The Leader in Global Healthcare

2025 GC Sustainability Report

GC

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About This Report

Report Overview

This report is the fourth sustainability report published by GC. The report includes the economic, environmental, social, and governance performance and plans of key affiliates, including GC, GC Biopharma, and GC Cell. We are committed to maintaining transparent communication with stakeholders through consistent publication.

Reporting Standards

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards, the framework for sustainability reporting. For material topics identified through the 2024 materiality assessment, the structure has been modified to follow IFRS Sustainability Disclosure Standards S1 and S2. The report also incorporates disclosure indicators from global sustainability initiatives, including the United Nations Sustainable Development Goals (UN SDGs), Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and Sustainability Accounting Standards Board (SASB) standards.

Reporting Period and Scope

This report covers economic, environmental, social, and governance activities for the fiscal year from January 1, 2024, to December 31, 2024, with some information covering the first half of 2025. Quantitative data includes the most recent three years to enable time-series trend analysis. This report encompasses the major business sites and supply chains of GC (Holding Company), GC Biopharma, and GC Cell, and includes the performance of major affiliates. This report discloses the performance of GC headquarters; GC Biopharma headquarters, three manufacturing facilities, an R&D center, and ten sales offices; and GC Cell headquarters, Cell Center, 48 sales offices, and a logistics center. Financial performance has been prepared in accordance with K-IFRS consolidation standards, while environmental performance is based on data collected from designated business sites of GC, GC Biopharma, and GC Cell.

Report Assurance

To ensure the validity of the sustainability report preparation process and the integrity of the information included, this report has undergone third-party assurance by Korea Management Registrar (KMR), an independent external verification organization. Please refer to page 158 for the independent assurance statement.

Contact Information

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Introduction

2025 Message from the Chairman

Dear Valued Stakeholders,

We extend our heartfelt gratitude for your unwavering trust and support of GC. As a pioneer in plasma-derived medicinal products and vaccines, GC has safeguarded public health for decades and is now evolving into a global healthcare company with an expanded mission to contribute to healthy and happy lives for all. In pursuit of this objective, all GC employees remain fully committed to ESG management practices and sustainable growth.

For GC, 2024 was a year of exceptional significance. Our successful entry into the U.S. market with plasma-derived medicinal products marked **a pivotal turning point for global expansion**, bringing us one step closer to enhancing healthcare access worldwide. In core therapeutic areas including vaccines, rare disease treatments, chronic disease therapies, and oncology, GC continues to enhance patients' quality of life through sustained R&D innovation. In preventive medicine, we pioneer early disease detection and prevention through next-generation vaccine development and advanced diagnostic technologies. Looking ahead, GC remains committed to new drug development, securing proprietary technologies, and providing integrated healthcare solutions across prevention, diagnosis, treatment, and management.

Safety and quality are GC's highest management priorities. We are committed to enabling patients worldwide to live healthy, fulfilling lives free from the pain of illness through our unwavering dedication to product excellence. This commitment drives us to maintain rigorous quality standards and operate sustainable supply chain practices. We execute comprehensive risk prevention initiatives and pursue continuous improvement via regular quality system reviews.

GC has practiced ethical management, taking 'integrity' as the foundation of our business operations. **With 'Integrity and Transparency' as core management values,** we establish ethical standards for all employees to follow and work to ensure fairness and reliability throughout drug development.

Recognizing that **a healthy planet is a prerequisite for a healthy future,** we have established climate action as a core ESG management priority. We are committed to minimizing environmental impact across the entire process from drug development to production and distribution. Through renewable energy transition and eco-friendly production processes, we will contribute to achieving a carbon-neutral society.

GC has continuously strengthened stakeholder engagement through transparent ESG disclosure. As a global healthcare leader, GC aims to establish itself as a pioneer creating a healthier and more sustainable world. We achieve this through **economic value creation alongside environmental preservation, social contribution, and shared growth with employees, business partners, and local communities.** Through our ESG management philosophy and commitment to social responsibility, we remain committed to building a sustainable healthcare ecosystem for both current and future generations.

We ask for your continued interest and support and invite you to join us on GC's sustainable growth journey.

Thank you.

Chairman of GC Il-Sup Huh

Overview

Company Overview

Since its foundation in 1967, GC has embarked on the challenging mission of producing essential medicines that are difficult to make. For over half a century, this journey has been driven by our vision of creating a society where everyone can live healthy, happy lives free from the pain of disease. This commitment has delivered exceptional growth. From a small company with 10 employees and KRW 12.8 million in revenue, GC has become Korea's leading healthcare company, achieving consolidated revenues of KRW 2.2049 trillion in 2024. Through strategic expansion, we now operate 44 affiliates across domestic and global markets. Building on these achievements, GC is transforming itself into a comprehensive life sciences and healthcare group that will lead the global healthcare industry. We are building our core business around an integrated portfolio encompassing prevention, diagnosis, treatment, and healthcare solutions.

Key Information

(as of December 31, 2024, consolidated basis)

Employees	6,256[1]
Revenue	KRW 2.2049 trillion
Assets	KRW 3.6706 trillion
Affiliates	6 listed, 38 unlisted

1) 3,337 people from the three major corporations (GC (holding company), GC Green Cross, GC Cell), 2,919 people from family companies

GC Business Portfolio

Biopharma & Innovative Tech
- GC Biopharma
- GC Cell
- GC EM
- GC Biopharma USA
- curevo
- artiva

Diagnosis
- GC MS
- GC Genome
- GCOL
- Genes Labs
- GC Labs
- GREEN VET

Digital Healthcare
- UBcare
- GC Care
- BBROS
- IECTON PROJECT
- iKOOB
- ONF

Consumer Health
- GC Biopharma
- GC Wellbeing
- GC MED
- Earnestree

Management Philosophy

Through disease prevention, diagnosis, treatment, and ongoing care, GC aims to be a trusted global partner in promoting lasting physical and mental health across diverse healthcare industries, from pharmaceuticals and medical devices to healthcare services.

Mission & Vision

"Our mission is to contribute to human health and well-being, and our vision is to become a global healthcare leader."

Core Value

Challenge & Innovation

The driving force behind GC's growth

GC's bold innovations have shaped who we are today. Instead of choosing the easier path, we've forged new frontiers in human health, no matter how challenging. We remain committed to strengthening our R&D capabilities to maintain the reputation and trust we've earned.

Care & Compassion

Sacrifice and service run deep in GC's DNA.

GC develops treatments for rare disease patients who face challenges accessing therapies due to limited market demand. We've consistently served vulnerable and underserved communities. Beyond treating illness, we remain dedicated to restoring hope for patients.

Transparency & Integrity

Guided by the belief that integrity is our only path

GC refuses to compromise on what's right. Even when the path is slow and challenging, we've always held firm to our conviction that integrity is the only way forward. We stay true to GC' s core principle of putting human life before profit.

Respect & Dedication

It begins with reverence for life.

GC places respect for life at the center of everything we do. We've committed to bringing greater happiness to not only patients and healthcare professionals, but also shareholders and investors who share our growth journey.

Overview

GC History

Our passion lies in healthy life.

GC works to ensure that everyone can live happily, free from the pain of disease. We have committed ourselves to becoming a healthcare industry leader, expanding beyond pharmaceuticals, driven by respect for life and dedication.

1960

1967 · Established as Sudo Microorganism Medical Supplies Company
1968 · Completion of Singal plant

1970

1971 · Name changed to Green Cross Producing plasma-derived medicinal products for the first time in Korea
1973 · Obtained product license for Korea's first stroke treatment [Urokinase]
1974 · Obtained product license anti-hemophilic factor [AHF]
1978 · IPO

1980

1982 · Established GC Labs Obtained product license for IVIG [I.V.-Globulin]
1983 · Became third pharmaceutical company in the world to obtain product license for hepatitis-B vaccine [Hepavax-B]
1984 · Established Mogam Biotechnology Institute
1987 · First in Korea to develop an AIDS diagnostic kit
1988 · Became first pharmaceutical company in the world to obtain product license for vaccines against hemorrhagic fever with renal syndrome [Hantavax]

1990

1993 · Became second company in the world to obtain product license for varicella vaccine [Suduvax]
1995 · Established GC China, Anhui Green Cross Bio Products Limited. In China Completion of vaccine plant in Indonesia

2000

2000 · Established a urokinase production plant in North Korea
2001 · Acquired Sang-a Pharmaceuticals
2008 · Developed [Green Gene], the world's fourth recombinant treatment for hemophilia A
2009 · Established Hwasun Plant, Korea's first vaccine production facility
· Established Ochang Plant with cutting-edge facilities for production of blood
· Plasma-derived products and recombinant proteins Developed [Green Flu],
· The H1N1 vaccine Developed [GC Flu], Korea's first flu vaccine

2010

2011 · Developed [SHINBARO], a natural medicine for the treatment of osteoarthritis Established GC LabCell
2012 · Developed [Hunterase], the world's 2nd treatment for Hunter Syndrome Acquired INNOCELL Corporation Established GC Cell
2013 · Began construction on the plasma-derived medicinal products facility in Thailand with Thai Red Cross Completion of Green Cross R&D Center, the largest scale R&D center among pharmaceutical industry in Korea
2014 · Produced over 100 million doses of flu vaccines, for the first time in Korea Awarded the USD 100 Million Export Tower and Gold Tower Order of Industrial Service Merit
2015 · Developed [GC Flu Quadrivalent], the world's fourth quadrivalent flu vaccine Developed the first avian influenza vaccine in Korea
2016 · [GC Flu Quadrivalent] received WHO prequalification Developed tetanus-diphtheria vaccine for the first time in Korea
2018 · Renamed from Green Cross to GC Biopharma Constructed Cell Center Awarded the USD 200 Million Export Tower
2019 · Produced over 200 million doses of flu vaccines, for the first time in Korea

2020

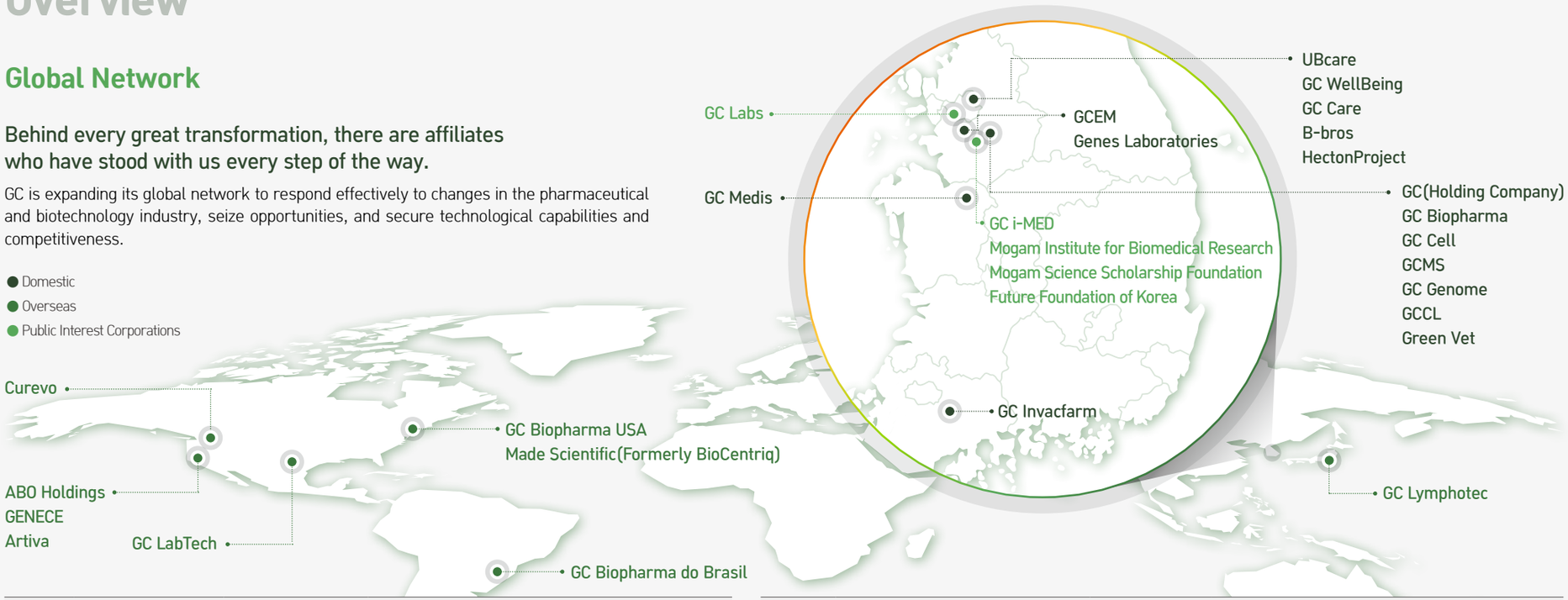
2020 · Acquired UBcare (GC Care)
· Developed [BARYCELA], the next generation of varicella vaccine Obtained marketing approval for [Hunterase] in China for Hunter's Syndrome
2021 · Obtained marketing approval for [Hunterase ICV] in Japan for severe Hunter's Syndrome, for the first time in the world Obtained marketing approval for [Green Gene F] in China Licensed-out CAR-NK technology platform to MSD at KRW 2trillion-Green Cross Labcell, Artiva Launched GC Cell, an integrated corporation of GC Green Cross Labcell and Green Cross Cell
2022 · GC (Holding Company) and GC Cell acquired BioCentriq in the U.S. GC Genome, designated as a Good Clinical Laboratory Practice (GCLP)
2023 · GC Biopharma acquired WHO's PQ for its Warehouse & Filling and Finish Plant in Ochang and its offering Varicella vaccine Established GENECE in USA
· GC Biopharma obtained license approval from the US FDA for [ALYGLO], the plasma-derived product
2024 · GC Biopharma commenced sales of ALYGLO in the U.S.
· GC WellBeing obtained product license from Hainan Food and Drug Administration in China for [Laennec] and commenced exports
· US affiliate Artiva went public on NASDAQ GCHK divested GC China stake (to Hualun Pharmaceutical Group)
· GC Labs entered Vietnam health screening center business

Overview

Global Network

Behind every great transformation, there are affiliates who have stood with us every step of the way.

GC is expanding its global network to respond effectively to changes in the pharmaceutical and biotechnology industry, seize opportunities, and secure technological capabilities and competitiveness.



Category	Corporate name	Location	Products and Services
Domestic	GC(Holding Company)*	Yongin, Gyeonggi	Holdings
	GC Biopharma*	Yongin, Gyeonggi	R&D and sales of pharmaceuticals
	GC Cell*	Yongin, Gyeonggi	Development of cell-gene therapy
	UBcare*	Seoul	Development of digital healthcare solutions
	GCMS*	Yongin, Gyeonggi	R&D of diagnostic medical devices
	GC WellBeing*	Seoul	R&D of natural medicine and health functional food
	GC Care	Seoul	IT-based healthcare services
	GC Genome*	Yongin, Gyeonggi	Specialized genomic analysis
	GCEM	Seongnam, Gyeonggi	Biotech facility engineering and construction services
	GCCL	Yongin, Gyeonggi	Clinical trial examination and analysis services
	GC Medis	Cheonan, Chungnam	Production of Blood Glucose Meter
	Genes Laboratories	Seongnam, Gyeonggi	R&D of molecular diagnosis
	Green Vet	Yongin, Gyeonggi	Veterinary clinical testing and health examination services
	GC Invacfarm	Hwasun, Jeonnam	Production of fertilized eggs for vaccine production
	B-bros	Seoul	Healthcare platform services
	HectonProject	Seoul	Hospital EMR and senior care platform services

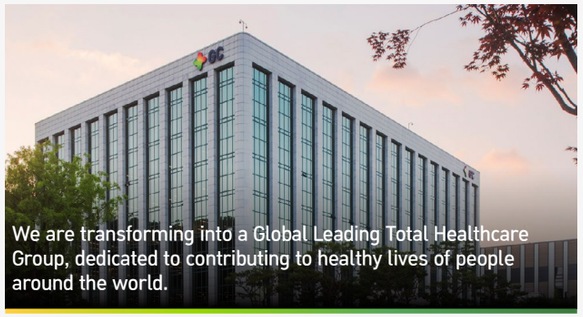
Category	Corporate name	Location	Products and Services
Overseas	GC Biopharma USA	New Jersey, US	Sales of medicine
	ABO Holdings	California, US	Plasma API supply
	Made Scientific(Formerly BioCentriq)	New Jersey, US	CDMO service for cell-gene therapy
	Curevo	Washington, US	Next-generation vaccine development
	GC LabTech	Texas, US	Plasma screening test
	GENECE	California, US	Liquid biopsy cancer diagnosis services
	Artiva*	California, US	Development of cell and gene therapy
	GC Biopharma do Brasil	Sao Paulo, Brazil	Pharmaceutical marketing and business development
	GC Lymphotec	Tokyo, Japan	Research and sales of cell therapy
Public Interest Corporations	GC Labs	Yongin, Gyeonggi	Clinical laboratory testing
	GC i-MED	Seoul	Comprehensive health examination
	Mogam Institute for Biomedical Research	Seoul	AI-based mRNA therapeutics and other drug development
	Mogam Science Scholarship Foundation	Seoul	Science talent scholarship programs
	Future Foundation of Korea	Seoul	Scholarship program for North Korean refugees

* Listed Company

Overview

Affiliates

GC Corp.(005250)



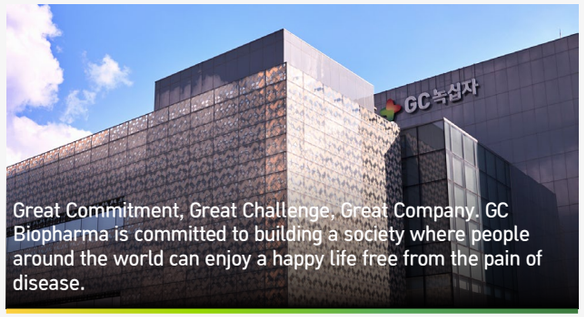
As a holding company, GC operates 44 affiliates in total (33 domestic and 11 overseas entities) with GC Biopharma as the flagship affiliate. GC focuses on developing and coordinating comprehensive strategies for all affiliates, pursuing new strategic ventures, and managing investment assets, while each affiliate manages pharmaceutical manufacturing and sales, diagnostics, digital healthcare businesses.

Overview	
CEO	Il-Sup Huh, Yong-Jun Huh
Established	October 5, 1967
Employees	160
Website	www.gccorp.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	35,921	37,377	36,706
Total Equity		19,670	18,815	18,522
Revenue		20,796	20,579	22,049
Operating Income		720	(164)	(107)

GC Biopharma Corp.(006280)



GC Biopharma specializes in plasma-derived medicinal products, vaccines, and recombinant therapies for rare and intractable diseases. Through developing essential medicines, we have contributed to patient care and public health. We have demonstrated its technological capabilities with the US FDA approval and market launch of immunoglobulin product (ALYGLO). Building on this success, GC Biopharma is focusing its R&D on mRNA platform technology and innovative rare disease therapies to establish its foundation for future growth. GC Biopharma is expanding globally with influenza vaccines, plasma fractionation products, and Hunterase, establishing itself as a globally competitive pharmaceutical company.

Overview	
CEO	Eun-Chul Huh
Established	November 1, 1969
Employees	2,384
Website	www.gcbiopharma.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	25,255	26,433	27,439
Total Equity		15,666	15,399	14,810
Revenue		17,113	16,266	16,799
Operating Income		813	344	321

GC Cell Corporation(144510)

GC Cell is strengthening its innovative drug development pipeline, including commercialization of autologous T-cell therapies for cancer and intractable diseases, and allogeneic NK and CAR-NK cell therapies. Through collaboration with its US affiliate Made Scientific, GC Cell provides cell and gene therapy CDMO services across Asian and North American operations. We are expanding indications and global reach of cancer immunotherapy 'Immuncell-LC', bringing hope to more patients worldwide.

Overview	
CEO	Jae-Wang Kim, Sung-Yong Won
Established	June 21, 2011
Employees	815
Website	www.gccell.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	6,765	6,652	5,783
Total Equity		5,457	5,415	4,624
Revenue		2,361	1,875	1,745
Operating Income		443	41	(200)

Overview

Affiliates

GC Engineering Maintenance Corporation

GCEM is Korea's only bioengineering construction company providing end-to-end services spanning consulting, design, construction, validation, and maintenance.

GCEM has pioneered the path as Korea's only bioengineering construction firm. Throughout design, construction, validation, and maintenance, we create customer value through superior quality, safe construction practices, and comprehensive post-project support. With the goal of becoming a leader in bio and GMP construction, GCEM will continue creating value that exceeds customer and market expectations across all business operations.

Overview	
CEO	Chung-Gwon Park
Established	March 16, 2001
Employees	383
Website	www.gcem.co.kr
Address	8, Gumi-ro, Bundang-gu, Seongnam-si, Gyeonggido, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	826	884	712
Total Equity		431	381	344
Revenue		1,591	1,851	2,359
Operating Income		53	62	78

GC Invacfarm Corporation

GC Invacfarm produces and reliably supplies high-quality fertilized chicken eggs for vaccine production.

GC Invacfarm has established Korea's top-level biosecurity and quarantine systems and produces fertilized chicken eggs for vaccine manufacturing under stringent quality control standards. By operating hatcheries in compliance with vaccine production standards alongside poultry farms, we ensure reliable supply of high-quality fertilized eggs, contributing to the growth of GC Biopharma's influenza vaccine business.

Overview	
CEO	In-Gyu Lee
Established	November 29, 2007
Employees	24
Website	-
Address	40, Sandan-gil, Hwasun-eup, Hwasun-gun, Jeollanam-do, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	192	191	185
Total Equity		172	176	182
Revenue		215	181	160
Operating Income		3	7	7

Overview

Affiliates

GC MS — GC Medical Science Corporation(142280)

GCMS has been at the forefront of Korea's diagnostics industry for more than 50 years, with a portfolio ranging from hemodialysis solutions to blood glucose meters.

Starting with blood typing reagents in 1972, we went on to achieve key milestones, including the development of Korea's first AIDS diagnostic reagent in 1987 and a hemorrhagic fever diagnostic reagent in 1990. Today, GCMS is working to improve quality of life through precision diagnostics powered by immunodiagnostic technology and continues to develop products such as blood glucose monitoring systems as it grows into a global diagnostic medical device company.

Overview	
CEO	Yeon-Geun Kim
Established	December 29, 2003
Employees	138
Website	www.greencrossms.com
Address	15, Yonggu-daero 2469beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	965	905	880
Total Equity		357	369	434
Revenue		1,131	940	1,039
Operating Income		(13)	18	23

GC Genome — GC Genome Corporation

GC Genome is a clinical genomics company focused on using genetic analysis for disease diagnosis, prediction, and personalized treatment.

We provides essential clinical genomic testing services in areas such as cancer, rare genetic disorders, prenatal and neonatal screening, health checkups, and the microbiome, using advanced equipment including next-generation sequencing (NGS) to reduce turnaround times and offer cost-effective testing. GC Genome is committed to exploring new frontiers in clinical genomics and aims to lead the genetic testing industry.

Overview	
CEO	Chang-Seok Ki
Established	July 31, 2013
Employees	118
Website	www.gcgenome.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	489	428	406
Total Equity		266	250	331
Revenue		241	273	259
Operating Income		(32)	2	(12)

GCCL — GCCL CO., LTD.

GCCL is a clinical bioanalysis service provider offering end-to-end support for new drug development, including biopharmaceuticals, biosimilars, synthetic drugs, and microbiome-based therapies, based on globally recognized quality systems and platforms.

As Korea's leading analytical CRO with global competitiveness and specialized expertise, we are certified under GCLP and accredited to ISO 15189 standards. GCCL offers full-phase clinical trial services, from Phase I to Phase IV, with strength in method development and validation for early-phase studies. Backed by the trust of more than 250 global drug developers, we are steadily expanding its presence as a global laboratory.

Overview	
CEO	Kwan-Goo Cho
Established	August 1, 2019
Employees	104
Website	www.gccl.co.kr
Address	15, Yonggu-daero 2469beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

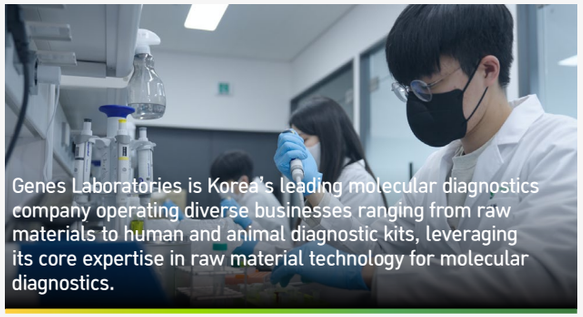
※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	315	266	232
Total Equity		191	191	132
Revenue		151	161	148
Operating Income		(8)	3	(47)

Overview

Affiliates

Genes Laboratories



Genes Laboratories has established an all-in-one process from in-house polymerase production, a key raw material for PCR diagnostic kits, to product supply, delivering high-quality products. We plan to secure domestic product approvals for approximately 18 human molecular diagnostic kits by 2028 and is pursuing CE-IVDR certification to expand overseas sales. Additionally, Genes Laboratories is preparing to expand its Total Laboratory Automation (TLA) equipment business, targeting major hospitals with automated specimen testing and diagnostic solutions.

Overview	
CEO	Byongho Woo
Established	November 4, 2008
Employees	58
Website	www.geneslabs.com
Address	520, 388, Dunchon-daero, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	111	110	185
Total Equity		42	(18)	(75)
Revenue		82	97	159
Operating Income		(34)	(50)	(50)

Green Cross Laboratories(GC Labs)

GC Labs conducts approximately 5,000 test items accurately and efficiently through state-of-the-art automation systems and skilled staff trained through comprehensive training programs. The institution was the first in Korea to simultaneously achieve ISO 9001 quality management system and ISO 14001 environmental management system certifications. By participating in domestic and international laboratory accreditation programs including US CAP, German G-EQUAS, and ISO 15189, GC Labs maintains comprehensive quality management, ensuring reliable test results. In 2024, the institution expanded its contribution to regional healthcare development through opening the Yeongnam branch and expanding the Honam branch.

Overview	
CEO	Sang-Gon Lee
Established	July 1, 1982
Employees	661
Website	www.gclabs.co.kr
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	2,587	2,343	2,461
Total Equity		1,066	1,033	756
Revenue		5,219	2,966	2,750
Operating Income		1,060	(65)	(339)

Green Vet

Green Vet is a specialist clinical testing company for companion animals, providing consulting services for clinical diagnosis and treatment. We operate diagnostic imaging, web-based clinical consulting, and health examination and management services as its core businesses. Green Vet aims to provide comprehensive healthcare for companion animals throughout their lifecycles, establishing new standards and strengthening R&D and business capabilities through continuous investment, targeting future expansion into global markets.

Overview	
CEO	Soon-Young Park
Established	December 1, 2020
Employees	70
Website	www.greenvet.co.kr
Address	15, Yonggu-daero 2469beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	126	186	140
Total Equity		36	28	(14)
Revenue		39	65	90
Operating Income		(34)	(53)	(39)

Overview

Affiliates

UBcare — UBCARE CO., LTD.(032620)

UBcare is Korea's leading provider of electronic medical record (EMR) systems for primary care institutions, shaping the future of digital healthcare through the integration of medical information and ICT.

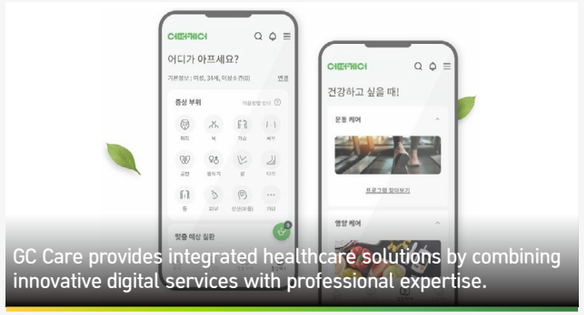
As the first company in Korea to develop an EMR system, UBcare holds the largest market share in the domestic EMR market for healthcare providers, according to Q1 2025 data from the Health Insurance Review and Assessment Service. We operate Korea's largest medical network, connecting over 26,000 clinics, hospitals, and pharmacies, along with 37 regional distributors. As the digital healthcare industry grows and policy support increases, UBcare continues to invest in innovative solutions that promote public health and reduce healthcare costs.

Overview	
CEO	Jin-Tae Kim
Established	December 2, 1994
Employees	343
Website	www.ubcare.co.kr
Address	Floors 29-31, Park One Tower 2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	1,619	1,550	1,601
Total Equity		1,235	1,135	1,078
Revenue		1,333	1,540	1,906
Operating Income		75	35	52

GC Care — GC Care Corporation



GC Care provides integrated healthcare solutions by combining innovative digital services with professional expertise.

As a leading health screening company in Korea, GC Care offers a wide range of services, including employee health checkups, wellness programs that support healthier lifestyles, and tailored healthcare solutions for corporate clients. Leveraging the synergy with its integrated health management app HOWCARE, we deliver personalized, differentiated healthcare services. With its advanced screening brokerage business at the core, GC Care aims to become the leading healthcare data company.

Overview	
CEO	Jin-Tae Kim
Established	August 1, 2003
Employees	241
Website	www.gccare.net
Address	32nd floor, Park One Tower2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul, Republic of Korea

※ Consolidated basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	4,024	4,010	3,658
Total Equity		1,636	1,418	1,466
Revenue		1,660	1,917	2,295
Operating Income		(4)	(27)	20

Major Overseas Affiliates

GC Biopharma USA
- Pharmaceutical sales in New Jersey, USA and North America

GC Biopharma Brasil
- Marketing and business development for pharmaceuticals in São Paulo, Brazil and South America

GC LabTech
- Plasma screening tests and diagnostics in Texas, USA

GC Lymphotec
- Production and distribution of cell therapy products and culture reagents in Tokyo, Japan

MADE SCIENTIFIC
- Cell and gene therapy in New Jersey, USA CDMO

curevo VACCINE
- Development of next-generation vaccines (shingles vaccine) in Washington, USA

GENECE
- Liquid biopsy cancer diagnostics in California, USA

artiva Biotherapeutics
- Cell therapy development in California, USA

Overview

Affiliates

GC Wellbeing — GC WellBeing Corporation(234690)

GC WellBeing is dedicated to becoming a biotechnology enterprise specializing in medical solutions that enhance quality of life for all.

As Korea's market leader in nutritional therapy injections with the highest market share according to Ministry of Food and Drug Safety data, GC WellBeing develops, manufactures, and distributes Laennec Injection, a prescription pharmaceutical, along with a diverse range of nutritional injection products. We are currently expanding its business portfolio into the aesthetic injection segment. In June 2021, the organization completed construction of an advanced manufacturing facility in Chungbuk Innovation City for Amp and Vial injection production, enabling it to operate a pharmaceutical CMO business. As a biotechnology company focused on disease prevention, GC WellBeing strives to become a leading platform company that not only supplies products but also proposes comprehensive lifestyle solutions.

Overview	
CEO	Sang-Hyun Kim
Established	September 2, 2004
Employees	286
Website	www.greencrosswb.com
Address	33rd floor, Park One Tower 2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul, Republic of Korea

※ Consolidated basis[1)]

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	1,502	1,566	1,615
Total Equity		962	1,004	1,050
Revenue		1,097	1,205	1,338
Operating Income		84	105	130

1) Establishment of a new subsidiary, Enestry, through a physical division of the dry cleaning business division in May 2024

GC iMED — Green Cross i-Med(GC i-MED)

GC i-Med is a functional medicine center that enhance quality of life through early detection and treatment of diseases using advanced diagnostic systems.

GC i-Med is a comprehensive health screening and functional medicine center established to create 'Healthpia' where everyone is healthy. Through advanced diagnostic systems and expert medical professionals with extensive expertise, the center provides customized health screening services at each stage of life to ensure optimal health for all individuals. From treatment systems linked with excellent partner hospitals to U-healthcare programs, GC i-Med strives to become a health screening center that provides optimal solutions for clients.

Overview	
CEO	Sang-Man Kim
Established	July 1, 1982
Employees	290
Website	www.gcimed.com
Address	Gangnam : Floors 4-5 Majesta City Tower 1, 12, Seocho-daero 38 gil, Seocho-gu, Seoul, Republic of Korea Gangbuk : Floors 9-10 East Wing, Eulji Twin Tower, 170, Eulji-ro, Jung-gu, Seoul, Republic of Korea

※ Separate basis

Financial Results	Unit	2022	2023	2024
Total Assets	KRW 100 million	425	385	382
Total Equity		75	96	118
Revenue		563	621	668
Operating Income		29	21	21

Other Public Interest Corporations

Mogam Institute for Biomedical Research (Seoul)

A nonprofit research foundation dedicated to seeking solutions for the prevention, diagnosis, and treatment of diseases (Founded in 1984)

Mogam Science Scholarship Foundation (Seoul)

Discovering and supporting aspiring scientists through scholarships and research funding to contribute to Korea's scientific advancement and national development (Founded in 2005)

Future Foundation of Korea (Seoul)

Providing scholarship programs to empower talented North Korean refugees, nurturing them into future leaders with a strong passion for learning and a hopeful outlook for the era of unification (Founded in 2009)

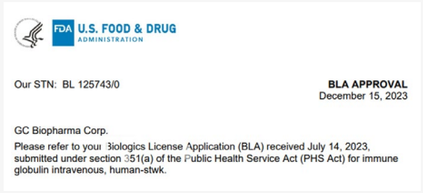
Overview

Business Highlights

GC Biopharma

Alyglo Wins Grand Prize in Korea New Drug Development Awards
Korea's 8th FDA-Approved Drug

GC Biopharma received the Grand Prize in the New Drug Development category at the 25th Korea New Drug Development Awards in February 2024 for developing the plasma-derived product 'Alyglo.' The awards, organized by the Korea Drug Research Association (KDRA), were established in 1999 with support from the Ministry of Science and ICT, Ministry of Health and Welfare, and Ministry of Trade, Industry and Energy to promote Korea's biopharmaceutical industry, encourage drug development, and recognize achievements in innovation and technology exports.
Alyglo is a 10% intravenous immunoglobulin product used for Primary Humoral Immunodeficiency. It is the first Korean plasma-derived product to enter the US market and the eighth domestically-developed new drug to receive FDA approval. GC Biopharma enhanced product stability by incorporating CEX (Cation Exchange) chromatography technology in the purification process. This innovative technology plays a powerful role in removing impurities such as coagulation factor (FXIa), which is the main cause of thromboembolic events.



Alyglo makes First US Shipment
Alyglo Added to Major US Insurance Formularies
PBM Contracts and Pharmacy Partnerships Secured

GC Biopharma entered the US market with the first shipment of Alyglo on July 8, 2024. Alyglo is a plasma-derived product that received FDA approval in 2023 and is a 10% intravenous immunoglobulin used to treat Primary Humoral Immunodeficiency. We are marketing the product through its US subsidiary, GC Biopharma USA, and has secured contracts with six PBMs and GPOs, including Express Scripts, while establishing partnerships with specialty pharmacies. These efforts have resulted in Alyglo's inclusion in the formularies of major insurers such as Cigna Healthcare, UnitedHealthcare, and Blue Cross Blue Shield, securing coverage for 80% of privately insured Americans. Given that the US immunoglobulin market represents the world's largest market, GC Biopharma is targeting $50 million in revenue for 2024 as a starting point for achieving annual growth rates exceeding 50%. This strategy positions us for rapid market share expansion and sustained growth in the US market.

U.S. Plasma Centers Acquisition Boosts Alyglo Business
Completing Vertical Integration from Raw Material Procurement to Production and Sales

GC Biopharma announced through a public disclosure on December 11, 2024, its decision to acquire 100% equity in ABO Holdings (plasma centers) to strengthen its plasma-derived products business in the United States. ABO Holdings is a California-based company operating a total of six plasma centers across three regions: New Jersey, Utah, and California. Additionally, two plasma centers are under construction in Texas, which are expected to be completed in 2026, bringing the total to eight plasma centers.
GC Biopharma decided to acquire the plasma centers to secure a stable raw material supply for Alyglo business expansion. Alyglo, which obtained product approval from the U.S. FDA in December 2023, has been exported to the United States since July 2024. Through this ABO holdings(plasma centers) acquisition, we have completed vertical integration of the entire supply chain for plasma fractionation products, from raw material procurement through production to sales, laying a foundation to become a global leader in plasma-derived products.

Recombinant Anthrax Vaccine BARYTHRAX Receives MFDS Approval

The anthrax vaccine 'BARYTHRAX' jointly developed by GC Biopharma and the Korea Disease Control and Prevention Agency (KDCA) received product approval from the Ministry of Food and Drug Safety (MFDS) on April 8. This vaccine has been designated as Korea's 39th novel drug and is the world's first anthrax vaccine developed using recombinant protein technology. Anthrax is a Class 1 notifiable infectious disease with a fatality rate of 97% that could be used as a biological weapon. BARYTHRAX uses genetic recombination technology to generate antibodies that neutralize anthrax toxins. It has fewer side effects than existing vaccines. GC Biopharma has demonstrated the vaccine's efficacy and safety through Phase II clinical trials and animal studies and expects to meet government stockpile requirements with reliable vaccine supply. This will play a crucial role in safeguarding public health and safety during national emergencies. This accomplishment enables us to achieve vaccine sovereignty and enhance its competitiveness in the global vaccine market.

Overview

Business Highlights

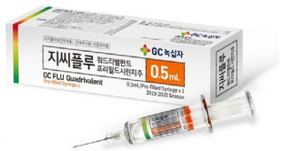
GC Biopharma

GC Biopharma, Novel Pharma Successfully Dose First Patient in Global Phase I Trial for Sanfilippo Syndrome Type A Treatment

In November 2024, GC Biopharma successfully administered its innovative drug 'GC1130A' for Sanfilippo syndrome type A (MPS IIIA) to the first patient in the United States and began full-scale clinical procedures. GC Biopharma and Novel Pharma are conducting multinational clinical trials with Phase I IND approvals obtained in the United States, Korea, and Japan for global clinical studies of GC1130A. This Phase I clinical trial will be conducted at 2-3 institutions in the United States, including UCSF Benioff Children's Hospital, Samsung Medical Center and Ajou University Hospital in Korea, and one additional institution in Japan. For children aged 2-6 years diagnosed with MPS IIIA, GC1130A will be administered via intracerebroventricular access devices once every two weeks over approximately two years to assess safety and tolerability. Sanfilippo syndrome is a rare genetic disorder in which heparan sulfate accumulates in the body, leading to progressive damage and typically resulting in death around age 15. Through this clinical trial and new drug development, GC Biopharma is committed to offering hope to patients with Sanfilippo syndrome.

GC Biopharma-Hanmi Pharmaceutical Innovative New Drug for Fabry Disease U.S. FDA Approves Phase I/II Clinical Trial IND

GC Biopharma and Hanmi Pharmaceutical received approval from the U.S. Food and Drug Administration (FDA) in September 2024 for a Phase I/II clinical trial protocol (IND) for 'LA-GLA', a Fabry disease treatment being jointly developed. LA-GLA is an innovative new drug designed as the world's first monthly subcutaneous administration regimen for Fabry disease treatment. This clinical trial will evaluate the safety, tolerability, pharmacokinetics, and pharmacodynamics of LA-GLA in patients with Fabry disease. Fabry disease is a progressive rare genetic disorder inherited through sex chromosomes and is a type of lysosomal storage disease. It occurs when alpha-galactosidase A, which breaks down glycolipids in lysosomes responsible for removing unnecessary substances from the body, is deficient. Unprocessed glycolipids accumulate, causing organ damage and, in severe cases, death from this rare intractable disease. LA-GLA is a next-generation long-acting enzyme replacement therapy that addresses the limitations of existing treatments. It significantly improves convenience with a monthly subcutaneous injection regimen and has demonstrated superior efficacy compared to existing treatments in improving kidney function, vascular disease, and peripheral neuropathy through preclinical studies.



GC Biopharma's GCFLU Wins Entire Thai Government Flu Vaccine Tender for Second Consecutive Year

GC Biopharma's influenza vaccine GCFLU has won the entire tender from the Government Pharmaceutical Organization, a state-owned pharmaceutical company under Thailand's government, for Thailand's national vaccination program for the second consecutive year. Since entering the Thai influenza vaccine market in 2014, GC Biopharma has steadily grown its presence, and this latest 4.07 million-dose contract brings our cumulative orders to over 10 million doses. GCFLU is now exported to 63 countries worldwide, with expanding markets and volumes each year, cementing its position as Korea's leading influenza vaccine. GC Biopharma serves as the largest seasonal influenza vaccine supplier to international organizations under WHO, having produced over 300 million doses cumulatively as of last year. With each dose providing one adult vaccination, this means 300 million people worldwide have received GC Biopharma's influenza vaccine. Having earned recognition for its competitive edge in global markets over many years, GCFLU continues to strengthen the reputation of Korean-made vaccines domestically and internationally.

GC Biopharma Corp.
Biotechnology | KR
MSCI ESG RATINGS A

GC Biopharma Achieves MSCI ESG 'A' Rating Three Consecutive Years of Upgrades Through Enhanced Shareholder Value and Board Independence & Transparency

In November 2024, GC Biopharma received an 'A' rating in the 2024 ESG assessment conducted by Morgan Stanley Capital International (MSCI), a global evaluation agency. This represents a three-level upgrade from the previous year's assessment results. In the environmental sector, we were recognized for improving its environmental management standards through ISO 14001 Environmental Management System certification and environmental impact assessments across all business sites, enhancing the management of hazardous substance emissions and waste. In the social sector, we earned high marks for developing systematic employee training programs and talent pipeline strategies, reflecting its commitment to human resource development. In the governance sector, GC Biopharma enhanced shareholder value and strengthened board independence and transparency by expanding outside director representation to more than half of the board and appointing industry experts with diverse experience to enhance board expertise. We were also recognized for implementing comprehensive ESG management strategies. These included incorporating improved dividend procedures into its articles of incorporation and establishing the Audit Committee and Outside Director Nomination Committee.

Overview

Business Highlights

GC Cell

GC Cell Unveils Preclinical Data on GCC2005 at AACR 2024 Demonstrates Potential of Novel Therapy for T-Cell Lymphoma

At AACR 2024, held April 5-10, GC Cell presented preclinical data on GCC2005, a CD5-targeted CAR-NK cell therapy for malignant T-cell lymphoma, along with Real World Data (RWD) on Immuncell-LC, a cell-based cancer immunotherapy. GCC2005 targets CD5, which is expressed on most T cells, and has the potential to treat a broad patient population. It represents a novel modality that addresses manufacturing and cell expansion challenges seen in CAR-T therapies, while demonstrating potent cytolytic activity and long-term persistence. The RWD from the combination therapy with Immuncell-LC, generated through this investigator-initiated trial, provides a basis for future indication expansion strategies.

Artiva Begins First Dosing of AlloNK in U.S. Clinical Trial for Lupus Nephritis

In April 2024, GC Cell's U.S. affiliate, Artiva Biotherapeutics, began dosing the first patient in a Phase 1 clinical trial of AlloNK (AB-101) in combination with rituximab for the treatment of lupus nephritis, a chronic, systemic autoimmune disease that causes inflammation across multiple organ systems, including the connective tissue, skin, joints, blood, and kidneys. AlloNK is an off-the-shelf, cryopreserved natural killer (NK) cell therapy derived from umbilical cord blood. In February 2024, the U.S. FDA granted Fast Track designation to AlloNK for the treatment of lupus nephritis. In a Phase 1/2 clinical trial involding patients with relapsed or refractory B-cell non-Hodgkin lymphoma (B-NHL), AlloNK demonstrated B-cell depletion. These clinical trial results support the potential of AlloNK for broader application across autoimmune disease indications.

GC Cell Signs Joint Research Agreement with Checkpoint Therapeutics

In July 2024, GC Cell partnered with Checkpoint Therapeutics, a US anticancer drug developer, to research the combined therapeutic potential of Immuncell-LC and the PD-L1 antibody cosibelimab. Through this collaboration, Checkpoint will provide GC Cell with cosibelimab, a next-generation PD-L1 candidate, at no cost. The research aims to demonstrate synergy between cosibelimab's antibody-dependent cellular cytotoxicity (ADCC) and Immuncell-LC's robust autologous CIK T cell response. This study positions GC Cell to introduce innovative treatment options in the immune-oncology space while paving the way for expanded co-development and licensing partnerships.

GC Cell Secures Phase 1 Approval for Allogeneic CD5 CAR-NK T-Cell Lymphoma Therapy

In May 2024, GC Cell submitted an Investigational New Drug (IND) application to the Ministry of Food and Drug Safety (MFDS) for GCC2005 (CD5 CAR-NK), a T-cell lymphoma treatment candidate, and received approval in August of the same year. GCC2005 is an allogeneic cell therapy manufactured using umbilical cord blood-derived NK cells, designed to overcome the limitations of existing CAR-T therapies and provide an off-the-shelf treatment option. Preclinical research results were presented at the American Association for Cancer Research (AACR) in April, demonstrating excellent anticancer efficacy and persistence, establishing its value as an innovative new drug. Following Phase 1 clinical trial, we plan to continue safety and efficacy validation in patients with T-cell malignancies.

Overview

Business Highlights

GC Cell

GC Cell Secures Indonesia Market Entry with Immuncell-LC Technology Transfer and Licensing Deal

In September 2024, GC Cell entered into a technology transfer and licensing agreement with PT Bifarma Adiluhung of Indonesia for Immuncell-LC. As a subsidiary of Kalbe, Southeast Asia's largest pharmaceutical company, PT Bifarma brings cell therapy manufacturing capabilities and distribution networks, making it an ideal commercialization partner in the region. The agreement targets the launch of Immuncell-LC in Indonesia by 2025, with technology transfer preparations currently in progress. The agreement is valued at KRW 16 billion, with additional royalties tied to future sales performance. GC Cell views this partnership as an important milestone in Immuncell-LC's global expansion strategy.

GC Cell and Artiva Partner with MSD in CAR-NK Development and Commercialization Deal

GC Cell has entered into a three-party licensing agreement with Artiva Biotherapeutics, its US strategic partner, and MSD for the development and commercialization of CAR-NK candidates. Through this agreement, GC Cell secures exclusive global rights to these CAR-NK candidates while taking the lead in the entire R&D process. These are anticancer drug candidates developed through joint research between Artiva and MSD, incorporating GC Cell's CAR-NK platform technology. GC Cell anticipates that this three-party collaboration will provide cancer patients with new and diverse treatment options.

GC Cell's CD5 CAR-NK Candidate Selected for National Drug Development Program

GC Cell's T-cell lymphoma candidate GCC2005 has been selected for a Korea Drug Development Fund program promoting global expansion and partnerships. GCC2005 is a CAR-NK therapy that overcomes conventional NK cell limitations through co-expression of CAR and IL-15, offering cost-effectiveness and ready-to-use convenience as an off-the-shelf treatment. The 15-month program provides up to KRW 9.5 billion in funding and targets domestic Phase 1 clinical trial entry and global market expansion this year.

GC Cell Presents 9-Year Extended Follow-Up Results for Immuncell-LC at ASCO GI 2025

On January 24, 2025, GC Cell presented research results for its autologous anticancer immune cell therapy Immuncell-LC at ASCO GI 2025 in San Francisco. Professor Lee Jung-hoon from Seoul National University College of Medicine delivered the presentation, which included long-term efficacy data for hepatocellular carcinoma treatment. The presentation highlighted 9-year extended follow-up results from a 2025 Phase 3 clinical trial, revealing recurrence-free survival (RFS) and overall survival (OS) data that drew attention to the therapy as a treatment option in the hepatocellular carcinoma adjuvant therapy field. GC Cell believes this ASCO presentation will further strengthen Immuncell-LC's global market position.

Overview

Business Highlights

GC (Holding Company)/Affiliates

GC Holds 'Gream Dream' Community Mural Campaign

GC, together with employees from its affiliates, conducts mural painting volunteer activities at schools near its headquarters and business sites. The "Gream Dream" mural painting initiative focuses on underserved communities, helping to brighten children's daily routes to school while improving the local environments and strengthening community partnerships. Beyond 'Gream Dream' mural painting initiative, GC and its affiliates operate various employee giving programs including small change donations from monthly salaries, year-end 1% salary contributions, and company matching grants.

UBcare Unveils AI/IoT-Powered Smart Healthcare Environment at KIMES 2025

UBcare showcased its innovative smart healthcare solution 'AI Clinic' at KIMES2025, combining its Electronic Medical Record (EMR) platform 'Uisarang' with IoT technology. AI Clinic's core feature integrates UBcare's 'Uisarang' with Samsung Electronics' 'SmartThings,' creating an AI-powered environment that enables medical staff to remotely control and manage appliances and devices within examination rooms. The solution also provides clinical support through its 'AI Treatment Guide,' offering automatic consultation recording, voice prescription, and patient data summarization. This innovative solution is unprecedented in today's market and is expected to significantly enhance medical staff efficiency and the quality of patient care.

GC WellBeing Secures Expedited Product Approval for 'Laennec' Placental Injection in Hainan Province

Laennec, a flagship product of GC WellBeing, received expedited approval in China's Boao Lecheng International Medical Tourism Pilot Zone in Hainan Province in September 2024, becoming the first Korean placental injection approved in China. Laennec is a human placental hydrolysate injection licensed as a prescription drug for improving liver function in patients with chronic liver disease. Export and local administration began in October immediately following approval, and we are actively implementing promotional strategies to expand local sales. Following this initial success, we plan to distribute the product nationwide across China by 2026 through additional local clinical trials.

GCMS Receives Export Approval for Active TB Diagnostic Kit for HIV-Positive Patients

GCMS has obtained export approval from the Ministry of Food and Drug Safety for its rapid diagnostic kit 'GENEDIA TB-LAM Ag,' which diagnoses active tuberculosis (TB) among HIV-positive patients. The GENEDIA TB-LAM Ag test detects LAM antigen (lipoarabinomannan) in patient urine sample and is expected to enable earlier treatment by improving diagnostic accuracy through a dedicated reader that differentiates it from conventional visual inspection methods.

Overview

Business Highlights

GC (Holding Company)/Affiliates

GC Care Launches AI Health Screening Reports

GC Care has enhanced the health screening services of its health management platform “Eotteo-care” and introduced differentiated screening result reports. The AI-powered upgraded reports allow users to view complex screening results at a glance and receive personalized recommendations including necessary test items and health management methods based on individual results. Additionally, through proprietary algorithms, the platform analyzes eight major bodily functions including immune and digestive systems, identifying high-risk diseases and contributing to ongoing smart health management beyond simple result verification. GC Care plans to continuously expand its customer base for health screening services through these report enhancements and improved appointment booking features.

GC Genome Receives Best Paper Award for AI Liquid Biopsy Algorithm Research

GC Genome received the Best Paper Award at the 19th Annual Conference of the Korean Society for Genetic Diagnostics held in June 2024 for research titled ‘Development of AI-Based Multi-Cancer Detection Algorithm Using Liquid Biopsy.’ The algorithm achieved 91.1% sensitivity even for Stage 1 cancers, which are difficult to diagnose, with 81.7% accuracy across nine cancer types. The research was particularly recognized for significantly outperforming existing liquid biopsy technologies in cancer detection rates using GC Genome’s large-scale sample database. This breakthrough has been applied to the multi-cancer early screening program ‘ai-CANCERCH,’ potentially reducing cancer mortality through early detection.

GCCL Awarded Frost & Sullivan Best Practices Customer Value Leadership Award

GCCL has solidified its position in the global market by winning the 2025 Best Practices Customer Value Leadership Award from Frost & Sullivan, a global market research firm, in the Asia-Pacific clinical sample analysis industry. Frost & Sullivan highly praised GCCL’s comprehensive lab service delivery model, systematic quality control, and technological innovation that is leading the industry. Through this recognition, GCCL has once again demonstrated its distinctive service competitiveness as a trusted leader in global clinical sample analysis services, providing reliable solutions to customers.

GC i-MED Granted Approval to Establish New Third Center

GC i-MED, a healthcare institution under GC Labs specializing in health screening services, has been working to establish a new third center to expand its operations. In 2024, we obtained approval to build a 40,000 square foot health screening center in Seongdong-gu, Seoul. The third center is scheduled to open in August 2025 and will offer advanced cancer screening capabilities not typically found in general screening centers, including AI-based screening for cardiovascular disease, heart failure, and breast cancer to meet evolving patient needs. Through these advanced facilities and specialized services, GC i-MED plans to lead the domestic health screening industry while providing high-quality services to the local community, leveraging four decades of experience and expertise.

Sustainable Fundamental

ESG Management Strategy

Direction of ESG Strategy

The ESG management strategy framework has been established, based on Mission & Vision and Core Values that guide GC's management philosophy. GC Group has also established the strategic direction for economic, social, and environmental responsibilities toward stakeholders and implementing ESG management.

GC ESG Management Strategy System

Mission & Vision

Our mission is to contribute to human health and well-being, and our vision is to become a global healthcare leader.

Core Value

Challenge & Innovation | Care & Compassion | Transparency & Integrity | Respect & Dedication

ESG Management Vision

Implementation of ESG Management based on the GC Spirit

Direction of ESG Strategy

S	E S G	G	E
Expand stakeholders' access to healthcare by providing total healthcare solutions	Enforcing supervision of product quality for safety of the product and customers and to prevent ESG risk in the supply chains	Business risk control through ethical management	Setup environmental management framework and respond to net-zero

2025 ESG Report Disclosure Areas

Focus Area 1.	Focus Area 2.	Focus Area 3.	Focus Area 4.
Expanding Access to Healthcare	Customer Safety and Quality Responsibility	Corporate Ethics and Compliance	Environmental Responsibility

GC is dedicated to implementing ESG management principles grounded in our ESG commitment.

GC ESG Commitment

As a good companion to society, we fulfill our social responsibilities towards our customers, employees, and local communities.

We protect the health of our company, society and the planet through environmental management and safety and health management.

We are committed to protecting the rights and interests of our shareholders and stakeholders through responsible and ethical management.

ESG Management Implementation System

Board-led ESG Governance and Implementation Framework

GC Group operates a board-led ESG Governance and Implementation framework to enhance the sophistication of its ESG practices. All affiliates align with the Group's ESG philosophy and policies through the Group Executive Council and work together on group-level ESG initiatives to accelerate the establishment of ESG management. Each affiliate's ESG team oversees the overall ESG implementation plan and performance, and is responsible for core ESG functions, including identifying internal ESG risks and opportunities, managing ESG-related data, ensuring disclosures, and engaging with external stakeholders. Through the Group ESG Working Group, affiliates share ESG information with other ESG teams and relevant departments, discuss material issues, and develop action plans to support the execution of each affiliate's ESG strategy.

ESG Governance

BOD Executive Committee	· Provide oversight and make decisions on risks and opportunities related to major ESG issues · Define the strategic direction of ESG initiatives · Ensure timely responses through ongoing discussions within the Executive Committee (established at GC (Holding Company) and GC Biopharma)
(Group-level) CEO meeting	· Held monthly and joined by CEOs of each affiliate · Discusses key group-wide management issues, including ESG, and explores collaboration strategies across affiliates
Management meeting (GC (Holding Company): Steering Committee, GC Biopharma: SLT, GC Cell: REM, SEM)[1]	· Held as needed (at least monthly), joined by CEOs and key executives · Discuss each affiliate's major management issues and ESG-related agenda items
(Group-level) ESG Task Force	· Held as needed and composed of ESG teams and relevant departments of each affiliate · Discuss ESG material issues, and share ESG information, and coordinate cross-departmental efforts
ESG Department of GC	ESG Department - Manage key internal and external ESG issues, collects and manages ESG data, disclose ESG information and engages with external stakeholders - Report to the Board and executive-level committees, and support ESG-related decision-making
ESG Department of each Affiliate	ESG Relevant departments - Implement ESG goals and strategies, and manages ESG data

1) GC(Holding Company): Steering Committee, GC Biopharma: Senior Leadership Team (SLT), GC Cell: R&D, GMP Executive Meeting(REM), Sales Executive Meeting(SEM)

Materiality Assessment

Materiality Assessment Process

GC has continued to strengthen the management of material topics identified for the publication of its Sustainability Report and addresses these same topics as material issues in the 2025 report. Our material topics were identified through a structured four-step process for the 2024 report. This process involved assessing the impact of each issue and conducting an impact materiality assessment in collaboration with internal and external stakeholders and experts.

Step 01. Deriving ESG Issue Pool

- Reviewed GC Group's business
- Created a comprehensive ESG issue poo
  l- Based on global ESG initiatives (e.g., SASB, MSCI, DJSI), ESG issues identified in industry peers, and emerging ESG trends
- Selected 27 priority ESG issues using a simple scoring method

Step 02. Identifying Impacts of ESG Issues

- Identified the potential economic, social, environmental, and human impacts of each issue
- Determined the characteristics of each impact (positive, negative, actual, or potential) through analysis of policies, regulatory requirements, input from shareholders and investors, and media coverage
- Developed criteria and questions for assessing the material impacts of ESG issues

Step 03. Assessing the Materiality of ESG Impacts

- Conducted materiality assessment for each ESG issue
  - Conducted surveys with stakeholders, including industry professionals and internal and external ESG experts
  - Assessed each issue based on the scale, scope, remediability, and likelihood of its impacts

Step 04. Determining Material Issues and Reporting to the Board

- Identified material topics for the report based on the assessment results
- Reported materiality outcomes to the Board of Directors

Materiality Assessment Results

2024 Material Topics and Focus Area Structure

ESG Category	Material Topic	GRI Index	Impact Characteristics	Impact Area			
				Economic	Social	Environmental	Human
Environmental	Greenhouse Gas Emissions	305-1~5	Negative			●	
	Environmental Pollutant Emissions	303-4, 305-7	Negative			●	
	Waste Generation and Disposal	306-1~5	Negative			●	
Social	Ensuring Product Quality and Patient Safety	416-1	Positive		●		●
	Improving Access to Medicines	-	Positive		●		●
	Developing Pharmaceutical and Biotech Talent	404-1~2	Positive		●		●
	Managing ESG Risks in the Supply Chain	308-1~2, 414-1~2	Positive		●	●	
Governance	Preventing Unethical Conduct and Corruption	205-1~3, 206-1	Positive	●			●
	Addressing Violations of Research Ethics	-	Negative		●		●
Other	R&D Innovation	-	Positive	●			●

Focus Area 01.

Expanding Access to Healthcare

Improving access to medicines

Driving R&D innovation

Fostering pharmaceutical and biotech talent

Focus Area 02.

Customer Safety and Quality Responsibility

Strengthening product quality and patient safety

Managing ESG risks across the supply chain

Focus Area 03.

Corporate Ethics and Compliance

Preventing unethical conduct and corruption

Addressing violations of research ethics

Focus Area 04.

Environmental Responsibility

Reducing greenhouse gas emissions

Managing environmental impact (Environment Pollution Emissions, Waste Generation and Disposal)

Material Topics

Expanding Healthcare Access

Enhanced Access to Medicine | R&D Innovation | Nurturing Pharmaceutical and Biopharmaceutical Experts

Management Approach

To position itself as a global healthcare leader and contribute to healthy and fulfilling lives of humankind, GC Group is extending healthcare access both domestically and internationally by establishing comprehensive strategies to strengthen access to medicine, promoting new drug development through R&D innovation, and nurturing pharmaceutical and biotechnology experts.

Expanding Healthcare Access

Enhanced Access to Medicine

GC | GC Biopharma | GC Cell

Our Approach

GC Group provides comprehensive Total Healthcare Solutions for disease prevention, diagnosis, treatment, and management, while maintaining a pricing policy framework that broadens pharmaceutical options and alleviates patients' economic burden.

Positive Impact

The biopharmaceutical industry's efforts to extend access to medicine address global health challenges and meet the healthcare demands of more patients from both developed and developing nations.

2024 Our Actions

GC Biopharma: Successfully launched ALYGLO in the U.S. market, completed major insurance formulary listings and distribution network establishment (July 2024)., and received domestic regulatory approval for the world's first recombinant protein anthrax vaccine (April 2025).

GC Cell: Secured nine-year long-term follow-up results and real-world data for Immuncell-LC, presenting findings at ASCO GI 2025 (January 2025), and concluded technology transfer and licensing agreements for Immuncell-LC with PT Bifarma Adiluhung, an Indonesian stem cell therapy specialist (September 2024).

R&D Innovation

GC | GC Biopharma | GC Cell

Our Approach

In line with technological diversification and specialization, GC group strives to extend human lives through new drug development, biopharmaceutical advancement, and core technologies.

Positive Impact

R&D-driven management enables rapid production of high-quality pharmaceuticals, while low-cost, high-quality drug manufacturing strengthens our pipeline and expands access to medicine.

2024 Our Actions

GC Biopharma: Received Phase 1 IND approval for Sanfilippo syndrome treatment (May 2024), obtained Orphan Drug Designation (ODD) from the U.S. FDA for Fabry disease drug candidate (May 2024), and initiated global Phase 1/2 clinical trial for Fabry disease treatment (January 2025).

GC Cell: Secured approval for Phase 1 clinical trial protocol for GCC2005 targeting relapsed/refractory NK/T-cell lymphoma (August 2024) and commenced clinical trials with first patient dosing (March 2025).

Nurturing pharmaceutical and biopharmaceutical Experts

GC | GC Biopharma | GC Cell

Our Approach

GC Group is committed to cultivating pharmaceutical and biopharmaceutical professionals by providing comprehensive education and networking opportunities to enhance practical job competencies and strengthen professional expertise.

Positive Impact

Nurturing pharmaceutical and biopharmaceutical professionals and securing top talent not only enhance corporate competitiveness but also contribute to the expansion of the pharmaceutical market and the strengthening of national competitiveness.

2024 Our Actions

GC Biopharma: Established strategic partnerships with domestic universities to develop global biopharmaceutical talent and implemented industry-specific education programs specific for the pharmaceutical sector.

GC Cell: Established strategic partnerships with domestic universities to develop global biopharmaceutical talent and implemented industry-specific education programs specific for the pharmaceutical sector.

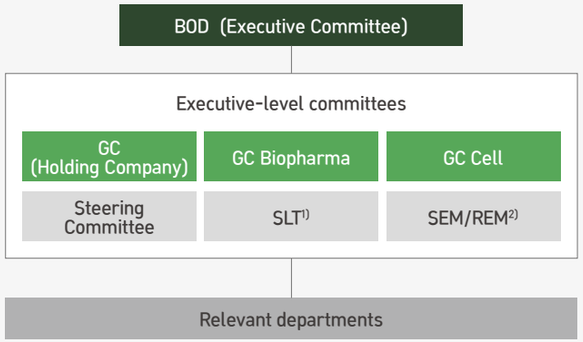
Expanding Healthcare Access

Governance For Access to Medicine

GC

Governance for Healthcare Access Management

GC Group affiliates hold regular meetings led by key C-level decision-makers to address healthcare access for stakeholders, and when critical issues arise in areas such as investment direction, R&D focus, or market strategy, they are escalated to each affiliate's BOD for further in-depth deliberation. Key agenda items include "GC Labs' Vietnam expansion plan," "Current Status and Mid- to Long-term Strategy of the North American Subsidiary," "Investment Plans for the North American Subsidiary," and "Joint R&D investment initiatives.".

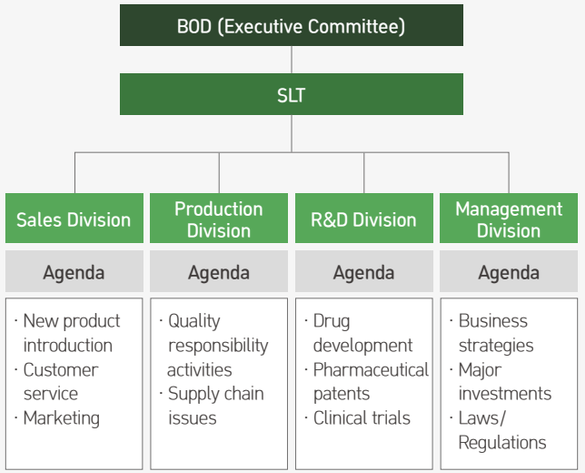


1) SLT (Senior Leadership Team)
2) REM (R&D, GMP Executive Meeting), SEM (Sales Executive Meeting)

GC Biopharma

Governance for Enhanced Access to Medicine

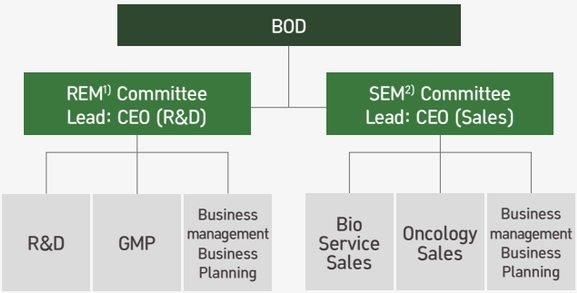
GC Biopharma has established a board-centered management framework to enhance healthcare access for patients. Critical matters related to product sales, manufacturing, research and development, and business strategy are deliberated and decided through consultation at the BOD and management committee levels. These critical matters are comprehensively managed at the group level by chief officers with subject-matter expertise of each functional area.



GC Cell

Governance for Enhanced Access to Medicine

GC Cell operates under a dual-CEO structure that separates research and development from commercial operations to strengthen specialized expertise for healthcare access. Each CEO leads R&D and commercial committees to monitor strategic direction, implementation progress, and various issues. Major risks and matters requiring resolution are escalated to the BOD for collaborative decision-making through consultation.



1) REM: R&D, GMP Executive Meeting
2) SEM: Sales Executive Meeting

Expanding Healthcare Access

Strategy

GC

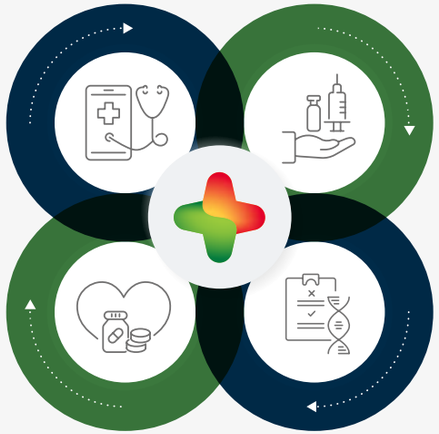
Strategy to Expand Healthcare Access

GC Group has achieved significant outcomes in therapeutic areas including plasma-derived medicinal products, vaccines, rare and chronic disease therapies, and anticancer agents, with the goal of improving patients' quality of life. Building on these accomplishments, we are evolving into a total healthcare solution provider, offering integrated services across disease prevention, diagnosis, treatment, and management.

Toward a Total Healthcare Solution Provider

Management
Providing optimized platforms for personal health management and healthcare professionals

Prevention
Vaccine-based infectious disease control and disease prevention through high-quality health screenings/functional health products



Treatment
Addressing unmet patient needs through essential pharmaceutical production and innovative new drug development

Diagnosis
Pursuing global standards in clinical and genetic testing sectors

GC (Holding Company)

Strategy to Expand Access to Medicine

GC (Holding Company) oversees company-wide initiatives for enhanced access to medicines and is expanding the scope of treatment and diagnostic services. With a long-term perspective, we are formulating strategic objectives and detailed plans to broaden our sales markets and enhance transparency in pricing policies. Based on these efforts, we aim to lead the operations of our affiliates and contribute to expanding healthcare access in emerging markets and developing countries.

In 2024, our key blood plasma-derived product ALYGLO received FDA approval in the US, significantly strengthening global healthcare access for pharmaceuticals. Additionally, to enhance local healthcare capabilities in developing countries, we are pursuing Official Development Assistance (ODA) projects in collaboration with public institutions, such as the Korea International Cooperation Agency (KOICA) and the Korea Foundation for International Healthcare (KOFIH). Moving forward, GC will continue to actively address global healthcare challenges leveraging the capabilities of each affiliate.

GC Biopharma

Policy to Expand Access to Medicines

Since its establishment, GC Biopharma has been dedicated to pharmaceutical sovereignty, guided by the principle of "producing difficult-to-make but essential medicines." We has localized plasma-derived medicinal products and vaccines that were previously reliant on imports and supplied them to the Korean population. Additionally, to support patients suffering from rare and intractable diseases, we have developed and supplied treatments for conditions such as hemophilia and Hunter syndrome—broadening pharmaceutical options and alleviating the financial burden on patients. Based on this foundation, we now supply pharmaceuticals to approximately 40 countries, with a primary focus on developing nations. GC Biopharma has established and continues to expand a diverse portfolio of therapeutic agents and vaccines to help more patients lead healthy lives. We are also investing in the future by developing vaccines and innovative new drugs for rare and intractable diseases, as well as advancing our mRNA platform capabilities.

GC Biopharma's Access to Medicine

plasma-derived medicinal products	General Pharmaceuticals
· Albumin · Human Immunoglobulin G (IgG) · Hepatitis B Human Immunoglobulin and 10 other types	· Vitamins · Pain relievers
Metabolic & Cardiovascular Diseases	**Rare diseases**
· Hypertension · Dyslipidemia · Diabetes	· Hunter syndrome · Hemophilia A and B · Alagille syndrome
Oncology	**Vaccines**
· Medications for severe neutropenia	· Influenza · Varicella · Td and 5 other diseases

Expanding Healthcare Access

Strategy

GC Biopharma

Pricing Policy

GC Biopharma, with pharmaceutical sales taking the lion's share of its revenue, is influenced by the unique characteristics of the Korean pharmaceutical market, where sales prices are determined by national health insurance drug pricing policies. For exports, however, we have established rational pricing policies in consideration of global pricing trends and financial impacts to ensure smooth supply of essential medicines in international organization and country-specific tender markets. Our management team comprehensively considers both economic and social aspects to continuously supply flu and varicella vaccines, as well as Hunter syndrome medications at appropriate prices to developing and emerging countries. As a result, GC Biopharma maintains the largest market share in the flu vaccine tender market organized by the Pan American Health Organization (PAHO), an agency under the World Health Organization (WHO).

Market Expansion Strategy

GC Biopharma has operated its domestic business to support the healthy lives of Korean people. Based on this experience, we became the first Korean pharmaceutical company to exceed $200 million in exports in 2014, driven by expanded exports of plasma-derived medicinal products and vaccines. To accelerate entry into advanced markets, we have established local affiliates in the US and Brazil, focusing on technological advancement and strengthening our business capabilities. In 2017, our US-based affiliate, Curevo Inc., successfully completed Phase 2 clinical trials for a next-generation premium shingles vaccine. In February 2023, we obtained WHO Prequalification (PQ) certification for a second-generation varicella vaccine "BARYCELA," further expanding overseas sales. In 2025, ALYGLO was successfully launched in the US, one of the world's largest pharmaceutical markets, through our U.S. affiliate, and GC Biopharma is now focused on accelerating its market penetration.
GC Biopharma is also expanding its business in emerging markets alongside advanced markets. Notably, in addition to plasma-derived medicinal products and vaccines, we achieved the world's first successful commercialization of the ICV formulation of Hunterase—a treatment for Hunter Syndrome, and one of key recombinant products. This formulation, which allows direct intracerebroventricular administration, is currently available in more than 10 countries. Additionally, "Green Gene F," our hemophilia treatment, received marketing authorization from China's National Medical Products Administration (NMPA) in 2021, positioning us to enter high-potential emerging markets including China. We remain committed to advancing into global markets—both advanced and emerging—to expand healthcare access for more patients worldwide.

Building a Patient-Centered Treatment Environment

GC Biopharma has launched an upgraded version of WAPPS-HEMO, a personalized software solution for patients with hemophilia. This software can more precisely predict individual patient drug responses based on actual clinical data, significantly enhancing the effectiveness of personalized treatment. By supporting patients in adhering to their prescribed treatment regimens and reducing the risk of drug-related side effects such as bleeding, it also contributes to lowering overall healthcare costs. GC Biopharma remains committed to improving the quality of life for patients suffering from rare diseases by providing innovative and effective treatments and services.

Contributing to Global Pharmaceutical Industry Development

GC Biopharma is contributing to the advancement of the pharmaceutical industry by strengthening global vaccine supply chains. Since entering the Thai flu vaccine market in 2014, we have awarded Thailand's national vaccination program contracts from the Government Pharmaceutical Organization (GPO), a state-owned pharmaceutical company, contributing to the improvement of local public health through supply of our flu vaccine GCFLU. As the largest seasonal full vaccine supplier among WHO subsidiary international organizations, we currently export GCFLU to 63 countries worldwide, including Thailand. We are expanding the number of destination countries and export volumes annually, aiming to improve pharmaceutical supply chains in developing countries while solidifying the presence of high-quality Korean vaccines in global markets.
GC Biopharma also contributes to pharmaceutical industry development through international technology cooperation and vaccine production capacity enhancement. In 2018, we established a technology transfer partnership with Medigen Vaccine Biologics Corp. (MVC), a Taiwan-based vaccine specialist, resulting in MVC's quadrivalent flu vaccine receiving marketing authorization from the Taiwan Food and Drug Administration (TFDA) in 2023. Currently, GC Biopharma supplies bulk flu vaccine to MVC, while MVC receives finished vaccine production technology from GC Biopharma, creating a mutually beneficial partnership that establishes local production systems and manufactures products. Building on our entry into the Taiwanese market, we plan to accelerate the localization of vaccine production and build global vaccine infrastructure.
Throughout this process, we support developing countries in local R&D capacity building and meeting WHO pharmaceutical standards through various training and support programs, thereby contributing again to the development of the pharmaceutical industry.

Expanding Healthcare Access

Strategy

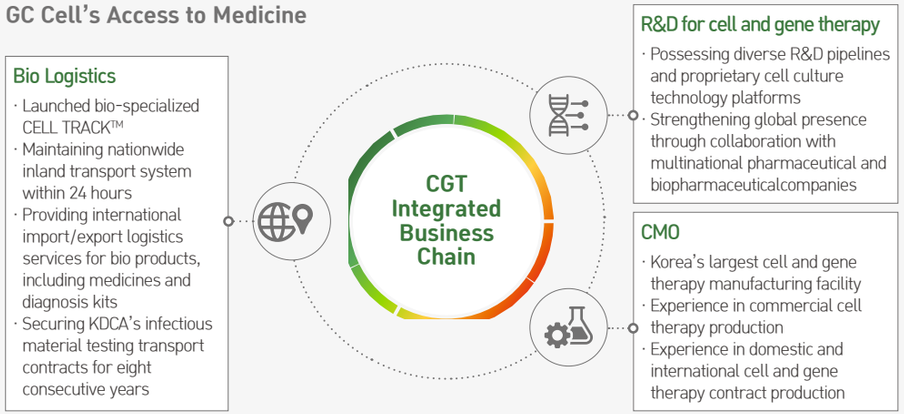
GC Cell

Policy to Expand Access to Medicine

Immuncell-LC, an autologous T-cell therapy that GC Cell has successfully commercialized, is the first immune cell therapy for solid tumor indications. Since its marketing authorization in August 2007 and re-licensing as an advanced biopharmaceutical in August 2021, it has been administered to over 10,000 patients, contributing to cancer treatment and quality of life improvement. As the only domestically developed anticancer immune cell therapy, it has completed large-scale Phase 3 clinical trials and achieved highly significant milestones for Korea's advanced biopharmaceutical industry development by securing 5-year and 9-year long-term follow-up results and RWD. Based on these achievements, global scholars presented Immuncell-LC data at the 2024 European Society for Medical Oncology and 2025 American Society of Clinical Oncology conferences, facilitating expansion into the global anticancer immune cell therapy market.

GC Cell's NK and CAR-NK R&D pipelines, as well as high-yield, mass-production cell culture platforms, will provide breakthrough opportunities for patients and serve as the driving force to overcome the high costs of conventional therapies. Additionally, leveraging our experience in domestic and international CGT contract manufacturing at Korea's largest facility, we provide CGT contract manufacturing organization (CMO) services for biopharma companies that share GC Cell's values. Our bio logistics business, operated since GC Cell's establishment, launched CELL TRACK™ in February 2024, focusing on biopharma-specific customization and regulatory compliance while ensuring swift and accurate execution to prevent disruptions to patient treatment and clinical trial schedules, thereby contributing to expanded access to medicine.

GC Cell's Access to Medicine



Pricing Policy

With the health of cancer patients as our top priority, GC Cell has maintained a policy that ensures appropriate prices to prevent cancer treatment from being discontinued for economic reasons. Immuncell-LC is produced and administered through a Vein-to-Vein system, a personalized process spanning 2–3 weeks after blood collection from each cancer patient. Unlike low-cost mass production systems, price impacts arise from the accompanying highly technology-intensive processes, GMP manufacturing facilities, numerous culture processes, stringent quality analysis, equipment, and regulatory compliance procedures. We establish and implement initiatives to enhance operational efficiency, including production process improvements, to minimize price impacts while actively responding to external risks such as global inflation. Furthermore, to expand treatment access, we have established rational pricing policies for Immuncell-LC and initiated a National Health Insurance coverage project. GC Cell will continue expanding access to our products and supporting cancer patients' rapid return to daily life.

Market Expansion Strategy

Immuncell-LC is the world's only approved therapy specifically indicated to improve survival rates in early-stage liver cancer patients. Leveraging its outstanding domestic growth and abundant clinical outcomes, GC Cell has established mid-to-long-term strategies and implementation roadmaps for global market expansion.

Starting in 2024, GC Cell has been accelerating global expansion of Immuncell-LC based on our cell therapy R&D and manufacturing technology capabilities, and commercialization competencies of anticancer agents. As a priority strategy for rapid Immuncell-LC expansion, we are primarily targeting countries where immediate treatment is possible without additional clinical trials and markets with government support for new modalities, while accelerating global expansion through strategic partnerships with leading companies possessing top-tier manufacturing capabilities within those countries. Through this process, GC Cell has been realizing ESG management values that contribute to enhanced treatment capabilities in countries with high demand for new anticancer agents by including developing countries as priority nations in our short-term expansion strategy.

As the first result of GC Cell's aggressive expansion strategy, we secured a successful case of technology export to Indonesia in September 2024. Building on this success, we are accelerating collaboration discussions with approximately 40 global leading companies across North America, the Middle East, Southeast Asia, China, and Latin America.

Expanding Healthcare Access

Risk Management

GC

Healthcare Access Risk Management

GC has established and operated a company-wide risk management system to identify and manage risks related to healthcare access. We have established specialized management departments and systematic response frameworks for effective risk mitigation, and the identified major healthcare access-related risks are as follows:.

Price Volatility Risk

Although advancements in domestic and global healthcare markets have improved healthcare access for many patients and the general public, rising trade barriers and country-specific tariffs have increased the risk of price hikes for pharmaceuticals and medical devices, making demand and supply forecasts increasingly challenging. These factors may threaten the sustainability of corporate activities that are responsible for the stable supply of high-quality pharmaceuticals and healthcare management systems.

Production Disruption Risk

Because pharmaceutical supply is directly tied to patient health and lives, stable production and supply represents a crucial responsibility for the healthcare industry. It is essential to proactively prepare for potential pharmaceutical production and supply disruptions caused by geopolitical risks, natural disasters, and policy uncertainties, and to manage situations to ensure timely restoration of normal operations when such disruptions occur.

Risk Management System Enhancement Goals

To systematically manage price- and production-related risk factors, GC continuously identifies risks and monitors risks and opportunities. A “Risk Management and Crisis Response Manual” is in place and implemented across all affiliates for all executives and employees. We are also working to systematize our risk management organization, with each affiliate’s BOD and GC (Holding Company) functioning as the control tower.

Metrics & Targets

GC Biopharma

Key Risk Management Indicators

Category	Unit	2022	2023	2024
Number of products subject to equitable pricing policy	Units	3	3	3
Weighted average list price change rate	%	3.6	2.3	0.2
Ongoing rare disease therapy pipelines	Units	12	10	9
WHO-certified product list	Units	1	2	2
U.S. FDA-approved product list	Units	0	1	1

GC Cell

Key Risk Management Indicators

GC Cell monitors quantitative indicators related to Immuncell-LC, our proprietary autologous T-cell therapy, as key management metrics for expanded healthcare access. As of 2024, GC Cell operates 11 dedicated production facilities equipped with the necessary equipment, technology, and environment for the manufacturing of Immuncell-LC. Leveraging this infrastructure, we have established ourselves as a leading provider of cell-based cancer immunotherapy, with an annual production capacity of 18,000 packs, a cumulative total of 10,800 patients treated, and 82,600 cumulative administrations as of 2024.

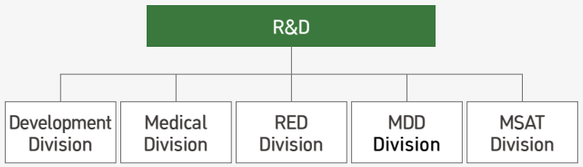
Expanding Healthcare Access

Governance for R&D Innovation

GC Biopharma

Governance for R&D Innovation

GC Biopharma has established a governance framework for effective R&D execution. Our R&D division comprises RED Division, MSAT Division, Development Division, and Medical Division. The RED Division conducts basic research for early candidate compound discovery and efficacy and toxicity preclinical studies, while the MSAT Division oversees process research from early to late development stages. The Development Division manages overall operations, licensing, and scientific activities for research projects in the clinical development stage, and the Medical Division establishes, conducts, and manages clinical trial plans for clinical development stage research projects and marketed products.
In the R&D Division, we conduct Progress Meetings to strengthen communication among divisions involved in each project, promoting inter-division collaboration and information sharing. We also operate an R&D Review Committee to deliberate on R&D strategies and operational matters, enabling systematic process-based decision-making.



GC Cell

Governance for R&D Innovation

GC Cell has established an R&D governance framework centered on the Cell Therapy Research Center to enhance R&D efficiency and increase the potential for successful commercialization. To support communication process-based decision-making, we operate company-wide project review committees and department collaborative bodies for project execution management.
The Research Division conducts development candidate compound discovery and process optimization research, while the Development handles clinical development, product licensing and post-market management, as well as drug safety management. The Project Owner (PO) team manages the entire lifecycle from candidate compounds to final products.

Strategy

GC

R&D Management

GC has traditionally operated in the blood plasma-derived product and vaccine sectors. To establish new growth foundations, we are concentrating our capabilities on R&D in rare disease therapies, mRNA platforms, cell and gene therapies, and medical aesthetics. Although the pharmaceutical industry can generate high value-added returns through successful new drug development, it typically requires substantial investment over periods exceeding 10 years and is characterized by low success rates. Nevertheless, based on our principle that “R&D represents future revenue and the driving force for growth,” GC has executed bold R&D investments at industry-leading levels domestically and is committed to securing top research talent and strengthening core competencies. Additionally, we have expanded access through localization and R&D initiatives by establishing overseas affiliates, while participating in relevant associations and initiatives—such as the US Cancer Moonshot—to support R&D capabilities. Moving forward, GC will continue to grow as a leading life sciences company committed to healthy lives for humanity through continuous innovation and proactive investment in new drugs and biopharmaceuticals.

Core Research Area

Expanding Healthcare Access

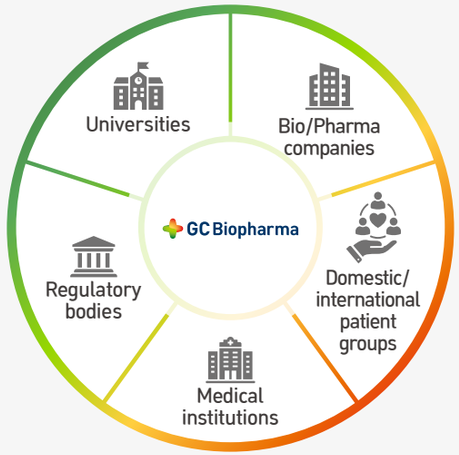
Strategy

GC Biopharma

Innovative New Drug Development Strategy

GC Biopharma has identified entry into advanced blood plasma-derived product markets, premium vaccine development, and innovative drug development for rare and intractable diseases as core R&D areas. To accelerate these initiatives, we are concentrating company-wide capabilities and resources by strengthening internal R&D competencies and developing customized innovative therapies for patient populations with high unmet medical needs through collaboration with external stakeholders, including partners, patient groups, healthcare institutions, and regulatory bodies. We are pursuing open innovation in various forms—for example, incorporating patient voices gathered through patient groups into clinical trial designs conducted jointly with healthcare institutions and regulatory bodies. Through these efforts, GC Biopharma is fully committed to making a leap forward as a global pharmaceutical company by successfully developing competitive, strategic products at an early stage.

GC Biopharma Network and Collaboration



R&D Pipeline

GC Biopharma's R&D pipeline is continuously advancing across plasma-derived medicinal products, vaccines, innovative rare disease therapies. In particular, we are conducting R&D on more than 10 rare diseases, which typically involve small patient populations resulting in limited access to treatment, thereby promoting medical innovation and contributing to improved patient quality of life.

Type	Project	Indication	Research	Preclinical	Phase I	Phase II	Phase III	Approval	Collaboration	Remarks
plasma-derived medicinal products	GC5107B	Primary Immunodeficiency					Licensing completed →			Obtained marketing authorization from the US FDA In December 2023. Launched in the market in July 2024.
	GC5107D	Primary Immunodeficiency (children)					→			
	GC5125A	vWF deficiency			→					
	GC5136A	Primary Immunodeficiency (SC)			→					
Vaccine	MG1111	Varicella vaccine					Commercialization →			Launched in the Korea market, obtained WHO PQ and approval from 5 nations including Korea
	GC3114B	Flu-HD Vaccine			→					
	GC3111B	Tetanus, diphtheria, pertussis vaccine				→				
	GC1109	Anthrax vaccine					Licensing completed →			Domestic approval in progress
	MG1120A (CRV-101)	Shingles vaccine				→			curevo	Affiliate R&D pipeline
	GC4002B	mRNA Flu vaccine			→					
	GC4006A	mRNA COVID vaccine			→					
Innovative rare disease therapies	GC1111F	Hunter syndrome (IV)					Commercialization →			Approved in 10 countries including Korea; conditional approval lifted
	GC1123A	Hunter syndrome (ICV)					Commercialization →			Approved in Japan; Russia approval granted in December 2024
	GC1123B	Hunter syndrome (ICV)				→				Phase 1 clinical trial in progress in Korea
	GC2127A	Alagille syndrome					Licensing completed →		mirum	Obtained marketing authorization, waiting for market launch
	GC1138A (MarzAA)	Glanzmann thrombasthenia					→			Introduced R&D pipeline in February 2023
	MG1113A	Hemophilia A and B				→				
	GC1130A	Sanfilippo syndrome type A				→				Obtained ODD and Rare Pediatric Disease Designation (RPDD) from the US FDA. In 2023 Obtained ODD in Europe in January 2024 Obtained Fast Track designation in the US in June 2024 Obtained IND approval for Phase 1 clinical trial in the US (May), Korea (Jul.), and Japan (Aug.). Phase 1 global clinical trial in progress
	GC1134A	Fabry disease					→		Hanmi	Obtained ODD from the US FDA, in May 2024 Obtained Phase 1/2 IND approval in the US in August 2024 Obtained domestic ODD and Phase 1/2 IND approval in January 2025

Expanding Healthcare Access

Strategy

GC Biopharma

Advancing Global Drug Development in Rare Diseases

GC Biopharma is committed to advancing global drug development in rare diseases to secure next-generation growth drivers and provide patients with new therapeutic options.

Orphan Drug and Rare Pediatric Disease Designations

In January 2023, a therapy for Sanfilippo syndrome type A received Orphan Drug Designation (ODD) and Rare Pediatric Disease Designation (RPDD) from the US FDA[1)] . Subsequently, in January 2024, we obtained additional ODD from the European Medicines Agency[2)] (EMA), securing a total of three orphan drug and rare pediatric disease designations in the US and Europe for this indication. A Fabry disease therapy also received ODD from the US FDA in May 2024, followed by domestic ODD in January 2025..

Clinical Trials for Rare Disease Therapies

Proactive clinical trials are being conducted domestically and internationally for successful global drug development for rare diseases. The intracerebroventricular (ICV) formulation of a Hunter syndrome therapy obtained domestic Phase 1 clinical trial approval in April 2022 and is currently ongoing. The Sanfilippo syndrome type A therapy also obtained Phase 1 clinical trial approvals in three countries: the US in May 2024, Korea in July 2024, and Japan in August 2024, and a global Phase 1 clinical trial is in progress based on these approvals. The clinical trial will evaluate the drug's safety and tolerability, with plans to accelerate future development phases. The Fabry disease therapy received Phase 1/2 IND approval in the US in August 2024, followed by domestic Phase 1/2 IND approval in January 2025, and is preparing to initiate a global Phase 1/2 clinical trial.

1) U.S. Food and Drug Administration (FDA)
2) European Medicine Agency (EMA)

Marketing Authorizations for Rare Disease Therapies

In February 2023, Livmarli solution, a therapy for Alagille syndrome, a rare pediatric disease, obtained marketing authorization in Korea. In November, we successfully completed Phase 3 clinical trial result reviews and Good Clinical Practice compliance investigations for our Hunter syndrome therapy, which was previously under conditional approval, obtaining approval for conversion to full marketing authorization. In December, ALYGLO, a liquid immunoglobulin product for treating Primary Humoral Immunodeficiency, obtained FDA marketing approval, achieving the significant milestone of being the first Korean plasma-derived product to enter the US market.

Expanding Therapeutic Development Through Open Innovation

We are collaborating with leading domestic and international research institutions, universities, and pharmaceutical companies to share cutting-edge technologies and information, and are pursuing joint R&D projects to enhance development efficiency.
Representative ongoing joint research projects include the Fabry project in collaboration with Hanmi Pharmaceutical (U.S. Phase 1/2 IND approval completed) and the MPSIIIA project in collaboration with Novel Pharma (global Phase 1 clinical trial ongoing). Additionally, we are conducting joint research on four early-stage development projects. Furthermore, in collaboration with Mogam Institute for Biomedical Research, we are strengthening new drug compound discovery incorporating artificial intelligence (AI) technology, thereby accelerating R&D speed and expanding the scope of open innovation-based drug development.

Expanding Next-Generation Drug Modalities

GC Biopharma is internalizing mRNA technology as a next-generation drug modality and expanding its business scope from vaccines to rare disease therapies through platform development and manufacturing facility establishment. We will continue our R&D efforts to provide more innovative therapeutic options for rare disease patients.

Expanding Healthcare Access

Strategy

GC Cell

Advancing Global Drug Development in Cell and Gene Therapy

GC Cell seeks to contribute to humanity by addressing severe, rare, and intractable diseases through cell-based technologies and genetic engineering. Based on immune cell therapies and gene-edited therapies, we are advancing world-class drug development in the cell and gene therapy field.

Immune Cell Therapies

GCC4001 (AB-101), an umbilical cord blood-derived natural killer cell therapy, received expedited approval from the US FDA in December 2020 for a Phase 1/2a clinical trial in the US for B-cell lymphoma patients in combination with rituximab or obinutuzumab through Artiva Biotherapeutics. In August 2023, the indication was expanded to autoimmune diseases with IND approval for a Phase 1/2 clinical trial. Additionally, GCC4001 in combination with AFM13 received approval for a Phase 2 clinical trial for relapsed and refractory Hodgkin lymphoma in May 2023 and was designated for Fast Track status in September 2023. Immuncell-LC has demonstrated positive outcomes in both clinical trials and real-world evidence as an adjuvant therapy following hepatocellular carcinoma surgery, with long-term follow-up studies (9 years) confirming overall survival improvement. Since December 2020, a Phase 3 clinical trial has been ongoing to expand its indication to pancreatic cancer with high unmet medical needs.

Gene-Edited Cell Therapies

In August 2024, we received Korean Phase 1 IND approval for GCC2005 for relapsed and refractory NK/T-cell lymphoma, a rare blood cancer with no available treatment options, and administered the first patient dose in March 2025. We are also focusing on R&D to develop follow-up pipeline candidates and advance enhanced efficacy platform technologies. Additionally, we are conducting viral vector internalization R&D to maximize profitability and expand our platforms.

R&D Pipeline

Classification	Project	Indication	Research	Preclinical	Phase I	Phase II	Phase III	BLA	Partner	Remarks
Auto	Immuncell-LC (CIK, CTL+NKT)	Hepatocellular Carcinoma (HCC)								Aug. 2007 Hepatocellular Carcinoma (HCC) marketing authorization
		Pancreatic Cancer								Dec. 2020 MFDS Phase 3 IND approval
Allo	Non-modified NK (GCC4001)+AFM13	r/r Hodgkin Lymphoma CD30+ PTCL							artiva AFFIMED	Phase 1/2a clinical trial in progress With a target to complete clinical trial by the end of 2024
	Non-modified NK (GCC4001)+CD20 Antibody	r/r B-Cell Malignancy								
		Lupus Nephritis (Autoimmune)							artiva	Apr. 2024 First patient dosed
	CD5 CAR-NK (GCC2005)	T Cell Lymphoma								Mar. 2024 First patient dosed
	CD19 CAR-NK (GCC2004)	B Cell Lymphoma								

Risk Management

GC

R&D Risk Management

GC recognizes the importance of risk management activities in R&D processes that encompass various opportunities and risk factors. And seeks to proactively address related risks. We identify both product- and service-related risks as well as potential risks to business operations. And have designated risk managers and dedicated organizations for each affiliate to conduct response activities and monitoring considering risk types and potential crisis escalation. The key identified R&D innovation-related risks are as follows:

Strategic Risk

The healthcare industry, by its nature, conducts R&D based on various predictions for product development, requiring long-term research and significant investments. Consequently, if portfolio strategies are developed for products with insufficient market demand due to inadequate initial market analysis, the probability of investment recovery diminishes, constituting a R&D failure factor.

Regulatory Risk

The healthcare industry undergoes multiple stages for commercialization prior to new product launches, including clinical trials and regulatory agency reviews. When licensing requirements are strengthened or revised to ensure safety and meet consumer demands for pharmaceuticals and diagnostic reagents, new product launches may be delayed, which can consequently lead to increased R&D costs.

Sales Risk

When products launched through R&D demonstrate insufficient marketability and competitive advantage, the expected financial returns from sales are reduced, which constitute an R&D failure factor.

Expanding Healthcare Access

Metrics & Targets

GC (Holding Company)

R&D Innovation Performance

Domestic/International Healthcare Patent Status

Category		Unit	2022	2023	2024
Domestic	Patent registrations (cumulative)	Cases	10	10	8
	Patent applications pending		2	2	1
Inter-national	Patent registrations (cumulative)		52	54	56
	Patent applications pending		8	6	7
	Voluntary non-exclusive patents/ products held		0	0	0

GC Biopharma

R&D Innovation Performance

Domestic/International Healthcare Patent Status

Category		Unit	2022	2023	2024
Domestic	Patent registrations (cumulative)	Cases	72	55	54
	Patent applications pending		31	34	41
Inter-national	Patent registrations (cumulative)		192	202	204
	Patent applications pending		286	219	249
	Voluntary non-exclusive patents/ products held		0	0	0

R&D Investment Status

R&D-to-Revenue Ratio (Separate Basis)

2022 11.5% → 2023 12.4% → 2024 10.3%

Category	Unit	2022	2023	2024
R&D expenditure	Million won	142,977	150,132	131,771

R&D personnel (as of Dec. 31, 2024)

432 persons in total

Master's/PH D	294 persons
Bachelor's	87 persons
Others	51 persons

GC Cell

R&D Innovation Performance

Domestic/International Healthcare Patent Status

Category		Unit	2022	2023	2024
Domestic	Patent registrations (cumulative)	Cases	19	20	20
	Patent applications pending		4	15	17
Inter-national	Patent registrations (cumulative)		35	30	37
	Patent applications pending		6	58	32
	Voluntary non-exclusive patents/ products held		0	0	0

R&D Investment Status

R&D-to-Revenue Ratio (Separate Basis)

2022 13.6%[1] → 2023 15.4%[1] → 2024 15.3%

Category	Unit	2022	2023	2024
R&D expenditure	Million won	32,142	28,876	26,700

R&D personnel (as of Dec. 31, 2024)

84 persons in total

Master's/PH D	68 persons
Bachelor's	15 persons
Others	1 persons

1) Applied based on data from electronic disclosure business reports

Expanding Healthcare Access

Nurturing pharmaceutical and biopharmaceutical Expert Strategy

Pharmaceutical/Biotechnology Expert Development Strategy

GC provides various educational and networking opportunities to help employees adapt to the organization and their roles, enhance job competencies highly relevant to practical work, and improve pharmaceutical and biopharmaceutical expertise through educational programs and domestic/international academic seminars and conferences. In particular, we provide year-round support for external professional institution training programs to strengthen expertise as well as conduct various forms of education by establishing a smart learning platform based on digital curation for customized self-directed learning.

Educational Programs Through Collaboration with External Training Institutions

GC provides various training programs in collaboration with external professional training institutions to strengthen employee capabilities. For leadership development of executives and team leaders, we operated 1:1 and group coaching programs in collaboration with professional coaching institutions (Coaching Management Institute, Dankook University Graduate School of Business, CEO Lab), delivering a total of 86 hours of training for GC (holding company) executives and employees as of 2024, with a program recommendation rate of 91.5%. Additionally, the “Digital Literacy Competency Enhancement Program,” provided in collaboration with specialist institutions such as IN4U, Fast campus, and SK C&C for effective operation of our internally developed generative AI utilization competency enhancement program, achieved high satisfaction with a recommendation rate of 88.2%. We also support continuous employee competency development through collaboration with various educational institutions, including Korea Management Association, HSG Human Solution Group, and Hunet.

Degree Support Programs

All members of GC receive various educational opportunities to develop competencies required for job performance, and members selected as high-potential talent gain educational opportunities to develop advanced capabilities through domestic and international schools and professional educational institutions. In particular, we operate degree and certification acquisition support programs to enhance professional competencies for next-generation leader development. For regular employees selected as high-potential talent through fair procedures, we support in-house MBA, domestic part-time MBA, and master’s/doctoral programs, and provide educational expenses for related course enrollment, degree completion, and certification acquisition.

Support Programs for Promoted and Internally Transferred Employees

GC provides systematic onboarding programs to help employees promoted to managerial positions perform their new roles effectively. For newly appointed team leaders and executives, we operate internally developed leadership programs in conjunction with external professional institution leadership development courses, helping them effectively acquire the competencies needed during the transition period. Additionally, for employees who have undergone organizational changes or internal transfers, we provide onboarding programs that include opportunities for communication with management and networking with colleagues, supporting smooth adaptation to new environments.

GC Affiliate News (GC Labs) “Capacity Building Project for Infectious Disease Response in Developing Countries and Invitation-based Training Programs”

Since 2021, GC Labs has been participating in the Korean government’s ODA programs to contribute to strengthening healthcare capacity in developing countries. In 2024, GC Labs joined a consortium for the KOICA-funded “Project Management Consulting (PMC) for Strengthening Infectious Disease Response Systems to Reduce Disease Burden in Uzbekistan” (2024-2027), taking responsibility for the “Establishment and Capacity Building of a National Quality Assurance Center” component. As part of this initiative, GC Labs hosted an invitation-based training program in Korea for four director-level laboratory experts, including the head of the National Reference Laboratory from Uzbekistan’s Sanitary-Epidemiological Welfare and Public Health Committee (SEWPHC), focusing on national quality assurance capacity building consulting. Additionally, workshops were held in Uzbekistan to provide on-site consulting and training for laboratory professionals, resulting in 22 certified trainees. GC Labs also successfully completed the second-year invitation-based training through KOICA’s global training program “Capacity Building for Prevention, Diagnosis, and Treatment of Pulmonary Tuberculosis and Non-tuberculous Mycobacteria (NTM) Pulmonary Disease in Ukraine,” hosting 13 Ukrainian medical professionals with a focus on TB and NTM diagnosis and treatment.
In 2025, GC Labs will continue leveraging its expertise in diagnostic testing to enhance the capacity of healthcare professionals in developing countries and contribute to improving global health standards. Furthermore, we are committed to strengthening our capabilities for international engagement to support healthy lives for all global communities.

KOICA training program “PMC for Strengthening Infectious Disease Response Systems to Reduce Disease Burden in Uzbekistan”

KOICA global training “Capacity Building for Prevention, Diagnosis, and Treatment of Pulmonary Tuberculosis and NTM Pulmonary Disease in Ukraine”

Expanding Healthcare Access

Enhanced Access to Medicine | R&D Innovation | Nurturing Pharmaceutical and Biopharmaceutical Experts

Strategy

GC (Holding Company)

Pharmaceutical and biopharmaceuticalTalent Development Framework

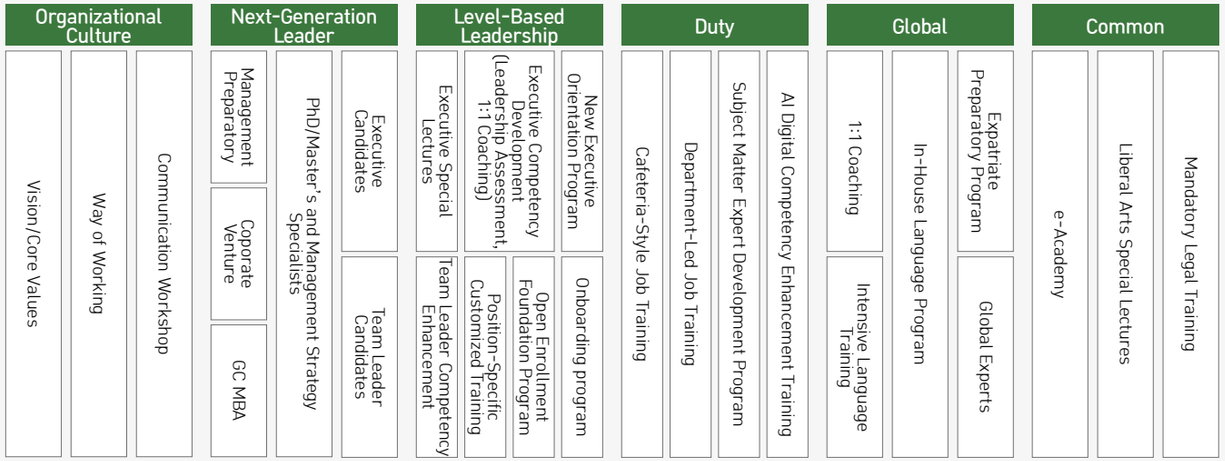
GC's employee competency enhancement programs focus on proactively developing future leaders while considering business direction and industry characteristics. To this end, we operate various educational programs tailored to employee life cycles, including leadership competency development for position holders, and executive group strategic workshops, while focusing on competency and career development for executives and employees (including non-regular workers). In particular, for onboarding during transition periods, we conduct training once or twice annually for new hires, promoted employees, and position appointees, achieving a satisfaction score of 4.7 (on a 5.0 scale). We also provide year-round support for external professional institution training to strengthen expertise, with employees completing an average of 20 hours per person, and offer monthly 1:1 foreign language education programs for applicants to enhance global competencies. Notably, in 2024, we conducted communication programs and distinguished guest lectures for all employees to strengthen communication skills, achieving an employee satisfaction score of 4.7 (on a 5.0 scale).

Average annual training hours per employee	Average annual training cost per employee	Always-available courses through smart learning (38,186 content items)
46.9hours	KRW1.7million	3,147courses

Degree and Certification Support Programs

GC provides various development programs by life cycle based on a talent development framework so that all members, including contract employees, can develop their competencies and careers without discrimination. Among these, we operate degree and certification acquisition support programs as well as educational opportunities to develop advanced competencies through domestic and international universities and professional educational institutions for high-potential talent nominees. Since 2004, more than 40 high-potential talents across GC have been granted opportunities for master's/doctoral and MBA degree support, being developed and managed to become mid- to long-term core talents. Recently, we are reviewing the establishment of project-based specialized programs and related degree support systems for developing advanced digital specialists.

GC Talent Development Framework



Systematic Leader Development Based on Leadership Development Framework

GC is cultivating leaders to lead GC through collaboration with Korea's leading leadership education institutions, various external expert groups, and credible leadership/organizational culture assessment institutions. Based on the leadership development framework, we periodically assess leadership competencies and organizational culture, and support leadership development through self-awareness and reflection, including debriefing based on assessment results, online/offline education, group coaching, and 1:1 coaching. To support growth as global leaders, we also provide continuous network expansion and insight development through internal/external training, foreign language competency enhancement, CEO breakfast meetings, and distinguished guest lectures. Moving forward, GC will remain committed to practicing "sustainable management" by developing leaders who possess not only enhanced capabilities but also effective communication abilities with various stakeholders.

Support for Pharmaceutical/Biotechnology Talent Development in Developing Countries

GC Labs, a GC affiliate, is working to strengthen the capabilities of healthcare professionals in developing countries based on its global diagnostic testing expertise and experience. We have been actively pursuing ODA) projects since 2021, and in November 2024, signed a memorandum of understanding (MOU) with Kyung Hee University Healthcare System's Medical Science and Civilization Institute to advance Korean government ODA projects and joint academic research. Following 2024, CG Labs is planning two invitation-based training programs for overseas medical professionals in 2025. And will strengthen diagnostic testing capabilities in developing countries through local dispatches, regular workshops, and online education.

Expanding Healthcare Access

Strategy

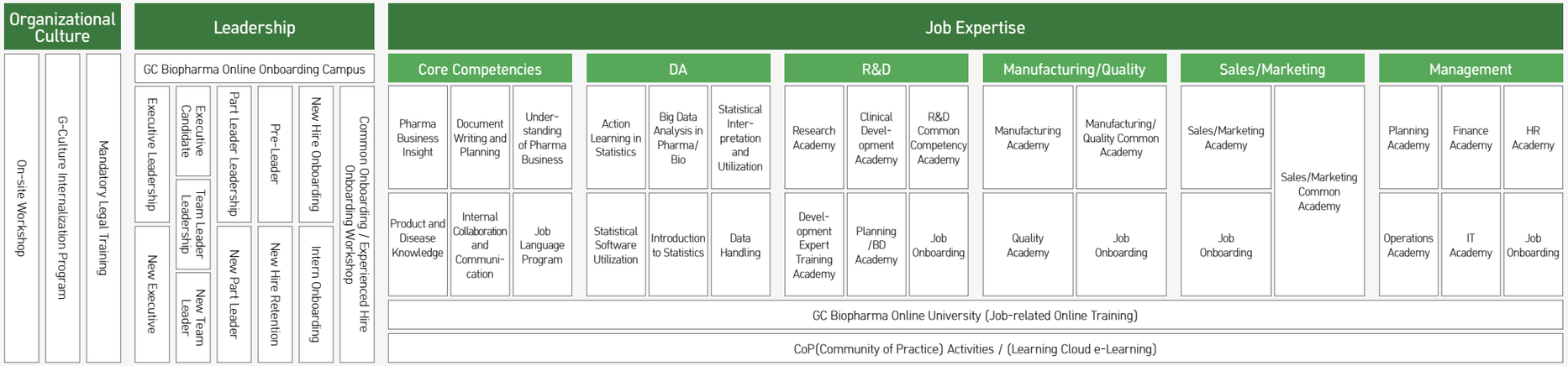
GC Biopharma

Nurturing pharmaceutical and biopharmaceuticalExperts

GC Biopharma has established a development framework by modeling more than 60 job-specific competencies in collaboration with approximately 200 field experts. The talent development framework includes over 300 course profiles designed to nurture talent. Each year, employees assess their level of job-specific competencies (across a total of seven levels) through an individual competency assessment conducted via the internal system. Based on this, they establish and implement annual competency development plans. Through the cultivation of future talent equipped with core competencies in the bio-health industry, GC Biopharma aims not only to enhance its global competitiveness but also to actively contribute to the development of the industry by designing and fully supporting a variety of talent development programs.

Job-Specific Training Programs

GC Biopharma provides job-specific training programs by division. The R&D division offers foundational training by job level and specialized training by department. Common training programs necessary for R&D functions are provided mainly by in-house instructors. In 2024, a total of 20 common training sessions were conducted, focusing on Quality by Design, the use of statistical software (GraphPad Prism), healthcare big data programs, and R&D seminars. Department-specific programs include in-house seminars, with nine seminars conducted across six departments, supporting the acquisition of timely and specialized knowledge and skills. The Quality Management division operates the Quality Expert Program annually as a job-specific training program. The Quality Expert Program enables employees to work on key cross-functional projects related to quality and production in a project-based learning format, allowing them to balance work and learning. In 2024, a total of eight field-based projects were implemented through the Quality Expert Program, resulting in three best practice cases for operational improvement. The sales division operates the K-Certi System, a certification program for scientific knowledge in domestic sales, as a job-specific training initiative. The K-Certi System divides the sales business into three segments: Primary Care, Specialty Care, and Consumer Health Care. It consists of 30 courses, including four courses covering common competencies and six courses for job-specific expertise in each domain. To obtain K-Certi certification, employees must complete the relevant training and pass the evaluation. Certification status is also used as a key indicator in the Career Development Plan (CDP) for employees seeking to transfer to other roles within the sales division, supporting their job competency development and assessment.



Expanding Healthcare Access

Strategy

GC Biopharma

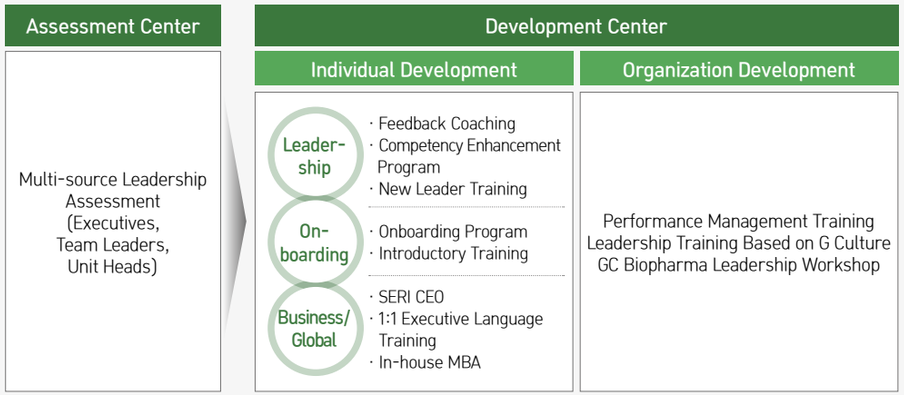
Leadership Development System

Since 2022, GC Biopharma has defined the roles of leaders at each level and has provided corresponding development programs to strengthen leadership competencies. In line with this, annual leadership assessments are conducted to evaluate the competencies and personal characteristics required for the effective performance of duties by executives, team leaders. To support leadership development based on self-awareness and reflection, debriefing and coaching sessions are provided following the assessments.

Leadership Development

Upon joining the company, both contract and permanent new hires are provided with approximately 18 online and offline onboarding courses to help them cultivate self-leadership. Additionally, we operate annual training programs for mid-level managers who are preparing to grow as leaders, as well as leadership development programs for newly appointed leaders. In 2024, training was provided to 80 mid-level managers and 15 newly appointed team leaders. For those promoted to positions at the team leader level or higher, we offer one-on-one coaching programs to support personalized leadership development. To expand insight through executive networking, we hold quarterly Pharma Leadership Team (PLT) meetings, where company-wide executives gather to discuss key agendas and establish strategic directions.

GC Biopharma Leadership Assessment and Development Programs



Educational Institution Partnerships

GC Biopharma collaborates with external education providers to offer a wide range of training programs that allow employees to acquire the latest knowledge and skills. Through partnerships with organizations such as the Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA), Korea Biomedicine Industry Association, Korea Chemicals Management Association, Korea Pharmaceutical Technology Foundation, Korea National Enterprise for Clinical Trials (KONECT), Korea Productivity Center, and PDA Korea, we offer pharmaceutical and biotech-specialized training programs in areas such as R&D, GMP, and regulatory affairs. In 2024, approximately 430 employees participated in training programs provided through these partnerships, enhancing their professional capabilities.

MOU for Talent Development

To improve access to healthcare through the cultivation of global biotech talent, GC Biopharma signed a memorandum of understanding (MOU) in 2022 with Yonsei University's K-NIBRT Program at the Graduate School of Convergence Science and Technology, followed by an additional MOU with Seoul National University in 2023. Under these agreements, GC Biopharma is jointly pursuing various research initiatives for new drug development. Based on industry-academic cooperation, we are operating diverse programs including: credit-linked hands-on training, career-linked internship support for students nearing graduation, a joint research notebook competition for graduate students, industry-demand-based training curriculum planning and implementation, joint R&D and technical advisory seminars, research presentations, and guest lectures. Through these initiatives, we aim to identify top-tier talent with core competencies, strengthen our global competitiveness, and contribute to the development of the next generation of leaders in the bio-health industry.

Opportunities for Learning and Growth

Employees who wish to transfer to the Sales Division or change positions due to organizational restructuring are provided with role transition training to support their quick adaptation to new roles. In 2023, 10 trainees completed this program, which includes content on the sales system, disease knowledge, key product information, market conditions, and marketing strategies. Post-training assessments are conducted to evaluate understanding, and follow-up training is planned and provided based on the results. To support the growth of all employees—both contract and permanent—GC Biopharma conducts regular online training once a month, with a total of 3,800 employees having completed such training in 2024. In addition, through the Learning Management System (LMS) built into SuccessFactors, we provide real-time monitoring and support for employees' learning progress.

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Strategy

GC Biopharma

Training Effectiveness Evaluation

GC Biopharma evaluates training effectiveness based on the characteristics of each training program. For knowledge and skill-focused online and offline courses, both reaction and learning evaluations are conducted, focusing on the content delivered, instructor expertise, and participant understanding. In the case of action learning and Community of Practice (CoP) programs, effectiveness is measured based on behavioral change and organizational contribution, in accordance with predefined evaluation criteria.

Satisfaction with Online/Offline Training Courses

Satisfaction surveys are conducted for all employees participating in training programs to collect feedback on training operations, instructors, and the appropriateness of training environments through an established procedure. For job-related training content offered through GCBP University, learner understanding is assessed via post-training evaluations. In 2024, 71% of employees successfully completed the training by meeting the passing criteria (517 enrolled / 367 completed). In offline training, industry-specific programs such as introductory statistics and QbD training are followed by post-assessments to confirm appropriateness. For sales interns, basic job training includes post-assessments on product and disease knowledge conducted on a daily basis to measure understanding and provide feedback to evaluate training effectiveness.

Training Effectiveness

Training satisfaction of participants (Unit: pts)

4.49 (out of 5)

Evaluation of CoP (Community of Practice) Effectiveness

In 2024, a total of 10 CoPs were operated across the company with 94 participants. GC Biopharma distinguishes between CoPs that focus on knowledge sharing and those that carry out real-world tasks. Among CoPs that addressed field tasks, the Aseptic Room Entry Process Improvement CoP and the Document Management System CoP were found to have contributed positively to productivity and quality. For the Aseptic Room Entry CoP, the number of personnel violating the access procedure decreased by 53.8%, resulting in cost savings of more than KRW 30 million. The Document Management System CoP conducted a change management project aimed at improving usability for the newly introduced system, which led to an 80% reduction in average document search time.

Evaluation of Action Learning (In-house MBA)

The in-house MBA consists of five business courses (Strategy, Marketing, Finance, Production, and HR), developed in alignment with GC Biopharma's strategic direction. These courses include both online/offline learning and an action learning component in which participants apply the content to real business challenges. In 2024, a pre- and post-assessment was conducted to evaluate participants' understanding of business fundamentals, showing a 21% increase in scores (from 60 to 73). A total of 21 employees, grouped into five teams, participated in the program. As part of the action learning component, they proposed three new business initiatives and addressed two real-world business issues, contributing to productivity improvements. In addition, based on evaluation criteria such as learning engagement, application to real tasks, and projected contribution, participants may be selected to receive support for an external MBA degree.

Evaluation of GMP Site Training Effectiveness

GC Biopharma has established job-specific training matrices and requires mandatory course completion to perform specific duties. Employees who do not complete the required training are restricted from performing those tasks. To assess training effectiveness, key deviation indicators and training metrics are monitored. Results are reported monthly to senior management through the Quality Council, which includes the Head of QM and site heads. Deviation indicators include root cause analysis by deviation type (including operator-related causes), while training indicators include training deadline compliance rates by department and re-training rates for employees who did not complete training by department. Based on these findings, improvement measures are discussed to enhance training effectiveness.

GC Biopharma Training Evaluation Framework

Evaluation Type	Reaction Evaluation (Reaction)	Learning Evaluation (Learning)	Behavior Evaluation (Behavior)	Result Evaluation (Result)
	Phase 1 →	Phase 2 →	Phase 3 →	Phase 4
Evaluation Focus	Training satisfaction	Improvement in knowledge / skills / attitudes	Behavioral transfer of learning	Impact on organizational performance

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Strategy

GC Biopharma

Academic and Certification Support Program

GC Biopharma provides diverse learning opportunities to all employees, including contract-based staff, to develop the competencies required for job performance. Employees who require upskilling through formal education or professional institutions—such as MBA programs, graduate schools, professional licenses, or training programs—are given opportunities for capability enhancement through a fair internal selection process. In addition, the company operates an academic and certification support system to foster next-generation leaders. Since its launch in 2004, the academic support program has produced a cumulative total of 37 graduates as of 2023. As of June 2024, 19 employees are currently enrolled, and 2 candidates selected through the internal MBA track are expected to enroll, bringing the total number of beneficiaries to 21.

Eligibility Criteria and Outcomes of the Academic Support Program

- **Eligibility:** Minimum of five years of service and high performers (average performance rating of E or above for the past three years)
- **Evaluation Criteria:** Past contribution, future strategic applicability, individual growth potential
- **Support Ratio (as of March 2024):** Graduate programs 53.8%, External MBA programs 47.2%
- **Cumulative Participants:** 53 employees (since 2004)

MBA Support Program (Two-Track Selection)

- **Executive candidates:** Selected through a strategic selection process to fulfill immediate business needs
- **Team leader candidates:** Selected for internal MBA programs (high-performing talent) to support talent retention

GC Cell

GC Cell Talent Development System

GC Cell provides the same training programs to both permanent and contract-based employees to support their continuous growth based on their competencies and knowledge. Training is offered according to job level and career stage, including △onboarding, △language training, △job-specific training, △training for newly appointed managers, and △leadership development. In addition to core competencies, customized training is provided to enhance role-specific capabilities.
The company also operates an online learning platform (LMS), enabling employees to learn autonomously without limitations of time or location. By integrating online and offline learning, GC Cell helps maximize individual competencies and promotes long-term career development. Furthermore, through the internal open recruitment system, the company places key talent in the right positions to expand personal growth opportunities and facilitate effective knowledge and experience sharing across the organization. This framework supports sustainable growth and the development of organizational expertise.

<table>
<tr><th rowspan="2">Grade Group</th><th rowspan="2">Assessment</th><th colspan="3">Individual</th><th rowspan="2">Organization</th><th rowspan="2">Mandatory Legal Training</th></tr>
<tr><th colspan="2">Leadership Development</th><th>Knowledge and Skills</th></tr>
<tr><td colspan="2">Executives / HQ Directors</td><td>Multi-source Leadership Assessment</td><td>Feedback Coaching (Individual)
Executive Onboarding Training</td><td>SERI CEO</td><td></td><td>Common Programs</td><td>Job-specific Programs</td></tr>
<tr><td rowspan="6">Empl-oyees</td><td>Unit Heads
Team Leaders
Part Leaders</td><td rowspan="6">Engagement Survey</td><td rowspan="6">Multi-source Leadership Assessment</td><td>Feedback Coaching (Group)
Leadership Competency Enhancement Program
New Role Training</td><td rowspan="6">GC University (e-Learning)
Job-specific Language Training (Phone & Video)
External Job Training (Knowledge & Skills)</td><td rowspan="2">Degree Support Program (MBA & Graduate School)</td><td rowspan="6">Performance Management Training</td><td rowspan="6">Occupational Safety & Health Training
Sexual Harassment & Bullying Prevention Training
Disability Awareness Training
Information Security, Retirement Pension & CP Training
Pharmacovigilance (PV) Training</td><td rowspan="6">GMP & Pharmaceutical Manufacturing Training
Contamination and Biosafety Control Training
Laboratory Safety & Bioethics Training</td></tr>
<tr><td>L4</td><td>Leadership Program for Promotees</td><td rowspan="4">Onboarding for New Hires</td></tr>
<tr><td>L3</td></tr>
<tr><td>L2</td></tr>
<tr><td>L1</td><td>Self-Leadership</td></tr>
</table>

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Strategy

GC Cell

Leadership Development Program

GC Cell operates a tiered leadership development program for all employees, from new hires to executives, helping them clarify their roles and strengthen core competencies. The program consists of the Self-Leadership Course, Leadership Training for Promoted Employees, New Role Training for Team Leaders and Part Leaders, Leadership Competency Enhancement Program, and Executive Onboarding. Each year, team leader-level and above are required to complete a multi-source leadership assessment, and based on the results, they receive feedback coaching and targeted competency-based training. These efforts help organizational leaders continuously grow and exercise effective leadership within the organization.

Academic Support Program

GC Cell operates an academic support program for R&D professionals to help outstanding researchers pursue master's or doctoral degrees. This initiative provides researchers with a clear growth path, strengthens R&D capabilities by encouraging research aligned with business strategies, and promotes subject-matter expertise. To qualify for the program, applicants must meet minimum service requirements, be recommended by their department head, and pass a screening by the Academic Support Committee. The committee evaluates applicants based on their study plan. And assesses the alignment between their major/research topic and GC Cell's long-term R&D strategy. Through this system, GC Cell continues to develop specialized R&D talent and contribute to the company's sustainable growth.

Training Effectiveness Evaluation

GC Cell evaluates training effectiveness by conducting satisfaction surveys after each program and uses the results to continuously improve training quality. According to 2024 survey results by training course, over 95% of employees responded positively, indicating the programs are effectively contributing to competency development. Based on this feedback, GC Cell will continue to refine its training offerings to support employee growth and strengthen the organization's competitiveness.

Customized Job-specific Training Programs

GC Cell operates customized job-specific training programs to foster professionals in the pharmaceutical and biotech industries. These programs help employees across various functions continuously develop their knowledge and skills.

1. R&D
   - Core modules include Basic Statistics, Design of Experiments (DoE), Quality by Design (QbD), and Bio Project Manager Training.
   - Participation in domestic and international conferences and symposiums is encouraged to strengthen the bio network.
2. Production & Quality
   - Key training areas include Manufacturing Processes, Data Integrity, BMS, and Validation.
   - GMP refresher training is offered to enhance ongoing capabilities.
3. Sales
   - Training includes product knowledge, sales strategies, customer management, marketing, and regulatory response.

In addition, a wide range of internal and external training is supported to strengthen employee expertise and contribute to GC Cell's sustainable organizational growth.

Training Effectiveness

Training satisfaction of participating employees (Unit: pts)

4.6 (out of 5)

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Metrics & Targets

GC (Holding Company)

Employee Training and Development Status

Classification			Unit	2022	2023	2024
Total Training Hours			Hours	5,824	5,281	7,498
Average Training Hours per Employee			Hours per employee	35.7	29.7	48.4
Average Training Hours[1] per Employee	Gender	Male		34	31	50
		Female		31	28	50
Total Training Cost			KRW million	179	188	276
Average Training Cost per Employee			KRW million per employee	1.1	1.1	1.8
Training Participation Rate	Rate		%	100	100	97
	Number of Employees Trained[2]		employees	163	178	155
	Total Number of Employees			163	178	160

1) GC Holdings serves as the holding company overseeing overall corporate strategy development, new business entry, and management of investment portfolios. As such, it does not categorize employees into job groups such as sales/administrative, research, or production like GC Biopharma or GC Cell.
2) Excludes 5 employees on overseas assignment in the relevant year.

GC Biopharma

Employee Training and Development Status

Classification			Unit	2022	2023	2024
Total Training Hours			Hours	105,651	95,998	46,778
Average Training Hours per Employee			Hours per employee	45.9	42.3	19.9
Average Training Hours per Employee	Gender	Male		39	35	25
		Female		48	58	33
	Job	Sales/Administrative		34	38	30
		R&D (Research)		70	72	33
		Production		34	28	23
Total Training Cost			KRW million	2,732	2,790	2,100
Average Training Cost per Employee			KRW million per employee	1.2	1.2	0.9
Training Participation Rate	Rate		%	100	100	100
	Number of Employees Trained[1]		employees	2,302	2,272	2,317
	Total Number of Employees			2,302	2,272	2,317

1) Employees who retired during the year are excluded.

GC Cell

Employee Training and Development Status

Classification			Unit	2022	2023	2024
Total Training Hours			Hours	27,705	27,176	22,271
Average Training Hours per Employee			Hours per employee	33.1	33.1	27.3
Average Training Hours per Employee	Gender	Male		33	31	26
		Female		33	33	30
	Job	Sales/Administrative		29	29	24
		R&D (Research)		54	45	32
		Production		32	34	33
Total Training Cost			KRW million	202	235	229
Average Training Cost per Employee			KRW million per employee	0.2	0.3	0.3
Training Participation Rate	Rate		%	100	100	100
	Number of Employees Trained[1]		employees	838	858	815
	Total Number of Employees			838	858	815

1) Employees who retired during the year are excluded.

Customer Safety and Quality Responsibility

Product Quality | Enhancing Patient Safety | Supply Chain ESG Risk Management

Management Approach

The domain of customer safety and quality responsibility is centered around GC Biopharma and GC Cell, pharmaceutical manufacturers leading ESG management. We recognize our responsibility to protect the safety and health of all stakeholders, including customers and patients, and conduct rigorous preemptive risk prevention activities to ensure quality assurance and sustainable supply chain operations.

Customer Safety and Quality Responsibility

Enhancing Product Quality and Patient Safety

GC Biopharma GC Cell

Our Approach

We prioritize safety and quality in our business operations, fulfilling our social responsibility and ensuring satisfaction for customers and all other stakeholders.

Positive Impact

We reinforce customer safety by implementing thorough quality control measures throughout the entire product lifecycle—from development and production to storage, distribution, and sales.

2024 Our Actions

GC Biopharma Conducted training on quality management, pharmacovigilance, and marketing compliance for pharmaceutical information staff

GC Cell Operated contingency planning and mitigation control systems to ensure a stable supply of essential medicines for patients

Supply Chain ESG Risk Management

GC GC Biopharma GC Cell

Our Approach

To enhance the sustainability of the industrial ecosystem, we engage in direct and indirect investments in the supply chain and manage ESG-related risks to promote co-prosperity with our partners.

Positive Impact

We manage and operate a sustainable supply chain by preemptively identifying and addressing potential quality, environmental, and human rights risks within the supply chain.

2024 Our Actions

GC Biopharma Developed a supply chain due diligence checklist and will conduct on-site audits in October 2024

GC Cell Expanded application of the ESG Code of Conduct to 4 additional suppliers

Customer Safety and Quality Responsibility

Governance

GC

Pharmaceutical Quality Management System

Providing customers with high-quality products and services is essential to sustainable growth. In particular, as the pharmaceutical industry is directly linked to human life, the management of product quality and safety is of paramount importance. GC Biopharma has established a Corporate Quality Manual (CQM) that defines a consistent and standardized level of quality across all products and services, in accordance with domestic and international regulatory requirements. This manual is applied across all GC Group affiliates, including the holding company, and defines responsibilities for quality management in the delivery of products and services. GC's quality strategy prioritizes customer safety and focuses on ensuring the overall quality and stable supply of products and services. To this end, the Group emphasizes the establishment of a quality system, oversight and periodic review of quality performance, and cultivation of a learning culture around quality management. Rigorous quality standards are implemented and maintained, with policies and procedures in place to identify, measure, control, and uphold quality excellence.

Quality Management Governance

The quality management organizations of GC's pharmaceutical manufacturing affiliates operate independently, ensuring that all system-related activities are properly planned, approved, executed, and monitored. Quality assurance units establish standards to ensure that products and services are manufactured, tested, released, and distributed in accordance with regulatory requirements, while striving for continuous GxP compliance and improvement. All procedures are carried out accurately and effectively based on established standards. Employees are provided with necessary training, and job competency evaluations are conducted to verify worker proficiency and monitor training effectiveness.

Quality Management System (CQP, Corporate Quality Policy)

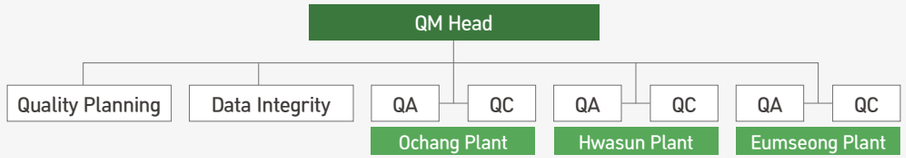
GC Biopharma Quality	Quality System	Change Management / Risk Management / Deviation Management / Document Management / Job and Training Management / Trend Analysis Management
	Regulatory Management	Regulatory Affairs Management / Audit and Inspection Management / Data Integrity Management
	Raw Material Management	Supplier Management / Raw Material Management
	Facility & Equipment Management	Facility Management / Equipment Management / Utility Management / Qualification Management / Computer System Management
	Manufacturing Management	Manufacturing Management / Contamination Control / Validation Management / Intermediate & Finished Product Management / Contract Manufacturing Management
	Laboratory Management	Test Material Management / Sample Management / Testing Management / Out-of-Specification (OOS) Management
	Packaging & Distribution Management	Product Release Management / Return Management / Recall Management / Complaint Management / Nonconformance Management

GC Biopharma

Quality Management Governance

The quality management organizations of GC Group's pharmaceutical manufacturing affiliates operate independently, ensuring that all system-related activities are properly planned, approved, executed, and monitored. The quality assurance teams establish standards to ensure that products and services are manufactured, tested, released, and distributed in compliance with regulatory requirements, and they continuously strive to improve GxP compliance. All activities are executed accurately and effectively according to these standards. Employees are provided with the necessary training, and job competency evaluations are conducted to verify operator qualification and monitor training effectiveness.

GC Biopharma Quality Organizations



GC Cell

Quality Management System

GC Cell conducts quality management activities throughout the entire manufacturing process in accordance with the "Advanced Biopharmaceutical Manufacturing and Quality Control Standards" and the "Good Manufacturing Practice (GMP) Guidelines." These activities include resource management (facilities, equipment, personnel), sample collection, test result assessment, product release, and complaint handling to ensure quality assurance and product safety. Quality management is conducted in accordance with GMP-based documentation, including the Quality Manual, Quality Standard, Managing Standard Operating Procedures (MSOP), and Working Standard Operating Procedures (WSOP).

Dedicated Quality Management Organization

In accordance with GxP[1)], GC Cell assigns specialized quality personnel to oversee the quality management system throughout the R&D, manufacturing, and distribution stages of pharmaceuticals.

1) GxP (Good X Practice) refers to a set of quality standards applicable to highly regulated industries such as pharmaceuticals and medical devices. The "X" may represent various domains, including M (Manufacturing), S (Supplying), C (Clinical), and L (Laboratory).

Customer Safety and Quality Responsibility

Strategy

GC

Pharmaceutical Quality Policy

GC is committed to providing reliable products and services to consumers by establishing quality systems and policies that ensure quality, efficacy, and safety in compliance with domestic and international regulatory requirements.

GC Biopharma

Quality Policy

GC Biopharma has established and systematically manages a company-wide quality policy to ensure the quality of its products and services.

GC Biopharma Quality Policy

- We strive to establish and maintain a quality management system that complies with all applicable regulatory requirements, including domestic laws, U.S. FDA regulations, and relevant sections of the U.S. Code of Federal Regulations (CFR).
- We are committed to continuously developing and improving our quality management system to effectively and efficiently meet the current and future needs of customers and stakeholders by complying with applicable regulations.
- We invest in our people and facilities to foster a culture of quality, in which all employees are proud to contribute to and deliver high-quality products.
- We fulfill our commitments to customers by delivering products on time and in accordance with specifications.
- We develop our technologies through the effective application of intellectual property and partnerships with industry.
- We ensure our ability to maintain strong global recognition through collaboration and strategic partnerships.

1) ICH Q10 (International Council on Harmonization, Pharmaceutical Quality System): A framework for establishing risk-based pharmaceutical quality systems, aligned with ISO 9001.
2) cGMP (Current Good Manufacturing Practice): Enhanced good manufacturing and quality practices recognized by the U.S. FDA.
3) GxP (Good X Practice): Refers to a set of quality standards applicable to highly regulated industries such as pharmaceuticals and medical devices. "X" may represent Manufacturing (M), Supplying (S), Clinical (C), or Laboratory (L).
4) The Ministry of Food and Drug Safety (MFDS) of Korea conducts audits to verify compliance with quality management systems aligned with ICH Q10 and ISO 9001. As of the latest audit dates, certification of compliance was granted to all GC Biopharma manufacturing sites: Ochang Plant (April 2024), Hwasun Plant (November 2024), and Eumseong Plant (March 2024).

Quality Management Strategy

GC Biopharma's quality management system is designed and operated in alignment with ICH Q10[1]. The company complies with cGMP[2] and country- and agency-specific laws and regulations. And actively responds to regulatory audits and inspections. Product safety and quality-related issues are continuously monitored. The quality organization operates independently under the CEO and ensures continuous GxP[3] compliance and improvements. Grounded in the company-wide mission and vision, GC Biopharma has established its quality mission, vision, and core values as follows:

Quality Mission	Quality Vision	Core Values
Customer satisfaction through excellent pharmaceutical quality	Leading the health industry by continuously improving the quality culture	Quality Leadership, Patient-Centricity, Continuous Quality Improvement, Adequate Resources, Quality Communication

GC Biopharma operates an integrated quality system under the leadership of the Quality Management Office. All manufacturing facilities for commercial products (Ochang, Hwasun, and Eumseong) have been certified[4] by the Korean MFDS for compliance with quality management systems. Over the past five years, GC Biopharma has also received quality and manufacturing compliance certifications from regulatory authorities in the United States, Taiwan, Russia, Libya, Saudi Arabia, Ukraine, Belarus, Brazil, Egypt, Indonesia, Japan, T rkiye, and the WHO.
The Quality, Production, R&D, and Logistics departments closely collaborate to ensure the consistent and safe supply of medicines to patients. Product release approval is granted only after comprehensive review of manufacturing process compliance, quality specification testing, and quality system integrity. GC Biopharma proactively adopts and internalizes regulatory and technological advancements to enhance product quality. Beyond managing process performance and product quality, the company emphasizes cultivating a culture of quality and strives for its continuous improvement. Various IT systems are also integrated to effectively manage quality knowledge and risk.

Customer Safety and Quality Responsibility

Strategy

GC Biopharma

Quality Testing

GC Biopharma applies risk-based quality by design (QbD) to product development, taking potential risks to patient safety into consideration. Prior to commercial production, GC Biopharma conducts validation[1] of equipment, test methods, and manufacturing processes, and confirms product stability through shelf-life testing. These pre-production quality assessments ensure that pharmaceuticals are manufactured consistently and in compliance with specifications. To minimize cross-contamination and enhance product quality, GC Biopharma also implements contamination control strategies based on the balance of safety[2] and efficacy[3] in product design. GC Biopharma has established quality specifications for all sample types, including raw materials, in-process materials, active pharmaceutical ingredients (APIs), finished products, and stability samples. Based on these specifications, GC Biopharma performs rigorous quality testing across all stages of the manufacturing process. Regular sample collection and specification-based testing enable GC Biopharma to maintain top-tier production infrastructure. As of 2024, quality testing was performed using approximately 1,900 test methods and 800 testing instruments. To ensure a safe manufacturing environment, GC Biopharma also monitors manufacturing areas, water systems, gases, and clean steam systems. Environmental monitoring covers airborne particles, viable airborne microorganisms, settle plates, and surface swabs. Clean utility testing includes conductivity, microbial limits, total organic carbon (TOC), endotoxins, nitrates, and visual appearance. All quality testing is managed using the Laboratory Information Management System (LIMS), which ensures systematic and comprehensive control over testing procedures and records.

1) Validation: Documented evidence that a process consistently produces a product meeting predefined specifications and quality attributes.
2) Safety tests: Sterility, microbial limits, endotoxins, pyrogen, container closure integrity, heavy metals, insoluble foreign matter, sub-visible particles, impurities, moisture content
3) Efficacy tests: Assay, osmolality, pH, conductivity, appearance, content uniformity, dissolution, disintegration

Status of Product and Service Impact Assessments[1]

Classification		Unit	2022	2023	2024
Health and Safety Impact Assessments	Ratio	%	100	100	100
	Number of products assessed for health and safety impacts	product	213	214	217
	Total number of products and services	product	213	214	217

1) All drug products undergo internal quality evaluation and assurance by the Quality organization.
Plasma-derived and vaccine products are subject to national lot release procedures by regulatory authorities prior to shipment.

Quality Training

All GC Biopharma employees, including both permanent and contract employees, as well as partner company personnel, receive onboarding training followed by mandatory GMP training specific to each manufacturing site. Afterward, employees complete job-specific training to acquire the qualifications necessary for their respective roles. All individuals are required to maintain 100% qualification status for their duties. Training status is monitored by employees themselves, their supervisors, and the GMP system. If an individual fails to complete training, the relevant GMP access permissions are automatically revoked, restricting their ability to perform the task. Each year, GC Biopharma implements a structured training plan that includes company-wide training, departmental shared training, and job-specific training. Training is also provided when procedures are revised to ensure readiness for on-site execution. GC Biopharma fosters a culture of continuous improvement by encouraging learning from past issues and sharing best practices. This cycle of learning supports sustainable growth and excellence in quality management. Training is delivered through various formats, including document reading, quizzes, on-the-job training, e-learning, and instructor-led sessions. All training is managed via a centralized Learning Management System (LMS), and training records and outcomes are thoroughly documented for use during regulatory and client audits.

Status of Quality Management Training (GMP)

Target	Training Topics	Target	Completed	Completion Rate
Employees (permanent and contract) and Partner Company Employees	GMP regulations	2,353	2,353	100%
	Quality systems	2,394	2,394	100%
	Data integrity	1,239	1,239	100%
	Hygiene management	1,018	1,018	100%
	Microbiology	1,147	1,147	100%
	Aseptic processing	315	315	100%
	Quality Culture	744	744	100%
	Job-specific training	7,254	7,254	100%

Customer Safety and Quality Responsibility

Strategy

GC Biopharma

Supply Chain and Logistics Quality Assurance

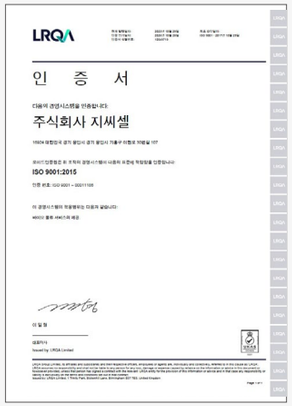
GC Biopharma enforces rigorous quality control measures throughout the distribution process to ensure patients receive safe pharmaceuticals. Given the high sensitivity of biologics to temperature, a dedicated logistics center and system have been established to support global cold chain operations based on decades of expertise. Distribution processes are validated to mitigate foreseeable risks, and system redundancy has been secured through dual logistics warehouse operations. Real-time monitoring of transportation—including temperature—is conducted via an integrated control system. In 2022, GC Biopharma was selected as the national distributor for COVID-19 vaccines and played a leading role in overcoming the challenges of the pandemic.

GC Cell

Quality Assurance

GC Cell's manufacturing sites for investigational and commercial drugs are regularly inspected every three years by the Ministry of Food and Drug Safety (MFDS) in accordance with PIC/S (Pharmaceutical Inspection Co-operation Scheme) regulations. In March 2023, the company renewed its GMP compliance certification. Since 2017, the company has also maintained ISO 9001 certification to support systematic quality control in the transportation stage of both raw material intake and product distribution. Additionally, GC Cell ensures full compliance with U.S. FDA guidelines for global CDMO operations and continues to enhance its quality control framework through customer audits and assessments.

의약품 제조 및 품질관리기준 적합판정서
(Certificate of GMP Compliance of a Manufacturer)



LRQA
인 증 서
주식회사 지씨셀
ISO 9001:2015

Quality Control for Safety Assurance

GC Cell continuously strives to ensure product safety by routinely reviewing and updating safety information for all product categories. Any changes identified are reflected in risk management plans and safety reports to ensure that patients can use our products safely. As a first step, prior to every stage of the process, the company verifies suitability, consistency, and validity through regular validation of manufacturing processes, test methods, and equipment systems. All raw materials and components required for pharmaceutical manufacturing must pass a prequalification assessment. Raw materials from approved suppliers undergo internal quality testing before receipt to ensure that only qualified materials are introduced into the manufacturing process. Additionally, each product undergoes internal quality testing before shipment, and only products that meet quality specifications, as approved by the head of the quality assurance department, are released. In 2024, a total of 10,320 batches of Immuncell-LC Injection were released (an average of approximately 858 batches per month). Each batch was confirmed to meet release criteria based on test methods validated by the Ministry of Food and Drug Safety. All items were tested in each batch, and only those that met all specifications were released for patient use. Quality tests conducted by the quality control department—covering active substances, raw materials, and finished products—are carried out in accordance with the standards and methods specified in the "Advanced Biopharmaceuticals Manufacturing (Import) Product License". The testing process is strictly managed from sample receipt to test result evaluation and reporting, in full compliance with the documented procedures.

Status of Product and Service Impact Assessments

Classification		Unit	2022	2023	2024
Health and Safety Impact Assessment	Assessment Coverage	%	100	100	100
	No. of products assessed	product	1	1	1
	Total no. of products/ services	product	1	1	1

Customer Safety and Quality Responsibility

Strategy

GC Cell

Quality Management Training

GC Cell provides mandatory training to all employees involved in manufacturing, quality control, and supporting functions—including contract employees—based on an annual training plan to strengthen manufacturing capabilities and GMP operation and management. Training effectiveness is verified through theoretical assessments. The training system consists of four categories: regular, new employee, job-specific, and specialized job[1] training. Regular training is conducted at least quarterly for all employees in GMP-related departments, utility managers, and IT managers. The core subjects include pharmaceutical manufacturing and quality management, GMP operations and regulations, data integrity management, and aseptic process conduct guidelines. New employee training is offered to those newly joining each department. This training includes GMP orientation and additional mandatory courses designated by the Quality Assurance Department. Job-specific training must be completed by employees before independently performing new or changed tasks. Employees are granted qualification upon completion of relevant training courses. Specialized job training is provided prior to qualification assessments for employees in specialized roles. This includes theoretical instruction and hands-on practice in accordance with the standard operating procedures for each specific role. In addition to the above, training for changes, ad hoc topics, and contract job roles is provided as needed.

1) Specialized roles: aseptic operators, quality (test) controllers, foreign substance inspectors, sample collectors, and IPC (in-process control) operators.

Status of Quality Management Training

Target	Classification	Unit	2022	2023	2024
Employees (permanent and contract)	General regular training	Sessions	6	7	7
	Departmental regular training		37	40	36
	New hire training		16	14	10
	Job-specific training		230	141	147
	Change management training		592	452	693
	Other training		420	275	86
	Total		1,301	929	1,239

Risk Management

GC Biopharma

Business Continuity and Mitigation Control System

GC Biopharma evaluates risks that may arise across the entire process—from raw material procurement to manufacturing and logistics—to ensure a stable supply of pharmaceuticals to patients. And establishes business continuity strategies tailored to each risk. Overall resource management is conducted through an Enterprise Resource Planning (ERP) system, which is integrated with specialized systems. Demand and supply planning is finalized on an 18-month basis using the Smart SCM system. And is updated weekly based on changes. Based on the production plan, raw material procurement plans are established through Material Requirements Planning (MRP), and all key raw materials needed for the manufacture of plasma derivatives, vaccines, general drugs, and OTC products are secured stably through dual sourcing from multiple suppliers. Raw material inventory is managed through the Warehouse Management System (WMS). In addition, a maintenance program is in place to conduct regular calibration of approximately 2,300 measuring devices connected to various equipment, enabling proactive maintenance before issues arise. To ensure manufacturing continuity, GC Biopharma maintains an alternative personnel pool of manufacturing operators and testers, enabling shift work. In the event of a power outage, key production and analytical equipment are connected to uninterruptible power supply (UPS) systems and backup generators to prevent production disruption. The overall quality system is systematically managed through an Electronic Document Management System (EDMS), and any quality-related changes, events, or corrective actions are recorded in the Quality Management System (QMS). To protect key manufacturing and quality management data, an automatic backup system enables recovery in the event of a disaster. A dual server setup ensures that backup servers are physically separated from the main data storage location. For biopharmaceuticals, the company operates multiple manufacturing facilities capable of producing the same product. For major product categories such as plasma derivatives and vaccines, two manufacturing sites are officially registered and managed. Additionally, contract manufacturing agreements (CMOs) with external pharmaceutical manufacturers are in place to prepare for emergency situations. To maintain product quality during transportation, the cold chain is strictly controlled. In the event of issues such as refrigeration system failure at logistics centers, depots, or partner facilities, or transportation accidents, response procedures are immediately triggered to dispatch vehicles and personnel to take over and continue transport. When delivery volumes unexpectedly increase, certified backup vehicles from contracted logistics partners are deployed as substitutes.

Types of Emergencies and Risks

Customer Safety and Quality Responsibility

Risk Management

GC Cell

Contingency and Risk Mitigation System

GC Cell has established a comprehensive system to ensure that medicines are safely delivered to patients by assessing potential risks throughout the entire supply chain—from raw material procurement to manufacturing and distribution.

To ensure a stable supply of raw materials used in pharmaceutical production, GC Cell manages multiple suppliers through a supplier qualification process and conducts regular evaluations to secure and maintain the highest quality materials. Only suppliers that have passed on-site audits and received formal approval are registered and managed.

All equipment and systems used in pharmaceutical production—such as manufacturing equipment, HVAC systems, and water systems—undergo routine maintenance to proactively identify and resolve issues before they impact manufacturing or quality control processes.

Key equipment, including production equipment, quality control instruments, and support systems, are connected to an Uninterruptible Power Supply (UPS) and emergency generators to ensure immediate power backup in the event of a power outage, thereby preventing any adverse impact on product quality.

Considering the characteristics of personalized cell and gene therapies, GC Cell operates manufacturing and quality testing 365 days a year. A robust Quality Management System (QMS) is in place to enable swift response and corrective actions when issues arise during manufacturing or quality operations.

To strengthen data integrity management, GC Cell has implemented an automated data backup system capable of disaster recovery. All data servers are fully redundant, with backup servers located in physically separate facilities from the primary data center to ensure continuity and security.

Through these measures, GC Cell is fully prepared to manage emergency situations that may occur during pharmaceutical manufacturing and quality control and to take appropriate actions as needed.

Targets & Metrics

GC

Quality Management Certification (GMP Certification)

Classification	Certification Type	GC Group Pharmaceutical Manufacturing Sites
Ministry of Food and Drug Safety (MFDS)	Certification for Pharmaceutical Manufacturing and Quality Management Standards	GC Biopharma (Ochang Plant, Hwasun Plant, Eumseong Plant), GC Cell (Cell Center), GC Biopharma Wellbeing (Eumseong Plant), GC Biopharma MS (Eumseong Plant)
	Certification for Manufacturing Standards of Functional Health Foods	GC Biopharma Wellbeing (Seongnam Plant)
	Certification for Manufacturing and Quality Management Standards of In Vitro Diagnostic Devices	GC Biopharma Medis (Cheonan Plant), GC Lab (Seongnam Plant)

GC Biopharma

Pharmaceutical Quality Certification

Certification Status by Manufacturing Site and Regulatory Authorities

Ochang Plant	Hwasun Plant	Eumseong Plant
MFDS, WHO, U.S. FDA	MFDS, WHO	MFDS

Overseas GMP Certification Status

Classification	Certification Type	Countries and Institutions	
Ochang Plant	Finished pharmaceuticals	30 countries	United States, Dominican Republic, Russia, Libya, Malaysia, Mexico, Mongolia, Venezuela, Vietnam, Belarus, Bolivia, Brazil, Syria, Argentina, Algeria, Ukraine, Iran, Egypt, India, Indonesia, Japan, China, Kazakhstan, Cambodia, Kenya, Thailand, T rkiye, Paraguay, Peru, Philippines
		1 institution	WHO
Hwasun Plant	Finished pharmaceuticals	11 countries	Taiwan, Libya, Vietnam, Saudi Arabia, Argentina, Ukraine, Egypt, Indonesia, Thailand, T rkiye, Philippines
		1 institution	WHO

Customer Safety and Quality Responsibility

Governance

GC Biopharma

Pharmacovigilance Organization

GC Biopharma operates a dedicated pharmacovigilance (PV) team to strictly manage the safety of all products manufactured and distributed by the company. The team collects, analyzes, and evaluates safety information that arises after the use of medicinal products through various channels.

GC Cell

Pharmacovigilance Operations

GC Cell operates a PV team that monitors, analyzes, and evaluates safety information across the entire lifecycle of pharmaceutical products, from investigational drugs in clinical trials to approved commercial products.

Strategy

GC Biopharma

Pharmacovigilance System Management

GC Biopharma has established a pharmacovigilance system that includes a safety database compliant with international standards. The company regularly inspects the implementation of PV tasks to ensure compliance with regulatory requirements in both domestic and global markets.

The pharmacovigilance system at GC Biopharma includes the following:

- Case processing and regulatory reporting of individual safety data
- Execution and management of PV agreements with domestic and overseas business partners
- Regular PV training sessions for all employees
- Internal audits and system improvements
- Preparation of aggregate safety reports (PBRER, DSUR, PAER) based on benefit-risk analyses
- Execution of risk management activities
- Ongoing signal detection and analysis

By operating a systematic pharmacovigilance system and dedicated team, GC Biopharma prioritizes patient safety and continues to strengthen its global-standard pharmaceutical safety management practices.

Responsible Pharmaceutical Information and Marketing Policy

GC Biopharma provides information on pharmaceuticals based on accurate and scientifically validated data, in strict compliance with applicable laws and regulations. Through its internal policies—including the Code of Conduct and responsible marketing policy regarding interactions with healthcare professionals (HCPs) and other stakeholders—the company ensures responsible marketing and promotional practices. All promotional and marketing materials, including those containing product information, are reviewed by the Medical Affairs Team in accordance with the company's Compliance Program (CP).

Responsible Sales and Marketing Training

GC Biopharma provides compliance training twice a year for all sales and marketing employees, including those involved in product briefings. In 2024, a total of 439 sales and marketing employees completed this training. Additionally, sales and marketing personnel who interact with HCPs are required to complete the following training at least once a year to ensure proper promotional practices.

Classification	Frequency	Training Topics
Compliance Training	Twice a year	Fair Trade Act, Pharmaceutical Affairs Act, Fair Competition Code, and internal regulations
Pharmaceutical Advertising Guidelines & Cases	At least once a year	Relevant laws and guidelines, advertising case studies
Interactions with HCPs	At least once a year	Scope of application and guiding principles

Customer Safety and Quality Responsibility

Strategy

Marketing Review for Pharmaceutical Information

GC Biopharma operates an internal audit process to ensure the appropriateness and compliance of its pharmaceutical information marketing activities. The company regularly inspects relevant materials and procedures.

Audit Process for Pharmaceutical Information Marketing

Request for medical and regulatory review – Marketing Team

↓

Review of scientific, regulatory, and licensing aspects – Medical Affairs Team

↓

Request for legal review – Marketing Team

↓

Legal review – Compliance Team

↓

Final approval – Authorized Approver

↓

External use of materials

GC Cell

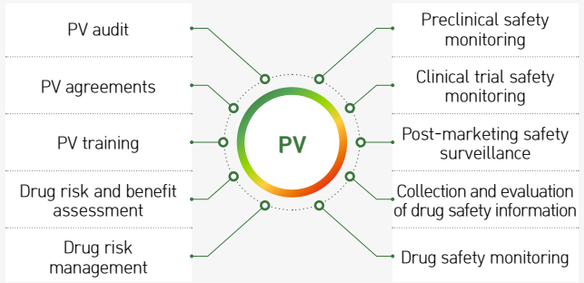
Pharmacovigilance (PV) System

GC Cell complies with regulatory pharmacovigilance (PV) reporting requirements for adverse events related to both pre- and post-marketing clinical trial drugs. The company continues to develop and revise its SOPs to enhance the management of safety information within a more systematic framework. And strengthens PV systems and quality management procedures in line with global standards such as European GVP (Good Pharmacovigilance Practice) and ICH guidelines.

Safety Information Management

To ensure the safe use of pharmaceutical products including anticancer agents, GC Cell collects safety data through both unplanned channels such as voluntary reports, literature, and government sources, and planned channels such as non-interventional and observational studies. The company has built its own safety information reporting system, allowing for easy reporting of adverse reactions for both investigational and marketed products. All collected data is assessed for risks and benefits to ensure its usefulness in safety analysis.

Pharmacovigilance Activities Throughout the Drug Lifecycle



Responsible Sales/Marketing Education

To ensure legal and regulatory compliance, GC Cell provides ethics and compliance training for marketing and promotional departments. Advertisements and promotions are conducted in consultation with the Compliance Team in accordance with the delegation of authority regulations to ensure adherence to the Fair Competition Code. Sales personnel are trained on the “CP Guidelines and the Pharmaceutical Fair Competition Code” to raise awareness of responsible marketing practices. In September 2024, a special training session titled “Direct-to-Consumer Advertising of Prescription Drugs” was held for 31 members of the Oncology Sales Division.

- Legal basis for the characteristics of prescription drugs and the ban on DTC advertising
- Explanation of penalties and violations
- Guidance on acceptable product information and target audience
- Introduction to pre-approval procedures and methods for pharmaceutical advertising

Monitoring of Promotional Activities by Sales/Marketing Divisions

GC Cell continuously monitors promotional materials and economic benefits provided to healthcare professionals. When the marketing division submits a request to produce promotional materials, the CP team evaluates the appropriateness on a case-by-case basis through consultation and approval. The sales team’s provision of economic benefits is also reviewed in real time to ensure compliance with the Fair Competition Code.

Customer Safety and Quality Responsibility

Product Quality | Enhancing Patient Safety | Supply Chain ESG Risk Management

Targets & Metrics

GC Biopharma

Status of Violations Related to Product and Service Provision, Labeling, and Marketing Regulations

Classification	Type of Violation	Unit	2022	2023	2024
Violation	Number of cases involving counterfeit drugs and related arrests, seizures, or criminal charges	Cases	0	0	0
	Total monetary losses from legal actions related to false or misleading marketing	KRW 100M	0	0	0
	Number of cases with fines or penalties due to regulatory violations	Cases	0	0	0
	Number of warning letters received for regulatory violations	Cases	0	0	0
	Number of violations of Voluntary Codes	Cases	1[1)]	0	2[2)]

1) The violation refers to failure to meet minimum documentation standards for internal promotional material review (absence of reviewer signature and approval date).
2) The two violations refer to missing signatures and approval dates on co-promotional material review forms.

GC Cell

Status of Violations Related to Product and Service Provision, Labeling, and Marketing Regulations

구분	Type of Violation	Unit	2022	2023	2024
위반 현황	Number of cases involving counterfeit drugs and related arrests, seizures, or criminal charges	Cases	0	0	0
	Total monetary losses from legal actions related to false or misleading marketing	KRW 100M	0	0	0
	Number of cases with fines or penalties due to regulatory violations	Cases	1[1)]	0	0
	Number of warning letters received for regulatory violations	Cases	0	0	0
	Number of violations of Voluntary Codes	Cases	0	0	0

1) An administrative disposition was imposed due to a nonconformity in quality specifications (sterility test), specifically for failing to submit a 'self-recall/disposal' report and for 'non-compliance with the operator SOP'.

Governance

GC

Supply Chain Governance

GC manages ESG risks through supplier selection and regular evaluations conducted by the procurement and quality departments of each affiliate. In the event of a significant risk, the matter is reported to the board of directors of the respective affiliate.

Key Area	Procurement Department	Quality Department
Supplier Selection	· Oversee supplier registration evaluations · Modify supplier type classifications · Approve supplier registration · Provide documentation for supplier desktop audits	· Conduct supplier quality audits · Provide audit results
Supplier Evaluation	· Manage supplier performance and conduct comprehensive evaluations based on QCDRM principles · Conduct comprehensive evaluations and make final decisions on supplier entry or exit · Provide guidance to improve supplier capabilities	· Evaluate from a quality perspective and respond to GMP inspections · Respond to quality issues and provide guidance for improvement

Customer Safety and Quality Responsibility

Strategy

GC

Partner Company Procurement Policy: GC Green Book

GC has enacted the "GC Green Book," a set of procurement regulations that apply to suppliers across all affiliates, to implement responsible supply chain practices in accordance with the shared goals and principles established by the PSCI[1]. In addition, GC Group signs a "Pledge to Comply with Compliance and Ethical Code of Conduct" with major suppliers, with 36 suppliers having signed as of 2024. An annual ESG assessment is conducted for suppliers accounting for the top 90% of total purchase volume to evaluate their anti-corruption policies and management systems. The assessment criteria include items such as "Preventive measures for unethical conduct and unfair trade practices." GC publicly discloses its evaluation criteria each year and encourages voluntary self-checks to promote the development of an ethical supply chain.

1) PSCI (Pharmaceutical Supply Chain Initiative): A nonprofit organization established to promote sustainability in the global healthcare supply chain.

GC Purchasing Code of Conduct

- Practice ethical and transparent purchasing to establish fair trade practices
- Promote mutual growth with business partners to create social value
- Focus on substance over form, execution over reporting, and practicality over formality

Classification	Implementation Details
ESG Supply Chain Management	· Strengthen procurement policies and supplier management systems · Enhance supply chain competitiveness through ESG performance evaluations of suppliers
Shared Growth with Suppliers	· Collect VOC (Voice of Customer) through regular and ad-hoc supplier meetings · Mitigate potential risks by sharing the Supplier Code of Conduct
Environmentally Friendly Purchasing	· Identify environmentally hazardous elements in advance and share with stakeholders · Prioritize the use of eco-friendly materials or products from environmentally responsible companies

GC (Holding Company)

Revision of GC Supplier Purchasing Policy

In July 2023, GC (the holding company) distributed a revised version of the "GC Green Book" to all affiliates, reflecting evaluation and management standards for suppliers based on ESG performance. The updated guidelines covered procurement scope, types of materials handled by each affiliate, and purchasing rules. The revision also included compliance-related provisions such as the introduction of the price-indexed payment system. An additional revision was made in October 2024 to reflect the official implementation of the price-indexed payment mechanism.

Supplier ESG Management Activities

GC has developed an internal supplier ESG evaluation and management framework to systematically assess and manage ESG risks. This aims to minimize the potential risks related to environmental impact, product quality, safety, human rights, and ethics—ultimately helping ensure the supply of reliable, high-quality products.

Strengthening HSE Support for Coexistence with Suppliers

GC continues to operate a cooperative safety council for environmental safety and mutual growth with its suppliers. In 2024, GC shared its environmental and health/safety (HSE) policies and vision for a sustainable future with 24 suppliers in the first and second half of the year. These sessions included regulatory compliance, pollution reduction activities, and capacity-building support. In parallel, regular joint inspections are conducted twice a year to assess eligibility in accident prevention. Targeted safety support and continuous improvement guidance are also offered to suppliers in high-risk areas. Separately, facilities-related outsourcing has been transferred from GC's headquarters to its affiliate GCEM, resulting in an adjustment in the number of suppliers. Going forward, GC plans to introduce a regular training system on HSE for suppliers to foster shared awareness and values regarding environmental safety.

Supply Chain Assessment

GC (the holding company) conducts regular supplier evaluations based on internal standards to ensure fair and consistent supplier selection, support, and rewards. Evaluation targets are suppliers that account for the top 90% of internal and external procurement spending. In 2023, a total of 75 suppliers were evaluated, and 69 were assessed in 2024. The assessment consists of a basic evaluation (80% weight) and an ESG evaluation (20% weight). Follow-up activities, such as on-site environmental and safety inspections, are conducted based on the results. In 2023, four suppliers fell below the evaluation threshold and were recommended for corrective action, with a re-evaluation scheduled in the first half of 2024. As a result, five suppliers were issued corrective action requests in 2024. In addition, on-site inspections were conducted on the production and logistics systems of 12 major suppliers to review their improvement efforts. GC is actively managing environmental risks across the supply chain through its ESG purchasing policies. Supplier compliance with labor and ethics standards is stipulated in its "Code of Ethics and Human Rights," and GC encourages adherence to these standards. Moving forward, the supplier evaluation framework will be further enhanced to reflect the impact of supplier activities—such as quality, environment, labor, and social responsibility—on the reputation of GC's products and services.

Supply Chain ESG Risk Assessment Criteria

Customer Safety and Quality Responsibility

Strategy

GC Biopharma

Supplier Procurement Policy

To ensure responsible supply chain practices, GC Biopharma established the "Green Book" in 2010 and the "Procurement Regulations 2.0" in 2020, which outline the company's procurement policies and standards. These policies express GC Biopharma's commitment to legal compliance, social responsibility, green purchasing, fair trade, and co-prosperity with suppliers. The company also hosts an annual Partners Day to promote communication with suppliers and to deliver training on fair trade laws and codes of conduct. GC Biopharma operates its supply chain based on mutual growth and co-prosperity with suppliers across the entire production and quality process to ensure a stable supply of high-quality pharmaceuticals and services. The company is committed to fair trade and supports supplier capability development to foster sustainable partnerships. In addition, GC Biopharma aligns itself with the principles and goals of the Pharmaceutical Supply Chain Initiative (PSCI[1]), including ethics, labor, health and safety, environment, and management systems.

Green Procurement Standards

To prioritize the purchase of environmentally friendly products and services, GC Biopharma has implemented a green procurement standard since 2023. By using FSC-certified materials and prioritizing the procurement of government-certified green products, the company contributes to reducing environmental impact throughout its supply chain.

친환경 환경부 · Good Recycled · CO2 탄소발자국 000g 환경부 · FSC

1) PSCI (Pharmaceutical Supply Chain Initiative): A non-profit organization established to promote sustainability in the global healthcare supply chain
2) Refers to materials and services provided by suppliers, including commissioned manufacturing, testing, maintenance, and outsourcing

Supply Chain Evaluation

GC Biopharma conducts regular evaluations of its suppliers based on various factors, including pricing, quality, delivery, production, general business operations, technological capability, cooperation, and manufacturing environment. Based on the evaluation outcomes, the company performs environmental and safety inspections and provides related support[2]. GC Biopharma ensures regulatory compliance through routine supplier qualification evaluations, building collaborative relationships that emphasize quality standards. Quality assurance departments take the lead in evaluating suppliers whose materials have a direct impact on pharmaceutical quality. These evaluations are conducted in accordance with the Corporate Quality Manual (CQM), and supplier management policies are enforced through periodic audits and inspections. Both direct and indirect suppliers are subject to risk-based qualification assessments that consider multiple factors such as product impact and supplied items. These assessments focus on quality systems, facility and equipment management, raw material and production systems, packaging and labeling, and laboratory systems. Suppliers with higher risk profiles are evaluated more thoroughly through on-site audits. After the initial qualification assessment, suppliers undergo periodic re-evaluations every two to five years and ad-hoc inspections when specific issues arise. Continuous monitoring is conducted through routine re-evaluations, inspections, and testing of supplied substances.
Among domestic suppliers of general materials (raw, subsidiary, and packaging), those who have submitted an Ethics Compliance Pledge and a Fair Trade Due Diligence Form are subject to ESG performance monitoring. GC Biopharma also enters into quality agreements with suppliers to ensure they report quality changes and deviations. Improvement plans are shared to support continuous improvement, and the company actively provides various forms of support to help suppliers enhance their capabilities and grow together.

Supply Chain Evaluation Process

Initial Evaluation	Periodic Evaluation	For-cause Evaluation	Improvement, Action, and Monitoring
· Conduct a suitability assessment for new suppliers.	· Regularly re-evaluate key suppliers previously deemed qualified.	· Conduct a for-cause audit for suppliers when serious nonconformities affecting product quality occur or complaints arise from supplied products.	· Share identified improvement needs. · Provide ongoing guidance and training to encourage continuous improvement.

Customer Safety and Quality Responsibility

Strategy

GC Biopharma

Supply Chain Due Diligence

In 2024, GC Biopharma established a supply chain ESG audit system to manage the impacts arising from its business operations. The system includes documentation review based on an internally developed checklist [1], on-site inspections, and interviews. Starting from the second half of 2024, the system is being applied in stages to partner companies as a pilot. To ensure objectivity and credibility of the audit process and results, the audits were conducted by third-party verification institutions. The evaluation results were shared with partner companies, requesting them to establish and implement risk mitigation plans based on identified issues. To support improvement activities and capacity building, GC Biopharma distributed educational materials on greenhouse gas and energy management. The company plans to continue expanding the scope of audit and support activities for partner companies.

1) The checklist consists of evaluation criteria across labor/human rights, health/safety, and environment (general/specific), and emphasizes environmental aspects such as air pollution, water pollution, waste, hazardous chemicals, greenhouse gas/energy, and resources.

Supporting the Spread of ESG Management in the Supply Chain

GC Biopharma manages the sustainability of its partners by maintaining its own quality control policies and inspection processes across all stages of production. To enhance awareness among partner company personnel, the company regularly oversees whether training is conducted to comply with GMP (Good Manufacturing Practice) guidelines. Partner company employees, like GC Biopharma staff, are also trained regularly under an annual education plan. For labor-supplying partner companies, training includes essential GMP programs, job-specific training, classroom training, and OJT (On-the-Job Training). Only those who have completed the required training are permitted to deliver services. ESG topics are addressed by guiding suppliers through GC Biopharma's ESG purchasing policy and introducing ESG-specific evaluation items to help expand ESG management practices.

Status of GMP Training for Partner Companies

Target	Subject	Target	Completed	Completion Rate
Personnel from outsourcing companies	GMP regulations, data integrity, and department-specific job training, etc.	1,278	1,278	100%

Partner Day for Shared Growth

Since 2019, GC Biopharma has held an annual "Ethical Management Briefing" to invite partner companies, share ethical standards and internal reporting channels, and raise awareness through lectures by external experts. Due to the COVID-19 pandemic, in-person events were suspended after 2020, and relevant materials (ethical guidelines, subcontracting laws, etc.) were distributed instead. In 2023, the offline event resumed. The event includes the distribution of the Code of Conduct booklet, explanation of ethical standards, external ESG lectures, and direct communication to hear partners' feedback and concerns. In 2024, the "Partner Day for Shared Growth" was attended by 28 partner companies and 36 individuals.

Subcontractor Council and Enhanced Joint Safety Inspections

GC Biopharma holds regular monthly meetings between the principal contractor and the representatives of on-site subcontractors to promote a safe and pleasant working environment and improve health and safety standards. The council reviews and resolves key safety and health issues, and GC Biopharma provides subcontractors with essential safety and health information, including safe work procedures, emergency response plans, and chemical safety data.
To identify and correct hazardous conditions at subcontractor sites, joint safety inspections involving general safety managers are conducted at least once per quarter. When hazards are identified, immediate corrective actions are taken to ensure a safe working environment.

Customer Safety and Quality Responsibility

Strategy

GC Cell

Supply Chain Evaluation and Management

GC Cell conducts objective assessments and verifications based on documented procedures for all suppliers of raw materials subject to GMP, to ensure their manufacturing and quality management meet predefined standards. Suppliers that continuously provide raw materials for manufacturing subject to GMP management are registered and managed accordingly. Each year, prior to December, supplier evaluation plans are established based on previous on-site audit results, monitoring outcomes, and annual evaluations. Supplier assessments are conducted based on these plans. In cases where on-site audits identify violations of relevant regulations or issues that compromise product quality or service integrity, immediate corrective action is requested. If on-site audits are not feasible, remote audits are conducted using internal quality system self-assessment checklists, reviews of previous corrective actions, and change history. Findings are categorized into Critical, Major, and Minor levels, and corrective actions are requested accordingly. Final judgments are made as Acceptable, Conditionally Acceptable, or Unacceptable. GC Cell enters into quality agreements with its suppliers to define responsibilities and obligations of each party's quality organization for the involved products and services. ESG performance monitoring is conducted for domestic suppliers of general materials (e.g., raw, subsidiary, and packaging materials) that have submitted the Code of Ethics compliance pledge and Fair Trade Due Diligence Assessment. Additionally, for commissioned services, supplier evaluations include assessments of safety, health, and environmental standards during the selection process. Compliance with GC Cell procedures and relevant safety, health, and environmental regulations is reviewed semiannually during service execution to ensure proper management.

Reinforced Safety and Health Support System for Suppliers

GC Cell operates a cooperative safety and health management system in accordance with its "Commissioned and Outsourced Company Management" procedure.
Regular and joint quarterly inspections are conducted for suppliers, and follow-up actions are requested during monthly committee meetings. GC Cell continuously promotes activities to fulfill the client's responsibilities for safety and health measures.

Targets & Metrics

GC Biopharma

Supply Chain ESG Performance Monitoring Status

Classification		Unit	2022	2023	2024
GC Biopharma	Monitoring rate	%	72.5	82.7	60.5
	No. of suppliers subject to monitoring	companies	121	139	104
	Total no. of suppliers[1)]	companies	167	168	172

ESG Code of Conduct Adoption Status

Classification	Unit	2022	2023	2024
Adoption rate	%	100	100	100
No. of suppliers adopting the code	companies	167	168	172
Total no. of suppliers[1)]	companies	167	168	172

1) Refers to suppliers of raw and packaging materials.

GC Cell

Supply Chain ESG Performance Monitoring Status

Classification		Unit	2022	2023	2024
GC Cell	Monitoring rate	%	-	17.1	15
	No. of suppliers subject to monitoring	companies	-	38	31
	Total no. of suppliers[1)]	companies	-	222	201

1) Refers to suppliers of raw and packaging materials.

Ethics and Compliance

Prevention of Unethical Conduct | Prevention of Corruption | Research Ethics Violations

Management Approach

GC practices Transparency & Integrity management, guided by the belief that integrity is our way forward. We recognize that the integrity of our people is our strongest foundation. We remain committed to strengthening data integrity and upholding our respect for life in pursuit of fairness, transparency, and reliability.

Corporate Ethics and Compliance

Preventing Unethical Conduct and Corruption

GC | GC Biopharma | GC Cell

Our Approach

We have established Ethics Standards as the foundation for proper conduct and ethical decision-making that all employees must follow. We are committed to upholding these standards while implementing comprehensive risk prevention measures through fostering an ethical corporate culture and conducting regular audits.

Positive Impact

Transparent and ethical management practices, including anti-bribery and anti-corruption measures, enhance sustainability and build stakeholder trust while helping maintain a healthy balance between stakeholders' economic and social interests.

2024 Our Actions

GC Holding Company: Conducted 5 regular audits and 9 ad-hoc audits with implementation of improvement measures; obtained ISO 37301 (Compliance Management System) certification (September 2023)

GC Biopharma: Delivered anti-corruption/compliance training to all employees including contract workers; processed 20 reports received through the ethics reporting system; identified and assessed a total of 1,030 compliance risks

GC Cell: Enhanced education and risk assessment on fair trade and fair competition

Addressing Violations of Research Ethics

GC Biopharma | GC Cell

Our Approach

To protect people, animals, and the environment during pharmaceutical development, we operate dedicated oversight departments and conduct continuous monitoring to ensure regulatory compliance and maintain transparency and reliability of research results.

Negative Impact

Violations of research ethics principles during pharmaceutical development directly impact human rights, animal welfare, public health, and the development of high-quality pharmaceuticals.

2024 Our Actions

GC Biopharma, GC Cell: perated Institutional Animal Care and Use Committees (IACUC)

GC Biopharma: Maintained AAALAC International Full Accreditation for laboratory animal care and use program

GC Cell: Operated Institutional Biosafety Committee (IBC)

Ethics and Compliance

Prevention of Unethical Conduct | Prevention of Corruption | Research Ethics Violations

Governance

GC (Holding Company)

Board Oversight Responsibilities

The Board of Directors of GC receives reports on compliance support activities and ISO 37301 (Compliance Management System) certification maintenance, and oversees ethics and compliance matters.

Roles of Management and Dedicated Organization

GC operates an Ethics Management Committee, an executive-level body that deliberates and makes decisions on matters relating to Ethics Charter and Practice Guidelines. We have established a dedicated Ethics Office as a permanent organization reporting directly to senior management to promote ethical management across the organization. Additionally, GC maintains a specialized Internal Audit Team to cultivate a culture of ethics and compliance throughout the organization.

GC Ethics Management Organizational Chart

Highest Decision-Making Body: Board of Directors

Management Committee: Ethics Management Committee

Direct Reporting Permanent Organization: Ethics Office

Dedicated Organization: Internal Audit Team

GC Biopharma

Board Oversight Responsibilities

GC Biopharma's Board of Directors has appointed a compliance officer (responsible for anti-corruption activities and compliance) and a compliance supporter to implement ethical business practices and efficiently operate the corporate compliance policies. We conduct regular ethics and compliance training, monitors adherence to compliance control standards, and reports on these matters to the Board of Directors annually. The Board provides comprehensive oversight of the effective implementation and operation of ethical management.

Roles of Management and Dedicated Organization

GC Biopharma operates an Ethics Management Team reporting directly to the CEO to handle ethical management responsibilities and support the work of the compliance officer and compliance supporter.

GC Cell

Board Oversight Responsibilities

The Board of Directors of GC Cell holds Compliance Committee meetings, supported by compliance officers, when misconduct or legal violations occur, and determines and communicates appropriate corrective measures and disciplinary actions.

Roles of Management and Dedicated Organization

To strengthen ethical practices, GC Cell has established a Compliance Unit (CP Unit) that reports directly to the CEO. For cases requiring legal intervention, we create Response Task Forces under management oversight to ensure effective resolution. The Compliance Team also develops annual training programs and delivers ethics and compliance trainings throughout the organization.

Strategy

GC

Ethics Management Reporting Status

GC declared its Ethics Standards Link in May 2023, approved by the CEOs of each affiliate, as the foundation for proper conduct and decision-making that all executives and employees must follow. Based on these standards, GC conducts various related activities. The GC's Code of Conduct applies to all executives and employees, as well as third parties including business partners, agents, temporary workers, and contract employees. All executives and employees of GC and its affiliates complete an annual Ethics Practice Pledge to demonstrate their understanding of ethics policies and commitment to ethical business practices. GC operates annual ethics management trainings for all employees based on ISO 37301. Affiliates that have adopted ISO 37301-including GC Biopharma, GC Cell, and GC WellBeing-also provide this training to their respective employees. Additionally, the Internal Audit Team creates and posts ethics management briefs on GC intranet (G-NET) annually to educate and promote ethical standards and case studies. GC's ethics management standards are regularly reviewed and revised as necessary with approval from the Ethics Management Committee and CEO to reflect current issues.

GC Ethics Management Standards Framework

Link

GC Ethics Management Declaration	GC Ethics Charter
· Demonstrates GC's commitment to core values and ethical decisions and conduct in all business operations	· Establishes corporate philosophy reflecting GC's core values and objectives · Defines fundamental principles and guiding spirit for business operations to achieve these goals
Code of Conduct	**Ethics Standards Practice Guidelines**
· Provides detailed guidance based on the Ethics Charter · Presents fundamental guidelines for employee conduct	· Documents specific practice guidelines for the Code of Conduct

Ethics and Compliance

Prevention of Unethical Conduct | Prevention of Corruption | Research Ethics Violations

Strategy

GC

Spread of Ethical Management Culture

GC creates and posts educational materials (Ethical Management Briefs) on the intranet shared by affiliates including GC, GC Biopharma, and GC Cell to promote ethical awareness and education throughout the organization.

Ethical Management Reporting System

GC operates a reporting system for unethical conduct to foster ethical management practices. Employees and business partners can access the Ethics Hotline Link on GC website anytime, anywhere. Types of reportable unethical conduct include bribery, improper personnel solicitation, fraudulent acts, sexual harassment, workplace harassment, abuse of power, and unfair business practices. Reports can be filed anonymously. Whistleblower protection is provided under the Internal Reporting System Operating Regulations implemented Link in 2022.

Whistleblower Protection

GC operates an internal reporting system to address unethical conduct and legal violations. All reports are processed through established procedures with full confidentiality. The system is operated by independent third-party organizations and employs IP tracking blocking technology. Legal protection for all whistleblowers is ensured through comprehensive safeguards documented in GC's Code of Conduct and Internal Reporting System Regulations.

Report Handling Process

Report Submission (Website Channel)	· Anonymous reporting possible · Reporting Channel → K-Whistle Reporting Center Link → Counseling Center
Report Verification and Investigation Decision	· GC: Internal Audit Team
Investigation and Response to Unethical Conduct	· Corrective measures for involved employees or legal action through authorities as appropriate · Response to report-related inquiries
Follow-up Actions	· Organization-wide prevention training and monitoring

GC (Holding Company)

Ethical Management Policy

GC has established GC Ethics Standards and a Human Rights Charter to foster ethical awareness among employees. These ethics standards are accessible to all GC employees via the internal intranet (G-net).

GC Ethics Standards and Human Rights Charter

1. **Respect for Customers** We are committed to ensuring the happiness and satisfaction of our customers.
2. **Protection of the company and Investors** We work to enhance corporate value and protect the interests of shareholders and investors.
3. **Respect for Employees** We encourage each employee's growth and contribute to improving their quality of life.
4. **Fair Trade** We respect the principles of a free and competitive market and take the lead in advancing a healthy pharmaceutical industry.
5. **Anti-Corruption** We prevent corruption, including bribery and the offering of improper benefits, and foster a clean and transparent corporate culture.
6. **Environmental Preservation** We make every effort to preserve the environment and fully comply with applicable environmental laws and regulations.
7. **Social Responsibility** We fulfill our responsibilities and contribute to the development of the nation and local communities.

GC Human Rights Charter We respect the human rights of all stakeholders, including employees, across all areas of our business operations.

Employee Engagement in Ethical Management

GC promotes ethical management through various employee engagement initiatives. These include ethics quizzes, plant pot growing activities to cultivate ethics awareness, distribution of educational materials, poster campaigns, and promotion of the internal reporting system. These programs are designed to encourage employees to actively engage with GC's ethical practices.

Ethics Awareness Assessments and Internal Audits for Executives and Employees

GC conducts regular and ad-hoc ethics awareness assessments each year to identify potential vulnerabilities and implement improvements. Issues requiring further action are resolved in collaboration with the relevant departments. These ethics assessments are carried out in conjunction with business ethics and compliance reviews during the internal audits performed by the Internal Audit Team. In 2024, a total of six internal audits were conducted. Since 2024, the Internal Audit Team has also been conducting monthly monitoring of financial data of each affiliate. After reviewing business reports, audit reports, press releases, and regulatory compliance updates, the team conducts risk assessments related to each affiliate's core business areas—such as pharmaceutical manufacturing and sales, medical device manufacturing and sales, diagnostic testing services, healthcare, health supplements, and electronic medical record (EMR) services. When necessary, material risk areas are identified and incorporated into the audit scope.

Audit Conducted	2022	2023	2024
	Regular 7, Ad-hoc 14	Regular 5, Ad-hoc 9	Regular 5, Ad-hoc 9

Ethics and Compliance

Prevention of Unethical Conduct | Prevention of Corruption | Research Ethics Violations

Strategy

GC Biopharma

Ethics Management Policy

GC Biopharma has established eight Ethics Codes targeting customers, shareholders and investors, employees, business partners, and local communities, based on the GC Ethics Standards and Human Rights Charter. In April 2023, the CEO approved the Code of Conduct, along with the Anti-Corruption Policy, the Gifts, Entertainment, and Hospitality Policy, the Conflict of Interest Policy, and the Third-Party Management Regulations. These policies were developed, revised, published on the company website, and subsequently distributed to employees and stakeholders. To enhance understanding, we included practical examples and FAQs in the distributed materials. We also provide regular training on the Code of Conduct and related policies.

Employee Participation in Ethics Management

GC Biopharma conducts various promotional activities to foster a culture of ethical management. Activities include the metaverse-based U-Quiz E(Ethics) Quiz championship, plant pot growing activities to cultivate ethical awareness, and Sand Art workshops, the Code of Conduct promotional campaigns, and Ethics Block distribution with CP slogan events. These initiatives encourage employees to actively participate in corporate ethical management efforts and cultivate a globally competitive ethical culture.

Ethics Training

GC Biopharma provides ongoing ethics training to all employees, including contract and temporary employees, to uphold our ethical values.

2024 Ethics Training Results

Training Program	Target Audience	Eligible Participants	Completed Participants	Completion Rate
Code of Conduct and Compliance Policy Training	All employees, including contract and temporary employees	2,271	1,962	86.4%

GC Cell

Ethics Management Policy

GC Cell has developed and implemented employee ethics codes based on the 2024 GC Cell Ethics Management Declaration and anti-corruption and compliance policies to complete its ethics management framework. In accordance with ISO 37001 and ISO 37301 management systems, we provide regular annual compliance reports to the Board of Directors on activity plans and performance, which are publicly disclosed.

Employee Participation in Ethics Management

GC Cell conducts annual Compliance Month events, training programs, and compliance newsletters for all employees, including contract employees, to promote an ethical culture. In 2024, we held an Ethics Commitment Ceremony to enhance employee understanding and participation in ethical practices, resulting in increased employee engagement in compliance activities.

Targets & Metrics

GC

Ethics Management Reporting Status

The total number of ethics management reports received through GC's anonymous reporting system was 31 cases[1], all of which were processed and resolved in accordance with the procedures set forth in the Internal Reporting System Regulations Link, including investigations, referrals to relevant departments, and requests for additional information.

Category		Unit	2022	2023	2024
GC	Processing Rate	%	100	100	100
	Reports Received	cases	0	0	0
	Reports Processed	Cases	0	0	0
GC Biopharma	Processing Rate	%	100	100	100
	Reports Received	Cases	5	10	20
	Reports Processed	건	5	10	20
GC Cell	Processing Rate	%	100	100	100
	Reports Received	Cases	1	1	5
	Reports Processed	Cases	1	1	5

1) Other GC affiliates reported 9 cases in 2024.

Ethics and Compliance

Governance

GC

Internal Control Governance

GC's compliance organization regularly reports to the CEO and Board of Directors on key compliance management activities and future plans. Major agenda items reported in 2024 included ISO 37301 (Compliance Management Systems) management review results and compliance support activities (training, promotion, etc.). Additionally, the Ethics Management Committee discusses and decides on all matters related to the Ethics Charter and practice guidelines.

GC Biopharma

Establishment and Operation of the Audit Committee

GC Biopharma operates its audit function in accordance with relevant laws and the Articles of Incorporation, with the Audit Committee's composition, operations, authorities, and responsibilities defined in the Audit Committee Regulations. Audit committee members are nominated by the Board of Directors and appointed as outside directors by shareholders' meeting resolution. The accounting team and ethics management team support the audit committee's operations, compliance control standards, and internal audit functions, providing regular reports to the audit committee on internal audits and internal accounting control system operations. Beyond regular audits across all business areas, we conduct special audits at the request of the audit committee and management. Additionally, audits are performed based on reports received through the online reporting system, and investigations are conducted into ethics violations such as employee misconduct to establish a transparent corporate culture.

GC Cell

Compliance Governance

GC Cell has established a company-wide compliance framework under the Board of Directors to ensure compliance management. The CEO and compliance officer oversee compliance management, while the dedicated compliance organization handles day-to-day operations to promote responsible business activities.

Strategy

GC

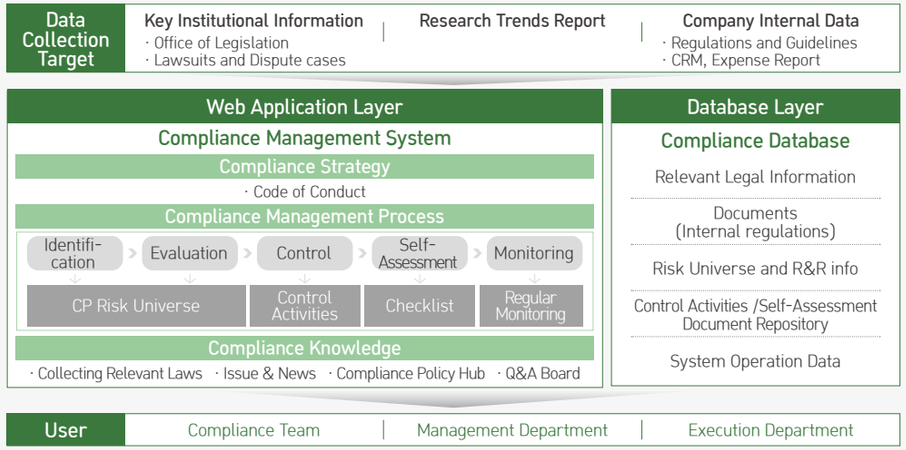
Compliance Management

GC has designated eight core compliance areas aligned with our GC Ethics Standards and Human Rights Charter, which serve as essential compliance requirements throughout all business operations. Each area encompasses potential issues that may arise across business functions.

Eight Core Compliance Areas

Respect for Customers	Protection of Company and Investors	Respect for Employees	Fair Trade
· Internal Issues · Major Stakeholders: Customers	· Internal and External Issues · Major Stakeholders: Investors, independent outside directors etc.	· Internal Issues · Major Stakeholders: Employees	· External Issues · Major Stakeholders: Business Partners, CROs
Anti-corruption	**Environmental Preservation**	**Protection of Human Rights**	**Social Responsibility**
· Internal and External Issues · Major Stakeholders: Public Officials, HCPs	· External Issues · Major Stakeholders Environmental Organizations, Government Authorities etc.	· Internal and External Issues · Major Stakeholders: Customers, Employees, Human Right Organizations	· External Issues · Major Stakeholders: ESG Compliance Issues

GC Compliance Management System



Ethics and Compliance

Strategy

GC (Holding Company)

Anti-Corruption Policy

GC Anti-Bribery and Corruption Prevention Policy and Fair Trade Compliance Regulations are posted on the intranet as part of our Ethics Standards. We continuously monitor compliance with applicable laws and regulations, including our Ethics Standards, through special audits triggered by reports or regular audits. In 2023, we obtained ISO 37301 (Compliance Management System) certification, and in 2024, the post-certification surveillance audit confirmed continued compliance.

Anti-Corruption Training

GC produces and distributes a publication titled 'Ethics Management Briefs' to promote ethical awareness among employees. GC's five compliance officers complete annual ISO 37301 training and deliver cascaded training to all employees. We also require business partners (such as suppliers) to submit compliance and ethics pledges. And conduct due diligence using checklists that incorporate ethical standards.

GC Biopharma

Anti-Corruption Policy

GC Biopharma has established an anti-corruption policy and annually publishes CEO messages on the intranet to demonstrate our commitment to anti-corruption. In April 2023, we enhanced and published our anti-corruption policy on our website, intranet, and compliance management system, and provide ongoing training to all employees.

Anti-Corruption/Compliance Training (Including Fair Trade and Fair Competition Training)

GC Biopharma's Ethics Management Team conducts regular and special fair trade training. We provide year-round programs including training sessions and lectures on anti-corruption, fair trade, and subcontracting laws, expert interviews, Fair Competition Agreement training, and on-site compliance education. In 2022, we conducted role-specific training for all employees covering subcontracting, fair trade law, trade secrets, and sales/clinical compliance. In April 2023, we developed and updated our Code of Conduct, Anti-Corruption Policy, Conflict of Interest Policy, and Policy on Gifts, Entertainment and Hospitality. All employees (including contract and temporary employees, and interns) receive annual training on these policies. We also provide specialized training for team leaders and above, as well as new hires. Additionally, departments with high compliance risks receive bi-annual training. We deliver compliance training through various formats including on-site training, online video modules, guest lectures from external experts including lawyers, and cartoon materials to maximize training impact. We also conduct specialized training for new employees and executives.

2024 Compliance Training Status

Training Program	Target Group	Target	Completed	Rate
Code of Conduct and Compliance Regulations	All employees (including contract employees)	2,271	1,962	86%
Compliance Training (Fair Competition Agreement and CP Guidelines)	Domestic Sales Division	363	363	100%
Subcontracting Act Training	Procurement Department and related departments	26	26	100%
Code of Conduct and Compliance Regulations	New hires	55	55	100%
Compliance Training (Fair Competition Agreement and CP Guidelines)	New hires (Sales Division)	38	38	100%
Compliance Special Lecture (ESG)	Procurement Department and business partners	46	46	100%
Legal Expert Fair Trade Lecture (Sales-related topics)	Domestic Sales Division	38	38	100%
Legal Expert Fair Trade Lecture (Clinical-related topics)	Clinical Department	20	20	100%
CP Violation Case Study Training and Test	Domestic Sales Division	359	359	100%

Ethics and Compliance

Strategy

GC Biopharma

Anti-Corruption Training Status

Category		Unit	2022	2023	2024
Anti-Corruption Training Status	Rate	%	93.8	82.6	86.4
	Completed[1)]	Participants	2,072	1,847	1,962
	Target	Participants	2,208	2,235	2,271

1)All employees including contract employees

Compliance Program Operations

GC Biopharma introduced the Fair Trade Compliance Program (CP) in 2007 to promote fair and transparent competition. We have established regulations and guidelines for sales activities to ensure compliance with the Monopoly Regulation and Fair Trade Act, Pharmaceutical Affairs Act, and Fair Competition Agreement. We provide ongoing training and monitor adherence to these guidelines. Additionally, we conduct annual effectiveness assessments and apply findings to improve operations.

GC Cell

Anti-Corruption Policy

In June 2022, GC Cell posted anti-corruption management policies and guidelines (Link) on the intranet, including the CEO's anti-corruption message. (Link) These guidelines include principles that prohibit corruption and bribery as well as unfair trade practices and unfair competition. And have been reviewed and approved by GC Cell's Board of Directors. Based on these guidelines, GC Cell develops and operates an anti-corruption management system. In 2023, we published and distributed the GC Cell CP Compliance Code to mitigate risks related to unfair trade practices and unfair competition. We also established Fair Trade Compliance Regulations, which we posted on the intranet, and now operate internal programs under the responsibility of compliance officers to promote fair trade practices. Our Anti-Corruption Management System (ISO 37001) is managed through joint annual certification alongside our Compliance Management System (ISO 37301). We plan and implement key activities including proactive risk assessment for corruption and compliance violations, and internal control activities. Control activities include anti-corruption and compliance pledges, CP training, departmental training, and internal assessment activities, and we conduct annual performance evaluations for risk management.

Compliance Program Operations

GC Cell continuously operates compliance programs in accordance with Compliance Program (CP) regulations. We provide annual CP training and monitoring according to our annual plan, along with guidance on fair trade-related laws including the Monopoly Regulation and Fair Trade Act, Fair Competition Agreement, and Improper Solicitation and Graft Act. We also address inquiries and grievances to support effective CP program implementation. These CP activities are reported to the Board of Directors annually. We conduct annual potential risk assessments for unfair trade practices and unfair competition across all departments. After completing these assessments, we analyze the effectiveness of risk control activities through interim performance evaluations and report findings during management reviews.

Anti-Corruption/Compliance Training

GC Cell provides tailored anti-corruption and compliance training (including fair trade/fair competition training) for various target groups based on annual training plans to foster a culture of workplace ethics. Building on last year's initiatives, we strengthened our CP training system in 2024 by expanding CP regulation training to non-sales divisions and introduced workplace ethics training for new hires and online compliance training for all employees. For high-risk departments, we provided intensive on-site training at individual locations. We distributed CP Letters quarterly (four times total) to all employees, covering topics such as compliance fundamentals and industry trends. Additionally, to enhance employee compliance standards, we held an Ethics Management Declaration Ceremony in July 2024.

8 Management Items for the Fair Trade Voluntary Compliance Program

1.Management's Commitment to Fair Trade Compliance: Express compliance commitment annually on the corporate website and e-compliance platform

2. CP Operations under Designated Compliance Officer with Authority and Responsibility: Establish and manage training programs and internal oversight framework

3. Development and Distribution of Fair Trade Compliance Guide: Create and distribute CP Letters through online channels

4. Implementation of Training Programs: Develop and execute annual training plans

5. Establishment of Monitoring System: Monitor expense reports and corporate card usage records

6. Sanctions for Legal Violations: Conduct internal audits

7. Establishment of Document Management System: Create and update CP regulations, ethics codes, guidelines and procedures

8. Effectiveness Evaluation: Incorporate KPI metrics and implement year-end recognition programs

Ethics and Compliance

Risk Management

GC (Holding Company)

Conducting Preventive Audits and Compliance Risk Assessments

GC conducts preliminary assessments of affiliate-specific risks, including unfair trade and unfair competition risks. Based on these assessments, we establish an annual audit plan and conduct preventive audits. To verify that improvement requirements from preventive audit results are actually implemented in business operations, we continuously manage the process by requesting implementation plans for corrective actions and conducting follow-up measures.

Category		Unit	2022	2023	2024
Corruption Risk Assessment	Coverage	%	100	100	100
	Sites assessed	Sites	1	1	1
	Total sites	Sites	1	1	1

GC Biopharma

Compliance Risk Assessment

GC Biopharma conducted a comprehensive compliance risk assessment across all operations, encompassing risks associated with unfair trade practices and anti-competitive conduct. Based on our internal risk assessment criteria, we classified identified risks into High, Medium, and Low categories. For Medium and High-risk areas, we assessed the adequacy and effectiveness of existing controls. For areas with residual risks, we developed additional control activities and improvement measures to mitigate these risks.

Category		Unit	2022	2023	2024
Corruption Risk Assessment	Coverage	%	100	100	100
	Sites assessed	Sites	15	15	15
	Total sites	Sites	15	15	15

Compliance Monitoring

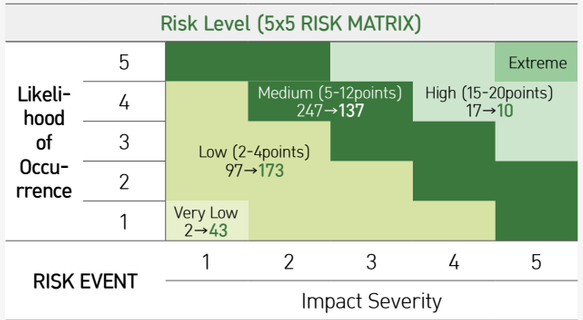
GC Biopharma conducts semi-annual compliance monitoring to verify the effectiveness of internal control activities. In 2024, our monitoring identified 90 internal guideline violations, for which the Ethics Management Team implemented appropriate sanctions. In addition to monitoring marketing and sales activities, we conduct comprehensive monitoring for Subcontracting Act compliance, covering unfair price reductions, unfair returns, failure to issue written contracts, technology misappropriation, unfair contract terms, and non-payment of subcontracting fees. GC Biopharma also performs compliance due diligence on business partners through on-site interviews and surveys. In early 2024, we conducted risk-based assessments to select due diligence targets, focusing on high-risk subcontractors and wholesale partners to evaluate regulatory compliance, conflicts of interest, and anti-corruption efforts.

GC Cell

Compliance Risk Assessment

In 2024, GC Cell identified 363 inherent risks across all business functions, including sales, manufacturing, R&D, and administration. Of these, 264 were classified as high-risk. Through the strategic application of effective control measures selected from over 1057 internal controls, we successfully reduced high-risk items to 147, representing a 44% reduction.

2024 Corruption Risk Assessment



Category		Unit	2022	2023	2024
Corruption Risk Assessment	Coverage	%	100	100	100
	Sites assessed	Sites	50	50	51
	Total sites	Sites	50	50	51

Fair Trade Monitoring and Auditing

To establish a transparent corporate culture through fair competition, GC Cell has implemented a compliance program with reward and penalty systems. We monitor for anti-corruption and fair competition violations monthly, applying year-end rewards and disciplinary measures based on our findings. Additionally, we conduct regular audits to eliminate corrupt practices and continuously improve our processes. In 2024, we performed monthly monitoring and completed four internal audits with follow-up actions.

Ethics and Compliance

Targets & Metrics

GC Biopharma

ISO 37001 and ISO 37301 Joint Certification

GC Biopharma has obtained joint certification for ISO 37301 (Compliance Management Systems) and ISO 37001 (Anti-Bribery Management Systems) from the Korea Compliance Certification Assurance (KCCA). We initially received ISO 37001 (Anti-Bribery Management Systems) certification in May 2018 and ISO 37301 (Compliance Management Systems) certification in December 2022, demonstrating that GC Biopharma's compliance framework meets global standards.

ISO 37001
Scope: All GC Biopharma operations (headquarters, R&D center, 3 plants, 10 sales offices)
Valid: November 30, 2023 – May 22, 2027 (renewed)

ISO 37301
Scope: All GC Biopharma operations (headquarters, R&D center, 3 plants, 10 sales offices)
Valid: December 12, 2022 – December 11, 2025

Certification Status

Category		Unit	2022	2023	2024
ISO 37001 (Anti-Bribery Management Systems) Certification	Certification Rate	%	100	100	100
	Sites Certified	Sites	15	15	15
	Target Sites	Sites	15	15	15
ISO 37301 (Compliance Management Systems) Certification	Certification Rate	%	100	100	100
	Sites Certified	Sites	15	15	15
	Target Sites	Sites	15	15	15

GC Cell

ISO 37001 and ISO 37301 Joint Certification

In April 2024, GC Cell achieved joint certification for ISO 37301 (Compliance Management Systems) and ISO 37001 (Anti-Bribery Management Systems) from the Korea Compliance Promotion Institute. This certification validates our company-wide compliance framework meets global standards.

ISO 37001
Scope: All GC Cell operations (headquarters, Cell Center, 48 sales offices, distribution center)
Valid (revised): April 2, 2024 – April 2, 2026

ISO 37301
Scope: All GC Cell operations (headquarters, Cell Center, 48 sales offices, distribution center)
Valid: April 2, 2024 – April 1, 2027

Company-wide CP KPI management

To achieve anti-corruption and ethical management objectives, we incorporate CP activity participation into annual company-wide KPIs. Each year, we select training topics, target audiences, and delivery methods for ani-corruption, fair trade, and compliance ethics programs. We then implement these programs according to plan, track completion rates, and incorporate the results into individual employee KPIs. We also conduct annual risk assessments for corruption and legal compliance, which are similarly integrated into our KPI metrics.

Ethics and Compliance

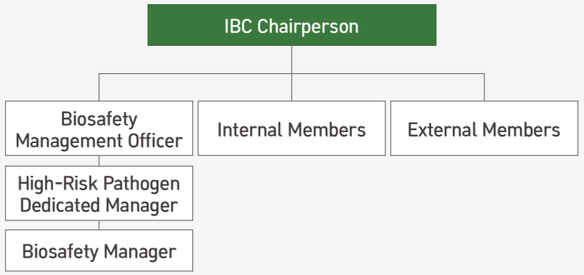
Governance

GC Biopharma

Biosafety Ethics

The GC Biopharma Institutional Biosafety Committee (IBC) is responsible for conducting risk assessments and biosafety reviews of research conducted within the institution to ensure safety in research environments. The committee develops biosafety enhancement measures and remedial actions, establishes institutional biosafety assurance plans, and operates biosafety education and training programs.

IBC Organizational Chart



Animal Research Ethics

The GC Biopharma Institutional Animal Care and Use Committee (IACUC) has operated since 2008 under Korea's Animal Protection Act. For new drug development, our specialist committee members and chairperson review and approve animal study protocols during research and pre-clinical phases, ensuring compliance with the fundamental 3R principles (Replacement, Reduction, Refinement). Even after approval, we conduct Post-Approval Monitoring (PAM) at least twice a year to maintain ethical standards in animal research. Since 2023, we have implemented an Animal Lab online system, enabling faster and more convenient online access to animal research processes.

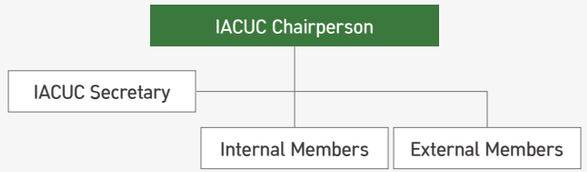
GC Cell

Animal Research Ethics Organization

GC Cell is incorporated into the GC Biopharma Institutional Animal Care and Use Committee (IACUC) in accordance with Korea's Animal Protection Act and Laboratory Animal Act. GC Cell researchers participate as committee members, performing the same roles and responsibilities as other committee members to ensure compliance with fundamental ethical principles in animal research.

IBC Organizational Chart

GC Biopharma IACUC Organizational Chart



GC Biopharma

Research Ethics Policy

GC Biopharma recognizes the importance of research ethics and apply these principles across all our research activities. We strictly follow all applicable regulations at each research stage and systematically monitor all activities. During pharmaceutical development, we have established comprehensive principles to protect the safety and rights of humans, animals, and the environment. We have established review committees that thoroughly evaluate and approve all research activities before they begin. Additionally, we maintain a dedicated oversight department that monitors approved research to ensure proper implementation according to planned protocols. This systematic approach ensures transparency and reliability in our research outcomes.

Ethics and Compliance

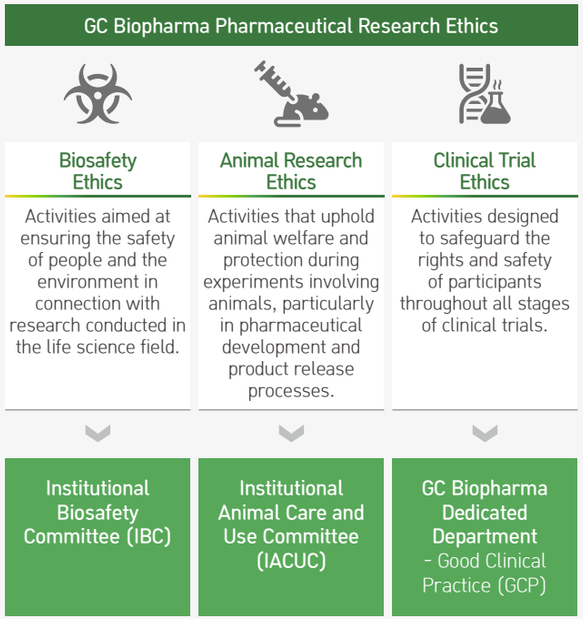
Strategy

GC Biopharma

Clinical Trial Ethics

GC Biopharma manages pharmaceutical clinical trials to ensure reliable data and results while ensuring appropriate protection of participants' rights and confidentiality. Our clinical trials follow Good Clinical Practice (GCP) guidelines established by the International Council for Harmonization (ICH) and adhere to regulations of national regulatory authorities in each country.

GC Biopharma Pharmaceutical Research Ethics



GC Cell

Clinical Trial Ethics

GC Cell provides ethics training to researchers to improve understanding of clinical trial ethics and enhance operational performance. We establish clear, specific research ethics guidelines and implement quality management systems to ensure research integrity and guarantee reliability in responsible research conduct. Our internal audits are a key monitoring activity to ensure transparency and accuracy in clinical trial results. These audits prevent misconduct and data manipulation. We work with Independent Data Monitoring Committees (IDMC) and specialized inspection agencies to evaluate our clinical trials. This collaboration helps us address critical issues appropriately and strengthen overall reliability. We provide informed consent documents to clinical trial participants to ensure transparent communication during the consent process. We implement comprehensive privacy management to prevent personal information breaches. We have implemented international-standard data management systems to ensure data integrity and security. We actively collaborate with relevant institutions to strengthen our clinical trial data management capabilities.

GC Cell Pharmaceutical Research Ethics

Targets & Metrics

GC Biopharma

Animal Testing Facility Accreditation

All animal testing across GC Biopharma's production plants is centrally managed at our Ochang facility. In 2011, GC Biopharma became the first pharmaceutical company in Korea to obtain AAALAC International[1] Full Accreditation for this facility and continues to maintain this status through regular inspections every three years. AAALAC accreditation demonstrates that our facility infrastructure and management programs meet global standards for animal care and use. This recognition reflects our commitment to the humane treatment of research animals and validates our ability to maintain optimal laboratory conditions.

1) AAALAC(Association for Assessment and Accreditation of Laboratory Animal Care International):

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Management Approach

GC is committed to minimizing wastewater, waste, air pollutants, and hazardous chemical emissions generated throughout its business operations. In response to global environmental issues such as energy and greenhouse gas management, GC will continue its efforts to reduce greenhouse gas emissions by setting realistic targets, reviewing investments in high-efficiency and eco-friendly facilities, and improving manufacturing process efficiency and equipment performance.

Environmental Responsibility

Greenhouse Gas Emissions

GC | GC Biopharma | GC Cell

Our Approach

We are committed to actively reducing greenhouse gas emissions at each site and establishing a robust internal management system to address climate change.

Negative Impact

As the global response to climate change has become a major international agenda, the need for greenhouse gas reduction and Net-Zero implementation is rising. Meanwhile, regulatory compliance costs and associated risks are also increasing due to climate mitigation policies.

2024 Our Actions

GC Holding Company, GC Biopharma, GC Cell: Identified climate-related risks and opportunities, and discussed the TCFD recommendations through the ESG Council

GC Biopharma: Established a 2050 carbon neutrality roadmap and identified climate-related risks, opportunities, and potential financial impacts in line with the TCFD disclosure framework

GC Cell: Collected and disclosed Scope 3 emissions for FY2023; continued to increase the proportion of eco-friendly vehicles in the fleet

Environmental Impact Management

GC Biopharma | GC Cell

Our Approach

We have committed to minimizing environmental pollutants such as wastewater, waste, air pollutants, and hazardous chemicals generated during our operations. We are striving to achieve measurable reductions through investment in high-efficiency, eco-friendly facilities and ongoing process improvement.

Negative Impact

Failure to manage pollutants generated by the company's operations can negatively impact human and animal health as well as the ecosystem, while also resulting in regulatory risks and additional operational costs. Inappropriate disposal or discharge of waste generated during product R&D and production processes may cause soil and water pollution.

2024 Our Actions

GC continues to implement various initiatives by recognizing the environment and safety as top priorities in its management.

GC Holding Company: Assigned quantitative targets to affiliates for environmental pollution reduction and mitigation of potential risk factors; conducts monthly monitoring on legal compliance and target implementation; performs risk self-assessment and environmental impact assessments; introduced the ISO 50001 Energy Management System to support GHG reduction and is advancing toward the 2050 carbon neutrality goal

GC Biopharma: Measures influent and effluent quality of wastewater treatment facilities on a monthly basis; established reduction targets for air and water emissions; conducts annual evaluations of waste disposal contractors; and set goals to improve recycling performance as part of a circular economy strategy

GC Cell: Established target levels for environmental pollutants and manages them within regulatory limits; is actively reducing the use of hazardous chemicals; and registered as a site for exclusive general waste discharge (effective July 2024)

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Governance

GC Biopharma

Role of the Board of Directors

The Board of Directors of GC Biopharma serves as the ultimate decision-making body responsible for overseeing climate-related risks and opportunities, including deliberation, approval, and monitoring of key ESG matters. In accordance with Board regulations, subcommittees have been established and are being operated to enable a more systematic response to climate change. Going forward, GC Biopharma plans to formalize the Board's climate-related responsibilities within its internal governance rules. The Management Planning Office, which oversees ESG matters, provides regular reports on material climate-related risks and opportunities to the Board at least once a year. Based on these reports, the Board conducts strategic discussions and makes key decisions. In 2024 and 2025, reported items included the "Climate Action and Sustainability Disclosure Framework Implementation Plan" (September 2024), the "ESG Management Update – Carbon Neutrality Roadmap" (December 2024), and the "Approval of Climate Action and Carbon Neutrality Strategy" (May 2025), thereby supporting the establishment and execution of both short-term and mid-to-long-term climate goals and actions. Additionally, an Investment Review Council composed of members from the Board-level Management Committee ensures that climate-related risks and opportunities are systematically incorporated into investment decisions, further reinforcing the environmental management framework.

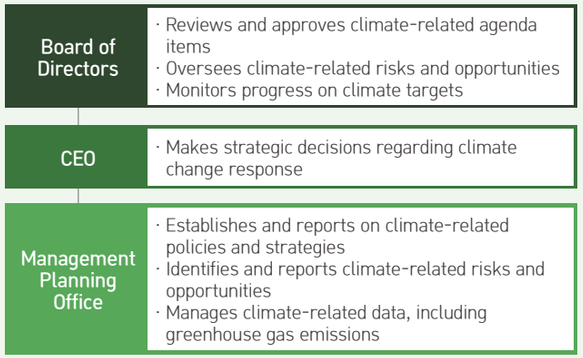
Role of Executive Management

To strengthen the company's climate response capabilities, GC Biopharma has clarified the roles and responsibilities of its executive leadership. The CEO holds the ultimate accountability for formulating and approving climate-related policies and strategies, and supervises their implementation. Additionally, the CFO's Key Performance Indicators (KPIs) are directly linked to climate-related targets, enabling active management and oversight of progress. These KPIs are incorporated into the executive evaluation and compensation systems, reinforcing incentives to drive continuous performance improvements in climate action.
In response to evolving climate-related business conditions, the company is also preparing to launch a dedicated Climate Response Council, with the goal of enhancing the effectiveness of its governance framework.

Role of the Responsible Department

The Management Planning Office, as the ESG-dedicated team, conducts annual reports on identified material climate-related risks and opportunities. It drives the execution and monitoring of climate-related goals based on the strategic direction set by the Board, enabling company-wide environmental management.
GC Biopharma will continue to pursue climate action through close collaboration between its Board, executive management, and responsible departments. It is also committed to transparent communication by disclosing implementation progress across various channels to stakeholders.

Climate-Related Reporting Structure



KPI Management for Climate Action

GC Biopharma sets department- and individual-level KPIs to implement climate-related management activities. To strengthen accountability among executives, performance indicators are directly linked to climate targets. Achievement levels are used in company-wide performance evaluations and compensation standards to provide strong motivation for delivering high environmental performance. In 2024, GC Biopharma incorporated climate-related KPIs into the key executive compensation structure, assigning a weight of 5% to these goals.

Key ESG Performance Indicators by Executive Role (Climate Action Integration)

Classification	Role[1)]	ESG KPI
GC Biopharma	CFO	Establishment of a Climate Change Response Framework (Mid- to Long-Term Roadmap for Greenhouse Gas Reduction and Net-Zero Target Setting)

1) Executives refer to C-level personnel.

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Biopharma

Identification of Climate-Related Risks and Opportunities

GC Biopharma, in collaboration with GC (Holding Company) and GC Cell, has identified climate-related risks and opportunities through the ESG Council and continues discussions based on the TCFD recommendations to actively engage in climate response. Recognizing the broad impact of climate change on its business activities, GC Biopharma has identified both physical and transition risks, as well as opportunities that may arise in the course of climate action. Physical risks include increased costs associated with the restoration or replacement of damaged facilities and disruptions in supply chain operations caused by acute weather events such as torrential rains and typhoons. Chronic changes such as heat waves and rising average temperatures may lead to increased cooling costs for production facilities and healthcare expenses for employees. Transition risks include rising costs of purchasing emission allowances due to the expansion of the national Emissions Trading Scheme (ETS) and tightening policy and legal regulations aimed at reducing greenhouse gas emissions. Additional risks include shifts in customer behavior driven by strengthened ESG demands from global pharmaceutical companies and client organizations, as well as market and resource risks such as rising raw material prices. Despite these risks, GC Biopharma also recognizes new business opportunities in responding to climate change. In particular, by expanding the production and manufacturing of vaccines and therapeutics to respond to the spread of climate-related diseases, the company expects to meet growing societal demand while creating opportunities to enter new markets and diversify revenue sources.

GC Biopharma: Climate-Related Risks and Opportunities

(Unit: 100 million won/year)

Classification	Risk/Opportunity Factors		Financial Impact Assessment Method	Expected Time Horizon[1] & Average Estimated Financial Impact (unit: KRW 100 million/year)			Current and Planned Actions
				Short-term	Mid-term	Long-term	
Physical Risks	Acute	Flooding (river overflow, coastal inundation, heavy rainfall)	GC Biopharma analyzed 24 major domestic and overseas sites of the company and its consolidated subsidiaries using Jupiter Intelligence, a physical risk analysis tool. Financial impacts were assessed under the IPCC SSP1-2.6 and SSP5-8.5 scenarios for flooding, typhoons, wildfires, heatwaves, and drought.	1	1	1	- (Current) Installation of flood prevention infrastructure such as stormwater pipes and drainage pumps; stockpiling of emergency supplies - (Planned) Develop risk mitigation plans in anticipation of rising insurance premiums
		Typhoons		52	52	54	- (Current) Stockpiling of emergency supplies; strengthening safety equipment - (Planned) Establish insurance strategies to address increasing typhoon frequency
	Chronic	Heatwaves and Rising Average Temperatures		5	5	6	- (Current) Expansion of cooling facilities; implementation of occupational health and safety policies - (Planned) Invest in energy-efficient technologies; upgrade infrastructure
Transition Risks	Policy & Regulation	Greenhouse Gas Emissions Trading Scheme	A roadmap for carbon neutrality was developed to assess the financial impact of enhanced regulations. IEA STEPS-Korea carbon price scenarios were applied, projecting emission allowance prices from 2024 through 2050.	0	5	3	- (Current) Review of participation plans in emissions trading scheme - (Planned) Improve process efficiency to reduce electricity costs - (Planned) Promote emissions reduction through renewable energy procurement (PPA, REC, Green Premium), and EV adoption
	Market	Changing Customer Behavior	GC Biopharma identified clients such as PAHO requiring climate action and analyzed the revenue exposure ratio. The company is considering establishing internal systems for financial impact assessment.	-	-	-	- (Current-Planned) Strengthen risk management processes in response to evolving customer requirements
		Rising Costs of Raw and Base Materials	Increased costs affect operating profit and Scope 3 emissions. GC Biopharma plans to build strategies to reduce emissions and assess financial impact accordingly.	-	-	-	- (Current-Planned) Implement sustainable sourcing strategies by diversifying supply chain and utilizing recycled materials - (Current-Planned) Manage and reduce Scope 3 emissions in Categories 1, 2, and 4
	Energy Resources	Use of Low-Carbon Energy	Financial impacts were assessed based on use of low-carbon energy sources such as PPA, Green Premium, REC, and electric vehicles.	15	32	63	- (Current-Planned) Expand low-carbon energy usage at production sites - (Planned) Implement PPA contracts and Green Premium programs
Opportunity	Products and Services	Climate Adaptation Measures and Enhanced Resilience	Revenue exposure was analyzed for products/services that respond to climate-induced disease spread. Internal systems for financial impact assessment are under review.	-	-	-	- (Current) R&D to prepare for climate-related disease outbreaks - (Planned) Produce and manufacture products/services addressing emerging diseases caused by climate change

1) The time horizons are categorized based on the reporting year as follows: short-term (FY25), mid-term (FY26–29), and long-term (FY30–50).

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Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Biopharma

Identification of Climate-related Physical Risks on the Value Chain

GC Biopharma has identified the current and expected financial impacts of climate-related physical risks on its value chain as follows.

Classification	Risk/Opportunity Factor		Value Chain Stage	Current and Projected Financial Impacts
Physical Risks	Acute	Floods (river flooding, coastal flooding, heavy rainfall)	Product manufacturing	- (Planned) Repair and replacement costs due to asset damage and facility destruction caused by floods at business sites - (Planned) Revenue loss during temporary plant shutdowns while restoring flood-affected facilitie
		Typhoons		
	Chronic	Rising temperatures and heatwaves	Raw material procurement	- (Planned) Increase in raw material procurement costs due to biodiversity loss and ecosystem destruction caused by sustained temperature rise
			Product manufacturing	- (Planned) Decline in productivity caused by worker stress and health deterioration due to heatwaves - (Current-Planned) Increase in cooling costs at business sites caused by persistently abnormal temperature patterns

Resilience Assessment for Climate-Related Physical Risks

We conducted an analysis of physical climate risks across time horizons using the Shared Socioeconomic Pathways (SSPs) from the Sixth Assessment Report (AR6) published by the Intergovernmental Panel on Climate Change (IPCC), specifically SSP1-2.6[1)] and SSP5-8.5[2)] scenarios. Utilizing the climate modeling tool Jupiter Intelligence, we evaluated the impact of physical risks such as floods, typhoons, and heatwaves. The scenario analysis results showed that no factors were identified as having a significant financial impact under either scenario, although typhoons presented the greatest potential financial loss. This was attributed to the risk of property damage, costs related to asset repair and replacement, and potential operational disruptions. To manage potential risks, we selected ten key sites based on their size, the proportion of financial losses relative to their scale, and their strategic importance. We then assessed the financial impact of physical climate risks for each of these major sites. To systematically respond to acute and chronic climate risks, we have established and implemented a Business Continuity Plan (BCP). Under the BCP framework, we conduct business impact analyses and risk assessments for acute risks such as floods and typhoons, as well as chronic risks like heatwaves. Based on these analyses, we have developed a responsive system for swift and effective action. We are also strengthening our ability to recover from natural disasters by planning infrastructure enhancements and conducting regular inspections and risk assessments to improve site safety. In addition, we conduct regular emergency response drills for employees to continuously improve our crisis response capabilities. For heat-related risks, we have established a phased response protocol, maintain indoor and outdoor temperature controls, and operate worksite management guidelines to protect employees' health. We also promote the use of efficient cooling systems and perform preventive maintenance on cooling equipment to enhance climate resilience at our facilities. Through these efforts, GC Biopharma proactively addresses physical climate risks and aims to secure business continuity and sustainable growth.

Financial Impact Assessment of Physical Risks

Company	Key Sites under Management	Flood		Typhoon		Wildfire		Heat Wave		Drought	
		2020	2050	2020	2050	2020	2050	2020	2050	2020	2050
GC Biopharma	Headquarters										
	Ochang Plant										
	Hwasun Plant										
	Eumseong Plant										
	R&D Center										
GC Cell	Headquarters										
	Cell Center										
GC Biopharma Wellbeing	Innovation Plant										
GC Invacfarm	Hwasun Farm										
Lymphotec	Headquarters & Plant										

Very High 76~100 | High 51~75 | Moderate 26~50 | Low 0~25

1) SSP1-2.6: A scenario where global efforts are actively made to achieve sustainable development, innovate in green technologies, and shift to low-carbon energy systems to limit global warming to under 2°C.
2) SSP5-8.5: A scenario in which greenhouse gas emissions continue at current levels due to minimal climate action, leading to a global temperature rise of more than 4°C.

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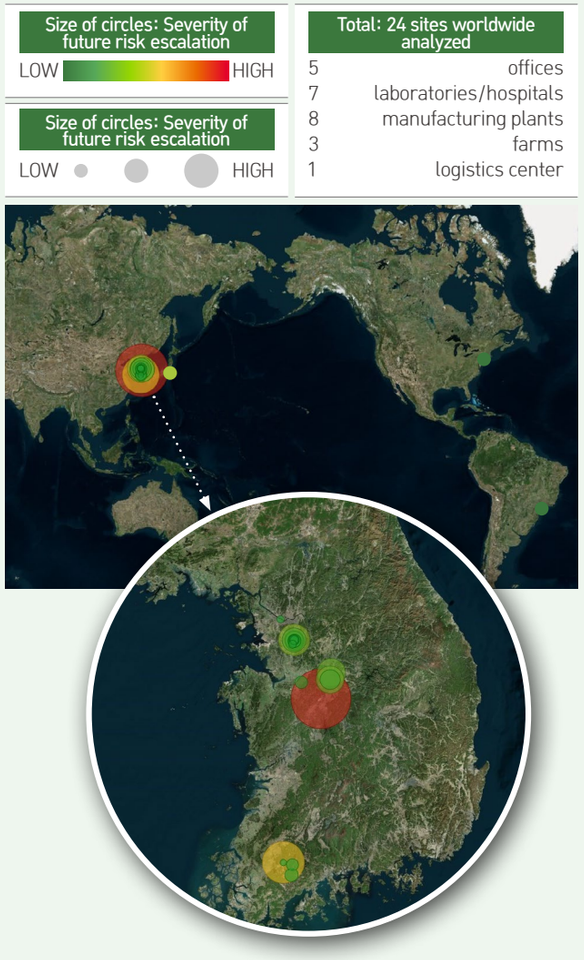
Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Biopharma

Financial Impact Analysis of Transition Risks



Identification of Climate-related Transition Risks on the Value Chain

GC Biopharma has identified the current and expected financial impacts of transition risks associated with climate change on its value chain as follows.

Classification	Risk/Opportunity Factor		Value Chain Stage	Current and Expected Financial Impact
Transition Risk	Policy and Legal	Greenhouse Gas Emissions Trading Scheme	Business Site Operations and Support	- (Planned) Emission allowance purchase costs of up to KRW 11 billion[1] may arise due to allocation excess driven by site expansion.
	Market	Increase in Raw Material and Ingredient Costs	Procurement of Raw Materials and Ingredients	- (Planned) Scope 3 emissions may increase due to the rise in raw material and ingredient costs, leading to additional management expenses.
		Changes in Customer Behavior	Product Use and Disposal	- (Planned) Failure to meet customer demands for GHG emissions reduction may result in contract termination and weakened competitiveness, causing revenue loss.
	Energy Source	Use of Low-Carbon Energy	Product Manufacturing	- (Current-Planned) Operational cost reductions through improved energy efficiency from low-carbon energy use.

Resilience Assessment of Climate-related Transition Risks

We identified key transition risks by assessing their likelihood of occurrence, potential severity, strategic relevance, and availability of quantitative data. The selected risks include the Emissions Trading Scheme (ETS), adoption of low-carbon energy sources, and shifts in customer behavior. Financial impacts were analyzed based on three climate scenarios outlined in the International Energy Agency (IEA)'s World Energy Outlook 2024: STEPS[2], APS[3], and NZE[4]. In response, we developed a carbon neutrality roadmap encompassing measures such as optimizing manufacturing processes, entering into Power Purchase Agreements (PPAs), securing Renewable Energy Certificates (RECs), and replacing internal combustion engine vehicles with electric vehicles at our business sites.

Identification of Climate-related Opportunities on the Value Chain

GC Biopharma has also identified the current and expected financial impacts of climate-related opportunities across the value chain.

Classification	Risk/Opportunity Factor		Value Chain Stage	Current and Expected Financial Impact:
Opportunity	Product and Service	Climate Change Adaptation and Resilience Securement	Product Planning and R&D	- (Current-Planned) Expansion of product and service R&D to respond to climate-induced disease spread may help secure early market share and drive sales growth.

1) To assess financial impact, we applied the NZE scenario—the most carbon-intensive scenario—to business-as-usual (BAU) emission levels and calculated the projected financial outcomes through 2029.
2) STEPS: Assumes countries maintain current climate policies
3) APS: Assumes full implementation of all nationally determined contributions (NDCs) and other pledges
4) NZE: Assumes full decarbonization of the global energy sector by 2050

TCFD Report

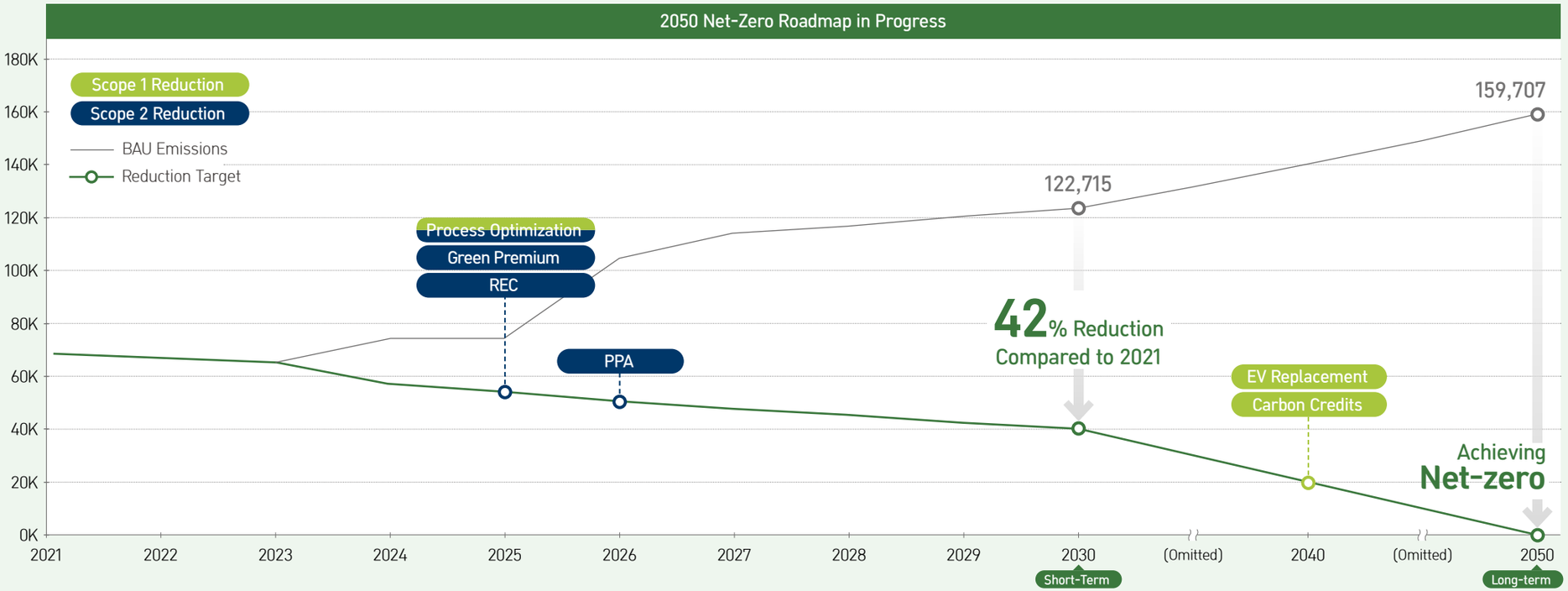
Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Biopharma

GC Biopharma has established and is implementing a phased roadmap to reduce greenhouse gas emissions with the goal of achieving Net Zero by 2050 in response to climate change and global carbon neutrality initiatives. As part of this roadmap, the company has set an interim target to reduce emissions by 42% from the baseline level of 68,165 tCO_2eq by 2030, and is actively conducting systematic reduction activities. GC Biopharma plans to continue reducing emissions across its operations through process efficiency improvements and transition to renewable energy. Beyond direct emission reductions at business sites, GC Biopharma also seeks to expand decarbonization throughout the supply chain by building partnerships with suppliers, thereby strengthening climate resilience in pharmaceutical production and service delivery, and fulfilling its corporate social responsibility.

(Unit: tCO_2eq)



Net-Zero Roadmap					
	· From 2025	Introduction of green premiums and RECs through process optimization	· From 2026	Implementation of PPA	· From 2040	Transition to electric vehicles and purchase of carbon credits

1) In calculating the baseline year emissions, the methodology was changed from site-level calculation to facility-level calculation. As a result, the emissions were adjusted from 68,166 tons to 68,165 tons through rounding.

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Biopharma

Efforts to Reduce Greenhouse Gas Emissions

Since August 2017, the GC Biopharma Ochang Plant has been sourcing thermal energy (steam) from a supplier that generates steam through waste incineration and waste heat recovery. By alternating between this steam supply and traditional LNG boilers, the plant has significantly reduced fossil fuel (LNG) consumption. This shift to waste heat has enabled an annual reduction of approximately 11,000 tCO_2eq in GHG emissions. In 2023, fluorescent lighting installed in the basement of the R&D Center was replaced with high-efficiency LEDs. At the Hwasun Plant, GC Biopharma has implemented a peak power management system and replaced all fluorescent lighting with LED fixtures as part of ongoing energy-saving efforts. These efforts also include installing an Energy Storage System (ESS), exploring alternative heat sources, and optimizing boiler operations by detecting steam leaks and shutting off unused areas.
To achieve its 2050 Net Zero goal and implement RE100, GC Biopharma became the first company in the pharmaceutical industry to sign a Power Purchase Agreement (PPA) with SK E&S. Beginning in 2026, three sites—Ochang, Eumseong, and Hwasun Plants—will receive renewable electricity. A total of 6.7MW of renewable power will be supplied for 20 years, reducing GHG emissions by approximately 3,600 tons annually. Additionally, in 2024, rooftop solar installations were completed at the Ochang and Eumseong Plants. The rooftop facilities now generate and supply renewable electricity externally, with 1,325 kW capacity at Ochang and 313 kW at Eumseong.

Efforts to Improve Energy Efficiency

GC Biopharma is implementing a range of initiatives to improve energy efficiency in business operations.

High-efficiency Equipment Investment	Eco-friendly Facility Investment	Manufacturing Process Optimization	Process Equipment Efficiency Improvements
High-efficiency transformer replacement	Frine dust reduction equipment and filter replacement	Wastewater treatment system improvements	Process equipment replacement

Eco-Friendly Transportation

To reduce Scope 3 GHG emissions from logistics, GC Biopharma has set four strategic goals and is working to establish a sustainable transport system.

Goal 1: Encourage Sustainable Practices among Suppliers

The company plans to develop sustainability strategies for all transported products to reduce carbon emissions during logistics operations. This includes measuring Scope 1, 2, and 3 emissions, setting GHG reduction targets for transport and distribution stages, and publicly disclosing reduction strategies and performance each year.

Goal 2: Transition to Low-Carbon Transportation

GC Biopharma is considering shifting from air to ocean freight or utilizing low-carbon options such as Sustainable Aviation Fuel (SAF). Products suitable for ambient shipping are being identified, and once validated for quality and stability, will be transitioned to low-carbon logistics options.

Goal 3: Reduce Packaging and Promote Eco-Friendly Materials

To lower emissions from packaging, GC Biopharma is promoting volume reduction and the use of eco-friendly and reusable packaging. For example, large reusable containers are currently used for exports of Flu (Thailand) and ALYGLO (U.S.). As export volumes grow, the program will be expanded to more products. The company is also exploring the introduction of eco-friendly packaging based on WHO PQ certification.

Goal 4: Adopt Green Fuel Transportation

For products requiring controlled temperatures, air freight is typically used. GC Biopharma is increasing its use of SAF-powered air freight routes and plans to continuously expand the share of green fuel-based logistics. For domestic ground transport (from plant to Incheon Airport), the company is partnering with logistics providers that use electric or hydrogen vehicles. GC Biopharma aims to significantly increase the proportion of green vehicles in domestic logistics within the next five years.

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Risk Management

GC Biopharma

Climate Risk Identification and Assessment Process

GC Biopharma operates a structured process for identifying and assessing climate-related risks by categorizing them into physical and transition risks. The company developed a climate risk factor pool based on global frameworks such as TCFD and CDP, along with business characteristics and organizational context. The ESG department led an internal stakeholder evaluation of the identified risk factors, scoring each risk based on likelihood and severity. Risks exceeding a certain threshold were classified as key risks and further evaluated for their potential impacts.

Climate Risk Monitoring Process

GC Biopharma conducts annual assessments of climate-related risks to monitor the emergence of new risks and changes in existing risk impacts. These assessments help validate and refine the company's climate strategy to minimize potential damages.
The Management Planning Office, which is responsible for climate risk oversight, reports the evaluation results and response strategies annually to the head of the office and provides ad hoc reports for urgent matters. If a risk is deemed highly likely to escalate, it is immediately reported to the CEO to ensure a rapid response.

Integration with Enterprise Risk Management

GC Biopharma systematically manages both financial and non-financial risks to ensure stable operations and sustainable growth. To that end, it strengthens interdepartmental information sharing and enables the Board of Directors to regularly review and be briefed on key risk issues.
The enterprise risk management process classifies risks into four major internal categories—financial, legal, operational, and strategic—and external risks tied to the external environment. Each risk is redefined into sub-categories and assigned to responsible departments based on relevant expertise and experience. Climate risks are defined as part of the operational risk sub-category, with the Management Planning Office as the designated responsible entity.
Each risk owner conducts identification of risk factors and impacts, formulates response strategies, evaluates their effectiveness, and performs both proactive and reactive monitoring. Risk management activities are reported to the risk manager, who determines the response direction based on escalation potential. Low-probability risks are managed through collaboration between the designated departments, while high-probability risks are reported immediately to the CEO and, if necessary, escalated to the Board of Directors.

Risk/Opportunity Identification and Assessment Process

Risk/Opportunity Pool Development	· Consideration of global initiatives such as TCFD and CDP, as well as industry-specific characteristics · Development of a pool of climate-related risk/opportunity factors	Total: 45 risk/opportunity factors Physical: 13 | Transition: 13 | Opportunity: 19
Risk/Opportunity Assessment	· Internal stakeholder evaluation of likelihood and severity for each risk/opportunity	
Risk/Opportunity Factor Analysis	· Analysis of major risk/opportunity factors expected to be influenced by climate exposure	Total: 16 risk/opportunity factors Physical: 6 | Transition: 5 | Opportunity: 5
Impact Assessment by Risk Factor	· Derivation of risk scores · Selection of key risk factors and assessment of their impact	Total: 8 risk/opportunity factors Physical: 3 | Transition: 4 | Opportunity: 1

1) Likelihood × Severity

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Targets & Metrics

GC Biopharma

Establishing Net Zero Targets

GC Biopharma has set greenhouse gas reduction targets to support global climate initiatives and transition to a low-carbon economy. Based on the Paris Agreement's Nationally Determined Contributions (NDCs) and the Science Based Targets initiative (SBTi) guidelines, the company analyzed Scope 1 and Scope 2 emissions. As a result, GC Biopharma established an interim target to reduce net CO_2 emissions by 42% from 2021 levels by 2030, with a final goal of achieving Net Zero by 2050.
To achieve these goals, the company has committed to activities such as signing power purchase agreements (PPAs) for renewable energy and purchasing carbon offset/removal credits. It also includes climate-related KPIs in executive performance reviews, with a 5% weighting for the CFO in 2024. Regular monitoring is conducted using internal systems to ensure effective target achievement. GC Biopharma will continue to actively pursue carbon neutrality moving forward.

Setting and Managing GHG Reduction Targets

GC Biopharma has established a carbon neutrality roadmap and set a 2024 target to reduce emissions by 17% compared to the 2021 baseline. The company achieved approximately a 5% reduction from the baseline and reduced intensity relative to the previous year.
The company plans to expand reduction efforts through manufacturing efficiency and increased renewable energy use. Scope 1, 2, and 3 emissions are independently verified by third-party agencies and managed using a structured monitoring system, with emission tracking conducted quarterly.

GC Biopharma manages direct, indirect, and other GHG emissions from all operational sites within its organizational boundary, including the Ochang, Hwasun, and Eumseong plants, headquarters R&D center, and business offices. In 2024, the company's total Scope 1+2 emissions amounted to 64,760 tCO_2eq, while Scope 3 emissions totaled 184,934 tCO_2eq.

Calculation of Scope 1 and 2 Emissions

Classification		Unit	2022	2023	2024
Total Greenhouse Gas Emissions (Scope 1+2)		tCO_2eq	66,854	64,804	64,760[2]
Direct Greenhouse Gas Emissions (Scope 1)	Subtotal	tCO_2eq	12,374	10,804	9,478
	HQ / R&D Center[1]	tCO_2eq	984	937	943
	Ochang Plant	tCO_2eq	5,009	4,737	2,654
	Hwasun Plant	tCO_2eq	5,504	4,322	5,110
	Eumseong Plant	tCO_2eq	792	784	745
	Sales Offices & Warehouses	tCO_2eq	85	23	26
Indirect Greenhouse Gas Emissions (Scope 2)	Subtotal	tCO_2eq	54,480	54,001	55,284
	HQ / R&D Center[1]	tCO_2eq	3,238	3,214	3,180
	Ochang Plant	tCO_2eq	36,703	37,606	37,137
	Hwasun Plant	tCO_2eq	12,437	11,299	12,683
	Eumseong Plant	tCO_2eq	1,467	1,585	1,985
	Sales Offices & Warehouses	tCO_2eq	634	297	299
Greenhouse Gas Emissions Intensity (Scope 1+2)		tCO_2eq/ KRW 100 million	5.370	5.356	5.076
Year-on-Year Reduction in Emission Intensity		%	7.8	0.3	5.2

Calculation of Scope 3 Emissions

Classification		Unit	2022	2023	2024
Scope 3 Emissions	Total Greenhouse Gas Emissions	tCO_2eq	180,499	197,608	184,934
	(C1) Purchased Goods and Services	tCO_2eq	120,304	129,987	138,183
	(C2) Capital Goods	tCO_2eq	7,519	17,212	3,424
	(C3) Fuel- and Energy-Related Activities	tCO_2eq	9,493	9,269	9,339
	(C4) Upstream Transportation and Distribution	tCO_2eq	10,931	9,118	2,298
	(C5) Waste Generated in Operations	tCO_2eq	3,792	3,676	3,645
	(C6) Business Travel	tCO_2eq	591	780	833
	(C7) Employee Commuting	tCO_2eq	2,819	2,623	2,907
	(C8) Upstream Leased Assets	tCO_2eq	29	30	30
	(C13) Downstream Leased Assets	tCO_2eq	3,757	3,605	2,985
	(C15) Investments	tCO_2eq	21,264	21,309	21,289

1) The greenhouse gas emissions are disclosed in a consolidated format in the GHG Statement.
2) Discrepancies may exist between the reported total and the sum of site-level emissions due to rounding.

TCFD Report

Greenhouse Gas Emissions | Environmental Impact Management

Targets & Metrics

GC Biopharma

Energy Consumption Management

While total energy consumption in 2024 increased slightly compared to 2023, the use of recovered waste heat (steam) also increased, contributing to a rise in renewable energy usage. GC Biopharma recycled externally supplied steam in its processes to improve energy efficiency and enhance circular operations. Although overall energy use rose, the shift toward renewable sources like waste heat yielded positive results in GHG reduction and sustainability.

Transition to Eco-Friendly Vehicles

GC Biopharma did not own or lease eco-friendly vehicles during the reporting period. However, based on the carbon neutrality roadmap set in 2024, the company plans to gradually increase the share of eco-friendly vehicles in its fleet.

Ratio of Environmentally Friendly Vehicles Owned

Classification	Unit	2022	2023	2024
Number of Environmentally Friendly Vehicles Owned/Leased	Units	0	0	0
Total Number of Vehicles Owned/Leased	Units	10	15	13
Ratio of Eco-friendly Vehicles Owned/Leased	%	0.0	0.0	0.0

Setting and Managing Energy Intensity Targets

GC Biopharma achieved its 2024 target to reduce energy intensity by 1% year-over-year, lowering from 0.132 TJ per KRW 100 million in 2023 to 0.129 TJ in 2024.

Energy Consumption[1)]

Classification		Unit	2022	2023	2024
Total Energy Consumption		TJ	1,640.00	1,593.00	1650.00[2)]
General Energy Consumption (Direct Energy Sources)[2)]	Subtotal	TJ	234.00	203.00	177.00
	Diesel Consumption	TJ	23.00	22.00	23.00
	Liquefied Petroleum Gas (LPG) Consumption	TJ	1.00	1.00	1.00
	City Gas (LNG) Consumption	TJ	210.00	180.00	153.00
General Energy Consumption (Indirect Energy Sources)[2)]	Subtotal	TJ	1,406.00	1,390.00	1,475.00
	Electricity Consumption	TJ	1,138.00	1,128.00	1,155.00
	Steam Consumption	TJ	268.00	262.00	320.00
Energy Consumption Intensity per Unit Revenue		TJ/ KRW 100 million	0.132	0.132	0.129

1) Boundary includes headquarters, three plants (Ochang, Hwasun, Eumseong), R&D center, and 10 business offices.
2) The sum of total energy use and direct/indirect energy sources may differ due to rounding.

Renewable Energy Usage

Classification	Unit	2022	2023	2024
Total Renewable Energy Consumption	TJ	0.29	0.36	0.13
Share of Renewable Energy in Total Energy Consumption	%	0.02	0.02	0.01
Number of Sites with Renewable Energy Adoption	Sites	1	1	1

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Governance

GC (Holding Company)

Climate Change Governance

GC has established a company-wide governance system to minimize the environmental impact of its business activities and respond effectively to the risks posed by climate change. The Health, Safety, and Environment (HSE) team, an organization under the CEO, is responsible for implementing climate change strategies. This team oversees all relevant initiatives and ensures the robustness of the company's environmental management system through ongoing monitoring.

KPI Management for Climate Action

GC incorporates ESG-driven sustainability goals into its organizational KPIs and manages them through quantitative indicators. Each year, team- and individual-level targets are set for reducing greenhouse gas emissions (electricity-related energy use) toward achieving carbon neutrality. A quarterly reporting system to management has been established to track progress on these environmental KPIs. Achievement levels serve as criteria for performance-based compensation, motivating employees to reach high standards of environmental performance and driving the integration of green management practices into the corporate culture.

Key ESG Performance Indicators by Executive Role (Climate Action Integration)

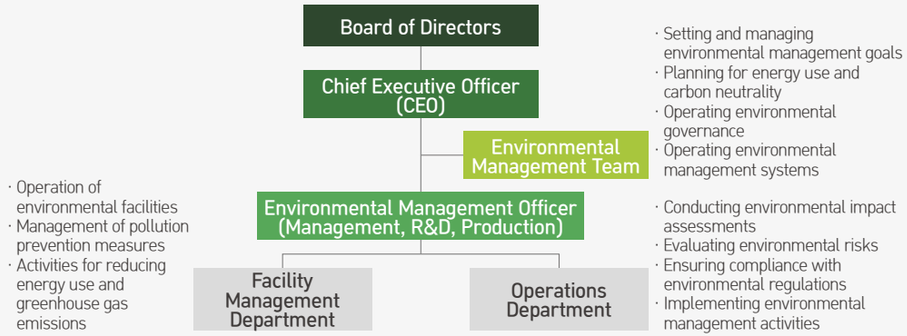
Classification	Role[1)]	ESG KPI
GC (Holding Company)	Compliance Support Office (Executive, Management)	Establish and certify a climate change response framework for 2050 carbon neutrality [Introduction of ISO 50001 (Energy Management System)]

1) Executives refer to C-level personnel.

GC Cell

Climate Change Governance

GC Cell has established an environmental governance management framework to build a sustainable business environment and implement systematic climate action. Climate-related issues are reported to the Board of Directors at least once a year. The HSE team, operating directly under the CEO, manages the environmental management system and formulates company-wide strategies on energy and carbon neutrality. Through close collaboration with related departments, GC Cell proactively responds to climate change issues.



KPI Management for Climate Action

GC Cell incorporates sustainability goals into team-level KPIs and links these goals to its HR evaluation and incentive systems. The company is working to embed environmental management into its core operations by reflecting risk assessment results in its internal systems.

Key ESG Performance Indicators by Executive Role (Climate Action Integration)

Classification	Role[1)]	ESG KPI
GC Cell	Environmental Manager (Head of Production Division)	Reduce GHG emissions by 5% compared to the previous year

1) Executives refer to C-level personnel.

Environmental Responsibility

Strategy

GC (Holding Company)

Identification of Climate-Related Risks and Opportunities

GC has identified climate-related risks and opportunities through the ESG Council alongside GC Biopharma and GC Cell. The company continues discussions on the TCFD recommendations and actively participates in climate response initiatives.

GC (Holding Company) Climate-Related Risks and Opportunities

Classification	Risk/Opportunity Factor		Expected Time Horizon[1]			Current and Anticipated Actions
			Short	Mid	Long	
Physical Risks	Acute	Flooding (river flooding, coastal flooding, heavy rain)	●	●	●	- (Current) Installation of flood protection facilities such as drains and pumps, emergency supplies preparation - (Planned) Develop risk management measures against rising insurance premiums
		Typhoons		●	●	- (Current) Reinforcement of emergency supplies and safety facilities - (Planned) Establish insurance strategies in response to increased typhoon frequency
	Chronic	Heatwaves and temperature rise	●	●	●	- (Current) Expansion of cooling systems and implementation of worker health/safety policies - (Planned) Investment in energy-efficient technologies and infrastructure upgrades
Transition Risks	Policy and Legal	Climate-related disclosure compliance		●		- (Current) ISO 50001-based energy management system to reduce usage and improve efficiency - (Planned) SEU analysis and strategy execution for efficiency
	Market	Changes in customer behavior		●	●	- (Current-Planned) Strengthen response to changes in customer/supplier requirements (e.g., EcoVadis) to create opportunities and manage risk
		Increase in raw material cost		●	●	- (Current-Planned) Expand sustainable procurement using recycled materials - (Current-Planned) Strengthen Scope 3 Classification 1 emissions management and provide policy support through GC purchasing guidelines
	Technology	Use of low-carbon energy	●	●	●	- (Current-Planned) Expand use of low-carbon energy sources - (Planned) Execute strategies related to renewable energy deployment
Opportunities	Resource Efficiency	Reduction in Energy Consumption		●	●	- (Current) Use of efficient/eco-friendly products to build cost-saving systems - (Planned) Realize cost savings through energy reduction and improved efficiency
	Products and Services	Climate Change Adaptation and Resilience Building		●	●	- (Current) Prepare for climate-related disease outbreaks through R&D - (Planned) Expand production and sales of climate-adaptive products and medicines

1) Expected Time Horizon: Short-Term (FY25), Mid-Term (FY26-29), Long-Term (FY30-50)

Climate Action Strategy

GC Group perceives climate change—exemplified by extreme heatwaves and heavy rainfall—as a serious threat to life and safety. As part of its voluntary efforts to reduce greenhouse gas (GHG) emissions and uphold environmental values, GC (Holding Company) and its affiliates (GC Biopharma Wellbeing and GC Biopharma MS) adopted an ISO 50001-based energy management system and obtained ISO 50001 certification in October 2024. GC (Holding Company) is leading the group's efforts to realize sustainable ESG values by establishing and implementing mid- to long-term targets for climate action and GHG/energy reduction with the aim of achieving carbon neutrality by 2050. As part of its long-term climate strategy, GC is currently reviewing and aggregating three years' worth of Scope 3 emissions data from 2022 to 2024. Starting in 2025, the company plans to initiate Scope 3 emissions accounting and develop a mid- to long-term management plan.

Ongoing Environmental Investment

GC (Holding Company) continues to invest in eco-friendly and energy-efficient operations, including improvements in heating and cooling efficiency, reductions in electricity and water consumption, and reductions in air pollutant emissions (dust, SOx, NOx).

Environmentally Responsible Investment Costs[1]

Classification		Unit	2022	2023	2024[2]
Execution Rate	Total	%	76.8	211.0	96.2
	Planned Amount	KRW 1M	39	42	146
	Executed Amount	KRW 1M	30	88	140

1) Figures include ISO certification and follow-up audit costs by the HSE Team of GC (Holding Company)
2) 2024 increase in cost reflects large-scale environmental investments (e.g., boiler, chiller, and transformer maintenance)

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Cell

Identification of Climate-Related Risks and Opportunities

GC Cell, in collaboration with GC (Holding Company) and GC Biopharma, is actively participating in climate action discussions through the ESG council, based on the climate-related risks and opportunities identified. These discussions are aligned with the recommendations of the TCFD.

GC Cell Climate-Related Risks and Opportunities

Classification	Risk/Opportunity Factor		Expected Time Horizon[1]			Current and Anticipated Actions
			Short	Mid	Long	
Physical Risks	Acute	Flooding (river flooding, coastal flooding, heavy rain)		●	●	- (Current) Establishment and operation of BCP (Business Continuity Plan) system - (Planned) Secure flood protection facilities (e.g., drains and pumps) and prepare emergency supplies
		Wildfires		●	●	- (Planned) Establish wildfire response plans for sites in vulnerable areas (e.g., mountain-adjacent logistics centers), conduct early response training
	Chronic	Heatwaves and temperature rise		●	●	- (Current) Expansion of cooling systems and implementation of worker health/safety policies
Transition Risks	Policy and Legal	Regulatory requirements for existing products and services		●	●	- (Planned) Use of eco-friendly refrigerants to comply with stricter cold chain regulations on refrigerants
	Technology	Transition to low-carbon technologies		●	●	- (Planned) Execute renewable energy transition strategies (roadmap) for carbon neutrality
	Reputation	Shift in investor preference		●	●	- (Planned) Enhance disclosure on climate-related actions to attract climate-aligned investment capital
Opportunities	Resource Efficiency	Efficient use of resources		●	●	- (Planned) Expand use of waste-reducing and resource-efficient packaging to lower consumption levels
	Products and Services	Climate change adaptation and resilience		●	●	- (Planned) Expand R&D and product development for diagnostics and treatments addressing climate-induced disease spread

1) Expected Time Horizon: Short-Term (FY25), Mid-Term (FY26–29), Long-Term (FY30–50)

Climate Action Strategy

To contribute to achieving global net zero, GC Cell has established a greenhouse gas (GHG) reduction target and is currently developing a carbon neutrality scenario for more effective implementation. In 2023, GC Cell conducted voluntary environmental data disclosure at major business sites to enhance transparency, and in 2024, expanded the scope to all 51 sites. This report discloses two years of Scope 1 and Scope 2 energy use and GHG emissions data, along with one year of measurable Scope 3 data. GC Cell also reports climate and carbon neutrality agenda items to the Board of Directors, including “Review of the Carbon Neutrality Strategy” on June 27, 2024, and “Energy Use and GHG Emissions at All GC Cell Sites” on October 11, 2024. In 2025, the Board of Directors is expected to pass a resolution to implement the carbon neutrality scenario, and GC Cell plans to provide regular updates on internal and external developments related to carbon neutrality.

Ongoing Environmental Investments

GC Cell promotes energy efficiency (short-term) and the transition toward environmentally sustainable business operations (mid- to long-term) by encouraging each business department to identify and review environmental investment opportunities through its environmental management officers. In 2024, approximately KRW 98 million was invested in energy efficiency improvements.

Eco-friendly Investment Costs

Classification		Unit	2022	2023	2024
Execution Rate	Total	%	0.0	100	106.4
	Planned Amount	KRW 1M	0	5	92
	Executed Amount	KRW 1M	0	5	98

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Risk Management

GC

Climate Risk Management Process

GC Group identifies and assesses climate-related risks on a regular annual basis to monitor changes in the impact levels of key management factors and identify any emerging risks. Based on these assessments, GC Group evaluates the effectiveness of its climate strategy and refines it to minimize potential losses.
To ensure integrated, company-wide risk management, GC Group designates responsible departments based on the type of identified key risks and opportunities. Each department is responsible for identifying risk factors and impacts, establishing and evaluating response strategies, and conducting both pre- and post-monitoring. The CFO serves as the risk manager and makes final decisions on response strategies based on reports from each department. Critical matters arising during this process are reported to the CEO and the Board of Directors.
To further systematize climate risk identification and management, GC Group plans to form a Risk Management Council composed of executives and risk type-specific departments. Through regular monthly meetings, this council will enhance integration of climate risk management within the company-wide risk management process.

Targets & Metrics

GC (Holding Company)

Climate Strategy and Targets

GC (Holding Company) has established and implemented a detailed action plan to achieve Net Zero by 2050, following the PDCA cycle.

2024 Climate Change Response Targets of GC (Holding Company)

1) Operating a sustainable GHG reduction management system
2) Realizing ESG Targets for Energy Reduction in Response to Climate Change
   - Based on enhanced efficiency of management systems such as ice thermal storage.
3) Reducing energy consumption by 5% compared to the average usage from the past three years (2021-2023)

In addition, since 2024, GC (Holding Company) has strengthened its climate action efforts by participating in UN and ISO initiatives related to climate action. The company is also conducting research on GHG emission mitigation, energy saving, energy efficiency, and demand in clean energy transitions.
Starting in 2025, GC plans to expand its emissions inventory by establishing the “GC Scope 3 Management Process,” which will cover not only the three primary affiliates but the entire GC family. This initiative will broaden the Scope 3 emissions boundary to reflect the full GC value chain.
By accounting for the entire value chain, GC aims to achieve Net Zero through responsible and inclusive management while enhancing the accuracy and completeness of its GHG emissions data.
In the short term, GC will set reduction strategies based on the priority and materiality of each category and implement them step-by-step. In the long term, GC plans to integrate and manage upstream/downstream emissions data to maximize reduction efforts and improve energy efficiency.

ISO 50001 Certification (October 2024)

GC (Holding Company) has completed ISO 50001 certification in October 2024 as part of its initiative to establish a standardized GC energy management system. The company aims to develop energy performance indicators and enhance energy efficiency, thereby reducing operational costs and continuously lowering GHG emissions. GC (Holding Company) has led this effort as the flagship site for climate action and energy standardization. Its affiliates, GC Biopharma MS and GC Biopharma WellBeing, were selected as pilot sites under this initiative.


CERTIFICATE NO. AN-24J251
㈜녹십자홀딩스
Site:
ISO 50001:2018 / KS A ISO 50001:2018
Original Date of Certification: 25 Oct 2024
Date of Issue: 25 Oct 2024
Date of Expiry: 24 Oct 2027
Kim Byung Cheol
APPROVED BY

ISO 50001
Scope of Certification: GC Headquarters, GC Biopharma MS, and GC Biopharma WellBeing
Validity Period: October 25, 2024 – October 24, 2027

Environmental Responsibility

Targets & Metrics

GC (Holding Company)

Greenhouse Gas Emissions Management

GC monitors greenhouse gas emissions across its value chain, from upstream to downstream activities. Emissions are categorized and managed as direct emissions (Scope 1) and indirect emissions (Scope 2). Scope 3 emissions are planned to be calculated starting in 2025.

Scope 1, 2 Emissions

Classification		Unit	2022	2023	2024
Total Greenhouse Gas Emissions (Scope 1+2)		tCO_2eq	872	837	739
Direct Greenhouse Gas Emissions (Scope 1)	Subtotal	tCO_2eq	131	119	126
	HQ	tCO_2eq	131	119	126
Indirect Greenhouse Gas Emissions (Scope 2)[1]	Subtotal	tCO_2eq	741	718	613
	HQ	tCO_2eq	741	718	613
Greenhouse Gas Emissions Intensity (Scope 1+2)		tCO_2eq/KRW 100 million	1.305	1.402	1.195
Year-on-Year Emissions Intensity Improvement		%	(17.3)	(7.4)	14.7

1) Based on electricity usage

Energy Consumption Management

Energy Consumption

Classification		Unit	2022	2023	2024
Total Energy Consumption		TJ	17.4	14.6	14.7
Direct Energy Consumption (Fuel-Based Sources)	Subtotal	TJ	2.43	2.18	2.32
	Diesel Consumption	TJ	0.02	0.02	0.04
	Gasoline Consumption	TJ	0.49	0.50	0.51
	City Gas (LNG) Consumption	TJ	1.92	1.66	1.77
Indirect Energy Consumption (Electricity)	Subtotal	TJ	15.0	12.5	12.4
	Electricity Consumption	TJ	15.0	12.5	12.4
Energy Intensity per Unit of Organizational Activity		TJ/KRW 100 million	0.03	0.02	0.02

Eco-Friendly Vehicle Transition

GC aims to gradually transition to eco-friendly vehicles. In 2024, it introduced a Mild Hybrid Electric Vehicle (MHEV) as a more sustainable alternative to conventional internal combustion engine vehicles.

Eco-Friendly Vehicle Ownership Ratio

Classification	Unit	2022	2023	2024
Number of eco-friendly vehicles owned/leased	Units	0	0	1
Total Number of Vehicles Owned/Leased	Units	6	6	6[1]
Ratio of Eco-friendly Vehicles Owned/Leased	%	0.0	0.0	16.7

1) Includes 4 Mild Hybrid Electric Vehicles (MHEVs) owned and 2 leased vehicles.

Environmental Responsibility

Targets & Metrics

GC Cell

Mid-to-Long-Term Carbon Neutrality Targets and Strategy

GC Cell aims to reduce its greenhouse gas (GHG) emissions by 40% by 2030 compared to 2022 levels, with the ultimate goal of achieving carbon neutrality by 2050. To reach this target, the company recognizes the need to build a carbon neutrality scenario that reflects projected future conditions and feasible reduction measures. Based on these reduction efforts, GC Cell seeks to achieve its mid-to-long-term targets and contribute to global net-zero transition efforts.

Greenhouse Gas Emissions Targets and Performance

GC Cell initially set a short-term target of reducing GHG emissions at its Cell Center and headquarters by 5% in 2024 compared to 2023 levels. However, the emissions increased by 7.1%. Despite preemptive measures such as optimizing UPS power configurations to reduce excess capacity and improving heat exchange capacity of condensing units, the usage of direct energy sources increased due to more frequent heatwaves and cold spells, leading to higher GHG emissions.
Considering the root causes of this increase, the company is currently reviewing various mitigation measures, including improving facility operation efficiency, transitioning to renewable energy, and adopting carbon-reducing equipment.

Greenhouse Gas Emissions Management

GC Cell manages greenhouse gas emissions generated throughout its entire business operations by categorizing and calculating them as direct emissions (Scope 1), indirect emissions (Scope 2), and other emissions (Scope 3).

Scope 1, 2 Emissions[1)]

Classification		Unit	2022	2023	2024
Total Energy Consumption		tCO_2eq	10,457	10,953	11,731
Direct Greenhouse Gas Emissions (Scope 1)	Subtotal	tCO_2eq	3,210	3,537	4,202
	HQ	tCO_2eq	169	78	77
	Cell Center	tCO_2eq	3,041	2,558	3,156
	Logistics Center	tCO_2eq	-	468	625
	Business Sites	tCO_2eq	-	433	344
Indirect Greenhouse Gas Emissions (Scope 2)[1)]	Subtotal	tCO_2eq	7,247	7,417	7,529
	HQ	tCO_2eq	284	167	162
	Cell Center	tCO_2eq	6,963	6,835	6,804
	Logistics Center	tCO_2eq	-	154	293
	Business Sites	tCO_2eq	-	262	270
Greenhouse Gas Emissions Intensity (Scope 1+2)		tCO_2eq/ KRW 100 million	4.726	6.428	7.357
Energy Intensity per Unit of Organizational Activity		%	(64.9)	(36.0)	(14.4)

1) Based on electricity consumption.

Scope 3 Emissions

Classification		Unit	2022[1)]	2023	2024[1)]
Scope 3 Emissions	Total Greenhouse Gas Emissions	tCO_2eq	-	17,176	-
	(C1) Purchased goods and services	tCO_2eq	-	12,566	-
	(C2) Capital goods	tCO_2eq	-	976	-
	(C4) Upstream transportation	tCO_2eq	-	708	-
	(C6) Business travel	tCO_2eq	-	1,405	-
	(C7) Employee commuting	tCO_2eq	-	762	-
	(C12) End-of-life treatment of sold products	tCO_2eq	-	759	-

1) GC Cell conducted a pilot calculation of Scope 3 emissions for the year 2023 and is currently considering expanding the Scope 3 calculation boundary going forward.

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Targets & Metrics

GC Cell

Energy Consumption Management

Direct and indirect energy data from the Cell Center and Headquarters are verified through the Ministry of Environment's Environmental Information Disclosure System. GC Cell plans to expand the scope of verification to include all business sites.

Energy Consumption[1)]

Classification		Unit	2022	2023	2024
Total Energy Consumption		TJ	214.78	219.59	234.76
Direct Energy Consumption (Fuel-Based Sources)	Subtotal	TJ	63.34	64.61	77.43
	Diesel Consumption	TJ	0.01	12.71	12.85
	Gasoline Consumption	TJ	-	0.67	1.30
	City Gas (LPG) Consumption	TJ	-	0.31	0.61
	City Gas (LNG) Consumption	TJ	63.33	50.92	62.67
Indirect Energy Consumption (Electricity)	Subtotal	TJ	151.43	154.98	157.33
	Electricity Consumption	TJ	151.43	154.98	157.33
Energy Intensity per Unit of Organizational Activity		TJ/ KRW 100 million	0.097	0.129	0.147

1) In 2022, the data were limited to Headquarters and the Cell Center. For 2023 and 2024, data collection was expanded to include the Logistics Center and Sales Offices. The 2023 data were revised to reflect the expanded calculation scope.

Eco-Friendly Vehicle Transition

To transition toward more environmentally friendly vehicles, GC Cell replaces conventional internal combustion engine vehicles with more eco-friendly options such as LPG and hybrid vehicles as their lease terms expire. Through this process, GC Cell aims to continuously increase the proportion of environmentally friendly vehicles in use.

Eco-Friendly Vehicle Ownership Ratio

Classification	Unit	2022	2023	2024
Number of eco-friendly vehicles owned/leased	Units	0	15	22
Total Number of Vehicles Owned/Leased	Units	10	111	108
Ratio of Eco-friendly Vehicles Owned/Leased	%	0.0	13.5	20.4

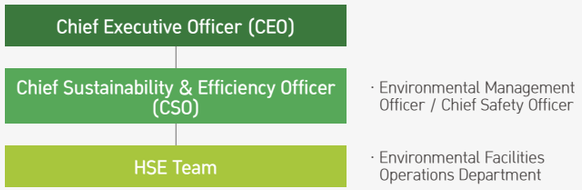
Environmental Responsibility

Governance

GC (Holding Company)

Environmental Management Governance

The HSE Team of GC (Holding Company) is responsible for implementing the company-wide environmental, occupational health and safety, and energy management systems across affiliates including GC WellBeing and GC MS. The team conducts regular audits for 15 affiliates, overseeing activities such as inspections for environmental pollution, chemical leaks, and potential hazards related to safety and fire accidents. In addition, it ensures compliance with relevant regulations and leads continuous monitoring and improvement to drive sustainable (environmental) management.



Environmental Management KPIs

GC (Holding Company) establishes team and individual KPIs each year focused on environmental regulatory compliance, waste reduction, and resource recycling. Performance against these indicators is reported to senior management on a quarterly basis. Furthermore, KPI performance evaluations are linked to compensation standards, serving as a tool to drive organizational improvements toward sustainable growth. Through quantitative KPI management, GC aims to enhance its environmental performance and advance ESG management.

Key ESG KPIs by Role for Embedding Environmental Management

Classification	Role[1]	ESG KPI
GC (Holding Company)	Compliance Support Office (Executive, Management)	Provide technical guidance and support for compliance with HSE regulations and accident prevention across GC affiliates
		Maintain zero serious accidents through proactive risk assessments and continuous improvement measures

1) All roles refer to executives at the C-level.

GC Biopharma

Environmental Management Governance

In line with its company-wide environmental, health, and safety policy, GC Biopharma has established dedicated decision-making and operational organizations to implement its environmental, health, and safety initiatives effectively. The CSEO, reporting directly to the CEO, holds full authority and responsibility for environmental management. The SHE Team is the central body in charge of company-wide environmental management and strives to create an environmentally friendly and safe working environment.

Environmental Management KPIs

GC Biopharma integrates ESG goals into company-wide KPIs to minimize the environmental impact of its business operations. Departmental and individual KPIs are also set, and performance outcomes are reflected in employee evaluations and compensation standards to promote continuous improvement in environmental performance. Environmental management achievements are also tied to the compensation system for C-level executives at each site (Ochang, Hwasun, Eumseong).

Key ESG KPIs by Role for Embedding Environmental Management

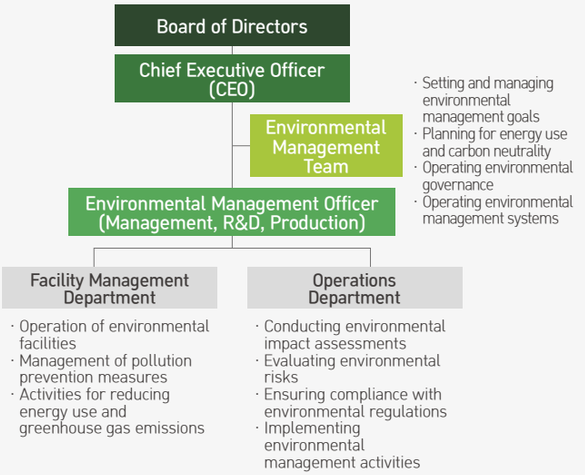
Classification	Role[2]	ESG KPI	Weighting
GC Biopharma	Head of Ochang Plant	Compliance with ESG SHE (Safety, Health, Environment) standards	5%
	Head of Hwasun Plant	Compliance with ESG SHE (Safety, Health, Environment) standards	5%
	Head of Eumseong Plant	Compliance with ESG SHE (Safety, Health, Environment) standards	5%

1) Chief Safety Enviromental Officer
2) All roles refers to executives at the C-level or senior management.

GC Cell

Environmental Management Governance

Under the planning and oversight of the CP Unit HSE Team, which reports directly to the CEO, the Head of the Management Support Office, Head of the Production Division, and Head of the Research Division serve as Environmental Management Officers. They are responsible for setting detailed goals and ensuring implementation aligned with overall environmental policy objectives. During the investment review stage, Environmental Management Officers assess environmental risks and opportunities using a three-question evaluation framework. GC Cell reports its environmental management implementation status, including climate-related issues, to the Board of Directors at least once a year. On October 11, 2024, it reported its “2024 Environmental Improvement Performance” as a key agenda item.



Environmental Management KPIs

GC Cell has set sustainable growth goals as part of its team KPIs and manages performance through its HR evaluation and compensation system. These indicators are specifically linked to strategic goals for safety, health, and environment, reflecting the company’s effort to embed environmental management across the organization.

Environmental Responsibility

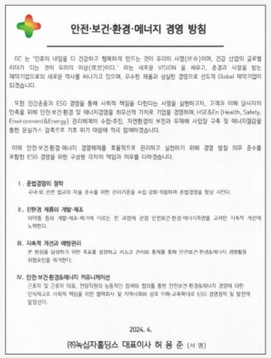
Strategy

GC (Holding Company)

Environmental, Health, and Safety Management Policy

GC (Holding Company) officially declared its company-wide "Environmental, Health, and Safety Policy (ISO 14001 & OHSAS 18001 → revised to ISO 45001 in 2018)" in 2015 to minimize the environmental impact of business activities and to set clear direction and principles for the safety and health of its employees and employees of partner businesses. This policy is applied to all stakeholders across the supply chain, including GC affiliates' employees, partners, and customers. In line with this policy, the company also promotes the purchase of eco-friendly and green products in cooperation with its suppliers to address the climate crisis. The policy and its principles represent the core value of environmental, health, and safety management for all GC Group affiliates, and GC (Holding Company) continues to strengthen its management framework based on this foundation. Each GC site conducts risk assessments (identification and analysis of potential risks) and environmental impact assessments (reduction of air, wastewater, and waste emissions). Based on the characteristics of each site, GC establishes tailored environmental and safety objectives and strives for continuous improvement, building eco-friendly and safe workplaces and effectively responding to and managing environmental, health, and safety risks.

Environmental, Health, and Safety Management Policy of GC (Holding Company)


안전·보건·환경·에너지 경영 방침

2024. 4.

(주)녹십자홀딩스 대표이사 허 용 준 (서 명)

Air Pollutant Management Strategy

GC (Holding Company) engages in corporate-level functions such as formulating and coordinating overall group strategy, exploring new business opportunities, and managing investment portfolios across affiliates. Since it does not engage in direct product manufacturing, the company does not emit air pollutants.

Water Pollutant Management Strategy

GC (Holding Company) oversees affiliates in the biotechnology and healthcare sectors but does not operate any direct manufacturing or production processes. As such, it does not discharge any water pollutants due to the nature of its business.

Waste Management Strategy

As a site not subject to the generation of designated waste, GC (Holding Company) only manages the discharge of general business waste (e.g., synthetic resins). The company sets ongoing reduction targets for waste generation and follows GC Group's recycling and waste segregation policy to minimize waste generated across the entire lifecycle—from production and manufacturing to disposal.
In addition, in light of the pharmaceutical nature of its affiliates, GC (Holding Company) oversees the outsourced treatment of medical waste (including isolated, hazardous, and general medical waste). The company evaluates compliance with legal treatment processes—covering collection, transportation, intermediate treatment, and final disposal—twice a year, contributing to the establishment of a sound waste management system across the Group.

Chemical Substance Management Framework

To enhance and expand the chemical substance management system across GC's listed affiliates, GC (Holding Company) is currently reviewing the effectiveness of its existing Chemical Management System (CMS). This CMS governs the entire lifecycle of chemical substances—from prior safety reviews and green purchasing to inventory control and lawful disposal. Based on this review, the company is considering the phased expansion of the CMS.

Environmental Responsibility

Strategy

GC Biopharma

Environmental, Health, and Safety Management Policy

GC Biopharma's Chief Executive Officer (CEO) establishes and proclaims the company-wide Environmental, Health, and Safety (EHS) Policy annually to ensure the safety of all stakeholders—including employees, customers, partners, and local communities—across all activities, products, and services that may impact the environment, health, and safety. Based on ISO 14001 (Environmental Management System), this policy is shared with all employees and is implemented through detailed action plans established at each plant. The organization regularly identifies and reviews the environmental aspects and impacts of its activities, products, and services, and manages pollutant emission and prevention facilities, as well as energy-using equipment, according to operational and management standards based on applicable environmental laws. To ensure regulatory compliance, GC Biopharma conducts biannual monitoring of 28 related legal areas, including the "Air Quality Conservation Act" and "Water Environment Conservation Act," and reviews updates to EHS-related legislation.
In 2024, the company established water-use intensity baselines per process at the Ochang, Hwasun, and Eumseong Plants to advance water and waste management systems, and devised plans to improve recycling rates of incinerated waste based on analysis of waste data from 2021 to 2024.

GC Biopharma Safety, Health, and Environment Management Policy

GC Biopharma Safety, Health, and Environment Management Policy

Based on our mission to "make humanity's tomorrow healthier and happier," GC Biopharma will fulfill our obligations to implement SHE management systems and establish, practice, and continuously develop ESG strategies for sustainable management.

ESG Management Infrastructure Enhancement and Sustainable Management Practice

We aim to achieve carbon neutrality by 2050 and work to reduce energy consumption and greenhouse gas emissions at each business site. We establish eco-friendly production processes by tracking and managing energy consumption, waste generation, and other environmental factors throughout the entire process from manufacturing to post-production disposal.

Improvement and Preventive Management

We establish SHE objectives and eliminate potential risk factors that cause environmental pollution and safety and health-related accidents through active resource allocation and continuous identification, monitoring, evaluation, and improvement.

Compliance with SHE-Related Laws and Regulations

We voluntarily comply with domestic and international SHE laws and regulations and actively participate in building prevention systems centered on voluntary risk assessments for ISO14001/45001 implementation and the elimination of serious accidents.

SHE Communication

We foster a mature SHE culture that enables workers to actively participate in safety, health, and environmental activities. Through smooth communication with stakeholders including employees, business partners, and local communities, we do our best to create safe workplaces.

May 18, 2024 | **Eun-Chul, Huh**, CEO of GC Biopharma

Air Pollutant Management

Each emission and pollution control facility is subject to continuous site-specific management and monitoring. For air pollutants, third-party environmental testing agencies conduct self-measurements twice a year in accordance with the Clean Air Conservation Act, and emissions are managed to stay below legal thresholds. We have established and are implementing tailored air pollutant management strategies based on the characteristics of each site. Ochang Plant operated with the goal of reducing total air pollutant emissions by 5% in 2024 compared to 2023, achieving an actual reduction of approximately 35.56% (from 1.800 tons/year to 1.106 tons/year, a decrease of 0.694 tons/year). Eumseong Plant reduced its emissions by replacing filters in its emission control facilities and adjusting boiler combustion ratios. At the R&D Center, aging facilities exceeded their durability limit of 10 years, resulting in burner cracks, header leakage, and combustion air flow issues. In response, one through-flow boiler (1EA) was replaced to improve the air emission system.

Water Pollutant Management

GC Biopharma conducts monthly measurements of influent and effluent water quality at its wastewater treatment facilities. The company applies stricter standards than those legally required (designated as "clean areas" rather than the standard "Type B areas") to manage wastewater from its business sites. For specific hazardous water pollutants from both the discharge facilities and the wastewater treatment plants, monitoring is conducted twice a year, and the total discharge volume is reported annually in March.
At Ochang Plant, two of the three sedimentation tanks in the wastewater treatment facility operate 24/7 year-round to ensure preparedness in case of an emergency, while the third tank remains on standby and is regularly test-run. Additionally, the plant has updated its sitewide blueprints for sewage, wastewater, and rainwater purification manholes to enhance the efficient management of water pollution prevention infrastructure.
GC Biopharma applies tailored water pollutant management strategies depending on the site. At Ochang Plant, the facility was operated with the goal of reducing the average concentration of total nitrogen (T-N) in effluent by 5% in 2024 compared to 2023. As a result, the level was reduced by approximately 32.9%, from 1.505 mg/L to 1.010 mg/L, a decrease of 0.495 mg/L. Meanwhile, Eumseong Plant reduced wastewater discharge volume by adjusting the aeration time in its wastewater treatment process.

Environmental Responsibility

Strategy

GC Biopharma

Waste Management

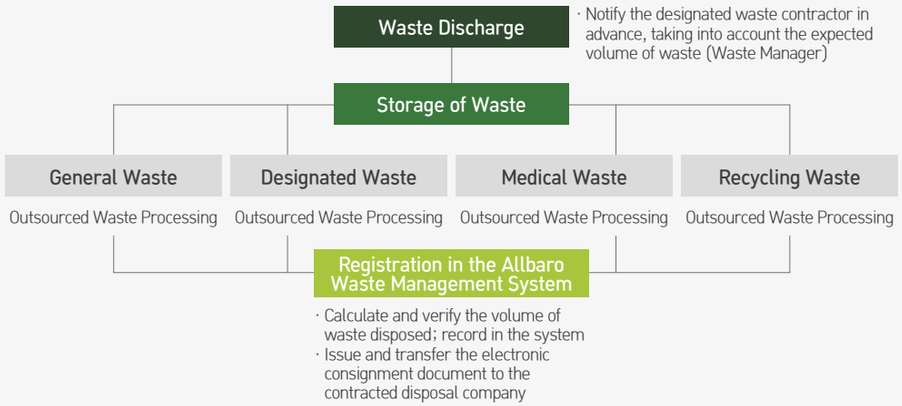
GC Biopharma appropriately manages all waste generated during the manufacturing process to maintain a clean living and production environment, thereby minimizing product contamination and preventing environmental pollution. All waste is handled through consignment agreements with authorized waste disposal companies, in accordance with the Waste Control Act. These contractors are evaluated annually, and only registered companies qualified for waste collection, transportation, and treatment are permitted to handle GC Biopharma's waste.
Waste is sorted into detailed categories, and for recyclable waste—excluding non-recyclables such as expired pharmaceuticals and medical waste—the company seeks recycling options to reduce overall waste generation. Additionally, temporary waste storage facilities for general workplace waste conduct further sorting to improve recycling efforts.

※ Ochang Plant increased consigned recyclable waste volume by 1.46% YoY (from 510.740 tons/year to 518.220 tons/year).

※ Hwasun Plant achieved 100% recycling of industrial waste by replacing incineration with additional recycling vendors for synthetic resins.

※ Eumseong Plant plans to contract new recycling vendors in March 2025 to improve recycling performance of synthetic resin waste, such as wet wipes rolls and nonwoven fabrics.

Waste Disposal Process



Safe Chemical Management Strategy

All GC Biopharma sites that handle chemical substances are committed to protecting both the natural environment and worker safety. The company strictly complies with relevant laws and regulations, including the Chemical Substances Control Act and the Act on Registration and Evaluation of Chemical Substances. In accordance with legal requirements, all designated hazardous chemicals undergo risk assessments based on their respective MSDSs (Material Safety Data Sheets)[1], and safety management plans are established prior to use. Through this process, GC Biopharma ensures rigorous end-to-end management—from procurement to disposal—thereby preventing safety incidents and environmental pollution.

1) MSDS (Material Safety Data Sheet): A document providing information on handling precautions, health hazards, and physical risks of chemical substances.

Scope of Legal Regulation on Chemical Substances

Chemical Control Act	· Toxic Substances · Restricted Substances · Prohibited Substances	· Accident-Precaution Substances · Licensed Substances
Occupational Safety and Health Act	· Threshold Limit Value Substances · Naturally Occurring Hazardous Substances · Controlled Hazardous Substances · Licensed Hazardous Substances	· Prohibited Hazardous Substances · Substances Subject to Special Health Surveillance · Specially Controlled Substances
Hazardous Materials Safety Control Act	· Class 1: Oxidizing Solids · Class 2: Flammable Solids · Class 3: Pyrophoric Substances and Water-Reactive Substances	· Class 4: Flammable Liquids · Class 5: Self-Reactive Substances · Class 6: Oxidizing Liquids

Environmental Responsibility

Strategy

GC Biopharma

Chemical Management System

GC Biopharma conducts hazard analyses of chemical substances—such as those handled, stored, or registered—that may pose risks to employees or the surrounding environment. This is done under the supervision of a designated chemical safety manager. To prevent harmful chemicals from entering the site without prior approval, all chemicals are pre-reviewed before purchase using the CMS (Chemical Management System). In 2024, the operational scope of CMS was expanded to the R&D Center to include legal compliance reviews of reagents prior to delivery and monitor regulated substances.

1. Centralization of Disinfectant Preparation at Ochang Plant

The plant has initiated plans to centralize the preparation of disinfectants, previously prepared separately by each process. This aims to minimize waste generation and reduce worker exposure to hazardous chemicals. As of 2024, the site, capacity, and design were confirmed, with facility installation scheduled for the second half of 2025.

2. Expansion of Pre-Regulatory Review Coverage

Pre-regulatory reviews via CMS were expanded to include research reagents and materials used in quality control at R&D and production sites, beyond traditional production chemicals. From 2025, no regulated substances may be received without prior SHE Team approval.

3. Establishment of Chemical Inventory at Ochang Plant

An inventory system has been developed through the Chemical Management System (CMS) to track annual chemical inflow and outflow, as well as usage purposes by process. GC Biopharma aims to complete the full inventory of chemical usage and applications by 2025. In the mid-to-long term, the company plans to review the purposes of hazardous chemical usage, identify alternatives, and establish emission reduction strategies to develop a phased reduction plan and long-term targets for minimizing the use of hazardous substances.

※ Status of Pre-Regulatory Reviews via CMS (Company-Wide)
(1) New Product Registrations: 2,976 cases (Plants: 432, R&D: 2,544)
(2) Regulatory Reviews for Purchases: 5,552 cases (OCP: 2,258, HSP: 339, ESP: 785, R&D: 2,170)

Chemical Substance Management Process

1. Preliminary Preparation	2. Preliminary Safety Review and Approval Request	3. Purchase of Chemical Substances	4. Storage and Use	5. Waste Management
· Secure MSDS (Material Safety Data Sheets) · Register material information in the electronic system	· Obtain required permits for new substances · Determine material entry approval (new substances) by the SHE Team	· Conduct regulatory review (for both existing and new substances) · Approve procurement decision by the SHE Team	· Verify proper handling facilities · Provide appropriate PPE and emergency response equipment · Conduct hazardous chemical safety training	· Dispose of in accordance with applicable legal requirements

Safe Chemical Management Strategy

All GC Biopharma sites that handle chemicals are committed to protecting the natural environment and worker safety. And fully comply with applicable regulations such as the Chemical Control Act and the Act on Registration and Evaluation of Chemicals. For all regulated hazardous chemicals, GC Biopharma implements a chemical management process that includes conducting risk assessments based on MSDS (Material Safety Data Sheets) prior to handling. These assessments evaluate the chemical's hazards and risks to determine appropriate safety management measures. Through this process, the company ensures the safe handling of chemicals throughout their lifecycle—from procurement to disposal—thereby preventing workplace accidents and environmental pollution.

Annual Chemical Safety Training Topics

- Chemicals handled by each department
- How to understand Material Safety Data Sheets (MSDS) and safety labels
- Physical hazards and health risks of chemical substances
- Precautions when handling chemicals
- Appropriate personal protective equipment (PPE) when handling chemicals
- Emergency response procedures and incident management in case of chemical spills
- Recognition of early warning signs and strategies to prevent chemical accidents
- Procedures for reporting chemical incidents and communicating emergency situations
- First aid measures in case of human exposure

Environmental Responsibility

Greenhouse Gas Emissions | Environmental Impact Management

Strategy

GC Cell

Environmental and Occupational Health & Safety Policy

GC Cell recognizes environmental and occupational health and safety (OHS) management as a top corporate priority and implements policies in accordance with the CEO's directive. The company has established this policy based on ISO 14001 (Environmental Management System), demonstrating its commitment to eco-friendly operations, regulatory compliance, and minimizing environmental impact.
The policy, approved by the CEO, applies to all internal and external stakeholders—including employees, suppliers, customers, and local communities—as well as to all areas of GC Cell's operations, such as product and service provision, production and research facilities, logistics, and the supply chain.
GC Cell regularly reviews and revises the policy to reflect evolving issues, subject to CEO approval.

Environmental Management Policy

GC Cell has established the following policy objectives to support its environmental and OHS policy:

1. Climate Action

Participate in the environmental information disclosure program to ensure transparency and set/implement GHG reduction targets toward achieving carbon neutrality.

2. Resource Efficiency

Minimize negative environmental impact from business activities through efficient water use at the Cell Center and enhanced waste recycling.

3. Eco-Friendly Site Management

Maintain ISO 14001 certification and enhance trust through third-party verification and regular training programs for employees and suppliers.

4. Stakeholder Communication

Ensure stakeholders have access to environmental performance through transparent and accessible disclosures.

Air Pollutant Management

GC Cell operates low-NOx burners in its boiler systems to minimize nitrogen oxide emissions. The company conducts biannual self-monitoring of air pollutants and performs safety and performance inspections prior to customs clearance.
GC Cell aims to maintain emissions within 90% of the legal limit through efforts to improve boiler efficiency and reduce load rates.

Water Pollutant Management

To reduce water pollution, bio-wastewater generated during manufacturing is transferred to kill tanks, sterilized with steam, cooled, and then discharged into the sewage system.
Third-party agencies monitor major parameters—BOD, TOC, SS, T-N, and T-P—on a quarterly basis. GC Cell targets keeping all values within 70% of legal limits.

Waste Management

GC Cell separates and discharges general waste, medical waste, and designated waste generated from R&D, production, and administrative activities. The company uses the Allbaro system (Ministry of Environment's waste tracking system) to verify proper waste treatment and ensure compliance with regulatory requirements. To strengthen waste management, GC Cell transitioned from group-level reporting to independent discharge notification in July 2024. Beginning August 2024, the company started disclosing its general and recyclable waste performance to reinforce accuracy and accountability.

Environmental Responsibility

Strategy

GC Cell

Chemical Management System

GC Cell has established a comprehensive chemical management system to proactively respond to increasingly stringent chemical regulations, both domestic and international. This system minimizes risks by covering all stages—including registration, purchase, storage, usage, and disposal—across all departments, including the Cell Therapy Research Center, which handles a wide variety of chemicals in small quantities.

- 2024 Chemical Registration Results (under the Act on Registration and Evaluation of Chemicals): 3 substances registered; 41 substances exempted from registration

Chemical Management Activities

To ensure proper chemical control, GC Cell conducts hazard assessments, regularly collects inventory data, performs inspections of hazardous chemical handling facilities, and maintains up-to-date MSDS documentation (collection, posting, and revision). Each handler is provided with appropriate personal protective equipment (PPE), and emergency response kits are placed near equipment and facilities for immediate access. Additionally, the company conducts work environment monitoring, mandatory safety training, and special medical examinations to create a safe working environment.

Reduction and Substitution of Hazardous Chemicals

GC Cell currently uses six hazardous chemicals (including hydrogen peroxide) during the production of cell-based immunotherapy products and twenty types (including chloroform) in R&D. These substances are handled at facilities that have passed both installation and periodic inspections under the Chemical Control Act. When developing or modifying processes, GC Cell plans to evaluate alternatives or use minimized quantities by including these considerations in process impact assessments.

2024 Performance in Reducing or Substituting Hazardous Chemicals

Classification	Performance
Cell Center – Wastewater Processing	The process was modified from chemical coagulation to mixing and reported accordingly, with no use of hazardous substances such as polyaluminum chloride.
Immuncell-LC – Label Printing	No printers containing MEK are used in process or packaging label printing.

Chemical Hazard Assessment

Based on internal chemical management data, GC Cell conducts hazard assessments across all departments through both regular (once per year) and ad-hoc (upon arrival of new products) evaluations. Each chemical is assessed using a risk level calculated by multiplying a toxicity score and an exposure score, resulting in a rating between levels 1 and 16. For chemicals rated Level 5 or higher, the results are incorporated into broader process risk assessments, and appropriate improvements are implemented to mitigate risks associated with chemical handling.

Chemical Risk Assessment Process

Chemical Data Management	· Collect and register all relevant data for each incoming chemical substance
Exposure Score & Hazard Score Determination	· Hazard Score: Assessed based on the MSDS H-code, rated from 1 to 4 · Exposure Score: Calculated by evaluating frequency of use and volatility
Risk Level Determination	· Risk score is calculated by multiplying the exposure and hazard scores · Score 5–11: Risk reduction activities required · Score 12–16: Immediate action needed
Implementation of Mitigation Measures	· Establish mitigation priorities and plans for high-risk substances · Measures include installing and improving local exhaust ventilation systems and requiring protective equipment

Environmental Responsibility

Risk Management

GC (Holding Company)

Environmental Impact Inspection and Monitoring

GC conducts regular environmental inspections and compliance audits across 15 affiliates. The company also performs environmental impact assessments and monitors energy targets and performance for certain affiliates, including GC Biopharma WellBeing and GC Biopharma MS. To ensure achievement of environmental impact reduction targets and compliance with relevant regulations, certification maintenance audits are conducted by third-party certification bodies. If any nonconformities are identified, improvement actions are initiated. In addition, supervisory and preventive actions are implemented through routine guidance and inspections to mitigate potential risks, such as environmental pollution or leakage incidents. GC (Holding Company) manages environmental emissions data annually and discloses this information in compliance with legal requirements via the Ministry of Environment's information disclosure system.

2024 Internal Environmental Audit and Compliance Evaluation Results

Classification	Unit	GC (Holding Company)
No. of Improvement Proposals	Cases	4
No. of Improvements Completed	Cases	4
Completion Rate	%	100

GC Biopharma

Regular Environmental Audits

GC Biopharma conducts regular environmental audits across all sites to drive environmental improvement and regulatory compliance. Through environmental impact assessments of all operational departments, the company identifies potential environmental impacts that may occur throughout the product life cycle process[1)], including raw material extraction, manufacturing, distribution, installation, use, and disposal. Significant environmental impacts are considered in the development of environmental policies, objectives, and implementation plans. Departments engaged in environmentally impactful operations are required to set environmental impact reduction targets and undertake improvement initiatives.

1) Raw material extraction, production, distribution, installation, use, and disposal

2024 Internal Environmental Audit and Compliance Evaluation Results

Classification	Unit	GC Biopharma
No. of Improvement Proposals	Cases	13
No. of Improvements Completed	Cases	13
Completion Rate	%	100

GC Cell

Regulatory Monitoring and Environmental Impact Assessment

GC Cell regularly reviews major environmental regulations[1)], including the Framework Act on Environmental Policy, Water Environment Conservation Act, Waste Management Act, Water Supply and Waterworks Installation Act, Sewerage Act, and Act on Liability for Environmental Damage and Relief. Based on these, the company establishes internal control standards and conducts semi-annual compliance assessments. Any cases of noncompliance identified are addressed through corrective actions. In addition, environmental impact assessments are conducted for the six key environmental categories at the Cell Center site and for the GHG emissions category in the manufacturing stage at Immuncell-LC. The company also collects and analyzes material balance data related to production and R&D processes to minimize environmental impacts during manufacturing.

1) Framework Act on Air Quality Conservation, Water Environment Conservation Act, Waste Management Act, Water Supply and Waterworks Installation Act, Sewerage Act, Act on Liability for Environmental Damage and Relief

2024 Internal Environmental Audit and Compliance Evaluation Results

Classification	Unit	GC Cell
No. of Improvement Proposals	Cases	3
No. of Improvements Completed	Cases	3
Completion Rate	%	100

Environmental, Health, and Safety (HSE) Management Evaluation

To systematically manage environmental risks, GC conducts internal inspections at least annually based on an "HSE Management Evaluation Checklist" led by the environmental safety organization. In the air sector, it checks the operation of emission facilities, compliance with legal standards, and the appropriateness of air pollutant control equipment. In the water sector, it verifies the measurement and discharge management of specific pollutants and the adequacy of outsourced wastewater treatment. In the waste sector, it assesses the legal compliance of waste outsourcing and the operational status of intermediate treatment facilities. GC also performs external audits in parallel with the Korea EHS Research Institute under the Ministry of Employment and Labor, verifying compliance with domestic environmental laws such as the Framework Act on Environmental Policy and the Act on Integrated Management of Environmental Pollution Facilities. The company ensures full compliance with legal requirements and the safety of workplaces. Through regular environmental inspections, GC identifies and manages environmental impacts across its business sites and minimizes risks.

Environmental Responsibility

Targets & Metrics

GC (Holding Company)

Environmental Impact Target Management System

GC (Holding Company) has established quantitative targets across 15 affiliates covering environmental pollution reduction, emissions mitigation, risk analysis of potential hazards, and energy risk evaluation. These targets are integrated into the company's management KPI indicators and are monitored on a quarterly basis. Progress is reported and reviewed regularly, and feedback is incorporated into the business communication system to ensure continual improvement.

Environmental Impact Management Indicators

Air Pollutant Emissions

Classification		Unit	2022	2023	2024
Total Air Pollutant Emissions	Total	Ton	0.11	0.03	0.01
	Nitrogen Oxides (NOx)	Ton	0.11	0.03	0.01
	Sulfur Oxides (SOx)	Ton	0.00	0.00	0.00
	Particulate Matter (PM)	Ton	0.00	0.00	0.00
	Ozone-Depleting Substances (ODS)	Ton	0.00	0.00	0.00
	Volatile Organic Compounds (VOCs)	Ton	-	-	0.00

Waste Management and Recycling

Classification				Unit	2022	2023	2024
Total Waste Generated	Total			Ton	164	103	96
	General Waste	Subtotal		Ton	164	103	96
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	148	103[2]	67
			Recycling	Ton	16	0[2]	29
	Designated Waste	Subtotal		Ton	0	0	0
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	0	0	0
			Recycling	Ton	0	0	0
	Medical Waste	Subtotal		Ton	0	0	0
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	0	0	0
			Recycling	Ton	0	0	0
Waste Disposal (Landfill)	Total Waste Landfill Volume			Ton	0	0	0
	Total Waste Landfill Rate			%	0.0	0.0	0.0
Waste Disposal (Incineration)	Total Waste Incineration Volume			Ton	148	103[2]	67
	Total Waste Incineration Rate			%	90.3	100	69.8
Waste Disposal (Incineration)	Total Waste Recycling Volume			Ton	16	0[2]	29
	Total Waste Recycling Rate			%	9.7	0.0	30.2

1) Includes general waste under GC Cell management as of July 2024
2) 2023 waste discharge figures corrected due to previous calculation error

ISO 14001 Certification Status

GC (Holding Company) supports ISO 14001 Environmental Management System (EMS) certification and maintenance for its listed affiliates. These efforts contribute to the advancement of comprehensive environmental policies and systems throughout the entire GC Group.

Classification		Unit	2022	2023	2024
Certified Sites	Rate	%	100	100	100
	Number of Certified Sites[1]	Sites	1	1	1
	Number of Target Sites for Certification	Sites	1	1	1

1) headquarters


CERTIFICATE

This is to certify that

GC Corp.
107 Hyeon-ro 30beon-gil, Giheung-gu
Yongin-si, Gyeonggi-do, 16924
Republic of Korea

has implemented and maintains an Environmental Management System.

Scope:
The monitoring of business planning and management system performance for the manufacture of in vitro diagnostics, blood bags and needles products and placenta extract injections and vitamin injections products

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no. 50350688 UM15
Date of original certification 2021-09-29
Valid from 2024-09-29
Valid until 2027-09-28
Date of certification 2024-08-29

DQS GmbH

Christian Gerling
Managing Director

Accredited Body: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main, Germany
Administrative Office: DQS Korea LLC., #207, #23 Hallyeo Tower 3rd.,
140 Gasan-Digital 1-ro, Geumcheon-gu, Seoul, 08506, Republic of Korea
The validity of the certification can only be verified by the CB code.

ISO 14001
Certification Scope:
Headquarters
Validity (Renewal):
September 29, 2024 – September 28, 2027

Environmental Responsibility

Targets & Metrics

GC Biopharma

Environmental Impact Management Indicators

Air Pollutant Emissions

Classification		Unit	2022	2023	2024
Total Air Pollutant Emissions	Subtotal	Ton	7.13	6.72	6.73
	Nitrogen Oxides (NOx)	Ton	6.53	6.10	6.04
	Sulfur Oxides (SOx)	Ton	0.10	0.00	0.13
	Particulate Matter (PM)	Ton	0.27	0.47	0.31
	Ammonia	Ton	0.00	0.00	0.00
	Zinc Compounds	Ton	0.00	0.00	0.00
	Copper Compounds	Ton	0.00	0.00	0.00
	Total Hydrocarbons (THC)	Ton	0.23	0.15	0.26
	Volatile Organic Compounds (VOCs)	Ton	0.00	0.00	0.00

Water Pollutant Emissions

Classification		Unit	2022	2023	2024
Total Water Pollutant Emissions	Subtotal	Ton	8.013[2]	7.982[2]	14.349
	Biochemical Oxygen Demand (BOD)	Ton	0.886	0.940	1.781
	Total Organic Carbon (TOC)	Ton	2.801	2.443	3.135
	Suspended Solids (SS)	Ton	2.104	1.509	6.685
	Total Nitrogen (T-N)	Ton	1.030	2.356	1.192
	Total Phosphorus (T-P)	Ton	1.173	0.623	1.511
	Others[1]	Ton	0.018	0.110	0.045

1) Includes n-hexane mineral oil (N-H(M)), n-hexane animal/vegetable oil (N-H(V)), and designated hazardous water pollutants.
2) According to the Ministry of Environment's "Enforcement Rule of the Water Environment Conservation Act" (revised Dec. 10, 2021), the indicator for organic substances in wastewater was changed from COD to TOC. As a result, COD is no longer measured; only TOC is reported from 2024 onward.

Waste Management and Recycling

Classification				Unit	2022	2023	2024
Total Waste Generated	Total			Ton	3,344	2,987	2,967
	General Waste	Subtotal		Ton	3,076	2,608	2,517
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	-[1]	1,054	1,121
			Recycling	Ton	-[1]	1,554	1,397
	Designated Waste	Subtotal		Ton	151	256	295
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	-[1]	58	51
			Recycling	Ton	-[1]	198	243
	Medical Waste	Subtotal		Ton	117	123	155
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	-[1]	123	155
			Recycling	Ton	-[1]	0	0
Waste Disposal (Landfill)	Total Waste Landfill Volume			Ton	0	0	0
	Total Waste Landfill Rate			%	0	0	0
Waste Disposal (Incineration)	Total Waste Incineration Volume			Ton	1,275	1,234	1,327
	Total Waste Incineration Rate			%	38.1	41.3	44.7
Waste Disposal (Incineration)	Total Waste Recycling Volume			Ton	2,068	1,752	1,640
	Total Waste Recycling Rate			%	61.8	58.7	55.3

1) Waste treatment volumes by method and physical form have been recorded since 2023.

ISO 14001 Certification Status

GC Biopharma maintains ISO 14001 (Environmental Management System) certification across all business sites annually.

Classification		Unit	2022	2023	2024
Certified Sites	Rate	%	100	100	100
	Number of Certified Sites[1]	Site(s)	4	4	4
	Number of Target Sites for Certification	Site(s)	4	4	4

1) Ochang Plant, Hwasun Plant, Eumseong Plant, R&D Center

ISO 14001
Scope of Certification: R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant
Validity Period (Renewal): August 31, 2024 – August 30, 2027

ISO14001 Audit report
Scope of Certification: R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant
Audit date: August 05, 2024 – August 09, 2024

Environmental Responsibility

Targets & Metrics

GC Cell

Environmental Impact Management Indicators

Air Pollutant Emissions and Targets

GC Cell has established internal control standards that are stricter than the legal requirements for each air pollutant. The company aims to maintain emissions within 90% of the legal threshold.

Classification		Unit	2022	2023	2024
Total Air Pollutant Emissions	Subtotal	Ton	0.21	0.28	1.41
	Nitrogen Oxides (NOx)	Ton	0.21	0.27	0.21
	Sulfur Oxides (SOx)	Ton	0.00	0.00	1.19
	Particulate Matter (PM)	Ton	0.00	0.01	0.01
	Ammonia	Ton	-	-	-
	Zinc Compounds	Ton	-	-	-
	Copper Compounds	Ton	-	-	-
	Total Hydrocarbons (THC)	Ton	-	-	-
	Volatile Organic Compounds (VOCs)	Ton	-	-	-

Water Pollutant Emissions and Targets

GC Cell has set its own internal management targets that are more stringent than the regulatory standards for water pollutants, with the goal of keeping emissions within 70% of the legal limits.

Classification		Unit	2022	2023	2024
Total Water Pollutant Emissions	Subtotal	Ton	0.136	0.177	0.131
	Biochemical Oxygen Demand (BOD)	Ton	0.001	0.019	0.016
	Total Organic Carbon (TOC)	Ton	0.040	0.053	0.044
	Suspended Solids (SS)	Ton	0.002	0.008	0.003
	Total Nitrogen (T-N)	Ton	0.090	0.087	0.059
	Total Phosphorus (T-P)	Ton	0.003	0.004	0.005
	Others[1]	Ton	-	0.006	0.004

1) Includes n-hexane (light oil), n-hexane (fat and oil), and designated water pollutants; applied from 2023.

Waste Management and Recycling

Until July 2024, GC Cell managed waste under the integrated system of GC Town. However, to improve data accuracy and enhance waste reduction efforts, the company transitioned from group-level reporting to an independent waste discharge system in August 2024. Since then, GC Cell has been managing its waste performance separately. A formal waste reduction target and plan will be established in the second half of 2025.

Classification				Unit	2022	2023	2024
Total Waste Generated	Total			Ton	89	116	133
	General Waste	Subtotal		Ton	-	-	21
		Treatment Method	Landfill	Ton	-	-	0[1]
			Incineration	Ton	-	-	13[1]
			Recycling	Ton	-	-	8[1]
	Designated Waste	Subtotal		Ton	8	16	16
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	8	16	16
			Recycling	Ton	0	0	0
	Medical Waste	Subtotal		Ton	80	100	96
		Treatment Method	Landfill	Ton	0	0	0
			Incineration	Ton	80	100	96
			Recycling	Ton	0	0	0
Waste Disposal (Landfill)	Total Waste Landfill Volume			Ton	0	0	0
	Total Waste Landfill Rate			%	0	0	0
Waste Disposal (Incineration)	Total Waste Incineration Volume			Ton	89	116	125
	Total Waste Incineration Rate			%	100	100	69.2
Waste Disposal (Incineration)	Total Waste Recycling Volume			Ton	0	0	8
	Total Waste Recycling Rate			%	0	0	6.0

1) Based on the disposal report submitted in July 2024, covering data from August to December 2024.

ISO 14001 Certification Status

GC Cell regularly reviews and improves its environmental management system and maintains ISO 14001 certification through annual reassessments.

Classification		Unit	2022	2023	2024
Certified Sites	Rate	%	100	100	100
	Number of Certified Sites[1]	Site(s)	1	1	1
	Number of Target Sites for Certification	Site(s)	1	1	1

1) Cell Center


CERTIFICATE

dqs

This is to certify that

GC CELL CORPORATION

131-1 Bibyeon-ro 30beon-gil
Giheung-gu, Yongin-si, Gyeonggi-do, 16924
Republic of Korea

has implemented and maintains an Environmental Management System.

Scope:
Biopharmaceuticals manufacturing / cell therapy research / cell banking / bio-logistics service

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no. 50350812 UM15
Date of revision 2023-10-22
Valid from 2022-10-01
Valid until 2025-09-30
Date of certification 2025-10-22

DQS GmbH

Christian Gerling
Managing Director

Accredited Body: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main, Germany
Administrative Office: DQS Korea LLC., #207, ACE Highend Tower 3rd, 141 Gasan Digital 1-ro, Geumcheon-gu, Seoul, 08506, Republic of Korea
The validity of this certificate can only be verified by the QR code.

ISO 14001
Scope of Certification: Cell Center
Validity Period: Oct. 1, 2022 – Sept. 30, 2025

General Disclosures

General

GRI 2: Organization and Business

Organization Information GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-4 | GRI 2-5

Index		Remark
Organizational details	Legal name	GC(Holding Company), GC Biopharma, GC Cell
	Nature of ownership and legal form	Refer to Shareholding Status in p. 103
	Location of headquarters	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea
	Country of operation	Refer to Global Network in p. 7
Entities included in the organization's sustainability reporting		Major affiliates of GC Group including GC (Holding Company), GC Biopharma, GC Cell
Reporting period, frequency and contact point	Reporting period and frequency	Qualitative data: January 1, 2024 to December 31, 2024. Performance data from the first half of 2025 may be included where applicable. Quantitative data: Three-year data from 2022 to 2024.
	Reporting period for financial disclosures	January 1, 2024 to December 31, 2024
	Publication date	June, 2025
	Contact point	GC ESG TF(gc_esg@gccorp.com)
Restatements of information		Changes compared to the previous year are provided in the footnotes of the relevant data. For changes related to mergers and acquisitions, please refer to our 59th Business Report, Section I-1(b), Changes in Consolidated Companies in p. 3
External Assurance		Refer to p. 158, Independent Assurance Statement.

Activity, value chain and other business relationships GRI 2-6

Business status

Index		Remark
Activities, value chain and other business relationships	Business sectors	Refer to Company Overview in p. 5
	Activities, products, services and markets served	Refer to Affiliates in pp. 8-13
	Supply Chain	Refer to Supply Chain ESG Risk Management in pp. 53-57

GRI 2: Governance

BOD Composition and Operation GRI 2-9

- GC Group practices board- centered management and is committed to implementing sound and transparent corporate governance.
- GC Group companies' boards of directors operate in accordance with their respective articles of incorporation, board regulations, and board committee regulations
  - GC (Holding Company) articles of incorporation Link, GC Biopharma articles of incorporation Link, GC Cell articles of incorporation Link
- Each affiliate of GC Group operates a board of directors independently.
- GC (holding company) has established a Management Committee within its board of directors.
  - The committee is established to enable ongoing discussion and timely decision-making on key management matters delegated by the board.
  - Management Committee decisions are shared with board members and, when necessary, re-discussed and resolved by the board.
- GC Biopharma maintains a board with a majority of independent outside directors, selected transparently and fairly through the Nomination Committee.
  - These independent outside directors comprise industry, finance, and legal experts who bring diverse expertise to board oversight and management monitoring.

Convening Board Meetings and Resolutions

- In accordance with the articles of incorporation and board regulations, the board chair may convene board meetings, providing notice of the meeting date, location, and agenda to each director one week in advance. Any director may request that the chair call a board meeting by specifying the agenda and reasons. If the chair fails to convene the board without justifiable cause, the requesting director may convene the meeting.
- Board resolutions require a majority of directors to be present and approval by a majority of attending directors, unless otherwise specified by law. Directors with conflicts of interests cannot exercise voting rights.

Appointment of Directors and Board Chair GRI 2-10 | GRI 2-11

- GC (holding company), GC Cell
  - Directors are appointed by resolution of the general meeting of shareholders in accordance with the Commercial Act and articles of incorporation.
  - independent outside directors are selected from candidates who do not have any special relationship with management.
  - The board chair is appointed by board resolution from among directors, allowing separation of the chair and CEO positions
- GC Biopharma
  - Directors are appointed through candidate nomination, review, board resolution, and approval by the general meeting of shareholders.
  - Directors are elected individually by vote at the general meeting of shareholders upon appointment in accordance with Article 382 of the Commercial Act.
  - Directors serve up to two years as stipulated in Article 31 of the articles of incorporation and may be reappointed for up to six years under the Commercial Act.
  - For independent outside director appointments, the independent outside director Nomination Committee recommends and reviews candidates based on qualification criteria established by the Commercial Act and other relevant regulations, ensuring selection of independent outside directors with professional expertise and a sense of responsibility.
  - The independent outside director Nomination Committee consists entirely of independent outside directors to ensure independence in director appointments.

General

GRI 2: Governance

Board Composition and Operation GRI 2-9

Board Composition Status (As of March 31, 2025)

Classification		Name	Gender	Term	Position	Education and Professional Experience
GC(Holding Company)	Inside director	Il-Sup Huh	Male	2025.3~2027.3	CEO	· Member of Management Committee
		Yong-Jun Huh	Male	2025.3~2027.3	CEO	· Chairman of BOD · Chairman of Management Committee
		Yong-Tae Park	Male	2025.3~2027.3	Vice Chairman	· Member of Management Committee
	independent outside director	Suk-Wha Kim	Male	2024.3~2026.3	-	· Ph.D. in Medical Science (SNU) · Professor of Bundang Cha Hospital · Former professor at Seoul National University Medical School
		Joon-Ho Kang	Male	2025.3~2027.3	-	· Ph.D. in Business Administration (University of Michigan, USA) · Professor, Department of Physical Education, Seoul National University
GC Biopharma	Inside director	Eun-Chul Huh	Male	2024.3~2026.3	CEO	· Ph.D. in Science (Cornell University) · Chairman of BOD · Chairman of Management Committee
		Jae-Wook Jeong	Male	2024.3~2026.3	Head of R&D	· Ph.D. in Organic Chemistry (Purdue Univ.) · Member of Management Committee
		Woong Shin	Male	2024.3~2026.3	Head of QM	· Member of Management Committee
	independent outside director	Choon-Woo Lee	Male	2024.3~2026.3	-	· Professor of Business Administration (University of Seoul) · Chairman of independent outside director Nomination Committee · Member of Audit Committee
		Jin-Hee Lee	Female	2024.3~2026.3	-	· Korean lawyer / pharmacist · Member of Audit Committee
		Seong-Hoon Shim	Male	2024.3~2026.3	-	· Advisor to Spectra Corporation · Member of independent outside director Nomination Committee
		Ki-Joon Park	Male	2024.3~2026.3	-	· CPA at Woori Accounting Corporation · Chairman of Audit Committee · Member of independent outside director Nomination Committee
GC Cell	Inside director	Sung-Yong Won	Male	2023.3~2026.3	Head of R&D	· Ph.D. in Microbiology and Immunology (UTMB)
		Jai-Wang Kang	Male	2025.3~2027.3	Head of Sales	· M.B.A. (Chung-Ang University) · Chairman of BOD
	independent outside director	Hong-Ki Bae	Male	2025.3~2027.3	-	· CEO of Seohyun Accounting Corporation · Accountant

BOD Composition Rate (As of March 31, 2025)

Classification				Unit	2022	2023	2024
GC(Holding Company)	Composition	Total Number of Persons		Persons	4	4	5
		independent outside director (Non-executive)	independent outside director Ratio	%	25	25	40
		Female Director	Female Director Ratio	%	0	0	0
GC Biopharma	Composition	Total Number of Persons		Persons	4	7	7
		independent outside director (Non-executive)	independent outside director Ratio	%	25	57	57
		Female Director	Female Director Ratio	%	25	14	14
GC Cell	Composition	Total Number of Persons		Persons	4	4	3
		independent outside director (Non-executive)	independent outside director Ratio	%	25	25	33
		Female Director	Female Director Ratio	%	0	25	0

Board Member Competence Matrix (As of March 31, 2025)

Classification	Competence	Il-Sup Huh, Inside director	Yong-Jun Huh, Inside director	Yong-Tae Park, Inside director	uk-Wha Kim, independent outside director	Joon-Ho Kang, independent outside director
GC(Holding Company)	Management	●	●	●		●
	Industrial Expertise (Medical)				●	

Classification	Competence	Eun-Chul Huh, Inside director	Jae-Wook Jeong, Inside director	Woong Shin, Inside director	Choon-Woo Lee, independent outside director	Jin-Hee Lee, independent outside director	Seong-Hoon Shim, independent outside director	Ki-Joon Park, independent outside director
GC Biopharma	Management	●			●		●	
	Industrial Expertise (Medical)					●		
	Industrial Expertise (R&D)	●	●					
	Industrial Expertise (Quality)			●				
	Laws					●		
	Accounting / inance							●

Classification	Competence	Sung-Yong Won, Inside director	Jai-Wang Kang, Inside director	Hong-Ki Bae, independent outside director
GC Cell	Management	●	●	
	Accounting / Finance			●
	Industrial Expertise (R&D)	●		
	Industrial Expertise (Sales)		●	

General

GRI 2: Governance

BOD Composition and Operation GRI 2-9

Board Independence

- GC Group amended its articles of incorporation at the March 2022 regular shareholders' meeting to enable separation of the CEO and Board Chair positions. Under the revised structure, the Board Chair is elected from among the directors, ensuring board independence and effective management oversight
- To strengthen board independence and expertise, GC (the holding company) appointed Joon-Ho Kang as an independent outside director in March 2025.
  - This created a board structure of three inside directors and two independent outside directors, increasing independent outside director representation from 25% to 40%.
  - The company plans to consider additional independent outside director appointments and further amendments to the articles of incorporation as needed to serve stakeholder interests.
- GC Group verifies potential conflicts of interest during the independent outside director appointment process, ensuring compliance with relevant laws including the independence criteria under Article 382 of the Commercial Act. This enables independent outside directors to supervise and support company management independently.
  - In accordance with legal standards, independent outside directors are limited to holding concurrent positions at no more than two companies.
  - During director appointments, the company verifies concurrent position status through independent outside director Qualification Verification Forms and selects individuals with extensive experience and expertise in their respective business fields to strengthen professionalism and accountability.
  - GC Group provides operational support through its board support department to ensure effective independent outside director performance.
  - Board regulations stipulate independent outside directors' information access rights, guaranteeing their right to request company information and receive education and external expert assistance at company expense when necessary.

Board Expertise and Diversity

- GC Group appoints competent directors from diverse fields to ensure board expertise and diversity. The company promotes diversity in gender, age, experience, and background to reflect the perspectives of various stakeholders, including shareholders and customers.
- GC Biopharma enhances independent outside directors' business understanding through seminars on various topics, including business performance, ESG disclosure regulations, major business risks, and new business initiatives. The company also supports professional development to help independent outside directors perform their roles effectively. Additionally, GC Biopharma purchased Directors and Officers (D&O) liability insurance at company expense in December 2024 to encourage more active participation and informed decision-making by independent outside directors.

Training Date	Training Provider	independent outside directors Attended	Reason for Absence[1)]	Key Training Content
Mar. 28, 2024	Board Secretariat	Choon-Woo Lee, Ki-Jun Park, Jin-Hee Lee, Sung-Hun Shim	-	· Company history, management philosophy, and key corporate management matter
May. 9, 2024	EY Hanyoung	Choon-Woo Lee, Ki-Jun Park, Jin-Hee Lee	-	· Audit committee roles and responsibilities
May, 30, 2024	GC Biopharma Manufacturing Division	Choon-Woo Lee, Ki-Jun Park, Jin-Hee Lee	-	· AI adoption strategies and governance
Jul. 7, 2024	EY Hanyoung	Choon-Woo Lee, Ki-Jun Park, Jin-Hee Lee, Sung-Hun Shim	-	· Management status assessment through on-site inspections
Nov. 7, 2024	EY한영회계법인	Choon-Woo Lee, Ki-Jun Park, Jin-Hee Lee	-	· Accounting fraud investigation procedures

1) All independent outside directors participated in internal and external training programs.

Board Role GRI 2-12 | GRI 2-13 | GRI 2-14

▶ ESG Governance and Implementation Framework (Refer to p. 22)

- GC Group's Board of Directors oversees and makes decisions on matters including general shareholders' meetings, management affairs (including ESG), finance, investment and expenditures, board operations, director appointments, and the establishment and operation of board committees.
- A Management Committee has been established to provide timely responses to material management matters, including ESG issues. Material issues are escalated to the Board of Directors for final resolution.

Board Operation

Classification				Unit	2022	2023	2024
GC(Holding Company)	Operation	Board Attendance Rate	Total	%	100	100	100
			independent outside director (Non-executive)	%	100	100	100
		Board Meetings Held		Times	7	6	6
		Number of Agenda Items	Total Agenda Items (Reports and Resolutions)	Cases	24	24	22
			ESG-related Agenda Items	Cases	6	6	6
			independent outside director Amendments/Objections	Cases	0	0	0
GC Biopharma	Operation	Board Attendance Rate	Total	%	100	100	100
			independent outside director (Non-executive)	%	100	100	100
		Board Meetings Held		Times	7	6	8
		Number of Agenda Items	Total Agenda Items (Reports and Resolutions)	Cases	24	23	34
			ESG-related Agenda Items	Cases	6	6	10
			independent outside director Amendments/Objections	Cases	0	0	0
GC Cell	Operation	Board Attendance Rate	Total	%	80	97	96
			independent outside director (Non-executive)	%	65	100	100
		Board Meetings Held		Times	9	5	6
		Number of Agenda Items	Total Agenda Items (Reports and Resolutions)	Cases	24	30	29
			ESG-related Agenda Items	Cases	3	5	6
			independent outside director Amendments/Objections	Cases	0	0	0

General

GRI 2: Governance

Board Role GRI 2-12 | GRI 2-13 | GRI 2-14

GC Biopharma Board Committees

Classification		Roles and Activities	Position	Name	Director Type	Gender
GC Biopharma	Management Committee (3 inside directors)	· Established for agile decision-making in response to dynamic business challenges - Review and approve matters related to general management and finance, along with issues delegated by the Board	Chair	Eun-Chul Huh	Inside director	Male
			Member	Jae-Wook Jeong	Inside director	Male
			Member	Woong Shin	Inside director	Male
	Audit Committee (3 independent outside directors)	· Provide oversight and support for management activities to enhance corporate and shareholder value through proper governance and sound decision-making	Chair	Ki-Joon Park	independent outside director	Male
			Member	Choon-Woo Lee	independent outside director	Male
			Member	Jin-Hee Lee[1)]	independent outside director	Female
	independent outside director Nomination Committee (3 independent outside directors)	· Evaluate and recommend independent outside director candidates based on their independence, diversity, and expertise	Chair	Choon-Woo Lee	independent outside director	Male
			Member	Seong-Hoon Shim	independent outside director	Male
			Member	Ki-Joon Park	independent outside director	Male

1) Attorney and pharmacist licensed in Korea, with extensive expertise across pharmaceutical, patent, and legal sectors

Board Transparency GRI 2-15 | GRI 2-16 | GRI 2-17

· To prevent improper transactions aimed at advancing the private interests of directors, executives, or major shareholders, GC Group requires Board special resolutions for transactions between the company and major shareholders or directors, thereby institutionally blocking potential conflicts of interest.
- Directors with material interests in specific Board resolutions are restricted from voting.

· Board committee resolution results are communicated to all directors within five business days of the resolution date.

Performance

Articles of Incorporation Amendment

· GC Biopharma amended its Articles of Incorporation at the March 2024 Annual General Meeting to strengthen Board independence and transparency, including increasing the number of independent outside directors and establishing additional Board committees.
- Management Committee: Composed of three inside directors to facilitate swift management decision-making
- Audit Committee: Composed of three independent outside directors responsible for internal oversight of management, ensuring transparency of accounting information, and holding authority over reporting and investigations, including examining the company's business and financial status and requiring business reports from management.
- independent outside director Nomination Committee: Composed of three independent outside directors responsible for conducting thorough reviews of prospective independent outside directors and recommending qualified candidates to the General Meeting of Shareholders.

General

GRI 2: Governance

▶ Environmental Management KPIs (Refer to p.86)

Board Performance Evaluation and Compensation GRI 2-18 | GRI 2-19 | GRI 2-20

- Based on performance evaluations conducted during directors' tenure, the Board determines reappointment at the end of each term.
- Evaluations consider work performance (such as achieving business objectives or improving corporate reputation) and Board meeting attendance rates.
- Director compensation is appropriately set within limits approved by the General Meeting, considering their duties, roles, and responsibilities.
  - independent outside directors receive no separate performance-based compensation to maintain their independence.
- Performance compensation criteria include financial indicators such as revenue and net income, and KPI achievement rates.

Management Compensation

Classification			Unit	2022	2023	2024
GC(Holding Company)	Total Board Compensation	Subtotal	KRW million	2,459	2,451	2,917
		Inside Directors	KRW million	2,423	2,415	2,862
		Inside Directors (Non-executive)	KRW million	36	36	55
GC Biopharma	Total Board Compensation	Subtotal	KRW million	1,698	1,537	2,258
		Inside Directors	KRW million	1,662	1,501	2,068
		Inside Directors (Non-executive)	KRW million	36	36	190
GC Cell	Total Board Compensation	Subtotal	KRW million	1,775	2,033	2,155
		Inside Directors	KRW million	1,706	1,997	2,119
		Inside Directors (Non-executive)	KRW million	69	36	36

Audit

- GC Group (holding company) and GC Cell, with total assets below KRW 2 trillion on a separate basis, are not required to establish audit committees under the Commercial Act and operate with full-time auditors.
- GC Biopharma operates an audit committee.

Performance

Audit Organization

- GC (Holding Company) and GC Cell have full-time auditors who work on-site to conduct audits in accordance with Article 542-10, paragraph 1 of the Commercial Act.
- GC Biopharma operates an audit committee in accordance with Article 542-11 of the Commercial Act.
  - The audit committee is composed of three independent outside directors to ensure independence.
  - The committee enhances transparency in corporate management through assessing the soundness of accounting and financial activities and evaluating internal control systems.
- For the appointment of auditors and audit committee members, those who meet the qualification requirements under the Commercial Act and other relevant laws and possess extensive experience in finance, accounting, and management are selected to ensure independence and expertise.
- Compensation for auditors and audit committee members is set within the remuneration limits approved by the General Meeting of Shareholders, taking into account their duties and responsibilities to ensure faithful and diligent performance.

External Auditors

- The objectivity and transparency of financial information are ensured through regular audits by external auditors.
  - GC (Holding Company), GC Biopharma, and GC Cell all received 'unqualified' audit opinions for the fiscal year 2024 from EY Hanyoung.
- External auditors attend the General Meeting of Shareholders to address shareholders' questions regarding the audit reports.

Internal Control Organization

- The company has established internal accounting management regulations and maintains dedicated teams for internal accounting management to ensure the preparation and disclosure of accurate accounting information.
- Each year, the operational status of the internal accounting management system is evaluated, and results are reported by each group company's Chief Executive Officer to the Board of Directors and the General Meeting of Shareholders, enhancing the transparency and reliability of accounting information.
- The internal audit team establishes audit plans, obtains approval for these plans, conducts regular and ad-hoc audits, prevents risks proactively, and works to operate effective internal controls.

Compliance Officer System Enhancement

- GC (Holding Company) and GC Biopharma operate compliance officer systems in accordance with Article 542-13 of the Commercial Act.
- To strengthen compliance and ethical management systems, GC Biopharma appointed a lawyer as compliance officer in February 2024, and GC (Holding Company) appointed one in March 2025.
- Compliance officers are strengthening management, supervision, and board reporting functions and implementing ongoing education and training programs.

General

GRI 2: Governance

Shareholder-Friendly Policy

- To protect shareholder rights, GC Group explicitly stipulates in its Articles of Incorporation that voting rights are allocated on a one-share, one-vote principle, ensuring equitable distribution of voting rights.
- Recognizing that shareholder rights cannot be deprived or restricted, GC Group respects shareholder rights in accordance with applicable laws and regulations and the Articles of Incorporation. For matters that may significantly impact shareholder rights, decisions are made through the General Meeting of Shareholders to maximize the protection of such rights.
- Shareholders of GC Group have the right to propose agenda items at the General Meeting of Shareholders pursuant to the Commercial Act and related laws (Article 363-2 on shareholder proposal rights) and the right to inquire about agenda items and request explanations.

Performance

Shareholder Returns

- GC Group maintains a stable dividend policy based on business performance.
  - Its top priority is enhancing shareholder value and expanding shareholder returns.
- GC Group provides annual dividends to shareholders. The dividend amount is determined within the range of net income reported in the separate financial statements, considering current year profitability and financial soundness.
- At the General Meeting of Shareholders in March 2024, GC Group improved its dividend procedures to enhance shareholder value, enabling shareholders to make investment decisions after receiving confirmation of dividend payments and amounts.
  - The Articles of Incorporation were amended to allow separation of the record date for voting rights at the General Meeting of Shareholders from the dividend record date.
  - Reflecting contemporary demands for stable dividends and shareholder-friendly management policies, GC Group implements comprehensive dividend and shareholder return policies.
- GC Group (holding company) determined and disclosed its dividend amount at the board meeting on February 11, 2025 (KRW 500 per share for 2024, a 67% increase year-over-year).
- GC Biopharma approved and announced its current dividend amount and mid-to-long-term dividend policy (2025-2027) at the board meeting on February 7, 2025 (KRW 1,500 per share dividend for 2024).
  - Objective: Meet stakeholder expectations through a transparent dividend policy that maintains stable dividend payouts
  - Key Highlights: Minimum 20% payout of net income based on separate financial statements over three years (FY2025-FY2027), with one-time non-recurring items (equity adjustments, licensing transactions, etc.) evaluated separately

Implementation of Proxy Solicitation System

- GC Group (holding company), GC Biopharma, and GC Cell implement the proxy solicitation system under the Financial Investment Services and Capital Markets Act, actively supporting shareholders to exercise their voting rights through various methods.

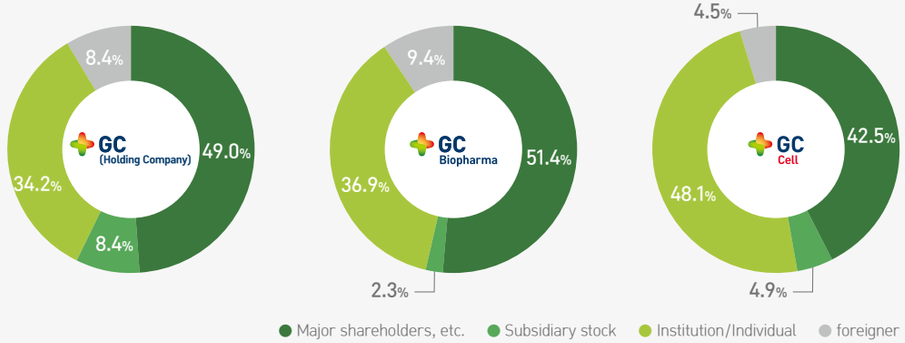
Communication with Shareholders

- GC Group shares its business performance and key issues with shareholders through annual General Meetings of Shareholders, providing shareholders with opportunities to speak freely and ensuring comprehensive responses to shareholder inquiries through explanations from company representatives.
- To ensure corporate transparency and build trust, GC Group conducts NDRs (Non-Deal Roadshows) for institutional investors and actively participates in Corporate Days and conferences hosted by securities firms.
- In addition to institutional investor engagement, GC Group holds individual investor meetings at least once a year to enhance communication and shareholder value (held in July 2024 and February 2025).
  - Engaging in proactive communication regarding key business results including sales and R&D activities, as well as mid-to-long-term management strategies.

Shareholder Value Enhancement

- GC Group's listed affiliates seek to schedule their Annual General Meetings of Shareholders outside peak meeting season.
- GC Group notifies shareholders of the meeting date, time, venue, and agenda at least two weeks in advance, and publishes business reports and audit reports one week prior to the shareholders' meeting.
  - GC Group protects shareholder rights by providing shareholders with advance information on management performance and key business developments, enabling thorough review before voting on agenda items.
- Electronic voting systems have been implemented to enhance shareholder convenience.

Shareholding Status (Common Stock, as of December 31, 2024)



General

GRI 2: Governance

Shareholder-Friendly Policy

Shareholder-Friendly Policy

Classification			Unit	2022	2023	2024
GC(Holding Company)	Major dividend indicators	Face Value of Stock	KRW	500	500	500
		Net Profit	KRW million	32,823	(54,136)	24,025
		Earnings per Share	KRW	727	(1,184)	529
		Total Cash Dividends	KRW million	13,622	13,622	22,702
		Cash Dividend Payout Ratio	%	41.5	(25.2)	94.5
		Cash Dividend Yield	%	1.7	1.9	2.9
		Cash Dividend per Share[1]	KRW	300	300	500
	Issued shares	Total number of authorized shares	Share	150,000,000	150,000,000	150,000,000
		Total number of issued shares	Share	49,543,070	49,543,070	49,543,070
		Number of treasury stock	Share	4,141,339	4,141,339	4,141,339
		Number of outstanding shares	Share	45,401,731	45,401,731	45,401,731
GC Biopharma	Major dividend indicators	Face Value of Stock	KRW	5,000	5,000	5,000
		Net Profit	KRW million	65,453	(26,632)	(26,280)
		Earnings per Share	KRW	5,735	(2,333)	(2,303)
		Total Cash Dividends	KRW million	19,973	17,120	17,120
		Cash Dividend Payout Ratio	%	30.5	(64.3)	(65.14)
		Cash Dividend Yield	%	1.3	1.2	0.9
		Cash Dividend per Share	KRW	1,750	1,500	1,500
	Issued shares	Total number of authorized shares	Share	30,000,000	30,000,000	30,000,000
		Total number of issued shares	Share	11,686,538	11,686,538	11,686,538
		Number of treasury stock	Share	273,360	273,360	273,360
		Number of outstanding shares	Share	11,413,178	11,413,178	11,413,178
GC Cell	Major dividend indicators	Face Value of Stock	KRW	500	500	500
		Net Profit	KRW million	24,169	79	(75,737)
		Earnings per Share	KRW	1,664	(12)	(4,918)
		Total Cash Dividends	KRW million	5,256	1,502	0
		Cash Dividend Payout Ratio	%	21.0	18.4	0
		Cash Dividend Yield	%	0.7	0.2	0
		Cash Dividend per Share	KRW	350	100	0
	Issued shares	Total number of authorized shares	Share	50,000,000	50,000,000	50,000,000
		Total number of issued shares	Share	15,800,344	15,800,344	15,800,344
		Number of treasury stock	Share	783,692	777,703	777,203
		Number of outstanding shares	Share	15,016,652	15,022,641	15,027,141

1) Based on common stock

GRI 2: ESG Management Strategy, Risk Management

Compliance with Laws and Regulations GRI 2-27

· The Group's compliance status is disclosed by subject matter.
· During the reporting period, the Group incurred no monetary losses from legal proceedings.

▶ Environmental regulatory violations (Refer to p. 114)
▶ Product information and labeling regulatory violations (Refer to p. 151)
▶ Information security regulatory violations (Refer to p. 151)
▶ Anti-corruption and fair competition regulatory violations (Refer to p. 106)

Membership Associations GRI 2-28

· The Group engages with various stakeholders and receives necessary information through these interactions.

Performance

GC (Holding Company) Membership Status (As of March 2025)

· Korea Industrial Safety Association
· Korea Institute of Urban Planners (KIUP)
· Gyeonggi Province Environmental Engineers Association

GC Cell Membership Status (As of March 2025)

· CANCER X
· Gyeonggi Province Freight Transport Business Association
· Gyeonggi Province Freight Forwarding Business Association
· Business and Biodiversity Platform (BNBP)
· Korea Trade-Investment Promotion Agency (KOTRA)
· Korea Chamber of Commerce and Industry Distribution and Logistics Promotion Institute
· Council for Advanced Regenerative Medicine (CARM)
· KOSDAQ Listed Companies Association
· Korea IR Association
· Korea Association of Clinical Laboratory Service Agencies
· Korea Biomedicine Industry Association (KOBIA)
· Korea Human Resource Development Institute for Health and Welfare (KOHI)
· Korea Health Industry Development Institute (KHIDI)
· Korea Energy Agency New and Renewable Energy Center (K-RE100)
· Korea Institute of Drug Safety & Risk Management (KIDS)
· Korea Society for Clinical Development (KSCD)
· Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)
· Korean Society of Pharmaceutical Medicine (KSPM)
· Korea Integrated Logistics Association (KiLA)
· Korea Innovative Medicines Consortium (KIMCo)
· World Cargo Alliance (WCA)
· Korea International Freight Forwarders Association
· International Air Transport Association (IATA)

General

GRI 2: ESG Management Strategy, Risk Management

Performance

GC Biopharma Membership Status (As of March 2025)

- Developing Countries Vaccine Manufacturers Network (DCVMN International)
- Korea Fair Competition Federation (KFCF)
- Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC International)
- International Vaccine Institute (IVI)
- International Society for Pharmaceutical Engineering (ISPE)
- Korea Emergency Management Officials Association
- Korea Industrial Safety Association
- Korea Chamber of Commerce and Industry
- WomenCorporateDirectors (WCD)
- International Federation of Pharmaceutical Manufacturers & Associations (IFPMA)
- Pharmaceutical Honest Reporting Members Cooperative
- Korea Enterprises Federation
- Korea Strategic Trade Institute (KOSTI)
- Pharmaceutical Development Specialists Association (PhaSa)
- Korea Biopharmaceutical Sustainability Association (K-BPSA)
- Pharmaceutical Patent Research Association
- Chungbuk Employers' Federation
- Chungbuk Economic Forum
- Pandemic Influenza Preparedness Framework (WHO, PIP Framework)
- Korea Health Functional Food Association (KHFF)
- Korea Management Association (KMA)
- Korea International Trade Association (KITA)
- Korea Biomedicine Industry Association (KOBIA)
- Korea Biotechnology Industry Organization (KoreaBIO)
- Korea Industrial Technology Association (KOITA)
- Korea Listed Companies Association (KLCA)
- Korea Fire Safety Institute
- Korea Food Industry Association (KFIA)
- Korea Drug Research Association (KDRA)
- Korea Energy Engineers Association
- Korea Pharmaceutical Traders Association (KPTA)
- Korea Pharmaceutical Distribution Association (KPDA)
- Korean Medical Library Association
- Korean Personnel Management Association (KPI)
- Korea Electric Engineers Association
- Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)
- Korea Intellectual Property Association (KINPA)
- Korea Organization for Rare Diseases (KORD)
- Korea Environmental Preservation Association (KEPA)

Overall Risk Management

Risk Management System

- GC Group systematically prevents and manages risk factors by continuously identifying risks and monitoring risk and opportunity elements.
  - This includes risk management and crisis response for manufactured, sold, and provided products and services, as well as emerging risks that threaten normal business operations.
- GC Group operates the 'GC Risk Management and Crisis Response Manual'
  - It aims to minimize primary damages caused by risks and secondary impacts resulting from inadequate responses.
  - Upon detecting risks, all employees have the responsibility to share information through the reporting system outlined in the manual and to respond promptly and systematically.

Risk Management Organization

- Each affiliate appoints risk managers, with GC (holding company) serving as the integrated risk management control tower.
  - Integrated risk manager: Director of Business Management Division at GC (holding company)
  - Risk managers at affiliates: General Managers of Business Management Departments at GC Biopharma and GC Cell
- Risk reporting is managed based on risk managers' assessment of whether there is potential for crisis spread.
  - Low risks (low risk of crisis spreading) are managed principally through cooperation and coordination with relevant departments.
  - High risks (high risk of crisis spreading) are reported to the CEO immediately and, depending on the matter, to the Board of Directors for a group-level response.
- Dedicated organizations conduct pre- and post-event monitoring and response activities by risk type.
  - For example, regarding labor practices, GC Biopharma operates through a permanent organization and a personnel committee.

Risk Management Organization

General

GRI 2: ESG Management Strategy, Risk Management

Performance

Risk Identification and Classification

· Risks are classified into internal risks across four key areas (financial, legal, operational, and strategic) and external business environment risks. Risk types are defined within each classification to enable systematic risk management.

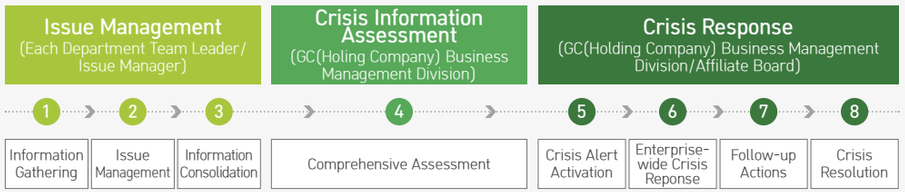
GC Group Risk Classification Framework

Internal Risks				External Risks	
Finance	Market	Credit	Liquidity	External Environment Issues	Business Environment
	Tax	P&L	Disclosure		Political
Legal	Fraud	Compliance	Contract		Customer Change
	Litigation/Disputes	Liability			Government Policy
Operational	Supply Chain	IT	Technology		Public Relations
	Quality	Licensing	Partners		Competitor
	Security	Development	Project		National
	Environment/ Climate Change	Human Rights	Safety		Disaster
Strategic	Strategic Direction	Management	New Business		Emerging Technology
	M&A	Overseas Investment			Pandemic

Risk Response

· Various risks are monitored in advance, risk control procedures are identified, and the actual operational status is regularly reviewed.

Risk Response Process



Anti-Corruption/Fair Competition Regulation Violations GRI 206-1

Classification			Unit	2022	2023	2024
GC(Holding Company)	Regulatory Violations Status	Employee dismissal/disciplinary cases due to corruption	Cases	0	0	0
		Business partner contract terminations/non-renewals due to corruption	Cases	0	0	0
		Corruption lawsuits against companies and employees	Cases	0	0	0
		Legal sanctions for fair trade violations	Cases	0	0	0
GC Biopharma	Regulatory Violations Status	Employee dismissal/disciplinary cases due to corruption	Cases	0	0	0
		Business partner contract terminations/non-renewals due to corruption	Cases	0	0	0
		Corruption lawsuits against companies and employees	Cases	0	0	0
		Legal sanctions for fair trade violations	Cases	0	0	0
GC Cell	Regulatory Violations Status	Employee dismissal/disciplinary cases due to corruption	Cases	0	0	0
		Business partner contract terminations/non-renewals due to corruption	Cases	0	0	0
		Corruption lawsuits against companies and employees	Cases	0	0	0
		Legal sanctions for fair trade violations	Cases	0	0	0

General

GRI 2: Employees

Employees and Workers Who Are Not Employees GRI 2-7 | GRI 2-8

Employee Status (As of December 31, 2024)

Classification				Unit	2022	2023	2024
GC(Holding Company)	Total Employees			Persons	168	183	160
	Employees (Including Unregistered Directors)	Registered Directors	Subtotal	Persons	5	5	5
			Gender: Male	Persons	5	5	5
			Gender: Female	Persons	0	0	0
		Subtotal		Persons	163	178	155
			Gender: Male	Persons	102	112	92
			Gender: Female	Persons	61	66	63
			Age: Under 30	%	14.7	14.0	9.0
			Age: 30-49	%	76.7	75.3	78.1
			Age: 50 and Over	%	8.6	10.7	12.9
			Employment Type: Permanent Employees	Persons	160	173	150
			Employment Type: Temporary Employees	Persons	3	5	5
			Employment Type: Temporary Employee Ratio	%	1.8	2.8	3.2
	Non-employee Workers			Persons	47	30	0

Classification				Unit	2022	2023	2024
GC Biopharma	Total Employees			Persons	2,307	2,277	2,362
	Employees (Including Unregistered Directors)	Registered Directors	Subtotal	Persons	5	5	7
			Gender: Male	Persons	4	4	6
			Gender: Female	Persons	1	1	1
		Subtotal		Persons	2,302	2,272	2,355
			Gender: Male	Persons	1,712	1,681	1,724
			Gender: Female	Persons	590	591	631
			Age: Under 30	%	15.8	14.1	17.4
			Age: 30-49	%	75.7	76.6	72.7
			Age: 50 and Over	%	8.5	9.2	9.9
			Employment Type: Permanent Employees	Persons	2,105	2,092	2,067
			Employment Type: Temporary Employees	Persons	197	180	288
			Employment Type: Temporary Employee Ratio	%	8.6	7.9	12.2
	Non-employee Workers			Persons	292	300	318

Classification				Unit	2022	2023	2024
GC Cell	Total Employees			Persons	838	858	815
	Employees (Including Unregistered Directors)	Registered Directors	Subtotal	Persons	5	5	4
			Gender: Male	Persons	5	5	3
			Gender: Female	Persons	0	0	1
		Subtotal		Persons	833	853	811
			Gender: Male	Persons	531	547	520
			Gender: Female	Persons	302	306	291
			Age: Under 30	%	39.3	37.7	31.4
			Age: 30-49	%	56.5	57.9	64.0
			Age: 50 and Over	%	4.2	4.3	4.6
			Employment Type: Permanent Employees	Persons	771	770	730
			Employment Type: Temporary Employees	Persons	62	83	81
			Employment Type: Temporary Employee Ratio	%	7.6	10.2	10.0
	Non-employee Workers			Persons	23	15	15

General

GRI 2: Stakeholders

Stakeholder Engagement and Communication GRI 2-29

Stakeholder Engagement

Stakeholder	Main Concerns	Communication Channels	Frequency
Customers	Customer satisfaction activities, quality management, sales/ marketing activities	Website	Ongoing
		Customer Service Center	Ongoing
Shareholders and Investors	Mitigating management risks, sharing business information and plans, protecting shareholder interests	Board of Directors	5 times per year, as needed
		Annual General Meeting of Shareholders	Once a year, as needed
		Business Report, Governance Report	Once a year
		Disclosure on Electronic System (DART)	As needed
Partners	Fair trade, mutual growth	Engagement sessions (Shared Growth Partners Day)	Once a year
		Ethics management reporting channel	Ongoing
		Procurement information system	Ongoing
		Internal email	As needed
Employees	Employee benefits, organizational culture, HR systems	Internal bulletin board	Ongoing
		Grievance handling channel	Ongoing
		Solution Center (Suggestion Square)	Ongoing
		Employee surveys	As needed
Local Communities	Social contribution, local economic contribution, environmental protection	Social contribution activities	As needed
Government and Local Authorities	Regulatory compliance, policy and regulatory responses	Engagement sessions, Local government websites	As needed

Collective Bargaining Agreements GRI 2-30

Labor-Management Relations

Classification			Unit	2022	2023	2024
GC(Holding Company)	Labor Union	Union membership rate	%	-	-	-
		Collective bargaining coverage rate[1)]	%	83	84	70
GC Biopharma	Labor Union	Union membership rate	%	26.2	35.1	36.4
		Collective bargaining coverage rate[1)]	%	90	91	87
GC Cell	Labor Union	Union membership rate	%	-	-	-
		Collective bargaining coverage rate[1)]	%	90	88	87

1) Employees subject to employement rules

Performance

Labor-Management Council

· GC(Holding Company)
- GC is working to create a more productive and satisfying work environment through mutual cooperation between employees and management.
- Elected employee representatives and management representatives hold quarterly meetings to discuss various topics.
- Key agenda items include transforming work methods, enhancing employee benefits (shuttle bus services, open house events, and other employee welfare initiatives), and providing productivity tools.

· GC Cell
- Elected employee representatives and management representatives regularly hold quarterly meetings to discuss key issues including personnel policies, employee benefit systems, training and development, and corporate culture for continuous improvement.
- Achievements in 2024: Improved employee experience and satisfaction through employee communication activities, and established a flexible annual leave system through consultation on implementing a two-hour leave system via the attendance management system.

GRI 202: Market Presence

Employee Compensation GRI 202-1 | GRI 202-2

· GC Biopharma has multiple labor unions and maintains close consultation on collective bargaining agreements and working conditions.

· GC Group (holding company) and GC Cell are non-unionized companies where employees elect representatives to discuss collective bargaining agreements and working conditions through labor-management councils.

Employee Compensation

Classification				Unit	2022	2023	2024
GC(Holding Company)	Compared to Statutory Minimum Wage	Entry-level salary ratio	Male	%	165.0	161.0	157.0
			Female	%	161.0	157.0	153.0
		Statutory minimum wage		KRW million	25	26	27
GC Biopharma	Compared to Statutory Minimum Wage	Entry-level salary ratio	Male	%	158.2	140.5	140.6
			Female	%	158.2	140.5	140.6
		Statutory minimum wage		KRW million	25	26	27
GC Cell	Compared to Statutory Minimum Wage	Entry-level salary ratio	Male	%	129.0	126.0	136.8
			Female	%	129.0	124.0	140.0
		Statutory minimum wage		KRW million	25	26	27

Economic

GRI 201: Economic Performance

Consolidated Statement of Financial Position GRI 201-1

Financial Performance – GC Group (Holding Company)

Classification		Unit	2022	2023	2024
Assets	Total	KRW million	3,592,061	3,737,707	3,670,572
	Current assets		1,261,978	1,361,246	1,379,408
	Cash and cash equivalents		208,637	174,538	77,304
	Trade receivables and contract assets		451,910	515,986	452,455
	Other receivables		31,958	30,350	32,943
	Other financial assets		31,341	21,573	6,794
	Inventories		505,087	579,728	760,834
	Derivative assets		5,235	3,803	2,860
	Other current assets		27,513	34,918	45,822
	Assets held for sale		299	348	396
	Non-current assets		2,330,083	2,376,462	2,291,165
	Other receivables		30,867	81,441	86,368
	Other financial assets		125,579	130,243	191,760
	Investments in Associates and Joint Ventures		242,233	214,125	182,306
	Property, Plant and Equipment		1,109,123	1,067,100	999,793
	Intangible assets		666,155	693,907	663,616
	Investment properties		62,594	63,315	73,800
	Right-of-use assets		39,196	50,111	28,805
	Derivative assets		1,964	2,153	1,596
	Net defined benefit assets		16,412	29,612	966
	Other non-current assets		3,818	3,627	5,746
	Deferred tax assets		32,142	40,827	56,407

Classification		Unit	2022	2023	2024
Liabilities and Equity		KRW million	3,592,061	3,737,707	3,670,572
Liabilities	Total	KRW million	1,625,017	1,856,166	1,818,397
	Current liabilities		1,052,354	1,513,207	1,273,345
	Trade and other payables		293,318	343,198	375,824
	Short-term borrowings		450,685	600,255	471,291
	Current portion of long-term borrowings		152,325	412,045	207,384
	Lease liabilities		11,655	16,213	15,449
	Contract liabilities		15,232	27,374	21,141
	Current income tax liabilities		19,118	6,609	60,044
	Derivative liabilities		22,352	26,989	28,287
	Provisions		31,484	30,919	29,643
	Other current liabilities		56,185	49,605	64,282
	Non-current liabilities		572,663	342,958	545,052
	Trade and other payables		21,765	32,028	7,329
	Long-term borrowings		448,359	216,353	411,190
	Lease liabilities		34,848	35,300	20,813
	Derivative liabilities		3,758	5,143	205
	Net defined benefit liabilities		3,381	4,983	26,349
	Provisions		3,228	4,768	4,877
	Other non-current financial liabilities		-	-	9,977
	Other non-current liabilities		22,693	15,884	34,163
	Deferred tax liabilities		34,630	28,499	30,149
Equity	Total	KRW million	1,967,043	1,881,542	1,852,175
	Equity attributable to owners of the parent		1,037,734	980,252	994,091
	Issued capital		26,579	26,579	26,579
	Share premium		51,065	56,139	68,101
	Other equity components		(18,289)	(18,289)	(18,289)
	Accumulated other comprehensive income		19,228	19,310	20,879
	Retained earnings		959,150	896,513	896,820
	Non-controlling interests		929,309	901,290	858,084

Economic

GRI 201: Economic Performance

Consolidated Statement of Financial Position GRI 201-1

Financial Statement – GC(Holding Company)

Classification	Unit	2022	2023	2024
Operating revenue	KRW million	2,079,560	2,057,936	2,204,855
Operating expenses		2,007,598	2,074,374	2,215,571
Operating profit		71,961	(16,438)	(10,716)
Other income		63,011	36,910	209,417
Other expenses		27,822	25,153	60,955
Finance income		33,980	34,175	28,617
Finance costs		76,027	64,956	92,204
Share of profit (loss) of associates		(34,673)	(45,648)	(31,636)
Profit before income tax		30,430	(81,110)	42,522
Income tax expense (benefit)		(29,268)	(9,470)	53,612
Profit (loss) for the year		58,897	(72,794)	(11,090)

Classification	Unit	2022	2023	2024
Other comprehensive income	KRW million			
Items that will be reclassified subsequently to profit or loss		25,493	869	7,900
Share of other comprehensive income of associates and joint ventures		12,869	(472)	1,898
Foreign currency translation differences		12,623	1,341	6,002
Items that will not be reclassified subsequently to profit or loss		(3,780)	12,153	(20,054)
Remeasurement of defined benefit plans		(1,800)	11,688	(19,066)
Fair value gains (losses) on financial assets at FVOCI		(1,979)	465	(988)
Other comprehensive income(loss), net of tax		21,713	13,022	(12,154)
Total comprehensive income (loss) for the year		80,610	(59,772)	(23,244)
Profit (loss) for the year attributable to				
Equity holders of the parent		32,823	(54,136)	24,025
Non-controlling interests		26,074	(18,658)	(35,115)
Total comprehensive income (loss) for the year attributable to				
Equity holders of the parent		45,892	(48,935)	17,327
Non-controlling interests		34,719	(10,837)	(40,571)
Earnings per share attributable to equity holders of the parent	KRW			
Basic earnings (loss) per share from continuing operations		727	(1,184)	529
Diluted earnings (loss) per share from continuing operations		727	(1,184)	529
Basic earnings (loss) per share - Type 1 preferred shares		360	501	534
Diluted earnings (loss) per share - Type 1 preferred shares		360	501	534
Basic earnings (loss) per share - Type 2 preferred shares		355	496	529
Diluted earnings (loss) per share - Type 2 preferred shares		355	496	529

Economic

GRI 201: Economic Performance

Employee Retirement Plans GRI 201-3

· GC(holding company), GC Biopharma, and GC Cell operate defined benefit (DB) pension plans.

Retirement Pension Plans(Separate Basis)

Classification			Unit	2022	2023	2024
GC(Holding Company)	Defined Benefit (DB)	Plan assets	KRW million	17,407	19,612	18,875
		Plan participants	Persons	135	178	154
GC Biopharma	Defined Benefit (DB)	Plan assets	KRW million	132,865	139,586	132,099
		Plan participants	Persons	2,045	2,225	2,355
GC Cell	Defined Benefit (DB)	Plan assets	KRW million	24,667	22,933	18,636
		Plan participants	Persons	827	843	796

GRI 203: Value Distribution

Indirect Economic Value Distribution GRI 203-1 | GRI 203-2

Indirect Economic Value Distribution(Separate Basis)

Classification				Unit	2022	2023	2024
GC(Holding Company)	Value Distribution	Total		KRW million	29,662	48,611	110,403
		Partners	Purchasing cost	KRW million	1,197[1]	973[1]	1,724
		Employees	Subtotal	KRW million	18,464	21,154	23,893
			Employee salary	KRW million	17,674	19,841	22,948
			Training and development cost	KRW million	179	188	276
			Employee benefit cost	KRW million	611	1,125	669
		Shareholders and Investors	Subtotal	KRW million	23,423	27,748	37,958
			Total dividends	KRW million	13,622	13,622	22,702
			Interest expense	KRW million	9,801	14,126	15,256
		Government	Corporate income tax	KRW million	(13,448)	(1,293)	46,814
		Local community	Donations	KRW million	26	29	14

1) Restated to GC Group (holding company) separate basis (2022-2023 figures corrected)

Indirect Economic Value Distribution(Separate Basis)

Classification				Unit	2022	2023	2024
GC Biopharma	Value Distribution	Total		KRW million	930,794	1,049,512	1,186,484
		Partners	Purchasing cost	KRW million	685,614	802,831	905,278
		Employees	Subtotal	KRW million	206,237	209,856	223,686
			Employee salary	KRW million	170,290	175,011	184,763
			Training and development cost	KRW million	2,732	2,790	2,100
			Employee benefit cost	KRW million	33,215	32,054	36,823
		Shareholders and Investors	Subtotal	KRW million	30,922	36,271	46,278
			Total dividends	KRW million	19,973	17,120	17,120
			Interest expense	KRW million	10,949	19,151	29,158
		Government	Corporate income tax	KRW million	2,500	(2,052)	5,291
		Local community	Donations	KRW million	5,521	2,606	5,951
GC Cell	Value Distribution	Total		KRW million	110,282	74,708	76,812
		Partners	Purchasing cost	KRW million	28,067	20,506	19,919
		Employees	Subtotal	KRW million	63,674	57,131	56,004
			Employee salary	KRW million	55,357	48,894	48,956
			Training and development cost	KRW million	202	235	229
			Employee benefit cost	KRW million	8,115	8,002	6,819
		Shareholders and Investors	Subtotal	KRW million	7,419	4,569	4,475
			Total dividends	KRW million	5,256	1,502	0
			Interest expense	KRW million	2,163	3,067	4,475
		Government	Corporate income tax	KRW million	11,071	(7,504)	(3,589)
		Local community	Donations	KRW million	51	6	3

Economic

GRI 203: Value Distribution

Indirect Economic Value Distribution GRI 203-1 | GRI 203-2

Performance

Direct and Indirect Investments to Vitalize the Healthcare Industry Ecosystem

· GC(Holding Company) is building an ecosystem in which the technology of innovative companies helps enhance quality of life.

Direct and Indirect Investments to Strengthen the Pharmaceutical and Vaccine Industry Ecosystem

· GC Biopharma and GC Cell are participating in and collaborating with the Biopharmaceutical Raw Materials Commercialization Initiative and the Bio Industry Supply Chain Collaborative Consortium (Materials, Parts & Equipment) to develop a domestic ecosystem for raw materials that are predominantly sourced from overseas suppliers.

GC Group Key Investment Status (Aligned with 2024 Annual Report Standards)

Classification	Investment Target	Description
Direct Investment	Humanscape	Digital healthcare service provider
	Redblue	Fitness CRM and O2O platform
	Atommerce	Online and offline psychological counseling platform
	Genecast	Liquid biopsy cancer diagnosis
	Kitten Planet	Digital dental care platform
	Emocog	Digital dementia therapeutics
	Gravity Labs	Blockchain-based M2E (Move to Earn) company
	Pumpkincorp	Pet IoT company with integrated online-offline services

GC Biopharma & GC Cell Key Investment Status

Classification	Description
Biopharmaceutical Raw Materials Commercialization Initiative	· Sponsors: Incheon Metropolitan City/Korea Biopharmaceutical Association (in conjunction with the Ministry of Trade, Industry and Energy) · Project timeline: 2022-2025 · Project budget: KRW 9.3 billion · Participating organizations: 24 participants from approximately 20 companies including GC Biopharma · Participation format: Selection evaluation committee member
Bio Industry Supply Chain Collaborative Consortium	· Sponsors: Ministry of Trade, Industry and Energy / Ministry of Health and Welfare / Korea Biotechnology Industry Organization · Project timeline: 2022-2026 · Project budget: KRW 85.7 billion · Participating organizations: 100 biopharmaceutical companies, including GC Biopharma and GC Cell · Participation format: Demand-Side Industry Expert Committee Member

Economic

GRI 204: Procurement Practices

Local supplier procurement cost GRI 204-1

Procurement Cost

Classification		Unit	2022	2023	2024
GC(Holding Company)	Local supplier cost	KRW million	192,903	151,823	173,442
	Total supplier expenditure	KRW million	199,158	157,677	177,100
	Proportion of total expenditure	%	96.9	96.3	97.9
GC Biopharma	Local supplier cost	KRW million	567,698	576,086	576,204
	Total supplier expenditure	KRW million	685,614	802,831	905,278
	Proportion of total expenditure	%	82.8	71.8	63.6
GC Cell	Local supplier cost	KRW million	24,004	17,132	16,332
	Total supplier expenditure	KRW million	28,067	20,506	19,919
	Proportion of total expenditure	%	85.5	83.5	82.0

GRI 207: Tax Policy

Tax risk management GRI 207-1 | GRI 207-2 | GRI 207-3

▶ Risk identification and classification (Refer to p. 106)

· GC Group manages tax risk by conducting pre- and post-tax reviews through consultations with accounting firms and by discussing major tax issues with affiliates in advance. The Group complies with all tax-related laws.

Environmental

GRI 301: Materials

Materials used GRI 301-1

Raw Materials Used

Classification		Unit	2022	2023	2024
GC Biopharma	Raw Materials Used (Human Plasma)	L	170,588	173,121	174,089
	Productionion Volume Using Raw Materials (Human Plasma)	L	469,584	507,583	723,322
GC Cell	Raw Materials Used (Human Plasma)	L	1,752	2,005	2,064
	Product Volume Using Raw Materials (Human Plasma)	L	613	702	722

GRI 303: Water and Effluents

Water Use Reduction Efforts and Data Management

GRI 303-3 | GRI 303-4 | GRI 303-5

· GC Group implements water conservation initiatives to achieve fundamental water-saving effects. These efforts include installing water-saving devices for sinks (converting to water-efficient faucet types) and optimizing water pressure at GC (Holding Company), GC Biopharma's Ochang Plant, and R&D Center to efficiently manage water usage for building maintenance.

· GC Biopharma's Ochang Plant and R&D Center aim to efficiently manage water required for building maintenance by installing water-saving devices for sinks (converting to water-efficient faucet types) and optimizing water pressure.
- The Hwasun plant discontinued operations of the high-capacity central vacuum pump in utility pipelines. Instead, individual vacuum pumps are now installed at each point of use to prevent cross-contamination and reduce energy consumption for electricity, water supply, and wastewater treatment during equipment operation.
- The Hwasun plant operates aeration basins with intermittent air supply, except during winter, within parameters that do not impact microbial growth, reducing electricity consumption.
- The Ochang plant reuses R/O system concentrate as industrial water and manages water usage by controlling volumes before cleaning water storage tanks.
- GC Biopharma set a 1% water intensity reduction target and achieved this goal in 2024. The Ochang Plant also reduces water consumption by collecting chilled water discarded daily from the production building (PD1 pipeline) in storage tanks for reuse.

· GC Cell has installed a water reuse facility in its R/O system to reduce water consumption.
- The facility treats wastewater from the R/O system (UV/activated carbon filter) and reuses it for domestic water and cooling before discharge.
- The company also reduces water usage by controlling volumes before cleaning storage tanks.

· Water Data Calculation Scope
- GC(Holding Company): Headquarters
- GC Biopharma: Headquarters, 3 plants (Ochang, Hwasun, Eumseong), and R&D Center
- GC Cell: Headquarters and Cell Center

Environmental

GRI 303: Water and Effluents

Water Use Reduction Efforts and Data Management GRI 303-3 | GRI 303-4 | GRI 303-5

Water Management

Classification			Unit	2022	2023	2024
GC(Holding Company)	Total Water Withdrawal	Subtotal	Ton	7,147	6,347	6,776
		Municipal Water Supply	Ton	7,147	6,347	6,776
	Total Water Consumption		Ton	7,147	6,347	6,776
	Total Wastewater Discharge		Ton	7,147	6,347	6,776
	Water Intensity per Unit		Ton/KRW 100 million	11.6	10.6	11.0
GC Biopharma	Total Water Withdrawal	Subtotal	Ton	986,726	971,502	1,058,157
	Total Water Consumption	Subtotal	Ton	399,669	351,856	366,238
	Total Wastewater Discharge		Ton	587,058	619,646	691,919
	Water Recycling	Water recycling volume	Ton	0	0	4,632
		Water recycling rate	%	0	0	0.4
	Water Intensity per Unit		Ton/KRW 100 million	32.104	29.083	28.703
GC Cell	Total Water Withdrawal	Subtotal	Ton	70,283	81,005	71,346
		Municipal Water Supply	Ton	70,283	81,005	71,346
	Total Water Consumption		Ton	67,119	76,694	68,041
	Total Wastewater Discharge		Ton	3,164	4,311	3,305
	Water Recycling	Water recycling volume	Ton	36,989	28,738	31,665
		Water recycling rate	%	55.1	37.5	46.5
	Water Intensity per Unit		Ton/KRW 100 million	30.332	45.010	42.670

· Since 2024, GC Biopharma has been tracking water withdrawal and consumption by source at the facility level.

Classification			Unit	2024
GC Biopharma	Ochang Plant	Water withdrawal	Ton	819,697
		Groundwater	Ton	0
		Municipal water supply	Ton	754,434
		Others	Ton	65,263
		Water consumption	Ton	258,154
	Hwasun Plant	Water withdrawal	Ton	142,132
		Groundwater	Ton	0
		Municipal water supply	Ton	98,151
		Others	Ton	43,981
		Water consumption	Ton	44,841
	Eumsung Plant	Water withdrawal	Ton	49,993
		Groundwater	Ton	0
		Municipal water supply	Ton	49,993
		Others	Ton	0
		Water consumption	Ton	17,430

Classification			Unit	2024
GC Biopharma	R&D Center	Water withdrawal	Ton	41,672
		Groundwater	Ton	0
		Municipal water supply	Ton	41,672
		Others	Ton	0
		Water consumption	Ton	41,150
	Head quarters	Water withdrawal	Ton	4,663
		Groundwater	Ton	0
		Municipal water supply	Ton	4,663
		Others	Ton	0
		Water consumption	Ton	4,663
	Total Water Withdrawal		Ton	1,058,157
	Total Water Consumption		Ton	366,238

Wastewater discharge operations in consideration of environmental impact GRI 303-1 | GRI 303-2

· GAs pharmaceutical manufacturers, GC Biopharma and GC Cell use and discharge water in their production processes. The companies treat wastewater according to legal requirements while considering environmental impacts.
  - While headquarters (Yongin, Gyeonggi Province), manufacturing plants (Ochang and Eumseong, Chungcheongbuk Province; Hwasun, Jeollanam Province), and the Cell Center (Yongin, Gyeonggi Province) do not affect municipal water sources, managing impacts on local water resources is still required.

· GC Biopharma and GC Cell treat wastewater to GMP standards in accordance with relevant regulations and the SOP for management of environmental pollutant emissions.

GRI 308: Supplier Environmental Assessment

Supplier Environmental Management GRI 308-1 | GRI 308-2

▶ Supply Chain Assessment (Refer to p. 54)

· GC (Holding Company) manages supply chain environmental risks through ESG procurement guidelines and shares environmental vision and plans with suppliers through enhanced HSE support.

· GC Biopharma applies ESG codes of conduct to all suppliers, establishing sustainable partnerships with companies that meet environmental standards. New contractors must sign pledges confirming ESG code of conduct compliance before contract execution.

· GC Cell implements ESG code of conduct for suppliers representing 90% of procurement spend and conducts business with companies meeting environmental assessment standards.

Environmental Management

Environmental Regulatory Violations GRI 2-27

Regulatory Violations

Classification			Unit	2022	2023	2024
GC(Holding Company)	Environmental Regulations	Violations	Cases	0	0	0
		Total Fines and Penalties	KRW million	0	0	0
GC Biopharma	Environmental Regulations	Violations	Cases	0	0	0
		Total Fines and Penalties	KRW million	0	0	0
GC Cell	Environmental Regulations	Violations	Cases	0	0	0
		Total Fines and Penalties	KRW million	0	0	0

Environmental

Circular Economy

Resource Circulation System Management

· GC Group advances circular economy practices across manufacturing sites through comprehensive chemical lifecycle management, waste recycling, effluent discharge minimization, and pollutant discharge treatment within legal limits.
  - GC Biopharma manufacturing sites: Ochang Plant, Hwasun Plant, Eumseong Plant
  - GC Cell manufacturing site: Cell Center

· GC Biopharma's Eumseong Plant adopted FSC-certified packaging for OTC pharmaceuticals in H2 2023.

Resource Circulation Performance Management

Resource Circulation Performance Management

· GC Biopharma's Ochang Plant sets resource circulation performance targets and monitors progress against objectives.
  - Final disposal rate: 12.65% (target: 25.10%)
  - Circular utilization rate: 36.17% (target: 22.54%)

· GC Biopharma's Hwasun Plant aims to progressively reduce general waste incineration and will stop direct incineration once additional synthetic resin recycling contractors are secured.
  - Final disposal rate: 1.39% (target: 46.17%)
  - Circular utilization rate: 94.34% (target: 48.36%)

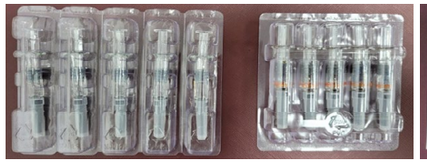
· GC Biopharma's Ochang Plant reuses ethanol by recovering it from waste ethanol via distillation columns.
  - Feedstock input (waste ethanol): 4,036,000 L
  - Recovered output (distilled ethanol): 1,351,400 L

Performance

Eco-Friendly Packaging Materials and 3R Concept Implementation

· GC Biopharma has used FSC-certified materials since June 2023.

· In new product development, the company applies the 3R concept to enhance environmental performance: Reduce (minimizing input resources, size, and packaging materials), Replace (substituting with eco-friendly materials and high-efficiency systems), and Recycle (designing for recyclability and establishing recycling systems).
  - Reducing paper consumption and transportation/storage energy by downsizing shipping box sizes since March 2021.
  - Reducing plastic consumption by improving plastic nets for injection vials (with integrated hanger function) since June 2021.
  - Reducing paper consumption by converting Hunterase ICV product leaflets to barcode format since August 2022.
  - Reducing paper consumption and transportation/storage energy by downsizing GCFlu PFS bulk packaging since February 2023.
  - Reducing paper consumption by digitizing daily logistics inspection records (15 sheets) for ambient/refrigerated/frozen shipments since June 2024.



1. Reducing plastic packaging standards

2. Reduced packaging size

Eco-Friendly Packaging Materials and 3R Results

3R Concept Implementation Initiatives	Unit	2022	2023	2024
Downsizing logistics shipping boxes (paper reduction)	Sheets	15,000	18,584	15,657
Reducing injection vial plastic usage	units	2,000,000	529,690	497,569
Converting Hunterase ICV to barcode format (paper reduction)	sheets	2,400	13,13	1,100
Downsizing GCFlu PFS bulk packaging (paper reduction)	sheets	90,000	76,164	10,908
Digitizing daily logistics shipment records for ambient/ refrigerated/frozen storage (paper reduction)	sheets	-	-	3,635

Environmental

Environmental Management

Environmental Training

· GC (Holding Company) has established standard operating procedures (SOPs) for environmental management education for all employees and supplier employees, implementing education and training programs.
- Raising environmental awareness and preventing, managing, and improving environmental aspects.
- ISO 14001 internal auditor training (5 participants) in 2024
- ISO 50001 internal auditor training (12 participants; GC (holding company), GC Biopharma MS, GC Biopharma WellBeing, GC Biopharma EM) in 2024
- Environmental information disclosure training (1 participant) in 2024

· GC Biopharma's legally designated environmental personnel receive initial training and refresher training annually or once every three years, while departmental supervisors receive annual environmental impact assessment training to enhance environmental management awareness.

Environmental Training[1)]

Classification		Unit	2022	2023	2024
GC(Holding Company)	Training Completion Rate	%	100	100	100
	Training Participants	persons	3	1	22[2)]
	Target Personnel	persons	3	1	22[2)]
GC Biopharma	Training Completion Rate	%	100	100	100
	Training Participants	persons	1,303	1,351	1,067
	Target Personnel	persons	1,303	1,351	1,067
GC Cell	Training Completion Rate	%	100	100	100
	Training Participants	persons	1	76	646[3)]
	Target Personnel	persons	1	76	646[3)]

1) Environmental technicians (general air quality, specialized water quality), personnel responsible for hazardous chemicals (workers, handlers, technical staff and managers), waste treatment personnel, medical waste discharge personnel
2) GC (holding company): 3 participants, GC Medical Science: 11 participants, GC WellBeing: 8 participants
3) Medical waste discharge personnel, water quality environmental technicians, Wastes Control Act, LCA Overview

Social

GRI 401: Employment

Talent Acquisition and Retention GRI 401-1

GC (Holding Company)

· GC seeks to become a global leader in the healthcare industry in partnership with employees. To achieve this goal, GC operates fair, systematic, and rational recruitment procedures while recruiting, selecting, and placing top talent across various fields. In particular, GC provides equal opportunities to all applicants by operating recruitment processes based on principles of non-discrimination and respect for human rights. These efforts contribute to providing quality employment and employment stability, establishing a foundation for sustainable development. Additionally, GC supports leaders' growth through leader development, leadership assessments, and organizational culture diagnosis under the group leadership development framework. GC also conducts onboarding programs for newly promoted executives, providing diverse training to ensure they can perform their roles effectively and confidently. The executive onboarding program covers all newly promoted executives through learning and sharing sessions on new executive roles, GC's strategic direction, and expected responsibilities. The program involves three months of one-on-one leadership coaching rather than one-time sessions.

GC Biopharma

- Focus on talent development and organizational culture for sustainable organizational development
- Operate various programs to enhance employee capabilities and foster an inclusive and collaborative organizational culture

· Job-Specific Development Training Programs
- Systematically supports employee growth through annual job-level assessments and development planning
- Delivers training programs with content and learning methodologies (online/offline education, CoP, action learning) tailored to organizational and job characteristics

· Online Learning Platform
- Build a self-directed learning culture through approximately 5,000 learning contents covering job functions, management, leadership, industry trends, and foreign languages
- Offer approximately 100 contents for job competency development through the platform's 'GCBP University'

· Career Transition Training
- Support workplace adaptation through targeted training for employees seeking role changes or experiencing job transitions due to organizational reshuffle
- In 2024, 10 employees successfully transitioned to new roles after program completion

· Tier-Based Essential Training Programs
- Provide common foundational training for new employees/junior employees and job-specific mandatory compliance training
- Deliver preparatory leadership programs for employees promoted to GL3 focusing on mid-level management responsibilities and positive influence
- Conduct leadership development programs for newly promoted team leaders centered on role awareness, decision-making, and strategic thinking
- Offer customized problem-solving coaching programs for newly promoted executives

Social

GRI 401: Employment

Talent Acquisition and Retention GRI 401-1

GC Cell

- Recruit talent with expertise and experience in the field to advance as a global top-tier cell and gene therapy company
- Diversify recruitment channels to secure top talent and implement role-specific recruitment strategies
- Operate common foundational training for new hires, job-specific competency training, and mandatory compliance training
- Conduct leadership development programs for managers focusing on role awareness, organizational management, decision-making, and performance management
- Operate role awareness and leadership competency development programs for newly appointed and promoted managers

Training Programs

Target Group	Training Content
New employees	Essential mindset, basic competencies, and fundamental job training
Experienced employees	Job fundamentals and communication training for experienced hires
Promoted employees	Competency training required for each level
New managers	Prerequisite training for managerial competency programs
Task transitioned employees	Basic training to enhance job understanding

New Employee Hiring Status

Classification				Unit	2022	2023	2024
GC(Holding Company)	New Hiring	Subtotal		Persons	38	22	13
		Gender	Male	Persons	19	11	8
			Female	Persons	19	11	5
		Age	Under 30	Persons	8	6	4
			30-49	Persons	28	14	8
			50 and over	Persons	2	2	1
GC Biopharma	New Hiring	Subtotal		Persons	180	189	307
		Gender	Male	Persons	101	128	213
			Female	Persons	79	61	94
		Age	Under 30	Persons	60	126	222
			30-49	Persons	117	55	71
			50 and over	Persons	3	8	14
GC Cell	New Hiring	Subtotal		Persons	190	222	150
		Gender	Male	Persons	118	150	112
			Female	Persons	72	72	38
		Age	Under 30	Persons	120	141	83
			30-49	Persons	67	73	57
			50 and over	Persons	3	8	10

Performance

Talent Acquisition Strategy for Securing Future Core Competencies

- GC develops tailored recruitment strategies based on departmental needs and specific position requirements.
  - Use diverse strategies and recruitment channels to attract top talent both domestically and internationally
  - Identify promising young talent through industry-academia partnerships and quickly recruit suitable talent via employee referral programs
- GC Biopharma formed a consultative group to establish recruitment strategies and forecast recruitment needs. Through regular meetings, it strengthens talent in existing core businesses and operates key business projects aimed at growth as a global company.
  - Operate strategies to secure talents suitable for driving initiatives
  - Strengthen strategic functions related to overseas businesses, including Alyglo and CMO Indonesia Plant Projects and expand global markets
- To respond flexibly to changing market environments and business strategies, GC Cell proactively recruits talent aligned with position-specific strategies and competency requirements, while building an autonomous and collaborative recruitment culture where skilled professionals can come together and grow together.
  - Strategically utilize diverse recruitment channels including campus recruiting, domestic and international job fairs, and partnerships with academic and research institutions to attract talent optimized for specific roles
  - Recruit talent through job-relevant, practical evaluations
  - Leverage employees in talent acquisition through active internal job postings and referral programs
  - Expand internal growth opportunities to strengthen internal mobility and innovation

Social

GRI 401: Employment

Talent Acquisition and Retention GRI 401-1

Performance

Active Internship Programs

· GC Biopharma
- Recruited 69 interns in 2024, with 54 subsequently converting to full-time positions (78% conversion rate)

: Training and Networking Programs for Interns
- Provide training and networking programs for interns, including mentoring support and orientation training.
- Build intern engagement and belonging while developing core GCBP competencies required for effective job performance

: Introductory Training for Interns
- Cover GC Biopharma's HR systems, company history, products, ethics, and information security through intern introductory training
- Provide monthly mentoring and networking activities over 5 months following the training to support workplace adaptation
- Assign mentors as onboarding partners for new interns, providing guidance on work and overall company life

: Introductory training for sales interns
- Provide introductory training for sales interns to help them adapt quickly through comprehensive job and organizational knowledge
- Cover essential topics including sales systems, product and disease expertise, market dynamics, competitive analysis, insurance frameworks, and selling techniques
-Conduct tests after each course and provide tailored feedback and coaching based on test results

New Employee Onboarding Program

· GC(Holding Company)
- Have been operating a hybrid (online and offline) onboarding program leveraging metaverse technology since 2023
- Conduct the program spanning approximately one month from pre-boarding activities through the first month of employment, designed for experienced employees and rolling recruitment
- Hold bi-annual New Member Orientation sessions for all new employees, providing opportunities for communication with the CEO and networking with colleagues
- Operate a comprehensive integration process including pre-boarding activities, orientation training (OT) on the first day, and bi-annual New Member Orientation sessions to ensure seamless employee integration
- Support experienced employees recruited on a rolling basis to adapt quickly and demonstrate their capabilities through pre- and post-joining communication channels, networking opportunities, and comprehensive information sharing
- Provide a GC Welcome Kit consisting primarily of workplace essentials on the first day of work

· GC Biopharma
- Operate an online pre-boarding communication program for the smooth transition of prospective employees
- Enable on-demand access to GC Biopharma's internal online learning content via the new employee onboarding campus
- Provide phased support resources including Welcome Kits to enhance organizational understanding from employment confirmation to the first day of work
- Offer various training and networking programs for new employees including introductory training and workshops

New Employee Integration Program

Training Program	Target Participants	Training Frequen	Training Content
Common Introductory Training	All new hires regardless of experience level	Quarterly	Introduction to GC Biopharma
Introductory Training for Intern	New interns	Semi-annual	Department-specific functional training following intern orientation
Introductory Training for New Employee	New GL1 employees	Semi-annual	· Accelerate professional development and workforce integration through core competency building · Build a sense of belonging and team spirit as GC Biopharma employees
Self-Leader Retention Training	Employees with 1-2 years of service	Annual	· Employee retention enhancement training · Share professional experiences and strengthen employee identity and sense of belonging · Career development planning to enhance retention
Onboarding Workshop for Experienced Employee	Experienced employees with 1-2 years of service	Annual	Foster peer experience sharing and engagement to enhance retention during organizational integration

· GC Cell
- Create a welcoming environment and enhance a sense of belonging through first-day welcome kits
- Facilitate new employee adaptation through the "Handbook for Workplace Life", a comprehensive guide to organizational culture, employee benefits, and work procedures.
- Deliver quarterly introductory training for new employees to develop core competencies and foster team spirit through peer interactions

Social

GRI 401: Employment

Talent Acquisition and Retention GRI 401-1

Performance

Exit Process (Off-boarding Process)

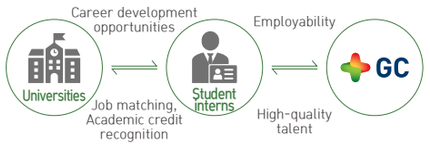
· GC (Holding Company) and GC Biopharma
- Uphold respect for employee human rights throughout the exit process, representing the final stage of the Employment Life Cycle
- Implement off-boarding procedures designed to enhance employee experience
- Analyze feedback from exit interviews and surveys to improve the overall employee experience
- Operate a comprehensive off-boarding system encompassing exit surveys, HR support, exit interviews, and handover procedures

· GC Cell
- Conduct exit interviews to ensure positive employee experience throughout the final stage of the employment journey at GC Cell
- Leverage feedback from exiting employees to drive continuous organizational improvements

Industry-Academic Collaboration

· GC (Holding Company) fosters industry-academia collaboration activities by partnering with various universities and recruiting through industry-academia internship program tracks.

· GC Biopharma strengthens industry-academia collaboration by establishing MOUs with various universities to facilitate pathways to internship programs.



Employee Turnover GRI 401-1

Average years of service[1)]

Classification			Unit	2022	2023	2024
GC(Holding Company)	Gender	Male	year	6.5	7.0	7.0
		Female	year	4.1	4.0	5.0
GC Biopharma	Gender	Male	year	9.9	10.4	10.8
		Female	year	6.8	7.6	8.1
GC Cell	Gender	Male	year	3.3	3.4	4.0
		Female	year	2.4	2.9	3.6

1) Based on business report

Employee Turnover

Classification				Unit	2022	2023	2024
GC(Holding Company)	Turnover	Subtotal		persons	26	20	17
		Gender	Male	persons	17	9	11
			Female	persons	9	11	6
		Turnover rate		%	16.0	11.2	11.0
	Voluntary Turnover	Voluntary turnover		persons	25	20	17
		Voluntary turnover rate[1)]		%	15.3	11.2	11.0
	Involuntary Turnover	Involuntary turnover		persons	1	0	0
		Involuntary turnover rate		%	0.6	0.0	0.0
GC Biopharma	Turnover	Subtotal		persons	140	153	372
		Gender	Male	persons	99	116	240
			Female	persons	41	37	132
		Turnover rate		%	6.1	6.7	15.8
	Voluntary Turnover	Voluntary turnover		persons	133	118	311
		Voluntary turnover rate[1)]		%	5.8	5.2	14.1
	Involuntary Turnover	Involuntary turnover		persons	7	35	41
		Involuntary turnover rate		%	0.3	1.5	1.7
GC Cell	Turnover	Subtotal		persons	178	194	209
		Gender	Male	persons	126	136	144
			Female	persons	52	58	65
		Turnover rate		%	21.2	22.6	25.6
	Voluntary Turnover	Voluntary turnover		persons	178	194	198
		Voluntary turnover rate[1)]		%	21.2	21.0	24.3
	Involuntary Turnover	Involuntary turnover		persons	0	0	11
		Involuntary turnover rate		%	0	0	1.3

1) Includes inter-affiliate transfers, excludes retirement recommendations and mandatory retirement. Calculated based on voluntary turnover for personal reasons divided by total workforce

Social

Work-Life Balance

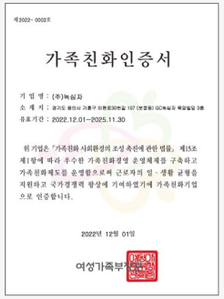
Diverse Work Arrangements

GC Group

- Support work-life balance through a range of operational initiatives to enhance quality of life and ensure sustained performance
- Foster a flexible and family-friendly work environment by implementing systems such as remote work, flextime, discretionary work, holiday substitution, and compensatory leave

GC Biopharma

- Various work-life balance policies are in place, including discretionary work, flextime, compensatory leave for overseas business trips, and the PC ON/OFF system, to support employees in maintaining a healthy work-life balance.
- In 2023, GC Biopharma was selected as an S grade Excellent company under the Work Innovation Incentive Program, organized by the Ministry of Employment and Labor, which aims to promote a balanced work environment.
- The program identifies outstanding companies and offers various incentives based on indicators such as overtime work status, flexible working practices, leave utilization, and innovation in work methods. GC Biopharma was highly rated for its strong operational performance.


가족친화인증서


근무혁신 우수기업 선정서


2023년 근무혁신 우수기업

GC Cell

- In 2023, GC Cell was recognized as one of Korea's Outstanding Job Creation Companies for its achievements in job creation and employment quality improvement. This recognition was based on evaluation across nine categories, including employment stability and work-life balance.

Performance

GC Group's Flexible Work Systems

Classification	Description
Remote work	Flexible work without time and location constraints
Flextime	Different commuting hours within legal working time
Variable working hours	Average working hours within 52-hour limit over 3 months
Discretionary work	Employee discretion over working hours and methods
Holiday substitution	Holiday substitution based on employee agreement
Compensatory leave	Vacation compensation for overtime/holiday work

GC Group's Internal Systems

Classification	Description
Selective working hours	Flexible work within monthly hours and core-time policy
Overseas trip compensatory leave	e0.5 days leave per 4 days of overseas business trips
PC On/Off	Designated PC hours (8:30 AM-5:30 PM) for headquarters, plants (management), and branches for work time management

Smart Office Setup

Headquarters Remodeling of GC (Holding Company) and GC Biopharma

· GC provides a comfortable office environment for employees through remodeling of the existing headquarters building
· The key principles for office space to create a happy workplace are: horizontal, flexible, and communication.




GC (Holding Company) and GC Biopharma selected as 'Family-friendly Company' and 'Work Innovation Incentive Program'

· GC (Holding Company) and GC Biopharma were selected as 'Family-friendly Companies' by the Ministry of Gender Equality and Family in December 2022.
· GC Biopharma was selected as an outstanding company for the 'Work Innovation Incentive Program' by the Ministry of Employment and Labor in November 2023.

Social

Work-Life Balance

Employee Benefits Operation GRI 401-2

· In-House Clinic 'Dr.GC'
- GC (Holding Company) operates an in-house clinic called 'Dr.GC' to provide health management and treatment services for all employees working in Mogam Town, including permanent and contract employees from GC affiliates, partner companies, and part-time workers.

· Employee Healthcare 'Wellness Program'
- GC (Holding Company) operates wellness programs to encourage employees to proactively manage their health, contribute to a healthy company life, and enhance welfare.
- The wellness programs include walking challenges and chronic condition management services. Employees are rewarded with points redeemable at the employee welfare mall upon achieving personal goals.

· In-House Fitness Center 'GYM' and service expansion
- The GYM, which consists of two floors above ground and one basement floor, is available throughout the day, including weekends and holidays (early morning to post-work hours).
- The facility is equipped with body composition analyzers, cardio equipment, and weight training equipment.
- Professional certified trainers are available on-site to support employees in exercising safely and effectively.
- Various group exercise (G.X.) programs and personal training (P.T.) programs are offered
- Active communication is maintained by incorporating employee feedback, such as changing programs or adding trainers.
- The facility's availability has been extended to allow usage during summer and winter holidays.

· In-House Childcare 'GC Childcare Center'
- The center includes a nursery room equipped with various teaching materials, a multipurpose hall for group activities, a special activity room for diverse experiences, a safe and sophisticated dining area, a vegetable garden for outdoor activities, a rooftop garden where children can play freely, and a children's playground where they can spend time with friends.
- The childcare center is organized into a total of five classes, ranging from ages 1 to 5.

· GC Group Employee Benefits
- Family-friendly: In-house wedding hall, college scholarships for employees' children, various financial support and flowers for celebrations and condolences, gifts on holidays, foundation anniversaries, and Labor Day, gifts for weddings and childbirth
- Life stability: Office supplies support, free cafeteria, free shuttle bus, home purchase loans
- Leisure: In-house clubs, in-house caf, corporate condominium, support for education expenses, in-house library
- Healthcare: Health checkups, external counseling services, cancer treatment support, free flu vaccines

· GC Biopharma's Employee Benefits
- GC Biopharma operates comprehensive employee benefits to enhance employee welfare and quality of life, including health management, accident insurance and refreshment programs.
- Long-term service leave is provided for refreshment after specified periods of service.
- Unlike one-time benefits, this program accumulates over the service period, allowing for future leave opportunities (designed as a virtuous cycle to enhance productivity).
- Employee accident insurance (Medical Care) is provided, offering various insurance options (e.g., indemnity-type, dental coverage) and supplementary benefits to ensure employees receive comprehensive coverage.
- To support employee healthcare, Wellness Programs are operated by GC Care, ensuring all employees company-wide can participate. The company provides comprehensive healthcare benefits, particularly delivering low-sodium meal plans and healthy beverages for chronic disease management.
- Part-time workers are also eligible for the above employee benefits. Additionally, contract employees and part-time workers receive special holiday gift sets and company products (premium eggs) during holidays.

Social

Work-Life Balance

Maternity and Parental Leave GRI 401-3

Maternity and Parental Leave

Classification				Unit	2022	2023	2024
GC(Holding Company)	Employees who took maternity leave	Subtotal		persons	3	2	0
		Number	Male	persons	1	0	0
			Female	persons	2	2	0
	Total return rate after maternity leave	Rate	Male	%	100	0.0	0.0
			Female	%	100	100	0.0
	Employees who took parental leave	Subtotal		persons	3	3	7
		Number	Male	persons	0	0	0
			Female	persons	3	3	7
	Total return rate after parental leave	Rate	Male	%	0.0	0.0	0.0
			Female	%	100	100	100
	12-month retention rate after returning from parental leave	Rate	Male	%	0.0	0.0	0.0
			Female	%	100	100	75
GC Biopharma	Employees who took maternity leave	Subtotal		persons	88	78	85
		Number	Male	persons	50	46	53
			Female	persons	38	32	32
	Total return rate after maternity leave	Rate	Male	%	100	100	100
			Female	%	100	100	100
	Employees who took parental leave	Subtotal		persons	63	52	53
		Number	Male	persons	14	20	19
			Female	persons	49	32	34
	Total return rate after parental leave	Rate	Male	%	77.8	85.0	77.3
			Female	%	100	88.6	86.2
	12-month retention rate after returning from parental leave	Rate	Male	%	71.4	71.4	82.4
			Female	%	75.8	76.3	92.3

Classification				Unit	2022	2023	2024
GC Cell	Employees who took maternity leave	Subtotal		persons	28	47	26
		Number	Male	persons	22	36	16
			Female	persons	6	11	10
	Total return rate after maternity leave	Rate	Male	%	100	100	100
			Female	%	100	100	120
	Employees who took parental leave	Subtotal		persons	16	16	23
		Number	Male	persons	3	4	6
			Female	persons	13	12	17
	Total return rate after parental leave	Rate	Male	%	0.0	80.0	75
			Female	%	100	100	88.2
	12-month retention rate after returning from parental leave	Rate	Male	%	100	100	75.0
			Female	%	100	71.4	75.0

Social

Human Rights Management

Performance

Human Rights Grievance Handling System

· Operate online communication systems and reporting center to ensure anonymity and safety

· Strive to ensure prompt improvements by listening to various grievances through intake channels
- Strive to communicate action plans within specified timeframes for cases that cannot be resolved immediately.
- The GC Helpline is operated by an independent third-party provider to protect whistleblowers, ensuring anonymity through security technology that does not store reporters' IP information.

· GC Biopharma
- Operate multiple channels for employee grievance counseling, including labor-management grievance committees, online reporting platforms, and employee counseling cafes
- The "Ethical Management Reporting" link, accessible through the company website, serves as a channel for anonymous reporting of grievances as well as violations of ethical and compliance management, and is integrated across the entire GC Group.
- To protect whistleblowers, the K-Whistle Helpline is managed by an independent external specialized company. Security technology that ensures the IP address does not leave a trace is applied to guarantee anonymity.

· GC Cell
- Operate a grievance counseling center on the dedicated CP website and a KakaoTalk channel for employee grievance counseling
- Actively promote the utilization of the grievance counseling center during every employee training session
- In accordance with compliance program regulations, whistleblowers remain anonymous and are protected from retaliation
- In 2024, one grievance case was received and processed/resolved according to internal reporting system regulations (processing rate: 100%)

Human Rights Grievance Handling Process

1. Receiving Grievance	2. Check and Review Grievance	3. Deliver Review Results	4. Handling Grievance
· Receive grievance through grievance handling channel	· Check grievance and verify the facts · Protect whistleblower · Review measures	· Communicate the outcome and hear the alleged offender's responsel	· Take disciplinary action and provide recurrence prevention training, as appropriate

Human Rights Grievance Channels

Intake Channels	Description
GC Helpline	Anonymous reporting platform for violations of ethical values, integrity, and compliance management, and employee grievances and suggestions
Counselling Cafe	In-house counseling platform for various grievances including workplace harassment, sexual harassment, work environment issues, and conflicts
Suggestion Square	Open communication platform where all employees can freely participate with suggestions, proposals, and grievances
Change Agent	Committee of unit representatives holding monthly meetings to collect employee feedback and discuss key agenda items
Communication Survey	Annual anonymous survey for all GC Group employees to assess organizational climate and working conditions
Town-hall Meeting	Quarterly all-employee meetings to share strategic direction and facilitate open communication

Grievance Handling Status[1)]

Classification		Unit	2022	2023	2024
GC(Holding Company)	Grievances processing rate	%	100	100	100
	Grievances received	cases	0	7	0
	Grievances processed	cases	0	7	0
GC Biopharma	Grievances processing rate	%	100	100	100
	Grievances received	cases	5	8	10
	Grievances processed	cases	5	8	10
GC Cell	Grievances processing rate	%	100	100	100
	Grievances received	cases	0	4	3
	Grievances processed	cases	0	4	3

1) No human rights-related reports were received by GC (Holding Company), GC Biopharma, and GC Cell during 2022-2023.

Social

Human Rights Management

Human Rights Management Policy - GC Human Rights Charter

· GC Group has implemented comprehensive human rights management practices to prevent potential human rights violations across all business operations.

· GC Group has established and distributed the GC Human Rights Charter, which undergoes regular review and updates with CEO approval as necessary.

1. Regarding Human Rights Management Standards

- GC strives to become a company that respects the fundamental rights of all stakeholders, including employees, customers, business partners, and local communities, and practices human rights management as a global corporate citizen.
- GC follows global standards on human rights and labor, including the 'Universal Declaration of Human Rights', 'ILO Conventions', 'OECD Guidelines for Multinational Enterprises', and 'UN Guiding Principles on Business and Human Rights', while complying with labor and human rights laws and regulations in individual countries and regions where it operates.
- The human rights that GC respects refer to internationally recognized human rights.
- Internationally recognized human rights include the Universal Declaration of Human Rights, the 'International Covenant on Civil and Political Rights', the 'International Covenant on Economic, Social and Cultural Rights', and the ILO's core conventions (eight core conventions on freedom of association, prohibition of forced labor, prohibition of child labor, and prohibition of discrimination).
- In addition, GC adheres to all human rights outlined in both internationally recognized hard laws and soft laws.

2. Regarding Stakeholder Statement

- GC systematically defines and categorizes stakeholders based on function, scale, criticality, business activities, mutual impact, and relevance.
- In this process, GC considers future generations and the environment, which cannot speak for themselves, as stakeholders.
- GC does not discriminate against any stakeholders, including employees, for any reason such as race, religion, place of birth, gender, age, disability, pregnancy and childbirth, or political beliefs.
- GC cooperates with suppliers to ensure fair transactions and human rights management for mutual growth.
- GC pursues continuous partnerships with shareholders and investors, academia and experts, and community members who share our vision and can develop it together with us.

3. Regarding Additional Contents to the Human Rights Charter

- Responsible Supply Chain Management: GC recommends key suppliers and partners to fulfill their obligations to protect human rights and where necessary, takes appropriate actions to ensure the implementation of human rights management of suppliers and partners
- Protection of Customer Human Rights and Information: GC prioritizes the protection of customers' life, health and assets when providing products and services. GC respects the privacy of customers to the utmost and takes the best possible measures to secure personal information collected through business activities

4. Development of GC Human Rights Definition (Goal)

- In addition to ensuring fundamental human rights (guarantee of action, prohibition of discrimination, realization of freedom, prohibition of forced labor, human dignity, prohibition of child labor, etc.) and labor rights (freedom of association, right to collective bargaining, fair compensation and compliance with labor standards, guarantee of health and safety), GC strives to enhance human rights further (practice of freedom of expression, responsible supply chain management, protection of personal information and privacy, pursuit of happiness through innovation).
- GC has mid-to-short term plans to define specific definitions and major aspects related to the Enhancement of Human Rights.

5. Stakeholder-Specific Human Rights Risk Identification and Management (Goal)

- GC plans to establish a management system to identify and address potential human rights issues for each stakeholder.
- GC aims to prevent potential issues in advance and manage them to enable swift response when issues arise.
- GC has mid-to-long term plans to create and regularly update a stakeholder map to enhance protection of stakeholders' human rights through an advanced management system for human rights issues.

· GC(Holding Company)

- Policies on human rights management and the Human Rights Charter are published on the company website, and the Group-wide Human Rights Charter is applied.
- Scope of the Human Rights Charter: All stakeholders involved in overall business activities, including executives, employees, and temporary employees, business partners, workers in non-standard forms of employment, and members of the local community

· GC Biopharma

- GC Biopharma has established and implements a human rights management policy to respect and protect the human rights of employees and stakeholders.
- Scope of the Human Rights Charter: All stakeholders involved in overall business activities, including executives, employees, and temporary employees, business partners, workers in non-standard forms of employment, and members of the local community

· GC Cell

- GC Cell implements its human rights management policy by incorporating the GC Group's Human Rights Charter.
- Scope of the Human Rights Charter: All stakeholders involved in overall business activities, including executives, employees, and temporary employees, business partners, workers in non-standard forms of employment, and members of the local community

Social

Human Rights Management

Human Rights Management Policy - GC Human Rights Charter

GC Group's Human Rights Chater

No Discrimination GC prohibits discrimination based on gender, age, religion, social status, place of birth, level of education, school of origin, marriage, pregnancy, childbirth, or medical history without rational justification	**Prohibition of Child Labor Exploitation** GC fundamentally prohibits all forms of child labor and adheres to the laws and regulations of each country where business is conducted when hiring underage workers.	**Compliance with Working Condition** GC complies with the legal working hours defined in each country where business is conducted and provides reasonable overtime compensation for extended working hours within the limits prescribed by law, while also offering flexible working arrangements.
Freedom of Association and Collective Bargaining GC guarantees the freedom of association and the right to collective bargaining (including the rights of members to organize, bargain collectively, and take collective action), and prohibits any employment-related disadvantage.	**Humanitarian Treatment** GC protects the privacy and personal information of all employees and strictly prohibits workplace bullying.	**Assurance of Occupational Safety** GC actively supports employees in maintaining a safe and hygienic working environment.
Prohibition of Forced Labor GC prohibits all forms of forced labor and any labor practices conducted against a worker's will.	**Human Rights Protection of Local Residents** GC ensures that the living environment, safety, and health of local communities and residents are not compromised during the operation of business sites or the establishment and expansion of facilities.	**Grievance Handling** GC operates grievance handling channels at all times and ensures the anonymity and confidentiality of the identity and information of grievance reporters.

· GC Group identifies human rights-related risk factors, including potential human rights risks and negative human rights issues, through the 'ESG Council' Critical human rights issues are reported to the Board of Directors.

Human Rights Management Goals

· GC aims to advance ESG management over the mid- to long-term by establishing a stakeholder-inclusive governance structure centered on the Sustainability Management Committee. Mid- to long-term targets have been set in key areas such as occupational health and safety, information security, diversity, and human rights. ESG principles will continue to be integrated across all operations, alongside the progressive expansion of the governance framework.

Risk Management of Human Rights Violation

GC Group prohibits any form of human rights violations and applies a zero-tolerance principle to violators.

· Continuous monitoring is implemented based on regular analysis and assessments to prevent recurrence.

· GC Group plans to strengthen human rights due diligence processes and continuously advance the management of each human rights issue to fulfill social responsibility, adhere to regulations, and achieve a high level of respect for human rights.

· GC Cell
  - Human rights violation investigation and disciplinary action in H1 2024: 1 case
  - Corrective measures implemented following the incident
  - No violations occurred in H2 after measures were implemented

· GC (Holding Company) and GC Biopharma monitor human rights violations via grievance intake.
  - GC (Holding Company): 0 cases reported in 2024
  - GC Biopharma: 0 cases reported in 2024

Potential Risks by Stakeholder

Stakeholders	Potential Risks	Scope
Employees, Business Partners, Workers in Special Employment Types	· Compliance with working hours and improvement of labor management and capabilities. · Protection from unfair treatment or unreasonable demands in the workplace · Resolution of industrial safety and health issues and physical threats · Information security and personal information protection	· GC(Holding Company) · GC Biopharma · GC Cell
Local Community	· Support management and reporting processes to ensure that human rights issues do not arise in the local community	· GC(Holding Company) · GC Biopharma · GC Cell

Human Rights Due Diligence Process

1. Receiving Violation Reports and Protecting Victims	2. Assessing the Current Situation and Identifying Risks	3. Committee Review	4. Reporting the Result to the Board of Directors	5. Post-management
· Receiving reports on violation to human rights · Protecting Victims	· Investigation for facts · Identify potential human rights risk	· Review based on the investigation results · Decision-making on board reporting	· Report significant human rights issues to board · Share outcomes internally/ externally to prevent recurrence	· Establish improvement plans · Monitor implementation progress

Social

Human Rights Management

Human Rights Education GRI 410-1

- Human Rights Education is conducted for all employees at domestic operations of GC Group affiliates, with three hours of human rights education completed annually by each employee since 2022.
  - Labor rights education includes sexual harassment prevention, workplace harassment prevention, and disability awareness improvement
- Through various human rights education programs, GC Group will continue promoting human rights protection efforts within the workplace
- Training on human rights policies and procedures is substituted with distribution of the 'GC Human Rights Charter'.
  - In 2024, GC achieved a 100% completion rate for sexual harassment prevention education, disability awareness improvement education, and workplace harassment prevention education, with all 152 target employees completing the training.

Human Rights Education

Classification			Unit	2022	2023	2024
GC(Holding Company)	Sexual harassment prevention/disability awareness improvement/ workplace harassment prevention	Completion rate	%	100	100	100
		Training participants	Persons	163	168	152
		Target participants	persons	163	168	152
GC Biopharma	Sexual harassment prevention	Completion rate	%	100	100	100
		Training participants	Persons	2,212	2,209	2,157
		Target participants	persons	2,212	2,209	2,157
	Sexual harassment prevention/disability awareness improvement/ workplace harassment prevention	Completion rate	%	98.7	100	100
		Training participants	Persons	2,212	2,189	2,157
		Target participants	persons	2,242	2,189	2,157
	Workplace harassment prevention	Completion rate	%	100	100	100
		Training participants	Persons	2,194	2,209	2,180
		Target participants	persons	2,194	2,209	2,180
GC Cell	Sexual harassment prevention/disability awareness improvement/ workplace harassment prevention	Completion rate	%	100	100	100
		Training participants	Persons	838	858	798
		Target participants	persons	838	858	798

GRI 414: Supplier Social Assessment

Business Partner Social Management GRI 414-1 | GRI 414-2

▶ Supply Chain Assessment (Refer to p. 54)

- GC Group has established supplier procurement policies to establish transparent and fair trading relationships with business partners, and conducts regular ESG assessments to monitor anti-corruption policies and management standards.
- GC Biopharma has developed a supplier assessment framework that considers management systems, manufacturing environments, and other key factors to foster collaborative partnerships and mutual growth with suppliers across production and quality operations.
- GC Cell conducts safety, health, and environmental assessments when selecting and managing raw material suppliers, and enhances support for business partners' safety and health initiatives through joint site inspections.

Social

GRI 401: Employment

Communicative Organization Culture

Organizational Culture Management Strategy

- GC Group selects and operates change managers from working-level staff, establishing formal communication channels and regular forums to enable active employee participation in company operations.
- Key organizational matters, including culture, operations, and policies, are discussed through these platforms, facilitating the introduction of innovative ideas.

Performance

GC Group

GC Group conducts an annual 'Global Employee Experience Survey' to evaluate employee satisfaction and engagement while regularly gathering candid feedback on workplace experiences. The company analyzes key metrics that drive employee engagement to pursue continuous improvement and development. In addition to internal data, GC Group conducts objective tracking and ongoing monitoring over time using benchmark data from industry peers and companies across the East Asian region.

Survey Overview

- Purpose: Assess employee experience and engagement levels to identify future improvement areas
- Scope: All employees across 17 GC Group affiliates
- Questions: 65 global survey questions covering 18 key factors
- Method: Anonymous online survey
- Timeline: July 22 - August 16, 2024 (3 weeks)
- Participation Rate: Average 50% across GC (Holding Company) and all affiliates (GC: 59%)

Key Results

- Global benchmark analysis reveals superior performance in social responsibility, work-life balance, ethics, and safety compared to other companies.
- Overall positive response rate reached 47%, up 1 percentage point from 2023, while the gap with East Asian benchmarks narrowed by 1 percentage point across all factors.
- GC demonstrated improvements in organizational commitment by 5 percentage points and in retention intention by 3 percentage points compared to 2023.

Classification	Unit	2023	2024
Average[1)]	points	3.35	3.69
Positive Rate[2)]	%	60	65

1) Average: Mean score based on 5-point scale: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)
2) Positive Rate: Percentage of Agree (4) + Strongly Agree (5); Neutral (3) = neutral; Disagree (2) + Strongly Disagree (1) = negative.

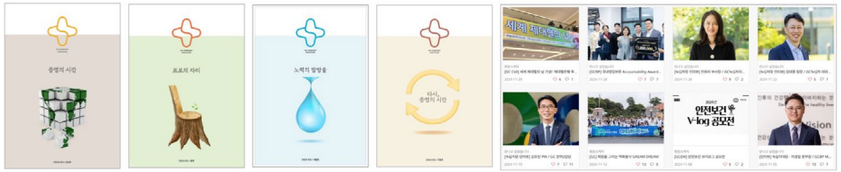
Key Impact Factors and Improvement Efforts

Survey results showed that "strategic direction and vision communication," "sharing goals and organizational changes," and "open communication" were the most critical factors driving employee engagement. In response, CEO and senior leadership strengthened direct communication initiatives, including town hall meetings, lunch meetings, and small group programs. Two areas identified for improvement in 2023—"achieving career objectives through meaningful work" and "meaningful one-on-one conversations with direct supervisors"—were integrated into leadership development programs. The psychological safety index rose by 9 percentage points, reflecting positive organizational change. This improvement demonstrates that employees who value personal growth now recognize these aspects as organizational strengths.

GC (Holding Company)

Publication <GC+>, and Online Communication Channel GC Live

- Quarterly company newsletter published and distributed across all GC Group affiliates to share key updates and issues.
- GC Live, the online communication platform, provides timely news updates and fosters two-way communication through content created by internal contributors.



GC Change Agent 'MOM', Small-Group Employee Communication Programs, and Town Hall Meetings

- Change Agent: GC (Holding Company) operates the Change Agent 'M.O.M' program to enhance organizational culture and change management. This cross-functional team holds regular monthly meetings to discuss organizational culture issues and identify improvement opportunities. The program supports employees in naturally embracing and adapting to change throughout organizational transitions.
- Small-Group Employee Engagement Sessions: Monthly small-group meetings with the CEO are held with groups of approximately 10 employees. These sessions provide opportunities for direct Q&A with the CEO, fostering closer, more personal interactions between leadership and staff.
- Town Hall Meetings: GC (Holding Company) holds quarterly town hall meetings bringing together the CEO and all employees to discuss company vision and strategic direction. These sessions feature an open discussion format, allowing employees to freely ask questions and voice opinions. Emphasizing transparent communication, these meetings serve as a forum for sharing strategic direction and key decisions. As a result, the Global Employee Experience Survey showed improved positive response rates in organizational engagement, information sharing, and feedback compared to the previous year.

Social

GRI 401: Employment

Communicative Organization Culture Performance

GC Biopharma

G-Culture: Advancing GC Biopharma's Work Practices

- Proactively embraced digital transformation by implementing collaboration tools to revitalize organizational culture
- Trained 156 team-level change agents (power users) with both online and offline training to drive adoption across business units
- Selected 22 top-performing change agents and promoted them to division and headquarters-level champions
- Identified best practices in work efficiency achieved through digital transformation and organized company-wide knowledge sharing sessions

G-Culture: Executive Dialogue Sessions for Building a Horizontal Organizational Culture

- Conducted Talk Concerts with production department employees (approximately 300 participants with 3 executives)
- Held R&D Talk sessions with R&D department employees (approximately 400 participants)

Town Hall Meetings

· GC Biopharma holds five annual CEO-led town hall meetings in both online and offline formats.

· These sessions foster open communication between employees and leadership and strengthen interpersonal connections.

· Through town hall meetings, employees stay informed about company strategy and key initiatives, making them a vital internal communication platform.

Communities of Practice (CoP) Program

· GC Biopharma operates a Communities of Practice (CoP) program designed to enhance knowledge transfer and work efficiency through voluntary employee participation, providing a platform for employee communication and interaction.

· Since establishing its first internal CoP initiative in 2021, the program runs annually with 10 teams participating in 2021, 20 teams in 2022, 18 teams in 2023, and 10 teams in 2024, fostering a culture of voluntary learning.

· The company holds an annual CoP Festival to recognize outstanding practices and disseminates best practices through various internal communication channels.

Organizational Culture Assessment

- The assessment comprises three key indicators: employee engagement, work methodology (G-Culture), and organizational environment.
- Conducted online for all GC Biopharma employees excluding those with less than one month of tenure (May 7-21, 2024), with a 75.1% participation rate- 2024 overall satisfaction score: 4.55 out of 5.0

Classification	Unit	2022	2023	2024
Average[1)]	points	3.41	3.38	4.55
Positive Rate[2)]	%	51	49	50

1) Average: Mean score based on 5-point scale: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)
2) Positive Rate: Percentage of Agree (4) + Strongly Agree (5); Neutral (3) = neutral; Disagree (2) + Strongly Disagree (1) = negative.

- Following the organizational culture assessment, various improvement initiatives have been implemented.
- Conducted one-on-one feedback sessions with organizational leaders regarding their organizational assessment results
- Based on the assessment results, teams requiring improvement or demonstrating excellence were selected for on-site team coaching (3 teams), with one high-performing team sharing their best practices at the 2024 Leadership Workshop for company-wide learning.
- A 2025 organizational culture strategy was developed based on assessment insights.

Social

GRI 401: Employment

Communicative Organization Culture Performance

GC Cell

News Letter W.O.W

· Monthly newsletter for GC Cell employees featuring internal and external updates.
· Content is structured around GC Cell's four core values: Create/Explore/Link/Learn.
· Features employee-contributed content rather than top-down information delivery

Culture Evangelist Activities

· Culture Evangelists, selected from employee volunteers, lead organizational culture improvement initiatives.
· Through regular meetings, Culture Evangelists diagnose organizational culture phenomena, identify improvement opportunities, and disseminate recommendations throughout the organization.

Employee Satisfaction Survey and Results

· Annual employee satisfaction surveys are conducted to gather candid feedback.
· Based on survey results, areas requiring improvement are identified and strategies to enhance organizational culture satisfaction are developed.
· Labor practice-related factors (employment policies, labor-management relations, human resource management, employee welfare, etc.) are analyzed and improved.

GRI 403: Occupational Health and Safety

Safety and Health Management System GRI 403-1 | GRI 403-8

· GC Group
- GC Group operates a safety and health management system based on ISO 45001 (Occupational Health and Safety Management System) certification and an autonomous safety framework to ensure employees work in a safe and healthy environment and maintain well-being.
- The safety and health management system covers all employees, as well as contractors and business partners working at the workplace.
- GC Group operates a dedicated safety and health organization (SHE organization) to prevent serious industrial accidents, with safety and health management officers providing necessary personnel and budget support for accident prevention.
- To establish a consistent safety and environmental system across all affiliates, headquarters conducts key activities including educational seminars, consulting, fire safety inspections, and focused audits.

· GC Biopharma
- Obtained ISO 45001 (Occupational Health and Safety Management System) certification
- In 2024, safety suggestion boxes were implemented to collect real-time employee feedback, TBM operations and safety culture assessments were conducted, and practical training was provided at experience centers combining theoretical education with hands-on practice.
- Ochang Plant installed four forklift safety cameras with forward and rear object recognition alerts (intelligent CCTV) to prevent collision accidents within danger zones, with plans to monitor effectiveness throughout 2025 and expand implementation accordingly.
- Hwasun Plant established an autonomous safety committee comprising safety and health management officers, safety/health managers, supervisors, and safety leaders to oversee comprehensive safety and health activities across the facility. The committee identifies workplace hazards and risks, shares current conditions, and addresses issues by gathering diverse perspectives to collaboratively develop solutions and improvements, followed by monitoring and follow-up actions.

· GC Cell
- Established a policy manual to achieve safety and health objectives in accordance with its safety and health management policy
  1. Safety and Health Management System Operations: Operate systems based on ISO 45001 certification and continuously implements improvements through the PDCA Cycle
  2. Stakeholder Engagement: Operate occupational safety and health committees with internal stakeholder participation, suggestion systems, and grievance channels for external stakeholders on an ongoing basis
  3. Safety and Health Performance Management: Establishes priority management areas and KPIs through risk assessment and periodically monitors performance to demonstrate system effectiveness

Safety and Health Management Policy

· GC Group's safety and health management policies are disclosed as 'Environmental and Safety and Health Management Policies.'
- GC (Holding Company) Policy Link, GC Biopharma Policy Link, GC Cell Policy Link

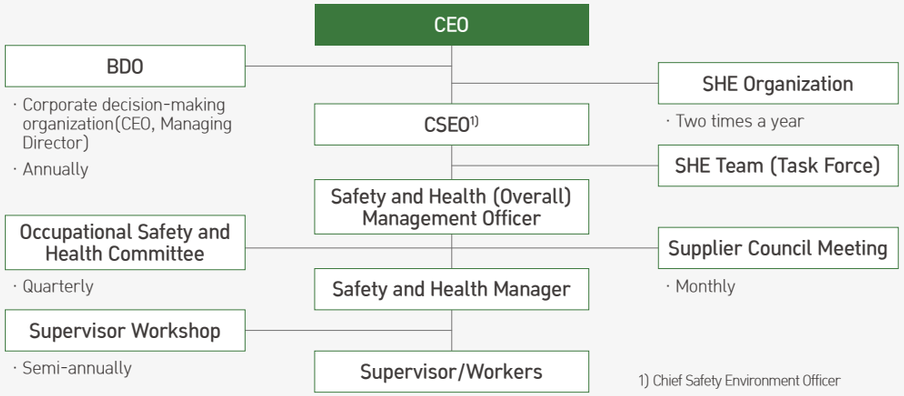
· GC Biopharma and GC Cell obtain board approval for their safety and health management policies at the beginning of each year, covering management policies, budgets, organizational structure, performance, and plans related to safety and health (Board approval dates: GC Biopharma: February 14, 2024; GC Cell: February 8, 2024).

Social

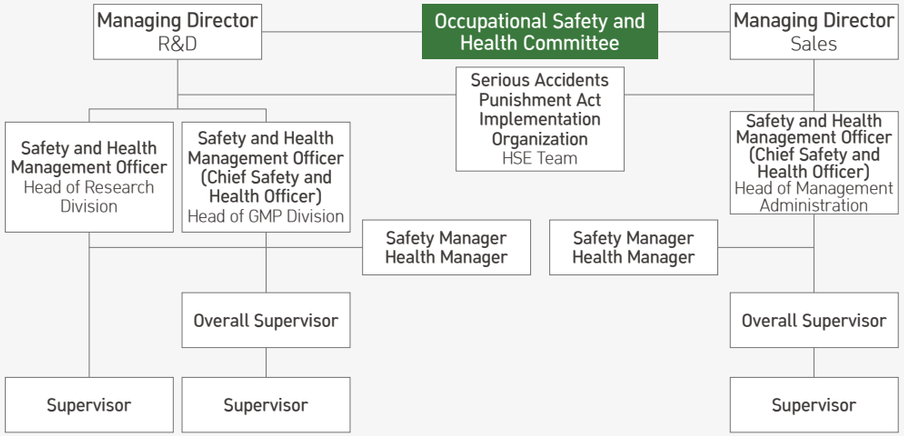
GRI 403: Occupational Health and Safety

Safety and Health Management System GRI 403-1 | GRI 403-8

GC Biopharma's Safety Health Organization System



GC Cell's Safety Health Organization System



Performance

Health and Safety Plan and Goal Establishment

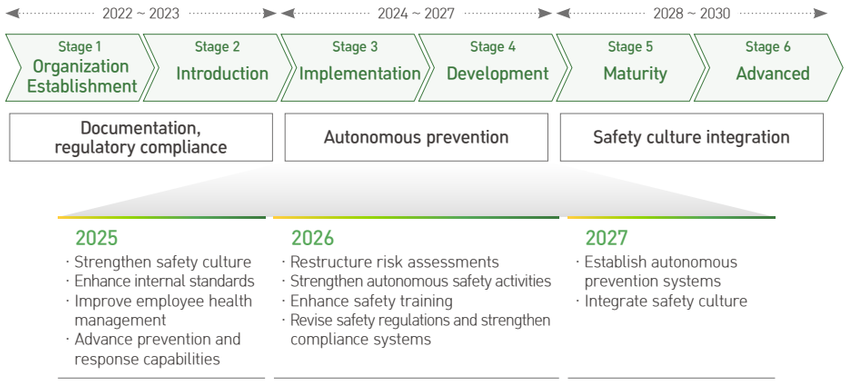
· GC(Holding Company)
- Dedicated department for setting strategic direction and implementing proactive preventive management for environmental, safety, health, and energy management across all affiliates
- Conduct safety and environmental audits at least once a year across all affiliates to establish safety and health management systems and reports findings to senior management

2024 GC (Holding Company) Safety and Health Management Policy Objectives

1	2	3
Rebuild safety and health management systems and improve potential hazard and risk management systems	Strengthen safety management across all affiliates and partners through compliance and accident prevention guidance	Enhance safety capabilities across all affiliates to achieve zero accidents (occupational injuries, fires, and environmental events)

· GC Biopharma
- Establish a Safety and Health Protocol each year, with performance results and future plans reviewed and approved by the Board of Directors (covering management principles, organization, budget, objectives, and tasks)
- Establish annual safety and health objectives to implement medium- to long-term action plans for continuous improvement, with performance monitored semi-annually and reported to the CEO
- Aim to implement a 6-stage plan by 2030 for each site to establish autonomous prevention systems and enable safety culture to take root

GC Biopharma Safety and Health Management Policy Objectives



Social

GRI 403: Occupational Health and Safety

Safety and Health Management System GRI 403-1 | GRI 403-8

Performance

GC Cell Medium- to Long-term Safety and Health Management Objectives

Vision	Becoming a safe, healthy, and eco-friendly company			
Strategic direction	Risk-based incident prevention	Enhance management to global standards	Foster autonomous organizational culture	
	2024	2025	2026 ~ 2027	2028 ~ 2030
Targets	Implement safety and health KPIs across all departments	4 High Risk cases, Reduce level (Level 3 ▶ Level 2)	Establish safety and health management systems at vulnerable facilities	Integrate safety and Health management systems at vulnerable facilities
Performance	· 100% KPIs established			

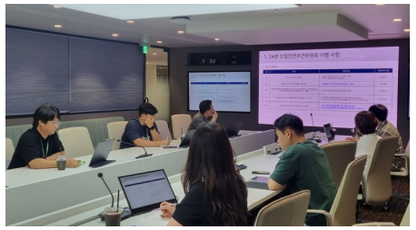
Occupational Safety and Health Decision-Making Committees GRI 403-4

· GC Group operates decision-making committees to review and approve occupational safety and health matters for employees, including the Occupational Safety and Health Committee and the Laboratory Safety Management Committee.

Performance

Occupational Safety and Health Committee

· Operate Occupational Safety and Health Committees at each facility in accordance with the Occupational Safety and Health Act.
  - These committees discuss industrial accident prevention planning, development and revision of safety management regulations, employee safety training, and workplace environment assessments and improvements.
· GC Biopharma and GC Cell
  - Operate Occupational Safety and Health Committees with equal employee-management representation to review and approve fundamental safety management measures and key health matters aimed at preventing worker risks and health hazards
  - Employee and management representatives consult on occupational safety and health agenda items, with the SHE department sharing accident cases, issues, performance, and plans.
  - Committees convene quarterly.
  - In 2024, GC Biopharma deliberated and implemented 21 resolutions, with remaining items scheduled for completion by 2025 through improvement initiatives.
  - As of 2024, GC Cell deliberated and implemented 20 resolutions.

SHE Council

· GC Biopharma convenes a SHE Council twice a year with the Chief Executive Officer, CSEO, safety and health management officers from each facility, and the SHE team.
  - The Council shares and discusses company-wide safety and health system operations, performance against targets, future plans, and key issues.
  - Beyond complying with the Serious Accidents Punishment Act requirements, which include safety and health budget execution, hazard identification and improvement tracking, regulatory compliance assessments, and safety and health management officer evaluations, the Council also addresses and decides on broader safety, health, and environmental issues across the organization.

Autonomous Safety Committee

· GC Biopharma operates an autonomous safety committee to strengthen safety and health management structures and enhance field safety capabilities, promoting collaborative decision-making with active participation from across all facility safety operations
  - The committee includes field employees serving as safety leaders.

Social

GRI 403: Occupational Health and Safety

Occupational Safety and Health Decision-Making Committees GRI 403-4

Performance

Laboratory Safety Committee

· GC Biopharma's Ochang Plant operates an Occupational Safety and Health Committee while maintaining a separate Laboratory Safety Management Committee specifically for research staff.

· GC Cell's Cell Therapy Research Institute has established its own Laboratory Safety Management Committee, which operates in the same way as the Occupational Safety and Health Committee.

Safety and Health Council Activities

· GC Biopharma
- Member of the Pharmaceutical/Bio Safety and Health Association [corporate-level], operational member of the Cheongju Safety and Health Council [Ochang Plant]
- Cheongju PSM Council [Ochang Plant], Cheongju Chemical Substance Management Council, serving as chair company of the Ochang-Oksan Industrial Complex [Ochang Plant]
- Chemical Substance Association in the Ochang area [Ochang Plant], Ochang Science Industrial Complex Association (Fire Protection) [Ochang Plant]
- Autonomous Safety Council for the Manufacturing Industry in the Gwangju area [Hwasun Plant]

· GC Cell
- Participate in the Pharmaceutical/Bio Safety and Health Association to stay current on policy trends and study best practices for advancing the safety and health system

Employee Health and Occupational Safety GRI 403-3 | GRI 403-6

GC Group

· GC Group operates various health promotion support programs for employee wellbeing
- Provide annual comprehensive health checkups for employees and their spouses
- Administer influenza vaccinations for all employees and their families
- Regularly conduct indoor air quality measurements and workplace environment assessments to maintain a healthy office environment
- Operate on-site medical and fitness facilities and provide psychological counseling services to promote employee physical and mental health

· Following the COVID-19 outbreak, comprehensive sanitization and disinfection measures have been implemented across all facilities
- Protect employee health from infectious diseases

· Operate an in-house medical clinic 'Dr.GC' for employee health management
- Provide medical consultations and health education for disease treatment and health risks including obesity, fatigue, and stress
- Focus on preventive care that supports employee health management and healthy lifestyle development
- Provide a systematic health management by leveraging GC Group's products and solutions

GC Biopharma

· Safety and Health Booth
- Operate interactive health booths to engage employees and promote health awareness through hands-on experiences
- Available services: Health consultations (health indicator measurements and counseling), CPR racing, InBody testing, and stress measurements

· Employee Health Promotion Programs
- Introduced mental health services including mind care screenings to enhance employee psychological wellbeing
- Ochang, Hwasun, and Eumseong plants continuously operate health management rooms to monitor the health status of on-site staff working within the facilities and provide health management services. These rooms provide emergency first aid, distribute medications, conduct health consultations with specialized counseling for employees showing abnormal findings, and offer health information as well as diabetes monitoring, blood pressure checks, cholesterol testing, and body composition analysis.
- Partner with public health centers to operate smoking cessation programs and campaigns
- Conducts mental health promotion campaigns to engage employees, raise mental health awareness, and provide early screening for high-risk individuals. These initiatives include OCP (Mental Health Promotion Campaign), HSP (Mental Wellness Bus Program), and ESP (Psychological Support Counseling)
- Partner with the Jeollanam-do Regional Mental Health Center to operate mental health programs featuring psychiatrist lectures and healing experiences

Social

GRI 403: Occupational Health and Safety

Safety and Health Risk Assessment Implementation GRI 403-2

- The dedicated safety and health department regularly inspects workplace facilities and equipment and conducts risk assessments.
  - Regularly evaluate compliance with safety and health protocols through monitoring and employee interviews
- Emergency response drills, including annual fire drills with full employee participation, are conducted regularly to establish a comprehensive emergency response framework..
- Conduct comprehensive risk assessments to identify potential severe accidents and incidents arising from various sources, including raw materials and manufactured products, and continuously strengthen enterprise-wide risk management systems and operational controls to mitigate these risks.
- GC
  - Conduct semi-annual risk assessment reviews
  - Perform special safety inspections at least annually (fire protection systems, environmental permits, etc.)
- GC Biopharma
  - Conduct semi-annual safety inspections across all business sites, including manufacturing plants, research institutes, depots, sales offices, and headquarters
  - Roll out risk assessment-based Toolbox Meetings (TBM) across all facilities prior to work commencement

GC Biopharma Company-wide Safety Inspection Result

Classification		Finding (Unit: Cases)	Improved (Unit: Cases)	Not Improved (Unit: Cases)	Improvement Rate (Unit: %)	Risk Level (Unit: Cases)			
						Before Improvement		After Improvement	
GC Biopharma	1st Half	102	99	3	97	High	0	High	0
						Medium	52	Medium	0
						Low	50	Low	102
	2nd Half	146	136	10	93	High	1	High	0
						Medium	96	Medium	0
						Low	49	Low	146
	Total	248	235	13	95	248		248	

Performance

Efforts to Create Safe Work Environment

- Operate safety suggestion channels to provide real-time feedback and implement corrective actions for safety-related proposals
- Install intelligent forklift safety cameras with front and rear object detection to prevent collisions within detection range
- Provide personal protective equipment for laboratory personnel, including safety goggles, safety shoes, respirators, and safety glove
- Maintain laboratory safety and emergency response facilities, including chemical storage areas, emergency shower stations, and fume hood emergency equipment
- Ensure safe disposal of laboratory waste through dedicated waste containers
- Conduct workplace environment monitoring twice a year to maintain safe laboratory conditions

Risk Assessment Implementation

- GC Biopharma
  - Enhanced regular risk assessment processes by breaking down work processes into smaller units compared to 2023, enabling more detailed periodic risk assessments
  - Provided preliminary training for regular risk assessments under SHE team leadership, enabling workers to participate directly in risk assessment activities
  - Identified more risk factors (2,788 → 3,296 cases) compared to 2023, leading to enhanced discovery of unacceptable risks. Reduced risk register entries requiring improvement (221 → 131 cases), with pending issues scheduled for completion through improvement activities by 2025
  - Supported contractor risk assessments by developing and reviewing comprehensive risk assessments for all construction activities using Job Safety Analysis (JSA) methodology
- GC Cell
  - Conducted risk assessments through voluntary participation of supervisors and workers
  - Conducted risk assessments using JSA (Job Safety Analysis) methodology for GMP Headquarters, Bio-logistics, Cell Therapy Research Institute, and office spaces
  - Continuing activities to enhance appropriate risk assessment methodologies and their application, including the introduction of risk assessment checklists in select business locations (Sales Headquarters) to increase voluntary participation rates
  - Identified safety and health hazard information, harmful risk factors, and derived risks associated with improvement areas

2024 Risk Assessment Results

Classification		Finding (Unit: Cases)	Improved (Unit: Cases)	Improvement Completed (Unit: Cases)	Improvement Rate (Unit: %)
GC Biopharma	Ochang plant	1,373	25	25	100
	Hwasun plant	984	34	24	71
	Eumseong plant	484	23	23	100
	R&D center	455	49	49	100
	Total	3,296	131	121	92
GC Cell	GMP eadquarters	423	61	59	97
	Bio-logistics				
	Cell Therapy Research Institute				
	Office space				
	Sales Headquarters	-[1]	149	148	99
	Total	423	210	207	99

1) GC Cell Sales Headquarters conducted checklist-based assessments per Ministry of Employment and Labor workplace risk guidelines (assessed as adequate or requiring improvement).

Safety and Health Activities Across the Value Chain (Including Suppliers)

- GC Biopharma and GC Cell delivered SHE (Safety, Health, and Environment) training, safety culture campaigns, and safety inspections to suppliers with inadequate safety management capabilities due to insufficient specialized personnel.

Social

GRI 403: Occupational Health and Safety

Emergency Response Training GRI 403-7

· GC Group conducts various emergency response training programs.

· GC Biopharma
- Developed and conducted scenario-based training by team covering fire, explosion, leakage, and power outages
- Emergency response personnel training to enhance employees' emergency response capabilities (including first aid training on AED use and CPR)
- Provided in-house fire brigade training covering fire response procedures, fire brigade organization, and duties
- Provided training for all employees on evacuation methods and evacuation routes under fire brigade oversight. Conducted joint training with fire departments, including initial fire suppression training and practice using fire hydrants and extinguishers
- Completed KOSHA safety training programs covering industrial safety, machinery, electrical systems, confined spaces, and occupational health

· GC Cell
- Identified 2024 emergency drill scenarios based on risk assessment
- Target scenarios: Cell Center building fires and heat illness incidents at the logistics center
- Updated emergency response procedures and provided retraining based on training results

Worker Training on Occupational Health and Safety GRI 403-5

· GC Biopharma and GC Cell set annual safety training requirements by job function
- Research and production employees: 24 hours per year; sales/administrative employees: 12 hours per year
- New employees receive training covering job-specific safety facility management, Material Safety Data Sheets (MSDS), occupational disease prevention, emergency first aid, and stress management.
- Supervisors receive additional training on occupational health and safety topics

· Occupational health and safety training is provided to all employees of on-site contractors.

Occupational Health and Safety Training

Classification			Unit	2022	2023	2024
GC(Holding Company)	Management staff	Completion Rate	%	100	100	100
		Training Participants	persons	308	319	297
		Target Participants	persons	308	319	297
GC Biopharma	Research, Production, and Sales/ Administrative Staff	Completion Rate	%	100	100	100
		Training Participants	persons	2,215	2,194	2,317
		Target Participants	persons	2,215	2,194	2,317
GC Cell	Research, Production, and Sales/ Administrative Staff	Completion Rate	%	100	100	100
		Training Participants	persons	838	858	799
		Target Participants	persons	838	858	799

Social

GRI 403: Occupational Health and Safety

ISO 45001 Certification Status

· GC(Holding Company), GC Biopharma, GC Cell maintain ISO 45001 certification.

ISO 45001 Certification Status

Classification			Unit	2022	2023	2024
GC(Holding Company)	Certification Acquisition Rate by Site	Rate	%	100	100	100
		Sites with certification[1]	Sites	1	1	1
		Target sites	Sites	1	1	1
GC Biopharma	Certification Acquisition Rate by Site	Rate	%	100	100	100
		Sites with certification[2]	Sites	4	4	4
		Target sites	Sites	4	4	4
GC Cell	Certification Acquisition Rate by Site	Rate	%	0	100	100
		Sites with certification[3]	Sites	0	1	1
		Target sites	Sites	1	1	1

1) Headquarters
2) R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant
3) Cell Center

ISO 45001
Certification Scope: Headquarters
Effective Date(renewal):
October 25, 2024 – October 24, 2027

ISO 45001
Certification Scope: R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant
Effective Date(renewal):
August 31, 2024 – August 30, 2027

ISO 45001
Certification Scope: Cell Center
Effective Date:
October 1, 2022 – September 30, 2025

Industrial Accident GRI 403-9 | GRI 403-10

Management of Accident-Affected Worksites

Classification			Unit	2022	2023	2024
GC(Holding Company)	Worksite Status	Percentage of Sites with Accidents	%	0	0	0
		Total Sites	sites	1	1	1
GC Biopharma	Worksite Status	Percentage of Sites with Accidents	%	7	0	20
		Total Sites	sites	15	15	15
GC Cell	Worksite Status	Percentage of Sites with Accidents	%	0	0	0
		Total Sites	sites	50	50	51

· GC Group's work-related injuries and illnesses include infectious diseases, chemical-related diseases, and musculoskeletal disorders.

· Scope of work-related accidents data
- GC(Holding Company): Headquarters
- GC Biopharma: Headquarters, 3 plants (Ochang, Hwasun, Eumseong), R&D Center, 10 sales locations
- GC Cell: Headquarters, Cell center, 48 sales locations, logistics center

SHE

Classification			Unit	2022	2023	2024
GC(Holding Company)	Work-related accidents	Number of work-related injuries	cases	0	0	0
		Number of injured employees	persons	0	0	0
		Number of fatalities from work-related Injuries	persons	0	0	0
		Number of High-consequence work-related injuries	persons	0	0	0
		Rate of recordable work-related injuries	%	0	0	0
		Lost Time Injury Frequency Rate (LTIWFR)[1]	%	0	0	0
		Number of lost workdays	cases	0	0	0

Social

GRI 403: Occupational Health and Safety

Industrial Accident GRI 403-9 | GRI 403-10

SHE

Classification			Unit	2022	2023	2024
GC Biopharma	Work-related accidents	Number of work-related injuries	cases	1	0	5
		Number of injured employees	persons	1	0	5
		Number of fatalities from work-related Injuries	persons	0	0	0
		Number of High-consequence work-related injuries	persons	0	0	0
		Rate of recordable work-related injuries	%	0.04	0	0.21
		Lost Time Injury Frequency Rate (LTIWFR)[1]	%	0.18	0	0.88
		Number of lost workdays	cases	6	0	26
GC Cell	Work-related accidents	Number of work-related injuries	cases	0	0	0
		Number of injured employees	persons	0	0	0
		Number of fatalities from work-related Injuries	persons	0	0	0
		Number of High-consequence work-related injuries	persons	0	0	0
		Rate of recordable work-related injuries	%	0	0	0
		Lost Time Injury Frequency Rate (LTIWFR)[1]	%	0	0	0
		Number of lost workdays	cases	0	0	0

1) Number of lost time injury cases / Total working hours X 1,000,000 hours

GRI 404: Training and Education

Employee Performance Evaluation GRI 404-3

· Regular performance evaluation and career development reviews are conducted for permanent employees.
· The performance assessment system employs a hybrid model that incorporates both medium- to long-term objective management and short-term performance results.

Employee Performance Evaluation and Career Development Coverage

구분		Unit	2022	2023	2024
GC(Holding Company)	Percentage of employees subject to performance evaluation	%	91.3	84.4	85.3
GC Biopharma	Percentage of employees subject to performance evaluation	%	96.6	98.1	95.1
GC Cell	Percentage of employees subject to performance evaluation	%	78.9	81.7	87.2

Performance

Performance Management Training

· GC(Holding Company) and GC Biopharma strengthen employee performance management capabilities and enhance performance management effectiveness through annual training programs.
① Basic Training
- An online training program covering performance management processes and system operation was developed and launched in 2024 for all employees and is available on-demand throughout the year.
② Specialized Training
- Executive Performance Management HR Day (February)
- Business unit performance management meetings (February)
- Leadership performance management sessions across all sites (May)
- Additional performance management training programs delivered based on business unit needs

· GC Cell provides training and guidebooks tailored to each evaluation phase to ensure consistent and continuous performance outcomes.
- In 2024, each evaluator delivered one hour of online training.

Performance Management Improvements

· GC(Holding Company) enhanced its evaluation processes by incorporating employee input and needs. Evaluations were systematized by expanding assessment stages, strengthened evaluation objectivity and fairness through evaluator sessions, and enhanced evaluation transparency by implementing feedback processes that share results through the system and collect employee feedback.

Social

GRI 404: Training and Education

Employee Performance Evaluation GRI 404-3

Performance

Performance Evaluation Satisfaction Survey

· GC(Holding Company) conducts performance evaluation satisfaction surveys every other year. In June 2023, the organization surveyed all employees on its performance management system, including ongoing performance discussions.
  - 96 of 111 eligible employees participated (86.4% response rate)
  - 89.6% reported being satisfied or highly satisfied, Average rating of 4.5 out of 5, reflecting high levels of employee satisfaction

Performance Evaluation System and Management Discussion Sessions

· GC operates improvement meetings and briefings with employees as part of evaluation enhancement and result sharing efforts to develop its performance evaluation system.
  - Through team leader communication meetings, the organization identifies evaluator challenges and employee needs and incorporates these insights into system enhancements.
  - Employee briefings on the evaluation system build consensus among staff and enhance understanding of system changes.

· GC Biopharma operates discussion sessions to collaboratively develop its performance evaluation system with employees.
  - The organization receives feedback through face-to-face Q&A sessions and reflects this input in system refinements.
  - System changes implemented based on feedback (2024): Continuous performance management methods were enhanced, 360-degree feedback schedules and processes were revised, and Mid-term performance review methods were enhanced.

Operation of Continuous Performance Management)

· GC(Holding Company) operates a continuous performance management system based on ongoing mutual feedback.
  - Takes a coaching-focused continuous performance management approach that includes monthly goal check-ins and semi-annual interim discussions to support goal achievement
  - Has established a new performance grading system to strengthen motivation for performance and competency development through absolute evaluation ratings and integration with related systems
  - Conducts year-end evaluation sessions (organizational and company-wide) with verification by primary and secondary evaluators to enhance fairness and acceptance
  - Is building an intuitive evaluation system based on Success Factors' PMGM module (Global Top System) with a target implementation date of 2025. The system is being continuously refined through repeated simulations to develop customized functionality for the organization

· GC Biopharma operates an absolute evaluation system to build a healthy performance management culture.
  - Employees share goals and performance indicators at year-beginning sessions with open discussion and feedback.
  - Evaluators and employees provide continuous mutual feedback throughout the year through activity management
  - Through 360-degree feedback, employees receive competency evaluations from not only direct supervisors but also colleagues, creating constructive evaluation accountability.
  - Success Factors' PMGM module (Global Top System), SAP's cloud-based platform, is implemented to build and operate systems and processes aligned with global standards.

· GC Cell implements a comprehensive KPI framework across all employee categories, connecting company, department, team, and individual KPIs so that personal performance supports company-wide objectives.

Employee Compensation GRI 405-2

· GC Group operates a fair and reasonable compensation system based on individual employee performance.
  - Financial Reward: base salary and performance-based pay
  - Non-financial Reward: emphasizing autonomy, growth, recognition, and comprehensive feedback and motivation

· All employees at GC(Holding Company), GC Biopharma, and GC Cell receive both financial and non-financial compensation through the performance management system.

Employee Compensation

Classification				Unit	2022	2023	2024
GC(Holding Company)	Average Salary per Person			KRW million	82	83	105
	Average Salary	Gender	Male	KRW million	92	93	127
			Female	KRW million	65	67	73
		Female salary as percentage of male salary		%	70.7	72.0	57.3
GC Biopharma	Average Salary per Person			KRW million	69	70	73
	Average Salary	Gender	Male	KRW million	72	72	75
			Female	KRW million	61	63	67
		Female salary as percentage of male salary		%	84.7	87.5	89.3
		Job category	Total	KRW million	69	70	73
			Sales/Administrative	KRW million	81	78	86
			Research	KRW million	75	73	80
			Production	KRW million	58	58	59
GC Cell	Average Salary per Person			KRW million	52	45	51
	Average Salary	Gender	Male	KRW million	57	47	53
			Female	KRW million	43	40	47
		Female salary as percentage of male salary		%	75.4	86.1	88.7
		Job category	Total	KRW million	53	45	51
			Sales/Administrative	KRW million	56	44	51
			Research	KRW million	60	58	66
			Production	KRW million	45	41	48

Social

GRI 405: Diversity and Equal Opportunity

Employee Diversity GRI 405-1 | GRI 202-2

· GC Group publicly discloses detailed workforce composition ratios, including female employees and female executives, and ensures all employees can work in an equal environment free from gender or racial discrimination.
· Female employee representation has increased across GC(Holding Company), GC Biopharma, and GC Cell.
· GC [23] 37.1 > [24] 40.6 · GCBP [23] 26.0 > [24] 26.8 · GC Cell [23] 35.7 > [24] 35.8

Performance

Policy and Supervision for Employee Diversity

· GC Group promotes workforce diversity from recruitment and offers comprehensive support for female employees, including maternity protection and childcare leave policies
· GC Biopharma

· Female Employee Ratio (as of 2024) **26.8%**
· Female Executive Representation (as of 2024) **12.5%**
· Disability Employment increased by **1 person compared to 2023**

· **2025 Disability Employment Target** - 38 employees
- 2025 Target: 34 employees

Employee Diversity

Classification				Unit	2022	2023	2024
GC(Holding Company)	Female Employee Status	Female Executives		persons	0	0	1
		Non-executive directors		persons	0	0	0
		Female specialists		persons	10	10	10
		Other female employees		persons	51	56	53
	Employee with Disabilities Status	Employees with disabilities[1]		persons	0	3	5
		Disability employment rate		%	0.0	1.7	3.2
		Subtotal		persons	3	3	2
	Foreign Employee Status[2]	Rate		%	1.8	1.7	1.3
		By Country	The U.S.	persons	1	1	0
			Australia	persons	1	1	1
			Canada	persons	1	1	1

1) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards
2) Excludes headcount for Labtech, Coera, BioCentriq, Genece, and DH Vietnam reported in the previous sustainability report due to standardized methodology across GC (Holding Company), GC Biopharma, and GC Cell

Employee Diversity

Classification				Unit	2022	2023	2024
GC Biopharma	Female Employee Status	Female Executives		persons	2	2	2
		Non-executive directors		persons	0	0	0
		Female specialists		persons	215	262	264
		Other female employees		persons	374	327	364
	Employee with Disabilities Status	Employees with disabilities[1]		persons	17	37	38
		Disability employment rate		%	0.7	1.6	1.6
	Foreign Employee Status	Subtotal		persons	6	8	7
		Rate		%	0.3	0.4	0.3
		By Country	U.S.	persons	1	2	2
			Canada	persons	2	2	2
			Germany	persons	1	1	1
			Belgium	persons	1	1	1
			China	persons	0	0	0
			Russia	persons	0	0	0
			Others	persons	1	2	1
		By Job Category	Sales	persons	1	1	1
			Production	persons	2	2	1
			R&D	persons	3	5	3
			Administrative	persons	0	0	2

1) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards

Social

GRI 405: Diversity and Equal Opportunity

Employee Diversity GRI 405-1 | GRI 202-2

Performance

Employee Diversity

Classification			Unit	2022	2023	2024
GC Cell	Female Employee Status	Female Executives	persons	1	3	2
		Non-executive directors	persons	0	0	0
		Female specialists	persons	57	64	67
		Other female employees	persons	245	239	223
	Employee with Disabilities Status	Employees with disabilities[1)]	persons	11	19	19
		Disability employment rate	%	1.3	2.2	2.3
	Foreign Employee Status	Subtotal	persons	0	2	0
		Rate	%	0.0	0.2	0.0

1) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards

Mandatory Employment of Persons with Disabilities

· GC(Holding Company)
- Guided by core values and social responsibility, GC Group continuously monitors disability employment across all affiliates and is pursuing gradual employment growth.
- In 2024, GC Group achieved 100% compliance with disability employment requirements. Going forward, GC Group will continue to develop customized roles and enhance workplace support to promote disability employment while maintaining an inclusive work environment.

· GC Biopharma
- GC Biopharma is committed to creating social value by expanding employment opportunities for persons with disabilities.
- In 2023, the company hired individuals with severe disabilities as language instructors to provide training services to employees.
- GC Biopharma partners with KEAD for disability recruitment and maintains preferential hiring practices for persons with disabilities in regular job postings.
- In 2024, the company expanded hiring to meet mandatory employment requirements, providing quality employment opportunities across multiple functions including facility management and cleaning services.. GC Biopharma plans to consider establishing a certified workplace for persons with disabilities in 2025.

· GC Cell
- GC Cell is creating social value through job opportunities for persons with disabilities.

Job Role Expansion for Employees with Disabilities

· GC Biopharma
- Since 2023, GC Biopharma has employed individuals with disabilities in language instruction and curriculum development roles to deliver training programs that enhance employee language proficiency.
- To support diversity efforts, GC Biopharma conducts mandatory annual disability awareness training and regularly surveys participant satisfaction.
  > Training Program: [Mandatory “Suda”Talk] Workplace Disability Awareness Survey
  > Respondents: 1,928 participants
  > Satisfaction survey results: 82.3/100

· GC Cell
- Since September 2024, GC Cell operates an on-site car wash employing individuals with disabilities to enhance employee benefits and expand disability employment.

Board and Management Diversity

Classification					Unit	2022	2023	2024
GC(Holding Company)	Executives	Executive	Subtotal		persons	12	14	13
			Male		persons	12	14	13
			Female		persons	0	0	0
		Non-executive	Subtotal		persons	1	1	2
			Male		persons	1	1	2
			Female		persons	0	0	0
	Managers	Gender	Male	Number	persons	37	45	44
				Rate	%	75.5	77.6	77.2
			Female	Number	persons	12	13	13
				Rate	%	24.5	22.4	22.8
		Position	G3	Rate	%	100	100	100
			G2	Rate	%	0	0	0
			G1	Rate	%	0	0	0
	Professionals	Gender	Male		persons	6	5	4
			Female		persons	11	10	10

Social

GRI 405: Diversity and Equal Opportunity

Employee Diversity GRI 405-1 | GRI 202-2

Board and Management Diversity

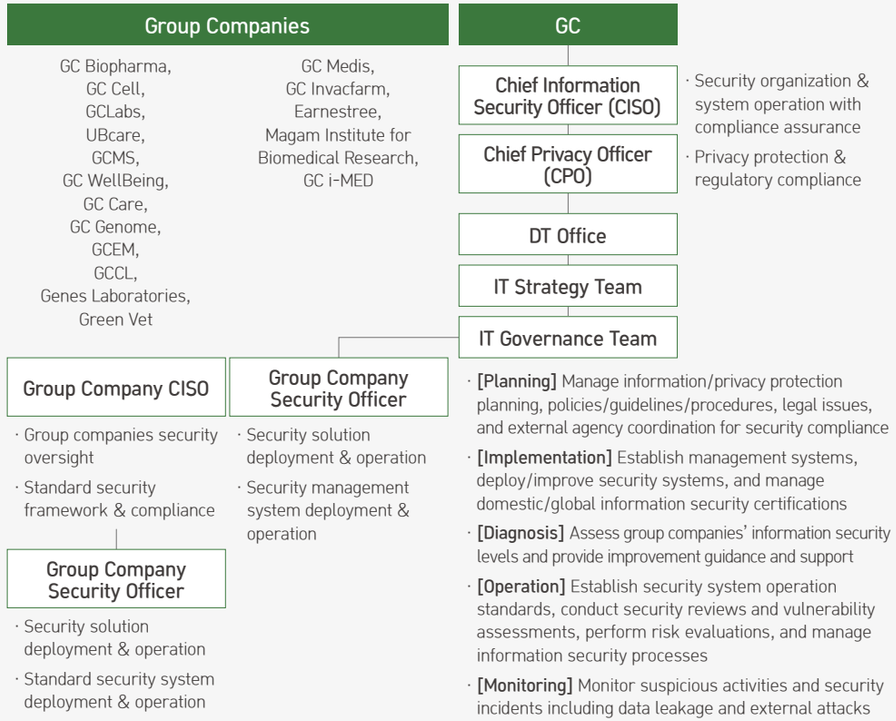
Classification					Unit	2022	2023	2024
GC Biopharma	Executives	Executive	Subtotal		persons	25	21	26
			Male		persons	23	19	24
			Female		persons	2	2	2
		Non-executive	Subtotal		persons	1	1	0
			Male		persons	1	1	0
			Female		persons	0	0	0
	Managers	Gender	Male	Number	persons	800	814	792
				Rate	%	78.8	75.7	75.0
			Female	Number	persons	215	262	264
				Rate	%	21.2	24.3	25.0
		Position	(S)GL5	Rate	%	14	14	13
			(S)GL4	Rate	%	28	27	28
			(S)GL3	Rate	%	58	59	60
			(S)GL2	Rate	%	0	0	0
			(S)GL1	Rate	%	0	0	0
GC Cell	Executives	Executive	Subtotal		persons	10	13	9
			Male		persons	9	10	8
			Female		persons	1	3	1
		Non-executive	Subtotal		persons	1	1	1
			Male		persons	1	1	1
			Female		persons	0	0	0
	Managers	Gender	Male	Number	persons	148	127	120
				Rate	%	71.8	66.5	64.2
			Female	Number	persons	58	64	67
				Rate	%	28.2	33.5	35.8
		Position	L4	Rate	%	18	16	33
			L3	Rate	%	82	84	154
			L2	Rate	%	0	0	0
			L1	Rate	%	0	0	0

Information Security and Data Privacy

Information Protection Governance

- GC (Holding Company), GC Biopharma, and GC Cell have appointed Chief Information Security Officers (CISOs) as required by the Act on Promotion of Information and Communications Network Utilization and Information Protection to manage comprehensive information security operations.
- CISOs are appointed in accordance with the Act's requirements, selecting executive-level professionals with master's degrees or higher in information security or information technology from domestic or international institutions.
  - GC (Holding Company)'s CISO has over 10 years of experience in information security and information technology.
- Management reporting and decision-making processes are in place for material issues, with critical matters escalated to the board of directors.
  - GC Cell reports information security issues and significant decisions to the board or submits them for board approval.

GC Group Information Protection Organization Chart



Social

Information Security and Data Privacy

Information Protection Goals

GC Group's Goals for Information Security and Data Privacy

· Achieving ISO 27001 global certification standards through enhanced information security capabilities

Information Security and Data Privacy Protection Improvement Roadmap

	2025 Expansion and Enhancement of Security Control Areas	2026 Achieving Global-Level Information Security Standards	2027 Advanced Information Security Framework
	Information Security Control Expansion and Security Level Enhancement	Achieving ISO 27001 Certification for Continuous Security Management and External Trust	Securing Enhanced Information Security Operations Foundation through Independent Group Companies' Activities
High lights	· Expand information security assessment scope for group companies · Establish and implement periodic security review processes · Manage information security compliance regularly · Establish and implement KPIs for information security management	· Obtain GC international information security standard (ISO 27001) certification · Strengthen technical information security controls for group companies · Establish and implement GC integrated security monitoring system · Strengthen vendor and third-party management	· Implement independent information security assessments and improvement activities for group companies · Operate information security portal for GC & group companies' security management · Support expansion of ISO 27001 certification acquisition among group companies
Key Points	Regular Assessment and Improvement System Operation	Attaining International Information Security Certification Standards	Achieving Enhanced Information Security Standards

Information Protection Policy

· GC Group strictly complies with personal information protection laws, including the Act on Promotion of Information and Communications Network Utilization and Information Protection and the Personal Information Protection Act, with separate guidelines established for each affiliate.
  - The information protection policy applies to all parties, including employees, partners, and external parties, who handle or access the company's personal information.

GC Group Information Protection Policy

GC Group Information Protection Policy

Article 7 Information Protection Policy

1. The company shall document related guidelines, procedures, etc. for establishing and implementing information protection policies and publish them to executives and employees
2. Information protection policies shall be approved by the CISO upon enactment or amendment… (abbreviated)…

Article 37 Personal Information Protection

1. Personal information shall be collected and managed at a minimum based on necessary purposes.
2. Personal information should be protected so that only authorized personnel can access it… (abbreviated)…

· GC(Holding Company)
  - One Information Security Management Regulation, one Internal Management Plan, and 17 Guidelines are maintained to ensure continuous improvement of information security levels and service stability through periodic reviews conducted at least once a year.
  - Information protection and personal data protection policies are operated under the "GC Information Protection Policy," with company-wide distribution following management approval.
  - Information security spending totaled KRW 264 million in 2024, with KRW 400 million earmarked for investment in 2025 (at GC).

· GC Biopharma
  - Information Protection Policy, Information Security Management Regulation, and 21 Guidelines are maintained to ensure continuous improvement of information protection levels and service stability through periodic reviews conducted at least once a year.
  - Multiple security systems are deployed (firewalls, IPS, DDoS protection, DLP, EDR, VDI, spam filtering, server EDR, and security monitoring systems) to prevent internal information leakage and block external intrusions, ensuring stable protection and management of critical internal information.
  - A SIEM (Security Information and Event Management) system is operated to effectively respond to internal and external security threats and prevent information leakage incidents.
  - Information security spending totaled KRW 1.79 billion in 2024, with KRW 1.1 billion earmarked for investment in 2025 (at GC Biopharma).

· GC Cell
  - Multiple security systems are deployed (firewalls, IPS, DDoS protection, DLP, Server EDR, access control, security monitoring, document centralization, and secure file servers) to prevent information asset leakage and security incidents.
  - Information Protection Management Guidelines, Personal Data Protection Guidelines, and User Security Guidelines have been established and operated, with publication on the internal intranet.
  - 20.33% of the total 2025 IT budget is allocated for information security investment (SSL VPN (Secure Sockets Layer Virtual Private Network) DDoS protection, secure file servers, antivirus, access control, document centralization, and security monitoring).
  - Personal data handling policies are established in accordance with relevant laws, including the Personal Information Protection Act (PIPA), and posted on the website to protect user rights and interests.
  - GMP (Good Manufacturing Practice) and logistics business regulations, Computer System Security Management Procedures and Information Operations Guidelines have been established and operated, with backup and recovery procedures defined to protect information.

Social

Information Security and Data Privacy

Information Protection Training (Data Safety and Security Training)

· GC Group conducts information protection training for all employees including permanent, contract, and dispatched employees.
· In 2024, GC (Holding Company) conducted two information protection training sessions
  - Personal data security training for all employees company-wide and information security training for management personnel (team leaders)
  - Training content: Personal information protection concepts and definitions, and security measures (online training for all employees), effective response methods to internal and external security threats, information security issues, and employee security compliance requirements (offline training for management personnel)
· GC Biopharma conducted four information protection training sessions in 2024
  - One personal data security training session for all employees company-wide, two training sessions for new and experienced employees, one company-wide information security video training session
· GC Cell
- One personal data security training session for all employees company-wide and one information protection training session for management personnel
- Two advanced training sessions on security technology and artificial intelligence security for information protection personnel

Information Protection Training[1)]

Classification		Unit	2022	2023	2024
GC(Holding Company)	Training Completion Rate	%	100	100	100
	Training Participants	persons	159	168	152
	Target Participants	persons	159	168	152
GC Biopharma	Training Completion Rate	%	100	100	100
	Training Participants	persons	2,226	2,189	2,180
	Target Participants	persons	2,226	2,189	2,180
GC Cell	Training Completion Rate	%	98.8	100	100
	Training Participants	persons	817	853	815
	Target Participants	persons	827	853	815

1) Excluding employees on leave

IT Security Audit

· GC Biopharma conducts IT policy and security audits annually to strengthen personal data protection and information security
  - Perform personal data compliance assessments
  - Conduct internal operating system security assessments (conducted security assessments on 6 web systems and 25 servers in 2024)
· GC Cell plans to conduct regular security audits annually starting in 2025.

IT Security Audit Improvements

Classification		Unit	2022	2023	2024
GC Biopharma	Improvement ecommendations	cases	100	100	100
	Improvements Completed	cases	5	8	4
	Improvement Rate	%	5	8	4

ISO Certification Acquisition and Monitoring

· GC (Holding Company)
- Maintains ISO 27001 international information security standard certification
· GC Biopharma
- Maintains ISO 27001 information security certification in compliance with global standards and newly obtained ISO 27701 personal information certification
- Responds to global partners' cybersecurity requirements based on international information security management system (ISMS) standards

ISO 27001 Certification Status

Classification			Unit	2022	2023	2024
GC(Holding Company), GC Biopharma	System Certification Rate	Rate	%	100	100	100
		Certified Systems[1)]	sites	141	141	141
		Target Systems	sites	141	141	141

1) Number of servers in use: GC Biopharma obtained certification for both GC (Holding Company) and GC Biopharma systems


LRQA
Certificate of Approval
This is to certify that the Management System of
GC Biopharma Corp.
has been approved by LRQA to the following standards:
ISO/IEC 27001:2022
The scope of this approval is applicable to:
Information Security Management System on Planning, Operation, Development and Maintenance of IT Systems in accordance with the Statement of Applicability, version 2.0

ISO 27001
Scope: GC(Holding Company), GC Biopharma
ISMS for IT system planning, operation, development, and maintenance
Effective Date(renewal): December 28, 2024 – December 27, 2027


LRQA
Certificate of Approval
This is to certify that the Management System of
GC Biopharma Corp.
ISO 27001:2022 as extended by ISO/IEC 27701:2019

ISO 27701
Scope: GC Biopharma Privacy Information Management System for IT system planning, operation, development, and maintenance
Effective Date: December 28, 2024 – December 27, 2027

Social

Information Security and Data Privacy

Information Security and Data Privacy Protection Risk Management

· GC Group recognizes cybercrime and personal data breaches as information security risks. In 2024, no personal data breaches or information leaks occurred.

· GC (Holding Company)
- Established an incident response manual that defines reporting systems and response procedures by incident type
- Implemented information protection systems and operate continuous security monitoring to prevent personal data breaches from external intrusions and internal leaks
- Require security agreements from outsourced personnel
- Conduct office security (Clean Desk) inspections and improvements across GC and affiliates

· GC Biopharma
- Established incident response manual defining reporting systems and response procedures by incident type
- Implemented information protection systems and operate continuous security monitoring to prevent personal data breaches from external intrusions and internal leaks
- Require security agreements from outsourced personnel
- Conduct systematic incident response and malicious email response training to proactively prevent security incidents and enable rapid response (annual incident response simulation training once and malicious email response training twice; Incident response simulation training: September 2024 / Mallicious email training (1st session): January 2024 / Malicious email training (2nd session): May 2024)
- Assessed the effectiveness of malicious email training
  : Conducted two simulation trainings for approximately 2,400 employees in 2024. Infection rate improved from 2.16% (1st training) to 1.41% (2nd training), a 0.7 percentage point decrease, confirming improved participant awareness and implementation effectiveness
  : Personal information input rate significantly decreased from 11.3% (2023) to 2.16% (2024), demonstrating improved employee security awareness and enhanced response capabilities against external threats

· GC Cell
- Implemented document centralization and data leak prevention systems to prevent external intrusions and internal leaks
- Regularly monitor system access and authorization management
- Conduct monthly monitoring and additional leak investigations to prevent information asset leakage
- Recognize personal data breaches as information security risks, and no incidents reported in 2024.
- Operate continuous security monitoring to prevent personal data breaches from external and internal threats

Information Security and Personal Data Protection Management

Classification		Unit	2022	2023	2024
GC(Holding Company)	Personal Data Breaches and Data Leakage Incidents	cases	0	0	0
GC Biopharma	Personal Data Breaches and Data Leakage Incidents	cases	0	0	0
GC Cell	Personal Data Breaches and Data Leakage Incidents	cases	0	0	0

Effectiveness Assessment of Risk Mitigation Measures for Identified Key Risks

· In 2024, GC (Holding Company) conducted an information security management system maturity assessment and improvement initiative
- Administrative, technical, and physical security assessments were performed based on ISMS-P and ISO 27001 (Information Security Management System) domestic and global standard guidelines.
- Assessments were conducted across security governance, cyber risk management, system security, internal information leak prevention, and physical security management domains

· Assessment Background
- To ensure compliance with relevant laws including the Personal Information Protection Act and Information and Communications Network Act, and to address increasing security threats and incidents
- To prevent security incidents by strengthening internal security systems through establishing and operating information security management frameworks

· Based on assessment findings, remediation plans were developed to address identified vulnerabilities and improvement actions were implemented.

2024 Information Security Operations Key Activities Review

Key Initiatives		Future Plans	
Management Framework	Technical Framework	Management Framework	Technical
· Establish and implement affiliate information security management systems for group companies. - Conduct security level assessments and address vulnerabilities for group companies - Develop and implement GC standard security regulations policies/internal management plans/guidelines - Appoint and register CISOs for each affiliate · Implement and evaluate KPI-based information security activities · Conduct security training and quarterly awareness campaigns	· Establish information leakage control and monitoring systems - Build solutions for controlling critical information leakage from PCs - Operate monitoring systems and verification processes through SIEM	· Regularly establish and revise regulations and conduct security training and campaigns	· Expand information security control areas - Expand information security solutions and establish integrated control systems

Effectiveness Metrics

· GC Biopharma
- Scope: All departments (January 1 - December 31, 2024)
- Key Metrics: Information Security Day assessment scores, audit findings, training completion rates, security pledge collection rates, vulnerability remediation rates, incident management rates, disaster recovery drills

Key Security Metrics		Target Level	Assessment Frequency	Target Department	Assessment Result (3-Year Comparison) 2022	2023	2024
GC Biopharma	Security training completion rate	70%	Annual	Enterprise-wide	99%	100%	100%
	Vulnerability remediation rate	70%	Annual	IT unit	76%	100%	100%

· GC Cell
- Scope: All departments (January 1 – December 31, 2024)
- Results: 34 out of 52 items improved compared to 2023
- Key Metrics: Internal management, security organization, information handlers, access privileges, physical protection, data disposal, passwords, access controls, encryption, access logs, security programs, output protection, terminals, vulnerability assessments

Social

Social Contribution

GC Group's Social Contribution Policy and Goals

- GC Group's social contribution activities operate under 'Good Companion' with three focus areas
  - Start Together, Share Together, and Support Together.
- The Group has developed community-based initiatives using a 'Funation (Fun+Donation)' approach that combines enjoyment with charitable giving.
- After COVID-19 transitioned to endemic status in 2023, in-person activities fully resumed with all 54 employee clubs nationwide conducting volunteer work at least once.

GC Group's Social Contribution Focus Areas and Activities

Start Together Starting with small acts of kindness	Share Together Sharing with communities and neighbors	Support Together Supporting health and environment
· Roundup Donation · End of Year 1% Donation	· GC Matching Grant · GC Volunteer Group · Love Neighbors Day · GC Chrity Bazaar · Mural volunteering activity	· GC Walk Together (Step Donations) · GC Plogging · End of Year GC Donation · Blood Donation of Love · Donation of Medicines · Environmental Protection Reaction

GC Group's 2025 Social Contribution Activity Goals

Raise over **KRW 3 billion** in total donations in **2025** (including employee and corporate contributions)	Over 1,000 employees participating in participatory social contribution activities (Beautiful Companionship, Environmental Protection Reaction, GC Plogging, Mural Volunteering GREAM DREAM)	Enhance brand image as a force for good

Social Contribution Metrics

Classification		Unit	2022	2023	2024
GC(Holding Company)	Social Contribution Costs	KRW million	26	29	26
	Employee Participants	persons	206	179	178
	Volunteer Hours per Employee	hours/persons	6.1	5.8	5.3
GC Biopharma	Social Contribution Costs	KRW million	5,521	2,606	5,951
	Employee Participants (Cumulative)	persons	2,839	2,814	2,956
	Volunteer Hours per Employee (Cumulative)	hours/persons	5.0	4.5	3.2
GC Cell	Social Contribution Costs	KRW million	51	6	3
	Employee Participants	persons	373	366	385
	Volunteer Hours per Employee	hours/persons	6.8	6.3	4.6

GC Group Mid-to-Long-term Social Contribution Activity Roadmap

By 2023 — Establishing the framework for social contribution activities

- Establish goals for social contribution activities and focus areas
- Establish and implementation system for social contribution
  : Plan social contribution activities in accordance with operational directions such as 'Good Companion,' 'Funation,' 'Stabilization and Expansion,' and more

By 2024 — Stabilizing the operation of social contribution activities

- Stabilize the operation of social contribution activities
  : Inspect the annual operation cycle of currently operating social contribution activities
- Encourage volunteer activities by interest groups at the business site level

2025 - 2027 — Expanding the influence of social contribution activities

- Expand donations, number of participants, and scope of implementation
- Enhance employee participation convenience through internal social contribution system upgrade
  - One-touch donations and activity participation
- Spread sharing culture through company-wide donation program rollout
  - New affiliate employee fund programs (salary roundup, 1% sharing)
- Strengthen internal and external GC CSR promotion
  - Focused internal campaigns via online/offline channels
  - Ongoing external outreach through press releases

2028 - 2030 — Advancing Funation-based operational content and community partnerships

- Continuously develop new Funation (Fun+Donation) based content
  - Diversify employee social contribution activities through monthly programs
- Enhance employee CSR accessibility and convenience through IT platform upgrades
  - Introduction of donation kiosks
- Advance 'GC's partnership with local communities
  - Proactive support for vulnerable local populations
  - Ongoing collaboration with social enterprises (mural volunteering, voice donations, etc.)

Social

Social Contribution

Start Together – Little Love Goes A Long Way

Roundup Donation & End of Year 1% Donation

- 'Roundup Donation' is a monthly voluntary donation program where employees donate the remaining digits of their monthly salaries (KRW 1 to 999), and the 'End of Year 1% Donation' is a voluntary donation of 1% of the December salary each year.

GC Cell's Cell CAR WASH Initiative to Promote Employment for People with Disabilities

- GC Cell launched its on-site Cell Car Wash operations on September 2, 2024. This initiative represents GC Cell's dedicated effort to provide new opportunities for socially vulnerable populations and contribute to the growth and development of our society, including local communities, thereby promoting employment for people with disabilities.
- Specifically, the company sought to fulfill its corporate social responsibility by providing stable employment for people with disabilities, a socially vulnerable group, while creating an opportunity to expand employee benefits through car wash services.
- Meanwhile, regular disability awareness education programs have helped foster an inclusive workplace environment that treats all employees equitably, leading to higher employee satisfaction. GC Cell remains committed to continuing these efforts and creating additional employment opportunities for people with disabilities.

Share Together – Local Community & Neighbors

GC Matching Grant

- This program matches employee monthly donations to support marginalized community members, including elderly individuals living alone and child-headed households. Working with local institutions near headquarters and factory locations, the program ensures continuous rather than one-time assistance.
- We identify and support senior citizens living alone and child-headed households in cooperation with regional agencies and NGOs such as Yong-in Social Welfare Center, Community Chest of Korea, and Child Fund Korea.
- In addition to financial support, we also visit the homes of senior citizens living alone who are supported through the matching grant system, to replace old wallpapers and flooring, and provide companionship as part of our volunteer activities.

GC Volunteer Group

- Due to COVID-19, all activities were temporarily stopped, but it is expected that GC Volunteer activities will resume by encouraging volunteer activities centered around interest groups at the headquarters and local worksites.
- The GC Volunteer Group continuously collaborates with local partner organizations for social contribution, highlighting the unique characteristics of each volunteer team.

Love Neighbors Day & GC Charity Bazaar

- Love Neighbors Day is a program where employees and their families engage in volunteer activities to help neighbors in need within the local community. The program involves whole families participating in activities such as visiting welfare centers for volunteer service and kimchi making, and operates as a company-wide initiative across all GC Group affiliates.
- GC Charity Bazaar is GC Group's flagship social contribution activity that has been running for over 30 years. Through proceeds from selling employee-donated items, the program helps disadvantaged neighbors in the community while also conserving resources.
- In addition to supporting social welfare facilities connected with GC Group's volunteer service organization, the affiliates provide living expense assistance for elderly individuals living alone, migrant workers, and North Korean defectors, as well as educational funding for vulnerable youth heads of household, striving to offer practical help to marginalized neighbors in the community.

GC Biopharma Campaigns for 'World Hemophilia Day' & 'Rare Disease Day'

- In commemoration of World Hemophilia Day, GC Biopharma displayed images on the large media facade at its R&D Center in Yongin, Gyeonggi Province.
- To participate in the event on the last day of February, designated as 'Rare Disease Day' by the European Organization for Rare Diseases (EURORDIS), GC Biopharma conducted a campaign using images containing the message 'Rare Disease Day, February 28, 2022! #LightUpForRare' incorporating the official slogan 'Light Up for Rare.'
- The slogan embodies the meaning of raising awareness to shine a light on patients with rare diseases.

Mural Volunteering Activity GREAMDREAM

- Mural volunteering is a new participatory volunteer activity that began in 2023, bringing together 50-80 employees and their families for activities at locations near GC Group's headquarters and factories (Yongin Jeongpyeong Middle School in 2023, Eumseong Buyun Elementary School in 2024).
- As a hands-on collaborative social contribution activity, the program achieves environmental improvement and mutual prosperity with neighbors through enjoyable social contribution and talent sharing, while internally fostering teamwork and a sense of accomplishment.
- The significance of mural volunteering lies in revitalizing deteriorated environments and spaces within local communities, thereby addressing negative social impacts and promoting mutual prosperity with neighbors.

Social

Social Contribution

Support Together – Health and Environment

End of Year GC Donation and Donation of Medicines

- GC Biopharma donated KRW 200 million in year-end charitable contributions to support vulnerable populations, including rare disease patients, through partnerships with social welfare facilities and the Korean Red Cross.
- Charitable contributions (KRW 100 million) to social welfare organizations nationwide for underserved communities and rare disease patients
- Charitable contributions (KRW 100 million) to the Korean Red Cross for disaster relief operations and welfare programs serving the elderly, disabled individuals, and children and adolescents
- GC Biopharma donated approximately 3,000 units of premium infant formula (Novalac Stage 1 and Stage 2) to organizations supporting vulnerable populations.
- The formula was provided to G Foundation (approximately 2,000 units) and Wooyang Foundation (approximately 1,000 units) to support marginalized communities.
- These products were distributed to vulnerable populations, including single mothers, single-parent families, and children in care facilities, through each organization's established networks.

Blood Donation of Love

- As a manufacturer specialized in blood plasma-derived products, GC Group conducts Blood Donation of Love events to contribute to the national blood donation program.
  - The events are held three times a year, and blood donation certificates obtained through these events are delivered to patients.
- As of 2024, 560 employees from GC(Holding Company), GC Biopharma, and GC Cell participated.

GC Plogging

- Plogging activities are conducted to promote health, protect the environment, and support charitable initiatives.
- As of 2024, 228 GC employees participated in the program, raising KRW 11,400,000 in charitable donations.

Environmental Protection Reaction

- Environmental protection initiatives are implemented through a three-pronged approach: Remind (Rethink), Reduce (Reuse), and Recycle.- 'Remind (Rethink)': Reconsider environmental awareness and protection practices
  - 'Reduce (Reuse)': Reduce single-use items and actively reuse multi-use containers
  - 'Recycle': Make thorough waste separation a daily practice
- The program encourages participation through creating environmental protection pledges, reducing single-use consumption, and proper waste separation. Charitable donations are raised based on completed activities and donated to environmentally vulnerable communities.
- As of 2024, KRW 9.2 million in charitable donations was raised.

Social Contribution – Public Interest Corporations

Mogam Institute for Biomedical Research

- Established in May 1984
- The foundation aims to contribute to society and generate benefits through biotechnology advancements, reinvesting proceeds into research and development to create a stable and sustainable research environment. The goal is to develop pharmaceuticals for disease prevention, diagnosis, and treatment, contributing to improved public health and human welfare.
- The foundation is committed to new drug research aimed at enhancing human health through the development of high-quality pharmaceuticals.
- Notable achievements include developing the world's first hemorrhagic fever with renal syndrome vaccine, the world's second varicella vaccine, quadrivalent influenza vaccines, and treatments for neutropenia.
- As new drug development research incorporating artificial intelligence technology begins, the foundation continues recruiting field specialists and actively pursues collaborative activities across industry, academia, and interdisciplinary sectors.

Mogam Science Scholarship Foundation

- Scholarship programs were launched in 2006.
- The foundation provides scholarships and research funding to dedicated and aspiring students, including Korean nationals pursuing overseas studies and research in science, engineering, and medicine; domestic students in their first through fourth years at regular universities; and students facing financial difficulties or requiring social support. The foundation plans to continue diversifying its scholarship programs in response to evolving societal needs.
- As of 2024, 533 students have benefited from the programs, with total scholarship disbursements reaching 5.3 billion KRW.

Main Programs

Classification		Description
Overseas Scholarship Program	Eligibility	Korean nationals studying abroad in science, engineering, or medicine (undergraduate, graduate, doctoral, post-doctoral)
	Amount	$4,000 - $10,000 per recipient
Domestic Scholarship Program	Eligibility	Current-year undergraduate students at designated domestic universities (qualifying students)
	Amount	KRW 10 million per recipient

Social

Social Contribution

Social Contribution - Public Interest Corporations

Future Foundation of Korea

· Established as a public interest foundation in 2009

· The foundation supports North Korean defector students by cultivating their passion for learning and fostering hope for the future, helping them develop into leaders for a unified Korea.

· 2024 Achievements
- Scholarship Programs: 300 cumulative scholarship recipients (2011-2024), foundation operating budget of KRW 3.98 billion
- Health and Wellness: 3,111 total service hours provided across 1,172 sessions
- Employment Support: 2,100 training hours delivered to 95 beneficiaries
- Settlement Research: 5 cumulative academic research projects completed (2014-2024)

Main Projects

Classification		Description
Scholarship Programs	Eligibility	North Korean defectors enrolled in years 1-4 at domestic regular universities
	Support	Scholarships, education, coaching, counseling, etc.
Health and Wellness	Eligibility	North Korean defector students and adults
	Support	School visits for scholarship recipients, professional psychological counseling, comprehensive health examinations
Employment Support	Eligibility	North Korean defectors settling in Korean society
	Support	Entrepreneurship education, vocational skills development training
Settlement Research	Support	Research project development and academic research funding to generate and disseminate knowledge for improving settlement support programs

Appendix

GRI Standards Index

GC Group

Classification	GRI Standards 2024	Remarks
Foundation	Statement of Use	GC Group reports information for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards 2021.
	GRI 1 Used	GRI 1: Foundation 2021
	Applicable GRI Sector Standards	As of June 2025, the GRI Sector Standard for the Pharmaceuticals Sector applicable to GC Group has not yet been published.

Classification	Index		Page Reference
Organization & Business	2-1	Organizational Details	p. 98
	2-2	Entities included in the organization's sustainability reporting	pp. 5-6
	2-3	Reporting period, frequency and contact point	p. 98
	2-4	Restatements of information	p. 98
	2-5	External assurance	p. 98
	2-6	Activities, value chain and other business relationships	pp. 4, 6-12, 14-16, 98
Workers	2-7	Employees	pp. 107, 137-139
	2-8	Workers who are not employees	p. 107
Governance	2-9	Board Composition and Operation	pp. 98-101
	2-10	Appointment of the Board of Directors	pp. 98, 100
	2-11	Chair of the Board of Directors	pp. 99-100
	2-12	Role of the Board of Directors in overseeing the management of impacts	p. 21, 100
	2-13	Delegation of responsibility for managing impacts	p. 21
	2-14	Role of the Board of Directors in sustainability reporting	pp. 21-22
	2-15	Conflicts of interest	pp. 101, 103
	2-16	Communication of critical concerns	pp. 21, 22, 100, 103
	2-17	Collective knowledge of the highest governance body	p. 100
	2-18	Evaluation of the performance of the Board of Directors	p. 102
	2-19	Remuneration policies	p. 103
	2-20	Process to determine compensation	pp. 102, 103
	2-21	Annual total compensation ratio	Not disclosed due to confidentiality

Classification	Index		Page Reference
Strategy and Policies	2-22	Statement on sustainable development strategy	pp. 20-21, 73, 81-82
	2-23	Policy commitments	pp. 61-63, 65-66, 124
	2-24	Embedding policy commitments	pp. 61-66, 124-126
	2-25	Processes to remediate negative impacts	pp. 123-125
	2-26	Mechanisms for seeking advice and raising concerns	pp. 123, 125
	2-27	Compliance with laws and regulations	p. 106
	2-28	Membership associations	pp. 104-105
Stakeholders	2-29	Approach to stakeholder engagement	p. 108
	2-30	Collective bargaining agreements	p. 108
Material Topics	3-1	Process to determine material topics	p. 23
	3-2	List of material topics	p. 23
	3-3	Management of material topics	pp. 25, 44, 60, 71
Economic Performance	201-1	Direct economic value generated and distributed	pp. 110-112
	201-2	Financial implications and other risks and opportunities due to climate change	pp. 73, 81-82
	201-3	Obligations of defined benefit plan	p. 111
	201-4	Financial assistance received from government	Government subsidy details can be found in each affiliate's business report: GC (Holding Company) 59th Business Report p. 65, GC Biopharma 56th Business Report p. 53, GC Cell 14th Business Report p. 36
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	p. 108
	202-2	Proportion of senior management hired from the local community	GC (Holding Company), GC Biopharma, and GC Cell: 100% (Korean nationals)
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	pp. 112, 146-147
	203-2	Significant indirect economic impacts	pp. 26-27, 112, 146-147
Procurement Practices	204-1	Proportion of spending on local suppliers	p. 113

GRI Standards Index

GC Group

Classification	Index		Page Reference
Taxes	207-1	Tax governance, control, and risk management	pp. 102, 106, 113
	207-2	Tax governance, control, and risk management	pp. 102, 106, 113
	207-3	Stakeholder engagement and management of concerns related to tax	pp. 106, 113
	207-4	Country-by-country reporting	GC Group does not publish CbC reporting separately in its ESG disclosures.
Greenhouse Gas Emissions			
Material Topic	3-3	Management of Material Topics	p. 70
Emissions	305-1	Direct (Scope 1) greenhouse gas emissions	pp. 78, 83-84
	305-2	Indirect (Scope 2) greenhouse gas emissions	pp. 78, 83-84
	305-3	Other indirect (Scope 3) greenhouse gas emissions	pp. 78, 83-84
	305-4	Greenhouse gas emissions intensity	pp. 78, 83-84
	305-5	Reduction of greenhouse gas emissions	pp. 78, 83-84
Environmental Impact Management			
Material Topic	3-3	Management of Material Topics	p. 70
Water and Effluents	303-1	Interactions with water as a shared resource	pp. 95, 113-114
	303-2	Management of water discharge-related impacts	pp. 88, 114
	303-3	Water withdrawal	p. 114
	303-4	Water discharge	pp. 88, 91, 114
	303-5	Water consumption	p. 114
Emissions	305-6	Emissions of zone-Depleting Substances (ODS)	No emissions of relevant substances
	305-7	Nitrogen Oxides (NO), Sulfur Oxides (SO), and other sgnificant air emissions	pp. 88, 91, 94-96
Waste	306-1	Waste generation and significant waste-related impacts	pp. 87, 89, 91
	306-2	Management of significant waste-related impacts	pp. 87, 89, 91, 115
	306-3	Waste generated	pp. 89, 91, 94-96
	306-4	Waste diverted from disposal	pp. 89, 91, 94-96
	306-5	Waste directed to disposal	pp. 89, 91, 94-96

Classification	Index		Page Reference
Product Quality and Enhancing Patient Safety			
Material Topic	3-3	Management of Material Topics	p. 44
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	p. 47
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were five cases of violations related to health and safety laws during the reporting period of GC Group.
Improving Access to Medicine			
Material Topic	3-3	Management of Material Topics	p. 25
Training pharmaceutical and biopharmaceutical Professionals			
Material Topic	3-3	Management of Material Topics	p. 25
Training and Education	404-1	Average taining hours per employee	p. 43
	404-2	Programs for upgrading employee skills and supporting continued employability	pp. 36, 38, 41-42
	404-3	Percentage of employees receiving regular performance and career development reviews	pp. 136-137
Supply Chain ESG Risk Management			
Material Topic	3-3	Management of Material Topics	p. 44
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	p. 57
	308-2	Negative environmental impacts in the supply chain and actions taken	pp. 54, 57, 73
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	p. 57
	414-2	Negative social impacts in the supply chain and actions taken	p. 54, 57
Prevention of Unethical and Corrupt Practices			
Material Topic	3-3	Management of Material Topics	p. 58
Anti-Corruption	205-1	Operations assessed for risks related to corruption	pp. 64-65
	205-2	Communication and training about anti-corruption policies and procedures	pp. 63-65
	205-3	Confirmed incidents of corruption and actions taken	There were zero confirmed incidents of corruption or legal actions taken during the reporting period of GC Group.
Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 154
Violation of Research Ethics			
Material Topic	3-3	Management of Material Topics	p. 58
R&D Innovation			
Material Topic	3-3	Management of Material Topics	p. 25

GRI Standards Index

GC Group

Classification	Index		Page Reference
Materials	301-1	Weight or volume of materials used	p. 113
	301-2	Recycled input materials used	Raw materials (such as blood plasma) used in the pharmaceutical manufacturing of GC Biopharma and GC Cell cannot be recycled. Due to the safety requirements of pharmaceutical products, recycled paper cannot be used for primary packaging.
	301-3	Reclaimed products and packaging materials	
Energy	302-1	Energy consumption within the organization	pp. 76, 78, 83-85
	302-2	Energy consumption outside of the organization	GC (Holding Company), GC Biopharma, and GC Cell do not currently measure energy consumption outside the organization.
	302-3	Energy intensity	pp. 78, 83-85
	302-4	Reduction of energy consumption	pp. 78, 83-85
	302-5	Reductions in energy requirements of products and services	pp. 78, 83-85
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas Not applicable	Not applicable
	304-2	Significant impacts of activities, products, and services on biodiversity	GC Group supports the Nagoya Protocol in relation to the raw materials used in pharmaceutical manufacturing. To prevent environmental pollution caused by pharmaceutical waste, the company follows proper disposal procedures in order to mitigate impacts on biodiversity.
	304-3	Habitats protected or restored	Not applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
Workers	401-1	New employee hires and employee turnover	pp. 116, 119
	401-2	Benefits provided to permanent workers that are not provided to temporary or part-time workers	pp. 120, 121
	401-3	Parental leave	p. 122
Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	GC Group shares institutional changes in real time through the Labor-Management Council and internal communication channels.
Occupational Health and Safety	403-1	Occupational health and safety management system	p. 131
	403-2	Hazard identification, risk assessment, and incident investigation	pp. 133-135
	403-3	Occupational health services	pp. 121, 132

Classification	Index		Page Reference
Occupational Health and Safety (continued)	403-4	Participation, consultation, and communication on occupational health and safety	p. 131
	403-5	Worker training on occupational health and safety	p. 134
	403-6	Promotion of worker health	pp. 121, 132
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	p. 133
	403-8	Workers covered by an occupational health and safety management system	p. 129
	403-9	Work-related injuries	pp. 121, 132-135
	403-10	Work-related ill health	pp. 135-136
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	pp. 107, 138-140
	405-2	Ratio of basic salary and remuneration of women to men	p. 137
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Not applicable during the reporting period for GC Group
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable during the reporting period for GC Group
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable during the reporting period for GC Group
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable during the reporting period for GC Group
Security Practices	410-1	Security personnel trained in human rights policies or procedures	GC Group's human rights policy is based on the "GC Human Rights Charter," and training on relevant policies and procedures is conducted through the distribution of the Charter to all employees across GC Group, including security personnel.
Rights of Indigenous Peoples	411-1	Incidents of violations involving the rights of indigenous peoples	Not applicable during the reporting period for GC Group
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Although no such cases occurred during the reporting period, GC Group continues to conduct monitoring to prevent potential risks.
	413-2	Operations with significant actual and potential negative impacts on local communities	Although no such cases occurred during the reporting period, GC Group continues to conduct monitoring to prevent potential risks.
Marketing and Labeling	417-1	Requirements for product and service information and labeling	No violations of relevant laws and regulations were identified during the reporting period.
	417-2	Incidents of non-compliance concerning product and service information and labeling	p. 53
	417-3	Incidents of non-compliance concerning marketing communications	p. 53
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no violations of laws and regulations related to personal information protection or data security during the reporting period.

SASB Index

GC (Holding Company)

Financials Sector (Asset Management & Custody Activities)

Accounting Metrics

Topic	SASB Code	Index - Asset Management & Custody Activities	Unit	2022	2023	2024	Remarks
Transparent Information and Fair Advice for Customers	FN-AC-270a.1	(1) Number and (2) percentage of licensed professionals or decision-makers who have been the subject of investment-related investigations, customer complaints, private civil litigations, or other regulatory proceedings	Persons, %	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	No related litigation occurred during the reporting period
	FN-AC-270a.2	Total monetary losses resulting from legal proceedings associated with marketing and communication of asset management products to new and returning customers	KRW million	0	0	0	
	FN-AC-270a.3	Description of approach to informing customers about asset management products and services	N/A	Refer to p. 103 “Shareholder-Friendly Policy”			
Employee Diversity & Inclusion	FN-AC-330a.1	Percentage representation for (1) executives, (2) non-executive directors, (3) professionals, and (4) all other employees, by gender and ethnic group	%	(1) M 100, F 0 (2) M 100, F 0 (3) M 5.9, F 18.0 (4) M 62.6, F 37.4	(1) M 100, F 0 (2) M 100, F 0 (3) M 4.5, F 15.2 (4) M 62.9, F 37.1	(1) M 100, F 0 (2) M 100, F 0 (3) M 4.3, F 15.9 (4) M 59.4, F 40.6	(3) Professionals include certified experts such as lawyers, accountants, and PhDs
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	FN-AC-410a.1	Amount of assets, by asset class, incorporating (1) ESG factors, (2) sustainability-themed investing, and (3) screening	KRW million	0	0	0	Not applicable (no such assets held)
	FN-AC-410a.2	Description of approach to ESG incorporation in investment and asset management processes and strategies	N/A	Not applicable to the company			
	FN-AC-410a.3	Proxy voting and shareholder engagement policies and procedures with investee companies	N/A	Refer to p. 103 “Shareholder-Friendly Policy”			
Financial Emissions	FN-AC-410b.1	Total absolute emissions financed: (1) Scope 1, (2) Scope 2, (3) Scope 3	tCO_2eq	(1) 130.87 (2) 740.64 (3) -	(1) 119.00 (2) 718.00 (3) -	(1) 126.00 (2) 613.00 (3) -	Scope 3 calculation in progress (to be disclosed post-2025)
	FN-AC-410b.2	Total AUM included in financial emissions disclosure	KRW million	-	-	-	
	FN-AC-410b.3	Percentage of AUM included in financial emissions disclosure	%	-	-	-	
	FN-AC-410b.4	Methodology used to calculate financed emissions	N/A	-	-	-	
Business Ethics	FN-AC-510a.1	Total monetary losses from legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	KRW million	0	0	0	No related litigation occurred during the reporting period
	FN-AC-510a.2	Description of whistleblower policies and procedures	N/A	Refer to p. 60 “Whistleblower Protection”			

Accounting Metrics

Topic	SASB Code	Index - Asset Management & Custody Activities	Unit	2022	2023	2024	Remarks
-	FN-AC-000.A	Total assets under management (AUM)	KRW million	(1) 3,592,061, (2) 0	(1) 3,737,707, (2) 0	(1) 3,670,572, (2) 0	-
	FN-AC-000.B	Total assets under custody and supervision	KRW million	0	0	0	-

SASB Index

GC Biopharma

Health Care Sector (Biotechnology & Pharmaceuticals)

Accounting Metrics

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
Clinical Trial Participant Safety	HC-BP-210a.1	Discussion of processes for ensuring clinical trial quality and patient safety in each region	N/A	Refer to pp. 45-52 “Product Quality and Enhancing Patient Safety”			
	HC-BP-210a.2	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance, (1) resulting in voluntary action and (2) resulting in official action	Cases	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	Not applicable to the company
	HC-BP-210a.3	Total monetary losses as a result of legal proceedings associated with clinical trials in developing countries	KRW million	0	0	0	No legal proceedings reported during the reporting period
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to medicine for priority diseases and countries defined by the Access to Medicine Index	N/A	Refer to pp. 26-30 “Enhancing Access to Medicines”			
	HC-BP-240a.2	List of products on the WHO Prequalification (PQP) list as part of the WHO Prequalification Program	N/A	5	6	6	
Affordability & Pricing	HC-BP-240b.2	Weighted average list price and percentage change in (1) weighted average net price compared to the (2) previous reporting year	%	(1) 3.6, (2) -	(1) 2.3, (2) -	(1) 0.2, (2) -	Based on major domestic and overseas products (see Business Report FY2023, p. 26)
	HC-BP-240b.3	(1) List price and (2) net price change of product with the highest increase or decrease compared to the previous reporting year	%	-	-	-	Not disclosed due to confidentiality
Drug Safety	HC-BP-250a.1	Number of products listed in public safety or adverse event reporting databases	N/A	None of the company’s products are listed			
	HC-BP-250a.2	Number of fatalities associated with products	Persons	-	-	-	Not applicable to the company
	HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	Cases, Units	(1) 1[1], (2) 1,345[2]	(1) 0, (2) 0	(1) 2[1], (2) 2,902[2]	
	HC-BP-250a.4	Total amount of products approved for return, reuse, or disposal	Ton	0.001	0.000	0.356	
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP) or comparable standards, by type	N/A	No violations occurred during the reporting period			
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A	Refer to p. 51 “Responsible Pharmaceutical Marketing Policy”			
	HC-BP-260a.2	Discussion of process for alerting customers and business partners about potential or known counterfeit products	N/A	Refer to p. 51 “Responsible Pharmaceutical Marketing Policy”			
	HC-BP-260a.3	Discussion of process for alerting customers and business partners about potential or known counterfeit products	Cases	0	0	0	Not applicable to the company
Ethical Marketing	HC-BP-270a.1	Total monetary losses as a result of legal proceedings associated with false marketing claims, and a description	N/A	No legal proceedings reported; total loss is KRW			
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A	Refer to p. 61 “Ethical Management Policy”			

1) 2022: Tyranno Gold Plus Chewable Tablets; 2024: Albumin 20% 50mL, Deep Body Cavity Wound Dressing
2) 2022: 1,345 bottles of Tyranno Gold Plus Chewable Tablets; 2024: 1,112 vials of Albumin 20% 50mL, 1,790 units of Deep Body Cavity Wound Dressing

SASB Index

GC Biopharma

Health Care Sector (Biotechnology & Pharmaceuticals)

Accounting Metrics (continued)

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of efforts to recruit and retain scientists and R&D personnel	N/A	Refer to pp. 38-41, "Pharmaceutical and Biotech Talent Development," and pp. 116-119, "Talent Acquisition and Retention"			
	HC-BP-330a.2	(a) Executives/Senior Managers, (b) Mid-level Managers, (c) Professionals, (d) All Other Employees: (1) Voluntary turnover rate, (2) Involuntary turnover rate	%	(1) 5.8 - (a) 0.04, (b) 0.3, (c) 2.5, (d) 3.0, (2) 0.3 -(a) 0.0, (b) 0.04, (c) 0.3, (d) 0.0	(1) 5.2 - (a) 0.1, (b) 0.5, (c) 1.8, (d) 2.8, (2) 1.6 - (a) 0.0, (b) 0.0, (c) 1.2, (d) 0.3	(1) 5.3 - (a) 0.0, (b) 0.5, (c) 2.1, (d) 2.7 (2) 1.7 - (a) 0.0, (b) 0.1, (c) 1.4, (d) 0.2	Calculated based on the Total Number of Employees
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity facilities and (2) Tier 1 supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium Audit Program or an equivalent third-party audit program for pharmaceutical ingredient and supply chain security	%	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	Supply chain safety is managed and monitored through GDP certification, safety information exchange agreements, and pharmacovigilance contracts
Business Ethics	HC-BP-510a.1	Total monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical practices	N/A	No legal proceedings reported; total loss is KRW			
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	N/A	Refer to p. 61 "Ethical Management Policy"			

Activity Metrics

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
-	HC-BP-000.A	Number of patients treated	Persons	-	-	-	Not disclosed due to difficulty in estimation
	HC-BP-000.B	(1) Number of pharmaceutical products in portfolio, (2) Number of investigational drugs in clinical development (Phase 1-3)	Units	(1) 83, (2) 11	(1) 88, (2) 8	(1) 87, (2) 10	Includes herpes zoster vaccine project under affiliate Curevo

SASB Index

GC Cell

Health Care Sector (Biotechnology & Pharmaceuticals)

Accounting Metrics

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
Clinical Trial Participant Safety	HC-BP-210a.1	Discussion of processes for ensuring clinical trial quality and patient safety in each region	N/A	Refer to pp. 45-52 “Product Quality and Enhancing Patient Safety”			
	HC-BP-210a.2	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance, (1) resulting in voluntary action and (2) resulting in official action	Cases	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	Not applicable to the company
	HC-BP-210a.3	Total monetary losses as a result of legal proceedings associated with clinical trials in developing countries	KRW million	0	0	0	No legal proceedings reported during the reporting period
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to medicine for priority diseases and countries defined by the Access to Medicine Index	N/A	Refer to pp. 26-30 “Enhancing Access to Medicines”			
	HC-BP-240a.2	List of products on the WHO Prequalification (PQP) list as part of the WHO Prequalification Program	N/A	None of the company’s products are listed			
Affordability & Pricing	HC-BP-240b.2	Weighted average list price and percentage change in (1) weighted average net price compared to the (2) previous reporting year	%	(1) 0, (2) 28	(1) 0, (2) (12)	(1) 11, (2) 5	
	HC-BP-240b.3	(1) List price and (2) net price change of product with the highest increase or decrease compared to the previous reporting year	%	(1) 0, (2) 28	(1) 0, (2) (12)	(1) 11, (2) 5	
Drug Safety	HC-BP-250a.1	Number of products listed in public safety or adverse event reporting databases	N/A	None of the company’s products are listed			
	HC-BP-250a.2	Number of fatalities associated with products	Persons	-	-	-	Not applicable to the company
	HC-BP-250a.3	Number of recalls issued, total units recalled	Cases, Units	-	-	-	
	HC-BP-250a.4	Total amount of products approved for return, reuse, or disposal	ton	-	-	-	
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP) or comparable standards, by type	N/A	No violations occurred during the reporting period			
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A	Not applicable to the company			
	HC-BP-260a.2	Discussion of process for alerting customers and business partners about potential or known counterfeit products	N/A	Not applicable to the company			
	HC-BP-260a.3	Discussion of process for alerting customers and business partners about potential or known counterfeit products	Cases	0	0	0	Not applicable to the company
Ethical Marketing	HC-BP-270a.1	Total monetary losses as a result of legal proceedings associated with false marketing claims, and a description	N/A	No legal proceedings reported; total loss is KRW			
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A	Refer to p. 61 “Ethical Management Policy”			

SASB Index

GC Cell

Health Care Sector (Biotechnology & Pharmaceuticals)

Accounting Metrics

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of efforts to recruit and retain scientists and R&D personnel	N/A	Refer to pp. 41-43, “Pharmaceutical and Biotech Talent Development,” and pp. 116-119, “Talent Acquisition and Retention”			
	HC-BP-330a.2	(a) Executives/Senior Managers, (b) Mid-level Managers, (c) Professionals, (d) All Other Employees: (1) Voluntary turnover rate, (2) Involuntary turnover rate	%	(1) 21.2 - (a) 0.5, (b) 1.3, (c) 1.8, (d) 17.7 (2) 0 - (a) 0, (b) 0, (c) 0, (d) 0	(1) 22.6 - (a) 0.2, (b) 2.6, (c) 1.9, (d) 17.9 (2) 0 - (a) 0, (b) 0, (c) 0, (d) 0	(1) 24.3 - (a) 0.5, (b) 1.3, (c) 2.3, (d) 20.1 (2) 1.3 - (a) 0.0, (b) 0.1, (c) 0.2, (d) 1.0	Calculated based on the Total Number of Employees
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity facilities and (2) Tier 1 supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium Audit Program or an equivalent third-party audit program for pharmaceutical ingredient and supply chain security	%	(1) 100, (2) 100	(1) 100, (2) 100	(1) 100, (2) 100	The company manages supply chain security through MFDS GMP certification audits
Business Ethics	HC-BP-510a.1	Total monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical practices	N/A	No legal proceedings reported; total loss is KRW			
		Description of code of ethics governing interactions with health care professionals	N/A	Refer to p. 61 “Ethical Management Policy”			

Activity Metrics

Topic	SASB Code	Index- Biotechnology & Pharmaceuticals	Unit	2022	2023	2024	Remarks
-	HC-BP-000.A	Number of patients treated	Persons	1,728	1,857	1,960	Based on the number of patients administered Immuncell-LC Injection
	HC-BP-000.B	(1) Number of pharmaceutical products in portfolio, (2) Number of investigational drugs in clinical development (Phase 1-3)	Units	(1) 1, (2) 3	(1) 1, (2) 4	(1) 1, (2) 3	Detailed clinical information is available via the MFDS Integrated Drug Information System (nedrug.mfds.go.kr)

TCFD Index

Classification	Index	Page Reference
Governance	a) Description of the Board of Directors' oversight of climate-related risks and opportunities	p. 70
	b) Description of management's role in assessing and managing climate-related risks and opportunities	p. 70
Strategy	a) Description of the climate-related risks and opportunities identified over the short, medium, and long term	p. 71
	b) Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	pp. 72-73
	c) Description of the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	pp. 72-75
Risk Management	a) Description of the organization's processes for identifying and assessing climate-related risks	p. 76
	b) Description of the organization's processes for managing climate-related risks	p. 76
	c) Description of how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	p. 76
Metrics and Targets	a) Disclosure of the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	pp. 77-78
	b) Disclosure of Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	p. 77
	c) Description of the targets used by the organization to manage climate-related risks and opportunities and performance against targets	p. 77

Independent Assurance Statement

To readers of GC Sustainability Report 2025

Introduction

Korea Management Registrar (KMR) was commissioned by GC to conduct an independent assurance of its Sustainability Report 2025 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of GC. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with GC and issue an assurance statement.

Scope and Standards

GC described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the GRI standards 2021 included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process. GRI Sustainability Reporting Standards

· Universal standards
· Topic specific standards
· Management approach of Topic Specific Standards
  - GRI 205: Anti-Corruption
  - GRI 206: Anti-Competitive Behavior
  - GRI 303: Water and Effluents
  - GRI 305: Emissions
  - GRI 306: Effluents and Waste
  - GRI 308: Supplier Environmental Assessment
  - GRI 404: Training and Education
  - GRI 414: Supplier Social Assessment
  - GRI 416: Customer Health and Safety

As for the reporting boundary, the engagement excludes the data and information of GC's partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:
· reviewed the overall Report;
· reviewed materiality assessment methodology and the assessment report;
· evaluated sustainability strategies, performance data management system, and processes;
· interviewed people in charge of preparing the Report;
· reviewed the reliability of the Report's performance data and conducted data sampling;
· assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by GC to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Independent Assurance Statement

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with GC on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards 2021. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

GC has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

GC has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

GC prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of GC's actions.

Impact

GC identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021·2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with GC and did not provide any services to GC that could compromise the independence of our work.

June 2025 Seoul, Korea

KMR SRV1000 Sustainability Committee Assurance AA1000 Licensed Assurance Provider 000-129

CEO E. J Hwang

GHG Emissions Verification Statement

Scope 1,2 GHG Emissions Verification

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Greenhouse Gas Emissions (hereinafter 'GHG Inventory') of GC Biopharma[1] (hereinafter 'Company') for 2024.

1) Address (based on headquarters): 107, 30beon-gil, Ihyeon-ro, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

Verification Purpose

The purpose is to ensure the reliability of the company's GHG Report in relation to the operation of the Emissions Trading Scheme.

Verification Scope

KFQ's verification covered on all facilities and emission sources under the operational control and organizational boundary of the Company during 2024.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme[2]], [Rules for verification of operating the GHG emission trading scheme[3]] and [ISO14064-3] for every applicable part.

2) Notification No. 2025-28 of Ministry of Environment

3) Notification No. 2024-169 of Ministry of Environment

Level of Assurance

The Verification has been planned and conducted as the 'Rules for verification of operating the greenhouse gas emission trading scheme', and the level of assurance for verification shall be satisfied as reasonable level of assurance. And it was confirmed through an internal review whether the process before the verification was conducted effectively.

Verification Limitation

The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Verification Opinions

Regarding to the data of the Greenhouse Gas Emission Consumption from the report through the verification, KFQ provides our verification opinions as below;

1) GHG emissions have been appropriately calculated according to the "Rule for emission reporting and certification of GHG emission trading Scheme" and "ISO 14064-1:2018" methodologies.
2) The company's GHG emissions are less than 5,00,000 tCO2-eq, complying with the materiality threshold of below 5% of total emissions.
3) Thus, KFQ concludes that GHG Emissions of Company in 2024 is correctly calculated and reported in accordance with "Rule for emission reporting and certification of GHG emission trading Scheme".

Unit : tCO_2eq

Scope 1	Scope 2	Total
9,479.640	55,284.227	**64,761**

* The totals in this verification statement do not match the totals in emission trading scheme because the total emissions of each facility are calculated by truncating to integer units

May 23rd, 2025

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

National Institute of Environmental Research

www.kfq.or.kr
78, Samjeon-ro, Songpa-gu, Seoul, Republic of Korea (Samjeon-dong, Q Tower)(05606)

GHG Emissions Verification Statement

Scope 3 GHG Emissions Verification

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of Scope 3 Greenhouse Gas Emissions (hereinafter 'GHG emissions') of GC Biopharma[1] (hereinafter 'Company') for 2024. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters) : 107 Ihyeon-ro 30, Giheung-gu, Yongin-si, Gyeonggi-do (Bohjeong-dong)

Verification Purpose

The purpose is to provide an independent verification opinion on the company's Scope3 emissions.

Verification Scope

The verification covered ten emission categories[2] selected by the company during 2024.

2) Category 1, 2, 3, 4, 5, 6, 7, 8, 13, 15

Verification Criteria

The following criteria and coefficients used by the company were applied.

·Criteria
- ISO 14064-1:2018, ISO 14064-3:2019
- GHG Protocol Corporate Standard
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-28 of Ministry of Environment)

·Coefficient
- Environmental Product Declaration evaluation coefficient (2021)
- US EEIO(US Environmentally-Extended Input-Output)

Level of Assurance

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level.

Verification Limitation

GHG emissions verification involves inherent limitations that may arise depending on the organization's data characteristics, calculations and estimates, sampling method, and limited assurance level. Additionally, this verification does not include responsibility for the accuracy of the original data provided by the company.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

1) GHG emissions of the company for 2024 were properly calculated based on the materials provided, and no material errors or omissions that could affect the verification opinion were identified.
2) The criteria and process established by the company for calculating GHG emissions were transparently documented in the internal calculation process to prevent potential misunderstandings.
3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

Unit : tCO_2eq

Category		Total emissions
1	Purchased goods & services	138,183
2	Capital goods	3,424
3	Fuel and Energy-related activities not included in Scope 1+2	9,339
4	Upstream transportation and distribution	2,298
5	Waste generated in operations	3,645
6	Business travel	833
7	Employee commuting	2,907
8	Upstream leased assets	30

Category		Total emissions
9	Downstream transportation and distribution	-
10	Processing of sold products	-
11	Use of sold products	-
12	End of life treatment of sold products	-
13	Downstream leased assets	2,985
14	Franchises	-
15	Investments	21,289
Total		**184,934**

*Each category-specific emission and the total emissions are rounded to the nearest whole number, which may result in a discrepancy of less than ±1 tCO_2e compared to the actual values

May 23rd, 2025

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality

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GC