSION
To discover, develop, and commercialize transformative cancer medicines to make a meaningful difference in people’s lives.

OUR VALUES
- Passion for helping patients
  Revolutionizing therapy for people living with cancer
- Integrity
  Honesty, respect, and trust guide us
- Scientific excellence
  Premier science empowers our passion
- Innovation
  Entrepreneurial spirit advances breakthrough therapies
- Diversity, teamwork, and mutual respect
  Shared dedication and diverse perspectives drive successful collaborations
- Great work environment
  By working together to our full potential, we make a real difference in the world

COMMERCIAL PRODUCTS
ADCETRIS® (brentuximab vedotin), PADCEV® (enfortumab vedotin-ejfv), TUKYSA® (tucatinib), TIVDAK™ (tisotumab vedotin-tftv)\(^1\)

HEADQUARTERS
Global: Bothell, Washington, United States
European: Zug, Switzerland

LOCATIONS
11
locations across the United States, Canada, and Europe

EMPLOYEES
2,500+
employees worldwide, with 60% contributing to research and development activities\(^3\)

2020 FINANCES
- $2.2 billion in total revenues
- $1 billion in net product sales
- $827.1 million in R&D expenses
\(^1\) As of date of report launch
Our Corporate Responsibility Report theme “Passion for Patients + Sustainable Innovation” reflects our deep-rooted commitment and relentless drive to help patients around the world. We focus our expertise and passion for cutting edge science and innovation to develop first- and best-in-class therapies that advance the oncology landscape and transform the lives of cancer patients. How we operate is important and we aim to conduct our business in a sustainable manner that emphasizes safety, responsible stewardship, and with care and consideration for the people, communities and environments we are a part of.

We believe that having a strong ESG commitment and practice is a business approach and competitive advantage that will help generate long-term value for Seagen by better managing risks and creating innovative solutions for environmental and socioeconomic issues.

We aim to recognize change in the external environment and adapt accordingly to maintain our innovative and growth-focused culture, with oversight from our Board of Directors and relevant committees.
Seagen’s ESG Committee comprises a broad group of subject matter experts from across the company who worked as a team to create and deliver our first Corporate Responsibility Report and are overseen by Seagen’s executive team, led by our CEO. The team helps the company to prioritize relevant ESG goals and metrics and facilitates alignment with the Board of Directors on the strategy and execution of ESG activities. The ESG Committee has representation from the following functions:

- Clinical Development; Medical Affairs
- Product Quality; Technical Operations and Process Sciences
- Patient Access; Patient Advocacy
- Corporate Finance
- Human Resources; Diversity, Equity, and Inclusion
- Legal Affairs and Corporate Compliance
- Investor Relations; Corporate Communications
- Environmental, Health, Safety, Sustainability, and Compliance
We strive to understand the unique perspectives of our internal and external stakeholders and their insights into ESG. Our key stakeholders include patients and caregivers, patient advocacy groups, employees, investors, analysts, financial community regulators, governments, and business partners, among others. We undertook our first prioritization assessment to identify, prioritize, and validate which ESG topics we and our stakeholders consider to be most relevant for Seagen.

1. **Identify**: We identified industry-specific ESG topics through research on business drivers and emerging ESG trends, as well as a benchmarking analysis of peers and ESG rating agencies. We reviewed leading ESG Frameworks during this process and have included Sustainability Accounting Standards Board (SASB) aligned metrics at the end of this report.

2. **Prioritize**: We gathered diverse insights and internal and external feedback into the topics where Seagen has significant impact, and ranked the topics that represent key risks, opportunities, and long-term value to us and to our stakeholders.

3. **Validate**: After analyzing these inputs, we narrowed the list to 21 ESG topics most relevant to our business. Feedback from the executive leadership team and Board of Directors was reviewed and consolidated, and helped us validate and generate a focused list of topics. The analytics and assessment completed during this process resulted in a matrix of priority topics to disclose in this report. (Figure 1)

We intend to build upon this foundation in future years as we continue to grow and evolve as an organization.

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**Figure 1**: Seagen’s ESG Priority Matrix. The lighter, larger circles represent the average importance of each of the ESG topics to the company and its external stakeholders.
Seagen’s ESG Framework

The prioritization exercise and Priority Matrix informed and drove the development of our ESG reporting. Seagen’s ESG Committee, Board of Directors, and Executive team collaborated to help refine this framework for our ESG disclosure. The graphic below displays how our report is organized.
INNOVATION FOR A SUSTAINABLE FUTURE
Innovation, Research, and Development

Our Approach

Innovation and scientific excellence are at the core of who we are. We believe we have a responsibility to our patients, shareholders, and healthcare providers to deliver safe and effective therapies.

About

Our portfolio of oncology therapeutics includes ADCs, a class of biopharmaceutical drugs that allow for the targeted treatment of specific cancer cells, as well as other novel approaches driven by our high-caliber research team.

17

The number of programs we are advancing with our approved products and early- and late-stage pipeline, across a range of solid tumors and hematologic malignancies.\(^1\)

\(^1\) Includes four novel programs that are expected to enter the clinic in the next year.

Fabrice, Analyst in the Quality Control Laboratory
Portfolio of Approved Medicines

- **ADCETRIS** was the first in a new generation of ADCs and is commercially available by Seagen and our partner Takeda in 76 countries around the world. A decade after its launch, ADCETRIS is the established foundation of care in multiple CD30-expressing lymphomas.

- **PADCEV** is a novel ADC that we are developing and commercializing in collaboration with Astellas. Since its accelerated U.S. Food and Drug Administration (FDA) approval in 2019, PADCEV has shown rapid adoption in the treatment of patients with metastatic urothelial cancer.

- **TUKYSA** is a tyrosine kinase inhibitor for patients with HER2-positive metastatic breast cancer with and without brain metastases. TUKYSA is now approved in 36 countries, and we have a strategic collaboration with Merck to accelerate TUKYSA’s global reach where Merck will commercialize TUKYSA in regions outside of the U.S., Canada, and Europe.

- **TIVDAK** is the first and only FDA-approved ADC for patients with recurrent or metastatic cervical cancer with disease progression on or after chemotherapy. Along with our partner Genmab, we received accelerated FDA approval for TIVDAK in September 2021, making it Seagen’s fourth approved product overall and the third in the past two years.\(^1\)

\(^1\) Continued approval may be contingent upon verification and description of clinical benefit in confirmatory trials.

ROGER DANSEY, M.D.  CHIEF MEDICAL OFFICER

In the past two years, we received FDA approval of three new oncology medicines, despite challenges of the COVID-19 pandemic. We are advancing our early- and late-stage assets and have a deep and diverse pipeline. Our mission is to develop transformative products for cancer patients in need.
Innovation for a Sustainable Future

Deep and Diverse Pipeline

Our Development Review and Portfolio Steering Committees have responsibility for reviewing our clinical development plans and guiding the strategic direction of our pipeline. We expect to continue investing to advance our pipeline of promising targeted therapies and are planning multiple Investigational New Drug (IND) submissions for novel agents that show potential to impact cancer care.

In our late-stage pipeline, we are developing ladiratuzumab vedotin (LV), an ADC that targets LIV-1 and is being studied as monotherapy as well as in combination with pembrolizumab, in patients with metastatic breast cancer and select solid tumors. In addition, we recently acquired global rights (excluding Asia, but including Japan and Singapore) to disitamab vedotin, an ADC that targets HER2, and we plan to study this drug candidate in HER2-expressing solid tumors.

Our early-stage pipeline has grown through continued leadership and innovation in ADCs, internal R&D investments, and corporate development opportunities. We are currently advancing 11 early-stage programs across a range of solid tumors and hematologic malignancies. The nine disclosed programs target a mix of both novel and clinically-validated targets and include five ADCs and four effector-function enhanced antibodies utilizing our proprietary Sugar-Engineered Antibody (SEA) technology.

2021 Research Areas of Focus

- Proprietary ADC technologies
- Immunotherapies to innate and adaptive immune targets
- New classes of ADCs that incorporate novel small molecule payloads designed to kill tumor cells and induce an anti-tumor immune response
- Novel antibody engineering technologies
- ADCs in combination with checkpoint inhibitors
- Additional targeted cancer therapeutics

Early-Stage Pipeline Assets

SEA Technology
- SEA-CD40
- SEA-TGT
- SEA-BCMA
- SEA-CD70

ADC Technology
- SGN-CD228A
- SGN-B6A
- SGN-STNV
- SGN-PDL1V
- SGN-B7H4V

Late-Stage Pipeline Assets

ADC Technology
- Ladiratuzumab vedotin
- Distamab vedotin

Approved Products

- ADCETRIS: Foundation of care of CD30-expressing lymphomas
- PADCEV: First-in-class ADC for urothelial cancer
- TUKYSA: Best-in-class TKI for HER2+ breast cancer
- TIVDAK: First-in-class ADC for cervical cancer

[1] Two more pipeline programs expected to enter the clinic by mid-2022.
Access and Affordability of Medicine

Our Approach

Seagen is committed to understanding cancer patients’ needs, from diagnosis through treatment decisions and recovery. We collaborate with patient advocates, physicians, payers, and others to help patients in need access our medicines. We recognize that the cost of treatment can be a barrier to patient access, and we strive to price Seagen medicines responsibly.

5,000+

patients supported by Seagen Secure across our portfolio since the program launched in 2011.

100,000+

patients treated with Seagen medications worldwide to date.

About

Seagen supports access to appropriate patient care through Seagen Secure®, a suite of programs designed to help eligible U.S. patients understand their insurance coverage and identify needed assistance for Seagen medicines. Seagen Secure can also help patients identify support when transitioning from an Expanded Access Program (EAP) following product commercialization. The program also makes connections to community resources to help patients and their caregivers navigate treatment. Eligible patients may receive financial support through Seagen Secure’s co-pay assistance program, while uninsured and underinsured patients may be eligible to receive therapy free of charge. During the COVID-19 pandemic, Seagen Secure reduced barriers by amending documentation requirements and working to accommodate patients with access challenges.

Please visit Seagen Secure to learn more about support for ADCETRIS, TUKYSA, and TIVDAK. Please visit PADCEV Support Solutions for PADCEV support information.
Diversity, Equity, and Inclusion

Our Approach

We believe fostering diversity, equity, and inclusion (DEI) is important to both our business and our people. We welcome diversity in its many forms and value the increased innovation that comes when considering ideas from diverse backgrounds, educations, places of origin, and beyond. We strive to build a workforce where all voices are welcomed and have a real opportunity to make a difference in patients’ lives. Diverse backgrounds and perspectives at every level of our organization not only foster greater innovation, they can also drive inclusion and advancement for those who have been historically underrepresented due to their sex, gender identity, sexual orientation, age, race, or ethnicity.

We are dedicated to optimizing and increasing patient participation in our clinical trials that reflects the diversity of cancer patients in need.

Seagen has set ambitious company-wide DEI goals that are implemented and tracked at the executive level, and intended to create and maintain an inclusive, respectful, and safe environment.

Goals

• Work to ensure employee experiences across the company are exceptional regardless of background.
• Continued equity in compensation, development, and promotion across race and gender globally.
• Strive to increase the proportion of women in leadership roles and employees from underrepresented minorities across all job roles.

We launched employee resource networks to support minority and underrepresented employees, including LGBTQIA+ and Black employee groups in 2020, and we also launched groups for Asian and Pacific Islander employees and caregivers in 2021.

CASE STUDY

Breaking Down Barriers for Women of Color

Seagen is working with the Tigerlily Foundation, an organization focused on providing education, awareness, and advocacy for breast cancer patients, specifically Women of Color, to identify and overcome the barriers in educating Women of Color on clinical trial opportunities and increasing access and representation in these trials.

This collaboration is focused on developing toolkits that identify barriers to study trial access and offer resources for patients to self-advocate and overcome these barriers. These toolkits are distributed to patients and healthcare professionals in the U.S. and will be integrated into other patient-facing locations, such as pharmacies.

MAIMAH KARMO  FOUNDER AND CEO, TIGERLILY FOUNDATION

Our close, trusted relationships with Communities of Color have allowed us to share with Seagen the barriers to trial participation we have identified, and we work together to determine what should be done to overcome each challenge.
A diverse workforce at all levels is essential to operating a global company. Our commitment to DEI is outlined in Seagen’s Code of Conduct and Business Ethics Guide and our employment policies, and it is overseen by our Compensation Committee, as outlined in Seagen’s Board’s Compensation Committee Charter. Our Head of DEI is responsible for overseeing and designing a long-term strategy to achieve ambitious DEI targets as well as continuing to cultivate an inclusive corporate culture.

In 2021, we held listening sessions for employee groups from minority populations. These events created space for diverse groups of employees to share their experiences and perspectives with their colleagues, and to identify opportunities for greater equity and inclusion at Seagen.

We believe addressing compensation equity is an important part of fostering a diverse and inclusive corporate culture. Seagen regularly reviews employee compensation for fairness in our approach to rewarding and recognizing performance. We currently review and calibrate employee compensation in the first quarter when merit increases and bonuses are awarded, and at midyear when equity is awarded.

In December 2020, Seagen signed the Washington Employers for Racial Equity Commitment to Progress, pledging to take action to ensure racial equity for Black Washingtonians and other communities of color.

2020 Leadership Diversity²¹

- 38% of our global leadership was female
- 35% of our U.S. leadership was racially or ethnically diverse

²¹ At the executive director level and above

About

Innovation for a Sustainable Future

Innovation for a Sustainable Future

CASE STUDY

Valuing Connection and Allyship

Connection is key to cultivating a diverse and inclusive culture. It is also an important part of the employee experience at Seagen. Our employee resource networks create spaces where employees and their allies come together to form supportive communities that foster inclusion, deepen connections, and model allyship to enhance representation and inclusion as we work to improve the lives of cancer patients.

In 2021, we launched our Ally Skills training program and created new employee resource networks to provide employees opportunities to connect, build communities, and grow as allies. Ally Skills workshops provide people managers and individual contributors with an opportunity to learn and practice behaviors that cultivate diverse and inclusive teams. We project approximately 330 people will participate in the training program this year.

Seagen Employee Networks

- **Seagen BEST (Black Employees Supporting Talent):** To recruit, retain, and help advance the careers of Black employees
- **Seagen ASPIRE (Asian & Pacific Islanders Ready to Empower):** To build a network for Asian and Pacific Islander employees that fosters community, supports professional development, and contributes to a culture of inclusion and equity
- **Seagen PRIDE:** To foster community, identity celebration, networking, mentorship, and professional development opportunities for LGBTQIA+ employees and allies
- **Seagen CARES (Caregiver Resources and Support):** To catalyze support for employees integrating career and caregiving, especially those caring for loved ones in early childhood, with disabilities, and seniors
- **Seagen Leaders in Action (LIA):** Fosters career development, promotes leadership and provides an advocacy network that enables participants to make a visible and positive impact on the company. LIA supports its members by upholding integrity, honesty, trust, openness, confidentiality and positive intent.

About

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²¹ At the executive director level and above

KEISHA RODGERS HEAD OF DIVERSITY, EQUITY, AND INCLUSION

At Seagen, innovation and success are driven by diversity. We are committed to DEI across our teams as we actively build a diverse, high-performing workforce. At the same time, we are investing in initiatives to foster inclusion and reach patients from historically marginalized populations in our clinical trials.
PATIENT AND COMMUNITY CARE
Community Engagement and Patient Advocacy

Our Approach

Seagen works to build transparent partnerships with patient advocacy organizations based on trust, mutual respect, and a shared passion to serve patients. Engaging with patients and their advocates during the process of drug discovery, clinical development, and commercialization helps our medicines to be used to their greatest effect and keeps us integrated with the groups we serve. We aim to keep the patient’s voice at the center of our work by collaborating with patient advocacy organizations and patient communities through long-term partnerships, financial support, and scientific innovation exchanges. We have an active cross-functional Patient Engagement Committee to help examine and implement these insights.

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Patient organizations experienced an unprecedented volume of requests in 2020 and 2021 from patients and their loved ones due to the global pandemic and Seagen has been there to help. We assisted advocacy organizations with COVID-19 education and support along with therapeutically aligned programs to improve access, and educate, empower, and support cancer patients and caregivers. Seagen partnered with patient advocacy organizations specializing in health equity and racial diversity to jointly address access barriers to quality healthcare and clinical research.

About

Corporate giving and patient advocacy support is divided into four distinct categories: advocacy grants and sponsorships, with patient and caregiver education and support being prioritized, and our Community Impact Committee charitable giving and sponsorships; medical and scientific exchange; local organizations where Seagen locations reside; and an employee matching program that is implemented for certain disaster relief or other high-priority social issues, like diversity and inclusion.

KRISTIN OLSON
HEAD OF PATIENT ADVOCACY

Patients are at the center of what we do. We work to better understand the challenges our patients and their caregivers face. This way, we can implement strategies to enhance our research, help reduce barriers to patient access, and support their practical and emotional needs. These efforts are also supported through our close collaboration with the patient advocacy community.

Mike, ADCETRIS clinical trial participant and family
$2 million+

provided in 2020 to 65 national patient advocacy organizations to support hematology-oncology, breast, bladder, cervical, gastric, colorectal, pan-tumor, minority and young adult advocacy communities, prioritizing disease education to strengthen informed decision-making and oncology patient and caregiver psychosocial support.

$266,000

invested in 2020 in local community grants and sponsorships, such as Obliteride, where we joined other scientists, survivors, and advocates to cycle, run, and walk thousands of miles to benefit the Fred Hutchinson Cancer Research Center, and provided bi-monthly meal delivery service for families staying at the Ronald McDonald House in Seattle, Washington.

During 2020...

- Seagen supported health equity and trial diversity initiatives led by Lazarex Cancer Foundation; Tigerlily Foundation, Breastcancer.org, TOUCH, The Black Breast Cancer Alliance, and Living Beyond Breast Cancer.
- We sponsored over 130 virtual patient advocacy conferences and webinars to help oncology patients and caregivers connect with the information they needed to navigate their healthcare needs throughout the pandemic.
- Employees contributed to organizations focused on COVID-19 support, DEI efforts, and disease research that were matched by Seagen.¹¹
  - Employees donated more than $275,000 to COVID-19 relief programs, such as the COVID-19 Solidarity Response Fund for WHO via United Nations Foundation, Crush COVID via CDC Foundation, Northwest Harvest, Second Harvest of Silicon Valley, and Senior Services of Snohomish County. Including Seagen’s matching donations, this resulted in more than $550,000 in total donations to such programs.
  - Employees raised more than $84,000 through Seagen’s annual Carnival for Cures event — with Seagen’s match, we donated more than $168,000 to the Leukemia & Lymphoma Society and the Metastatic Breast Cancer Alliance. Since 2008, we have raised more than $1.2 million for LLS and other cancer-focused charitable organizations.
- Seagen employees have collected donations for the local Marine Toys for Tots campaign every year since 1999. In 2020, Seagen employees donated over 400 toys and over $5,000 to the organization to support families in need during the holiday season.

¹¹ Seagen matches employee donations made through special organized employee giving opportunities.
Our Approach

Patient safety and health is the cornerstone of what we do at Seagen. Our Global Safety Risk Management (GSRM) team oversees the implementation of policies to monitor, manage, and communicate risks to promote the safety of patients who receive Seagen treatments. Our pharmacovigilance strategy is focused on early detection and timely management of potential risks to uphold the safety and comfort of both patients and healthcare providers.

As our pipeline of products and international footprint continues to grow, GSRM is committed to mitigate risk to our patients by seeking to employ new technologies, expert staff, best practices, and external collaborations to support R&D and to maintain compliance with all applicable global and local regulations.

About

We make the provision of accurate and timely safety data a high priority. Our policies require that we routinely review data to assess emerging safety signals across our product portfolio and report safety events to clinical sites and health authorities in compliance with applicable regulations.

Seagen’s GSRM team has made great strides to scale alongside the growth of the organization. We have successfully engaged in partnerships with multiple large and intermediate-sized companies and worked to maintain compliance with regulations and business obligations. We also completed aggregate reporting, supported several regulatory submission activities, conducted numerous safety analyses, and responded to health authority queries. Our goal is to fully implement our safety management platform in early 2022 to further support Seagen’s growing approved and investigational programs, including dozens of global clinical trials.
Drug Quality and Safety

Our Approach

In addition to making our medicines available to those who need them, Seagen is committed to following applicable regional regulations and guidance documents related to Good Manufacturing and Good Distribution Practices (GMP/GDP), with the goal that our commercial and clinical-stage products are manufactured, stored, and distributed in a manner that meets global quality standards. This robust process helps support the reliability of our products and compounds and keeps our patients safe.

Global Quality teams work closely with Seagen Research & Development Quality (RDQ) team to implement seamless safety processes across Seagen functions, identify and address potential gaps, and prepare for internal audits and regulatory inspections.

About

Seagen manages product quality and safety through the following reviews:

- **Biannual Executive Quality Review:** Raises executive visibility and awareness to patient-centric drug manufacturing by highlighting key performance indicators (KPIs) for supply dependability, reliable manufacturing, and right-first-time quality culture.

- **Quality Review Report:** Establishes quarterly management review of quality objectives and KPIs for our quality management systems health check, product health check, and evaluation of risks across Seagen manufacturing network. The review and evaluation of the performance and effectiveness of the Seagen Quality Management System is intended to ensure our systems operate and remain in a state of control and compliance with Good Manufacturing Practices.

- **Adverse Event and Product Complaint Reporting Policy:** Establishes protocols for verifying compliance with regulations and laws related to reporting adverse events, other safety findings, and product complaints.

Daniel, Supervisor, Quality Control Testing
Clinical Trial Practices

Our Approach

Seagen’s approach to clinical trials is focused on executing well-designed trials that answer our most important clinical questions and help to expand scientific understanding of how to improve cancer outcomes. We strive to design and conduct global clinical trials that advance and deliver innovative therapies to patients in need. Additionally, our Clinical Development and Patient Advocacy teams have partnered on an initiative to increase the representation of diverse communities in our clinical trials. This program is designed to address historical underrepresentation and improve the diversity of the patients in our clinical trials and, ultimately, those we serve with our medicines.

We track the number of “non-white” self-reported clinical trial participants to best understand and improve our current diversity and inclusion rate in clinical trials.

About

Seagen frequently consults with health authorities, key thought leaders, patients, and patient advocacy groups in the early planning stage of clinical trials in an effort to create scientifically sound development plans and protocols. We promote trial integrity through a robust audit strategy for internal procedures and clinical trial sites. Under our internal policies, our studies are assessed for quality and integrity before implementation and through quarterly reviews of trial data for safety, efficacy, risk, and quality signals.

We work with professional organizations and networks such as the WCG Avoca Quality Consortium, US Oncology, ENGOT and Sarah Cannon to develop therapies and studies. Our development teams are currently implementing global formal site partnerships, which should enable close collaboration with international thought leaders on treating many tumor types.
Inclusion and diversity are priorities in the way we design and conduct clinical trials, and we strive to align with applicable FDA guidance. Clinical trial integrity is overseen by multiple groups in our organization, including Clinical Development Operations, Clinical Development Research and Development Quality.

Our Patient Recruitment and Retention group oversees support for patient participation in clinical studies. This group is responsible for assessing diversity in our trials and confirming they are accessible to underserved and rural communities. Diverse voices and representation are helpful to gaining a complete picture of therapeutic efficacy and safety in clinical trials. We are committed to engaging and working with high-performing clinical trial sites that support diverse populations and provide multilingual educational materials to explain the risks, benefits, and structure of our clinical trials. Our goal is to define targets for sub-populations in clinical trials and craft protocols to eliminate barriers to trial participation, such as time, cost, or travel.

In addition to our current and future goals, we are proud of our clinical trial performance during the COVID-19 pandemic. We were able to conduct most trials at sites where we could effectively operate. Telemedicine and remote data review helped us provide support to patients despite COVID-19 restrictions.

CASE STUDY

Julie’s Journey With Tucatinib

Seagen’s clinical trial practices rely on open communication with patients about their experience during and after treatment. Julie, a retired commercial sales manager and mother of two from Portland, Oregon, was a participant in one of our early TUKYSA trials. When she was diagnosed with breast cancer in 2002, she felt like her “whole world came to a screeching halt.” With the help of her primary care physician, she embarked on an aggressive treatment regimen and went into remission. In 2009, she began experiencing joint and back pain. Unfortunately, her cancer had returned. This time, intensive radiation and chemotherapy did not produce definitive results. She turned to a Seagen-led TUKYSA clinical trial that was recommended by her doctors.

She communicated side effects with her care team throughout her participation in the trial and her treatment plan was informed by her feedback as well as the response to therapy. To date, Julie has completed 88 dosing cycles and continues to be treated with TUKYSA. Treatment Tracker, an instrument that patients use to monitor outcomes and side effects, helps Julie to manage and communicate her symptoms to her care team. Patient feedback is crucial to administering clinical trials and treatments that improve lives while tracking and minimizing side effects.

Seagen’s successful delivery of life-changing treatments can only happen in close collaboration with our patients and healthcare providers. Stories like Julie’s enable us to help countless patients with similar conditions and continuously improve our trials and care resources.

KAMRAN ANSARI  SENIOR VICE PRESIDENT, HEAD OF CLINICAL DEVELOPMENT OPERATIONS

We are here for patients and it shows in how we manage our clinical trials. During the COVID-19 pandemic, we worked closely with investigative sites to help them and their patients manage complexities, such as access to study treatment. Our passion for patients allows us to adapt during these challenging times without losing sight of our scientific and quality standards.
CASE STUDY

Expanding Diversity in Clinical Trials

In an effort to promote diversity in clinical trial design and patient recruitment, Patient Advocacy, in collaboration with Clinical Operations, launched the INDEPTH (INcreasing DiVerse Participation in clinical Trials & Healthcare) project in 2020.

The project comprises two cross-functional teams empowered to make critical decisions:

• The ‘Diversity in Clinical Trial Analytics and Epidemiology Subcommittee’ is centered on embedding diversity into Seagen’s study planning activities, including feasibility, site selection, and recruitment by utilizing analytics, epidemiology data, and proactive planning to effect change.

• The ‘Subcommittee on Advocacy and Communications’ focuses on how we can support patients and their participation in our studies, ultimately seeking to reduce the burden on the patient, provide for proper messaging, foster inclusivity, and develop meaningful relationships in the communities that we want to reach and serve.

Through INDEPTH, we have...

• Established protocol recruitment and retention plans that outline specific diversity targets, tactics, and metrics of success.

• Partnered with leading national patient advocacy organizations to share advice and resources, and to expand programs to reach special populations.

• Developed patient-friendly education and awareness materials to address barriers.

• Created study-specific materials in multiple languages, with diverse and culturally appropriate imagery.

• Expanded reimbursement programs for trial participants.

• Analyzed protocols to identify additional support and resource needs to reduce participation burden and increase access.

• Vetted partners that provide increased access services and share similar diversity goals.
Our Approach
The engagement, development, and retention of our employees is an important part of our ability to deliver on our mission and purpose. At Seagen, we believe an engaged and trained workforce results in a committed and capable organization.

About Recruitment
One of Seagen’s strategic goals is to hire exceptional talent in support of our rapid growth. We hired more than 800 people in 2021, including executives, medical doctors, scientists, and other business critical talent. We have been successful in sourcing best-in-class talent and have set corporate goals related to hiring and turnover rates that we monitor on a monthly basis. To support our efforts to hire diverse talent, we have implemented a DEI policy and training program that has helped us grow our racially and ethnically diverse U.S. employee population to 31%. Our workforce has been growing at approximately 30% annually for the past three years, which we believe is indicative of our success in recruiting and retaining an effective workforce.

Engagement
Since 2012 we have conducted engagement surveys to help us stay apprised of the needs of our employees. These surveys explore employee opinions related to empowerment, change management, collaboration, company culture, inclusion, and confidence in leadership. We surveyed our people during the COVID-19 pandemic and received strong scores on communication, flexibility, manager support and work-from-home support. Results from the surveys are shared with the organization and we create action plans to address areas of concern at the enterprise, department, and team levels. We intend to conduct our next engagement survey in 2022. We also conduct employee listening sessions and focus groups to define new approaches and action plans and to allow regular feedback to executives from employees. Finally, our weekly All Company Meeting serves as a company-wide communications vehicle, ensuring our employees stay informed on key topics.

30% average annual growth in our global workforce over the past three years

We strive to be a great place to build one’s career by engaging our people in meaningful, important work that advances science and supports patients with cancer. We also aim to attract exceptional, diverse talent to our teams while creating a culture that is welcoming, collaborative and exciting.
Seagen has comprehensive programs and initiatives in place to support employees in developing their careers. Internal career development and career movement is an important part of the Seagen culture and strategy. Our Talent Review and Succession Planning program is designed to identify top performers and those with high potential, establish development plans for long-term growth, and ensure we have succession plans in place for key roles. Given the rapid growth of the company, new people managers are required to participate in special leadership on-boarding that aligns them with Seagen culture and equips them to be strong leaders.

We encourage all of our people to have active and thoughtful career development plans. These are supplemented with a broad curriculum of professional and management development programs that are available both online and in-person. We also host an annual day of learning called Friday Learning Labs, where employees take time to attend professional development workshops offered across a variety of topics, including business acumen, interpersonal skills, and health/wellbeing.

The company also offers a special, highly targeted executive leadership development program called Seagen Leadership Academy. This training brings together a diverse team of high potential executives to learn from each other and participate in business projects of strategic relevance to the company.

Finally, roughly 17% of our employees are promoted each year. This reflects the important opportunities enabled by the growth of our company, the quality and readiness of our people to take on new roles, as well as the company’s intentional focus on growing and developing careers.

Employee Satisfaction[1]

97% of our employees are proud to work for Seagen

88% of employees would recommend Seagen as a great place to work

90% of employees plan to continue to work for Seagen

86% of employees say that the benefits they receive as an employee meet their needs, including those of their family


Talent Management of Employees: A Success Story

At Seagen, we encourage and support our employees in their career decisions, including changing their career pathways internally in order to attract and retain top talent.

One employee entering a new role at Seagen stated, Changing careers has helped my success at Seagen. I’ve been able to move into a role where I can contribute in different ways, and this has elevated my skillset and abilities. It has also allowed me to expand my connection with individuals and teams across the organization.

Another employee detailed the process of working with his manager to transfer roles within Seagen.

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Our Approach

Seagen’s Environment, Health, Safety and Sustainability (EHSS) Policy is a business priority and our Executive Committee continues to identify opportunities to support both our community and employees.

About

In 2020, Seagen hired a Head of EHSS & Compliance to help support our global expansion. Subsequently, we developed an EHSS Policy, an EHSS Standards Framework, a management system, KPIs (key performance indicators), governance, and a focus on risks for 2021. Seagen is committed to implementing these policies and practices and building its EHSS capabilities for the future.

Our EHSS Policy provides the framework and cross-functional governance for ownership and accountability. Through this framework, we are focused on risks that we feel have the highest potential severity. We have completed gap assessments using outside experts and are incorporating their recommendations. We are in the process of establishing a duty holder that will ensure clear accountability and authority over EHSS risk areas at each site, reducing those risks to lowest allowable levels, and developing long-term plans to mature the program.

Betty, Research Associate in Pharmaceutical Sciences Laboratory

The COVID-19 pandemic has changed the way we live and work as well as highlighted the importance of protecting public health. Our focus is to support our employees and keep them safe during these unprecedented times by providing flexible working schedules and implementing additional health and safety protocols. Our employees are the driving force behind our progress, and their safety is of paramount importance to us.
COVID-19 Response

The COVID-19 pandemic brought about unprecedented change and uncertainty for Seagen’s employees and the communities we serve. Our cross-functional COVID-19 working group, meets regularly to discuss policies and protocols, strategic planning, business continuity, and other matters related to the pandemic and its potential impacts on our company, employees, and external stakeholders. We made proactive efforts designed to protect the health and safety of our workforce, patients, and healthcare professionals while continuing our business operations.

We continue to monitor rates of COVID-19 infection in our communities to inform our return to office planning. Effective November 1, 2021, we required all employees to be vaccinated unless they have a valid medical or religious exemption.

For those with roles that required them to be onsite, such as laboratory and manufacturing personnel, we implemented changes that included increasing fresh air changes, enhanced cleaning, required three-ply non-surgical masks, temperature screening, staggering work times to provide for appropriate distancing, mandatory COVID-19 questionnaires, and training when coming onsite. We also worked diligently across our commercial, clinical, manufacturing, and research activities to help us continue to advance our programs and deliver our medicines to patients.

To support our employees personally and professionally, we upgraded our “Wellness Works” program to support emotional wellbeing and physical fitness. We included several options, including remote counseling and telehealth tools, to support our workforce in an uncertain remote setting. We have Employee Assistance Programs (EAP) to address employee challenges and needs. We have removed barriers for employees and their families to receive vital mental and emotional care, including cost and network coverage, reflecting our dedication to employee health, safety and wellbeing.

No serious outbreaks of COVID-19 among employees; no cases of hospitalization or death.

2020 Safety Performance

<table>
<thead>
<tr>
<th></th>
<th>Seagen</th>
<th>Industry Average</th>
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<tbody>
<tr>
<td>Lost Workday Incident Rate</td>
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<td>0.5</td>
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<tr>
<td>Total Recordable Incident Rate</td>
<td>0.39</td>
<td>0.9</td>
</tr>
</tbody>
</table>

Rates are calculated based on OSHA (cases x 200000/working hours which is roughly a percentage of the workforce).

Corinna, Executive Director, Late Stage Clinical Development
RESPONSIBLE STEWARDSHIP
Responsible Stewardship

Environmental Practices

Our Approach

Seagen’s mission of discovering, developing, and commercializing transformative cancer medicines to make a meaningful difference in people’s lives is coupled with a commitment to protect our environment. We seek to manage and limit the near- and long-term impacts of our environmental footprint and have implemented several initiatives, such as reducing waste going to landfills and reducing water use.

Climate Change and Energy

Seagen recognizes the impact that climate change has around the world, and we are committed to doing our part to create a more sustainable future. Due to the nature of our business and locations, we believe that our direct impacts on the environment are limited primarily to the energy consumed by our operations. Our utility supplier for the Pacific Northwest, where our headquarters and campus are located, has an energy mix that is 85% renewable based on the provider’s 2019 disclosure.

Seagen’s Scope 1 emissions primarily consist of fuel from site vehicles, carbon dioxide (CO₂) purchased, boilers, emergency generators, refrigerant losses, and natural gas usage.

Our Scope 2 emissions are associated with our consumption of purchased energy, including electricity, steam, heating, and cooling.

Water

Seagen’s water use footprint is currently driven by research and development activities and limited internal manufacturing. Our manufacturing facility in Bothell, Washington is equipped with single-use disposable technology, which reduces the need for extensive cleaning.

85% of our Bothell HQ’s energy mix is renewable

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CASE STUDY

Pure Water Generation System at North Creek

In 2018, Seagen’s Facilities Engineering at our Bothell manufacturing site made a programming change to the Pure Water Generation System that added a “standby mode” so that the system would shut down or “sleep” when the storage tank was filled and was not required to make new water.

This change resulted in significant water savings. The reduction in average daily percent of water used in 2018 was approximately 65% versus the prior year and we have sustained this reduction to the present day. This site has saved approximately 11,400 cubic meters of water per year through this initiative.
Seagen’s Waste Management Standard is focused on managing waste in a safe and environmentally responsible manner. We identify and prioritize opportunities for minimization, reuse, recycling, and recovery through our waste hierarchy strategy. We believe that our waste management practices are designed to minimize overall impact to air, land, and water. Our internal EHSS compliance and assurance group helps ensure compliance with industry and internal standards. Seagen business units, affiliates, and sites are required to assess and manage their waste as an integral part of their operations and activities. Sites are responsible for implementing the requirements set out in this standard as part of their EHSS control framework. The management of waste is designed to support ongoing compliance with corporate, local, state, and federal requirements.

Seagen recognizes the importance of employee engagement, such as through our Leaders in Action Eco-Responsibility subcommittee, which is comprised of volunteers across multiple groups. Their goal is to enhance conservation, sustainability, and environmentally friendly practices through employee education and events. The subcommittee is currently working on:

1. Identifying ways to reduce waste throughout the company, including plastic, packaging, and limiting paper consumption.
2. Providing information on sustainability and ways to contribute to eco-friendly efforts.
3. Providing opportunities for employees to become involved in these practices.
4. Organizing Virtual Earth Day activities and Green Vendor fairs.
5. Implementing campus green practice initiatives (bottle recycling, printer ink cartridges, and others).

CASE STUDY

Expanded Polystyrene Recycling

Seagen generates large volumes of expanded polystyrene (EPS) from packaging materials of products purchased to support laboratory and manufacturing operations. Previously, EPS was disposed of as regular trash and, ultimately, went into Washington state’s landfills for disposal. Seagen wanted to identify a way to recycle the EPS.

In 2018, Seagen partnered with a local company that provides a service to collect EPS foam products from its Bothell facilities multiple times each week. Once the foam is collected, the materials are delivered in bulk to companies that have the capabilities and technology to recycle EPS foam. The recycled material is then turned into reusable plastic products.

Through this service, Seagen has prevented more than 750 cubic yards of EPS — enough to fill the beds of more than 250 pick-up trucks — from being landfilled in 2020.

Waste

67% of construction waste recycled in 2020

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Ethics and Compliance

Our Approach

Although laws and customs vary in the locations where Seagen operates, our ethical responsibilities are consistently defined across the world.

Our Chief Compliance Officer leads our global corporate and healthcare compliance programs that report to the Audit Committee of the Board of Directors. Together with our Healthcare Compliance Committee (which oversees U.S. compliance) and our Business Ethics Committee (which oversees non-U.S. compliance), the Chief Compliance Officer manages our rigorous compliance program. This includes education and training for staff, facilitating effective communication, implementing rapid corrective actions, and regularly reevaluating and enhancing our Ethics and Compliance policies.

Management of Seagen’s tax affairs sits within the office of the Chief Financial Officer, directed by the Vice President of Tax, and overseen by the audit committee and external auditors. As an international company with operations in different parts of the world, we strive to pay taxes and disclose all relevant facts and circumstances to tax authorities according to the rules in the jurisdictions in which we operate.

About

As we continue to grow, it is important that our Code of Conduct and Business Ethics Guide evolves with us. We regularly review and update this document so that our practices and policies can align with our commitment to the highest levels of business integrity.

Our Compliance Training Program is designed to empower Seagen employees throughout our organization to drive compliance and ethical business practices. Our program is assessed semi-annually by external subject matter experts to provide year-over-year insights and to help inform our future compliance goals.

Integrity is a true underpinning of Seagen’s workforce. How we operate and the decisions we make are informed by our ethics. All employees must adhere to our Code of Conduct and Business Ethics. Our Board of Directors and executive team believe that ethics and compliance should be seamlessly embedded in the way we work and that our dedication to acting in such way is crucial to the long-term sustainability of our business.
Data Privacy

Our Approach

Seagen is subject to strict privacy laws and is an active member of the International Pharmaceutical & Medical Device Privacy Consortium (IPMPC), which is a multinational association of pharmaceutical and biotechnology companies that promote compliance with global privacy and data security laws.

About

Seagen’s business is subject to the European Union’s General Data Protection Regulation (GDPR) and other similar privacy laws worldwide. We are committed to operating in compliance with these regulations to protect the data flowing within our organization for both employees and patients.

Our Privacy Program reports to the Chief Compliance Officer and is governed by the Executive Privacy Committee. We are currently enhancing our privacy function and its associated processes and procedures.

Protecting data privacy is an integral part of sustaining an ethical and successful business. At Seagen, data privacy is essential for creating transformative therapies, maintaining the trust of our workforce and business partners, and serving patients.
Below is our summary of ESG Performance and relevant data, inclusive of metrics as identified by the Sustainability Accounting Standards Board (SASB) Pharmaceutical and Biotechnology Standard. In addition to our SASB aligned data, we have also included topics aligned with our Prioritization Matrix displayed earlier in this report.

### Performance Metrics

<table>
<thead>
<tr>
<th>Pillar</th>
<th>ESG Topic</th>
<th>Metric</th>
<th>Units</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate Change</td>
<td>GHG Scope 1 Emissions(^\text{1,2})</td>
<td>Tons CO₂eq</td>
<td>1,835</td>
<td>2,218</td>
<td>2,419</td>
<td></td>
</tr>
<tr>
<td></td>
<td>GHG Scope 2 Location-Based Emissions(^\text{1,2})</td>
<td>Tons CO₂eq</td>
<td>384</td>
<td>769</td>
<td>780</td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>Electricity Consumption(^\text{1,2})</td>
<td>MWh</td>
<td>16,218.31</td>
<td>18,852.23</td>
<td>17,674.91</td>
<td></td>
</tr>
<tr>
<td>Waste</td>
<td>Hazardous Waste Generated</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Landfill</td>
<td>Tons</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Waste to Energy</td>
<td>Tons</td>
<td>1.5</td>
<td>2.0</td>
<td>1.5</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Incineration</td>
<td>Tons</td>
<td>26.9</td>
<td>28.2</td>
<td>32.4</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Biological Waste Incinerated</td>
<td>Tons</td>
<td>19.3</td>
<td>21.5</td>
<td>21.1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Non-Hazardous Waste Generated(^\text{3})</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recycled</td>
<td>Tons</td>
<td>496.8</td>
<td>520.8</td>
<td>510.3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Landfill</td>
<td>Tons</td>
<td>648.0</td>
<td>734.4</td>
<td>672.3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Compost</td>
<td>Tons</td>
<td>206.4</td>
<td>208.8</td>
<td>213.6</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Water</td>
<td>Total Water Usage</td>
<td>Cubic Meters</td>
<td>33,688.8</td>
<td>35,609.0</td>
<td>48,971.0</td>
</tr>
</tbody>
</table>

\(^1\) U.S. only, all other data is global  
\(^2\) Estimated
<table>
<thead>
<tr>
<th>Pillar</th>
<th>ESG Topic</th>
<th>Metric</th>
<th>Units</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Empowerment</strong></td>
<td>Employee Retention</td>
<td>Voluntary Turnover Rate</td>
<td>%</td>
<td>7.60</td>
<td>6.20</td>
<td>5.90</td>
</tr>
<tr>
<td></td>
<td>Health, Safety, and Wellbeing</td>
<td>Safety Performance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total Recordable Incident Rate (TRIR)</td>
<td>Rate[3]</td>
<td>0.43</td>
<td>0.74</td>
<td>0.39</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lost Workday Incident Rate (LWIR)</td>
<td>Rate[3]</td>
<td>0.11</td>
<td>0.13</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fatalities</td>
<td>Number</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Innovation for a Sustainable Future</strong></td>
<td>Diversity, Equity, and Inclusion</td>
<td>Workforce Demographics</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gender</td>
<td>%</td>
<td>Male: 43</td>
<td>Female: 57</td>
<td>Male: 43</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Race/Ethnicity[1]</td>
<td>%</td>
<td>White: 72</td>
<td>Hispanic/Latino: 4</td>
<td>Asian: 19</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total FDA-Approved Treatments</td>
<td>Number</td>
<td>1 (ADCETRIS)</td>
<td>2 (+PADCEV)</td>
<td>3 (+TUKYSA)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Investment in Research and Development</td>
<td>$</td>
<td>565.3 million</td>
<td>719.4 million</td>
<td>827.1 million</td>
</tr>
</tbody>
</table>

\[1\] U.S. only, all other data is global
\[3\] Rates are calculated based on OSHA (\#cases x 200000)/working hours which is roughly a percentage of the workforce.
<table>
<thead>
<tr>
<th>Pillar</th>
<th>ESG Topic</th>
<th>SASB Indicator</th>
<th>Metric</th>
<th>Location/Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Empowerment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employee Attraction</td>
<td>(HC-BP-330a.1)</td>
<td>Discussion of talent recruitment and retention efforts for scientists and research and development personnel</td>
<td>See Employee Engagement, Attraction, and Development section of report (Page 26)</td>
</tr>
<tr>
<td></td>
<td>Employee Engagement, Training, and Development</td>
<td></td>
<td>Discussion on employee engagement survey and results</td>
<td>Engagement surveys are regularly conducted to keep the company apprised of the needs of our employees. The last engagement survey was conducted in 2019. Another is intended to be conducted in early 2022.</td>
</tr>
<tr>
<td><strong>Innovation for a Sustainable Future</strong></td>
<td></td>
<td>(HC-BP-000.A)</td>
<td>Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)</td>
<td>(1) See the “Portfolio” section of report (Page 13) (2) <a href="#">Our Pipeline</a></td>
</tr>
<tr>
<td></td>
<td>Innovation, Research, and Development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Patient and Community Care</strong></td>
<td></td>
<td>(HC-BP-250a.1)</td>
<td>List of products listed in the Food and Drug Administration’s (FDA) MedWatch Safety Alerts for Human Medical Products database</td>
<td>Seagen collects Adverse Events from all sources globally and assesses data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide. Seagen has regulatory-compliant and robust processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure to agencies, physicians, and patients.</td>
</tr>
<tr>
<td></td>
<td>Drug Quality and Safety</td>
<td>(HC-BP-250a.2)</td>
<td>Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System</td>
<td></td>
</tr>
</tbody>
</table>
Forward-Looking Statements

This report, as well as websites or materials cross-referenced herein, contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are aspirational and based on our management’s beliefs and assumptions and on information currently available to our management. All statements other than statements of historical facts are “forward-looking statements” for purposes of these provisions, including those relating to future events, our future performance, our expectations, goals, and aspirations regarding corporate responsibility, sustainability, environmental, employee, and business matters, including relevant risks and opportunities. In some cases, you can identify forward-looking statements by terminology such as “aim,” “commit,” “endeavor,” “expect,” “goal,” “target,” “may,” “might,” “will,” “strive,” “should,” “expect,” “plan,” “project,” “believe,” “predict,” “potential,” “intend” or “continue,” the negative of terms like these or other comparable terminology, and other words or terms of similar meaning in connection with any discussion of future operating or financial performance. These statements are only predictions or aspirations. Actual events or results may differ materially. All forward-looking statements included in this report are based on information available to us on the date hereof, and we assume no obligation to update any such forward-looking statements, whether as a result of future events, new information, or otherwise, and notwithstanding any historical practice of doing so. Historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and process that continue to evolve, and assumptions that are subject to change in the future. Any or all of our forward-looking statements in this document may turn out to be wrong. Our forward-looking statements can be affected by inaccurate assumptions we might make or by known or unknown risks, uncertainties and other factors. We discuss many of these risks, uncertainties and other factors in our disclosures with the Securities and Exchange Commission (SEC), including our Annual Report on Form 10-K for the year ended December 31, 2020 and subsequent reports. The information included in, and any issues identified as important for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this report, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.

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