2026 GC Sustainability Report

The Leader in Global Healthcare

GC

About This Report

GC has published the '2026 GC Sustainability Report' to create sustainable value as a Good Companion to society.

This report systematically presents GC's ESG management performance and mid-to-long-term strategy, grounded in the GRI Disclosure Standards.

As the fifth sustainability report published by GC, this report encompasses the performance and plans of key affiliates, including GC (Holding Company), GC Biopharma, and GC Cell, and is intended to facilitate transparent communication with stakeholders.

Reporting Standards

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards 2021, the framework for sustainability reporting. The European Sustainability Reporting Standards (ESRS) were also referenced to enhance the comparability of reported information. For material topics identified through the 2025 double materiality assessment, the disclosure structure has been supplemented with reference to KSSB Sustainability Disclosure Standards No. 1 and No. 2. In addition, disclosure indicators from major global sustainability initiatives were incorporated, including the United Nations Sustainable Development Goals (UN SDGs), the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) Standards.
In this report, "GC" refers to the reporting scope on a consolidated basis. The term "GC Group," used in the previous year's report, has been discontinued and replaced with "GC" throughout this report.

Reporting Period and Scope

This report covers economic, environmental, social, and governance activities for the fiscal year from January 1, 2025, to December 31, 2025, with some information covering the first half of 2026. Quantitative data includes the most recent three years to enable time-series trend analysis.
This report covers the major business sites and supply chain of GC (Holding Company), GC Biopharma, GC Cell, and GC's key affiliates. 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 (Holding Company), GC Biopharma, and GC Cell.

Entity	Reporting Scope
GC (Holding Company)	Headquarters
GC Biopharma	Headquarters, 3 manufacturing facilities, an R&D center, and 10 sales offices
GC Cell	Headquarters, Cell Center, 47 sales offices, and a logistics center

Cautionary Note on Forward-Looking Information

GC regularly reviews its estimates and judgments based on accumulated experience and changes in the reporting environment, with any revisions reflected immediately at the time they arise. The sustainability goals and strategies set forth in this report constitute "forward-looking information" based on views and assumptions held at the time of preparation.
While the Company believes these assumptions to be reasonable, actual results may differ materially from projections due to uncertainties in the internal and external business environment and various risk factors. Furthermore, the Company undertakes no obligation to revise or update information in response to new risks or changes in circumstances arising after the publication of this report. Accordingly, all forward-looking information contained in this report should not be construed as a guarantee of future performance, and readers are advised that actual results may differ from those projected.

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. The assurance was conducted in accordance with AA1000AS v3 at the Moderate Level, Type 2.

Related Information

GC (Holding Company) Website →
GC Biopharma Website →
GC Cell Website →

Contact Information

Department | GC ESG TF
Email | gc_esg@gccorp.com
Publication date | June 2026

Navigating the Report

This report has been published as an interactive PDF, enabling navigation to relevant pages and links to external websites.
Go to Contents | Go to First Page | Go to Previous View | Go to Previous/Next Page

Contents

Introduction 004
Leadership Message 005
Overview 006

ESG Management 021
ESG Management Strategy 022
Double Materiality Assessment 024
Stakeholder Engagement and Communication 028

Environmental Topics 029
Climate Change, Energy (ESRS E1) 030
Environmental Impact Management (ESRS E2/E3/E5) 044
Biodiversity Conservation (ESRS E4) 058

Social Topics 062
Own Workforce Safety and Health (ESRS S1) 063
Talent Development and Equal Opportunities (ESRS S1) 071
Human Rights Management 100
Expanding Healthcare Access 107
Supply Chain Management (ESRS S2) 112
Product Safety and Quality Management (ESRS S4) 117
Information Security and Personal Data Protection 125
Community (ESRS S3) 131

Governance Topics 135
Governance and Shareholder Value Enhancement (ESRS G1) 136
Ethics and Compliance Management (ESRS G1) 147
R&D Innovation 156

Appendix 161
Sustainability Management Policies and Guidelines 162
Certification Status 163
Membership Associations 164
GRI Standards Index 165
KSSB Disclosure Index 168
ESRS Index 170
TCFD Index 172
SASB Index 173
Independent Assurance Statement 178
GHG Emissions Verification Statement 180

Introduction

Leadership Message 005
Overview 006

Leadership Message

2026 Commitment to Sustainable Growth

Forging a Future of 'Sustainable Healthcare' Through Substantive Innovation and Responsible Growth

Dear Valued Stakeholders,

We extend our deepest gratitude for your unwavering trust and steadfast support for GC. Grounded in our mission of contributing to healthy and happy lives for all of humanity, GC is evolving beyond a company that merely treats disease — we are emerging as a global leader committed to building a sustainable healthcare ecosystem.

Throughout 2025, and amid an increasingly uncertain business landscape, GC has continued to advance its ESG management framework, seeking to strike the right balance between social value creation and economic performance.

Accelerating Eco-Friendly Management in Response to the Climate Crisis

Grounded in our conviction that a healthy planet is a prerequisite for human health, GC is intensifying its commitment to environmental stewardship. We are accelerating our transition to renewable energy in pursuit of carbon neutrality, and are at the forefront of introducing eco-friendly processes that minimize environmental impact throughout the entire value chain — from pharmaceutical development and production to distribution. We will continue to treat climate action as a core management priority and fulfill our responsibility to pass on a healthy planet to future generations.

Strengthening Health Security and Improving Quality of Life

In pursuit of patient-centered values, we are dedicated to expanding access to healthcare and developing innovative therapies. By advancing global clinical trials for rare disease treatments and next-generation vaccines, we are opening new therapeutic possibilities in areas where significant unmet medical needs exist. Our growing Medical Aesthetic business is also contributing to enhanced quality of life across all life stages. In particular, the opening of a health screening center in Vietnam marks an important milestone in strengthening healthcare infrastructure for communities around the world.

Enhancing Business Competitiveness and Operational Efficiency for Sustainable Growth

To steadily deliver on our ESG commitments, GC has solidified its financial foundation and improved operational quality. The acquisition of U.S. plasma company ABO Holdings to secure a stable supply chain for ALYGLO, and GC Genome's successful IPO, have further reinforced our global business foundation. In parallel, we have accelerated AI-driven digital transformation through the development of an EMR-based 'Medical OS' system, AI-powered health screening data analytics, and smart laboratory infrastructure — positioning GC at the forefront of the evolving digital health landscape. We have also driven fundamental improvements in management efficiency through organizational restructuring, process optimization, and cost reduction, reinvesting those resources to fuel future R&D and sustainable growth. The opening of Seoul Forest Clinic and continued market expansion, both domestically and internationally, will further reinforce this virtuous cycle.

Trust-Based Management Anchored in 'Integrity and Transparency'

GC has built a transparent governance structure on the belief that integrity must be the foundation of all business conduct. We have continued to strengthen our ethical management framework to ensure fairness and reliability at every stage of pharmaceutical development and corporate management. The appointment of additional independent outside directors and the introduction of board performance evaluations have enhanced the independence and expertise of our decision-making processes. The establishment of a dividend policy and the implementation of a performance-linked stock compensation plan for executive directors have likewise reinforced shareholder rights and management accountability. These represent our commitment to translating stakeholder trust into tangible institutional progress.

As we look ahead to 2026, GC will establish itself as a leader in building a 'Sustainable Healthcare Ecosystem' grounded in substantive innovation. By aligning corporate value creation with social responsibility, we remain steadfast in our commitment to ensuring that both present and future generations can enjoy healthy lives.

We wish you and your families good health and happiness, and look forward to your continued partnership on our journey toward sustainability. 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 2.4515 trillion in 2025. Through strategic expansion, we now operate 54 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.

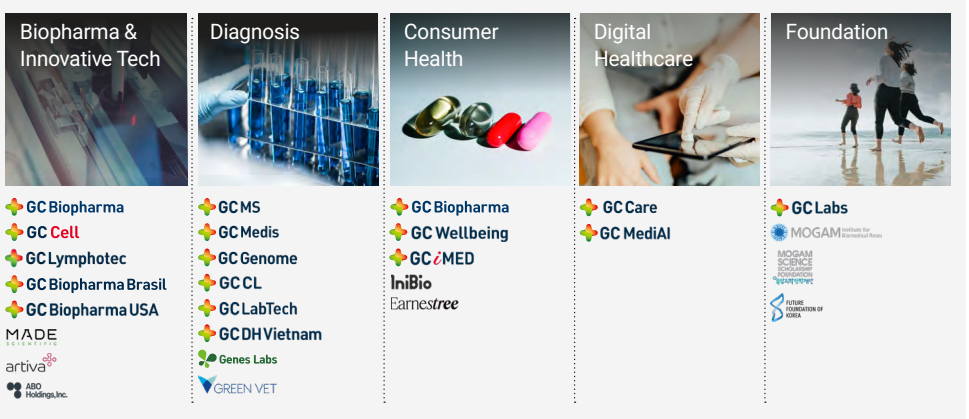
Key Information

(as of December 31, 2025, consolidated basis)

Employees	Revenue	Assets	Affiliates
Approximately 7,100[1]	KRW 2.4515 trillion[2]	KRW 4.0692 trillion[2]	7 listed, 47 unlisted

1) This figure represents the total headcount across all GC affiliates on a consolidated basis. The headcount for the three major entities — GC (Holding Company), GC Biopharma, and GC Cell — is 3,337
2) Based on GC (Holding Company), consolidated basis

GC Business Portfolio



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.

1960~1980s

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 Institute for Biomedical Research

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]

1970

1971 · Name changed to Green Cross Producing plasma-derived therapies 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

1960

1967 · Established as Sudo Microorganism Medical Supplies Company

1968 · Completion of Singal plant

1990~2000s

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 plasma-derived therapies
- Plasma-derived therapies and recombinant proteins Developed [Green Flu]
- The H1N1 vaccine Developed [GC Flu], Korea's first flu vaccine

1990

1993 · Became second company in the world to obtain product license for varicella vaccine [Suduvax]

1995 · Established Anhui Green Cross Bio Products Limited (GC China) in China, Completion of vaccine plant in Indonesia

2010s

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 plasma-derived therapies 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

2020s~

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 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], plasma-derived therapies

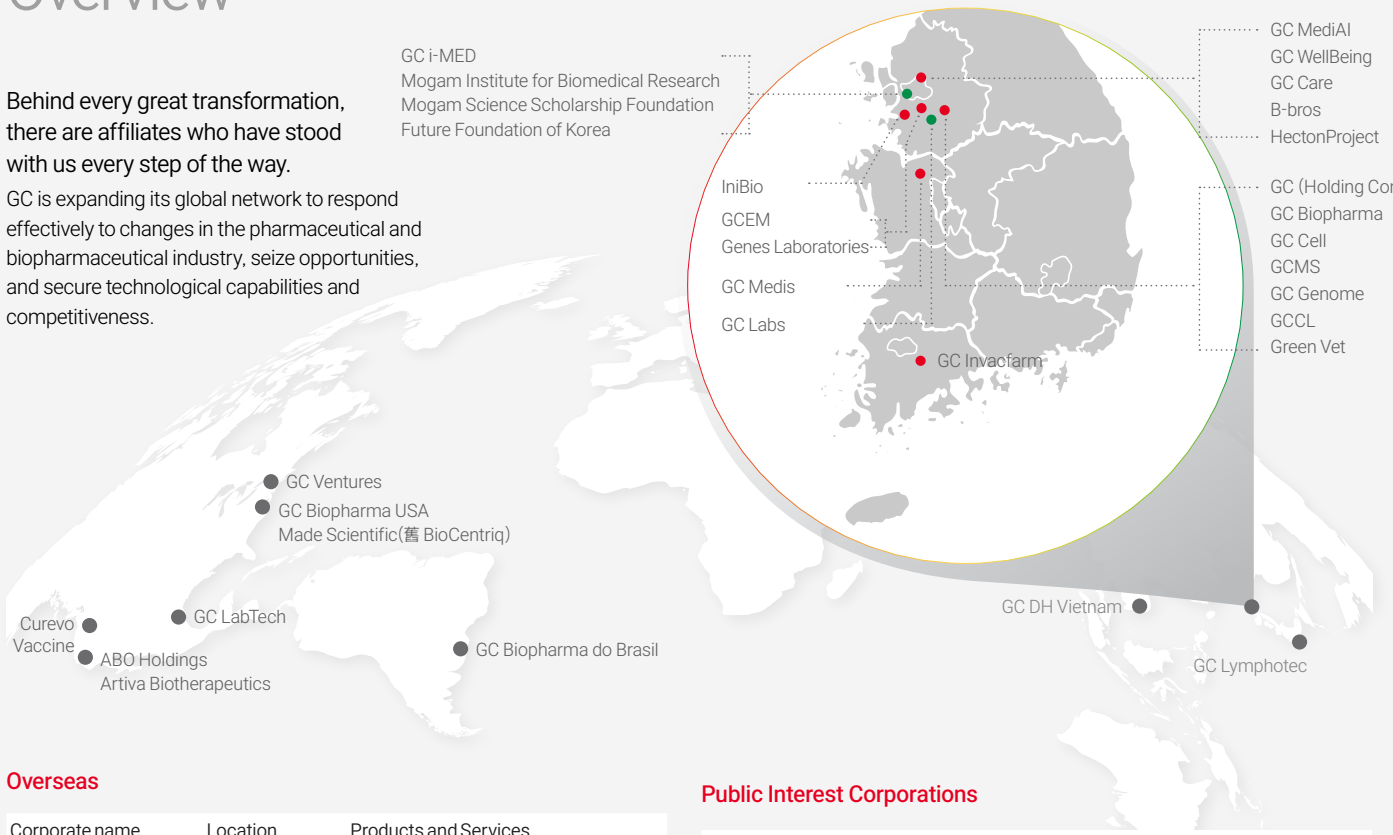
2024 · GC Biopharma commenced sales of ALYGLO in the U.S.
- GC WellBeing obtained product license from Hainan Food and Drug Administration in China for [Laennec] and commenced exports
- US affiliate Artiva went public on NASDAQ
- GCHK divested GC China stake (to Hualun Pharmaceutical Group)
- GC Labs entered Vietnam health screening center business

2025 · GC Biopharma obtained domestic license approval for [BARYTHRAX]
- GC WellBeing acquires IniBio, a botulinum toxin company
- GC Cell doses first patient in Phase 1 clinical trial for T-cell therapy
- GC Genome listed on KOSDAQ via Technology Special Listing
- GC i-MED opens Seoul Forest Clinic
- GC Labs introduces Asia's largest fully automated blood testing laboratory

Overview

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 biopharmaceutical industry, seize opportunities, and secure technological capabilities and competitiveness.



Global Network

- Domestic
- Overseas
- Public Interest Corporations

Domestic

* Listed Company

Corporate name	Location	Products and Services
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
GC MediAI* (formerly 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
EARNESTREE	Seoul	Health functional food products
IniBio	Bucheon, Gyeonggi	Manufacturing and sales of medical aesthetic pharmaceuticals
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
CURV	Seoul	Development of system software
GC WELFARE	Yongin, Gyeonggi	Other business services
K-CONCEPT	Anyang, Gyeonggi	Development of medical software
CRETEM	Anyang, Gyeonggi	Manufacturing of medical devices
EONEMEDI	Cheongju, Chungbuk	Manufacturing of packaging films

Overseas

Corporate name	Location	Products and Services
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 Vaccine	Washington, US	Next-generation vaccine development
GC LabTech	Texas, US	Plasma screening test
GC Ventures	Connecticut, US	Other professional services (Investment review)
Artiva Biotherapeutics*	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
GC DH VIETNAM	Hanoi, Vietnam	Health screening and clinical testing services

Public Interest Corporations

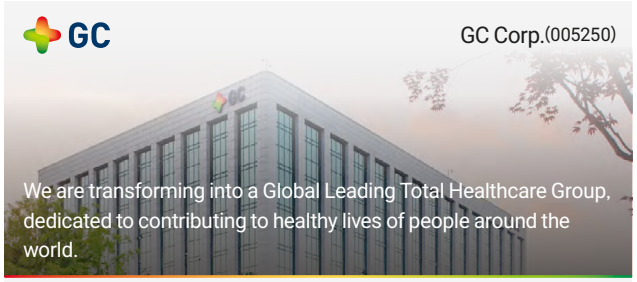
Category	Location	Products and Services
GC Labs	Yongin, Gyeonggi	Clinical laboratory testing
GC i-MED	Seoul	Comprehensive health examination
Mogam Institute for Biomedical Research	Seoul	AI-based mRNA therapeutics and other drug development
Mogam Science Scholarship Foundation	Seoul	Scholarship programs for scientific talent
Future Foundation of Korea	Seoul	Scholarship program for North Korean refugees

Overview

Affiliates

GC

GC Corp.(005250)



As a holding company, GC operates 54 affiliates in total (33 domestic and 21 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	169
Website	www.gccorp.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

Financial Results ※ Consolidated basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	37,377	36,706	40,692
Total Equity		18,815	18,522	17,637
Revenue		20,579	22,049	24,515
Operating Income		(164)	(107)	362

GC Biopharma

GC Biopharma Corp.(006280)

GC Biopharma specializes in plasma-derived therapies, 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

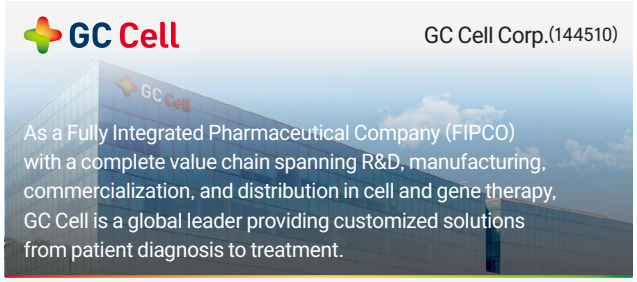
CEO	Eun-Chul Huh
Established	November 1, 1969
Employees	2,358
Website	www.gcbiopharma.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

Financial Results ※ Consolidated basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	26,433	27,439	29,711
Total Equity		15,399	14,810	13,943
Revenue		16,266	16,799	19,913
Operating Income		344	321	692

GC Cell

GC Cell Corp.(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	Jai-Wang Kim, Sung-Yong Won
Established	June 21, 2011
Employees	810
Website	www.gccell.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

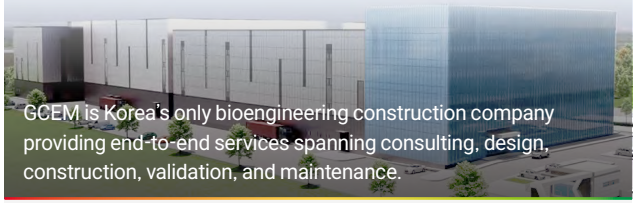
Financial Results ※ Consolidated basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	6,652	5,783	3,037
Total Equity		5,415	4,624	1,904
Revenue		1,875	1,745	1,655
Operating Income		41	(200)	(138)

Overview

Affiliates

GC GC EM — GC Engineering Maintenance Corp.



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

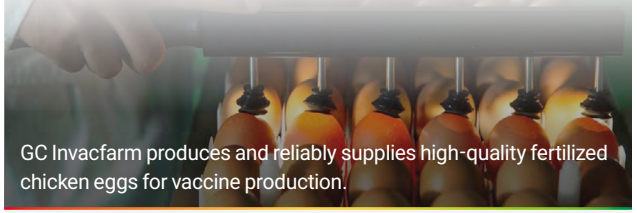
CEO	Chung-Gwon Park
Established	March 16, 2001
Employees	353
Website	www.gcem.co.kr
Address	8, Gumi-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	884	712	742
Total Equity		381	344	341
Revenue		1,851	2,359	2,102
Operating Income		62	78	91

GC GC Invacfarm — GC Invacfarm Corp.



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

Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	191	185	186
Total Equity		176	182	183
Revenue		181	160	141
Operating Income		7	7	2

GC GC MS — GC Medical Science Corp.(142280)

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	136
Website	www.greencrossms.com
Address	15, Yonggu-daero 2469beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

Financial Results

※ Consolidated basis

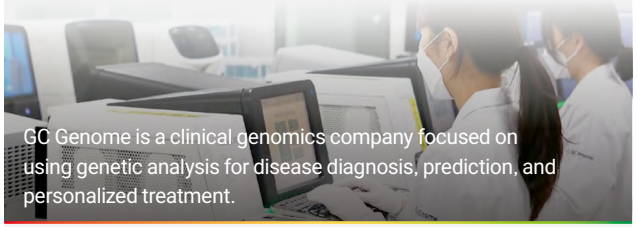
Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	905	880	905
Total Equity		369	434	463
Revenue		940	1,039	1,084
Operating Income		18	23	29

Overview

Affiliates

GC Genome

GC Genome Corp.(340450)



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

GC Genome 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	137
Website	www.gcgenome.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

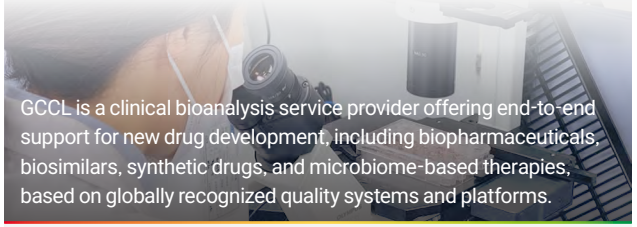
Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	428	406	846
Total Equity		250	331	783
Revenue		273	259	315
Operating Income		2	(12)	12

GC CL

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

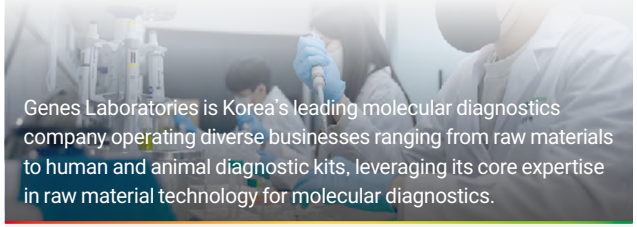
Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	266	232	207
Total Equity		191	132	115
Revenue		161	148	170
Operating Income		3	(47)	(16)

Genes Labs

Genes Laboratories



Genes Laboratories is Korea's leading molecular diagnostics company operating diverse businesses ranging from raw materials to human and animal diagnostic kits, leveraging its core expertise in raw material technology for molecular diagnostics.

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. The company is committed to the continuous development of molecular diagnostic kits for both human and veterinary use, while actively expanding its market presence through the 'Total Laboratory Automation (TLA)' systems business tailored for major medical institutions.

Overview

CEO	Yeon-Geun Kim
Established	November 4, 2008
Employees	57
Website	www.geneslabs.com
Address	520, 388, Dunchon-daero, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Financial Results

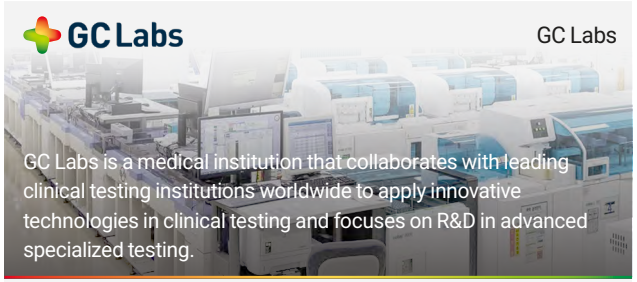
※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	110	185	175
Total Equity		(18)	(75)	(142)
Revenue		97	159	334
Operating Income		(50)	(50)	(41)

Overview

Affiliates

GC Labs



GC Labs efficiently performs approximately 5,000 test items through state-of-the-art automation systems and comprehensively trained staff. As the first institution in Korea to simultaneously obtain ISO 9001 and ISO 14001 certifications, it maintains rigorous quality standards backed by globally recognized accreditations including U.S. CAP, Germany's G-EQUAS, and ISO 15189. GC Labs further advances regional healthcare through its Yeongnam branch opening and Honam branch expansion, while solidifying its smart laboratory infrastructure via Asia's largest Total Laboratory Automation (TLA) system.

Overview

CEO	Sang-Gon Lee
Established	July 1, 1982
Employees	613
Website	www.gclabs.co.kr
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Republic of Korea

Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	2,343	2,461	2,329
Total Equity		1,033	756	595
Revenue		2,966	2,750	2,884
Operating Income		(65)	(339)	(189)

Green Vet

Green Vet is a diagnostics-centered platform company connecting the veterinary healthcare ecosystem through advanced clinical laboratory testing for companion animals. Leveraging specialized diagnostic infrastructure, including complex and high-difficulty tests, the company supports clinical decision-making and is establishing an integrated healthcare flow that extends to preventive care and management. By utilizing accumulated diagnostic data and its expansive network, Green Vet is creating new collaborative structures and standards for the veterinary industry, evolving into a leader that drives a sustainable ecosystem.

Overview

CEO	Soon-Young Park
Established	December 1, 2020
Employees	67
Website	www.greenvet.co.kr
Address	15, Yonggu-daero 2469beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do, Republic of Korea

Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	186	140	116
Total Equity		28	(14)	(54)
Revenue		65	90	107
Operating Income		(53)	(39)	(26)

GC MediAI

Built on Korea's leading medical infrastructure - a nationwide network spanning over 26,000 clinics, hospitals, and pharmacies - GC MediAI has led the market across the full healthcare value chain, from pharmaceutical distribution to data-driven platforms. Going beyond conventional EMR, the company provides AI-powered clinical decision support and operational efficiency tools, while building an open platform that organically connects hospitals, pharmacies, patients, and diverse healthcare services.

Overview

CEO	Jin-Tae Kim
Established	December 2, 1994
Employees	283
Website	https://www.gcmediai.com
Address	241, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

Financial Results

※ Consolidated basis

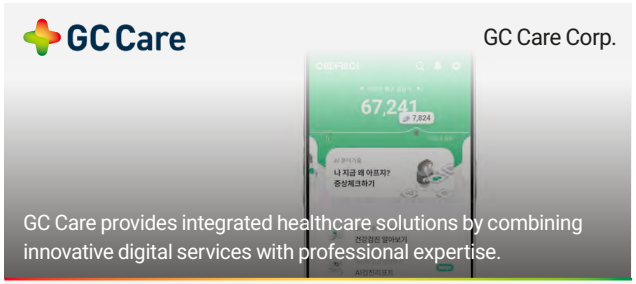
Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	1,550	1,601	2,277
Total Equity		1,135	1,078	1,589
Revenue		1,540	1,906	1,977
Operating Income		35	52	75

Overview

Affiliates

GC Care

GC Care Corp.



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

GC Care provides comprehensive health examination and wellness services for employees and corporate clients such as insurance companies, centered around its 'HOWCARE' platform. By integrating AI engine technology with over 20 years of healthcare operational expertise, GC Care delivers personalized health management services and data-driven solutions — positioning itself as the 'No. 1 Healthcare Data Company.'

Overview

CEO	Jin-Tae Kim
Established	August 1, 2003
Employees	337
Website	www.gccare.net
Address	241, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

Financial Results

※ Consolidated basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	4,010	3,658	4,554
Total Equity		1,418	1,466	2,855
Revenue		1,917	2,295	2,397
Operating Income		(27)	20	69

GC Wellbeing

GC WellBeing Corp.(234690)

A medical solution bio-company providing personalized healthcare solutions centered on the dual pillars of medical nutrition and medical aesthetics.

As the leader in Korea's nutritional IV solution market, GC WellBeing has maintained stable growth centered on its placental injection Laennec, while operating across vitamin/mineral injections and health functional foods. The 2025 stake acquisition of IniBio established a comprehensive aesthetic portfolio—including toxins, fillers, and skin boosters—supporting active global expansion. Backed by Laennec's Phase 3 clinical trials, its innovation plant, and IniBio's toxin manufacturing capabilities, GC WellBeing is evolving into a comprehensive medical solution provider.

Overview

CEO	Sang-Hyeon Kim
Established	September 2, 2004
Employees	338
Website	www.greencrosswb.com
Address	241, Wangsimni-ro, Seongdong-gu, Seoul, Republic of Korea

Financial Results

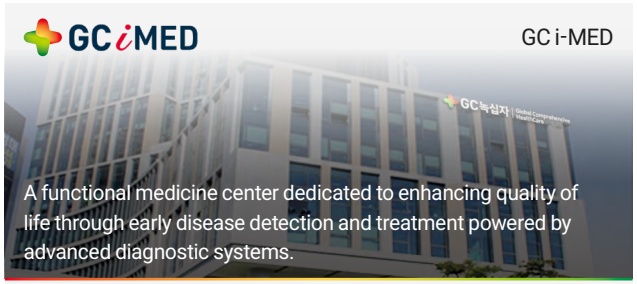
※ Consolidated basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	1,566	1,615	2,222
Total Equity		1,004	1,050	1,127
Revenue		1,205	1,338	1,647
Operating Income		105	130	173

1) Established Earnestree as a new subsidiary in May 2024 through a vertical split-off of the health functional food business unit.

GC i-MED

GC i-MED



A functional medicine center dedicated to enhancing quality of life through early disease detection and treatment powered by advanced diagnostic systems.

GC i-MED is a high-end comprehensive health screening and functional medicine institution specializing in precision diagnostics and early disease detection through cutting-edge AI technology. Backed by the nation's most advanced medical infrastructure and over 40 years of clinical expertise, it delivers AI-powered, lifecycle-tailored screening services — and is driving digital innovation across Korea's health screening industry through partner hospital networks and digital wellness solutions rooted in functional medicine.

Overview

CEO	Sang-Man Kim	Established	July 1, 1982
Employees	359		
Website	www.gcimed.com		
Address	Gangnam: Floors 4–5, Tower 1, Majesta City, 12 Seocho-daero 38-gil, Seocho-gu, Seoul Gangbuk: Floors 9–10, East Wing, Euljiro Twin Tower, 170 Euljiro, Jung-gu, Seoul Seoul Forest: Ground Floor, Seoul Forest The Sharp, 241 Wangsimni-ro, Seongdong-gu, Seoul		

Financial Results

※ Separate basis

Category	Unit	2023	2024	2025
Total Assets	KRW 100 million	385	382	603
Total Equity		96	118	172
Revenue		621	668	785
Operating Income		21	21	12

Overview

Affiliates

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

GC DH Vietnam
Comprehensive health screening center and clinical testing services in Hanoi, Vietnam

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

ABO Holdings, Inc.
Blood Center in California, USA

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

artiva Biotherapeutics
Cell therapy development in California, USA

GC Ventures
Discovery of new technologies, services, and business models in Connecticut, USA

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

GC Biopharma Achieves Domestic Localization of Anthrax Vaccine Previously Dependent on Full Imports

GC Biopharma has received marketing authorization from the Ministry of Food and Drug Safety (MFDS) for Barythrax Inj., an anthrax vaccine co-developed with the Korea Disease Control and Prevention Agency (KDCA) in preparation for national crisis scenarios such as bioterrorism.

Conventional anthrax vaccines are manufactured using bacterial culture methods, which may leave trace amounts of anthrax toxin factors and potentially cause side effects. In contrast, the newly developed vaccine is manufactured based on recombinant protein antigens, effectively preventing such adverse reactions. Notably, this marks the world's first anthrax vaccine developed using the safer recombinant protein approach.

With this approval, GC Biopharma has secured in-house manufacturing capabilities to supply the government's stockpile requirements. The domestic approval enables Korea to replace fully import-dependent supply with a locally produced vaccine, significantly reducing procurement costs and ensuring a stable and rapid response in emergency situations—strengthening national vaccine sovereignty.

GC Biopharma Secures FDA Approval for U.S. Plasma Centers

Following the launch of Alyglo, GC Biopharma acquired its U.S. subsidiary ABO Holdings and has been expanding its plasma center operations in the United States to ensure a stable plasma supply. The company currently operates a total of seven plasma centers across California, Utah, New Jersey, and Texas, all of which have completed FDA approval. In the United States, FDA licensure is mandatory to guarantee the safety and quality of plasma collected at plasma centers.

GC Biopharma plans to open one additional plasma center in Eagle Pass, Texas, bringing its total operational capacity to eight plasma centers. Through this expansion, the company aims to strengthen its plasma supply base in the United States and secure stable revenue growth for Alyglo.

GC Biopharma & Hanmi Pharmaceutical Administer First Patient Dose in Global Phase 1/2 Trial for Fabry Disease Treatment

In May 2025, GC Biopharma and Hanmi Pharmaceutical successfully administered the first patient dose in South Korea of LA-GLA, a jointly developed Fabry disease treatment. Following IND approval in both the United States and South Korea, the companies are now conducting a multi-national Phase 1/2 clinical trial.

LA-GLA is a next-generation long-acting enzyme replacement therapy (ERT) featuring a once-monthly subcutaneous injection regimen, offering substantially improved patient convenience over existing treatments. Preclinical studies demonstrated superior efficacy across renal function, vasculopathy, and peripheral neuropathy. On the strength of these results, LA-GLA received Orphan Drug Designation (ODD) from the U.S. Food and Drug Administration (FDA) in May 2024, and was designated as an orphan drug (ODD) by Korea's Ministry of Food and Drug Safety (MFDS) in January 2025.

GC Biopharma

Hanmi

GC Biopharma's 'GC Flu' Surpasses 400 Million Cumulative Doses Produced

GC Biopharma's influenza vaccine GC Flu has surpassed 400 million cumulative doses produced — equivalent to 400 million people worldwide having been vaccinated, as one dose represents a single adult vaccination. The influenza virus circulates globally, with pronounced seasonal outbreaks in countries with distinct seasonal patterns. In South Korea, the peak season typically falls in the fourth quarter, which is why GC Biopharma begins shipments from the third quarter to ensure stable supply. The company maintains the top market share in South Korea's influenza vaccine segment by production volume, and operates a year-round production system by securing steady export volumes — particularly to Southern Hemisphere markets where seasons are reversed relative to Korea. GC Biopharma has ranked first for twelve consecutive years in the Pan American Health Organization (PAHO) Southern Hemisphere influenza vaccine tender, one of the largest vaccine procurement channels in the world. GC Flu has obtained marketing authorization in 25 countries and is currently supplied to more than 60 countries worldwide.

Overview

Business Highlights

GC Biopharma

GC Biopharma Receives IND Approval in Thailand for Phase 3 Clinical Trial of Barycela Inj. Two-Dose Regimen

The Investigational New Drug (IND) application for a Phase 3 clinical trial of GC Biopharma's two-dose regimen of its varicella vaccine, Barycela Inj., was approved by the Food and Drug Administration of Thailand (FDA Thailand) in October 2025.

Following this approval in Thailand, GC Biopharma plans to submit the same clinical protocol to the Vietnamese Ministry of Health (MoH) before the end of the year. The Southeast Asian clinical program is currently underway with the goal of securing a final study report by the second half of 2027.

The two-dose varicella vaccination schedule has become the globally recommended standard. A total of 28 countries — including the United States, Canada, Japan, and select European nations — have adopted two-dose regimens to prevent breakthrough infections that can occur even after a single dose. Through this clinical program, GC Biopharma aims to establish the same scientific evidence base in the Asian region, thereby strengthening its position in the global vaccine market and advancing Barycela Inj. into an internationally competitive varicella vaccine.

GC Biopharma Initiates First Administration of 'Hunterase ICV' in Russia

In December 2025, the first administration of Hunterase ICV, a treatment for Hunter syndrome, was carried out at a Russian children's clinical hospital for a patient from the Astrakhan region through the Krug Dobra Foundation — a program dedicated to providing medical support to vulnerable children.

Hunterase ICV is the world's only Hunter syndrome treatment that delivers the drug directly into the cerebral ventricles via a device implanted in the head. The therapy reaches the patient's cerebrovascular and central nervous system cells, alleviating symptoms caused by central nervous system damage, including cognitive decline and delays in psychomotor development.

GC Biopharma plans to expand access to treatment for patients with severe Hunter syndrome through its collaboration with Russian partner Nanolek.

GC Biopharma Earns Higher ESG Ratings from MSCI and KCGS

GC Biopharma secured an AA rating from MSCI and an overall A rating from KCGS in their latest ESG assessments, reaffirming its ESG competitiveness.

The MSCI upgrade reflected industry-leading performance in environmental impact management, corporate ethics, and product quality and safety — supported by a stronger environmental risk framework, emissions reduction, enhanced ethics training, stable pharmaceutical supply, and responsible marketing policies.

The KCGS rating recognized gains in quantitative environmental performance and disclosure, along with governance enhancements — notably carbon neutrality targets and execution plans, a board-level climate response framework, and expanded metrics-based environmental reporting.

MSCI

한국ESG기준원
Korea Institute of Corporate Governance and Sustainability

GC Biopharma's U.S. Affiliate Curevo Inc. Sold to Eli Lilly

GC Biopharma Corp.'s U.S. affiliate, Curevo Inc., has signed an agreement with Eli Lilly and Company to transfer all issued and outstanding shares. Under the agreement, Eli Lilly will acquire 100% of Curevo's equity and secure rights to its next-generation shingles vaccine candidate, amezosvatein (CRV-101).

The total deal value reaches up to USD 1.5 billion, inclusive of an upfront payment and a subsequent payment upon achievement of a specified milestone. GC Biopharma will receive an upfront payment proportional to its 20.3% ownership stake in Curevo at closing, to be reflected in the Company's net income going forward.

The agreement reflects the clinical value of amezosvatein, which demonstrated non-inferior immunogenicity and superior tolerability against GSK's Shingrix in a global Phase 2 head-to-head clinical trial.

Through this transaction, GC Biopharma has diversified its mid-to-long-term revenue base, encompassing proceeds from the Curevo equity sale, potential milestone distributions, potential CMO revenues, and potential sales-based royalties.

GC Biopharma
curevo
VACCINE

Overview

Business Highlights

GC Cell

GC Cell Hosts ASCO GI Highlights Seminar

In January 2025, GC Cell presented 9-year extended follow-up data on Immuncell-LC Inj. at the American Society of Clinical Oncology Gastrointestinal Cancers Symposium (ASCO GI 2025) held in San Francisco, USA. The following month, in February, an 'ASCO GI 2025 Highlights Seminar' was hosted at The Plaza Hotel in Seoul. The seminar was chaired by Professor Kim Yoon-jun, President of the Korean Association for the Study of the Liver (KASL) and a gastroenterology specialist at Seoul National University College of Medicine, and was attended by leading domestic medical professionals. Long-term efficacy data and competitive safety data for Immuncell-LC were shared at the event.
Professor Kim emphasized: "With a shortage of adjuvant chemotherapy agents for liver cancer and limited market accessibility, many patients are facing significant difficulties in accessing treatment. There is an urgent need to expand insurance reimbursement coverage for therapies with internationally validated efficacy and safety profiles, in order to improve patient access to treatment and address unmet medical needs."

GC Cell Administers First Patient Dose in Phase 1 Clinical Trial of CD5 CAR-NK Therapy for T-Cell Lymphoma

In March 2025, GC Cell initiated the first patient administration in a domestic Phase 1 clinical trial of GCC2005 (AB-205), a CD5 CAR-NK candidate under joint research with global partner Artiva.
The trial is targeting up to 48 patients with relapsed/refractory NK/T-cell malignancies, with the aims of evaluating the safety and tolerability of GCC2005 and determining the Maximum Tolerated Dose (MTD) and Recommended Phase 2 Dose (RP2D).
T-cell lymphoma is a rare and intractable disease encompassing NK cell and T-cell lineage lymphomas arising from lymphatic tissue outside the lymph nodes. It generally carries a significantly worse prognosis compared to B-cell lymphoma and represents a high unmet medical need due to the scarcity of available treatment options.
Selected under the Korea Drug Development Fund (KDDF) initiative supporting outstanding new drug development for global advancement and partnering promotion, this project positions GC Cell to pursue the development of a global first-in-class therapy.

GC Cell Selected as Implementing Institution for KDDF's '2025 CMC Strategic Consulting' Program

In March 2025, GC Cell was selected as the implementing institution for the Korea Drug Development Fund (KDDF)'s '2025 CMC Strategic Consulting' program in the cell and gene therapy sector.
The CMC Strategic Consulting Support Program is a national strategic initiative designed to minimize trial and error in early-stage new drug development and provide expert consulting to help companies build global-standard CMC (Chemistry, Manufacturing, and Controls) data packages.
Through this program, GC Cell will provide comprehensive support spanning candidate drug selection, manufacturing, quality control, and regulatory approval, with plans to facilitate CDMO linkage to translate consulting strategies into practical application.
GC Cell will deliver tailored consulting services to help new drug development companies achieve successful clinical entry and build competitiveness in the global market.

GC Cell Enters Indonesian Market with Immuncell-LC Inj. — Technology Transfer Completed and Cell Culture Media Exported

In June 2025, GC Cell successfully completed the technology transfer to Indonesia's Bifarma under the agreement signed in September 2024, covering Immuncell-LC Inj., and simultaneously supplied five types of cell culture media required for local manufacturing.
Bifarma is a cell therapy specialist company under KALBE Group — the largest pharmaceutical group in Southeast Asia — with well-established infrastructure spanning manufacturing, distribution, and marketing, and is actively pursuing a localization strategy to launch the product in the Indonesian market.
Following the license-out, GC Cell has extended its business scope beyond the technology transfer to include the export of cell culture media to Bifarma. With an estimated potential patient pool of approximately 3,000 surgical candidates in Indonesia's liver cancer market, GC Cell intends to use this as a strategic foothold to accelerate its global market entry.

Overview

Business Highlights

GC Cell

Artiva Receives FDA Fast Track Designation for Rheumatoid Arthritis in the U.S.

In October 2025, Artiva Biotherapeutics, a U.S. affiliate of GC Cell, received Fast Track designation from the U.S. Food and Drug Administration (FDA) for AlloNK (AB-101), an allogeneic NK cell therapy, in combination with rituximab for the treatment of patients with refractory rheumatoid arthritis.
Artiva has identified refractory rheumatoid arthritis as its Lead Indication with high unmet medical need, and has reprioritized its development plans accordingly, with a basket Phase 2a trial currently underway for this indication.
The company plans to present near-term safety and mechanism-of-action data from over 20 patients, with efficacy data in rheumatoid arthritis patients expected to be secured in the first half of 2026.
Artiva also plans to engage with the FDA regarding advancement into a pivotal trial, with expectations for accelerating the clinical development of AlloNK in the autoimmune disease space and enhancing its commercialization potential.

GC Cell Signs In-licensing Agreement with China's IASO for CAR-T Therapy

GC Cell Corporation entered into an in-licensing agreement in October 2025 with Nanjing IASO Biotechnology of China for Fucaso, a BCMA-targeted CAR-T cell therapy for the treatment of multiple myeloma.
Through this agreement, GC Cell plans to pursue domestic regulatory approval and commercialization of Fucaso in a phased manner, with the aim of providing new treatment options for multiple myeloma patients in Korea.
In preparation for the domestic introduction of Fucaso, GC Cell had been advancing groundwork since the first half of this year, securing designation as an orphan drug by the Ministry of Food and Drug Safety (MFDS) in July, followed by designation as an advanced biopharmaceutical eligible for expedited review in August.
GC Cell plans to establish a stable domestic supply chain that enables the timely and cost-effective delivery of the therapy to patients, and to leverage this foundation to strengthen its position in the domestic cell therapy market.

GC Cell Wins Dual Approval for HER2 CAR-NK Therapy

GC Cell secured simultaneous approval of an Advanced Regenerative Medicine clinical research plan from the Ministry of Health and Welfare and MFDS, as well as regulatory sandbox approval from the Ministry of Trade, Industry and Energy, for GCC2003 (HER2 CAR-NK) — marking the full-scale advancement of domestic CAR-NK clinical development for solid tumors in Korea.
This first-in-Korea study will apply allogeneic CAR-NK cells to HER2-positive patients with advanced gastric, gastroesophageal junction, and breast cancers, evaluating safety and preliminary antitumor activity; as the first regulatory sandbox case of its kind, temporary permission was granted to use imported cells as raw materials. Yonsei Cancer Hospital received approximately KRW 1.4 billion under the 2025 Advanced Regenerative Medicine Clinical Research Activation Support Program, recognizing GC Cell's CAR-NK platform. GC Cell will focus on generating clinical evidence and establishing institutional standards for CAR-NK therapies, with the Advanced Regenerative Medicine track as a key pillar of its development strategy.

GC Cell Presents Phase 1a Interim Clinical Results of Next-Generation CD5 CAR-NK Therapy at ASH 2025

At the 67th American Society of Hematology Annual Meeting and Exposition (ASH 2025), held in Orlando, Florida in December 2025, GC Cell presented interim results from a domestic Phase 1a clinical trial of GCC2005, an allogeneic cord blood-derived CAR-NK cell therapy targeting CD5.
The presentation was delivered by Professor Kim Won-seok of Samsung Medical Center. A total of nine patients with relapsed or refractory NK/T-cell lymphoma were enrolled, all of whom were classified as high-risk, having received an average of three or more prior lines of therapy. The objective response rate (ORR) was 62.5% — comprising three complete responses and two partial responses — and a dose-dependent trend in response rates was also observed.
GC Cell has established meaningful efficacy signals and a favorable safety profile in the early-stage clinical evaluation of GCC2005, and plans to accelerate global development and expand partnerships to offer new treatment options for patients with relapsed or refractory hematologic malignancies.

Overview

Business Highlights

GC / Affiliates

GC Labs Introduces Asia's Largest Fully Automated Blood Testing Laboratory (TLA)

GC Labs has introduced the 'Labinno Track' — Asia's largest Total Laboratory Automation (TLA) system — at its Diagnostic Testing Center at the Yongin main campus. The name "Labinno" combines "Lab" and "Innovation," reflecting the system's mission to revolutionize laboratory operations through full automation of specimen sorting, analysis, and storage.

The world's first system to vertically integrate an underground specimen repository with an above-ground track, the Labinno Track connects equipment across floors via bridges to achieve end-to-end automated specimen testing, significantly enhancing testing efficiency. GC Labs is also the first in Asia to establish a customized High-Volume Storage (HVS) system capable of storing up to 610,000 specimens, boasts the highest processing capacity per hour in the Asia-Pacific region, and ranks among the top 10 tracks in the world by total track length and scale of connected analytical equipment. GC Labs will continue to build on this infrastructure to deliver fast and accurate testing services and elevate its diagnostic capabilities.

GC WellBeing Launches Botulinum Toxin 'INIBO' in Korea, Entering the Medical Aesthetic Market

GC WellBeing made its full-scale entry into the medical aesthetic market in 2025 with the domestic launch of its botulinum toxin product, INIBO. INIBO is a botulinum toxin with verified strain source transparency, and is a prescription pharmaceutical used for wrinkle improvement in the cosmetic and plastic surgery fields.

Through this launch, GC WellBeing has expanded its existing business portfolio — centered on placental injections and prescription pharmaceuticals — into the medical aesthetic segment, and is pursuing market growth on the strength of its clinic and hospital network-based sales capabilities.

Going forward, the company plans to build out its aesthetic product lineup around INIBO, including fillers and skin boosters, with the aim of establishing its medical aesthetic business as a new engine of growth.

GC Genome Lists on KOSDAQ via Technology Special Listing

GC Genome completed the second-largest biotech IPO of 2025 on June 11, 2025, through the technology special listing program. Having earned an A grade in the Korea Exchange's designated technology evaluation in November 2024, the company recorded a competition ratio of 547.5-to-1 in institutional book-building and 484.1-to-1 in the public subscription round, drawing active participation from domestic and international investors and revitalizing a sluggish biotech IPO market.

Founded in 2013 as a subsidiary of GC Biopharma, GC Genome provides over 300 types of genetic analysis services — spanning health checkups, prenatal and neonatal screening, cancer testing, and rare genetic disorder testing — to more than 900 hospitals and clinics, with flagship products including [ai-CANCERCH] and [G-NIPT], Korea's leading prenatal screening test. GC Genome is channeling the proceeds from this listing into R&D and global market expansion. In 2025, the company demonstrated its technological competitiveness by securing a Japanese patent for an AI-based early cancer detection algorithm utilizing cell-free DNA (cfDNA) analysis technology, and is currently pursuing local clinical trials and commercialization of a pancreatic cancer early screening product in the United States.

Opening of GC i-Med Seoul Forest Clinic

GC i-Med's third branch, the Seoul Forest Clinic, opened in Seongdong-gu in August 2025 and has since rapidly established itself as a key health screening institution serving the local community. Going beyond conventional health checkups, the clinic delivers personalized nutrition and lifestyle prescriptions grounded in functional medicine, and has created a customer-friendly healing space where cutting-edge precision infrastructure — the most advanced of its kind in Korea — coexists with culture and the arts, embodying the differentiated value of high-end health screening. Through these state-of-the-art facilities and premium services, the clinic is setting a new benchmark for the domestic health screening industry, while leveraging over 40 years of accumulated expertise to provide the community with a stable supply of high-quality preventive healthcare services.

Overview

Business Highlights

GC / Affiliates

GC MediAI Sets a New Standard for AI-Powered Next-Generation Clinical Environments

GC MediAI unveiled 'Ui-sarang AI,' an innovative clinical solution integrating EMR and AI, at KIMES 2026. Powered by a proprietary large language model (LLM), Ui-sarang AI proactively handles clinic operations — including reception, billing, patient management, and inventory — enabling a 'Typeless' care environment where medical staff can focus entirely on patients rather than screens.
The company also introduced a suite of new services: electronic prescription transmission for contactless clinic-pharmacy workflows, Ui-sarang CRM for integrated hospital-patient marketing, and 'Barobaro,' an AI-powered service chatbot. Slated for commercial launch in the second half of the year, these solutions are expected to accelerate digital transformation and maximize operational efficiency across healthcare settings.

GC Care Launches 'AI Health Screening Report'

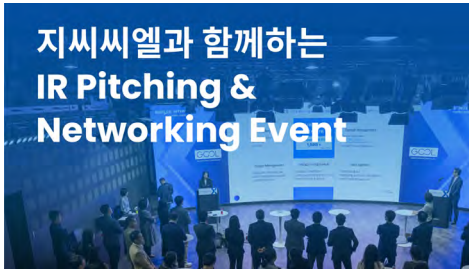
GC Care has launched its 'AI Health Screening Report,' a service designed to help users easily understand complex health screening results and connect them to personalized health management. Powered by a dedicated AI model developed with advisory input from physicians with over 30 years of health screening expertise and trained on more than three million domestic health screening records, the service offers three core features: AI Key Summary, Disease Risk Assessment, and Eight Biological Function Age Analysis. In particular, the 'AI Key Summary' analyzes results from precision examinations to identify lifestyle improvement points, while 'Physical Ability Age' converts bodily functions — including digestion, immunity, and metabolism — into age equivalents for an intuitive overview of one's health status. Born from the collaboration between specialist medical expertise and AI technology, this service goes beyond simple result verification to set a new standard for personalized health management, empowering users to take an active role in managing their own health.

GCMS Becomes First in Korea to Successfully Localize Dry Powder Hemodialysis Concentrate

GC Medical Science Corporation (GCMS) has become the first company in Korea to develop a dry powder hemodialysis concentrate, initiating full-scale manufacturing and sales. Hemodialysis treatment requires two solutions to maintain blood pH balance: an acidic Acid Concentrate (Acid Bag) and an alkaline Bicarbonate Concentrate (Bicarbonate Bag). The newly approved product is a dry powder formulation of the Bicarbonate Concentrate that addresses the limitations of the conventional liquid form, making it the first domestically produced product of its kind to receive regulatory approval in Korea. With this product license, GCMS now holds a complete hemodialysis portfolio encompassing the Acid Concentrate, Bicarbonate Concentrate, and dry powder Bicarbonate Concentrate. As dry powder hemodialysis concentrates had previously been entirely import-dependent, this launch is expected to deliver significant import substitution effects and ensure a stable domestic supply, greatly improving the treatment environment for hemodialysis patients in Korea. GCMS also plans to actively pursue direct exports of the product.

GCCL Hosts 'IR Pitching & Networking Event with GCCL' at BIX 2025

GCCL successfully hosted the 'IR Pitching & Networking Event with GCCL' at BIX 2025 (BIOPLUS-INTERPHEX KOREA), held at COEX in Seoul on Thursday, October 16.
GCCL organized the event to bring together domestic and international biotech innovators and investors in a single venue, providing a platform to share research, cutting-edge technologies, and business models while exploring partnership opportunities for future growth.
The first session featured an IR pitching segment with the participation of seven domestic biotech companies, followed by a second networking session in which representatives from GCCL, biopharmaceutical companies, investors, and research institutions explored potential areas of collaboration.
Through this event, GCCL reaffirmed its vision of building a bio ecosystem centered on global clinical trial support and partnership, while expanding collaboration opportunities between domestic and international biotech innovators and global clinical research partners. The event further strengthened GCCL's leadership as the leading clinical sample analysis organization in the Asia-Pacific region.



ESG Management

ESG Management Strategy 022
Double Materiality Assessment 024
Stakeholder Engagement and Communication 028

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 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

E Environment

1. Strengthen climate change and natural capital response framework
2. 2050 Net-Zero

S Social

1. Proactive strengthening of safety and health management systems
2. Establish a responsible human rights management framework
3. Expand access to healthcare
4. Proactive prevention of ESG risks in the supply chain
5. Strengthen supervision of product quality management for pharmaceutical safety and customer safety

G Governance

1. Strengthen corporate governance transparency
2. Integrated risk management through ethical and compliance management
3. Expand R&D investment and promote global partnership building through open innovation

2026 ESG Report Disclosure Areas

- Climate Change, Energy (ESRS E1)
- Environmental Impact Management (ESRS E2/E3/E5)
- Biodiversity Conservation (ESRS E4)

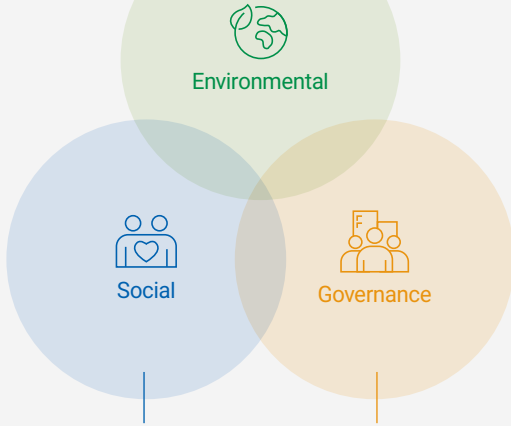
- Own Workforce Safety and Health (ESRS S1)
- Talent Development and Equal Opportunities (ESRS S1)
- Human Rights Management
- Strengthening Healthcare Accessibility
- Supply Chain Management (ESRS S2)
- Product Safety and Quality Management (ESRS S4)

- Corporate Governance and Shareholder Value Enhancement (ESRS G1)
- Ethical and Compliance Management (ESRS G1)
- R&D Innovation

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

GC ESG Commitment

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



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

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

ESG Management Strategy

ESG Management Implementation System

GC operates a board-led ESG Governance and Implementation framework to enhance the sophistication of its ESG practices. GC's key 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 GC 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 (GC (Holding Company), GC Biopharma)		· Review and approve the direction of ESG management initiatives and key matters (policies, strategies, and annual plans) · Provide oversight and make decisions on risks and opportunities related to major ESG issues · Monitor company-wide ESG management implementation status and progress toward target achievement
(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
(Affiliate-level) 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
(Affiliate-level) 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)

Double Materiality Assessment

Double Materiality Assessment Process

GC conducted a double materiality assessment to identify sustainability issues that are material to the Company. The double materiality assessment consists of two dimensions: an evaluation of the impacts that GC's business activities have on the environment and society (Inside-out perspective), and an assessment of how risks and opportunities associated with sustainability issues financially affect GC (Outside-in perspective). Material issues were selected by conducting the assessment based on the material topic identification principles of GRI Standards 2021 and the double materiality assessment guidelines set forth by the EU Sustainability Reporting Standards (ESRS).

[Step 1] Understanding the Company

Based on an understanding of the company (including business segments and value chain) and stakeholder identification, we derived a Long-list composed of industry-common issues and company-specific topics.
The Long-list was then reviewed against GC's sustainability management environment analysis to derive a Short-list.

Understanding the Company & Stakeholder Identification

Sustainability Long-list
· GC (Holding Company) 14 · GC Biopharma 28
· GC Cell 28

Industry-Common Issues
Sub-topics (92 items) grouped from 21 ESRS topics

Company-Specific Issues
Internal analysis, industry-specific initiatives/ regulations, peer analysis (Global Top 100)

Sustainability Short-list
· GC (Holding Company) 6 · GC Biopharma 10
· GC Cell 12

Review of Sustainability Management Environment Analysis
· Internal data (2024 material issues, board agenda, stakeholder requirements, etc.)
· Global initiatives (GRI, SASB, MSCI, S&P Global CSA, etc.)
· Peer industry material issue selection results

Sustainability Issue Pool Derived

[Step 2] Identifying Impacts, Risks & Opportunities

Based on the Sustainability Issue Pool, we analyzed laws and regulations, industry trends, stakeholder opinions, and media sources to identify company-specific impacts for each issue. The identified impacts cover both the impacts GC's activities have on the environment and society (Inside-out), and the financial impacts of the external environment on GC (Outside-in).

Environmental & Social Impact Identification

Business Activities
Identify business activities within business segments and value chain

Environmental & Social Impacts
Identify impacts of business activities on the environment and society

Characteristic Classification
Classify characteristics of environmental/ social impacts

Positive	Real
Negative	Potential

Financial Impact Identification

External Environment
Analyze external environment surrounding business segments and value chain

Financial Impacts
Identify financial impacts arising from the external environment

Characteristic Classification
Classify characteristics of financial impacts

Risk
Opportunity

Define Impacts, Risks & Opportunities per Sustainability Issue

[Step 3] Materiality Assessment

Key stakeholders, employees, and experts with deep understanding of GC's sustainability issues were selected. Each evaluator participated in a survey to assess the scale, scope, remediability, and likelihood of environmental and social impacts, and evaluated the scale and likelihood of financial impacts.

Environmental & Social Impact Assessment

Scale
Magnitude of impact on environment and society

Scope
Physical/geographic extent of impact on environment and society

Remediability
Possibility of remedying negative impacts on environment and society

Likelihood
Expected timeframe for occurrence of potential impacts on environment and society

Financial Impact Assessment

Scale
Magnitude of financial impact on the company

Likelihood
Expected timeframe for occurrence of potential impacts on the company

Period: Nov. 18–25, 2025
Survey Respondents:
- Environmental & Social Impact Assessment: Internal and external stakeholders of GC (Holding Company), GC Biopharma, and GC Cell (employees, investors, ESG experts, etc.)
- Financial Impact Assessment: Internal stakeholders of GC (Holding Company), GC Biopharma, and GC Cell

Assess Impacts, Risks & Opportunities per Sustainability Issue

[Step 4] Prioritization & Board Reporting

Based on the materiality assessment results, if either impact materiality or financial materiality exceeds a standardized threshold, the topic is classified as a priority material issue. Final material issues are confirmed following board reporting.
The double materiality assessment process and results have undergone third-party assurance.

Prioritization Based on Double Materiality

Reporting Double Materiality Assessment Results to the Board (Including impacts, risks, and opportunity analysis)
· GC (Holding Company) – Board Report: 2025.12.12.
· GC Biopharma – Board Report: 2025.12.11.
· GC Cell – Board Report: 2025.12.01.

Final Material Issues Selected
· GC (Holding Company) 5 · GC Biopharma 5
· GC Cell 6

Strengthening External Stakeholder Engagement

Step 1	· Identify key concerns and understand the management environment through diverse communication channels with stakeholders—including customers, shareholders, investors, and partners—as well as employees
Step 2	· In addition to global initiatives affecting the company's investments and reputation (MSCI, S&P Global CSA, etc.), analyze and reflect media sources where diverse stakeholder opinions can be observed
Step 3	· Conduct surveys with internal and external stakeholders to assess impacts, risks, and opportunities for each sustainability issue and gather their opinions

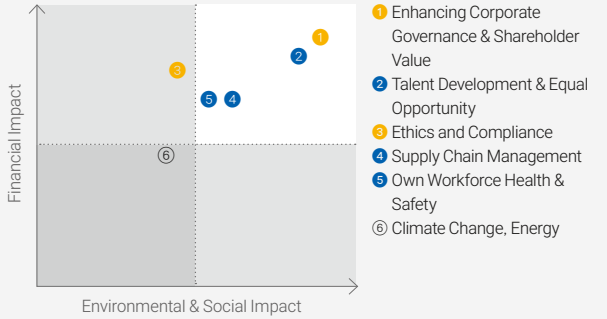
Double Materiality Assessment

Double Materiality Assessment Results

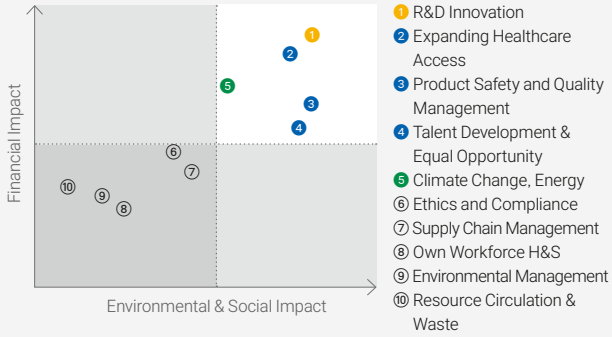
GC 2025 Material Topic Selection Results

Considering the internal and external environment of each company, GC identified impact, risk, and opportunity factors from each company's Short-list (topics subject to assessment) and conducted a comprehensive review of strategic significance to select material topics per company. As a result, a total of 9 material topics were identified on a consolidated GC basis.

GC (Holding Company) Final Material Topics



GC Biopharma Final Material Topics



GC Cell Final Material Topics

GC Material Topic Results

Category	Material Topic	Topic Characteristics		Change[1]	Value Chain	Affected Stakeholders	UN SDGs	Env. & Social Material Topic			Financial Material Topic			Report pp.
								GC	GC Biopharma	GC Cell	GC	GC Biopharma	GC Cell	
E Environmental	Climate Change, Energy (ESRS E1)	Negative/Potential	Risk	Maint.	Across Value Chain	Nature	7, 13					●		30-43
S Social	Own Workforce Health & Safety (ESRS S1)	Negative/Potential	Risk	New	Own operations	Employees, Workers in value chain	3	●			●			63-70
	Talent Development & Equal Opportunity (ESRS S1)	Positive/Real	Opportunity	New	Own operations	Employees	4, 5	●	●	●	●			71-99
	Supply Chain Management (ESRS S2)	Negative/Potential	Risk	Maint.	Across Value Chain	Workers in value chain	4	●		●	●			112-116
	Expanding Healthcare Access	Positive/Real	Opportunity	Maint.	Downstream	Local communities, customers	3, 8, 9, 12, 17			●		●	●	107-111
	Product Safety and Quality Management (ESRS S4)	Negative/Potential	Risk	Maint.	Downstream	Customers	3, 12, 17		●	●		●		117-124
G Governance	R&D Innovation	Positive/Real	Opportunity	Maint.	Own operations	Local communities, customers	8, 9		●	●		●	●	156-160
	Enhancing Corporate Governance & Shareholder Value (ESRS G1)	Positive/Real	Opportunity	New	Own operations	Employees, customers, local communities	16	●			●			136-146
	Ethics and Compliance (ESRS G1)	Negative/Potential	Risk	Maint.	Own operations	Employees, customers, local communities, workers in value chain	16			●	●		●	147-155

1) Topic names have been revised in accordance with ESRS disclosure standards for 2025. In line with shifts in government policy direction and increased stakeholder requirements, Own Workforce Health & Safety, Talent Development & Equal Opportunity, and Enhancing Corporate Governance & Shareholder Value have been newly added. Environmental Impact Management (environmental pollutant emissions, waste emissions) has been excluded from material topics.

Double Materiality Assessment

Material Topic Impacts, Opportunities, and Risk Management

Impact (Outward/Inward Impact) Analysis

Category	Material Topic	Triggering Factors	Business Impact		Business Strategy	2025 Response Activities[1]		Metrics & Targets
E Environmental	Climate Change & Energy (ESRS E1)	· Indirect GHG Emissions (Scope 2) · Continued electricity consumption and fuel use	(Risk) Growing international demand for GHG reduction and Net-Zero implementation: increasing costs and risks of climate change regulatory compliance	Cost	Active efforts to reduce GHG emissions at each business site and establishment of an internal management system to address climate change.	GC Biopharma	· Report to the Board of Directors on 2050 Carbon Neutrality roadmap progress · Monitoring of climate-related risks and opportunities and financial impact analysis	· 42% reduction in Scope 1&2 emissions by 2030 · Net Zero by 2050 · [Management KPI Indicator] Establishment of 2050 carbon neutrality targets and strategy
S Social	Own Workforce Safety & Health (ESRS S1)	· Potential occupational hazard factors inherent to pharmaceutical manufacturing processes · Inherent worker health risks from workplace exposure and safety incidents	(Risk) Tightening regulations on occupational accidents: increasing risk of accidents and health deterioration due to insufficient worker safety and health management	Cost	Safety and health management systems have been established at each business site, with risk factors proactively prevented through regular risk assessments and continuous monitoring.	GC [Holding Company]	· Semi-annual safety and health risk assessment inspection and at least one special safety inspection per year · Operation of the in-house medical clinic 'Dr.GC': management of employee health risks · At least one safety and environmental audit per year with management reporting	· Achieve triple zero incidents (occupational injuries, fire incidents, environmental incidents) across all affiliates in 2026 · Safety and health training completion rate: 100%
	Talent Development & Equal Opportunity (ESRS S1)	· Growing importance of fair recruitment, HR, and promotion systems · Increasing importance of strengthening job expertise and nurturing future core talent	(Opportunity) Developing pharma/bio professionals and securing skilled personnel contributes to the company's competitiveness, pharmaceutical market expansion, and national competitiveness	Revenue	Various training programs and networks are provided to improve practical pharma/bio job competencies and strengthen expertise, with ongoing efforts to develop pharmaceutical/bio professionals.	GC [Holding Company]	· Year-round support for external professional institution training · Building a smart learning platform based on digital curation	· Women in executive positions: 10% by 2029 · Employee training completion rate: 100%
						GC Biopharma	· Exploring pharma-specialized talent development plans · Expanding job opportunities based on talent diversity policies · Operating customized training programs by job function and supporting competency enhancement	· Maintain 50+ employees with disabilities by 2029 · Employee training completion rate: 100%
						GC Cell	· Providing the same pharma/bio talent development programs to both full-time and contract employees · Design and Delivery of Customized Job-Specific Training Programs and Support for Employee Competency Enhancement	· Employee training participation rate of 90% or above by 2026 · 10% or more increase in training program planning and delivery
	Supply Chain Management (ESRS S2)	· Growing demand to build a sustainable procurement system centered on international initiatives (PSCI, etc.) · Strengthening importance of ESG risk management within the supply chain	(Risk) Increasing risk of reputational damage and declining investor confidence due to inadequate supply chain management, leading to environmental, human rights, and occupational health and safety risks among suppliers	Cost	Direct and indirect investments are made in the supply chain to expand ecosystem sustainability, and ESG risks within the supply chain are managed to pursue mutual growth.	GC [Holding Company]	· In-house development of a partner company ESG evaluation and management system · On-site consulting and technical advisory services provided to partner companies	· Maintain 100% anti-corruption pledge signing rate among partner companies
						GC Cell	· Host Network Day for CDMO partners · Establish a supplier anti-corruption pledge implementation system	· Host supplier network events at least once a year
	Expanding Access to Healthcare	· Expansion of accessibility without restrictions from economic level or information gaps is essential given the nature of products and services	(Opportunity) Biopharmaceutical healthcare accessibility initiatives address global health challenges and meet medical service demand for patients in both developed and developing countries	Revenue	A Total Healthcare Solution covering disease prevention, diagnosis, treatment, and management is provided, while maintaining a pricing policy that broadens pharmaceutical options and reduces patients' financial burden.	GC Biopharma	· Domestic license approval for the world's first recombinant protein anthrax vaccine (BARYTHRAX) · Operation of risk management and crisis response manual	· Maintain 3 or more products subject to Equitable Pricing policy
						GC Cell	· Presented 9-year long-term follow-up results and real-world usage data of Immuncell-LC at ASCO GI 2025	· Cumulative number of patients treated and doses administered

1) Only activities of affiliates relevant to each material topic are listed.

Double Materiality Assessment

Material Topic Impacts, Opportunities, and Risk Management

Impact (Outward/Inward Impact) Analysis

Category	Material Topic	Triggering Factors	Business Impact		Business Strategy	2025 Response Activities[1]		Metrics & Targets
S Social	Product Safety and Quality Management (ESRS S4)	· Increasing likelihood of harm to consumers' lives and health in the event of failure to ensure the quality and safety of pharmaceutical products	(Risk) Increasing risk of product recalls, escalating response costs, and reputational damage due to loss of consumer health and safety and public trust resulting from inadequate pharmaceutical safety and quality management	Cost	In fulfilling our social responsibility, we place safety and quality as our highest management priorities to ensure the satisfaction of all stakeholders, from customers outward.	GC Biopharma	· Establishment of a company-wide quality policy based on ISO 9001; risk management for stable pharmaceutical supply; training conducted for quality management (GMP), pharmacovigilance, and drug information marketing personnel	· 100% of products and services subject to health and safety impact assessment · 100% completion of quality management training (GMP), including GMP-performing partner companies
						GC Cell	· Operation of contingency plans and mitigation control systems to ensure stable supply of medicines to patients	· 100% of products and services subject to health and safety impact assessment
G Governance	R&D Innovation	· Intensifying technological competition driven by the development of globally tailored innovative drugs and the rapid growth of the biopharmaceutical market · High R&D costs, prolonged development timelines, and the risks of clinical and regulatory approval failures necessitate substantial capital and advanced technical expertise	(Opportunity) Increased R&D investment and utilization of advanced technologies are accelerating the development of innovative drugs and treatments for rare diseases, expanding opportunities for global market entry and social value creation	Revenue	Leveraging expanded R&D investment and advanced technology capabilities, we strengthen our pipeline centered on rare disease treatments and high-value biopharmaceuticals, and secure growth opportunities through global market entry and open innovation.	GC Biopharma	· Achievements in rare disease treatment development: IND approval for the Fabry project Phase 1/2 clinical trials in Korea and Argentina; domestic Orphan Drug Designation (ODD) obtained for MPSIIIA and Fabry Project	· Maintain R&D investment at 10% or more of revenue
						GC Cell	· First patient dosed in gene-engineered cell therapy GCC2005 clinical trial	· Maintain R&D investment at 10% or more of revenue
	Governance and Shareholder Value Enhancement (ESRS G1)	· Strengthening ESG management and growing stakeholder expectations for corporate transparency and fairness · Need to enhance shareholder value and expand shareholder returns based on a commitment to shareholder-friendly management	(Opportunity) Strengthening board independence and expertise, systematizing shareholder return policies, and proactive governance improvements contribute to mitigating external activism risks and securing management stability	Revenue	Corporate credibility is enhanced through transparent, accountable board operations and shareholder-friendly policies, with the maximization of long-term shareholder value established as a core management direction.	GC [Holding Company]	· Establishment of a medium- to long-term dividend policy and improvement of the dividend record date to enhance shareholder predictability · Strengthening of accountability management through share-based performance compensation for inside directors and evaluation of the Board and independent outside directors · Strengthening of sustainable management decision-making through board reporting of ESG materiality assessment results, and establishment of an accountability management foundation through directors' liability insurance	· Annual evaluation of the Board and independent outside directors · independent outside director composition ratio: 40%
	Ethics and Compliance Management (ESRS G1)	· Growing need to strengthen anti-corruption measures, fair trade practices, and internal controls, given the pharmaceutical industry's extensive touchpoints with multi-layered stakeholders · Response to tightening domestic and international regulations	(Risk) Increasing risk of regulatory sanctions, loss of stakeholder trust, and erosion of corporate value due to corruption-related misconduct, including bribery, embezzlement, and breach of fiduciary duty, resulting from inadequate anti-corruption and business ethics management	Cost	A Code of Ethics has been established as the standard for correct conduct and value judgment that all employees must uphold, with a firm commitment to compliance. Every precaution is taken to preempt risks through the continuous promotion of an ethical management culture and the conduct of audits.	GC [Holding Company]	· Annual production and distribution of anti-corruption training publications (Ethics Management Briefs) · Conduct of regular and ad hoc audits with follow-up remediation; ISO 37301 (Compliance Management System) certification	· ISO 37301 (Compliance Management Systems) certification renewal · 100% of business sites completing corruption risk assessments
						GC Cell	· Fair trade and compliance guide training for high-risk departments · Online compliance training for all employees and in-person training with external expert instructors	· Renew ISO 37301 (Compliance Management Systems) and ISO 37001 (Anti-Bribery Management Systems) certifications

1) Only activities of affiliates relevant to each material topic are listed.

Stakeholder Engagement and Communication

GC listens to the voices of its stakeholders through diverse channels to guide its management strategy toward sustainable growth.
We aim to grow as a responsible company by actively reflecting the opinions gathered through various communication channels in our business activities.

	Customers	Shareholders & Investors	Partners	Employees	Local Communities	Government & Local Authorities
Key Concerns	· Customer satisfaction activities · Quality management · Sales/marketing activities	· Minimizing management risks · Sharing business performance & plans · Sustainable corporate value · Protecting shareholder interests	· Fair trade · Mutual growth	· Welfare & benefits · Organizational culture · HR system	· Social contribution · Contribution to local economy · Environmental protection	· Regulatory compliance · Policy & regulatory response
Communication Channels	· Website · Customer service center	· Board of Directors · General Shareholders' Meeting · Business reports, Corporate Governance Report · DART (electronic disclosure system) · Sustainability Report	· Meetings (Partners Day for Shared Growth) · Ethics management reporting channel · Procurement information system · Internal email	· Internal bulletin board · Grievance channel · Solution Center (Suggestion Square) · Employee survey	· Social contribution activities	· Meetings · Local government website · Sustainability Report

Environmental Topics

Climate Change, Energy (ESRS E1) 030
Environmental Impact Management (ESRS E2/E3/E5) 044
Biodiversity Conservation (ESRS E4) 058

Climate Change, Energy ESRS E1

Governance

GC [Holding Company]

Climate Change Response Governance

GC (Holding Company) has designated the CEO as the highest-level executive responsible for climate-related risks and opportunities, and the Head of the Division of Business Support as the CSEO, clearly defining accountability for strategy execution. The HSE Team, within the Environmental Facilities Operations Department under the CEO, serves as the dedicated climate change response unit, implementing related activities and regularly reporting plans and performance outcomes.

Climate-Related Reporting Structure

Climate Change KPI Management

GC (Holding Company) sets annual team- and individual-level targets for reducing greenhouse gas (electricity-related energy use) toward achieving carbon neutrality. The company has established a quarterly reporting process to management for environmental performance improvement KPIs, and achievement levels are reflected in compensation.

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

Category	Role[1)]	ESG KPI
GC (Holding Company	Division of business support (executive, management)	Establishment of a climate change standard framework for 2050 carbon neutrality response / maintenance of certification [ISO 14001 & 50001 (energy management system) surveillance audit]

1) Executives refer to C-level personnel.

GC Biopharma

Climate Change Response Governance

The Board of Directors serves as GC Biopharma's ultimate decision-making body for climate-related risks and opportunities, overseeing deliberation, approval, and monitoring of key ESG matters. The CEO holds ultimate accountability for climate-related policies and strategies, with the Management Planning Office reporting material climate-related risks and opportunities to the Board at least annually to facilitate strategic discussions and key decisions.

Climate-Related Reporting Structure

Key ESG Reporting Items to the Board of Directors

Date	Agenda	Type
May 16, 2025	Approval of GC Biopharma's climate action and carbon neutrality strategy	Resolution
July 10, 2025	ESG management status (FY24 results and FY25 plans)	Report
Dec. 11, 2025	ESG management status (materiality assessment results)	Report
	ESG management status (environmental management status and chemical substance management)	Report

Climate Change KPI Management

GC Biopharma establishes and operates KPIs at both the departmental and individual levels to support climate change response efforts. To strengthen executive accountability, performance indicators linked to climate-related targets and mitigation plans have been defined for executives and are reflected in compensation.

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

Category	Role[1)]	ESG KPI
GC Biopharma	CFO	Establishment of targets and strategies for 2050 carbon neutrality

1) Executives refer to C-level personnel.

Climate Change, Energy ESRS E1

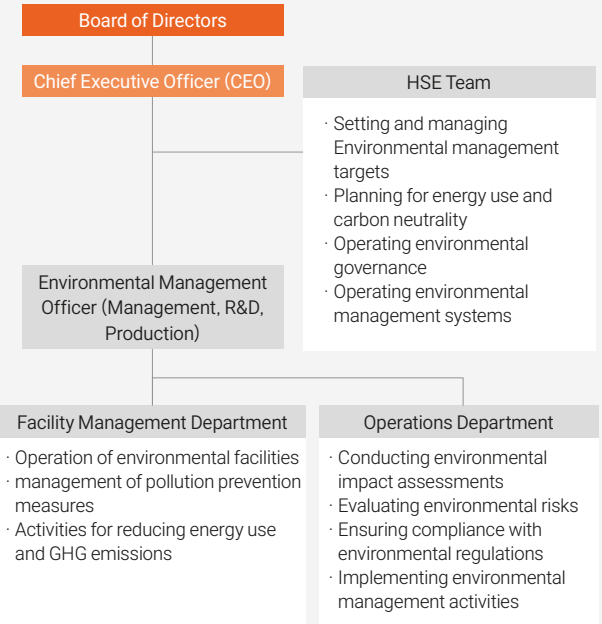
Governance

GC Cell

Climate Change Response Governance

GC Cell has established an environmental governance framework to support systematic climate change response. The Board of Directors serves as the highest decision-making body, reviewing the direction and implementation status of the climate change response roadmap through reports submitted at least once a year. The HSE Team, operating directly under the CEO, manages the environmental management system — including company-wide energy and carbon neutrality strategy — and proactively addresses climate change issues in collaboration with related departments.

Climate-Related Reporting Structure



Key ESG Reporting Items to the Board of Directors

Date	Agenda	Type
Dec. 1, 2025	Phased review considerations for establishing GC Cell's climate action strategy	Report

Climate Change KPI Management

GC Cell incorporates sustainable growth targets into team-level KPIs, managing performance through linkage with the personnel evaluation and compensation system, and has established an internalized environmental management system that reflects relevant risk analyses.

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

Category	Role[1)]	ESG KPI
GC Cell	Environmental management officer (head of production division)	1% greenhouse gas reduction Rate compared to the previous year

1) Executives refer to C-level personnel.

Strategy

GC [Holding Company]

Climate Change Strategy

GC (Holding Company) recognizes climate change — exemplified by extreme heatwaves and heavy rainfall that threaten life and safety — as a serious crisis. To realize the company's voluntary commitment to reducing greenhouse gas emissions and delivering eco-friendly value, GC has introduced an Energy Management System (ISO 50001) in collaboration with its affiliate companies GC WellBeing and GCMS as part of a shared climate action initiative for greenhouse gas reduction. Having obtained ISO 50001 certification in October 2024, GC (Holding Company) has established and is actively pursuing its "2050 Carbon Neutrality Climate Change Response Greenhouse Gas and Energy Reduction Targets" to lead the way in realizing sustainable ESG values.

As a long-term strategy for climate change response, GC (Holding Company) is building a data management framework to extend its carbon management scope to the supply chain (Scope 3) in response to global regulations, with the aim of planning reduction activities across the entire value chain. The company plans to formally commence emissions calculations in 2026 to secure disclosure reliability and establish a data-driven mid-to-long-term reduction roadmap. Through these efforts, GC aims to go beyond regulatory compliance to achieve substantive low-carbon management and strengthen its global ESG competitiveness.

Climate Change, Energy ESRS E1

Strategy

GC [Holding Company]

Identification of Climate-Related Risks and Opportunities

GC (Holding Company), together with GC Biopharma and GC Cell, continues to discuss the TCFD recommendations based on climate-related risks and opportunities identified through the ESG Working Council, and actively participates in climate change response efforts.

Climate Change–Related Risks and Opportunities

Category	Risk/Opportunity Factors		Expected Time Horizon[1]			Current and Anticipated Actions
			Short-term	Mid-term	Long-term	
Physical risks	Acute	Flooding (river overflow, coastal inundation, heavy rainfall)	●	●	●	(Current) Installation of flood prevention infrastructure such as stormwater pipes and drainage pumps; stockpiling of emergency supplies (Anticipated) Develop risk mitigation plans in anticipation of rising insurance premiums
		Typhoons		●	●	(Current) Stockpiling of emergency supplies; strengthening safety equipment (Anticipated) Establish insurance strategies to address increasing typhoon frequency
	Chronic	Heatwaves and rising average temperatures	●	●	●	(Current) Expansion of cooling facilities; implementation of occupational health and safety policies (Anticipated) Operate a heatwave management program and plan investments in energy-efficient technologies and facility improvements
Transition risks	Policy and regulation	Response to climate disclosure requirements		●		(Current) Obtaining certification for and implementing an energy management system (ISO 50001) to reduce and optimize energy consumption (Anticipated) Expected to reduce energy consumption through analysis of energy sources and SEU(Significant Energy Use) efficiency, and development of response strategies
	Market	Changing customer behavior		●	●	(Current-Anticipated) Create opportunities and strengthen risk management processes by responding to changes in affiliate customers' and stakeholders' requirements (e.g., EcoVadis)
		Rising costs of raw and base materials		●	●	(Current-Anticipated) Implement sustainable sourcing strategies by diversifying supply chain and utilizing recycled materials (Current-Anticipated) Manage Scope 3 category emissions and provide policy support and reduction guidance to affiliates through the development and declaration of GC's calculation standards and methodology
	Technology	Use of low-carbon energy	●	●	●	(Current-Anticipated) Expand the identification and utilization of low-carbon energy sources (Anticipated) Provide strategic direction and implement strategies related to the use of renewable energy
Opportunity	Resource efficiency	Energy consumption reduction		●	●	(Current) Establish a utility cost reduction system through the use of efficient and eco-friendly products (Anticipated) Achieve reductions in energy consumption and costs through the development of mid-to-long-term energy reduction plans
	Products and services	Climate adaptation measures and enhanced resilience		●	●	(Current) R&D to prepare for climate-related disease outbreaks (Anticipated) 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 (FY26), mid-term (FY27–30), and long-term (FY31–50).

Climate Change, Energy ESRS E1

Strategy

GC Biopharma

2050 Net Zero

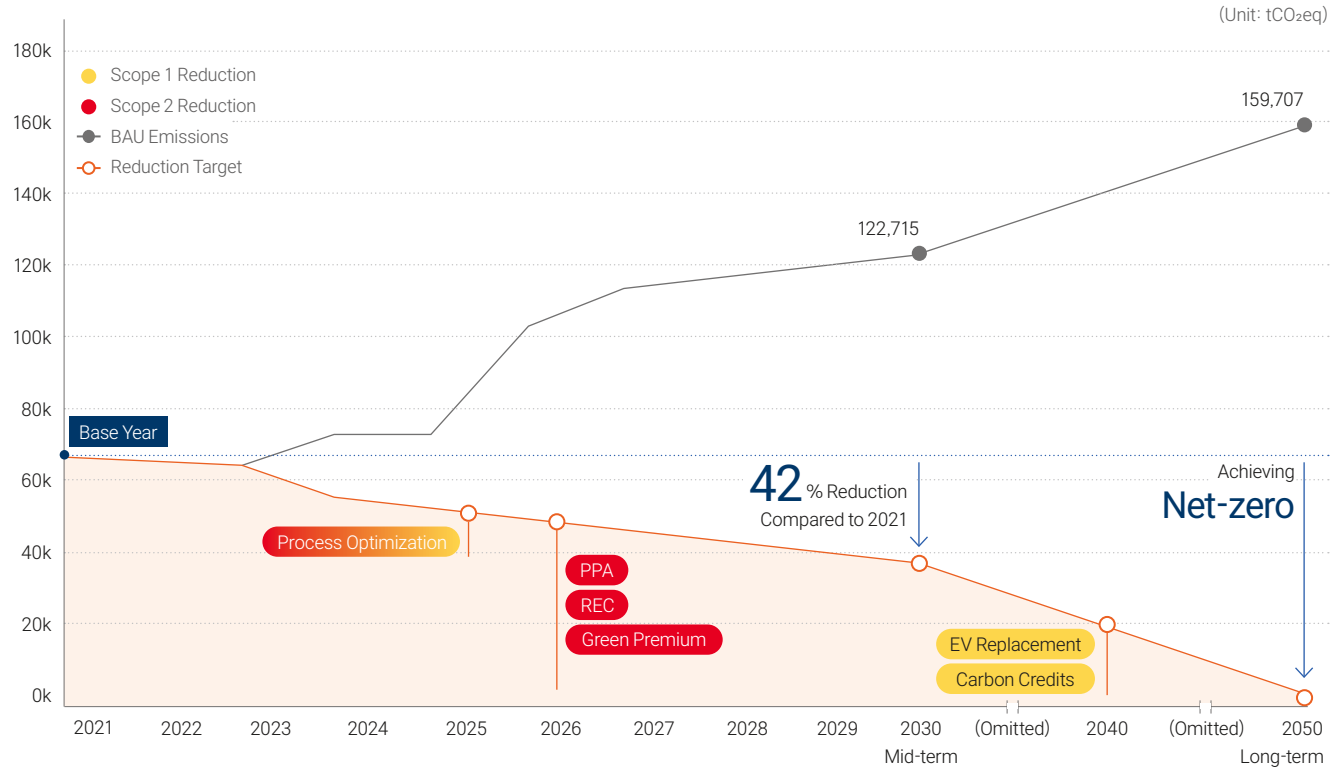
GC Biopharma has established and is implementing a phased roadmap to reduce greenhouse gas emissions with the goal of achieving Net Zero by 2050 in response to climate change and global carbon neutrality initiatives. As part of this roadmap, the company has set an interim target to reduce emissions by 42% from the baseline[1] 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.

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.

Beyond direct emission reductions at business sites, GC Biopharma also seeks to expand decarbonization throughout the supply chain by building partnerships with suppliers and strengthening climate resilience in pharmaceutical production and service delivery, thereby fulfilling its corporate social responsibility.

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.

2050 Net-Zero Roadmap in Progress



Net-Zero Roadmap

From 2025	From 2026	From 2040
Process Optimization	Implementation of PPA Implementation of Green premium Implementation of RECs (Renewable Energy Certificates)	Transition to electric vehicles Purchase of carbon credits

Climate Change, Energy ESRS E1

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 TCFD recommendations.

Recognizing the broad impact of climate change on its business, GC Biopharma has identified both physical and transition risks, as well as associated opportunities.

Physical risks include increased costs from facility restoration or replacement and supply chain disruptions caused by acute weather events such as torrential rains and typhoons, as well as higher cooling and employee healthcare costs from chronic changes such as heat waves and rising temperatures.

Transition risks include rising emission allowance costs under the expanding national ETS, tightening greenhouse gas regulations, shifts in customer behavior driven by ESG demands from global pharmaceutical companies, and market risks such as rising raw material prices. At the same time, GC Biopharma recognizes opportunities in climate change response — particularly through expanding production of vaccines and therapeutics for climate-related diseases, creating prospects for new market entry and revenue diversification.

1) The time horizons are categorized based on the reporting year as follows: short-term (FY26), mid-term (FY27–30), and long-term (FY31–50).
2) Estimated financial impact range derived using Jupiter Intelligence climate modeling based on SSP scenarios

GC Biopharma: Climate-Related Risks and Opportunities

(unit: KRW 100 million/year)

Category	Risk/Opportunity Factors		Financial Impact Assessment Method	Expected Time Horizon [1] & Average Estimated Financial Impact			Current and Anticipated Actions
				Short-term	Mid-term	Long-term	
Physical risks[2]	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.	0.6	0.6	0.6~0.7	· (Current) Installation of flood prevention infrastructure such as stormwater pipes and drainage pumps; stockpiling of emergency supplies · (Anticipated) Develop risk mitigation plans in anticipation of rising insurance premiums
		Typhoons		47	47~50	48~53	· (Current) Stockpiling of emergency supplies; strengthening safety equipment · (Anticipated) Establish insurance strategies to address increasing typhoon frequency
	Chronic	Heatwaves and rising average temperatures		5	5	5~6	· (Current) Expansion of cooling facilities; implementation of occupational health and safety policies · (Anticipated) Invest in energy-efficient technologies; upgrade infrastructure
Transition risks	Policy and 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 2025 through 2050.	0	21	55	· (Current) Review of participation plans in emissions trading scheme · (Anticipated) Improve process efficiency to reduce electricity costs · (Anticipated) 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-Anticipated) Response to evolving customer requirements and reinforcement of risk management processes
		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-Anticipated) Implement sustainable sourcing strategies by diversifying supply chain and utilizing recycled materials · (Current-Anticipated) Manage and reduce Scope 3 emissions in Categories 1, 2, and 4
	Energy resource	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.	-	-	-	· (Current-Anticipated) Expand low-carbon energy usage at production sites · (Anticipated) Implement PPA contracts and Green Premium programs
Opportunity	Energy	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 · (Anticipated) Produce and manufacture products/services addressing emerging diseases caused by climate change

Climate Change, Energy ESRS E1

Strategy

GC Biopharma

Analysis of Climate-Related Physical Risks

Impact on Business Model and Value Chain

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

Category	Risk/Opportunity Factor		Value Chain Stage	Current and Anticipated Financial Impacts
Physical risks	Acute	Floods (river flooding, coastal flooding, heavy rainfall)	Product manufacturing	· (Anticipated) Repair and replacement costs due to asset damage and facility destruction caused by floods at business sites · (Anticipated) Revenue loss during temporary plant shutdowns while restoring flood-affected facilities
		Typhoons		
	Chronic	Rising temperatures and heatwaves	Raw material procurement	· (Anticipated) 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

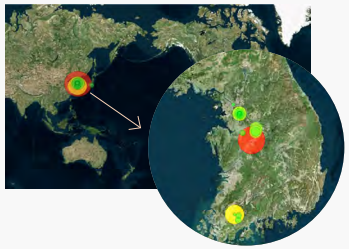
Exposure Analysis Based on Physical Risk Analysis Tools

Physical Risk Hazard Score Analysis

Company	Key Managed Sites	Flooding '20	Flooding '50	Typhoon '20	Typhoon '50	Wildfire '20	Wildfire '50	Heatwave '20	Heatwave '50	Drought '20	Drought '50
GC Biopharma	Headquarters										
	Ochang plant										
	Hwasun plant										
	Eumseong plant										
	R&D center										
GC Cell	Headquarters										
	Cell center										
GC WellBeing	Innovation plant										
GC Invacfarm	Hwasun farm										
GC Lymphotec	Headquarters and plant										

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

Financial Impact Analysis of Physical Risks



Circle Color: Current Risk Level

LOW HIGH

Circle Size: Severity of future risk escalation

LOW HIGH

Total: 24 sites worldwide analyzed

Offices	5
Research Institutes/ Hospitals	7
Plants	8
Farms	3
Distribution Center	1

Scenario-Based Financial Impact Assessment of Physical Risks

To analyze the time horizon-based financial impacts of climate-related physical risks, GC Biopharma utilized Jupiter Intelligence, a specialized climate modeling tool. In 2025, four Shared Socioeconomic Pathway (SSP) scenarios from the IPCC Sixth Assessment Report (AR6) were applied to the analysis, of which the results under the low-carbon scenario (SSP1-2.6[1)]) and the high-carbon scenario (SSP5-8.5[2)]) are disclosed herein. From a risk management perspective, ten key sites were selected based on a comprehensive assessment of each site's scale, the proportion of potential financial losses relative to that scale, and strategic importance, and the financial impacts of climate-related physical risks were then assessed for each site. Scenario analysis of physical risks — including floods, typhoons, and heatwaves — covering the period from 2025 to 2050 found that typhoons resulted in the highest potential financial losses across all scenarios, attributable to the risk of property damage, costs associated with asset repair and replacement, and additional losses from operational disruptions during the affected period. No factors were identified as likely to exert a significant level of impact as a result of these physical risks, and exposure levels were confirmed to be low.

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.

Climate Change, Energy ESRS E1

Strategy

GC Biopharma

Analysis of Climate-Related Physical Risks

Scenario-Based Resilience Assessment

To systematically respond to acute and chronic climate risks, GC Biopharma has established and implemented a Business Continuity Plan (BCP). Under the BCP, business impact analyses and risk assessments are conducted for acute risks such as floods and typhoons, as well as chronic risks including heatwaves, and a response system is developed to enable swift and effective action. Disaster recovery capabilities are being strengthened through infrastructure enhancements and regular inspections, while employee emergency response drills are being conducted to continuously improve crisis preparedness. For heat-related risks, GC Biopharma has established a phased response protocol, maintains indoor and outdoor temperature controls, and operates worksite management guidelines to protect employees' health. The company also promotes the use of efficient cooling systems and performs preventive maintenance on cooling equipment to enhance climate resilience at its facilities. Through these efforts, GC Biopharma proactively addresses physical climate risks and aims to secure business continuity and sustainable growth.

Climate-Related Transition Risk Analysis

Impact on Business Model and Value Chain

GC Biopharma has identified the current and expected financial impacts of climate-related transition risks on its pharmaceutical manufacturing and sales business model and its value chain as follows.

Category	Risk/Opportunity Factor		Value Chain Stage	Current and Anticipated Financial Impact
Transition risk	Policy and regulation	GHG emissions trading scheme	Business site operations and support	· (Anticipated) 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	· (Anticipated) 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	· (Anticipated) 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-Anticipated) Operational cost reductions through improved energy efficiency from low-carbon energy use.

Scenario-Based Resilience Assessment

We identified key transition risks by assessing their likelihood of occurrence, potential severity, strategic relevance, and availability of measurable data. The selected risks include the Emissions Trading Scheme (ETS), adoption of low-carbon energy sources, and changes in customer behavior. Financial impacts from 2025 to 2050 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.

Climate-Related Opportunity Analysis

Opportunities on Business Model and Value Chain

GC Biopharma has identified the current and expected financial impacts of climate-related opportunities on its pharmaceutical manufacturing and sales business model and its value chain as follows.

Category	Risk/Opportunity Factor		Value Chain Stage	Current and Anticipated Financial Impact
Opportunity	Products and services	Climate change adaptation and resilience securement	Product planning and R&D	· (Current–Anticipated) 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— with the highest carbon allowance prices—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

Climate Change, Energy ESRS E1

Strategy

GC Biopharma

Scope 1, 2 and 3 Emissions Calculation and Energy Consumption Management

GC Biopharma manages direct, indirect, and other GHG emissions across all operational sites within its organizational boundary, including the Ochang, Hwasun, and Eumseong plants, headquarters, R&D center, and business offices. Emissions data are verified by third-party certification bodies, and quarterly monitoring is conducted under an established energy and GHG reduction management framework. In 2025, total GHG emissions (Scope 1+2) amounted to 62,706 tCO_2eq, marking a consecutive two-year improvement in performance.

In addition, GC Biopharma calculates Scope 3 emissions based on key categories and calculation methodologies within its upstream and downstream supply chains. In 2025, total Scope 3 GHG emissions amounted to 196,567 tCO_2eq, with purchased goods and services, as well as transportation and logistics, identified as the primary emission sources. The company will continue to strengthen its management framework with a focus on major emission sources, and plans to progressively expand its GHG reduction activities and management capabilities across the entire supply chain through the enhancement of its supply chain systems.

Efforts to Reduce Scope 1, 2 GHG Emissions and Improve Energy Efficiency

GC Biopharma is implementing a range of initiatives to reduce carbon emissions and improve energy efficiency across its business operations. 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 LNG consumption. This shift to waste heat has enabled an annual reduction of approximately 11,000 tCO_2eq in GHG emissions. To improve energy efficiency and reduce consumption, GC Biopharma has replaced fluorescent lighting with high-efficiency LEDs at all plants, the R&D Center, and headquarters, and has implemented a peak power management system. The company is also continuing its energy-saving efforts through the installation of an Energy Storage System (ESS), exploration of alternative heat sources, and optimization of boiler operations.

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 tCO_2eq annually. In addition, rooftop solar installations have been completed at the Ochang and Eumseong Plants. The rooftop facilities now generate renewable electricity from building rooftops and supply it externally.

Reduction

Emission Reduction through Energy Efficiency Improvement	· Replacement of all facilities' lighting with high-efficiency LEDs · Implementation of peak power management system · Installation and operation of Energy Storage System (ESS) · Boiler operation optimization (system leak inspection, shutoff of unused lines) · Process improvement and investment in high-efficiency equipment · Fine dust reduction equipment

Substitution

Transition from Fossil Fuel-Based Heat Sources to Low-Carbon Alternatives	· Reduction of LNG use through waste incineration heat (waste heat) recovery (11,000 tCO_2eq annually) · Self-generation through small-scale solar installations · Exploration of alternative heat sources · Transition to eco-friendly electric vehicles

Transition

Building a Renewable Energy-Based Power System	· GHG reduction through PPA agreement (20-year term) (3,600 tCO_2eq annually) · Generation of renewable electricity from building rooftops (Ochang Plant: 1,325 kW, Eumseong Plant: 313 kW) and external supply

Climate Change, Energy ESRS E1

Strategy

GC Biopharma

Efforts to Reduce Scope 3 GHG Emissions

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

GC Biopharma 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

Global airlines are currently transitioning to sustainable aviation fuels, with European carriers in particular showing high rates of Sustainable Aviation Fuel (SAF) adoption. In line with this trend, GC Biopharma is continuously exploring ways to shift from conventional air freight to ocean freight or SAF-based air transportation. The company is also identifying products eligible for ocean freight transition, such as those that can be stored at ambient temperature, and plans to determine the mode of transport after verifying quality maintenance and stability through transportation validation processes.

Goal 3

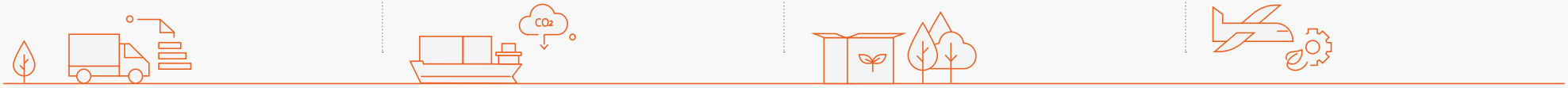
Reduce Packaging and Promote Eco-Friendly Materials

To lower emissions from packaging, GC Biopharma is promoting volume reduction and the use of eco-friendly and reusable packaging. Large reusable containers are currently used for exports of Flu vaccine (Thailand) and ALYGLO (U.S.). In Thailand, the use of large containers has been expanded from the existing public market volume to include the private market. Additionally, as export volumes grow, the scope of applicable products will be further expanded. The company is also reviewing and selecting products for which eco-friendly packaging based on WHO PQ certification can be introduced.

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 Inland transportation (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.



Climate Change, Energy ESRS E1

Strategy

GC Cell

Climate Change Response Strategy

GC Cell recognizes climate change as a core management issue that is directly linked to the company's sustainability, and is preparing to establish an effective response framework tailored to the scale and business characteristics of the company.

Under GC Cell's roadmap for building a climate change response framework, the company aims to formulate a more systematic climate change strategy based on continuous expansion of data management and public disclosure, as well as the development of internal management systems. Progress on climate-related tasks under this roadmap is reported to the Board of Directors on a regular annual basis, thereby strengthening the linkage with management decision-making processes and ensuring meaningful momentum for the implementation of strategies.

Roadmap for Building a Climate Change Response Framework

	Scope 1+2	Scope 3
2025	Collect data across all business sites	Collect data within manageable boundary
2026	Prepare for transition to renewables	Progressively expand disclosure scope
2027	Establish 2050 Net Zero implementation roadmap	
2030	Achieve 40% reduction compared to 2022	Establish 2050 Net Zero implementation roadmap
2050	Achieve 2050 Net Zero	

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

Category	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 · (Anticipated) Secure flood protection facilities (e.g., drains and pumps) and prepare emergency supplies
		Wildfires		●	●	· (Anticipated) 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 regulation	Regulatory requirements for existing products and services		●	●	· (Anticipated) Use of eco-friendly refrigerants to comply with stricter cold chain regulations on refrigerants
	Technology	Transition to low-carbon technologies		●	●	· (Anticipated) Execute renewable energy transition strategies (roadmap) for carbon neutrality
	Reputation	Shift in investor preference		●	●	· (Anticipated) Enhance disclosure on climate-related actions to attract climate-aligned investment capital
Opportunities	Resource efficiency	Efficient use of resources		●	●	· (Anticipated) Expand use of waste-reducing and resource-efficient packaging to lower consumption levels
	Products and services	Climate change adaptation and resilience		●	●	· (Anticipated) Expand R&D and product development for diagnostics and treatments addressing climate-induced disease spread

1) Expected Time Horizon: Short-Term (FY26), Mid-Term (FY27–30), Long-Term (FY31–50)

Scope 1, 2 and 3 Emissions Calculation and Energy Consumption Management

GC Cell manages GHG emissions from its entire operations by categorizing them as direct (Scope 1) and indirect (Scope 2) emissions. Other emissions (Scope 3) will be calculated based on consistent data once the climate response framework is established, in line with its roadmap. Direct and indirect energy data from the Cell Center and GC Cell Headquarters are verified through the Ministry of Environment's Environmental Information Disclosure System, with plans to expand verification to all business sites.

Climate Change, Energy ESRS E1

Risk Management

GC

Climate Risk Management Process

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, identify and assess 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 evaluates the effectiveness of its climate strategy and refines it to minimize potential losses. To ensure integrated, company-wide risk management, GC 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 CSEO 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 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.

GC [Holding Company]

ISO 50001 Certification

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. This effort is intended to contribute to the government's 2050 carbon neutrality and climate change response goals. GC (Holding Company) has led this effort as the flagship site for climate action and energy standardization. Its affiliates, GCMS and GC WellBeing, were selected as leading sites under this initiative.

Scope of Certification: GC Headquarters, GCMS, and GC WellBeing
Validity Period: October 25, 2024 – October 24, 2027

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[1)] were classified as key risks and further evaluated for their potential impacts.

1) Likelihood × Severity

Risk/Opportunity Identification and Assessment Process

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 nonfinancial risks to ensure stable operations and sustainable growth. To that end, it strengthens interdepartmental information sharing and has established an enterprise-wide risk management process to enable 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.

Climate Change, Energy ESRS E1

Metrics & Targets

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.
In addition, since 2024, GC (Holding Company) has strengthened its climate action efforts by participating in UN and ISO initiatives related to climate action, and conducting research on GHG emission mitigation, energy saving, energy efficiency, and demand in clean energy transitions.
Starting in 2025, GC plans to establish a "Scope 3 Management Process" to expand emissions accounting across the entire value chain (Upstream & Downstream), covering all 15 categories, with the goal of building a proactive climate risk management framework that meets global disclosure standards.
By accounting for the entire value chain, GC aims to achieve carbon neutrality through shared growth grounded in its social and environmental responsibilities, while establishing a phased response framework through accurate and comprehensive GHG emissions accounting.
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 upstream/downstream emissions data to maximize reduction efforts and improve energy efficiency, with the ultimate aim of achieving Net Zero.

Eco-Friendly Vehicle Transition

GC (Holding Company) 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.

2025 Climate Change Response Targets of GC (Holding Company)

01 Establishing a sustainable GHG reduction energy management system

Maintaining ISO 50001 certification

02 Establishing GHG reduction targets and processes in response to climate disclosure requirements (Scope 1, 2, 3)

Building a systematic framework for GC's GHG emissions across Scope 1, 2 and Scope 3

03 Reducing energy consumption by 3% compared to the average usage over the three preceding years (2024–2026)

Greenhouse Gas Emissions and Energy Consumption Management

GC (Holding Company) monitors greenhouse gas emissions across its value chain, from upstream to downstream. Direct emissions (Scope 1) and indirect emissions (Scope 2) are calculated and managed for the headquarters. In addition, energy consumption and the ratio of eco-friendly vehicles in the fleet are measured and monitored. The Company is currently in the process of calculating and establishing a framework to separately manage other indirect emissions (Scope 3) for its affiliates.

Category		Unit	2023	2024	2025
Scope 1, 2 Emissions					
Total greenhouse gas emissions		tCO_2eq	837	739	660
Direct greenhouse gas emissions (Scope 1)	Subtotal	tCO_2eq	119	126	127
	HQ	tCO_2eq	119	126	127
Indirect greenhouse gas emissions (Scope 2)[1]	Subtotal	tCO_2eq	718	613	533
	HQ	tCO_2eq	718	613	533
Greenhouse gas emissions intensity (Scope 1+2)		tCO_2eq/ KRW 100 million	1.402	1.195	1.029
Year-on-year emissions intensity improvement		%	(7.4)	14.7	13.9

1) Based on electricity usage
2) Calculation Scope: Headquarters
3) Includes 4 Mild Hybrid Electric Vehicles (MHEVs) owned and 3 leased vehicles

Category		Unit	2023	2024	2025
Energy Consumption[2]					
Total energy consumption		TJ	14.6	14.7	14.6
Direct energy consumption (fuel-based sources)	Subtotal	TJ	2.18	2.32	2.31
	Diesel consumption	TJ	0.02	0.04	0.04
	Gasoline consumption	TJ	0.50	0.51	0.55
	City gas (LNG) consumption	TJ	1.66	1.77	1.72
Indirect energy consumption (electricity)	Subtotal	TJ	12.5	12.4	12.3
	Electricity consumption	TJ	12.5	12.4	12.3
Energy intensity per unit of organizational activity		TJ/KRW 100 million	0.02	0.02	0.02
Eco-Friendly Vehicle Ownership Ratio					
Number of eco-friendly vehicles owned/leased		Units	0	1	1
Total number of vehicles owned/leased		Units	6	6	7[3]
Ratio of eco-friendly vehicles owned/leased		%	0.0	16.7	14.3

Climate Change, Energy ESRS E1

Metrics & Targets

GC Biopharma

Climate Change Response and Energy Management 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. It also includes climate-related KPIs in executive performance reviews to strengthen incentives for achieving targets. Regular monitoring is conducted using internal systems to ensure effective target achievement.

Energy Consumption Targets

GC Biopharma manages its absolute energy consumption through comprehensive energy reduction efforts, while simultaneously pursuing qualitative improvements by transitioning to a more eco-friendly energy mix. In particular, the company is expanding the utilization of waste heat generated from waste incineration processes, recycling externally supplied waste heat back into its production processes. The use of waste heat is being increased on an annual basis, serving as a substitute for conventional fossil fuel-based energy sources. This contributes to improving energy efficiency within operations and strengthening a resource circulation-based operating framework.

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. In addition, GC Biopharma is actively expanding the introduction of electric forklifts to reduce GHG emissions generated at its business sites, with 53 out of a total of 56 forklifts currently operating as electric models. The company plans to continue expanding the transition to electric forklifts with the goal of achieving full electrification of its forklift operations in the future.

GC Biopharma Climate Change Response Targets

Category	Unit	Short-Term		Mid-Term	Long-Term
		2025 Performance	2025 Targets	2030	2050
GHG Emissions					
vs. Baseline	%	8% reduction	18% reduction	42% reduction	100% reduction
Emission intensity	tCO_2eq/KRW 100 million	4.3	5		

GC Biopharma Energy Management Targets

Category	Unit	Short-Term	
		2025 Performance	2025 Targets
Energy Consumption Intensity	TJ/KRW 100 million	0.11	0.13

Climate Action and Energy Management Metrics

GC Biopharma manages direct (Scope 1), indirect (Scope 2), and other greenhouse gas emissions (Scope 3) from all operational sites within its organizational boundary, including the Ochang, Hwasun, and Eumseong plants, the headquarters R&D center, and sales offices. It also measures and monitors indicators such as energy consumption and the eco-friendly vehicle ownership ratio.

Category		Unit	2023	2024	2025
Scope 1, 2 Emissions					
Total greenhouse gas emissions		tCO_2eq	64,804	64,760	62,706
Direct greenhouse gas emissions (Scope 1)	Subtotal	tCO_2eq	10,804	9,478	8,877
	HQ/R&D center[1)]	tCO_2eq	937	943	1,014
	Ochang plant	tCO_2eq	4,737	2,654	1,747
	Hwasun plant	tCO_2eq	4,322	5,110	5,261
	Eumseong plant	tCO_2eq	784	745	824
	Sales offices & warehouses	tCO_2eq	23	26	30
Indirect greenhouse gas emissions (Scope 2)	Subtotal	tCO_2eq	54,001	55,284	53,832
	HQ/R&D center[1)]	tCO_2eq	3,214	3,180	3,274
	Ochang plant	tCO_2eq	37,606	37,137	35,982
	Hwasun plant	tCO_2eq	11,299	12,683	11,874
	Eumseong plant	tCO_2eq	1,585	1,985	2,383
	Sales offices & warehouses	tCO_2eq	297	299	319
Greenhouse gas emissions intensity (Scope 1+2)		tCO_2eq/KRW 100 million	5.356	5.076	4.294
Year-on-year emissions intensity improvement		%	0.3	5.2	26.3

Category	Unit	2023	2024	2025
Scope 3 Emissions				
Total greenhouse gas emissions	tCO_2eq	197,609	184,933	196,567
(C1) Purchased goods and services	tCO_2eq	129,987	138,183	143,861
(C2) Capital goods	tCO_2eq	17,212	3,424	5,242
(C3) Fuel- and energy-related activities	tCO_2eq	9,269	9,339	9,084
(C4) Upstream transportation and distribution	tCO_2eq	9,118	2,298	8,168
(C5) Waste generated in operations	tCO_2eq	3,676	3,645	3,830
(C6) Business travel	tCO_2eq	780	833	927
(C7) Employee commuting	tCO_2eq	2,623	2,907	2,864
(C8) Upstream leased assets	tCO_2eq	30	30	39
(C13) Downstream leased assets	tCO_2eq	3,605	2,985	2,397
(C15) Investments	tCO_2eq	21,309	21,289	20,157

1) Disclosed in consolidated format in the GHG Statement

Climate Change, Energy ESRS E1

Metrics & Targets

GC Biopharma

Category		Unit	2023	2024	2025
Energy Consumption[1]					
Total energy consumption		TJ	1,593.00	1,650.00	1,629.00
General energy consumption (direct energy sources)[2]	Subtotal	TJ	203.00	177.53	167.05
	Diesel consumption	TJ	22.00	23.00	19.50
	Gasoline consumption	TJ	1.00	1.00	0.96
	Vehicle LPG consumption	TJ	0.00	0.53	4.39
	City gas (LNG) consumption	TJ	180.00	153.00	142.19
General energy consumption (indirect energy sources)[2]	Subtotal	TJ	1,390.00	1,475.00	1,465.78
	Electricity consumption	TJ	1,128.00	1,155.00	1,125.75
	Steam consumption	TJ	262.00	320.00	340.02
Energy consumption Intensity per unit revenue[3]		TJ/ KRW 100 million	0.132	0.129	0.112
Renewable Energy Usage[4]					
Total renewable energy consumption		TJ	262.63	320.20	341.44
Renewable energy consumption	Solar	TJ	0.36	0.13	1.42
	Waste heat	TJ	262.27	320.07	340.02
Share of renewable energy in total energy consumption		%	16.49	19.38	20.91
Number of sites with renewable energy adoption		Sites	2	2	2
Number of environmentally friendly vehicles owned/leased		Units	0	0	0
Total number of vehicles owned/leased		Units	15	13	14
Ratio of eco-friendly vehicles owned/leased		%	0	0	0

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.
3) Excludes energy consumed outside the organization; energy management is conducted within the scope of internal operations only.
4) Data corrected due to a change in data aggregation methodology (including waste heat generated from waste incineration processes)

GC Cell

Climate Change Response and Energy Consumption Targets

GC Cell has set targets to reduce greenhouse gas emissions by 40% by 2030 from 2022 levels and to achieve carbon neutrality by 2050. The company is building a carbon neutrality scenario based on projected emissions and feasible reduction measures, supporting the mid- to long-term transition to a low-carbon society and contributing to global net-zero. GC Cell is also expanding its share of eco-friendly vehicles by replacing internal combustion engine vehicles with LPG and hybrid models as their lease terms expire.

GC Cell Climate Change Response and Energy Reduction Targets

Category	Unit	2025 Performance	2025 Targets
GHG emissions	tCO_2eq	11,460	11,631
Energy consumption	TJ	230.42	232.72

Climate Change Response and Energy Management Metrics

GC Cell manages Scope 1 and 2 emissions from all operational sites — headquarters, Cell Center, 47 sales offices, and the logistics center — while also monitoring indicators such as energy consumption and the eco-friendly vehicle ownership ratio.

Category		Unit	2023	2024	2025
Scope 1, 2 Emissions[1]					
Total greenhouse gas emissions		tCO_2eq	10,953	11,731	11,460
Direct greenhouse gas emissions (Scope 1)	Subtotal	tCO_2eq	3,537	4,202	3,978
	HQ	tCO_2eq	78	77	99
	Cell center	tCO_2eq	2,558	3,156	3,093
	Logistics center	tCO_2eq	468	625	637
	Sales offices	tCO_2eq	433	344	149
Indirect greenhouse gas emissions (Scope 2)[2]	Subtotal	tCO_2eq	7,417	7,529	7,482
	HQ	tCO_2eq	167	162	168
	Cell center	tCO_2eq	6,835	6,804	6,749
	Logistics center	tCO_2eq	154	293	293
	Sales offices	tCO_2eq	262	270	272
Greenhouse gas emissions intensity (Scope 1+2)		tCO_2eq/ KRW 100 million	6.428	7.357	7.626
Year-on-year emissions intensity improvement		%	(36.0)	(14.4)	(3.7)

Category		Unit	2023	2024	2025
Energy Consumption					
Total energy consumption		TJ	219.59	234.76	230.42
Direct energy consumption (fuel-based sources)	Subtotal	TJ	64.61	77.43	74.06
	Diesel consumption	TJ	12.71	12.85	10.44
	Gasoline consumption	TJ	0.67	1.30	1.29
	City gas (LPG) consumption	TJ	0.31	0.61	0.23
	City gas (LNG) consumption	TJ	50.92	62.67	62.10
Indirect energy consumption (electricity)	Subtotal	TJ	154.98	157.33	156.36
	Electricity consumption	TJ	154.98	157.33	156.36
Energy intensity per unit of organizational activity		TJ/KRW 100 million	0.129	0.147	0.153
Eco-Friendly Vehicle Ownership Ratio					
Number of eco-friendly vehicles owned/ leased		Units	15	22	20
Total number of vehicles owned/leased		Units	111	108	87
Ratio of eco-friendly vehicles owned/ leased		%	13.5	20.4	23.0

1) Calculation Scope: Headquarters, Cell Center, Logistics Center, and Sales Offices

Environmental Impact Management ESRS E2/E3/E5

Governance

GC [Holding Company]

Environmental Management Governance

GC (Holding Company) has established climate change response and resource circulation as key management priorities and operates a systematic Environmental, Safety and Health governance framework. The HSE Team conducts regular audits for 14 affiliates, covering the operation of company-wide environmental, occupational health and safety, and energy management systems (GCMS, GC WellBeing). In addition to inspections for hazardous and risk factors aimed at preventing environmental pollution, chemical leaks, and various safety and fire incidents, the team leads continuous monitoring and improvement in regulatory compliance to drive sustainable (environmental) management.

Environmental Management Reporting Structure

Environmental Management KPI

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 Performance Indicators by Executive Role (Environmental Management Integration)

Category	Role[1)]	ESG KPI
GC (Holding Company)	Division of business support (executive, management)	Provide technical guidance and support for HSE regulatory compliance and accident prevention across GC affiliates
		Achieve and maintain zero risk of serious accidents and environmental management risks through continuous improvement activities in environmental impact and risk assessment

1) Executives refer to C-level personnel.

GC Biopharma

Environmental Management Reporting Structure

Board of Directors	· Review and approval of environmental management agenda items · Oversight of environmental management-related risks and opportunities · Monitoring progress toward environmental management targets
Chief Executive Officer (CEO)	· Strategic decision-making on environmental management response
CSEO[1)]	· Environmental management risk management · Response to and implementation of environmental management issues
SHE Team	· Environmental internal audit and compliance assessment · Environmental impact assessment · Regulatory compliance and management · Environmental facility operations / Permit and licensing affairs · Pollutant management at business sites

1) Chief Safety Environmental Officer

Environmental Management Governance

In line with its company-wide Environmental, Safety, and Health policy, GC Biopharma has established dedicated decision-making and operational organizations to implement its Environmental, Safety, and Health 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.

Key ESG Agenda Items Reported to the Board

Date	Agenda	Type
Dec. 11, 2025	ESG management update: environmental management status and chemical substance management	Report

Environmental Management KPI

GC Biopharma strives to effectively improve its environmental indicators by incorporating performance outcomes as compensation standards. Environmental management performance is also linked to the compensation system for C-level executives.

Key ESG Performance Indicators by Executive Role (Environmental Management Integration)

Category	Role[1)]	ESG KPI
GC Biopharma	CSEO	Promote energy efficiency
	SHE team	Eco-friendly packaging materials inspection and monitoring

1) Of these, the CSEO is an executive and a member of the C-level management.

Environmental Impact Management ESRS E2/E3/E5

Governance

GC Cell

Environmental Management Governance

Under the planning and oversight of the CP Unit HSE Team, which reports directly to the CEO, the Heads of the Management Support Office, Production Division, and Research Division serve as Environmental Management Officers, responsible for setting detailed goals and ensuring implementation aligned with overall environmental policy objectives. GC Cell reports its environmental management implementation status, including climate-related issues, to the Board of Directors at least once a year.

Environmental Management Reporting Structure

Key Environmental management Items Reported to the Board

Date	Agenda	Type
Dec. 1, 2025	2025 Environmental management performance and 3-year plan	Report

Environmental Management KPI

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 linked to strategic goals for safety, health, and environment.

Strategy

GC

Environmental Impact Management Strategy

GC is advancing a circular economy by expanding waste recycling and minimizing the discharge of wastewater and pollutants, thereby proactively responding to increasingly stringent global environmental regulations, maximizing resource efficiency, and realizing sustainable management value.

GC [Holding Company]

Environmental, Health, and Safety Management Policy

First, building a responsible environmental management governance structure.

GC (Holding Company) operates a dedicated HSE team under the direct supervision of the CEO and Chief Safety and Environment Officer (CSEO) to comprehensively manage the environmental impact of all affiliates. This enables GC to establish its own environmental standards that go beyond legal compliance, and to proactively manage environmental risks across the entire supply chain through regular consultative bodies with contractors.

Second, achieving carbon neutrality in response to climate change.

GC (Holding Company) monitors energy consumption and greenhouse gas emissions in real time at select business sites (GC WellBeing and GCMS), and is progressively introducing high-efficiency equipment and transitioning to renewable energy. In particular, the company analyzes the financial impacts of climate change on its business and reflects these findings in its management strategy, faithfully executing a roadmap toward achieving carbon neutrality by 2050.

Third, enhancing resource efficiency to realize a circular economy.

GC (Holding Company) strives to minimize environmental burden at every stage, from product design through end-of-life disposal. The company expands water reuse and maximizes waste recycling while strictly managing resource circulation indicators, and continues to advance its sustainable production systems through eco-friendly packaging and process improvements.

Air Pollutant Management

GC (Holding Company) is engaged in businesses other than direct product manufacturing — including overall management strategy development and coordination, promotion of new strategic businesses, and portfolio management of investment assets across all affiliates. Accordingly, GC does not emit air pollutants.

Water Resources and Water Pollutant Management

To achieve a fundamental reduction in water resource usage, GC (Holding Company) efficiently manages water consumption for building maintenance by installing water-saving faucets (replacing valve-type fixtures) and adjusting water pressure. Furthermore, GC (Holding Company) holds biotechnology and healthcare companies as its investment subsidiaries and, given the nature of these businesses, does not operate direct manufacturing or production processes. Accordingly, GC does not discharge water pollutants.

Resource Circulation and Waste Management

As a site that does not generate designated waste, GC (Holding Company) manages waste discharge limited to general workplace waste (landfill-type resin). The company establishes continuous waste reduction targets and minimizes waste generated throughout all processes — including production and manufacturing waste discharge — in accordance with the GC's resource recycling and source separation policy. In addition, for the outsourcing of medical waste treatment (including isolated, hazardous, and general medical waste) that arises due to the nature of the pharmaceutical industry, the company conducts biannual assessments of regulatory compliance across the entire processing chain — from collection and transport to intermediate and final treatment — thereby contributing to the establishment of a sound Group-wide waste management system.

Environmental Impact Management ESRS E2/E3/E5

Strategy

GC [Holding Company]

Chemical Substance Management

With the aim of building and expanding a chemical substance management framework for GC's listed affiliates, GC (Holding Company) is reviewing the effectiveness and practicality of its existing lifecycle chemical management system (CMS) — which encompasses pre-use safety reviews → green procurement → inventory and usage management → lawful disposal — and is considering a phased expansion of its implementation.

Environmental Management

GC (Holding Company) recognizes the importance of environmental management and takes it as a core foundation of its operations, driving awareness and mindset shifts among its employees while building a sustainable business ecosystem through transparent investment and comprehensive supply chain management.

Environmental Investment Plans and Implementation

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), as part of its efforts to reduce energy consumption and emissions.

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.

Training Program	Target Participants	Frequency
Training for environmental technicians	Legally designated personnel	Once every 3 years
ISO 14001 internal auditor training	Operating department	Once a year
ISO 50001 internal auditor training	Operating department	Once a year
Environmental information disclosure training GHG emissions calculation training	Operating department	Once a year

Supply Chain Environmental Impact Management

To strengthen sustainable HSE capabilities across its supply chain, GC (Holding Company) conducts regular biannual supplier qualification evaluations and on-site inspections targeting all key suppliers. Going beyond simple regulatory compliance checks, these activities represent a core shared-growth initiative designed to proactively eliminate environmental risks and help suppliers build self-sustaining management systems. Led by the HSE Team, on-site visits assess the operational status of pollution control facilities, safe handling of hazardous chemicals, and potential risk factors for serious accidents. In 2025, on-site audits were carried out to provide guidance and oversight for regulatory compliance, effectively eliminating potential environmental and safety risks within the supply chain. GC (Holding Company) also maintains "pollutant and waste reduction management" as a mandatory supplier evaluation criterion, conducting comprehensive checks on waste separation and discharge systems, as well as the periodic inspection compliance of air and water pollution control facilities. To prevent hazardous material spills, all supplier storage facilities are required to install containment berms and maintain emergency response materials on-site. Through its shared-growth support system, suppliers with insufficient self-management capabilities receive on-site consulting and technical advisory services from EHS specialists — yielding tangible results such as facility upgrades and the internalization of environmental management systems. GC (Holding Company) plans to further strengthen its partnerships toward improving supply chain resource circulation and realizing accident-free worksites.

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 Policy annually to ensure the safety of all stakeholders—including employees, customers, partners, and local communities—across the entire lifecycle of 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.

GC Biopharma Environmental, Health and Safety Management Policy

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

ESG Management Infrastructure Enhancement and Sustainable Management Practice : GC Biopharma aims to achieve carbon neutrality by 2050 and works to reduce energy consumption and greenhouse gas emissions at each business site. The company establishes 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.

Compliance with EHS Laws and Regulations : GC Biopharma voluntarily complies with domestic and international EHS laws and regulations and actively participates in building prevention systems for ISO 14001/45001 implementation and the elimination of serious accidents, with voluntary risk assessments at their core.

Improvement and Preventive Management : GC Biopharma establishes EHS objectives and eliminates potential risk factors that cause environmental pollution and safety and health-related accidents through active resource allocation and continuous identification, monitoring, evaluation, and improvement.

EHS Communication : GC Biopharma fosters a mature EHS 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, the company strives to create safe workplaces.

Eun-chul Huh, CEO of GC Biopharma

Environmental Impact Management ESRS E2/E3/E5

Strategy

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. GC Biopharma has established and is implementing tailored air pollutant management strategies based on the characteristics of each site.

Water Resource and Water Pollutant Management

Water Use Reduction

GC Biopharma promotes site-specific management activities to efficiently manage and reduce water resources used in the course of its business site operations. Each plant carries out water conservation activities throughout process operations and facility management, and continuously pursues improvement initiatives to enhance the efficiency of water resource use. In addition, the Ochang Plant operates a system that reuses water generated from its processes, expanding the circular use of water resources.

Category	Response Activities
Ochang plant	· Installing water-saving devices for sinks (converting to water-efficient faucet types) and optimizing water pressure · Managing water usage by controlling volumes before cleaning water storage tanks · Reusing R/O system concentrate as industrial water · Collecting chilled water discarded daily from the production building (PD1 pipeline) in storage tanks for reuse
Hwasun plant	· Discontinuing operations of the high-capacity central vacuum pump in utility (UT) pipelines and installing individual vacuum pumps at each point of use to prevent cross-contamination and reduce energy consumption for electricity, water supply, and wastewater treatment during equipment operation
Eumseong plant	· Reducing boiler feedwater consumption through steam condensate (waste heat) recovery
R&D center	· Installing water-saving devices for sinks (converting to water-efficient faucet types) and optimizing water pressure

Wastewater Treatment and Water Pollutant Management

As a pharmaceutical manufacturer, GC Biopharma uses and discharges water required for its pharmaceutical production processes, and manages wastewater treatment in accordance with legal standards while considering environmental impacts. While its headquarters (Yongin, Gyeonggi Province) and all business sites (Ochang and Eumseong, Chungcheongbuk Province; Hwasun, Jeollanam Province) do not directly affect municipal water sources due to their locations, the company recognizes the need to manage impacts in connection with local water resources, and treats wastewater to GMP standards in accordance with relevant regulations and the SOP for management of environmental pollutant emissions.

For water pollutant management, GC Biopharma conducts monthly measurements of influent and effluent water quality at its wastewater treatment facilities, and manages wastewater from its business sites by applying stricter standards than the legally required threshold (designated as “clean areas” rather than the standard “Type B areas”). 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. At Eumseong Plant, wastewater discharge volume has been reduced through the separate outsourced treatment of laboratory wastewater. GC Biopharma applies tailored water pollutant management strategies to each business site where water pollutants are generated.

Resource Circulation and Waste Management

Waste Management Activities

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. For general waste generated at manufacturing sites, additional waste sorting is conducted during temporary storage at waste storage facilities. Measures have been established to increase the recycling rate of waste that would otherwise be subject to general incineration, thereby improving overall recycling performance.

Category	Response Activities
Ochang plant	· Investing in operational costs to increase the volume of circular resources (recyclables) through enhanced waste incineration reduction and strengthened recycling segregation · Additional contracts with synthetic resin waste recycling processors are expected to increase the volume of circular resources (recyclables) (effective from March 2026) · Reducing waste incineration volumes by processing discarded equipment as scrap metal for recycling rather than incinerating
Hwasun plant	· Target of 100% recycling treatment for industrial waste → implementing zero incineration of waste synthetic resins
Eumseong plant	· Improving the waste synthetic resin recycling rate from 0% to approximately 56% through synthetic resin waste recycling

Environmental Impact Management ESRS E2/E3/E5

Strategy

GC Biopharma

Waste Disposal Process

Waste Discharge

Notify the designated waste contractor in advance, taking into account the expected volume of waste (Waste Manager)

Storage of Waste

General Waste	Designated Waste	Medical Waste	Recycling Waste
Outsourced Waste Processing	Outsourced Waste Processing	Outsourced Waste Processing	Outsourced Waste Processing

Registration in the Allbaro Waste Management System

- Calculate and verify the volume of waste disposed; record in the system
- Issue and transfer the electronic consignment document to the contracted disposal company

Resource Circulation System Management

GC Biopharma is committed to advancing its circular economy practices across all manufacturing sites, guided by the principles of chemical lifecycle management, waste recycling, effluent discharge minimization, and pollutant discharge treatment within legal limits. In particular, the Eumseong Plant has been using FSC-certified packaging for OTC pharmaceuticals since H2 2023.

3R Concept Implementation to Enhance Product Eco-Friendliness

When developing new products, GC Biopharma is committed to applying 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).

In particular, the company is driving packaging improvement initiatives to minimize resource consumption arising from the product packaging process. By optimizing packaging structure and specifications during the product development and improvement phases, paper packaging consumption is being reduced, and packaging design is being improved in the direction of minimizing unnecessary packaging. Furthermore, through packaging simplification and material use optimization aimed at reducing plastic packaging consumption, the company seeks to improve resource use efficiency and minimize environmental impact.

Reduction of Packaging Specifications

Chemical Management

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	· Existing chemical substances · New chemical substances · Substances hazardous to human health (acute/chronic) and ecosystems · Authorized substances · Restricted substances · Prohibited substances · Accident preparedness substances
Occupational Safety and Health Act	· Hazardous substances subject to exposure limits · Hazardous substances subject to permission · Substances pohibited from manufacture, etc. · Substances requiring permission for manufacture, etc. · Hazardous agents subject to work environment measurement · Hazardous agents subject to special health examination · Hazardous substances subject to management
Act on the Safety Control of Hazardous Substances	· 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 Impact Management ESRS E2/E3/E5

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.

Establishment of Centralized Disinfectant Preparation Facility at Ochang Plant

The Ochang Plant has centralized its disinfectant preparation process, previously conducted separately by each process line, to minimize hazardous chemical waste generation and reduce worker exposure. Construction was completed in 2025, with operations scheduled to commence within 2026. The centralization of two disinfectant types (containing potassium hydroxide and hydrogen peroxide) is projected to reduce stock solution consumption by 5–10%

Review of Eco-Friendly Transition for Ethanol (Raw Material) at Ochang Plant

As part of its ESG management practices, the Ochang Plant is transitioning from industrial (synthetic) ethanol to bio-based natural ethanol in its fractionation process. Derived from fermentation of plant-based resources such as corn, natural ethanol is a renewable alternative to fossil fuel-based synthetic production. This transition is expected to reduce cradle-to-gate carbon emissions and enhance raw material sustainability. The full switch is scheduled for completion within 2026.

Expanded Pre-Regulatory Review of Chemical Substances

Beyond the existing application of the Chemical Management System (CMS) to production materials (chemical substances), the scope of pre-regulatory review was expanded in 2024–2025 to cover laboratory analytical reagents handled in small quantities across a wide range of product types. The scope of regulated chemical substances has been extended so that chemical substances used at the R&D Center and QC laboratories at each plant—including reagents—cannot be received on-site without prior approval from the SHE team before an order is placed.

※ Status of Pre-Regulatory Reviews via CMS (Company-Wide) in 2025

New Product Registrations: **1,379 cases**
(Plants: 369, R&D: 1,010)

Regulatory Reviews for Purchases: **7,898 cases**
(OCP: 2,595, HSP: 590, ESP: 935, R&D: 3,778)

Chemical Substance Management Process

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

Hazardous Substance Management Training

To ensure safe chemical management, GC Biopharma conducts regular safety training for chemical handlers, manages chemical handling facilities, and provides emergency response training and drills for chemical spills. The company maintains Material Safety Data Sheets (MSDS) covering product and raw material handling and storage procedures, substance names and compositions, hazards, risks, required protective equipment, and safety precautions. MSDS training is provided to all handlers to prevent occupational diseases, fires, explosions, and other incidents associated with chemical handling. In addition, MSDS for all chemical substances are secured and posted on-site, and safety training covering hazard and risk information, handling precautions, and emergency response plans is conducted for workers both prior to job assignment and on a regular basis thereafter.

Annual Chemical Substance Management Training Content (Conducted Once a Year)

Training program	Annual chemical safety training
Target audience	Workers handling chemical substances
Frequency	Annually
Training content	· 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 Impact Management ESRS E2/E3/E5

Strategy

GC Biopharma

Environmental Management

Environmental Management Investment Decision-Making Process

GC Biopharma has established a framework for reviewing climate-related risks and opportunities in investment decision-making through an Investment Review Council composed of members from the Board-level Management Committee. Operational departments utilize a checklist during the investment plan review process to comprehensively analyze risks and opportunities from both financial and non-financial perspectives, including climate-related considerations, and report their findings to the Investment Review Council. Through this process, the company has built an investment decision-making framework that incorporates climate-related risks and opportunities—including regulatory compliance—into its deliberation and resolution process.

Environmental Investment Plans and Implementation

GC Biopharma establishes and executes annual environmental investment plans to reduce the environmental impact of its business operations. In 2025, the company selected the replacement of exterior louvers at the waste storage facility and the replacement of dehydrator filter cloths at the wastewater treatment plant at the Ochang Plant as its primary environmental investment items, achieving improvements across a broad range of environmental impacts including air, water, and soil pollution. Additional detailed investment items included the closure of the non-point source pollution control facility, repair of the influent ultrasonic flow meter sensor at the wastewater treatment plant, relocation work for ductwork waste in the RP2 Building air handling unit, and the disposal of mold bottles and pipe bottles at the waste storage facility. For the Eumseong Plant, the installation of an IoT system for air emission facilities was carried out as the primary environmental investment item, with the objective of ensuring compliance with the Clean Air Conservation Act and minimizing air pollutant emissions through data-driven precision management.

Supply Chain Environmental Impact Management

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

Environmental Training

GC Biopharma's legally designated environmental personnel complete initial training once upon appointment and refresher training once per year or once every three years thereafter.

GC Cell

Environmental and Occupational Health & Safety Policy

GC Cell recognizes environmental and occupational health and safety management as a highest 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's environmental management policy, aligned with its Environmental and Occupational Health & Safety Policy, is publicly available on the company's website. GC Cell regularly reviews and revises the policy to reflect evolving issues, subject to CEO approval.

GC Cell Environmental Management Policy

Climate action	Participate in the environmental information disclosure program to ensure transparency and set/implement GHG reduction targets toward achieving carbon neutrality.
Resource efficiency	Minimize negative environmental impact from business activities through efficient water use at the Cell Center and enhanced waste recycling.
Eco-friendly site management	Maintain ISO 14001 certification and enhance trust through third-party verification and regular training programs for employees and suppliers.
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 cleaning before performance inspection. GC Cell aims to maintain emissions within 90% of the legal limit through efforts to improve boiler efficiency and reduce load rates.

Water Resources and Water Pollutant Management

Water Use Reduction

GC Cell has installed a water reuse facility in its R/O system to reduce water consumption. Wastewater generated from the R/O system (UV/activated carbon filter) is optimized, reused for domestic water and cooling water supply, and then discharged. The company also reduces water usage by controlling volumes before cleaning water storage tanks.

Wastewater Treatment and Water Pollutant Management

As a pharmaceutical manufacturer, GC Cell uses and discharges water in its drug production processes, treating wastewater in accordance with GMP standards, relevant regulations, and internal discharge management procedures. Although GC Cell's headquarters and Cell Center (both in Yongin, Gyeonggi-do) do not directly impact drinking water sources, the company recognizes the importance of managing its influence on local community water resources. Bio-wastewater generated during manufacturing is transferred to kill tanks, sterilized with steam, cooled, and discharged into the sewage system. Third-party agencies monitor key water pollutants from discharge facilities — BOD, TOC, SS, T-N, and T-P — on a quarterly basis, with a target of maintaining all values below 70% of legally permitted limits.

Environmental Impact Management ESRS E2/E3/E5

Strategy

GC Cell

Resource Circulation and Waste Management

Resource Circulation System Operation

Centered on its manufacturing site (Cell Center), GC Cell is committed to advancing circular economy practices based on the principles of chemical lifecycle management, recycling and treatment of waste, minimization of wastewater and effluent discharge, and management of pollutant emissions within legally permitted standards.

Waste Management Activities

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.

Chemical Management

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.

2025 Chemical Registration Results
(under the Act on Registration and Evaluation of Chemicals):

substances registered	12	substances exempted from registration	64

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. When developing or modifying processes, reviews of reduced quantities and substitutes for hazardous chemicals are incorporated into the environmental impact assessment criteria.

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.

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 Management

Environmental Management Investment Decision-Making Process

GC Cell has established a framework for reviewing environment-related risks and opportunities during investment decision-making, led by the environmental management officers — the Head of Management Planning, Head of Manufacturing Division, and Head of Research Division. During the investment plan review process, the environmental management officers use a checklist to comprehensively analyze environment-related risks and opportunities in terms of materiality and urgency, and make investment decisions based on the results of this analysis. Through this process, GC Cell is building a decision-making framework that incorporates environment-related risks and opportunities — including regulatory compliance — into investment deliberation and approval.

Environmental Training

GC Cell regularly conducts environmental training to raise environmental awareness and ensure regulatory compliance among its employees and partner company staff. In 2025, training sessions were held on topics including medical waste and chemical waste management, and environmental impact assessment methods.

Supply Chain Environmental Impact Management

GC Cell applies its ESG Code of Conduct to partner companies that account for the top 90% of purchases by value, and conducts business only with those that meet environmental screening standards. In 2025, a document review and on-site audit were conducted for one existing partner company, and one recommendation for improvement was identified.

Environmental Impact Management ESRS E2/E3/E5

Risk Management

GC [Holding Company]

Environmental Impact Assessment and Monitoring

GC (Holding Company) conducts regular environmental inspections and compliance audits across 14 affiliates. The company also monitors environmental impacts, energy targets, and performance for selected affiliates, including GC WellBeing and GCMS. To support environmental impact reduction goals and regulatory compliance, maintenance audits are conducted by third-party certification bodies, and corrective actions are taken when nonconformities are identified. In addition, regular guidance and inspections are carried out to prevent potential risks such as environmental pollution and leakage incidents. GC (Holding Company) annually manages and discloses environmental emissions data through the Ministry of Environment's information disclosure system.

ISO 14001 Certification

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

· Scope of certification: Headquarters
· Validity (Renewal): September 29, 2024 –September 28, 2027.

Environmental, Health, and Safety Management Evaluation

To systematically manage environmental risks, GC (Holding Company) conducts internal inspections at least annually based on the HSE Management Evaluation Checklist under the supervision of its environmental safety organization. Air sector inspections cover emission facility operations, compliance with emission standards, and air pollution control systems, while water sector inspections assess pollutant monitoring, discharge management, and outsourced wastewater treatment. Waste sector inspections include the legal compliance of waste outsourcing and the operation of intermediate treatment facilities. GC (Holding Company) also conducts external inspections and guidance through the Korea EHS Research Institute under the Ministry of Employment and Labor to verify compliance with domestic environmental regulations, including the Air Quality Conservation Act and the Act on Integrated Management of Environmental Pollution Facilities. Through regular environmental inspections, GC identifies and manages environmental impacts across its business sites and minimizes related risks.

GC Biopharma

Environmental Impact Assessment and Monitoring

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

Environmental Regulatory Compliance Management

GC Biopharma monitors regulations across 28 fields — including the Clean Air Conservation Act, the Water Environment Conservation Act, and occupational safety and health-related laws — to ensure environmental regulatory compliance. Revisions to environmental, safety, and health regulations are reviewed on a semi-annual basis.

ISO 14001 Certification

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

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

GC Cell

Environmental Impact Assessment and Monitoring

GC Cell regularly reviews major environmental regulations[1] to establish internal management standards, and conducts compliance evaluations twice a year, implementing corrective actions for any identified non-conformities. The company also carries out environmental impact assessments covering six environmental categories for the Cell Center site, and the manufacturing-stage greenhouse gas emissions category for Immuncell-LC. Additionally, GC Cell collects and analyzes material balances arising from processes in its production and R&D departments, working to minimize environmental impact throughout the manufacturing process.

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

ISO 14001 Certification

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

· Scope of Certification: Cell Center
· Validity (Renewal): October 1, 2025 - September 30, 2028

Environmental Impact Management ESRS E2/E3/E5

Metrics & Targets

GC [Holding Company]

Environmental Impact Reduction Targets

GC (Holding Company) has established quantitative targets across 14 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 Metrics

To address environmental issues, including the reduction of environmental impact, GC (Holding Company) manages and monitors a range of indicators — such as environmental training completion rate, ISO 14001-certified site ratio, eco-friendly investment spending, environmental regulatory violations and audit results, water resource management, air pollutant management, and waste management.

Category		Unit	2023	2024	2025
Environmental Training Completion Rate					
Environmental training performance	Training completion rate	%	100	100	100
	Training participants	Persons	1	22	1
	Target personnel	Persons	1	22	1
ISO 14001 Certification Acquisition Rate by Site					
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
Environmentally Responsible Investment Costs					
Investment execution rate	Total	%	211.0	96.2	96.4
	Planned amount	KRW million	42	146	230
	Executed amount	KRW million	88	140	222

Category		Unit	2023	2024	2025
Environmental Regulatory Violations					
Environmental regulations	Violations	Cases	0	0	0
	Total fines and penalties	KRW million	0	0	0
Results of Internal Environmental Audits and Compliance Assessments					
Improvement recommendations		Cases	6	4	0
Improvements completed		Cases	6	4	0
Improvement rate		%	100	100	-
Water Management Metrics					
Total water withdrawal	Subtotal	Ton	6,347	6,776	6,723
	Municipal water supply	Ton	6,347	6,776	6,723
Total water consumption		Ton	6,347	6,776	6,723
Total wastewater (discharge)		Ton	0[2]	0[2]	0
Water intensity per unit		Ton/KRW 100 million	10.6	11.0	10.5
Air Emissions Management Metrics					
Total air pollutant emissions	Total	Ton	0.03	0.01	0.02
	Nitrogen oxides (NOx)	Ton	0.03	0.01	0.02
	Sulfur oxides (SOx)	Ton	0.00	0.00	0.00
	Particulate matter (PM)	Ton	0.00	0.00	0.00
	Volatile organic compounds (VOCs)	Ton	0.00	0.00	0.00

Category				Unit	2023	2024	2025
Waste Management Metrics[3]							
Total waste generated	Total			Ton	103	96	64
	General waste	Subtotal		Ton	103	96	56
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	103[4]	67	0
			Recycling	Ton	0[4]	29	56
	Designated waste	Subtotal		Ton	0	0	8
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	0	0	0
			Recycling	Ton	0	0	8
	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 generation intensity per unit				Ton/KRW 100 million	0.17	0.16	0.10
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	103	67	0
	Total waste incineration rate			%	100	69.8	0
Waste disposal (recycling)	Total waste recycling volume			Ton	0	29	64
	Total waste recycling rate			%	0.0	30.2	100

1) Headquarters
2) Data recalculated due to change in the wastewater volume aggregation criteria for 2023 and 2024
3) Includes general waste under GC Cell management as of July 2024
4) 2023 waste discharge figures corrected due to previous calculation error

Environmental Impact Management ESRS E2/E3/E5

Metrics & Targets

GC Biopharma

Environmental Impact Reduction Targets

To minimize the environmental impact generated across all business activities, GC Biopharma sets management targets for key environmental indicators — including the management of pollutants, water resources, and waste — and manages them systematically. The company operates a site-specific management system centered on key environmental indicators—including pollutants, water resource management, and waste generation—and pursues a range of initiatives to improve environmental performance. Through these efforts, GC Biopharma aims to enhance resource use efficiency and achieve continuous reductions in environmental impact.

Air Pollutant Targets

Category	2025 Target	2025 Performance
Ochang plant	5% reduction vs. 2024 (0.705 ton/year)	64.36% reduction vs. 2024 (0.705 Ton/year)
	0.670 ton/year	0.251 ton/year

Water Pollutant Targets

Category	2025 Target	2025 Performance
Ochang plant	5% reduction in average pollutant concentration vs. 2024	Average pollutant concentration reduced by 5% or more vs. 2024

Water Resource Targets

Category	2025 Target	2025 Performance
Water reuse rate (Ochang plant basis)	0.4%	0.2%
Water consumption (intensity)	28 Ton/ KRW 100 million	20 Ton/ KRW 100 million

Waste Targets

Category		2025 Target	2025 Performance
Recycling rate	Ochang plant	22.54%	37.15%
	Hwasun plant	55.53%	96.16%

Environmental Impact Management Metrics

To address environmental issues, including the reduction of environmental impact, GC Biopharma manages and monitors a range of indicators — such as environmental training completion rate, ISO 14001-certified site ratio, eco-friendly investment spending, environmental regulatory violations and audit results, water resource management, air pollutant management, resource circulation and waste, and waste recycling. Since 2025, GC Biopharma has been managing data on water intake and consumption by source, broken down by site.

Category		Unit	2023	2024	2025
Environmental Training Completion Rate					
Environmental training performance	Training completion rate	%	100	100	100
	Training participants	Persons	1,351	1,067	1,285
	Target personnel	Persons	1,351	1,067	1,285
ISO 14001 Certification Acquisition Rate by Site					
Certified sites	Rate	%	100	100	100
	Number of certified sites[1]	Sites	4	4	4
	Number of target sites for certification	Sites	4	4	4
Eco-friendly Investment Costs					
Execution rate	Total	%	72	104	58
	Planned amount	KRW million	411	629	116
	Executed amount	KRW million	297	654	67
Environmental Regulatory Violations					
Environmental regulations	Violations	Cases	0	0	0
	Total fines and penalties	KRW million	0	0	0
Results of Internal Environmental Audits and Compliance Assessments					
Improvement recommendations		Cases	14	13	15
Improvements completed		Cases	14	13	15
Improvement rate		%	100	100	100

Category		Unit	2023	2024	2025
Water Management					
Total water withdrawal		Ton	971,502	1,058,157	1,038,324
Total water consumption		Ton	351,856	366,238	284,712
Total wastewater discharge		Ton	619,646	691,919	753,612
Ochang plant	Water withdrawal	Ton	-[2]	819,697	812,315
	Groundwater	Ton	-[2]	0	0
	Municipal	Ton	-[2]	754,434	747,128
	Others	Ton	-[2]	65,263	65,187
	Water consumption	Ton	-[2]	258,154	194,946
	Wastewater discharge	Ton	-[2]	561,543	617,369
Hwasun plant	Water withdrawal	Ton	-[2]	142,132	134,607
	Groundwater	Ton	-[2]	0	0
	Municipal	Ton	-[2]	98,151	97,342
	Others	Ton	-[2]	43,981	37,265
	Water consumption	Ton	-[2]	44,841	30,382
	Wastewater discharge	Ton	-[2]	97,291	104,225
Eumseong plant	Water withdrawal	Ton	-[2]	49,993	52,354
	Groundwater	Ton	-[2]	0	0
	Municipal	Ton	-[2]	49,993	52,354
	Others	Ton	-[2]	0	0
	Water consumption	Ton	-[2]	17,430	21,032
	Wastewater discharge	Ton	-[2]	32,563	31,322
R&D center	Water withdrawal	Ton	-[2]	41,672	39,048
	Groundwater	Ton	-[2]	0	0
	Municipal	Ton	-[2]	41,672	39,048
	Others	Ton	-[2]	0	0
	Water consumption	Ton	-[2]	41,150	39,048
	Wastewater discharge	Ton	-[2]	522	696
Head-quarters	Water withdrawal	Ton	-[2]	4,663	4,007
	Groundwater	Ton	-[2]	0	0
	Municipal	Ton	-[2]	4,663	4,007
	Others	Ton	-[2]	0	0
	Water consumption	Ton	-[2]	4,663	4,007
	Wastewater discharge	Ton	-[2]	0	0
Recycling	Water recycling volume	Ton	0	4,632	2,455
	Water recycling rate	%	0	0.4	0.2
Water intensity per unit		Ton/KRW 100 million	29.083	28.703	19.770

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

2) Since 2024, GC Biopharma has been tracking water withdrawal and consumption data by source at the facility level

Environmental Impact Management ESRS E2/E3/E5

Metrics & Targets

GC Biopharma

Category		Unit	2023	2024	2025
Air Emissions Management					
Total air pollutant emissions	Subtotal	Ton	6.72	6.73	5.53
	Nitrogen oxides (NOx)	Ton	6.10	6.04	3.95
	Sulfur oxides (SOx)	Ton	0.00	0.13	1.16
	Particulate matter (PM)	Ton	0.47	0.31	0.28
	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	0.15	0.26	0.14
	Volatile organic compounds (VOCs)	Ton	0.00	0.00	0.00
Water Pollutant Management					
Total water pollutant emissions	Subtotal	Ton	7.982	14.349	15.065
	Biochemical oxygen demand (BOD)[1]	Ton	0.940	1.781	6.257
	Total organic carbon (TOC)	Ton	2.443	3.135	3.045
	Suspended solids (SS)	Ton	1.509	6.685	1.248
	Total nitrogen (T-N)	Ton	2.356	1.192	1.094
	Total phosphorus (T-P)	Ton	0.623	1.511	0.633
	Others[1]	Ton	0.110	0.045	2.789
Resource Circulation and Waste Management					
Raw materials	Raw materials used (human plasma)	L	507,583[2]	723,322[2]	645,301[2]
	Production volume using raw materials (human plasma)	L	173,121[2]	174,089[2]	181,446[2]
Reuse of waste ethanol	Waste ethanol consumption	L	2,654,000	4,036,000	2,997,000
	ethanol production volume (post-distillation)[3]	L	861,500	1,351,400	981,500

Category				Unit	2023	2024	2025
Waste and Recycling							
Total waste generated	Total			Ton	2,987	2,967	3,065
	General waste	Total		Ton	2,608	2,517	2,589
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	1,054	1,121	984
			Recycling	Ton	1,554	1,397	1,605
	Designated waste	Total		Ton	256	295	321
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	58	51	83
			Recycling	Ton	198	243	238
	Medical waste	Total		Ton	123	155	154
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	123	155	154
			Recycling	Ton	0	0	0
Waste generation intensity per unit revenue				Ton/ KRW 100 million	0.25	0.23	0.21
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	1,234	1,327	1,221
	Total waste incineration rate			%	41.3	44.7	39.8
Waste disposal (recycling)	Total waste recycling volume			Ton	1,752	1,640	1,844
	Total waste recycling rate			%	58.7	55.3	60.2

Category	Unit	2023	2024	2025
3R Concept Implementation Initiatives				
Downsizing logistics shipping boxes (paper reduction)	Sheets	18,584	15,657	13,651
Reducing injection vial plastic usage	Units	529,690	497,569	1,635,377
Converting Hunterase ICV to barcode format (paper reduction)	Sheets	1,313	1,100	1,796
Downsizing GCFlu PFS bulk packaging (paper reduction)	Sheets	76,164	10,908	860,343
Digitizing daily logistics shipment records for ambient/ refrigerated/frozen storage (paper reduction)	Sheets	-	3,635	3,540[4]

1) Includes n-hexane mineral oil (N-H(M)), n-hexane animal/vegetable oil (N-H(V)), and designated hazardous water pollutants.
2) Data corrected due to a data entry error
3) At the Ochang Plant, waste ethanol is distilled through a distillation column to recover and produce ethanol for reuse.
4) 10.2 $kgCO_2eq$ reduction in GHG emissions (2.88 gCO_2eq/sheet)

Environmental Impact Management ESRS E2/E3/E5

Metrics & Targets

GC Cell

Environmental Impact Reduction Targets

GC Cell has established short-term targets for reducing environmental impact, along with medium-to-long-term targets spanning three years through 2027. In 2025, the company achieved its short-term targets by carrying out concrete initiatives to reduce water consumption—including the installation of water reuse facilities and optimization of wastewater treatment—and by continuing to advance circular economy practices and monitoring at its primary waste-generating site (Cell Center) to reduce medical waste emissions.

GC Cell has established internal control standards that are stricter than the legal requirements for individual air pollutant. The company aims to maintain emissions below 90% of the legal threshold. 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 below 70% of the legal limits.

Category	Unit	Short-Term Performance & Targets		Medium-to-Long-term targets	
		2025 Performance	2025 Target	2026 Target	2027 Target
Water consumption	Ton	64,108	72,672	71,938	71,204
Medical waste generation	Ton	85	95	94	93

Environmental Impact Management Metrics

To address environmental issues, including the reduction of environmental impact, GC Cell manages and monitors a range of indicators — such as environmental training completion rate, ISO 14001-certified site ratio, eco-friendly investment spending, environmental regulatory violations and audit results, water resource management, air pollutant management, resource circulation and waste, and waste recycling. In particular, for water resource management, usage data has been tracked separately by business site and supply source since 2025.

Category		Unit	2023	2024	2025
Environmental Training Completion Rate					
Environmental training performance	Training completion rate	%	100	100	100
	Training participants	Persons	76	646	23
	Target personnel	Persons	76	646	23
ISO 14001 Certification Acquisition Rate by Site					
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
Eco-friendly Investment Costs					
Investment execution rate	Total	%	100	106.5	-
	Planned amount	KRW million	5	92	0
	Executed amount	KRW million	5	98	0
Environmental Regulatory Violations					
Environmental regulations	Violations	Cases	0	0	0
	Total fines and penalties	KRW million	0	0	0

Category		Unit	2023	2024	2025
Internal Environmental Audit and Compliance Evaluation Results					
No. of improvement proposals		Cases	5	3	3
No. of improvements completed		Cases	5	3	3
Completion rate		%	100	100	100
Water Management					
Total water withdrawal		Ton	81,005	71,346	66,676
Total water consumption		Ton	76,694	68,041	64,108
Total wastewater discharge		Ton	4,311	3,305	2,568
Cell center	Water withdrawal	Ton	-[2]	-[2]	65,074
	Municipal	Ton	-[2]	-[2]	65,074
	Water consumption	Ton	-[2]	-[2]	62,506
	Wastewater discharge	Ton	-[2]	-[2]	2,568
Headquarters	Water withdrawal	Ton	-[2]	-[2]	1,602
	Municipal	Ton	-[2]	-[2]	1,602
	Water consumption	Ton	-[2]	-[2]	1,602
	Wastewater discharge	Ton	-[2]	-[2]	0
Water recycling	Water recycling volume	Ton	28,738	31,665	32,740
	Water recycling rate	%	37.5	46.5	51.1
Water intensity per unit		Ton/KRW 100 million	45.010	42.670	42.660
Air Emissions Management Metrics					
Total air pollutant emissions	Subtotal	Ton	0.28	0.24[3]	0.32
	Nitrogen oxides (NOx)	Ton	0.27	0.21	0.31
	Sulfur oxides (SOx)	Ton	0.00	0.02	0.00
	Particulate matter (PM)	Ton	0.01	0.01	0.01
	Ammonia	Ton	-	-	-
	Zinc compounds	Ton	-	-	-
	Copper compounds	Ton	-	-	-
	Total hydrocarbons (THC)	Ton	-	-	-
	Volatile organic compounds (VOCs)	Ton	-	-	-

1) Cell Center
2) Since 2025, water withdrawal and consumption data have been managed by source at the facility level.
3) Data corrected due to a calculation error

Environmental Impact Management ESRS E2/E3/E5

Metrics & Targets

GC Cell

Category		Unit	2023	2024	2025
Water Pollutant Management					
Total water pollutant emissions	Subtotal	Ton	0.177	0.131	0.097
	Biochemical oxygen demand (BOD)	Ton	0.019	0.016	0.022
	Total organic carbon (TOC)	Ton	0.053	0.044	0.044
	Suspended solids (SS)	Ton	0.008	0.003	0.000
	Total nitrogen (T-N)	Ton	0.087	0.059	0.029
	Total phosphorus (T-P)	Ton	0.004	0.005	0.002
	Others[1]	Ton	0.006	0.004	0.000
Resource Circulation and Waste Management					
Raw materials	Raw materials used (human plasma)	L	2,005	2,064	1,815
	Product volume using raw materials (human plasma)	L	702	722	635

Category				Unit	2023	2024	2025
Waste and Recycling[2]							
Total waste generated	Total			Ton	116	133	148
	General waste	Subtotal		Ton	n/a	21	48
		Treatment method	Landfill	Ton	n/a	0	0
			Incineration	Ton	n/a	13	30
			Recycling	Ton	n/a	8	18
	Designated waste	Subtotal		Ton	16	16	15
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	16	16	15
			Recycling	Ton	0	0	0
	Medical waste	Subtotal		Ton	100	96	85
		Treatment method	Landfill	Ton	0	0	0
			Incineration	Ton	100	96	85
			Recycling	Ton	0	0	0

Category		Unit	2023	2024	2025
Waste generation intensity per unit		Ton/KRW 100 million	0.07	0.08	0.10
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	116	125	130
	Total waste incineration rate	%	100	94.0[3]	87.9
Waste disposal (recycling)	Total waste recycling volume	Ton	0	8	18
	Total waste recycling volume	%	0	6.0	12.1

1) Including n-Hexane Extractable Mineral Oil (N-H (Mineral)), n-Hexane Extractable Animal and Vegetable Oils (N-H (Animal)), and Specified Hazardous Water Pollutants
2) Based on the disposal report submitted in July 2024, covering data from August to December 2024.
3) Data corrected due to a 2024 data error

Biodiversity Conservation ESRS E4

Governance

Strategy

GC Biopharma

Biodiversity Governance

GC Biopharma operates a Board-centered biodiversity management system for the management of biodiversity and natural capital. The ESG department collects data on biodiversity, analyzes related risks and impacts, and formulates response strategies. When material issues related to biodiversity arise, the relevant agenda items are submitted to the Board of Directors for final decision-making.

Board of Directors	· Oversees biodiversity management · Reviews and makes decisions on biodiversity-related risks and opportunities
Chief Executive	· Establishes biodiversity policies and strategic direction · Oversees biodiversity performance and monitoring
CFO	· Implements biodiversity strategies and establishes targets
ESG Management Organization	· Conducts analysis of biodiversity-related risks and impacts · Develops and supports the implementation of biodiversity response strategies · Manages biodiversity-related data collection · Executes biodiversity response strategies

Biodiversity Policy

In order to preserve natural capital and ecosystems, GC Biopharma is committed to minimizing the negative impacts of its business operations on biodiversity. To this end, the company has identified biodiversity-related impacts, risks, and opportunities at its major operational sites, and plans to implement mitigation measures based on the results of this risk and opportunity identification. In addition, GC Biopharma plans to develop, in a phased manner, policies and mid-to-long-term targets for biodiversity conservation and natural capital management.

Detailed Response Strategies for Biodiversity Impacts, Risks, and Opportunities

To identify risks and opportunities related to natural capital and biodiversity, GC Biopharma conducted ENCORE and WWF Biodiversity Risk Filter (BRF) analyses at its major operational sites. Through this process, the company identified key risk and opportunity factors, assessed their potential financial and non-financial impacts, and established detailed response strategies.

Category		Risk/Opportunity Factor	Impacts from Risks and Opportunities	Expected Time Horizon[1]			Detailed Response Strategies
				Short	Mid	Long	
Physical risks	Chronic	Water resource supply instability due to drought and water quality deterioration	· Production disruptions and revenue loss due to unstable water supply · Increase in operating costs due to rising water procurement expenses			●	· Establish and monitor a water resource management system - Improve industrial water efficiency - Set water usage reduction targets
Transition risks	Regulatory	Strengthening of global regulations on natural resource raw materials	· Increased regulatory compliance costs · Production disruptions from unstable raw material supply · Reputational risk from non-compliance		●	●	· Strengthen internal pollutant management standards beyond legal requirements · Reduce and substitute hazardous chemical usage · Develop natural resource risk assessment and response strategies
	Market	Volatility in supply of natural resource raw materials	· Increased procurement costs due to resource depletion and rising fuel prices			●	· Secure potential risks through monitoring of key raw materials and supply chains
	Market	Increased demand for supply chain transparency regarding sustainability of natural resources	· Decreased transactions and sales due to strengthened sustainability evaluation criteria by customers and investors		●	●	· Expand the use of certified raw materials by obtaining sustainability-related certifications from ESG investors
	Reputation	Increase in local community opposition due to ecosystem damage near business sites	· Decline in brand image due to social backlash against ecosystem damage			●	· Conduct ecosystem restoration activities in areas surrounding business sites · Perform biodiversity conservation activities, including endangered species protection · Establish communication channels with local communities
Opportunities	Reputation	Enhancement of brand value through ecosystem protection, restoration, and regeneration activities	· Improved stakeholder perception through nature conservation · Promotion of biodiversity through ecosystem monitoring near business sites			●	· Monitor ecosystem status near business sites and implement conservation activities

1) Expected Time Horizon: Short-Term (FY26), Mid-Term (FY27–30), Long-Term (FY31–50)

Biodiversity Conservation ESRS E4

Risk Management

GC Biopharma

Biodiversity Risk Assessment Process

GC Biopharma has established a risk and opportunity management process based on the LEAP approach recommended by the Taskforce on Nature-related Financial Disclosures (TNFD) to support biodiversity conservation. Based on the process described above, the company conducted its 2026 assessment using specialized natural capital assessment tools, including ENCORE[1] and WWF BRF[2], to identify its interface with nature, evaluate its impacts and dependencies on ecosystems, and identify biodiversity-related risks and opportunities associated with its business operations.

LEAP Framework	Locate	Evaluate	Assess	Prepare
	Identify Interface with Nature	Evaluate Dependencies and Impacts	Assess Risks and Opportunities	Prepare Response and Disclosure
Assessment Process	1. Selection of target operational sites and identification of locations 2. Identification of endangered species in the vicinity of business sites	3. Assessment of dependencies on biodiversity (natural capital) 4. Assessment of impacts on biodiversity (natural capital)	5. Identification of biodiversity-related risks 6. Identification of business opportunities	7. Establishment of response strategies 8. Setting of key indicators and targets
Tools Used	National Institute of Ecology Statistical Report on Endangered Wildlife	ENCORE	WWF Biodiversity Risk Filter	

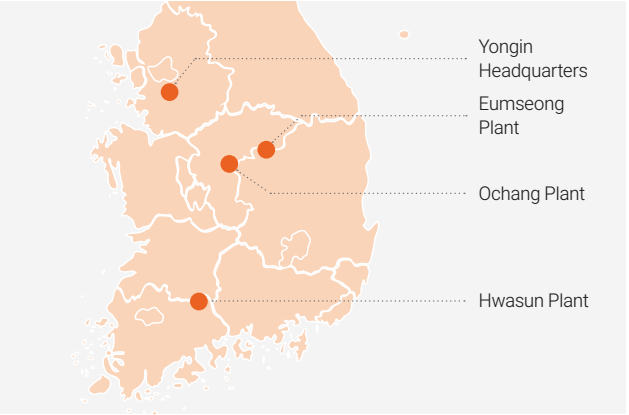
1) ENCORE(Exploring Natural Capital Opportunities, Risks and Exposure): A natural capital assessment tool jointly developed by the United Nations Environment Programme Finance Initiative (UNEP FI) and the Natural Capital Finance Alliance (NCFA), among others, which evaluates the degree of a company's dependency on and impact on natural capital across five levels

2) WWF BRF(WWF Biodiversity Risk Filter): A biodiversity risk assessment tool developed by the World Wildlife Fund for Nature (WWF)

Biodiversity Risk Assessment

Identification of Key Operational Sites

GC Biopharma identified four key operational sites as priority locations for biodiversity risk assessment: its Headquarters and R&D Center in Yongin, Gyeonggi-do; the Ochang Plant in Cheongju, Chungcheongbuk-do; the Hwasun Plant in Hwasun-gun, Jeollanam-do; and the Eumseong Plant in Eumseong-gun, Chungcheongbuk-do. To assess connectivity with surrounding ecosystems, the company analyzed the distribution of Class I and Class II endangered species near these sites using statistics provided by the National Institute of Ecology.



Business Sites	Business Division	Location
Yongin HQ, R&D center	HQ and R&D center	Yongin-si, Gyeonggi-do
Ochang plant	Pharmaceutical manufacturing	Cheongju-si, Chungcheongbuk-do
Hwasun plant	Pharmaceutical manufacturing	Hwasun-gun, Jeollanam-do
Eumseong plant	Pharmaceutical manufacturing	Eumseong-gun, Chungcheongbuk-do

Biodiversity Conservation ESRS E4

Risk Management

GC Biopharma

As a result of identifying Class I and Class II endangered species at GC Biopharma's self-operated business sites, it was confirmed that endangered mammals, birds, and insects are commonly present in the vicinity of all assessed sites. To support the conservation of biodiversity and habitats of the identified endangered species, the company will conduct continuous monitoring and make ongoing efforts to preserve the natural environment.

Endangered Species Status at Operational Sites

Value Chain	Category	Location	Mammals	Birds	Amphibians & Reptiles	Fish	Insects	Terrestrial Plants
Operational sites	HQ and R&D center	Yongin-si, Gyeonggi-do	Class I (1) Class II (1)	Class I (1) Class II (11)	-	-	Class II (1)	-
	Ochang plant	Cheongju-si, Chungcheongbuk-do	Class I (1) Class II (3)	Class I (2) Class II (18)	Class II (2)	Class II (1)	Class I (1) Class II (2)	-
	Hwasun plant	Hwasun-gun, Jeollanam-do	Class I (1) Class II (2)	Class I (1) Class II (9)	-	Class I (1) Class II (2)	Class II (1)	Class II (3)
	Eumseong plant	Eumseong-gun, Chungcheongbuk-do	Class I (1) Class II (1)	Class I (2) Class II (6)	Class I (1)	-	Class II (1)	-

Assessment of Biodiversity Dependencies and Impacts

GC Biopharma assessed the extent to which its business activities depend on 13 ecosystem services and the degree to which those activities impact ecosystems across eight impact drivers, using the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool. The analysis showed that the company has the highest level of dependency on 'Education, scientific and research services' and 'Water purification services', while also demonstrating high dependency on 'Genetic material services', 'Water supply', and 'Water flow regulation services'. In terms of impacts on nature, 'Disturbances', 'Emissions of GHG', 'Emissions of non-GHG air pollutants', 'Generation and release of solid waste', 'Emissions of toxic pollutants to water and soil', 'Emissions of nutrient pollutants to water and soil', and 'Volume of water use' were identified as having a moderate level of impact on the environment.

Results of Dependency[1] and Impact[2] Analysis

Manufacture of basic pharmaceutical products and pharmaceutical preparations

Dependencies	Cultural services	Education, scientific and research services	VH
	Provisioning services	Genetic material services	H
		Water supply	H
	Regulating & maintenance services	Global climate regulation services	VL
		Local (micro and meso) climate regulation services	L
		Air filtration services	VL
		Soil and sediment retention services	M
		Solid waste remediation	L
		Water purification services	VH
		Water flow regulation services	H
		Flood mitigation services	M
		Storm mitigation services	M
		Other regulating and maintenance service - Dilution by atmosphere and ecosystems	L
Impacts	Disturbances (e.g noise, light)		M
	Emissions of GHG		M
	Emissions of non-GHG air pollutants		M
	Generation and release of solid waste		M
	Area of land use		L
	Emissions of toxic pollutants to water and soil		M
	Emissions of nutrient pollutants to water and soil		M
	Volume of water use		M

- Very High: VH
- High : H
- Moderate : M
- Low : L
- Very Low :VL

1) Dependency: The degree to which business activities depend on ecosystem services and their components

2) Impact: The drivers through which business activities impact ecosystems

Biodiversity Conservation ESRS E4

Risk Management

GC Biopharma

Regional Biodiversity Risk Assessment

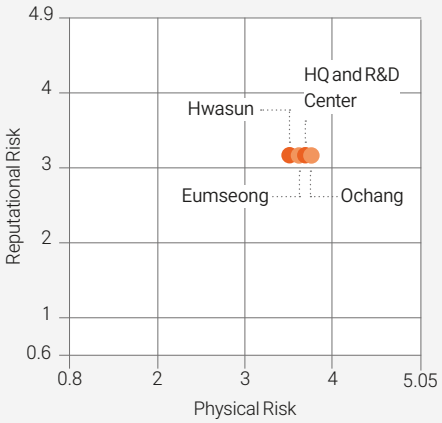
GC Biopharma utilized the WWF Biodiversity Risk Filter (WWF BRF) to assess physical, regulatory deficiency and reputational biodiversity risks at its key operational sites, including its headquarters and three manufacturing plants. The analysis identified no Very High level risks across all sites; however, relatively higher risk levels were observed in the "pollution" category at its headquarters and three manufacturing plants. Based on these findings, the company reviews biodiversity risks at its operational sites and manages them in alignment with business-related risks and opportunities throughout its operations.

WWF BRF Analysis Results

Category		HQ and R&D Center	Ochang Plant	Hwasun Plant	Eumseong Plant
Physical risks	Provisioning services	3.6	3.6	3.4	3.4
	Regulating & supporting services – enabling	4.2	4.2	4.0	4.2
	Regulating services - mitigating	3.5	3.4	3.5	3.4
	Cultural services	-	-	-	-
Regulatory deficiency risks	Application	4.0	4.0	4.0	4.0
	Scoping	2.0	2.0	2.0	2.0
	Rights, access and entitlements	2.0	2.0	2.0	2.0
	Institutions and governance	2.0	2.0	2.0	2.0
	Management instruments	3.0	3.0	3.0	3.0
	Subnational water law	3.0	3.0	3.0	3.0
	Offenses and penalties	2.0	2.0	2.0	2.0
	Implementation wisk	2.0	2.0	2.0	2.0
Reputational risks	Pressures on biodiversity	3.5	3.5	3.4	3.3
	Environmental factors	2.9	1.9	2.9	2.0
	Socioeconomic factors	2.5	2.5	2.3	2.5

Very Low(1.0-1.8)	Low(1.8-2.6)	Medium(2.6-3.4)	High(3.4-4.2)	Very High(4.2-5.0)

Risk Comparison



Metrics & Targets

Biodiversity Conservation Targets

Recognizing the potential significance of biodiversity, GC Biopharma has established short-term and mid- to long- term biodiversity targets, enhancing its risk identification methodologies and implementing mitigation measures to minimize biodiversity loss. The Company will also strengthen its biodiversity management framework to minimize the negative impacts of its business activities on natural capital and ecosystems.

Short-Term (2026)
- Identify and monitor biodiversity-related impacts and opportunities
- Expand the proportion of operational sites conducting biodiversity risk assessments to 50%

Mid-Term (2028)
- Enhance biodiversity risk identification methodologies
- Establish biodiversity conservation and natural capital management policies
- Expand biodiversity risk assessment scope to one additional subsidiary

Long-Term (2030)
- Strengthen the biodiversity management framework
- Conduct endangered wildlife conservation activities
- Monitor and conserve ecosystems around business sites

Biodiversity Conservation Metrics

GC Biopharma has established a metric measuring the proportion of operational sites that have undergone biodiversity risk assessments to support biodiversity conservation and natural capital management.

Biodiversity Risk Assessment Coverage

Category	Unit	2023	2024	2025
Proportion of sites assessed	%	-	-	33
Number of sites assessed	No.	-	-	5[1)]
Total number of sites	No.	-	-	15

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

Social Topics

Own Workforce Health and Safety (ESRS S1) 063
Talent Development and Equal Opportunities (ESRS S1) 071
Human Rights Management 100
Expanding Healthcare Access 107
Supply Chain Management (ESRS S2) 112
Product Safety and Quality Management (ESRS S4) 117
Information Security and Personal Data Protection 125
Local Communities (ESRS S3) 131

Own Workforce Safety and Health ESRS S1

Governance

GC

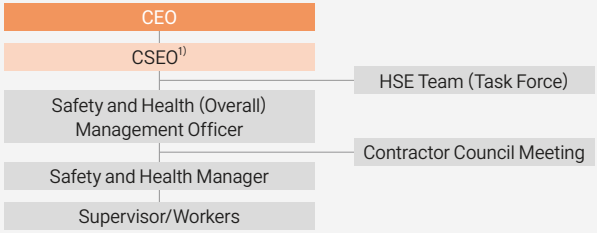
Safety and Health Governance

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, conduct safety and health management led by the CEO and the Chief Safety Environment Officer (CSEO) of each affiliate to prevent serious industrial accidents. Each affiliate operates a dedicated Safety, Health, and Environment (SHE) organization, with the safety and health management officer ensuring the allocation of necessary personnel and budget for accident prevention. When significant safety and health issues arise, the relevant agenda items are escalated to each affiliate's Board of Directors for final decision-making.

GC [Holding Company]

Safety and Health Governance

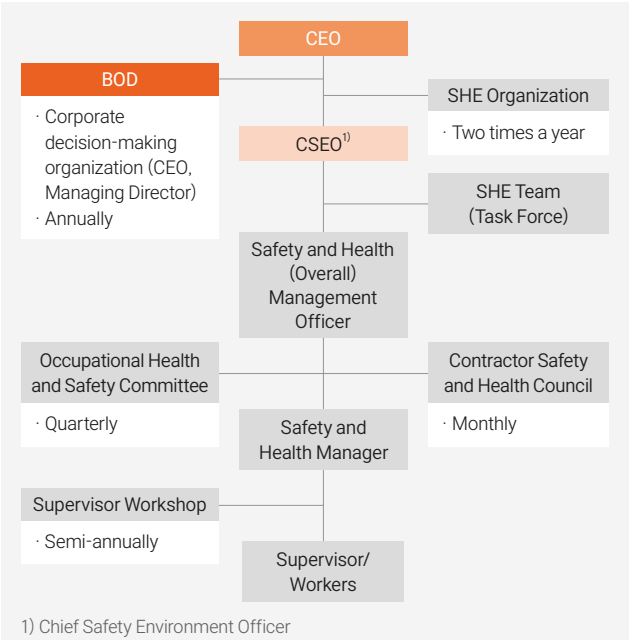
GC (Holding Company) operates a dedicated department that sets the strategic direction for environmental, safety, health, and energy management across all affiliates and carries out proactive, preventive management. Safety and environmental audits are conducted at least once a year, with results reported to management to enable systematic group-wide planning and oversight. At the corporate level, GC (Holding Company) also conducts special training sessions and lectures, consulting sessions, fire safety inspections, and thematic inspections to establish a unified safety and environmental system across all affiliates.



GC Biopharma

Safety and Health Governance

GC Biopharma has established a company-wide safety and health management system under the leadership of the CEO and the CSEO. Each organization designates a Safety and Health (Overall) Management Officer and Safety and Health Managers to oversee hazard management and safety and health activities at the facility level, with supervisors and frontline workers responsible for implementation. In addition, the SHE Council, Occupational Health and Safety Committee, and Supplier Council meetings are operated on a regular basis to share company-wide safety and health issues and discuss improvement measures.



1) Chief Safety Environment Officer

Safety and Health Community

SHE Council

- Convened semi-annually; attended by the CEO, CSEO, facility safety and health management officers, and SHE team
- Shares and discusses company-wide safety and health system operations, performance against targets, upcoming plans, and key issues
- Reviews safety and health budget execution, hazard identification and improvement status, and regulatory compliance assessment results
- Fulfills requirements under the Serious Accidents Punishment Act; addresses broader safety, health, and environmental decision-making

Occupational Health and Safety Committee

- Convened quarterly at each facility with equal employee-management representation, per the Occupational Health and Safety Act
- Discusses accident prevention planning, revision of safety management regulations, and employee safety and health training
- Reviews and approves fundamental field safety measures to prevent worker risks and health hazards
- SHE department shares accident cases, issues, performance, and plans
- As of 2025, a total of 27 agenda items were reviewed and approved, with full implementation of all improvements expected to be completed in early 2026

Autonomous Safety Committee

- Operated to strengthen the safety and health management framework, enhance field safety functions, and broaden participation in safety activities
- Field operations-based safety leaders participate to support field-centered decision-making
- Drives practical safety improvements reflecting field-level input

Laboratory Safety management Committee

- Established at GC Biopharma's Ochang Plant for research staff
- Conducts laboratory-specific safety management activities, separate from the Occupational Health and Safety Committee

Own Workforce Safety and Health ESRS S1

Governance

GC Cell

Safety and Health Governance

GC Cell has established a company-wide safety and health management system encompassing both R&D and sales divisions, under the oversight of the Occupational Health and Safety Committee. Each business division designates a Safety and Health Management Officer and supervisors to oversee hazard management and safety and health activities at the field level, supported by dedicated Safety Managers and Health Managers providing specialist expertise. Through this structure, GC Cell implements company-wide safety and health policies and clearly defines safety management responsibilities at each facility.

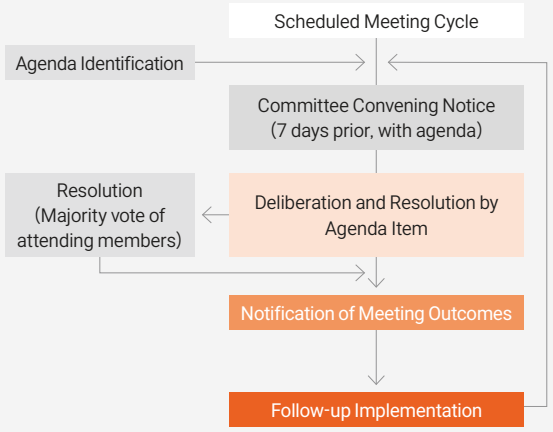
Occupational Health and Safety Committee

- Operate Occupational Health and Safety Committees at each facility in accordance with the Occupational Health and Safety Act.
  - Equal employer-employee representation to deliberate and resolve key OHS matters, including: industrial accident prevention planning; establishment/revision of OHS regulations; OHS training; workplace environment inspection and improvement; health examinations and management; and safety measures for hazardous equipment introduction.
  - Employer and employee representatives identify and preliminarily review agenda items before submission to the committee.
  - 2025: 4 regular meetings held; 15 items deliberated and resolved; 100% implemented.

Laboratory Safety Management Committee

- GC Cell's Cell Therapy Research Institute operates its own Laboratory Safety Management Committee, applying the same framework as the Occupational Health and Safety Committee, to regularly discuss and manage key laboratory safety matters.

Operational Flow



Strategy

GC [Holding Company]

Safety and Health Management Policy

GC (Holding Company) operates a safety and health management system based on ISO 45001 certification and an autonomous safety framework to ensure employees work in a safe and healthy environment and maintain well-being. The system applies equally to all employees, as well as on-site contractors and business partners. GC (Holding Company) has also established and operates a separate Group-wide safety and health management policy.

Safety and Health Management Strategic Roadmap

2026	2027	2028
· Continuous improvement of potential hazard risk management	· Strengthening risk assessment standards	· Sustainable ESG safety management
· HSE regulatory compliance and accident prevention competitiveness	· Accident prevention framework through company-wide autonomous SHE activities	· Company-wide AI safety system implementation
· Zero-accident capability building across all affiliates	· Re-establishing safety culture across all affiliates	· Embedding a safety-first culture

Own Workforce Safety and Health ESRS S1

Strategy

GC Biopharma

Safety and Health Management Policy

GC Biopharma has established a safety and health management system based on ISO 45001, conducting systematic activities to protect employee safety and health. The company identifies and mitigates hazard factors at each facility, and works to prevent industrial accidents and foster a safe working environment through safety and health training and prevention-focused management. Through these efforts, GC Biopharma aims to embed a safety-centered organizational culture and continuously strengthen its safety and health management standards.

Safety and Health Management Strategic Roadmap

GC Biopharma has set a target of achieving a 6-stage plan by 2030, building an autonomous prevention system through site-level implementation, with the goal of internalizing a safety culture on that foundation.

Safety and Health Management Roadmap

'20~'22	'22~'23	'24~'25	'26~'27	'28~'29	'30~
Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6
Establish-ment	Introduc-tion	Implemen-tation	Develop-ment	Maturity	Advanced
Documentation, regulatory compliance		Autonomous prevention		Safety culture integration	

(Safety Management) **Zero** serious accidents

(Health Management) **Zero** occupational diseases

2025	· Strengthen safety culture · Enhance internal standards · Improve employee health management · Advance prevention and response capabilities
2026	· Restructure risk assessments · Strengthen autonomous safety activities · Enhance safety training · Revise safety regulations and strengthen compliance systems
2027	· Establish autonomous prevention systems · Integrate safety culture
2028	· Build a smart safety system using AI-powered CCTV

Spreading Safety Culture through Employee Participation

GC Biopharma operates a safety suggestion box to expand voluntary employee participation in safety, actively collecting hazard factors identified in the field and improvement ideas. Based on these participation activities, the number of safety suggestions in 2025 reached 932—approximately five times the previous year's figure of 196—while the implementation rate of improvement measures in response to suggestions reached 93%. Through these efforts, the company is strengthening field-centered safety management activities and expanding a culture of employee safety participation. In addition, Tool Box Meetings (TBMs) are conducted before work begins to identify potential hazards in advance. The company also continuously pursues training activities to raise employees' safety awareness and prevent accidents, including experiential safety training at safety experience centers where theoretical and hands-on training can be conducted in tandem.

External Cooperation: Safety and Health Council Activities

GC Biopharma works to spread safety culture and improve safety and health standards through cooperation with local communities and the industry. The company strengthens external cooperation by participating in various external safety and health councils at both the company-wide and facility levels. At the company-wide level, GC Biopharma participates in the Pharmaceutical and Bio Safety and Health Association. The Ochang Plant participates in the Cheongju City Occupational Health and Safety Council as an operating committee member, the Cheongju City PSM Council, the Cheongju City Chemical Substance Management Council as chair of the Ochang·Oksan Industrial Complex, the Ochang Area Chemical Substance Council, and the Ochang Science Industrial Complex Council (fire safety). The Hwasun Plant participates in the Gwangju Area Manufacturing Industry Autonomous Safety Council.

GC Cell

Safety and Health Management Policy

GC Cell operates a Safety and Health Management System based on the ISO 45001 international standard, continuously implements improvements through the PDCA Cycle, gathers input from internal and external stakeholders through the Occupational Health and Safety Committee and suggestion systems, and continuously strengthens system effectiveness by establishing priority management areas and KPIs based on risk assessments and periodically monitoring implementation performance. The policy received Board of Directors approval on February 11, 2025.

Safety and Health Management Roadmap

Vision	Becoming a safe, healthy, and eco-friendly company		
Strategic direction	Risk-based incident prevention	Enhance management to global standards	Foster autonomous organizational culture
Action Plans	Short-Term ('26~'27)	Mid-Term ('28~'29)	Long-Term ('30)
	· Advance risk analysis-based major accident prevention · Operate musculoskeletal disorder prevention program	· Establish accountability-based safety culture · Implement job stress improvement program	· Introduce AI safety management system · Obtain Health-Friendly Company Certification
Minor accidents	5	4	2
Work-related accidents (incl. occupational diseases)	0	0	0

Activities for Serious Accident Prevention and Response

GC Cell participates in the Pharmaceutical and Bio Safety and Health Association to monitor policy trends and study best practices for advancing its safety and health management system. The company also conducts daily analysis of serious accident cases to identify trends, reviews their applicability to GC Cell, and drives improvement activities to enhance safety and health standards.

Own Workforce Safety and Health ESRS S1

Strategy

GC

Implementation of Occupational Health and Safety Training

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, conduct regular annual occupational health and safety training for all employees at domestic facilities and all resident contractor employees. The required number of training hours per person is established and systematically managed, with safety and health training designed and delivered in a manner appropriate to each job grade and function.

View Training Completion Records for Three Affiliates →

Category	Occupational Health and Safety Education Program
Target	All executives and employees across Group affiliates (domestic operations) All on-site contractor employees
Frequency	Annual
Scope	Industrial safety training, occupational disease prevention measures, Material Safety Data Sheets (MSDS), etc.

GC Biopharma

Implementation of Customized Occupational Health and Safety Training by Job Type and Level

GC Biopharma sets annual safety and health training requirements by job type: 24 hours per person for research and production employees, and 12 hours for sales and administrative employees. New hires receive training covering job-specific safety facilities, MSDS, occupational disease prevention, first aid, and job stress management, while supervisors receive additional in-depth occupational health and safety training. Training is also provided to all resident contractor employees to strengthen safety capabilities across the entire workplace.

GC

Employee Health Management

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate a variety of health promotion programs to support employee well-being. Annual comprehensive health screenings are provided for employees and their spouses, and influenza vaccinations are administered to all employees and their families.[1] Regular indoor air quality measurements and working environment assessments are conducted to maintain a comfortable office environment, while hospital and fitness facilities and psychological counseling services are available to promote physical and mental health. The in-house clinic 'Dr. GC' provides medical consultations and health education covering a wide range of health risks including obesity, fatigue, and stress. GC continuously invests in preventive health activities and provides systematic health management services utilizing GC's products and solutions.

1) GC's work-related injuries and illnesses include infectious diseases, chemical-related diseases, and musculoskeletal disorders.

Employee Safety and Health Management

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, provide laboratory personnel with protective equipment including safety goggles, safety shoes, gas masks, and safety gloves, and maintain a range of laboratory safety and emergency response facilities and supplies such as chemical storage facilities, emergency shower facilities, fume hoods, and emergency response supplies. Various types of waste generated in laboratories are safely sorted and disposed of through dedicated waste boxes, and working environment assessments are conducted twice a year to continuously monitor and ensure that the laboratory environment remains safe.

GC Biopharma

Operation of Safety Management Programs for Sites and Employees

Participation/ Experience Campaigns

SHE Booth	Operated interactive safety and health booths featuring health consultations, CPR races, body composition measurements, and VR experiences to engage employees and raise health awareness
Safety in Spring Campaign (Human Error + Near-Miss)	Promoted voluntary employee participation in safety activities — including safety pledge slogans, hazard identification, and O/X quizzes — to strengthen safety awareness
Safe Driving Campaign (Slogan Contest)	Held a safe driving pledge slogan contest for the domestic sales division to select a company-wide safe driving commitment. *Top pledges were printed on promotional gifts (car air fresheners) distributed to all employees

Awareness/Promotion Campaigns

Smombie Campaign	Launched a company-wide Smombie* campaign to prevent trip and collision accidents caused by smartphone use while walking, fostering employee awareness and a culture of safety. *Smombie = Smartphone + Zombie
Safe Driving Campaign (In-Facility Speed Limit Compliance)	Conducted speed limit compliance activities at business sites to raise awareness of posted limits and promote a safe driving culture

Own Workforce Safety and Health ESRS S1

Strategy

GC Biopharma

Operation of Employee Health Management Programs

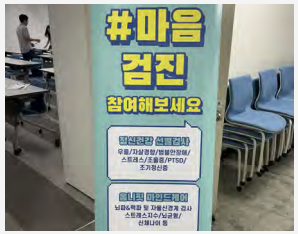
GC Biopharma operates a variety of health programs in partnership with local governments and public health centers to promote employee health and prevent disease. Through these programs, the company supports employee health management activities and strives to create a healthy working environment.

In-House Programs

Business Site (Health Promotion Program)	· Operated on-site health management rooms to monitor and support the health of plant-based staff · Providing first aid, medication, health consultations (including counseling for employees with abnormal findings), and measurements of blood sugar, blood pressure, cholesterol, and body composition. · Also conducted weight management programs (R&D Center, Ochang Plant) · A mobile healthcare service for chronic disease and obesity prevention
GC Care (Wellness Program)	· Operated healing classes open to all employees, offering stone diffuser making, hand-drip coffee, and TCI temperament and character assessments, delivered both online and in-person

External Programs

Local Government	· Conducted mental health screenings to identify high-risk individuals and provided on-site psychological counseling · Hosted mental health awareness events and guest lectures · Delivered a 10-session in-person group training program on job stress management
Public Health Center	· Partnered with local public health centers to operate smoking cessation programs, including related promotions and awareness campaigns



Risk Management

GC [Holding Company]

Implementation of Workplace Safety and Health Risk Assessments

GC (Holding Company) conducts regular safety inspections and risk assessments of workplace facilities and equipment through its dedicated safety and health department, and regularly performs compliance evaluations of safety and health plan implementation through monitoring and interviews. Risk assessment inspections are conducted on a semi-annual basis, and special safety inspections related to fire safety equipment, environmental permits, and other areas are carried out at least once per year. In 2025, a total of 43 hazards and risk factors were identified (27 in the first half and 16 in the second half of the year), all of which were fully remediated through corrective actions, achieving a 100% improvement completion rate.

Emergency Response Systems and Preparedness Drills

GC (Holding Company) establishes emergency response systems by conducting periodic emergency response drills—including fire drills with the participation of all employees—and plans to continuously strengthen company-wide systems and operational measures to closely identify and mitigate risks of accidents and disasters arising from various factors such as serious accidents, raw materials, and manufactured products.

Maintaining ISO 45001 Certification

GC (Holding Company) recognizes the protection of employee safety and health as a critical management priority, and obtained ISO 45001 occupational health and safety management system certification in October 2024. On this basis, the company is reorganizing its organization-wide safety and health management system and establishing a foundation for a stable management environment.

· Scope of Certification: Headquarters
· Effective Date(renewal): October 25, 2024 – October 24, 2027

Own Workforce Safety and Health ESRS S1

Risk Management

GC Biopharma

Implementation of Workplace Safety and Health Risk Assessments

GC Biopharma conducts semi-annual safety inspections across all managed facilities, including plants, research institutes, depots, sales offices, and headquarters buildings. Each facility has also begun conducting Tool Box Meetings (TBM) based on pre-work risk assessments, and processes have been further subdivided to enable more detailed periodic risk assessments. Pre-training sessions led by the SHE Team allow workers to participate directly in the risk assessment process. As a result, identified hazards and risk factors increased from 3,296 to 4,081 compared to 2024, and risk register entries grew from 131 to 151, reflecting an expansion of hazard identification and improvement activities.

View GC Biopharma Safety and Health Risk Assessment Results →

Emergency Response Systems and Preparedness Drills

GC Biopharma regularly conducts drills based on various scenarios — including fire, explosion, leaks, and power outages — by team, to enable swift and systematic emergency responses. Emergency response training for workers includes first aid covering AED usage and CPR, self-defense fire brigade training on fire response procedures, and joint drills with fire departments encompassing initial firefighting and evacuation practice. Comprehensive emergency response capabilities are further strengthened through training at the Ministry of Employment and Labor's Industrial Safety Experience Center, where workers acquire practical knowledge in industrial safety, mechanical and electrical safety, confined space work, and occupational health.

Strengthening Safety and Health Activities across the Value Chain (including Partners)

To support improvements in the safety management standards of contractors, GC Biopharma conducts risk assessments for all construction work using the Job Safety Analysis (JSA) assessment method, and proactively identifies and prevents potential hazards in work processes by reviewing and managing the completed assessment results. In addition, safety and health training, safety culture campaigns, and safety inspections are conducted for partner companies with insufficient safety management standards due to a lack of specialized safety and health personnel, thereby strengthening safety and health capabilities and preventing risks in advance.

Maintaining ISO 45001 Certification

GC Biopharma obtained ISO 45001 certification—the international standard for occupational health and safety management systems—in August 2024 to systematically manage safety and health risks at pharmaceutical manufacturing and research sites, enabling systematic management of industrial accident and serious accident risks.

· Scope of Certification: R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant
· Effective Date(renewal): August 31, 2024 – August 30, 2027

GC Cell

Implementation of Workplace Safety and Health Risk Assessments

Risk assessments are conducted in a manner tailored to the characteristics of each workplace, based on the voluntary participation of supervisors and workers — applying the JSA (Job Safety Analysis) methodology to the logistics center, GMP Headquarters, Research Headquarters, and office spaces, and checklist-based assessments to the Sales Headquarters. Through this process, occupational health and safety hazards and risk factors are identified and improvement activities are carried out, with continuous efforts made toward risk reduction.

View GC Cell Safety and Health Risk Assessment Results →

Strengthening Safety and Health Activities across the Value Chain (including Partners)

GC Cell regularly evaluates the level of safety, health, and environmental operations, providing improvement support to companies scoring between 60 and 80 points. In 2025, improvement support activities — including training — were provided to 1 out of 14 evaluated suppliers.

Emergency Response Systems and Preparedness Drills

GC Cell identifies emergency and abnormal situations through risk assessments and conducts simulation drills for the identified scenarios to strengthen emergency response capabilities. In 2025, a total of 10 simulation drills were conducted, covering fractures (2 cases), falls, asphyxiation (3 cases), back injuries, cryogenic burns, needlestick injuries, and waste liquid leaks. In addition, an occupational health nurse certified as a CPR instructor conducts monthly training sessions to strengthen workers' emergency response capabilities.

Maintaining ISO 45001 Certification

To provide employees with a safe working environment, GC Cell renewed its ISO 45001 (Occupational Health and Safety Management System) certification in October 2025 and operates a workplace-centered safety and health management system built on this foundation.

· Scope of Certification: Cell Center
· Effective Date: October 1, 2025 – September 30, 2028

Own Workforce Safety and Health ESRS S1

Metrics & Targets

GC [Holding Company]

Safety and Health Targets

GC (Holding Company) establishes annual safety and health management policies and targets to systematically manage the safety and health standards across GC. On this basis, the company regularly monitors and reviews the safety and health implementation status and performance of its affiliates, and pursues the advancement and continuous improvement of the group-wide safety and health management system.

2025	2026	2027	2028
· External regulatory findings across all affiliates (≤ 5 cases)	· External regulatory findings across all affiliates (≤ 4 cases)	· External regulatory findings across all affiliates (≤ 3 cases)	· External regulatory non-compliance cases across all affiliates

· Potential hazard and risk management with continuous improvement
· Develop capabilities to achieve zero incidents — including occupational injuries, fires, and environmental accidents — across all affiliates

Safety and Health Metrics

Category		Unit	2023	2024	2025
Management of Accident-Affected Worksites					
Worksite status	Percentage of sites with accidents	%	0	0	0
	Total sites	Sites	1	1	1
Work-related Accidents[1]					
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	Persons	0	0	0
	Number of high-consequence	Persons	0	0	0
	Rate of recordable work-related injuries	-	0	0	0
	Injury frequency rate[2]	-	0	0	0
	Number of lost workdays	Days	0	0	0

Category		Unit	2023	2024	2025
Health and Safety Training Completion Rate					
Occupational health and safety training	Completion rate	%	100	100	100
	Training participants	Persons	319	297	280
	Target participants[3]	Persons	319	297	280
ISO Certification Acquisition Rate by Site					
Certification acquisition rate by site		%	100	100	100
Sites with certification[4]		Sites	1	1	1
Target sites		Sites	1	1	1

Category	Hazards & Risks Identified (Cases)	Improv. Identified (Cases)	Improv. Completed (Cases)	Improv. Rate (%)
2025 Regular Risk Assessment Results				
1st half	27	27	27	100
2nd half	16	16	16	100
Total	43	43	43	100

1) Data calculation scope: GC (Holding Company) Headquarters
2) Number of lost time injury cases / Total working hours × 1,000,000 hours
3) Management staff 4) Headquarters

GC Biopharma

Safety and Health Targets

Based on its 2030 Safety and Health Management Roadmap, GC Biopharma establishes the "Safety and Health Plan" each year, and reports the implementation outcomes and future direction of the plan to the Board of Directors for review and approval. Medium- to long-term improvement action plans are established and pursued based on annual safety and health targets, with implementation performance reviewed on a semi-annual basis and reported to the CEO.

2025	2026	2027	2028
· TRIR[1] 1.09	· TRIR 1.04 (5% reduction from prior year)	· TRIR 0.99 (5% reduction from prior year)	· TRIR 0.94 (5% reduction from prior year)

1) TRIR(Total Recordable Incident Rate) = (Total number of recordable incidents × 200,000) ÷ Total working hours

Safety and Health Metrics

Category		Unit	2023	2024	2025
Management of Accident-Affected Worksites					
Worksite status	Percentage of sites with accidents	%	0	20	13
	Total sites	Sites	15	15	15
Work-related Accidents[1]					
Workrelated accidents	Number of work-related injuries	Cases	0	5	6
	Number of injured employees	Persons	0	5	6
	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	0.21	0.25
	Injury frequency rate[2]	-	0	0.88	1.06
	Number of lost workdays	Days	0	26	36

Category		Unit	2023	2024	2025
Health and Safety Training Completion Rate					
Occupational health and safety training	Completion rate	%	100	100	100
	Training participants	Persons	2,194	2,317	2,504
	Target participants[3]	Persons	2,194	2,317	2,504
ISO Certification Acquisition Rate by Site					
Certification acquisition rate by site		%	100	100	100
Sites with certification[4]		Sites	4	4	4
Target sites		Sites	4	4	4

1) Data calculation scope: Headquarters, 3 plants (Ochang, Hwasun, Eumseong), R&D Center, 10 sales locations
2) Number of lost time injury cases / Total working hours × 1,000,000 hours
3) Research, Production, and Sales/Administrative Staff
4) R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant

Own Workforce Safety and Health ESRS S1

Metrics & Targets

GC Biopharma

Category	Finding (Cases)	Improved (Cases)	Not Improved (Cases)	Improv. Rate (%)	Risk Level (Unit: Cases) Before Improv.		After Improv.	
2025 Company-wide Safety and Health Inspection Results								
1st half	111	106	5	95	H	0	H	0
					M	60	M	5
					L	51	L[1]	106
2nd half	92	88	4	96	H	0	H	0
					M	45	M	4
					L	47	L[1]	88
Total	203	194	9	96				

1) Acceptable Risk: A state in which legal and internal standards are satisfied, and the probability of an accident occurring is extremely low provided that current control measures are maintained

Category	Hazards and Risk Factors Identified (Cases)	Risk Register Entries (Cases)	Improv. Completed (Cases)	Improv. Rate (%)
2025 Regular Risk Assessment Results				
Ochang plant	1,621	22	22	100
Hwasun plant	1,246	28	27	96
Eumseong plant	642	32	32	100
R&D center	572	69	69	100
Total	4,081	151	150	99

GC Cell

Safety and Health Targets

GC Cell sets annual safety and health targets that reflect the characteristics of its business and field hazard factors, based on its safety and health management roadmap. Through this process, the company progressively pursues action items aimed at proactive hazard prevention and the establishment of a safety culture among workers, while regularly monitoring and managing the level of target achievement and key performance outcomes.

2026	2027	2028
· 5 or fewer minor incidents · Zero work-related injuries (including occupational diseases)	· 4 or fewer minor incidents · Zero work-related injuries (including occupational diseases)	· 2 or fewer minor incidents · Zero work-related injuries (including occupational diseases)

Safety and Health Metrics

Category		Unit	2023	2024	2025
Management of Accident-Affected Worksites					
Worksite status	Percentage of sites with accidents	%	0	0	0
	Total sites	Sites	50	51	50
Work-related Accidents[1]					
Workrelated 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
	Injury frequency rate[2]	-	0	0	0
	Number of lost workdays	Days	0	0	0

1) Data calculation scope: Headquarters, Cell Center, 47 sales locations, logistics center
2) Number of lost time injury cases / Total working hours × 1,000,000 hours

Category		Unit	2023	2024	2025
Health and Safety Training Completion Rate					
Occupational health and safety training	Completion rate	%	100	100	100
	Training participants	Persons	858	799	754
	Target participants[3]	Persons	858	799	754
ISO Certification Acquisition Rate by Site					
Certification acquisition rate by site		%	100	100	100
Sites with certification[4]		Sites	1	1	1
Target sites		Sites	1	1	1

3) Research, Production, and Sales/Administrative Staff 4) Cell Center

Category	Finding (Cases)	Improved (Cases)	Not Improved (Cases)	Improv. Rate (%)	Risk Level (Unit: Cases) Before Improv.		After Improv.	
2025 Company-wide Safety and Health Inspection Results								
GMP headquarters	239	239	0	100	H	2	H	0
Bio-logistics								
Cell therapy research institute					M	221	M	0
Office space								
Sales headquarters					L	16	L	239

Category	Hazards and Risk Factors Identified (Cases)	Risk Register Entries (Cases)	Improv. Completed (Cases)	Improv. Rate (%)
2025 Regular Risk Assessment Results				
GMP headquarters	266	26	26	100
Bio-logistics	87	11	11	100
Cell therapy research institute	189	16	16	100
Office space	59	6	6	100
Sales headquarters	2,592	119	119	100
Total	3,193	178	178	100

Talent Development and Equal Opportunities ESRS S1

Governance

GC

Talent Development and Equal Opportunity Governance

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, recognize talent development and the provision of equal opportunities as strategic priorities for sustainable growth, and operate a management and boardlinked decision-making structure to ensure responsible oversight. The design and operation of the entire HR lifecycle—including talent acquisition, development, performance management, and fair compensation—are orchestrated by the senior management and dedicated HR organizations of each affiliate. Critical human capital agendas, such as material policy changes or labor-management risks, are submitted as formal agenda items to the respective Board of Directors for final deliberation and approval. Based on the results of this Materiality Assessment, GC is committed to strengthening the Board's oversight by regularizing reporting and review processes for human capital management.

GC [Holding Company]

Talent Development and Equal Opportunity Governance

The Head of the Management Support Office, reporting directly to the CEO, oversees HR, training, and labor-management relations and holds decision-making authority regarding talent development and equal opportunity. If material issues related to talent development and equal opportunity arise, the matter is reported to the Board of Directors for decision-making.

GC Biopharma

Talent Development and Equal Opportunity Governance

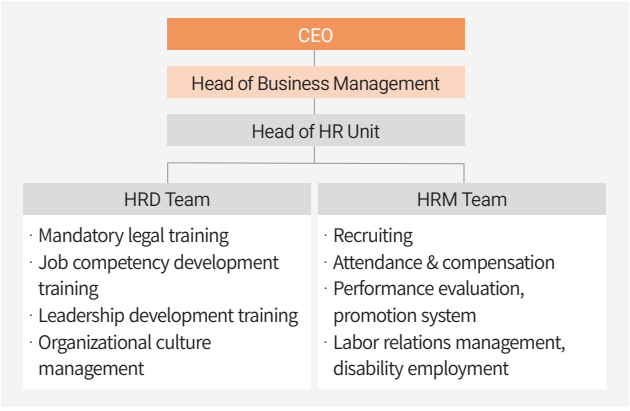
GC Biopharma has established a decision-making structure for talent development and equal opportunity in accordance with the Labor Standards Act and the Act on Equal Employment and Support for Work-Family Reconciliation. The CEO oversees the overall direction of talent management and makes decisions concerning fair employment, talent development, and organizational culture.

The Head of the Talent Management Division, reporting directly to the CEO, oversees the establishment and execution of key HR systems — covering recruitment, performance evaluation, compensation, training, and organizational culture — ensuring they operate on the basis of fairness and diversity principles. The Head also monitors the operational status of relevant programs and drives continuous improvement to expand employee growth opportunities.

GC Cell

Talent Development and Equal Opportunity Governance

GC Cell upholds fairness and transparency as core organizational principles and has built an institutional foundation to provide all employees with equal growth opportunities. At the recruitment stage, a competency-based approach is applied through a standardized assessment process to ensure objectivity and consistency. Performance evaluation and promotion are conducted in accordance with pre-defined criteria, with required competencies and roles codified by grade level, so that decisions center on role readiness and competency rather than length of service or subjective judgment. Discrimination based on gender, age, disability status, and other such factors is prohibited, and flexible work arrangements and maternity and childcare support programs are operated to maintain an inclusive working environment. The governance framework for equal opportunity is further reinforced through the Labor–Management Council, ethics management training, and regular reviews of internal regulations. Recognizing human capital competitiveness as a core driver of sustainable corporate value creation, GC Cell operates a role-based development framework through grade-specific and common training programs tailored to its business activities — including cell therapy research, immuno-oncology product manufacturing, and specimen testing services — and continues to advance its systems for fair performance evaluation, compensation, and talent development.



Talent Development and Equal Opportunities ESRS S1

Strategy

Talent Acquisition and Retention

GC

Fair Hiring and Talent Acquisition

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell — operate a transparent recruitment process based on systematic workforce planning to secure sustainable growth and attract talented individuals. To foster a culture that respects diversity, we strictly prohibit unreasonable discrimination based on gender, age, disability, or other factors throughout the hiring process. In addition, standardized interview guidelines are applied across all affiliates to ensure consistency in evaluation and maintain a structured interview environment. GC is committed to upholding the principles of human rights and equal opportunity by providing all applicants with a fair recruitment process and promoting a responsible hiring culture.

GC [Holding Company]

Efforts to Expand Recruitment Fairness

GC (Holding Company) implements bias-awareness training and monitoring for all interviewers to eliminate unconscious bias throughout the selection process. This ensures an objective verification of each applicant's job-specific competencies, cultural fit, and long-term potential, maintaining the highest standards of integrity and fairness.

Onboarding Support for New Employees

GC (Holding Company) supports onboarding programs designed to help new employees smoothly adapt to the organization and work environment. During the pre-boarding stage, we provide the "GC Handbook for Workplace Life" containing essential company information and send welcome messages introducing team members to help ease initial anxiety and support early networking. On the first day of work, new employees receive a Welcome Kit with workplace essentials and participate in a New Member Orientation to better understand the business areas and working culture of GC and its affiliates. Going forward, GC will continue to enhance its onboarding process to support the stable settlement and growth of new employees within the organization.

Talent Acquisition Strategy

GC (Holding Company) executes a strategic talent acquisition strategy aligned with our core values to secure a competitive edge in an evolving business landscape. We proactively expand our talent pool by leveraging diverse domestic and international sourcing channels.
Notably, in 2025, we expanded our rolling internship programs to provide young professionals with substantial hands-on experience, effectively cultivating a pipeline of work-ready talent.
Furthermore, our industry-academia partnerships with regional universities create a sustainable growth ecosystem, fostering local talent and driving co-prosperity with the academic community.

Program	Description
Employee referral program	· Utilizes internal cultural insights to ensure high cultural fit for new hires, facilitating seamless integration and reducing early-stage turnover risk.
Rolling internship recruitment	· Provides feedback through mid-program reviews and in-depth interviews conducted throughout the recruitment-linked internship program. · Actively supports the conversion of high-performing interns to full-time positions through a fair and rigorous final evaluation process.
Industry-academia partnership program	· Operates industry-academia partnership programs in collaboration with neighboring universities. · Provides university students with a meaningful avenue for practical career exploration.

GC Biopharma

Talent Acquisition Strategy

GC Biopharma establishes annual recruitment strategies and has formed a consultative group to forecast recruitment needs, holding regular meetings to this end. Through these meetings, the company aims to strengthen talent capabilities within its existing core businesses and secure talent suited to driving its key business initiatives[1] in pursuit of growth as a global company.

1) Strengthening strategic functions related to overseas businesses, including Alyglo and Global CMO Projects, and expanding global markets

Program	Description
Internal internship program	· Provides interns with diverse training and networking programs, including mentoring support and orientation training · Aims to build intern engagement and belonging while developing core GCBP competencies
Industry-academia partnership program	· Establishes MOUs with various universities to strengthen industry-academia collaboration and facilitate pathways to internship programs

New Intern Training Program

Category	Description	Timing
Intern introductory training	· Covers GC Biopharma's HR systems, company history, products, ethics, and information security	Upon joining (semi-annually)
Mentoring and networking	· Monthly mentoring and networking activities over 5 months to support workplace adaptation · Mentors serve as onboarding partners, providing guidance on work and company life	5 months following introductory training
Introductory training for sales Interns	· Supports early adaptation through comprehensive job and organizational knowledge · Covers sales systems, product and disease expertise, market dynamics, competitive landscape, insurance frameworks, CP, and selling techniques · Conducts per-course tests with tailored feedback and coaching based on results	From joining through end of internship

Talent Development and Equal Opportunities ESRS S1

Strategy

Talent Acquisition and Retention

GC Biopharma

Onboarding Program for New Employees

GC Biopharma operates an 'Online Pre-boarding Communication' program to support a smooth soft-landing for incoming employees. Through the new employee onboarding campus, participants can take self-directed online courses exclusive to GC Biopharma, and receive step-by-step packages — including a Welcome Kit — designed to build organizational understanding from the point of employment confirmation through to their first day. In addition, various training and networking programs such as orientation and workshops for new employees are provided to support their successful transition into company life.

GC Biopharma New Hire Policy Programs

Training Program	Target Participants	Training Frequency	Training Content
Training program	All new hires regardless of experience level	Quarterly	· Introduction to GC Biopharma
Introductory training for new employee	New GL1 employees	Semi-annually	· Accelerate professional development and workforce integration through core competency building · Build a sense of belonging and team spirit as GC Biopharma employees
Introductory training for intern	Conversion-track interns	Semi-annually	· Strengthen organizational adaptability through improved company understanding · Enhance on-the-job communication competencies through basic business manner training

GC Cell

Talent Acquisition Strategy

To attract talent with the expertise and experience needed to advance as a global top-tier cell and gene therapy company, GC Cell has diversified its recruitment channels and established customized recruitment strategies tailored to specific roles. The company strategically utilizes a range of channels — including campus recruiting, participation in domestic and international job fairs, and partnerships with academic and research institutions — to recruit talent through job-relevant, practical evaluations. Furthermore, by activating internal job postings and referral programs, GC Cell involves its employees in the recruitment process to effectively leverage internal human resources, while broadening internal growth opportunities to strengthen organizational mobility and innovation.

On-boarding Program for New Employees

GC Cell operates a systematic onboarding program to help new employees settle into the organization and demonstrate their capabilities early on. On the first day, new employees receive a Welcome Kit to foster a culture of welcome and respect, and to strengthen their sense of belonging and pride as members of the organization. A Life Guide containing key practical information — including organizational culture, welfare benefits, and work procedures — is also provided to shorten the initial adjustment period and deepen job understanding. Quarterly orientation sessions for new employees help internalize essential foundational competencies, while networking sessions build camaraderie and a foundation for collaboration among cohort members. Through these efforts, GC Cell supports greater organizational adaptability and engagement, contributing to the long-term strengthening of its human capital competitiveness.

Employee Diversity & Inclusion

GC

Employee Diversity & Inclusion

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, promote transparency by disclosing detailed workforce composition data, including the representation of women in total workforce and executive leadership positions. An inclusive work environment strictly free from discrimination based on gender, ethnicity, or any other social identity is ensured across all affiliates. A commitment to diversity is integrated into strategic talent sourcing, with preferential hiring practices in place for veterans and persons with disabilities. Furthermore, to support the career continuity of female talent, flexible parental leave policies are provided to ensure that family-related responsibilities do not hinder professional growth.

Diversity, Equity and Inclusion (DEI) Training

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, are committed to embedding Diversity, Equity and Inclusion (DEI) values into our management practices. We conduct regular disability awareness training for all employees to eliminate unconscious bias and promote an inclusive mindset.
Through this program, we encourage our members to view disability not as a limitation, but as a valuable dimension of organizational diversity.

View Training Results for All Three Companies →

Talent Development and Equal Opportunities ESRS S1

Strategy

Employee Diversity & Inclusion

GC [Holding Company]

Talent Diversity Strategy

GC (Holding Company) pursues multifaceted talent management practices to realize its core corporate values and social responsibilities, and to embed diversity and inclusion within the organization. To contribute to the employment stability and expansion of opportunities for vulnerable groups, the company is maintaining 100% compliance with the mandatory disability employment rate in 2025, while also monitoring and seeking to expand disability employment across all Group affiliates. In addition, to advance gender diversity within its workforce, the company is working to gradually increase the proportion of female employees and managers, with a focus on developing the next generation of female leaders within the organization.

Talent Diversity Policy

GC (Holding Company) has codified its principles of respect for diversity and prohibition of discrimination in the GC Human Rights Charter. The GC Human Rights Charter is distributed and shared with all employees and is also posted on the company website for public access by stakeholders. Building on the GC Human Rights Charter, GC (Holding Company) is working to enhance awareness of diversity across the organization and cultivate a healthy organizational culture.

GC Biopharma

Talent Diversity Strategy

GC Biopharma is committed to creating social value through the expansion of employment opportunities for persons with disabilities. In 2023, the company hired individuals with severe disabilities in language instruction roles to provide language training services to employees, and continues to leverage talent referrals from the Korea Employment Agency for Persons with Disabilities (KEAD) while maintaining preferential hiring practices for persons with disabilities in regular job postings. In 2025, recruitment was carried out to meet mandatory employment requirements, creating an environment where employees with disabilities can work through roles such as in-house English instructor positions. In 2026, the company plans to provide even greater employment opportunities through the hiring of artists with disabilities. Furthermore, the proportion of female employees has grown year on year — from 26.0% in 2023 to 26.8% in 2024 and 27.4% in 2025 — reflecting an expanding workforce diversity.

Talent Diversity Policy

GC Biopharma applies its principles of respect for diversity and prohibition of discrimination in accordance with GC Biopharma's Position on Human Rights, which is grounded in the Group-wide GC Human Rights Charter. The company's newly enacted human rights management policy, established in February 2026, also incorporates GC Biopharma's foundational principles of respect for diversity.

Development and Expansion of Roles Accessible to Employees with Disabilities

Since 2023, GC Biopharma has employed individuals with disabilities in roles such as language instruction and curriculum development to deliver training programs that enhance employee language proficiency. As part of its ongoing efforts to advance workforce diversity, the company conducts mandatory disability awareness improvement training on an annual basis and carries out satisfaction surveys following each session.

Training Satisfaction Survey Results

- Training Program: [Mandatory Legal Training] "Suda Talk" — Improving Disability Awareness in the Workplace
- Survey Period: June 2, 2025 – July 3, 2025

Survey Respondents	Satisfaction Survey Result
1,928 responses	82.3 (out of 100)

GC Cell

Talent Diversity Strategy and Policy

GC Cell is creating social value through job opportunities for persons with disabilities. Female employee representation has steadily increased from 35.7% in 2023 to 35.8% in 2024, with 35.4% recorded in 2025, reflecting a sustained commitment to workforce diversity through female hiring. GC Cell implements principles of employee diversity and inclusion by incorporating the GC Group's Human Rights Charter.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC

Pharmaceutical/Biopharmaceutical Talent Development Strategy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, provide a wide range of training and networking opportunities, including training programs and domestic and international academic seminars and conferences, to support employees' organizational adaptation, job competency development, and advancement of pharmaceutical and biopharmaceutical expertise. Year-round support is provided for external professional institution training, and various forms of education are delivered through a smart learning platform based on digital curation for customized self-directed learning.

GC Expert Development Programs

Category	Target Group	Training Content and Outcomes
Level- and role-based expert development	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
Leadership competency development and coaching	Executives and team leaders	· Operate 1:1 and group coaching programs · Collaborate with professional coaching institutions (Coaching Management Institute, Dankook University Graduate School of Business, CEO Lab)
Generative AI utilization competency enhancement	All employees	· Internally developed generative AI utilization competency enhancement program · Courses operated in collaboration with specialist AI training institutions

Systematic Leader Development Based on Leadership Development Framework

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, cultivate leaders through collaboration with Korea's leading leadership education institutions, external expert groups, and credible leadership and organizational culture assessment institutions. Leadership competencies and organizational culture are periodically assessed, with development supported through debriefing, online/offline education, group coaching, and 1:1 coaching. To support growth as global leaders, continuous network expansion and insight development are provided through internal and 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 equipped with both enhanced capabilities and effective stakeholder communication skills.

Educational Programs Through Collaboration with External Training Institutions

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, collaborate with external professional training institutions to offer a wide range of employee development programs. Annual training plans are established through partnerships with organizations including Korea Management Association, HSG Human Solution Group, and Hunet to support continuous employee competency development.

Degree and Certification Support Programs

All members of GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, receive various educational opportunities for job competency development, with high-potential talent gaining access to advanced programs through domestic and international universities and professional institutions. Degree and certification acquisition support programs are operated to develop next-generation leaders, covering in-house MBA, domestic part-time MBA, and master's/doctoral programs for eligible regular employees selected through fair procedures, along with educational expense support. GC provides its high-potential talents with opportunities for master's/doctoral and MBA degree support, nurturing and managing them to grow into mid- to long-term core talents. The company is currently reviewing the establishment of project-based specialized programs and related degree support systems for advanced digital specialists.

Support Programs for Promoted and Internally Transferred Employees

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, provide a wide range of training and networking opportunities — including training programs and domestic and international academic seminars and conferences — to support organizational adaptation, job competency development, and advancement of pharmaceutical and biopharmaceutical expertise for promoted and transferred employees. Year-round support is provided for external professional institution training, alongside various forms of education delivered through a smart learning platform based on digital curation.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC [Holding Company]

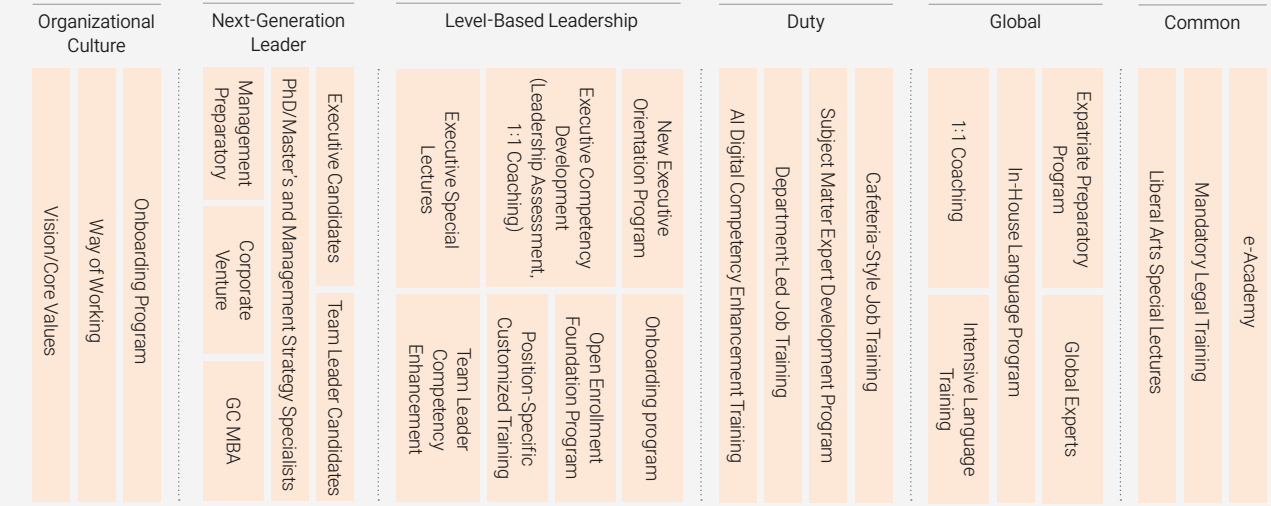
Pharmaceutical / Biopharmaceutical Talent Development Framework

GC (Holding Company)'s employee competency enhancement programs focus on proactively developing future leaders in line with business direction and industry characteristics. Life cycle-based educational programs are operated for executives and employees (including non-regular workers), covering leadership competency development for position holders and executive group strategic workshops. Onboarding training for new hires, promoted employees, and position appointees is conducted one to two times annually, with a satisfaction score of 4.7 out of 5.0. In 2025, two company-wide town hall meetings were held to strengthen communication, achieving an average employee satisfaction score of 4.7 out of 5.0.

Key Talent Support Strategy

GC (Holding Company) supports high-potential employees in core roles through participation in forums and professional conferences, enabling the accumulation of industry expertise and strategic insights. Leadership capabilities are further strengthened by encouraging networking with affiliates, relevant institutions, and industry experts.

GC Talent Development Framework



Job Competency Enhancement Programs

GC (Holding Company) provides year-round support for external professional institution training to develop pharmaceutical and biopharmaceutical talent and strengthen job-specific expertise. As of 2025, employees completed an average of 23 hours of training per person, and monthly 1:1 foreign language education programs are offered to applicants to enhance global competencies. Starting in 2025, an AI tutor has been incorporated to further improve program effectiveness.

Always-available courses through smart learning

3,800+courses (44,000 content items)

GC (Holding Company) Expert Development Programs

Category	Target Group	Training Frequency	Training Content and Outcomes
Level- and role-based expert development	New employees	Annual	· Essential mindset, basic competencies, and fundamental job training
	Experienced employees	Annual	· Job fundamentals and communication training for experienced hires
	Promoted employees	Annual	· Competency training required for each level
	New managers	Annual	· Prerequisite training for managerial competency programs
	Task transitioned employees	As needed	· Basic training to enhance job understanding
Leadership competency development and coaching	Executives and team leaders	Annual	· Operate 1:1 and group coaching programs · Collaborate with professional coaching institutions (Coaching Management Institute, Dankook University Graduate School of Business, CEO Lab)
Generative AI utilization competency enhancement	All employees	As needed	· Internally developed generative AI utilization competency enhancement program · Courses operated in collaboration with specialist AI training institutions

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC [Holding Company]

Leadership Development Framework

In accordance with the Group's leadership development framework, GC (Holding Company) supports leader growth through talent development initiatives, leadership competency assessments, and organizational culture diagnostics. An onboarding program is also provided for newly promoted executives, covering their roles, GC's strategic direction, and expected responsibilities. The program is delivered not as a one-time session but as three months of 1:1 leadership coaching.

Educational Programs Through Collaboration with External Training Institutions

GC (Holding Company) operates leadership development programs in collaboration with professional institutions including Hunet and HSG Human Solution Group to strengthen accountable and sustainable management capabilities among organizational leaders. Programs include new team leader training, a team leader leadership academy, and multi-source leadership assessment debriefing sessions, with debriefing results used to enhance leaders' self-awareness and support responsible leadership development. In 2025, a total of 220 hours of 1:1 leadership coaching and leadership training were delivered for executives and team leaders in partnership with Hunet, HSG Human Solution Group, Dankook University Graduate School of Business, and CEO Lab, achieving a program recommendation rate of 87.2%.

Training Satisfaction Survey Results

- Training Program: M365-Based Work Productivity and Collaboration Culture Enhancement Training
- Training Period: August 2025 – October 2025

Survey Respondents	Program Recommendation Rate
89 responses	4.32 (out of 5)

Degree and Certification Support Programs

GC (Holding Company) provides life cycle-based development programs grounded in its talent development framework, ensuring all employees — without discrimination — can develop their competencies and careers. High-potential nominees among all members, including contract employees, are given access to advanced educational opportunities through domestic and international universities and professional institutions, along with degree and certification acquisition support programs.

Training Effectiveness Measurement

In 2025, GC (Holding Company) conducted leadership competency enhancement training for team leaders across 16 GC affiliates. Sessions focused on the theme of "The Language of Leaders Who Build Trust Through Inner Insight," covering leadership role awareness, self-awareness, and trust-building. Pre- and post-training surveys measuring perceptions of leadership roles and competencies confirmed a 21% positive shift[1] across dimensions including emotional empathy, specific feedback delivery, 1:1 sessions for member growth, and relationship-centered leadership.

1) Change Rate = {(Post-score – Pre-score) / Pre-score} × 100

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC Biopharma

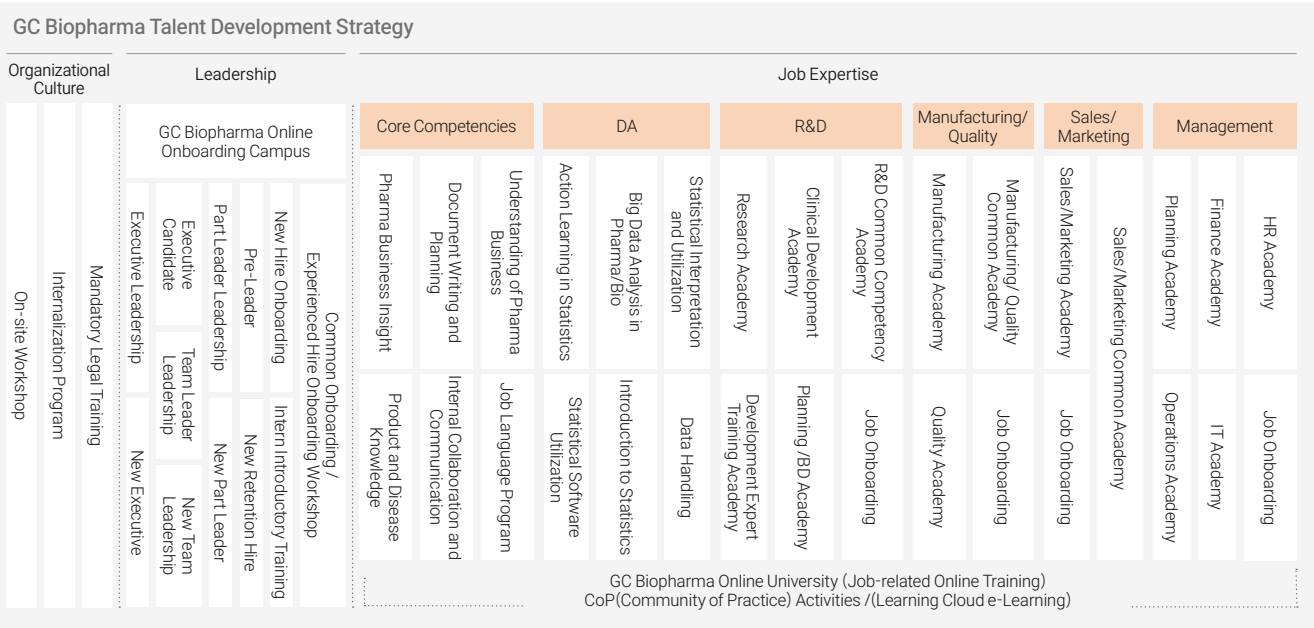
Pharmaceutical/Biopharmaceutical Talent Development Framework

GC Biopharma suppor ts sustainable growth through the systematic development of pharmaceutical and biopharmaceutical professionals. The company-wide talent development framework is structured around three pillars — organizational culture, leadership, and job expertise. The organizational culture domain focuses on internalizing GC's mission, vision, and core values. The leadership domain operates a tiered development system based on role- and level-specific responsibilities, covering new hire onboarding, Part Leader training, team leader leadership training, and executive leadership competency development. In the job expertise domain, approximately 60 core job-specific competencies have been defined in collaboration with around 200 field experts, forming the basis of a job-centered development framework.

Key Talent Development Strategy

GC Biopharma operates a dual-track system — a Leader Track and an Expert Track — for high-potential employees, with a structured selection, development, and management process tailored to each track.

· Leadership Track: Selected separately as executive candidates and team leader candidates
· Expert Track: [Manufacturing/QM] Senior Specialist Program [R&D] Fellow Program



Job-Specific Development Training Programs

GC Biopharma operates systematic job-specific development training programs for employees in R&D, quality/manufacturing, and sales/marketing. Over 300 detailed course profiles support advanced knowledge acquisition. A total of 36 courses — including 7 job foundational competency courses and 29 job common competency courses — are delivered through the GCBP University campus to support job expertise development and assessment. In 2025, 226 employees successfully completed the training by meeting the required passing standards.

R&D
The R&D division operates job-specific training centered on in-house instructors based on a division-specific framework. In 2025, introductory and advanced statistical software (GraphPad Prism) courses and a foundational statistics course were each conducted once, alongside six pharmaceutical R&D AI utilization seminars for all R&D employees and 12 division-specific seminars across five divisions.

Quality/Manufacturing
The quality/manufacturing division operates the Quality Expert Program annually to strengthen job competencies through project-based cross-functional improvement initiatives in quality and production. In 2025, 21 field-based projects were carried out, yielding eight best practice cases for operational improvement.

Sales
The sales division operates its training framework across three segments — Primary Care, Specialty Care, and Consumer Health Care. Sales interns complete a two-week training program upon joining, followed by a four-day, three-night product and disease knowledge course upon conversion to full-time employment. Rolling training is also provided for employees transferring between sales divisions.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC Biopharma

Opportunities for Learning and Growth

GC Biopharma operates career transition training for employees undergoing role changes or organizational restructuring to support their adaptation to new positions. The program covers the sales system, disease knowledge, key product information, market conditions, and marketing strategies, with post-training assessments and follow-up training provided based on results. To support the growth of all employees — both permanent and contract — monthly online training is conducted, with 3,814 employees completing 942 courses in 2025. Learning progress is monitored and supported in real time through the LMS (Learning Management System) built into Success Factors.

GC Biopharma Tier-Based Essential Training Programs

Training Audience	Training Audience
New employees and junior-level staff	· Delivers common introductory training and job-specific mandatory compliance training to establish a foundation for organizational adaptation and job performance
Newly appointed team leaders and part leaders	· Operates training courses to establish role awareness, build understanding of key management practices, and strengthen Work/People leadership competencies
Newly appointed executives	· Delivers leadership competency development programs and customized problem-solving-based coaching programs to support effective role performance
All employees	· Strengthens the execution of leadership development through 1:1 leadership coaching and a coaching certification support program

Leadership Development Framework

Since 2022, GC Biopharma has defined the roles of leaders at each level and provided corresponding development programs to strengthen leadership competencies. Annual leadership assessments are conducted to evaluate the competencies and personal characteristics required for executives and team leaders, with debriefing and coaching sessions provided to support leadership development through self-awareness and reflection.

Leadership Development

Upon joining, both permanent and contract new hires are provided with approximately 18 online and offline onboarding courses to cultivate self-leadership. Leadership development programs for mid-level managers and newly appointed leaders are operated annually; in 2025, 23 mid-level managers and 29 newly appointed team leaders completed the programs. One-on-one coaching is provided for employees appointed to team leader positions or above to support personalized leadership development. Biannual Pharma Leadership Team (PLT) meetings are held to bring together company-wide executives to discuss key agendas and establish strategic directions.

GC Biopharma Leadership Assessment and Development Programs

MOU for Talent Development

To improve access to healthcare through the cultivation of global biotech talent, GC Biopharma signed an 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 jointly pursues various research initiatives for new drug development through industry-academia cooperation, operating diverse programs including credit-linked hands-on training, career-linked internship support for graduating students, a joint research notebook competition for graduate students, industry-demand-based training curriculum development, joint R&D and technical advisory seminars, research presentations, and guest lectures. Through these initiatives, GC Biopharma aims to identify top-tier talent, strengthen global competitiveness, and contribute to the development of future leaders in the bio-health industry.

Educational Institution Partnerships

GC Biopharma collaborates with external education providers to offer a wide range of training programs for employees to acquire the latest knowledge and skills. Through partnerships with organizations including 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, pharmaceutical and biotech-specialized training programs are provided in areas such as R&D, GMP, and regulatory affairs. In 2025, approximately 721 employees participated in programs delivered through these partnerships, enhancing their professional capabilities.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC Biopharma

Degree and Certification Support Programs

All GC Biopharma employees, including contract workers, are provided with various educational opportunities to develop the competencies required for job performance. Where capability development through universities or professional institutions — including MBA, master's/doctoral programs, professional certifications, and training courses — is needed, opportunities are provided through a fair selection process. Degree and certification acquisition support programs are also operated for next-generation leader development. The degree support program, launched in 2004, has produced a cumulative total of 38 graduates as of February 2025. As of June 2025, 18 employees are currently enrolled, and with 3 pre-selected candidates yet to enroll through the internal MBA track, the total number of beneficiaries stands at 21.

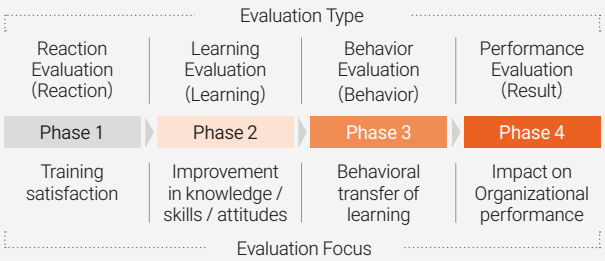
Eligibility Criteria and Outcomes of the Academic Support Program

- 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
- Cumulative Participants: 59 employees (2004~present)

Training Effectiveness Measurement

GC Biopharma measures training effectiveness according to the characteristics of each program. For knowledge- and skill-based online and offline courses, reaction and learning evaluations are conducted simultaneously, assessing learning content, instructor expertise, and comprehension. For action learning and CoP programs, effectiveness is evaluated based on behavioral change and organizational contribution.

GC Biopharma Training Evaluation Framework



CoP (Community of Practice) Training Effectiveness

GC Biopharma operates a CoP (Community of Practice) system built on voluntary employee participation, aimed at knowledge acquisition and work efficiency improvement, providing a platform for cross-organizational communication. In 2025, 13 CoPs were operated with 132 participants company-wide. GC Biopharma's CoPs are divided into two types: Learning CoPs focused on acquiring job-relevant knowledge, and Project CoPs focused on executing field-based tasks.

Among the Project CoPs, Fine-R CoP was established to identify the root causes of recurring albumin foreign substance issues since 2017 and establish preventive measures. Through annual CoP activities, regulatory response capabilities were strengthened and process reliability and quality stability were improved, generating approximately KRW 510 million in cost savings in 2025, including reductions in sales losses, event handling costs, and foreign substance analysis costs related to the albumin issue.

Training Effectiveness Measurement for Online/Offline Courses

GC Biopharma conducts satisfaction surveys among training participants to collect feedback on program delivery, instructor competency, and training environment. For the pharmaceutical industry-specific R&D foundational statistics course, pre- and post-training assessments were conducted, with results approximately twice as high as pre-training scores. The foundational statistical software (GraphPad Prism) course also showed improvement of approximately 2.65 times compared to pre-training assessments. For sales intern job orientation training, daily post-training assessments on product and disease knowledge are conducted to measure comprehension and provide feedback.

Training Program	Training Date	Pre-Assessment	Post-Assessment (Day 2)	Post-Assessment (Day 3)	Training Effectiveness
R&D Basic Statistics Training	May 28–29, 2025	44 pts	86 pts	87 pts	+43 pts (approx. 2× improvement)

Training satisfaction of participants

4.62 (out of 5)

GMP Site Training Effectiveness

GC Biopharma has established job-specific training matrices that mandate the completion of required courses for specific roles, with employees unable to perform their duties until training is completed. Key deviation and training indicators are monitored to evaluate training effectiveness and reported monthly to management at the Quality Council, which includes the Head of Quality Management and site division heads. Key deviation indicators include root cause analysis of deviations by type including operators, while key training indicators include departmental training deadline compliance rates and retraining rates for employees who did not complete required training. Improvement directions are subsequently discussed to enhance training effectiveness.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC Cell

Pharmaceutical/Biopharmaceutical Talent Development Framework

GC Cell operates a systematic talent development system reflecting the specialized nature of the pharmaceutical and biopharmaceutical industry. Equal training opportunities are provided to all employees regardless of employment type, ensuring a fair foundation for growth. Employees participate in tiered, customized programs according to their level and career stage — including multi-source leadership assessments, level-based onboarding, global competency enhancement, leadership training, common competency training, and mandatory legal training — to develop both core competencies and job-specific expertise in a balanced manner. Specialized training tailored to job characteristics systematically advances capabilities across R&D, production, quality, and sales functions. The online learning platform GC University supports self-directed learning without constraints of time or location, while the integration of online and offline education maximizes individual competencies and promotes long-term career development. Through this talent development framework, GC Cell is building a foundation for the continuous circulation of organizational knowledge and experience, while strengthening both professional expertise and sustainable growth capabilities.

GC Cell Talent Development System

Grade Group		Assessment	Individual					Organization Execution Capability	Mandatory Legal Training						
			Leadership Development	Knowledge and Skills					Common Programs					Job-specific Programs	
Executives / HQ Directors		Multi-source Leadership Assessment	Feedback Coaching (Individual)	SERI CEO											
			Leadership Competency Enhancement Program												
Employees	Unit Heads	Engagement Survey	Feedback Coaching (Group)	GC University(e-Learning)	Job-specific Language Training (Phone & Video)	External Job Training (Knowledge & Skills)	Academic Support Program (MBA & Graduate School)	Performance Management Training	Occupational Safety & Health Training	Sexual Harassment & Bullying Prevention Training	Disability Awareness Training	Information Security, Retirement Pension & CP Training	Pharmacovigilance (PV) Training	GMP & Pharmaceutical Manufacturing Training	Specimen Management and Infectious Substances Safe Transport Training	Laboratory Safety & Bioethics Training
	Team Leaders	Multi-source Leadership Assessment	Leadership Competency Enhancement Program												
	Part Leaders		New Role Training												
	L4		Leadership Program for Promotees				Onboarding for New Hires								
	L3														
	L2														
	L1		Self-Leadership												

Customized Job-Specific Training Programs

GC Cell systematically develops specialized talent through a customized job-specific training framework that reflects the characteristics of the pharmaceutical and biopharmaceutical industry, strengthening organizational competitiveness through the internalization of the latest technologies and knowledge. In the R&D domain, training programs are operated to strengthen research design capabilities, including basic statistics and Design of Experiments (DoE). Participation in domestic and international academic conferences is also supported to expand the global biopharma network and enable the application of the latest technology trends to research practice. Through the systematic development of specialized talent across all functions, GC Cell is securing both technological competitiveness and quality reliability while reinforcing its foundation for sustainable growth.

Manufacturing & Quality	Delivers in-house training on manufacturing processes, Data Integrity, BMS operations, and Validation, along with regular GMP training, to strengthen regulatory compliance and quality reliability.
Sales	Focuses on product knowledge, customer management, marketing strategies, and regulatory affairs training to build value-based proposal capabilities beyond simple selling.

Talent Development and Equal Opportunities ESRS S1

Strategy

Training and Education

GC Cell

Leadership Development Program

GC Cell operates a tiered, customized leadership development program covering all levels from new hires to executives, enabling each employee to clearly understand their role and systematically strengthen core competencies. The program is structured across the following stages: Self-Leadership Course, training for promoted employees and newly appointed position holders, Leadership Competency Enhancement Program, new executive onboarding, and position holder leadership workshops, with a focus on building role awareness and execution capabilities at key career transitions. Annual leadership assessments are conducted for team leaders and above, with individual feedback coaching and targeted competency enhancement training provided based on results. Through this leadership development framework, GC Cell supports responsible decision-making and effective organizational management in a rapidly changing business environment.

Academic Support Program

GC Cell operates an academic support program for R&D professionals to support outstanding researchers in pursuing master's or doctoral degrees, providing a clear career development path for researchers to deepen their expertise and grow as core talent. Eligibility requires meeting minimum service requirements and a divisional recommendation, with final selection made through the Academic Support Committee. This program promotes research aligned with business strategies, strengthens R&D talent expertise, and reinforces the company's technological competitiveness and sustainable growth foundation.

Training Effectiveness Measurement

GC Cell conducts satisfaction surveys following all training programs to systematically evaluate training effectiveness, using the results to identify areas for improvement and incorporate them into subsequent programs. In 2025, over 92% of respondents gave positive ratings in pre- and post-training comparison items across program satisfaction surveys, demonstrating the programs' contribution to meaningful competency development. Through a structured training feedback management system, GC Cell continuously monitors training effectiveness and enhances its talent development framework to support employee growth and organizational competitiveness.

Training satisfaction of participants

4.67 (out of 5)

Performance Evaluation and Compensation

GC

Employee Performance Evaluation and Career Development

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate regular performance evaluations and career development reviews for regular employees, with a hybrid evaluation approach that considers both mid- to long-term goal management and short-term performance outcomes. To develop the performance evaluation system collaboratively with employees, evaluator challenges and employee needs are identified through evaluation improvement meetings, employee briefings, and team leader communication meetings, with findings reflected in system enhancements. Furthermore, dedicated briefing sessions are held to build consensus and strengthen employee understanding of any procedural changes, ensuring transparency and alignment across the organization.

Employee Compensation

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate a fair and reasonable compensation system based on individual employee performance. Compensation comprises financial rewards — including base salary and performance-based pay — and non-financial rewards emphasizing autonomy, growth, recognition, and comprehensive feedback and motivation. All regular employees at GC (Holding Company), GC Biopharma, and GC Cell receive both financial and non-financial compensation through the performance management system.

Talent Development and Equal Opportunities ESRS S1

Strategy

Performance Evaluation and Compensation

GC [Holding Company]

Performance Management Training

GC (Holding Company) conducts annual performance management training to strengthen employee performance management capabilities and enhance the overall effectiveness of the performance management system.

GC (Holding Company) 2025 Performance Management Training

Training Program	Target Participants	Training Frequency	Training Content
Basic training	All employees	Year-round (on-demand)	Performance management and system manual provided to all employees (goal setting, continuous performance management — check-ins, year-end evaluation guide, etc.)
Specialized training	Executives	Annual (February)	Executive performance management HR day
	All employees	Annual (February)	Performance management improvement discussions
	All employees	Annual (May)	Leadership performance management sessions conducted across all sites

Employee Performance Management System Improvements

GC (Holding Company) operates a fair and transparent performance management system to foster employee motivation and continuous growth. Data is systematically managed through an objective performance management system, with employee needs actively incorporated to improve system effectiveness. To move away from top-down evaluations and improve evaluation acceptance, diverse communication channels have been established. These include ongoing 1:1 discussions during goal-setting and review stages, an appeals and feedback process, and a company-wide evaluation committee to ensure multidimensional feedback and objectivity.

Operation of Continuous Performance Management

GC (Holding Company) operates a transparent and objective continuous performance management system to support employee growth and ensure equitable evaluation and compensation. By aligning organizational and individual goals, the system facilitates year-round, coaching-focused feedback from leaders through monthly check-ins and semi-annual interim discussions.
During year-end evaluations, calibration sessions are conducted following primary and secondary evaluations to ensure fairness and consistency across evaluators. An evaluation committee further reviews individual ratings to strengthen objectivity. An appeals process is also in place to enhance employee understanding and acceptance of evaluation results, supporting constructive communication and feedback. Since 2025, the PMGM (Performance & Goals Management) module of SAP SuccessFactors has been proactively adopted. Through continuous simulations and the integration of employee feedback, the system is being refined to establish a more structured and intuitive, global-standard performance management environment.

Performance-Based Compensation and Retirement Pension

GC (Holding Company) operates a rational compensation system with a clear link between performance and reward, fostering continuous employee growth and motivation. Performance-based bonuses are distributed to all employees based on a comprehensive assessment of individual goal achievement and corporate performance. Furthermore, annual salary adjustments are conducted based on systematic evaluations to provide competitive compensation commensurate with employees' dedication and contributions. In addition, a defined benefit (DB) retirement pension scheme is robustly maintained to ensure financial stability for employees both during and after their tenure. By providing this foundation, GC supports long-term financial security across each employee's entire life cycle.

Talent Development and Equal Opportunities ESRS S1

Strategy

Performance Evaluation and Compensation

GC Biopharma

Performance Management Training

GC Biopharma operates the same performance evaluation and compensation system as GC (Holding Company), conducting annual performance management training to strengthen employee capabilities and enhance system effectiveness.

GC Biopharma 2025 Performance Management Training

Training Program	Target Participants	Training Frequency	Training Content
Basic training	All employees	Year-round (on-demand)	Developed and launched an online training program on performance management processes and system operation for all employees in 2025, available on-demand throughout the year.
Specialized training	Executives	Annual (February)	Executive performance management HR day
	All employees	Annual (February)	Business unit meetings for performance management improvement
	All employees	Annual (May)	Leadership performance management sessions conducted across all sites

Performance Evaluation Discussion Sessions

To support more effective implementation of the evaluation system in the field, GC Biopharma conducts evaluator sessions (G. Sessions). In 2025, the evaluation system was streamlined to allow employees to focus on their core work, with C. Reviews and job expertise assessments notably simplified in their operation.

Operation of Continuous Performance Management

GC Biopharma operates an absolute evaluation system to build a healthy performance management culture. Goals and indicators established through year-beginning goal-sharing sessions are freely discussed and refined, with evaluators and employees providing continuous mutual feedback throughout the year via activity management. The PMGM module of SAP SuccessFactors — a leading global cloud-based platform — has been adopted to build and operate a system aligned with global standards.

Employee Compensation and Retirement Pension

GC Biopharma has multiple labor unions and conducts close consultations on collective agreements and working conditions. The company operates a defined benefit (DB) retirement pension scheme.

GC Cell

Operation of Continuous Performance Management

GC Cell implements a comprehensive KPI framework across all employee categories, connecting company, division, team, and individual KPIs so that personal performance contributes to the achievement of company-wide objectives.

Employee Compensation and Retirement Pension

GC Cell operates without a labor union; employees elect worker representatives and discuss collective agreements and working conditions through the Labor-Management Council. The company operates a defined benefit (DB) retirement pension scheme.

Talent Development and Equal Opportunities ESRS S1

Strategy

Organizational Culture and Employee Benefits

GC

Organizational Culture Strategy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, select and operate Change Agents — composed of working-level staff — to manage Group-wide organizational culture, maintaining formal communication channels and regular meeting bodies through which employees can directly participate in company operations. Key agenda items related to organizational culture, operations, and internal systems are discussed on a regular basis, and new ideas are put forward to strengthen communication. The Group also gathers and acts on employee feedback through global surveys and organizational culture assessments, and works to create a productive and family-friendly work environment by supporting employees' work-life balance.

Creating a Family-Friendly Work Environment

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have established and implemented a range of operational measures to support employees' work-life balance, enhance quality of life, and sustain continued job performance. A flexible and family-friendly work environment is fostered across all Group affiliates through systems including remote work, flextime, variable working hours, discretionary work, holiday substitution, and compensatory leave.

GC Flexible Work Systems

Category		Description
Legally mandated	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 or holiday work
Internally operated	Selective working hours	Flexible work within monthly hours and core-time policy
	Overseas trip compensatory leave	0.5 days leave per 4 days of overseas business trips (based on 8 hours/day)
	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

GC provides employees with a comfortable office environment through the remodeling of the GC (Holding Company) and GC Biopharma headquarters buildings. The key principles for the office space to create a happy workplace are: horizontal, flexible, and communication.

Talent Development and Equal Opportunities ESRS S1

Strategy

Organizational Culture and Employee Benefits

GC

Employee Benefits Operation

GC provides a wide range of employee benefits across all Group affiliates — including GC (Holding Company), GC Biopharma, and GC Cell — and extends benefit program access to contract employees, on-site partner company staff, and part-time workers (including temporary and hourly workers).

Program	Content
In-house clinic 'Dr. GC'	Provides health management and treatment services for all Mogam Town employees, including contract staff, on-site partner company employees, and part-time workers.
Employee healthcare 'wellness program'	GC (Holding Company) operates wellness programs — including a walking challenge and chronic condition management services — to help employees proactively manage their health. Employees who achieve personal goals receive points redeemable at the employee welfare mall.
In-house childcare 'GC childcare center'	Equipped with a nursery room, multipurpose hall, special activity room, dining area, vegetable garden, rooftop garden, and children's playground. Comprises five classes for children aged one to five.
GC employee benefits	· Family-friendly: In-house wedding hall, college scholarships for employees' children, gifts for celebrations/condolences/holidays, gifts for weddings and childbirth · Life stability: Office supplies support, free cafeteria, free shuttle bus, home purchase loans · Leisure: In-house clubs, in-house café, corporate condominium, education expense support, in-house library · Healthcare: Health checkups, external counseling services, cancer treatment support, free flu vaccines
In-house fitness center 'GYM' and service expansion	Available throughout the day including weekends and holidays. Equipped with body composition analyzers, cardio and weight training equipment, and certified on-site trainers. Offers G.X. (group exercise) and P.T. (personal training) programs, with ongoing improvements based on employee feedback. Access extended to cover summer and winter holiday periods.

GC Biopharma

Employee Benefits Operation

GC Biopharma operates a well-balanced employee benefits system to enhance employees' quality of life and foster a stable work environment. By offering a range of support programs that help employees achieve work-life balance and pursue continuous growth, the company promotes strong engagement and long-term retention across the workforce. Eligibility for each program varies based on its purpose and characteristics: some programs are available to all employees including contract staff, others to contract employees with at least one year of service, and some exclusively to permanent employees. Maternity leave and parental leave are provided in accordance with statutory requirements, and reduced working hours during pregnancy and childcare, along with family care leave and leave of absence, help employees manage caregiving responsibilities. To encourage marriage and childbirth, the company provides wedding gifts, free use of the in-house wedding hall, and birth celebration gifts. Support extends from the in-house childcare center through college scholarships for employees' children. Children's Day family invitation events and similar activities further foster a family-friendly organizational culture. Flexible working arrangements — including selective and variable working hours — together with exceeding the statutory minimum and additional summer vacation, create a flexible work environment. On-site facilities including a free cafeteria, in-house fitness center, in-house café, in-house clubs, shuttle bus service, and corporate condominium access enhance employees' everyday satisfaction. Health checkups, free flu vaccines, and medical services through the in-house clinic and pharmacy actively support employee health and safety. Group accident insurance (Medical Care) and cancer treatment support further ease the burden of medical costs. In addition, contractors and part-time workers separately receive special holiday gift sets and company products during national holidays. Through this comprehensive benefits framework covering health, family, life stability, and the work environment, GC Biopharma fosters a culture in which employees can perform with stability and realize their full potential.

GC Biopharma Maternity Protection Program

Marriage & Childbirth Support
- Free use of in-house wedding hall
- Wedding gifts (white porcelain set)
- Birth celebration gifts (infant formula)

Employee Protection
- 90 days of maternity leave (first 60 days paid)
- Up to 18 months of parental leave per child
- Reduced working hours during pregnancy and childcare
- Family care leave and leave of absence

Childcare Support
- College scholarships for employees' children (up to KRW 6.5M per semester, actual cost basis)
- In-house childcare center for working parents
- Annual Children's Day open house event for employees' families

GC Biopharma Employee Benefits

Monetary Benefits
- Maternity Leave Pay
- Parental Leave Pay
- Reduced Working Hours Pay
- Children's Education Scholarships
- Celebration and Condolence Support
- Welfare Points
- Long-term Service Award
- Home Purchase Loans

Non-monetary Benefits

Leave and Work
- Leave Exceeding Statutory Standards
- Summer Vacation
- Long-term Service Leave
- Family Care Leave / Leave of Absence
- Selective/Flexible Working

In-House Facilities
- Cafeteria
- In-House Childcare Center
- In-House Clinic/Pharmacy
- In-House Fitness Center
- In-House Wedding Hall

Life Support
- Shuttle Bus Service
- Wedding/Childbirth Gifts
- Family Invitation Events
- Holiday/Labor Day Gifts
- Corporate Condominium
- In-House Clubs

Medical Support
- Health Checkups
- Group Accident Insurance
- Free Flu Vaccines
- Cancer Treatment Support

Talent Development and Equal Opportunities ESRS S1

Strategy

Organizational Culture and Employee Benefits

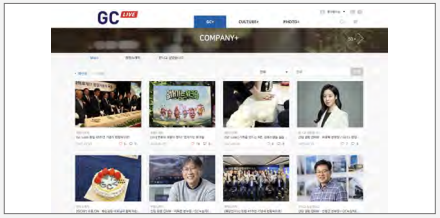
GC [Holding Company]

Organizational Culture Initiatives

GC (Holding Company) works to improve organizational culture and manage change across all Group affiliates through a company newsletter, an online communication channel, town hall meetings, and the Change Agent 'M.O.M' program. Emphasizing transparent communication, GC (Holding Company) operates a range of programs to facilitate active engagement between the CEO and all employees.

Program	Descriptions
Newsletter <GC+>	· Published quarterly for all GC affiliates · Shares key updates and issues across affiliates
Online communication channel GC Live	· Delivers timely news updates and fosters two-way communication through content created by internal contributors
Town Hall Meetings	· Held biannually (twice in 2025: July and December) · Forum for the CEO and all employees to discuss company vision and strategic direction · Shares strategic direction and key decisions · 2025 topics: Group-wide issues for H1 and H2, and organizational culture initiatives · Contributed to improved positive response rates in organizational engagement, information sharing, and feedback in the global employee experience survey compared to the previous year[1)] 1) Positive response rate for "Strategic direction-setting and communication to employees": 61%, up 2 pp year-on-year
GC Change Agent 'M.O.M'	· Cross-functional consultative body for organizational culture improvement and change management · Holds regular monthly meetings to discuss organizational culture issues and identify improvement opportunities · In 2025, led various activities to embed the GC ways of working initiative — declared that year — across the organization, actively promoting employee awareness and adaptation
Small-group CEO communication sessions	· Conducted in groups of approximately 10 employees · Provides opportunities for direct Q&A with the CEO, enabling closer and more personal interactions between leadership and staff

Newsletter <GC+>



GC Live

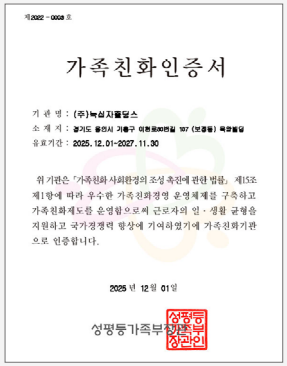

Town Hall Meetings

GC Change Agent 'M.O.M'

GC (Holding Company) operates the Change Agent 'M.O.M' — a cross-functional team composed of representatives from each organizational unit — to enhance organizational culture and drive change management. The team holds regular monthly meetings to discuss key agenda items related to organizational culture, operations, and policies, and to identify improvement opportunities. In 2025, the Change Agents played an active role in launching the company's new ways of working initiative, co-organizing and facilitating division and headquarters workshops to support its internalization across the organization.

GC (Holding Company) Recognized as 'Family-friendly Company'

GC (Holding Company) is committed to supporting employees' work-family balance and contributing to sustainable growth through family-friendly management. In recognition of these efforts, the company was first designated a 'Family-friendly Company' by the Ministry of Gender Equality and Family in 2022 and successfully passed the certification renewal review in December 2025.


가족친화인증서

기 관 명 : (주)녹십자홀딩스
소 재 지 : 경기도 용인시 기흥구 이현로80번길 107 (보정동) 녹십자홀딩
유효기간 : 2025. 12. 01-2027. 11. 30

위 기관은 「가족친화 사회환경의 조성 촉진에 관한 법률」 제15조 제1항에 따라 우수한 가족친화경영 운영체제를 구축하고 가족친화제도를 운영함으로써 근로자의 일·생활 균형을 지원하고 국가경쟁력 향상에 기여하였기에 가족친화기관으로 인증합니다.

2025 년 12 월 01일

성평등가족부장관

Talent Development and Equal Opportunities ESRS S1

Strategy

Organizational Culture and Employee Benefits

GC Biopharma

G-Culture Enhancement: Efforts to Establish New Ways of Working

GC Biopharma is revising its existing 'G-Culture: 12 Ways of Working' to respond to changes in the business environment and support strategic goal achievement. In 2025, a task force of 16 field-level staff was formed to lead the revision, with feedback gathered through a CEO interview, organizational culture interviews with 24 leaders (executives and team leaders), and four rounds of workshops with 101 opinion leaders representing the Sales, Production, R&D, and Staff divisions. The initiative aims to re-establish the organizational culture foundation in support of the company's global expansion strategy and R&D-driven growth direction, and will be applied in phases in alignment with the performance management framework and leadership development approach.

Program	Descriptions
G-Culture: executive dialogue sessions for building a horizontal organizational culture	· Production dept. dialogue sessions: Apr., Jul. & Oct. 2025 (approx. 100 participants; 5 executives) · R&D Talk: 7 sessions in Mar., Apr., May & Sep. 2025 (approx. 400 participants)
Town Hall Meetings	· 5 sessions/year (Jan., Apr., Jul., Oct. & Dec. 2025): CEO-led, online & offline · Official channel for leadership-employee communication and sharing of company strategy and key initiatives
Communities of practice (CoP) program	· Participation: 18 teams (2023), 10 teams (2024), 13 teams (2025) · Annual CoP Festival to recognize outstanding practices and promote self-directed learning · Best practices shared via internal communication channels

Creating a Family-Friendly Work Environment

GC Biopharma Selected as Outstanding Company under the Work Innovation Incentive Program (S Grade)

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. The program evaluates companies' work innovation levels based on various indicators — including overtime management, the adoption and operation of flexible working arrangements, annual leave utilization, and improvements in work methods — and provides incentives to outstanding companies. Recognized for its strong operational performance across these indicators, GC Biopharma has maintained its S-grade Excellent Company status since the initial selection.

(Designation Period: November 14, 2023 – November 13, 2026)

Talent Development and Equal Opportunities ESRS S1

Strategy

Strategy – Organizational Culture and Employee Benefits

GC Cell

Organizational Culture Initiatives

News Letter W.O.W

GC Cell publishes a bimonthly in-house newsletter to strengthen company-wide communication and information sharing. The newsletter transparently shares key business updates, operational performance, and organizational activities, helping employees understand the company's direction and achievements. Employee-contributed content is also featured to reflect employees' voices and stories, fostering a two-way communication culture.

GC Cell NEWS LETTER

- 6 issues published in 2025
- Featured content: CEO Letter, Internal/External GC Cell updates, Organizational activities and culture improvement

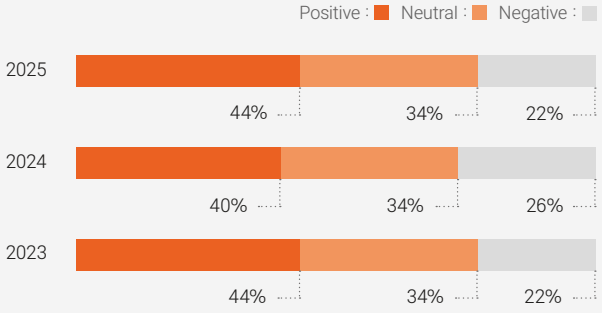
Employee Satisfaction Survey Results

GC Cell conducts an annual company-wide employee satisfaction survey to systematically gather employee feedback. Based on the results, areas requiring improvement — including organizational culture, work environment, and employee benefits — are identified, and action plans are established and managed on an ongoing basis. Key factors related to employment policies, labor-management relations, human resource management, and employee welfare are analyzed to assess the overall soundness and fairness of organizational operations. Identified improvement tasks are pursued in phases through collaboration with relevant departments, enhancing employee satisfaction and engagement and strengthening a trust-based, sustainable organizational culture.

Engagement Organizational Culture Survey

- Scope: All GC Cell employees
- Questions: 65 items across 3 key indicators
- Method: Anonymous online survey
- Period: June 30 – July 10, 2025 (2 weeks)
- Participation Rate: 57%

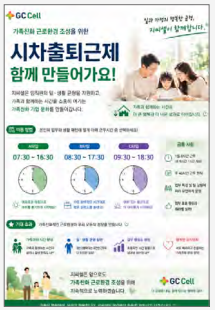
Engagement Survey Results: Employee Organizational Commitment



Creating a Family-Friendly Work Environment

GC Cell Recognized as Korea's Outstanding Job Creation Company

Following its recognition as one of Korea's Outstanding Job Creation Companies in 2023, GC Cell has continued its sustained efforts to foster a family-friendly work environment. In April 2025, flextime — one of GC Cell's flexible work arrangements — was introduced to enhance employee work schedule utilization.



Talent Development and Equal Opportunities ESRS S1

Strategy

Labor Relations

GC [Holding Company]

Labor-Management Council

GC (Holding Company) operates a Labor-Management Council to create a more productive and satisfying work environment through mutual cooperation between employees and management. Comprising representatives elected directly by employees and management, the Council holds quarterly meetings to deliberate on various agenda items aimed at improving working conditions. Key topics include redefining ways of working, enhancing employee benefits (shuttle bus services, open house events, and other welfare initiatives), and providing tools to enhance productivity.

GC Biopharma

Labor-Management Council Operation

GC Biopharma operates site-level Labor-Management Councils to support the joint growth of employees and the company and to foster a healthy work environment. Elected employee and management representatives hold quarterly meetings to discuss key issues including operational performance, employee benefits, and organizational culture in a transparent manner. GC Biopharma will continue building on strong labor-management trust and mutual cooperation to become a great workplace where employee feedback leads directly to meaningful improvements.

GC Biopharma Recognized as Outstanding Labor-Management Relations Company

Built on a foundation of long-standing trust between labor and management, GC Biopharma was recognized as an Outstanding Labor-Management Relations Company by the Ministry of Employment and Labor in 2025. The company has maintained a dispute-free relationship over many years through mutual respect with its union, establishing a progressive labor-management culture grounded in dialogue and compromise. This designation reflects the high regard accorded externally to GC Biopharma's partnership-based, cooperative approach to labor relations.
(Certification period: July 10, 2025 – July 9, 2028)


인 증 서

GC Cell

Labor-Management Council

GC Cell operates a Labor-Management Council comprising employee representatives elected by a majority of employees and management representatives, holding quarterly meetings to address key issues. Topics discussed include operational performance, HR policies, employee benefits, training and development, and organizational culture, with ongoing efforts to improve working conditions and internal systems. In 2025, key agenda items included the restructuring of employee benefits and organizational reorganization; related measures were finalized and implemented following consultation. The Council serves as a genuine participation-based forum through which employee feedback translates directly into tangible improvements.

Employee Life Cycle Management

GC [Holding Company] GC Biopharma

Exit Process (Off-boarding Process)

GC (Holding Company) and GC Biopharma uphold the principles of human rights throughout the entire Employment Life Cycle, including the exit stage. Feedback from exit surveys and interviews is systematically analyzed to further enhance an employee-friendly work environment. A comprehensive off-boarding system — encompassing exit surveys, HR support, exit interviews, and handover procedures — is operated to minimize negative experiences during the exit process while maintaining constructive relationships with departing employees.

GC Cell

Exit Process (Off-boarding Process)

GC Cell conducts exit interviews to ensure a positive employee experience at the final stage of the employment journey. Feedback from departing employees is gathered and applied to drive ongoing improvements to systems and processes.

Talent Development and Equal Opportunities ESRS S1

Risk Management

Human Capital Risk Management Framework

GC (Holding Company) and its key affiliates (GC Biopharma, GC Cell, and others) recognize human capital as a core competitive advantage directly linked to the group's sustainable growth. Accordingly, human capital-related risks are systematically identified through the dual utilization of periodic employee satisfaction surveys and always-on grievance handling and feedback channels. The annual satisfaction survey serves as a primary tool for quantitatively measuring employee perceptions of organizational culture, including engagement, leadership, and compensation systems.

These results are analyzed to preemptively identify structural risks, such as key talent attrition, declining organizational trust or work overload. In parallel, online and offline grievance handling channels provide a continuous means of listening to real workplace issues and concerns across HR and employee relations, ethics, and organizational culture.

Data collected through these channels undergoes in-depth analysis to drive fundamental HR system improvements and proactive risk mitigation. This holistic monitoring framework enables GC to manage human capital risks effectively while strengthening the foundation for a healthy and stable organizational culture.

Global Employee Experience Survey

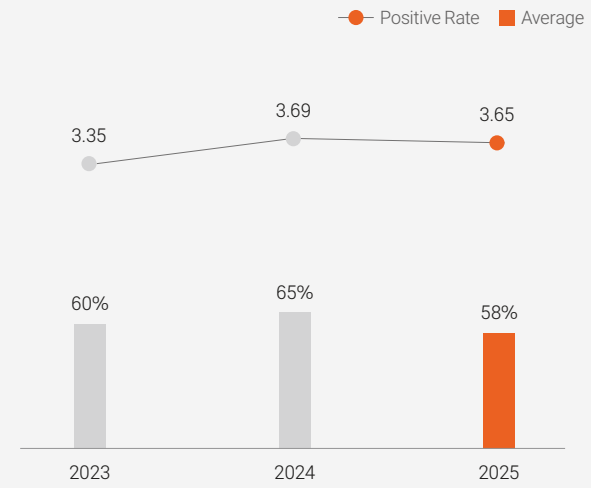
GC conducts an annual 'Global Employee Experience Survey' targeting all employees across 16 GC affiliates to evaluate employee satisfaction and engagement levels, while regularly gathering candid feedback on workplace experiences. Key metrics derived from the survey that drive employee engagement are systematically analyzed and used to pursue continuous improvement and development. To ensure objectivity, GC utilizes external benchmark data from industry peers and the East Asian region, facilitating long-term tracking and monitoring.

The survey conducted in July 2025 identified GC's organizational culture strengths as excellent teamwork, belief in company values, and a culture of mutual respect. These results reflect the impact of regular CEO- and leadership-led town hall meetings for vision and strategic direction communication, a culture of active communication through various surveys and results-sharing, and DT-driven transformation in ways of working. The findings confirm that a majority of employees perceive GC as an organization that delivers a positive experience aligned with their expectations.

Survey Overview

- Scope: All employees across 16 GC affiliates
- Questions: 61 global survey questions covering 18 key factors
- Method: Anonymous online survey
- Timeline: June 30 – July 9, 2025
- Participation Rate: Average 64.8% across GC (Holding Company) and all affiliates
- Frequency: Conducted annually

Survey Results[1)]



1) Average: Mean score based on 5-point scale: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)
Positive Rate: Percentage of Agree (4) + Strongly Agree (5); Neutral (3) = neutral; Disagree (2) + Strongly Disagree (1) = negative.

Talent Development and Equal Opportunities ESRS S1

Risk Management

GC [Holding Company]

Human Capital Risk Management Framework

GC (Holding Company) operates a multi-layered risk management system, with the Employee Engagement Survey and Continuous Grievance & Feedback Channels serving as core mechanisms for proactive risk identification and mitigation.

Employee Engagement Survey: This quantitative instrument assesses employee perceptions across key dimensions, including organizational dynamics, work environment, leadership efficacy, and the fairness of evaluation and compensation. By analyzing these data points, we can identify early warning signs of human capital risks, such as attrition of key talent. These survey insights transcend mere satisfaction metrics; they serve as a strategic foundation for identifying systemic HR risks across the Group and developing targeted interventions.

Continuous Grievance & Feedback Channels: In parallel, our ongoing grievance mechanisms provide real-time monitoring of workplace issues related to employee relations, ethics, and organizational culture. Systemic or high-impact issues undergo rigorous root-cause analysis and are directly integrated into the Group's HR policy development and management standards. This closed-loop system ensures that identified risks are effectively mitigated, thereby safeguarding the Group's sustainable growth and human capital value.

Global Employee Experience Survey

GC (Holding Company) conducts the annual 'Global Employee Experience Survey', encompassing the entire workforce across 16 GC affiliates. The survey results are utilized as key metrics to identify organizational needs and implement data-driven improvement initiatives in HR and management practices.

GC Biopharma

Human Capital Risk Management Framework

GC Biopharma continuously monitors human capital-related risks through the Group-wide Global Employee Experience Survey, its own organizational culture assessment, and an employee grievance handling system. The periodic organizational culture assessment objectively measures employee engagement and collaboration, producing unit-level analysis covering organizational strengths, structural improvement areas, and leadership impact factors, which feed into improvement initiatives such as leadership coaching and tailored organizational workshops. Grievance cases are reviewed and addressed by relevant departments in accordance with internal reporting system regulations, enabling early identification of risks and informing system improvements and preventive measures.

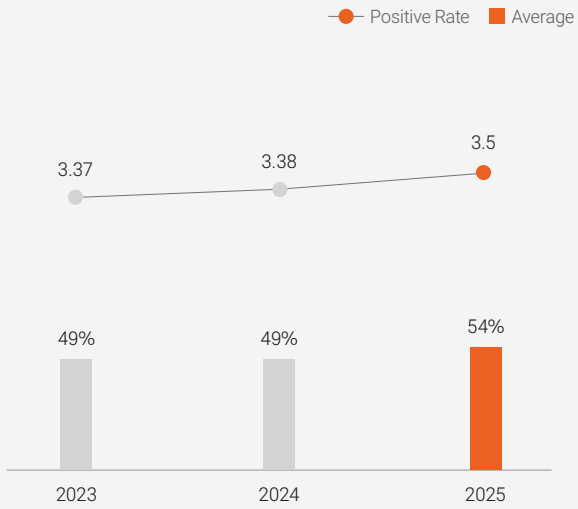
Organizational Culture Assessment

In May 2025, GC Biopharma conducted a company-wide organizational culture assessment covering employees with one or more months of tenure. The assessment comprised three key indicators — employee engagement, work methodology (G-Culture), and organizational environment — with results broken down into unit-level analysis reports. One-on-one debriefing sessions with organizational leaders identified unit-level strengths, structural improvement areas, and leadership impact factors, translating findings into concrete action plans. Best practices from high-performing units were shared company-wide, while units requiring improvement received tailored organizational development (OD) programs including leadership coaching, unit-specific workshops, and organizational culture improvement initiatives. The 2025 results have been incorporated into the 2026 organizational culture strategy, with improvement activities managed on an ongoing basis.

Survey Overview

- Scope: All GC Biopharma employees
- Questions: 61 questions covering 3 key indicators
- Method: Anonymous online survey
- Timeline: May 12–26, 2025 (2 weeks)
- Participation Rate: 81% average

Survey Results[1)]



1) Average: Mean score based on 5-point scale: Strongly Disagree (1), Disagree (2), Neutral (3), Agree (4), Strongly Agree (5)
Positive Rate: Percentage of Agree (4) + Strongly Agree (5); Neutral (3) = neutral; Disagree (2) + Strongly Disagree (1) = negative

Talent Development and Equal Opportunities ESRS S1

Risk Management

GC Cell

Human Capital Risk Management Framework

GC Cell operates the Group-wide Global Employee Experience Survey and an employee grievance handling and feedback system as core instruments for managing human capital risks. The employee satisfaction survey regularly assesses the work environment, organizational engagement, and perceptions of growth and compensation among research and specialist staff, enabling early identification of potential human capital risks such as key talent attrition, excessive workload, and communication-related risks. Always-on grievance handling and feedback channels provide continuous monitoring of HR, ethics, and organizational culture issues arising in research and operational settings, supporting early risk identification and a stable working and research environment.

Metrics & Targets

GC [Holding Company]

Talent Development and Equal Opportunity Targets

2025
- 100% Mandatory Training Completion
- 100% Disability Employment Quota Fulfillment

2029
- 100% Mandatory Training Completion
- 100% Disability Employment Quota Fulfillment
- 40% Proportion of Female Employees

Talent Development and Equal Opportunity Metrics

To ensure talent development and equal opportunity, GC (Holding Company) systematically monitors a comprehensive set of Human Capital Metrics. Key management metrics consist of employee diversity (employee status, board and management rates), talent acquisition and development (new employee hiring status,average tenure, and turnover rates, performance evaluation and compensation, education and training), and organizational culture (maternity and parental leave, labor-management relations). These indicators allow us to assess the effectiveness of our HR policies and foster an inclusive, performance-driven organizational culture.

Category		Unit	2023	2024	2025
Employee Status (As of December 31, 2025)					
Total employees		Persons	183	160	169
Registered directors		Persons	5	5	6
	Gender (male)	Persons	5	5	6
	Gender (female)	Persons	0	0	0
Subtotal[1]		Persons	178	155	163
Rate	Gender (male)	%	62.9	59.4	61.0
	Gender (female)	%	37.1	40.6	39.0
Rate	Age (under 30)	%	14.0	9.0	14.7
	Age (30~49)	%	75.3	78.1	71.2
	Age (50 and over)	%	10.7	12.9	14.1
Rate	Employment type (permanent)	%	97.2	96.8	89.0
	Employment type (temporary)	%	2.8	3.2	11.0

Category		Unit	2023	2024	2025
Board and Management Diversity					
Executives (executive)		Persons	14	13	12
Gender (male)		Persons	14	13	10
Gender (female)		Persons	0	0	2
Executives (non-executive)		Persons	2	2	3
Gender (male)		Persons	2	2	3
Gender (female)		Persons	0	0	0
Managers[2]		Persons	58	57	48
Gender (male)	Subtotal	Persons	45	44	34
	Rate	%	77.6	77.2	70.8
Gender (female)	Subtotal	Persons	13	13	14
	Rate	%	22.4	22.8	29.2
Position (G3) rate		%	100	100	100
Position (G2) rate		%	0	0	0
Position (G1) rate		%	0	0	0
Professionals		Persons	10	10	11
Gender (male)		Persons	0	0	4
Gender (female)		Persons	10	10	7
Employee Diversity					
Total female employees		Persons	66	63	64
Female executives		Persons	0	0	2
Female non-executive executives		Persons	0	0	0
Female specialists		Persons	10	10	7
Other female employees		Persons	56	53	55

1) Including unregistered directors
2) Managers refer to employees at G3 and above

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC [Holding Company]

Category	Unit	2023	2024	2025
Employee Diversity (cont'd)				
Employees with disabilities[1]	Persons	3	5	5
Disability employment rate	%	1.7	3.2	3.1
Foreign employees	Persons	3	2	2
Foreign employee rate	%	1.7	1.3	1.2
By country: U.S.	Persons	1	0	0
By country: Australia	Persons	1	1	1
By country: Canada	Persons	1	1	1
New Employee Hiring Status				
New Hiring subtotal	Persons	22	13	21
Gender (male)	Persons	11	8	16
Gender (female)	Persons	11	5	5
Age (under 30)	Persons	6	4	5
Age (30~49)	Persons	14	8	15
Age (50 and over)	Persons	2	1	1

Category	Unit	2023	2024	2025
Employee Average Years of Service and Turnover				
Average years of service	Years	6	6	6
Gender (male)	Years	7	7	6
Gender (female)	Years	4	5	6
Total turnover	Persons	20	17	34
Gender (male)	Persons	9	11	19
Gender (female)	Persons	11	6	15
Total turnover rate	%	10.9	10.6	20.1[3]
Voluntary turnover rate[2]	%	10.9	10.6	20.1[3]
Employee Training Status				
Total training hours (employees[4])	Hours	5,281	7,498	6,040
Average training hours per employee[5]	Hours per employee	29.7	48.4	37.1
Gender (male)	Hours per employee	31	50	97
Gender (female)	Hours per employee	28	50	62
Total training cost	KRW million	188	276	389
Training participation rate (Employees trained[6])	%	100	100	100

Category		Unit	2023	2024	2025
DEI Training Completion Rate					
DEI training completion rate	Completion rate	%	100	100	100
	Training participants	Persons	168	152	142
	Target participants	Persons	168	152	142
Employee Performance Evaluation and Career Development Coverage					
Percentage of employees subject to performance evaluation[7]		%	84.4	85.3	85.5
Employee Compensation					
Statutory minimum wage		KRW million	26	27	27
Entry-level salary ratio compared to statutory minimum wage	Gender (male)	%	161.0	157.0	163.0
	Gender (female)	%	157.0	153.0	163.0
Average salary per person		KRW million per person	83	105	79
Gender (male)		KRW million per person	93	127	86
Gender (Female)		KRW million per person	67	73	67
Female salary as percentage of male salary		%	72.0	57.5	77.9

1) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards
2) Inter-affiliate transfers and voluntary turnover for personal reasons (excluding retirement recommendations and mandatory retirement)
3) Increase attributable to a rise in inter-affiliate transfers
4) Including non-registered executives
5) As GC (Holding Company) performs holding company functions — including group-wide strategy development and coordination, entry into new strategic businesses, and portfolio management of equity investments — its workforce is not classified into sales/administrative, R&D, and production categories, unlike GC Biopharma and GC Cell
6) 18 temporary and contract employees
7) Based on permanent employees

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC [Holding Company]

Category		Unit	2023	2024	2025
Employee Pension Plan (Retirement Pension) Status[1]					
Defined benefit (DB) plan assets under management		KRW million	19,612	18,875	15,763
Defined benefit (DB) plan enrolled employees		Persons	178	154	157
Labor Relations					
Union membership rate[2]		%	-	-	-
Collective bargaining coverage rate[3]		%	84	70	70
Maternity and Parental Leave					
Employees who took maternity leave		Persons	2	0	4
	Gender (male)	Persons	0	0	1
	Gender (female)	Persons	2	0	3
Total return rate after maternity Leave		%	100	0	75
Rate	Gender (male)	%	0	0	100
	Gender (female)	%	100	0	67
Employees who took parental leave		Persons	3	7	7
	Gender (male)	Persons	0	0	2
	Gender (female)	Persons	3	7	5
Total return rate after parental leave		%	100	57	57
Rate	Gender (male)	%	-	-	0
	Gender (female)	%	100	57	80
12-month retention rate after returning from parental leave		%	100	75	50
Rate	Gender (male)	%	0	0	0
	Gender (female)	%	100	75	50

1) Based on separate financial statements
2) Non-unionized workplace
3) Employees subject to employment rules

GC Biopharma

Talent Development and Equal Opportunity Targets

As part of its efforts to expand inclusive hiring with a focus on diversity and inclusion, GC Biopharma is pursuing an in-house art program employing artists with disabilities by employing artists with disabilities (visual artists). The program is designed to improve employee welfare and the work environment across its sites, while simultaneously creating social value through expanded employment for persons with disabilities. To this end, new job roles will be created to hire 10 individuals with severe disabilities. If reflected, the estimated number of recognized disability employees is projected to reach approximately 59 by 2026.

2025
- 100% training completion rate
- Hire 45 or more employees with disabilities
- Create new job roles designed to promote disability employment

2026
- 100% training completion rate
- Expand disability hiring to 50 or more employees — with a focus on increasing employment of individuals with severe disabilities

2029
- 100% training completion rate
- Maintain disability employment at 50 or more employees

Talent Development and Equal Opportunity Metrics

To support talent development and equal opportunity, GC Biopharma measures and monitors a comprehensive set of metrics spanning employee status, board and management diversity, employee diversity, new employee hiring, average years of service and turnover, performance evaluation and compensation, training, maternity and parental leave, and labor relations.

Category		Unit	2023	2024	2025
Employee Status (As of December 31, 2025)					
Total employees		Persons	2,277	2,362	2,358
Registered directors		Persons	5	7	7
	Gender (male)	Persons	4	6	6
	Gender (female)	Persons	1	1	1
Subtotal[1]		Persons	2,272	2,355	2,351
Rate	Gender (male)	%	74	73	73
	Gender (female)	%	26	27	27
Rate	Age (under 30)	%	14.1	17.4	20.2
	Age (30~49)	%	76.6	72.7	71.3
	Age (50 and over)	%	9.2	9.9	8.5
Rate	Employment type (permanent)	%	92.1	87.8	90.3
	Employment type (temporary)	%	7.9	12.2	9.7

1) Including unregistered directors

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC Biopharma

Category		Unit	2023	2024	2025
Board and Management Diversity					
Executives (executive) subtotal		Persons	21	26	21
Gender (male)		Persons	19	24	19
Gender (female)		Persons	2	2	2
Executives (non-executive) subtotal		Persons	1	0	4
Gender (male)		Persons	1	0	3
Gender (female)		Persons	0	0	1
Managers subtotal		Persons	1,076	1,056	1,084
Gender (male)	Subtotal	Persons	814	792	818
	Rate	%	75.7	75.0	75.5
Gender (female)	Subtotal	Persons	262	264	266
	Rate	%	24.3	25.0	24.5
Position ((S)GL5) rate		%	14	13	12
Position ((S)GL4) rate		%	27	28	28
Position ((S)GL3) rate		%	59	60	60
Position ((S)GL2) rate		%	0	0	0
Position ((S)GL1) rate		%	0	0	0

Category	Unit	2023	2024	2025
Employee Diversity				
Total female employees	Persons	592	632	645
Female executives (executive)	Persons	2	2	2
Female executives (non-executive)	Persons	0	0	1
Female managers	Persons	262	264	303
Others (female)	Persons	328	366	339
Employees with disabilities[1]	Persons	37	38	38
Disability employment rate	%	1.6	1.6	1.6
Foreign employees	Persons	8	7	7
Foreign employee rate	%	0.4	0.3	0.3
By country: U.S.	Persons	2	2	2
By country: Canada	Persons	2	2	2
By country: Germany	Persons	1	1	1
By country: Belgium	Persons	1	1	1
By country: Japan	Persons	2	1	1
By job category: sales	Persons	1	1	2
By job category: production	Persons	2	1	0
By job category: R&D	Persons	5	3	3
By job category: administrative	Persons	0	2	2

Category	Unit	2023	2024	2025
New Employee Hiring Status				
New hiring subtotal	Persons	189	307	223
Gender (male)	Persons	128	213	142
Gender (female)	Persons	61	94	81
Age (under 30)	Persons	126	222	146
Age (30~49)	Persons	55	71	76
Age (50 and over)	Persons	8	14	1
Employee Average Years of Service and Turnover				
Average years of service	Years	9.7	9.4	9.9
Gender (male)	Years	10.4	10.1	10.6
Gender (female)	Years	7.6	7.5	7.9
Total turnover[2)3)]	Persons	191	207	204
Gender (male)	Persons	131	144	148
Gender (female)	Persons	60	63	56
Total turnover rate	%	8.4	8.8	8.7
Voluntary turnover rate (incl. contract expiration)	%	5.9	6.6	6.0
Voluntary turnover rate[4)] (excl. contract edxpiration)	%	5.3	6.0	5.1

1) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards
2) Includes inter-affiliate transfers, excludes retirement recommendations and mandatory retirement.
3) Restated due to data aggregation error
4) Data excluding contract expiration to be disclosed from 2026

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC Biopharma

Category		Unit	2023	2024	2025
Employee Training and Education Status[1]					
Total training hours[2]		Hours	95,998	83,398	94,800
Average training hours per employee		Hours per employee	42.3	33.5	39.0
Gender (male)		Hours per employee	35	30	43
Gender (female)		Hours per employee	58	45	41
By Job category: sales/ administrative		Hours per employee	38	36	55
By job category: R&D		Hours per employee	72	52	34
By job category: production		Hours per employee	28	27	38
Employment type (permanent)		Hours per employee	43	36	39
Employment type (temporary)		Hours per employee	20	21	24
Total training cost		KRW million	2,790	2,100	2,287
Training participation rate		%	100	100	100
DEI Training Completion Rate					
Disability awareness improvement training	Completion rate	%	100	100	100
	Training participants	Persons	2,189	2,157	2,233
	Target participants	Persons	2,189	2,157	2,233
Employee Performance Evaluation and Career Development Coverage					
Percentage of employees subject to performance evaluation[3]		%	97.2	93.3	93.6

Category		Unit	2023	2024	2025
Employee Compensation					
Statutory minimum wage		KRW million	26	27	27
Entry-level salary ratio compared to statutory minimum wage	Gender (male)	%	140.5	140.6	162.9
	Gender (female)	%	140.5	140.6	162.9
Average salary per person		KRW million per person	70	73	73
Gender (male)		KRW million	72	75	75
Gender (female)		KRW million	63	67	68
By job category: sales/ administrative		KRW million per person	78	86	83
By job category: R&D		KRW million per person	73	80	76
By job category: production		KRW million per person	58	59	60
Female salary as percentage of male salary		%	87.8	89.3	90.7
Employee Pension Plan (Retirement Pension) Status[4]					
Defined benefit (DB) plan assets under management		KRW million	139,586	132,099	126,613
Defined benefit (DB) plan enrolled employees		Persons	2,225	2,355	2,355

Category		Unit	2023	2024	2025
Labor Relations					
Union membership rate[5]		%	35.1	36.4	40.3
Collective bargaining coverage rate[6]		%	91	87	91
Maternity and Parental Leave					
Employees who took maternity leave		Persons	78	85	97
	Gender (male)	Persons	46	53	62
	Gender (female)	Persons	32	32	35
Total return rate after maternity leave		%	100	100	100
Rate	Gender (male)	%	100	100	100
	Gender (female)	%	100	100	100
Employees who took parental leave		Persons	52	53	40
	Gender (male)	Persons	20	19	9
	Gender (female)	Persons	32	34	31
Total return rate after parental leave		%	87.5	82.4	93.2
Rate	Gender (male)	%	85.0	77.3	87.9
	Gender (female)	%	88.6	86.2	97.6
12-month retention rate after returning from parental leave		%	75.6	89.3	92.9
Rate	Gender (male)	%	71.4	82.4	88.2
	Gender (female)	%	76.3	92.3	96.0

1) Excluding employees who left during the reference year
2) Including Unregistered Directors
3) Applicable to permanent employees; Data restated due to change in data aggregation criteria
4) Based on separate financial statements
5) Workplace with multiple labor unions
6) Employees subject to employment rules

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC Cell

Talent Development and Equal Opportunity Targets

2025
· Female Manager Ratio of 37% or Above

2029
· Female Manager Ratio of 40% Achieved

Talent Development and Equal Opportunity Metrics

GC Cell measures and monitors indicators related to Employee Status, Board and Management Diversity, Employee Diversity, New Employee Hires, Average Years of Service and Turnover, Performance Evaluation and Compensation, Training and Education, Maternity and Parental Leave, and Labor-Management Relations to foster talent development and ensure equal opportunity.

Category		Unit	2023	2024	2025
Employee Status (As of December 31, 2025)					
Total employees		Persons	858	815	810
Registered directors		Persons	5	4	4
	Gender (male)	Persons	5	3	4
	Gender (female)	Persons	0	1	0
Subtotal[1]		Persons	853	811	806
Rate	Gender (male)	%	64	64	65
	Gender (female)	%	36	36	35
Rate	Age (under 30)	%	37.7	31.4	29.2
	Age (30~49)	%	57.9	64.0	65.9
	Age (50 and over)	%	4.3	4.6	5.0
Rate	Employment type (permanent)	%	90.3	90.0	84.6
	Employment type (temporary)	%	9.7[2]	10.0	15.3

Category		Unit	2023	2024	2025
Board and Management Diversity					
Executives (executive)		Persons	13	9	8
Gender (male)		Persons	10	8	7
Gender (female)		Persons	3	1	1
Executives (non-executive)		Persons	1	1	1
Gender (male)		Persons	1	1	1
Gender (female)		Persons	0	0	0
Managers		Persons	191	187	191
Gender (male)	Subtotal	Persons	127	120	120
	Rate	%	66.5	64.2	62.8
Gender (female)	Subtotal	Persons	64	67	71
	Rate	%	33.5	35.8	37.2
Position (L4) rate		%	16	33	19
Position (L3) rate		%	84	82[3]	78
Position (L2) rate		%	0	0	0
Position (L1) rate		%	0	0	0

Category	Unit	2023	2024	2025
Employee Diversity				
Total female employees	Persons	306	292	285
Female executives	Persons	3	2	1
Female non-executive executives	Persons	0	0	0
Female specialists	Persons	64	67	71
Other female employees	Persons	239	223	213
Employees with disabilities[4]	Persons	19	19	19
Disability employment rate	%	2.2	2.3	2.4
Foreign employees	Persons	2	0	1
Foreign employee ratio	%	0.2	0.0	0.1
By country: U.S.	Persons	2	0	0
By country:China	Persons	0	0	1
New Employee Hiring Status				
New hiring subtotal	Persons	222	150	130
Gender (male)	Persons	150	112	90
Gender (female)	Persons	72	38	40
Age (under 30)	Persons	141	83	78
Age (30~49)	Persons	73	57	44
Age (50 and over)	Persons	8	10	8

1) Including Unregistered Directors
2) 2023 figures corrected due to data error
3) 2024 figures corrected due to data error
4) Based on Korea Employment Agency for Persons with Disabilities (KEAD) reporting standards

Talent Development and Equal Opportunities ESRS S1

Metrics & Targets

GC Cell

Category		Unit	2023	2024	2025
Employee Average Years of Service and Turnover					
Average years of service		Years	3.2	3.8	5.2
Gender (male)		Years	3.4	4.0	5.3
Gender (female)		Years	2.9	3.6	5.0
Total turnover		Persons	194	209	146
Gender (male)		Persons	136	144	92
Gender (female)		Persons	58	65	54
Total turnover rate		%	22.6	25.6	18.0
Voluntary turnover rate (incl. contract expiration)		%	22.6	24.3	16.7
Voluntary turnover rate[1)2)] (excl. contract expiration)		%	22.5	23.9	16.5
Employee Training and Education Status					
Total training hours[3)]		Hours	27,176	22,271	24,123
Average training hours per employee		Hours per employee	31.9[4)]	27.5[4)]	29.9
Gender (male)		Hours per employee	31	26	29
Gender (female)		Hours per employee	33	30	32
By job category: sales/ administrative		Hours per employee	29	24	27
By job category: R&D		Hours per employee	45	32	43
By job category: production		Hours per employee	34	33	34
Total training cost		KRW million	235	229	192
Training participation rate[5)]		%	100	100	100
DEI Training Completion Rate					
Disability awareness improvement training	Completion rate	%	100	100	100
	Training participants	Persons	858	798	806
	Target participants	Persons	858	798	806

Category		Unit	2023	2024	2025
Employee Performance Evaluation and Career Development Coverage					
Percentage of employees subject to Performance evaluation[6)]		%	81.7	87.2	88.3
Employee Compensation					
Statutory minimum wage		KRW million	26	27	27
Entry-level salary ratio compared to statutory minimum wage	Gender (male)	%	126.0	136.8	183.8
	Gender (female)	%	124.0	140.0	172.8
Average salary per person		KRW million per person	45	51	49
Gender (male)		KRW million per person	47	53	50
Gender (female)		KRW million per person	40	47	47
By job category: sales/ administrative		KRW million per person	44	51	47
By job category: R&D		KRW million per person	58	66	69
By job category: production		KRW million per person	41	48	48
Female salary as percentage of male salary		%	86.1	88.7	94.0
Employee Pension Plan (Retirement Pension) Status[7)]					
Defined benefit (DB) plan assets under management		KRW million	22,933	18,636	17,057
Defined benefit (DB) plan enrolled employees		Persons	843	796	805

Category		Unit	2023	2024	2025
Labor Relations					
Union membership rate[8)]		%	-	-	-
Collective bargaining coverage rate[9)]		%	88	87	100
Maternity and Parental Leave					
Employees who took maternity leave		Persons	47	26	33
	Gender (male)	Persons	36	16	20
	Gender (female)	Persons	11	10	13
Total Return rate after maternity leave		%	100	100	97.1
Rate	Gender (male)	%	100	100	100
	Gender (female)	%	100	100	92.9
Employees who took parental leave		Persons	16	23	29
	Gender (male)	Persons	4	6	13
	Gender (female)	Persons	12	17	16
Total return rate after parental leave		%	94.1	85.7	85.0
Rate	Gender (male)	%	80.0	75.0	57.1
	Gender (female)	%	100	88.2	100
12-month retention rate after returning from parental leave		%	71.4	75.0	83.3
Rate	Gender (male)	%	-	75.0	66.7
	Gender (female)	%	71.4	75.0	86.7

1) Includes inter-affiliate transfers and voluntary separations for personal reasons (excluding retirement recommendations and mandatory retirement)
2) Data excluding contract expiration to be disclosed from 2026
3) Including Unregistered Directors
4) 2023 and 2024 figures corrected due to data errors
5) Excluding employees who retired during the year
6) Permanent employees only
7) Separate basis
8) Non-unionized workplace
9) Employees subject to employment rules

Human Rights Management

Governance

GC [Holding Company]

Human Rights Management Governance

GC (Holding Company) operates a Group-wide ESG Working Group to identify, manage, and oversee human rights-related risk factors — including potential human rights risks and negative human rights issues — and deliberates on critical matters through this body. Significant human rights issues are reported to the Board of Directors to ensure a swift response and decision-making.

Board of Directors Executive Committee	· Overall oversight of human rights management · Oversight of and decision-making on risks and opportunities related to human rights issues
Chief Executive Officer (CEO)	· Establish human rights management policy and direction
Relevant departments	· Discussion of current human rights issues Reporting of significant human rights issues

GC Biopharma

Human Rights Management Governance

To strengthen human rights management in 2026, GC Biopharma has enhanced its existing human rights organization and now operates a systematic management and reporting framework. The dedicated human rights management team's strategy and targets, risk status, and key performance results are reported to the CEO on a regular basis. Significant human rights issues are immediately reported to the Board of Directors and the Executive Committee for swift decision-making. GC Biopharma also participates in the Group ESG Working Group to discuss and respond to current issues.

Board of Directors Executive Committee	· Overall oversight of human rights management · Oversight of and decision-making on risks and opportunities related to human rights issues
Chief Executive Officer (CEO)	· Establish human rights management policy and direction
Talent Management Office	· Implement human rights management strategy and set targets · Identify human rights risks and improvement areas Conduct human rights due diligence, etc.
Relevant Departments	· Implement human rights management strategy and manage performance · Support human rights grievance intake and handling

GC Cell

Human Rights Management Governance

Having previously followed GC (Holding Company)'s human rights management policy, GC Cell established its own policy under CEO approval in 2026, clearly defining responsible parties and the reporting structure. Human rights risks, grievance handling status, and key issues are managed by the relevant departments and escalated to management as needed. Significant human rights issues are immediately reported to management and the Board of Directors for deliberation. Human rights risks are also managed in conjunction with the Compliance Program (CP) framework.

Board of Directors
· Overall oversight of human rights management
· Oversight of and decision-making on risks and opportunities related to human rights issues

Chief Executive Officer (CEO)
· Establish human rights management policy and direction

Business Management Department
· Implement human rights management strategy and set targets
· Identify human rights risks and improvement areas
Conduct human rights due diligence, etc.

Relevant departments
· Implement human rights management strategy and manage performance , etc.

Strategy

GC

Group Human Rights Management Framework: GC Human Rights Charter

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, systematically identify human rights risks across all business activities and practice human rights management from prevention through post-incident response. The GC Human Rights Charter is distributed to all Group executives and employees, reviewed annually, and revised upon CEO approval as necessary. It applies to all stakeholders connected to the Group's business activities, including executives and employees (including temporary employees), business partners, workers in non-standard forms of employment, and members of the local communities.

The human rights that GC respects refer to internationally recognized[1] human rights. GC follows global standards including the 'Universal Declaration of Human Rights', 'ILO Conventions', 'OECD Guidelines for Multinational Enterprises', and 'UN Guiding Principles on Business and Human Rights'.

1) 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), etc.

Key Elements of the GC Human Rights Charter

- Prohibition of Discrimination
- Freedom of Association and Collective Bargaining
- Prohibition of Forced Labor
- Prohibition of Child Labor Exploitation
- Humane Treatment
- Human Rights Protection of Local Residents
- Compliance with Working Condition
- Assurance of Occupational Safety
- Grievance Handling

Human Rights Management

Strategy

GC

Human Rights Management Roadmap

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, are committed to upholding not only fundamental human rights (freedom of action, prohibition of discrimination, realization of freedom, prohibition of forced labor, huma n dignity, and prohibition of child labor) and labor rights (freedom of association, right to collective bargaining, fair compensation and compliance with labor standards, and guarantee of health and safety), but also to the Enhancement of Human Rights (practice of freedom of expression, responsible supply chain management, protection of personal information and privacy, and pursuit of happiness through innovation).

Short-Term (2025-2026)	· Develop specific definitions of 'Enhancement of Human Rights' for GC stakeholders and elaborate on related initiatives · Conduct human rights impact assessments for major affiliates
Mid-Term (2027-2028)	· Establish a Group-level management framework to identify and address human rights issues by stakeholder group · Expand the scope of affiliates subject to human rights impact assessments
Long-Term (2029-2030)	· Advance issue-specific human rights management frameworks- Develop and regularly update a stakeholder map · Extend the scope of human rights impact assessments to the supply chain and local communities

GC [Holding Company]

Human Rights Management Policy

GC (Holding Company) applies the Group-wide GC Human Rights Charter as the basis for its human rights management policy and implementation standards. The Charter reflects internationally recognized human rights and labor standards — including ILO core convention principles such as the prohibition of forced and child labor, freedom of association, the right to collective bargaining, and non-discrimination — and is regularly reviewed and updated. In 2024, its scope was expanded to include responsible supply chain management and the protection of customer human rights and information. .
Human Rights Charter and Human Rights Management Policy are published on the company website

GC Biopharma

Human Rights Management Policy

In February 2026, GC Biopharma established a new human rights management policy under CEO approval, covering human rights management governance and a human rights due diligence process. Grounded in international labor standards including the ILO core conventions, the policy reflects principles such as the prohibition of forced and child labor and non-discrimination, and extends to all stakeholders including executives and employees, business partners, workers in non-standard forms of employment, and members of the local community. GC Biopharma's Human Rights Management Policy is published on the company website

Human Rights Management Strategy Roadmap

GC Biopharma has established a phased human rights management strategy roadmap to systematically manage human rights risks and opportunities. Short-term efforts focus on strengthening institutional foundations; mid-term on advancing the risk management framework and operational capabilities; and long-term on embedding human rights management across all business operations, including subsidiaries and key stakeholders.

GC Cell

Human Rights Management Policy

GC Cell has established a strategy to respect and protect the human rights of all stakeholders — including executives and employees, business partners, workers in non-standard forms of employment, and members of the local community — by adopting the Group-wide GC Human Rights Charter, which is grounded in international labor standards including the ILO core conventions. Key strategic priorities include identifying and managing human rights risks, strengthening supply chain human rights management, expanding employee human rights education, and operating a systematic grievance handling process, all pursued jointly with key governance stakeholders.
GC Cell's Human Rights Management Policy is published on the company website

Human Rights Management Strategy Roadmap

GC Cell has established a human rights management strategy roadmap to assess human rights risk factors and strengthen its risk management capabilities. Short-term efforts focus on refining governance and policy frameworks; mid-term efforts on strengthening human rights awareness and operational capabilities across leadership and the wider organization; and long-term efforts on expanding the scope of risk management by embedding human rights management among all executives and employees.

Human Rights Management

Strategy

GC

Human Rights Education

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, conduct regular, mandatory human rights education for all executives and employees at domestic operations. The curriculum is tailored to the specific business profiles and inherent risks of each affiliate to ensure practical application. In addition to statutory compliance training—including prevention of sexual harassment and workplace bullying, and disability awareness—we focus on fostering a culture of respect that empowers employees to recognize and address human rights issues in their daily operations.

View training completion records for all three companies →

Category	Human Rights Education Program
Target	· All executives and employees across group affiliates (domestic operations)
Frequency	· Annual (3 hours per person)
Scope	· Statutory training: sexual harassment prevention, workplace harassment prevention, disability awareness improvement · General training: human rights policy education, diversity, and other labor rights-related education

GC Biopharma

Expanding In-House Human Rights Education Curriculum

GC Biopharma revamped its human rights education curriculum in 2025, adding topics such as child rights, corporate human rights respect management, and human rights management policy covering diversity, alongside existing statutory labor rights training. In December 2025, human rights training covering these topics was delivered to departments involved in human rights management. Human rights risk factors identified through a human rights impact assessment conducted in January 2026 are also planned for incorporation into the curriculum.

Risk Management

GC

Human Rights Grievance Intake and Handling Process

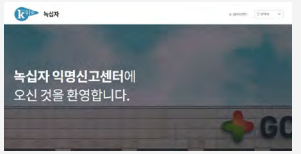
GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, maintain a robust multi-channel grievance handling and reporting system designed to safeguard human rights and promote ethical management. The 'GC Helpline' allows executives, employees, and external stakeholders to submit named, pseudonymous, or anonymous reports via the company website; the system is managed by an independent third-party provider to protect whistleblowers. Additional online channels — including the 'Counselling Café' and 'Suggestion Square' — further broaden accessibility for all Group employees.
Potential human rights risk factors identified through these channels are addressed through prompt corrective, preventive, and mitigating measures. Whistleblower protection is the overarching principle of all grievance handling, and all cases are investigated transparently through an independent process, with strict action taken upon confirmed violations. For complex cases, a concrete action plan with a clear timeline is communicated to the reporting party.

View Grievance Handling Records for Three Affiliates →

1. Receiving Grievance	· Receive grievance through grievance handling channel
2. Check and Review Grievance	· Check grievance and verify the facts · Protect whistleblower · Review measures
3. Deliver Review Results	· Notify parties and ensure right to be heard
4. Handling Grievance	· Take disciplinary action and provide recurrence prevention training, as appropriate

Grievance Intake Channels

GC Helpline Link →
· Anonymous reporting platform for violations of ethical values, integrity, and compliance management, and employee grievances — including human rights grievances — and suggestions
· Target : External and Internal (All affiliates)



Counselling Cafe Link →
· In-house counseling platform for various grievances including workplace harassment, sexual harassment, work environment issues, and conflicts
· Target : Internal (All affiliates)

Communication Survey
· Annual anonymous survey for all GC Group employees to assess organizational climate and working conditions
· Target : Internal (All affiliates)

Suggestion Square
· Open communication platform where all employees can freely participate with suggestions, proposals, and grievances
· Target : GC Biopharma, GC Cell

Change Agent
· Committee of unit representatives holding monthly meetings to collect employee feedback and discuss key agenda items
· Target : GC (Holding Company)

Human Rights Management

Risk Management

GC [Holding Company]

Operation of Human Rights Grievance System

GC (Holding Company) operates a formalized labor-management council and a dedicated grievance committee to facilitate structured, direct resolution of employee concerns. To ensure proactive prevention and immediate response to workplace issues, the 'Counselling Cafe' is maintained as a persistent internal channel.For more sensitive matters, including potential breaches of ethical management or violations of the Code of Conduct—such as workplace misconduct, improper solicitation, or misuse of corporate assets—the 'GC Helpline' is utilized. This system is managed by an independent third-party provider and is fortified with IP-anonymizing security technology to ensure the highest standards of whistleblower protection and confidentiality.

GC Biopharma

Operation of Human Rights Grievance System

GC Biopharma operates multiple grievance channels for employee counseling, including labor-management grievance committees, the GC Helpline, and the Counselling Cafe. The GC Helpline, accessible via the company website, accepts anonymous reports of grievances and ethical and compliance violations, and is managed by an independent third-party provider with IP-anonymizing security technology. Grievance intake and handling follow Group grievance procedures and internal reporting system regulations; in February 2026, the human rights grievance handling process was formally incorporated into GC Biopharma's human rights management policy.

GC Cell

Operation of Human Rights Grievance System

In addition to the Group-wide GC Helpline, GC Cell operates a grievance counseling center on its dedicated CP website and a KakaoTalk counseling channel. In accordance with the Compliance Program (CP) regulations, whistleblowers are fully anonymized throughout the process and protected from retaliation. In March 2026, the human rights grievance handling process was formally incorporated into GC Cell's human rights management policy, strengthening its institutional foundations.

GC

Identification of Potential Human Rights Risks by Stakeholder

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, continuously monitor and identify potential human rights risks across the entire value chain. The assessment covers all stakeholders affected by business activities, including: employees, supply chain, contingent labor, local communities

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

GC [Holding Company]

Human Rights Risk Identification and Management

GC (Holding Company) oversees and manages Group-wide human rights risks while establishing the fundamental principles and direction of human rights management. It continuously reviews the Group's human rights management framework against international standards and global benchmarks, and responds to key human rights issues through its oversight function. GC (Holding Company) also conducts regular reviews of affiliates' human rights management policies and operations, and supports affiliates' autonomous implementation by providing standards and guidance to strengthen human rights risk management capabilities.

GC (Holding Company) will continue to enhance the level of Group-wide human rights risk management going forward.

Human Rights Management

Risk Management

GC Biopharma

Conducting Human Rights Status Survey and Human Rights Impact Assessment

GC Biopharma identified the need to advance its human rights impact assessment framework as a key management priority in 2025, in order to evaluate the effectiveness of its human rights risk management system and mitigation measures. Preliminary design work commenced in the second half of 2025, and a human rights status survey and impact assessment were conducted for all executives and employees in January 2026. The survey covered nine thematic areas to systematically identify potentially vulnerable employee groups and risk-prone areas across the organization.

- Male : 68.3%
- Female : 31.4%
- Other : 0.3%

- Team Member : 86.9%
- Team Leader / Unit Leader : 10.6%
- Executive : 2.5%

- 20s : 15.9%
- 30s : 39.9%
- 40s : 33.5%
- 50s : 10.1%
- 60s : 0.6%

The survey confirmed the existence of employee groups with relatively higher vulnerability depending on job functions and working environments, and identified four key potential human rights risk areas: the establishment and operation of the human rights management framework, grievance handling channels and mechanisms, human rights impacts arising in the course of work, and labor-management relations. Building on these findings, 14 human rights risk factors were defined and a human rights impact assessment was conducted in accordance with internationally and domestically recognized assessment processes. The assessment identified areas requiring improvement in the grievance handling system, along with personal information protection and freedom of expression, as priority management areas.

Based on these results, GC Biopharma has developed phased improvement initiatives prioritized by risk level. Efforts are focused on strengthening the reliability of the grievance handling system and advancing the human rights risk prevention and mitigation framework, with ongoing improvements to human rights management policies and operational processes.

Human Rights Impact Assessment Process

1. Assessment Design
- Review of international standards (UNGPs, OECD) and domestic guidelines

2. Human Rights Status Survey
- Company-wide employee survey; identification of human rights issues and potential risks

3. Risk Candidate Identification
- Analysis of key issues from survey results
- Identification of vulnerable groups

4. Human Rights Risk Identification
- Review of issue significance and priority
- Identification of priority management risks

5. Response and Improvement
- Review of policy and process improvements

6. Monitoring
- Monitor outcomes; advance human rights management framework

Effectiveness of 2025 Human Rights Risk Mitigation Measures

Area	Human Rights Issue	Human Rights Risk Factor	Risk Mitigation Measures	Effectiveness[1]
Human rights management framework	Systematic identification of human rights risks	Need to advance the human rights impact assessment framework	Conducted human rights status survey and human rights impact assessment for all executives and employees	1 mitigation measure; implementation rate: 100%

1) Effectiveness was assessed based on whether mitigation measures were implemented. Human rights risks remain subject to ongoing management.

2026 Human Rights Risks and Response Activities and Plans (Medium Risk Level and Above)

Area	Human Rights Issue	Human Rights Risk Factor	Key Vulnerable Stakeholders	Risk Mitigation Measures
Grievance handling and remedy	Grievance handling channels and mechanisms	Accessibility and reliability of the grievance handling system	Employees, women, business partners	· Review and reassess grievance handling procedures · Enhance transparency of grievance handling · Improve human rights management policy
Human rights impacts in the course of work	Information protection	Need for continuous management of information protection at certain sites	Employees, team members, workers in non-standard forms of employment	· Supplement human rights education content and conduct training · Plan to provide human rights risk guidance for high-risk potential groups
Humanitarian treatment	Employee consent procedures	Need to address potential human rights violation elements in certain activity procedures	Employees	· Conduct a status review of relevant activities

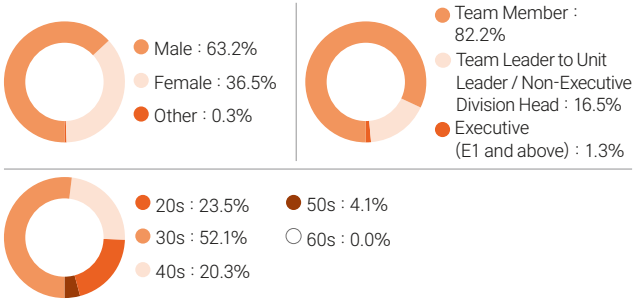
Human Rights Management

Risk Management

GC Cell

Conducting Human Rights Status Survey and Human Rights Impact Assessment

GC Cell recognized the importance of a robust human rights risk management framework and commenced design of a human rights status survey in the second half of 2025, conducting the survey and impact assessment for all executives and employees in January 2026.



Human Rights Impact Assessment Process

1. Assessment Design
   - Review of international standards (UNGPs, OECD) and domestic guidelines
2. Human Rights Status Survey
   - Company-wide employee survey; identification of human rights issues and potential risks
3. Risk Candidate Identification
   - Analysis of key issues from survey results
   - Identification of vulnerable groups
4. Human Rights Risk Identification
   - Review of issue significance and priority
   - Identification of priority management risks
5. Response and Improvement
   - Review of policy and process improvements
6. Monitoring
   - Monitor outcomes; advance human rights management framework

The survey comprised 29 questions across nine human rights areas, with a focus on systematically identifying human rights issues, potential risk areas, and groups requiring management attention across the organization.

The results showed that most of the nine areas scored above benchmark levels; however, four areas were identified as relatively vulnerable: the establishment and operation of the human rights management framework, non-discrimination in employment and compensation, grievance handling channels and mechanisms, and labor-management relations. Certain employee groups were also found to be relatively more vulnerable depending on job functions and working environments — an outcome that may partly reflect insufficient human rights education and awareness activities, which GC Cell plans to address through ongoing communication and guidance.

From the four areas requiring improvement, 10 detailed risk factors were assessed in terms of significance and severity. No additional priority human rights risk management issues were identified as a result. Nonetheless, the improvement areas have been classified as mid- to long-term management priorities, and an improvement roadmap has been developed to advance the human rights management framework.

Effectiveness of 2025 Human Rights Risk Mitigation Measures

Area	Human Rights Issue	Human Rights Risk Factor	Risk Mitigation Measures	Effectiveness[1]
Human Rights management Framework	Proactive review and management of human rights risks	Need to advance the human rights impact assessment framework	Conducted human rights status survey and human rights impact assessment for all executives and employees	Implementation rate: 100%

1) Effectiveness was assessed based on whether mitigation measures were implemented. Human rights risks remain subject to ongoing management.

Metrics & Targets

GC [Holding Company]

Human Rights Management Targets

Short-Term (2026)	· Conduct pilot human rights impact assessment and update human rights risk factors · Revise human rights management policy · Human rights education completion rate: 100%
Mid-Term (2027)	· Conduct human rights status survey for all executives and employees · Human rights education completion rate: 100%
Long-Term (2029)	· Conduct human rights status survey covering 50%+ of subsidiaries · Human rights education completion rate: 100%

Human Rights Management Metrics

GC (Holding Company) monitors the following indicators to manage human rights performance: human rights education completion rate, human rights grievance processing rate, and number of regulatory violations.

Category		Unit	2023	2024	2025
Human Rights Education Completion Rate					
Sexual harassment prevention/ workplace harassment prevention	Completion rate	%	100	100	100
	Training participants	Persons	168	152	142
	Target participants[1]	Persons	168	152	142
Human Rights Grievance Processing Rate					
Grievances processing rate		%	100	100	100
Grievances received[2]		Cases	7	0	0
Grievances processed		Cases	7	0	0
Number of Regulatory Violations					
Number of human rights and labor-related regulatory violations		Cases	0	0	0

1) Covering all executives and employees
2) No human rights-related reports were received through the grievance handling system during 2023–2025.

Human Rights Management

Metrics & Targets

GC Biopharma

Human Rights Management Targets

Short-Term (2026)
- Revise human rights management policy
- Supplement non-mandatory human rights training content: conduct ≥1 session/year (100% completion)
- Maintain 100% grievance processing rate
- Conduct supply chain human rights due diligence (self-assessment)

Mid-Term (2027)
- Develop and distribute human rights risk guide
- Maintain 100% grievance processing rate
- Expand human rights impact assessment participation to 50% of all employees
- 100% human rights training completion
- Revise human rights due diligence process

Long-Term (2029)
- Conduct human rights training for subsidiaries ≥2 times/year
- Expand human rights impact assessment scope (≥2 subsidiaries)
- 100% human rights training completion

Human Rights Management Metrics

GC Biopharma monitors the following human rights performance indicators: human rights education completion rate, grievance processing rate, proportion of sites with human rights impact assessments conducted, and number of regulatory violations.

Category		Unit	2023	2024	2025
Human Rights Education Completion Rate					
Sexual harassment prevention	Completion rate	%	100	100	100
	Training participants	Persons	2,209	2,157	2,233
	Target participants[1]	Persons	2,209	2,157	2,233
Disability awareness improvement	Completion rate	%	100	100	100
	Training participants	Persons	2,189	2,157	2,233
	Target participants[1]	Persons	2,189	2,157	2,233
Workplace harassment prevention	Completion rate	%	100	100	100
	Training participants	Persons	2,209	2,180	2,233
	Target participants[1]	Persons	2,209	2,180	2,233
Human rights education (policies & regulations, human rights management, etc.)	Completion rate	%	-	-	100
	Training participants	Persons	-	-	29
	Target participants[2]	Persons	-	-	29
Grievances Processing Rate					
Grievances processing rate		%	100	100	100
Grievances received[3]		Cases	7	0	6
Grievances processed		Cases	7	0	6
Human Rights Impact Assessment Rate by Site					
Assessment rate by site		%	-	-	100
Sites assessed		Sites	-	-	15
Total sites		Sites	-	-	15
Number of Regulatory Violations					
Number of human rights and labor-related regulatory violations		Cases	0	0	0

1) Applicable to all employees
2) Applicable to employees in human rights-related departments
3) Of grievances received through the grievance handling system from 2023 to 2025, one human rights-related report was received in 2025.

GC Cell

Human Rights Management Targets

GC Cell has developed a human rights management roadmap to assess human rights risk factors and strengthen its risk management capabilities, and has established short-, mid-, and long-term management priorities accordingly.

Short-Term (2026)
- Establish and disclose human rights management governance
- Revise human rights management policy
- 100% human rights training completion
- Improve grievance handling process (incl. system enhancements)

Mid-Term (2027)
- Conduct ≥1 D&I training session for leaders to minimize human rights risks
- 100% human rights training completion

Long-Term (2029)
- Expand human rights status survey participation to 50% of all employees
- 100% human rights training completion

Human Rights Management Metrics

To manage human rights performance, GC Cell measures and monitors the following indicators: human rights education completion rate, human rights grievance processing rate, proportion of business sites where human rights impact assessments have been conducted, and number of regulatory violations.

Category		Unit	2023	2024	2025
Human Rights Education Completion Rate					
Sexual harassment prevention	Completion rate	%	100	100	100
	Training participants	Persons	858	798	806
	Target participants[1]	Persons	858	798	806
Disability awareness improvement	Completion rate	%	100	100	100
	Training participants	Persons	858	798	806
	Target participants[1]	Persons	858	798	806
Workplace harassment prevention	Completion rate	%	100	100	100
	Training participants	Persons	858	798	806
	Target participants[1]	Persons	858	798	806
Grievances Processing Rate					
Grievances processing rate		%	100	100	100
Grievances received[2]		Cases	7	3	6
Grievances processed		Cases	7	3	6
Human Rights Impact Assessment Rate by Site					
Assessment rate by site		%	-	-	100
Sites assessed		Sites	-	-	50
Total sites		Sites	-	-	50
Number of Regulatory Violations					
Number of human rights and labor-related regulatory violations		Cases	0	0	0

1) Applicable to all employees
2) No human rights-related reports were received through the grievance handling system from 2023 to 2025.

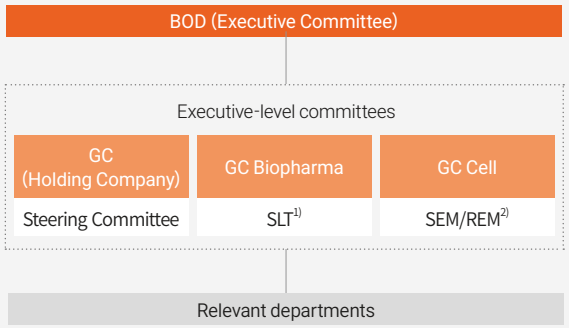
Expanding Healthcare Access

Governance

GC

Governance for Enhanced Healthcare Access

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, hold regular meetings led by key C-level decision-makers to address stakeholder healthcare access agendas. When matters related to investment direction, R&D focus areas, or sales markets are identified as critical, they are escalated to each affiliate's Board of Directors (BOD) for further in-depth deliberation. Relevant 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."

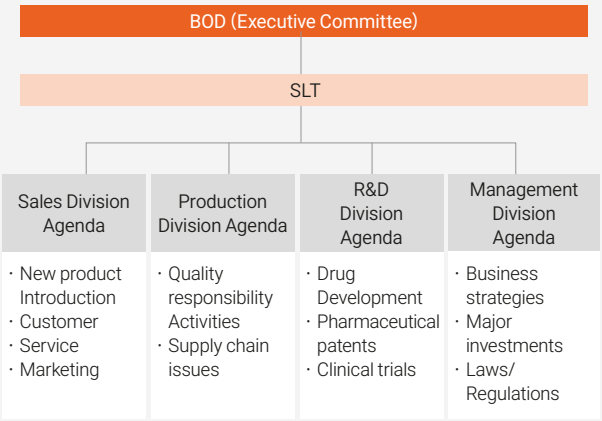


1) SLT (Senior Leadership Team)
2) REM (R&D, GMP Executive Meeting), SEM (Sales Executive Meeting)

GC Biopharma

Governance for Enhanced Healthcare Access

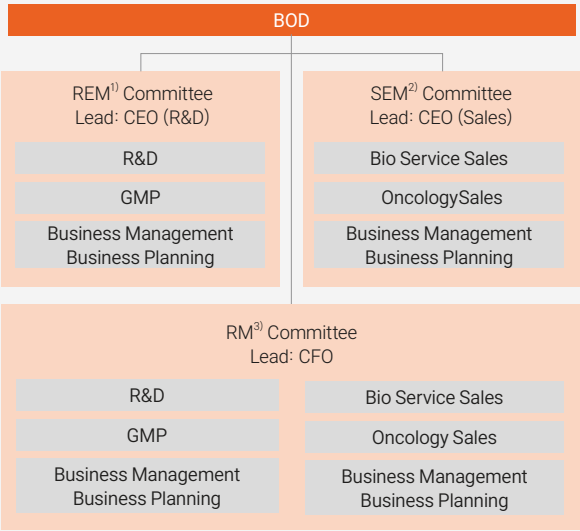
GC Biopharma has established a board-centered management framework to enhance healthcare access for patients. Critical matters related to product sales, manufacturing, research and development, and business strategy are deliberated and decided through consultation at the Board of Directors (BOD) and 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 Healthcare Access

GC Cell operates under a dual-CEO structure that separates research and development from commercial operations to strengthen specialized expertise for healthcare access. Under the leadership of each CEO, dedicated R&D and commercial committees are operated to establish strategic direction, monitor implementation progress, and oversee various pending issues. Matters requiring formal resolution are escalated to the BOD for decision-making through consultation.
In addition, GC Cell has established a risk management framework to proactively analyze and respond to key risks. Following review by the relevant chief officers, matters identified as critical are escalated to the BOD for decision-making through consultation.



1) REM : R&D, GMP Executive Meeting 2) SEM : Sales Executive Meeting
3) RM : Risk Management Meeting

Expanding Healthcare Access

Strategy

GC

Strategy for Enhanced Healthcare Access

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have achieved significant outcomes in therapeutic areas including plasma-derived therapies, 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

01 Management
Providing optimized platforms for personal health management and healthcare professionals

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

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

04 Diagnosis
Pursuing global standards in clinical and genetic testing sectors

GC [Holding Company]

Strategy for Enhanced Healthcare Access

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 plasma-derived therapies ALYGLO received FDA approval in the U.S., 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 by leveraging the capabilities of each affiliate.

Support for Pharmaceutical/Biopharmaceutical 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. Going forward, GC Labs will continue to strengthen diagnostic testing capabilities in developing countries through local dispatches, regular workshops, and online education.

Capacity Building Project for Infectious Disease Response in Developing Countries and Invitation-based Training Programs

GC Labs has participated in the Korean government's ODA program since 2021 to contribute to improving global health. In 2025, as part of the KOICA-funded "PMC for Strengthening Infectious Disease Response Systems to Reduce Disease Burden in Uzbekistan" (2024–2027), GC Labs is responsible for the "National Quality Assurance Center" component. Under this task, GC Labs hosted eight experts and managers, including the head of the National Reference Laboratory and the SEWPHC Fergana branch vice-chair, for capacity building in proficiency testing. GC Labs also successfully completed the third-year training on TB and NTM diagnosis and treatment in Ukraine, hosting 15 medical professionals. Furthermore, as a new initiative, GC Labs joined the KOFIH "Lee Jong-wook Fellowship Infectious Disease Program", providing nine weeks of specialty training to nine medical professionals from seven countries. In 2026, GC Labs will continue leveraging its diagnostic expertise to build healthcare capacity in developing countries and contribute to improving global health standards.

KOICA Global Training Program: "Capacity Building for TB and NTM Pulmonary Disease Diagnosis and Treatment in Ukraine" (Third Year Program Completion Ceremony)

Lee Jong-wook Fellowship (KOFIH): "Infectious Disease Specialist Training Course" (First Year Joint Completion Ceremony)

Expanding Healthcare Access

Strategy

GC Biopharma

Strategy for Enhanced Healthcare Access

Since its founding, GC Biopharma has upheld its commitment to producing pharmaceuticals that are difficult to make yet indispensable, localizing plasma-derived therapies and vaccines that were previously import-dependent and working to secure pharmaceutical sovereignty for the Korean people. It has also developed and supplied treatments for rare and intractable diseases—including hemophilia and Hunter syndrome therapies—to broaden patients' treatment options and alleviate their financial burden. Building on this foundation, GC Biopharma now supplies pharmaceuticals to approximately 70 countries, with a primary focus on developing nations. The company has established and continues to expand a diverse portfolio of therapeutic agents and vaccines to help more patients lead healthy lives, while investing in the future through the development of innovative new drugs for vaccines and rare and intractable diseases, as well as advancing its mRNA platform capabilities.

GC Biopharma's Access to Medicine

Plasma-derived therapies
- Albumin
- Immunoglobulin products and 9 other products

General Pharmaceuticals
- Vitamins
- Pain relievers

Metabolic & Cardiovascular Diseases
- Hypertension
- Dyslipidemia
- Diabetes

Rare diseases
- Hunter syndrome
- Hemophilia A and B
- Alagille syndrome

Oncology
- Medications for severe neutropenia

Vaccines
- Influenza
- Varicella
- Td and 5 other diseases

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.

Market Expansion Strategy

GC Biopharma has operated its domestic business to support the healthy lives of Korean people. Building on this experience, we became the first Korean pharmaceutical company to receive the "$200 Million Export Tower" award in 2014, and further demonstrated our global competitiveness by receiving the "$300 Million Export Tower" award in 2025. 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 U.S.-based affiliate, Curevo Vaccine, was established to develop a next-generation premium shingles vaccine and is currently conducting Phase 2 clinical trials. In February 2023, we obtained WHO Prequalification (PQ) certification for our second-generation varicella vaccine "BARYCELA," further strengthening our overseas sales foundation. In 2024, ALYGLO was successfully launched in the United States—one of the world's largest pharmaceutical markets—through our U.S. affiliate, GC Biopharma USA, and we are now focused on accelerating its early market penetration and sales performance.
GC Biopharma is also expanding its business in emerging markets alongside advanced markets. Notably, in the recombinant therapy segment, we achieved the world's first successful commercialization of the intracerebroventricular (ICV) formulation of Hunterase—a treatment for Hunter syndrome—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 strengthen our foothold in high-potential emerging markets including China. We remain committed to advancing into both advanced and emerging global markets 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. It also supports patients in adhering to their prescribed treatment regimens and reduces the risk of drug-related side effects such as bleeding, thereby contributing 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.

Expanding Healthcare Access

Strategy

GC Biopharma

Contributing to Global Pharmaceutical Industry Development

GC Biopharma is contributing to the advancement of the pharmaceutical industry through strengthened global supply chains. Since entering the Thai flu vaccine market in 2014, we have participated in Thailand's national immunization program through the Government Pharmaceutical Organization (GPO) and have been supplying our flu vaccine GCFLU to more than 60 countries worldwide as a leading seasonal influenza vaccine supplier to WHO-affiliated international organizations, including PAHO. Building on this experience, we are progressively expanding into low- and middle-income country markets to help close the global healthcare gap.

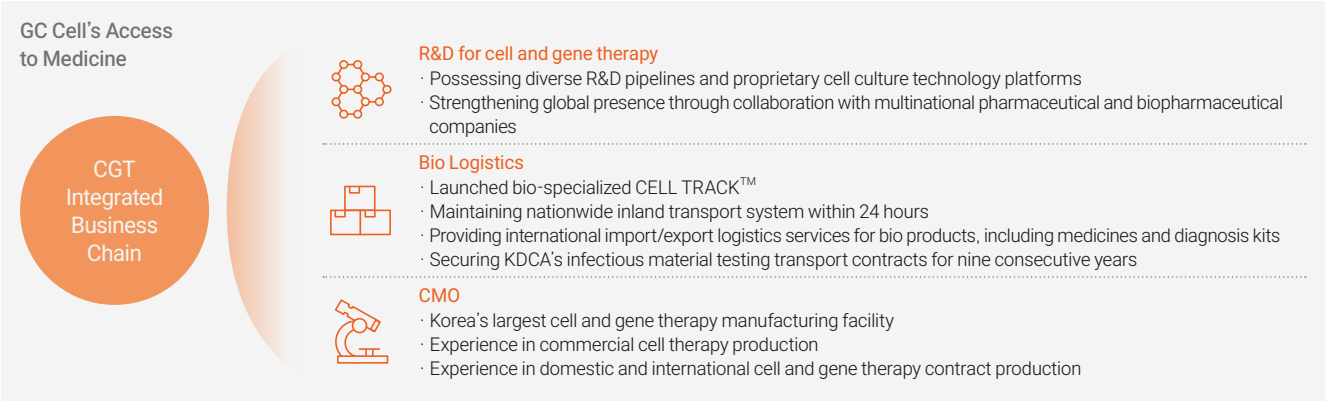
GC Biopharma also strengthens local manufacturing capabilities through international cooperation and technology transfer. In 2018, we established a technology transfer partnership with Medigen Vaccine Biologics Corp. (MVC) of Taiwan, resulting in MVC's quadrivalent flu vaccine receiving marketing authorization from the Taiwan Food and Drug Administration (TFDA) in 2023. GC Biopharma supplies bulk flu vaccine to MVC, while MVC handles finished product manufacturing under this mutually beneficial arrangement. In 2025, we further signed an MOU with the Thai Red Cross Society to advance training programs for local manufacturing personnel and strengthen cooperation to ensure the quality and safety of plasma-derived therapies in Thailand.

Going forward, GC Biopharma will expand the localization of plasma-derived therapies and vaccine production, support manufacturing and quality management capacity building in each country, and explore diverse approaches to enhancing global access to medicines over the long term.

GC Cell

Strategy for Enhanced Healthcare Access

Immuncell-LC, an autologous T-cell therapy successfully commercialized by GC Cell, 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 contributed to cancer treatment and quality of life improvement for a cumulative total of over 10,000 patients. As the only domestically developed anticancer immune cell therapy to complete large-scale Phase 3 clinical trials and secure both 5-year and 9-year long-term follow-up results and real-world data (RWD), it represents a highly significant milestone for Korea's advanced biopharmaceutical industry. Global scholars presented Immuncell-LC data at the 2025 American Society of Clinical Oncology conference, further expanding its presence in the global anticancer immune cell therapy market. GC Cell's NK and CAR-NK R&D pipelines and high-yield, mass-production cell culture platforms will provide breakthrough opportunities for patients and help overcome the high costs of conventional therapies. GC Cell also provides CGT contract manufacturing organization (CMO) services at Korea's largest facility, and its bio logistics business launched CELL TRACK™ in February 2024 to contribute to expanded access to medicine through biopharma-specific, regulatory-compliant logistics operations.



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 in achieving faster recovery and returning to daily life.

Expanding Healthcare Access

Strategy

GC Cell

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 aggressively driving global expansion of Immuncell-LC, primarily targeting countries where immediate treatment is possible without additional clinical trials and markets with strong government support for new modalities, while accelerating global expansion through strategic partnerships with leading manufacturers in those countries. By including developing countries as priority nations in its short-term expansion strategy, GC Cell is also realizing ESG management values by contributing to enhanced treatment capabilities in countries with high demand for new anticancer agents. As the first result of this aggressive expansion strategy, GC Cell secured a successful technology export to Indonesia in September 2024 and is now accelerating collaboration discussions with approximately 40 global leading companies across North America, the Middle East, Southeast Asia, China, and Latin America.

Risk Management

GC

Healthcare Access Risk Management Process

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have established and operate a company-wide risk management system to identify and manage healthcare access-related risks. Specialized management departments and systematic response frameworks have been put in place for effective risk mitigation. The major identified 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 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 production and supply disruptions caused by geopolitical risks, natural disasters, and policy uncertainties, and 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

Healthcare Access Management Targets

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, are committed to building a society where everyone can live free from the suffering of disease. Going beyond pharmaceutical supply alone, they are working to remove geographical, economic, and social barriers to strengthen healthcare access for all stakeholders, including through R&D for rare diseases and the production of anticancer immune cell therapies.

GC Biopharma

Healthcare Access Management Metrics

Category	Unit	2023	2024	2025
Healthcare Access Management				
Number of products subject to equitable pricing policy	Units	3	3	3
Weighted average list price change rate	%	2.3	0.2	1.6
Ongoing rare disease therapy pipelines	Units	10	9	6[1)]
WHO-certified product list	Units	6	6	6[2)]
U.S. FDA-approved product list	Units	1	1	1

1) The pipeline is subject to change on an annual basis: as of 2025, it comprises a total of 6 programs, including Hunter syndrome (ICV), von Willebrand Disease, Hemophilia A/B, Glanzmann's thrombasthenia, Sanfilippo syndrome type A, and Fabry disease.
2) Includes 4 seasonal influenza vaccines (GCFLU Inj., GCFLU Multi Inj., GCFLU Quadrivalent Inj., GCFLU Quadrivalent Multi Inj.), 1 pandemic influenza vaccine (Green Flu-S Inj.), and 1 varicella vaccine (BARYCELA Inj.).

GC Cell

Healthcare Access Management Metrics

GC Cell monitors key management metrics for Immuncell-LC, its autologous T-cell therapy. As of 2025, GC Cell operates 11 dedicated production facilities with an annual production capacity of 18,000 packs, and has achieved cumulative treated patients of 11,800 and cumulative administrations of 91,700, establishing Immuncell-LC as a leading anticancer immune cell therapy.

Supply Chain Management ESRS S2

Governance

GC

Supply Chain Management Governance

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, manage 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.

Strategy

GC

Supply Chain Management Policy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have enacted the "GC Green Book," a set of procurement regulations applying to suppliers across all affiliates, to implement responsible supply chain practices in accordance with the shared goals and principles established by the PSCI[1]. GC also signs a "Pledge to Comply with Compliance and Ethical Code of Conduct" with major suppliers to promote ethical management throughout the supply chain. Starting in 2026, the company plans to systematically collect an "Ethical Management Practice Agreement" from key suppliers based on the agreement posted on the procurement portal (SRM). The agreement is permanently available on the SRM portal for all suppliers to access, and GC will use this framework to prevent ESG risks across the supply chain and continue strengthening ethical management practices.

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	Description
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 ethical management practice agreement.
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]

Supply Chain Management Policy

In July 2023, GC (Holding Company) distributed a revised version of the GC Green Book to all affiliates, incorporating supplier evaluation and management standards based on ESG performance, procurement scope, material types by affiliate, and purchasing rules. An additional revision was made in October 2024 to reflect compliance-related provisions, including the implementation of the price-indexed payment system. Based on this, the related agreement was updated in January 2025 to maintain the effectiveness of the program. GC updates the agreement on a regular annual basis and continuously monitors and manages any changes arising during program operation. GC also shares its environmental vision and policies with suppliers and collaborates with them to manage supply chain risks and strengthen HSE support.

Shared Growth Support for Suppliers

For suppliers with limited self-management capabilities, GC provides on-site consulting and technical advisory services from HSE experts. This supports suppliers in improving aging facilities and internalizing environmental management systems, while building a shared growth model that encourages voluntary ESG management participation among high-performing suppliers.

Supply Chain Management ESRS S2

Strategy

GC Biopharma

Supply Chain Management Policy

To implement responsible supply chain practices, GC Biopharma has enforced procurement policies and regulations—including the "Green Book" and "Procurement Regulations 2.0"—since 2010, expressing its commitment to legal compliance, social responsibility, green purchasing, fair trade, and co-prosperity with suppliers. In 2026, GC Biopharma plans to revise its supply chain management policy to reflect changes in the internal and external environment, including the addition of provisions related to packaging materials, transportation optimization, and eco-friendly logistics. GC Biopharma is committed to aligning with the principles and goals of the PSCI (ethics, labor, health and safety, environment, and management systems) in its supply chain management.

Green Procurement Standards

To prioritize the purchase of environmentally friendly products and services, GC Biopharma has implemented green procurement standards since 2023. By using FSC-certified materials and prioritizing government-certified green products, the company contributes to reducing environmental impact throughout its supply chain. Going forward, GC Biopharma plans to systematize the management of procurement performance data based on these green procurement standards to establish a more structured management framework.

Shared Growth Support for Suppliers

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.

Job Training and ESG Education Support for Supplier Employees

Supplier employees receive periodic training in accordance with GC Biopharma's annual training plan, in the same manner as GC Biopharma's own employees. Training is delivered in the form of self-study, group sessions, and on-the-job training (OJT), and only employees who have completed the required training are authorized to provide services. Supplier quality management training (GMP) is conducted once a year for all GMP-related suppliers (100% coverage), with a total of 260 participants trained as of 2025. GMP training topics include GMP regulations, data integrity, hygiene management, microbiology, and aseptic processes, with topics adjusted based on workplace and job function. ESG training is based on GC Biopharma's ESG purchasing policy, and the company is working to promote ESG management practices among its suppliers.

Subcontractor Council Operations and Joint Safety Inspections

GC Biopharma holds regular councils between resident subcontractors and principal contractor representatives to promote a comfortable working environment and improve health and safety standards for subcontractors. The council convenes monthly to deliberate and resolve key occupational health and safety issues, and GC Biopharma provides subcontractors with essential safety and health information, including safe work methods for hazardous tasks, emergency response procedures, and chemical substance information. Joint safety inspections—including the head of overall health and safety management—are conducted at least once per quarter to identify and address hazards at subcontractor sites, with immediate corrective actions taken upon detection of any risk factors.

Hosting of Supplier Shared Growth Partners Day

GC Biopharma holds an annual Partners Day to promote communication with suppliers and deliver training on fair trade laws and codes of conduct. The company also hosts an "Ethical Management Briefing" to invite partner companies, share ethical standards and internal reporting channels, and raise awareness through lectures by external experts. Resumed as an in-person event in 2023, the briefing includes distribution of the Code of Conduct booklet, explanation of ethical standards, external ESG lectures, and direct engagement to hear partners' feedback and concerns. The 2025 "Shared Growth Partners Day," held online, was attended by 73 supplier companies and 78 participants.

Supplier Financial Support Program

GC Biopharma supports supplier liquidity by making early cash payments on outstanding invoices ahead of major holidays such as Lunar New Year and Chuseok, when demand for funds is concentrated.

Supply Chain Management ESRS S2

Strategy

GC Cell

Supply Chain Management Policy

GC Cell conducts its procurement activities and supply chain management in accordance with the "GC Green Book," GC's procurement regulations.

Shared Growth Support for Suppliers

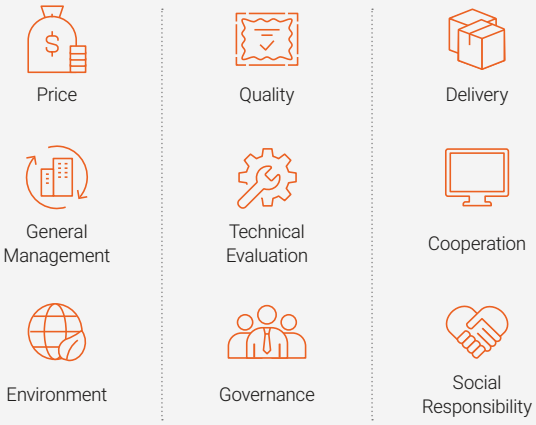
GC Cell operates a framework for joint occupational health and safety activities with its suppliers in accordance with its "Outsourcing and Subcontractor Management" procedures. Regular patrol inspections of supplier workspaces and quarterly joint inspections are conducted, with follow-up actions requested through monthly council meetings. GC Cell continuously pursues activities to fulfill its obligations as the principal contractor with respect to occupational health and safety measures.

GC [Holding Company]

Supply Chain Assessment

GC (Holding Company) conducts regular supplier evaluations based on internal standards to ensure fair and consistent supplier selection, support, and rewards. Evaluation targets are suppliers accounting for the top 90% of internal and external procurement spending. In 2024, a total of 69 suppliers were evaluated, and in 2025, 78 suppliers were assessed. The assessment consists of a basic evaluation (80% weight) and an ESG evaluation (20% weight), with environmental and safety inspections and improvement support activities conducted based on the results. In 2025, seven suppliers fell below the evaluation threshold; these suppliers were issued specific corrective action recommendations and given the opportunity to make improvements within a designated timeframe. GC also manages environmental risks across the supply chain through its ESG purchasing policy, and actively encourages suppliers to comply with labor-related standards stipulated under "Human Rights and Code of Ethics" within the supplier ethics compliance criteria. Going forward, the supplier evaluation framework will be further enhanced to reflect the impact of supplier activities—including quality, environment, labor, and social responsibility—on the reputation of GC's products and services.

Supply Chain ESG Risk Assessment Criteria



Risk Management

Supply Chain Due Diligence

GC (Holding Company) systematically assesses and manages ESG risks through its supplier ESG evaluation and management framework, striving to minimize environmental, quality, safety, human rights, and ethical risks across the supply chain to provide reliable products. In addition, GC manages environmental risks based on its ESG purchasing policy, strengthens its HSE support system, and shares its future environmental vision and policies with suppliers.

Supply Chain Risk Management Activities

Regular Inspections and Substantive Risk Elimination

GC (Holding Company) conducts biannual regular HSE qualification assessments and on-site inspections for major suppliers. In 2025, on-site audits were carried out to provide guidance and oversight for regulatory compliance, effectively eliminating potential environmental and safety risks within the supply chain.

Mandatory Environmental Management Requirements and Strict Controls

"Reduction of pollutants and waste" is operated as a mandatory item in all supplier evaluations. On-site guidance standards have been significantly strengthened, including inspections of waste segregation and disposal systems, as well as mandatory installation of containment curbs and emergency response materials in all supplier storage areas to prevent hazardous substance spill incidents.

Supply Chain Communication and Grievance Handling

GC (Holding Company) operates a supplier grievance handling system to build fair and transparent trading relationships with suppliers. Suppliers may submit suggestions, difficulties, and complaints arising during business transactions at any time through the company's website and dedicated communication channels. All submissions are reviewed by the relevant departments and promptly addressed and reflected in improvements. The identities of reporters and the content of their submissions are strictly protected, with internal protection procedures in place to prevent any disadvantageous treatment. Through this system, GC protects suppliers' rights and interests and strengthens a sustainable supply chain management framework built on mutual trust.

Supply Chain Management ESRS S2

Risk Management

GC Biopharma

Supply Chain Assessment

GC Biopharma regularly evaluates suppliers across multiple criteria including pricing, quality, delivery, production, general management, technical capability, cooperation, and manufacturing environment, and conducts environmental and safety inspections and support activities[1] accordingly. Supplier qualification assessments are also conducted periodically to ensure regulatory compliance. For areas directly affecting pharmaceutical quality, the quality assurance department leads the process in accordance with the Corporate Quality Manual (CQM).Risk-based qualification assessments are conducted for all Tier 1 suppliers, while Tier 2 suppliers are managed through reviews of Tier 1 suppliers' partner management quality systems. Evaluations cover quality systems, facility and equipment management, raw material and production systems, packaging and labeling, and laboratory management, with high-risk suppliers subject to thorough on-site audits. Following the initial qualification assessment, periodic re-evaluations (every 2–5 years) and for-cause audits are conducted as needed, with regular quality testing of pharmaceutical raw materials. ESG performance monitoring is also carried out for domestic general material suppliers that have submitted an Ethics Compliance Pledge and a Fair Trade Due Diligence Form. Quality agreements are concluded with suppliers to receive notifications of quality changes and deviations, and improvement guidance is provided to support continuous improvement and shared growth.

1) Refers to materials and services provided by suppliers, including commissioned manufacturing, testing, maintenance, and outsourcing

Initial Evaluation	· Conduct a suitability assessment for new suppliers.
Periodic Evaluation	· Regularly re-evaluate key suppliers previously deemed qualified.
For-cause Evaluation	· Upon occurrence of a product quality non-conformance or receipt of a complaint related to a supplied product, a for-cause inspection is conducted on the relevant partner company.
Improvement, Action, and Monitoring	· Share identified improvement needs. · Provide ongoing guidance and training to encourage continuous improvement.

Supply Chain Due Diligence

GC Biopharma identifies environmental, social, and ethical risks through regular ESG assessments and due diligence of suppliers, with corrective actions and monitoring applied to high-risk suppliers. An ESG Code of Conduct is applied to all suppliers to build sustainable partnerships with those meeting environmental standards, and a pledge is obtained from new contract suppliers prior to transaction.

Building on 2024, GC Biopharma conducted supplier due diligence in 2025 based on its established supply chain ESG due diligence framework, using an internally developed checklist[2] through a step-by-step process of document review, on-site inspection, and interviews. Due diligence results are shared with suppliers, who are requested to establish and implement improvement plans for identified risks. On-site education on the importance of ESG management and key requirements is provided to inspected suppliers, and greenhouse gas and energy-related training materials are distributed annually to support suppliers' improvement activities and capacity building. GC Biopharma plans to continuously expand the scope of suppliers covered by due diligence and improvement support.

2) The checklist comprises evaluation metrics across the areas of labor/human rights, safety/health, and environment (general/specialized), with a focus on environmental factors — including air pollution, water pollution, waste, hazardous chemicals, greenhouse gases/energy, and resources — given their materiality.

Supply Chain Communication and Grievance Handling

GC Biopharma operates multiple communication channels to systematically collect and address supplier feedback and grievances. Suppliers can directly raise difficulties, suggestions, and complaints through regular communication programs such as the Ethical Management Briefing and the Shared Growth Partners Day, and the company incorporates the feedback received into its improvement activities.

GC Cell

Supply Chain Assessment

GC Cell registers and manages suppliers that continuously provide raw materials, including those used in GMP-applicable batches, and evaluates suppliers for compliance with manufacturing and quality management standards. Each December, GC Cell establishes the following year's supplier evaluation plan based on prior audit results, ongoing monitoring, and annual evaluation outcomes. Nonconformities identified during on-site audits are subject to immediate corrective action requests, while desk-based audits using quality system self-assessment forms are conducted when on-site visits are not feasible. Audit findings are classified as Critical, Major, or Minor, and suppliers are rated as Conforming, Conditionally Conforming, or Non-conforming based on remediation outcomes. Quality agreements are concluded with suppliers to define responsibilities and obligations, and supply chain ESG performance is monitored based on the submission of Ethics Compliance Pledges and Fair Trade Due Diligence Forms by domestic suppliers. Health, safety, and environmental standards are assessed during supplier selection, and compliance with relevant regulations and internal procedures is reviewed semi-annually throughout the contract period.

Supply Chain Due Diligence

GC Cell conducts annual ESG assessments of its suppliers, focusing on environmental and labor-related indicators. Key evaluation criteria include environmental management systems, permits and hazardous substance management, collective bargaining and freedom of assembly, human rights policies, and ethical management. Based on the K-ESG Guidelines and the Ministry of Trade, Industry and Energy's ESG Code of Conduct, GC Cell also conducts supply chain due diligence and works with suppliers that meet its ESG evaluation standards.

Supply Chain Communication and Grievance Handling

GC Cell operates customer inquiry and whistleblowing channels to collect feedback and concerns from suppliers and stakeholders. The company also hosts a CDMO Customer Day, offering one-on-one consultations and surveys to better understand supplier needs, address grievances, and strengthen mutually beneficial partnerships.

Supply Chain Management ESRS S2

Metrics & Targets

GC [Holding Company]

Supply Chain Management Targets

GC (Holding Company) aims to strengthen the group-wide supply chain ESG management framework by applying environmental, social, and ethical standards across all suppliers and systematically managing and supporting the supply chain activities of its affiliates. Through policy operations grounded in responsible procurement principles, GC seeks to prevent supply chain ESG risks across the group and underpin sustainable growth.

Supply Chain Management Metrics

GC (Holding Company) monitors the following metrics for supply chain management: local supply chain purchasing/procurement spend, percentage of suppliers with anti-corruption pledges, and ESG performance indicators for the supply chain.

Category		Unit	2023	2024	2025
Local Supply Chain Procurement/Sourcing Costs					
Local supplier cost		KRW million	151,823	173,442	157,248
Total supplier expenditure		KRW million	157,677	177,100	163,510
Proportion of total expenditure		%	96.3	97.9	96.2
Rate of Suppliers Signing the Anti-Corruption Pledge					
Anti-corruption pledge	Pledge rate	%	100	100	100
	Pledged companies	Companies	43	36	32
	Target companies[1]	Companies	43	36	32
Supply Chain ESG Performance Monitoring Status					
Supply chain ESG monitoring (including environmental and social audits)	Monitoring rate	%	94.6	89.9	88.5
	Monitored companies	Companies	70	62	69
	Target companies[2]	Companies	74	69	78

1) Partner companies accounting for the top 80% of purchases
2) Partner companies accounting for the top 90% of purchases

GC Biopharma

Supply Chain Management Targets

GC Biopharma aims to build a responsible supply chain by continuously expanding the scope of ESG management to cover suppliers' environmental, social, and ethical practices, and by advancing the overall level of ESG management across the supply chain.

Short-Term (2026)
- Revision of Supplier Code of Conduct
- Enhancement of supply chain policies
- Conducting supplier on-site audits

Mid-Term (2027)
- Expansion of supplier ESG assessments and on-site audit scope
- Revision of supplier evaluation criteria

Long-Term (2029)
- Expansion of supplier capability development programs

Supply Chain Management Metrics

GC Biopharma monitors the following metrics for supply chain management: local supply chain purchasing/procurement spend, percentage of suppliers subject to the Code of Conduct, and supply chain ESG performance monitoring indicators.

Category		Unit	2023	2024	2025
Local Supply Chain Procurement/Sourcing Costs					
Local supplier cost		KRW million	576,086	576,204	694,754
Total supplier expenditure		KRW million	802,831	905,278	967,218
Proportion of total expenditure		%	71.8	63.6	71.8
ESG Code of Conduct Adoption Status					
ESG code of conduct adoption	Adoption rate	%	100	100	100
	Companies adopted	Companies	168	172	174
	Target companies[1]	Companies	168	172	174
Supply Chain ESG Performance Monitoring Status					
Supply chain ESG monitoring (including environmental and social audits)	Monitoring rate	%	82.7	60.5	60.3
	Monitored companies	Companies	139	104	105
	Target companies[1]	Companies	168	172	174

1) Applicable to suppliers of raw materials and raw/subsidiary materials whose annual transaction amount meets or exceeds a specified threshold.

GC Cell

Supply Chain Management Targets

GC Cell aims to proactively prevent environmental, social, and ethical risks through systematic management and evaluation incorporating ESG standards across the supply chain, to verify conformance of all raw material suppliers with established manufacturing and quality management standards in accordance with documented procedures, and to build a sustainable mutual growth ecosystem through supplier capacity development. GC Cell also targets enhanced supply chain transparency, strengthened data-driven monitoring, and a stable procurement framework.

Supply Chain Management Metrics

GC Cell monitors the following metrics for supply chain management: local supply chain purchasing/procurement spend, percentage of suppliers subject to the Code of Conduct, and supply chain ESG performance monitoring indicators.

Category		Unit	2023	2024	2025
Local Supply Chain Procurement/Sourcing Costs					
Local supplier cost		KRW million	13,196	9,870	11,915
Total supplier expenditure		KRW million	29,429	28,067	31,819
Proportion of total expenditure		%	44.8	35.2	37.4
Rate of Suppliers Signing the Anti-Corruption Pledge					
Anti-corruption pledge	Pledge rate	%	100	100	100
	Pledged companies	Companies	15	12	15
	Target companies[1]	Companies	15	12	15
Supply Chain ESG Performance Monitoring Status					
Supply chain ESG monitoring (including environmental and social audits)	Monitoring rate	%	92.3	84.8	90.7
	Monitored companies	Companies	36	28	39
	Target companies[1]	Companies	39	33	43

1) Partner companies accounting for the top 90% of purchases, or those that have submitted an Ethics Code of Conduct Pledge or a Fair Trade Due Diligence Assessment

Product Safety and Quality Management ESRS S4

Governance

GC

Quality Management Governance

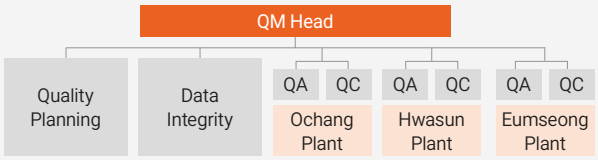
The quality management organizations of pharmaceutical manufacturing affiliates within GC (Holding Company), GC Biopharma, and GC Cell, operate independently to ensure that all system-related activities are properly planned, approved, executed, and monitored. Quality assurance units establish standards for the manufacture, testing, release, and distribution of products and services in accordance with regulatory requirements, while striving for continuous GxP compliance and improvement. Employees receive the necessary training, and job competency evaluations are conducted to verify worker proficiency and monitor training effectiveness.

GC Biopharma

Quality Management Governance

The Quality Management Organization of GC Biopharma operates as an independent body directly under the CEO, strengthening quality accountability under top management leadership. The Quality Management division serves as the central hub overseeing the establishment and implementation of company-wide quality strategies. Under this division, the Quality Planning team manages quality policies and systems, while the Data Integrity team ensures the reliability of all data. QA (Quality Assurance) and QC (Quality Control) functions operate in close collaboration with each manufacturing site, forming an integrated quality management system that secures sustainable quality competitiveness.

GC Biopharma Quality Organization



Consumer Rights Protection and Safety Governance

GC Biopharma operates a dedicated pharmacovigilance (PV) team to ensure the safety of all pharmaceutical products it manufactures and distributes. The team collects, analyzes, and evaluates post-marketing safety information through various channels.

GC Cell

Quality Management Governance

In accordance with GxP[1] standards, GC Cell operates a comprehensive quality management system (QMS) with dedicated quality organizations across all stages of the pharmaceutical lifecycle—research and development, manufacturing, and distribution. A Data Integrity Task Force (TF) has also been established to build a quality assurance system grounded in data integrity and scientific evidence.

Consumer Rights Protection and Safety Governance

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

1) GxP (Good X Practice): A set of quality standards applicable to regulated industries such as pharmaceuticals and medical devices, where "X" may represent Manufacturing (M), Supplying (S), Clinical (C), or Laboratory (L).

Strategy

GC

Quality Management Strategy

Providing customers with superior products and services is essential to sustainable growth. As the pharmaceutical industry is directly linked to human life, the quality and safety of medicines are of paramount importance. GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have established quality systems and policies that comply with domestic and international regulatory requirements. Their quality strategy centers on prioritizing customer safety and continuously ensuring the quality, efficacy, safety, and stable supply of products and services. To this end, the Group emphasizes quality system establishment, periodic oversight and review of quality performance, and cultivation of a quality management learning culture, while implementing rigorous standards and procedures to identify, measure, control, and uphold quality excellence.

Under this group-wide framework, GC Biopharma has established a Corporate Quality Manual (CQM) that reflects domestic and international regulatory requirements, ensuring a consistent level of quality across all products and services. All GC affiliates apply this manual to systematically manage the responsibilities and standards of quality management.

Quality Management System (CQP, Corporate Quality Policy)

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

Product Safety and Quality Management ESRS S4

Strategy

GC Biopharma

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 regulations, actively responds to regulatory audits and inspections, and continuously monitors product safety and quality issues.

The quality management organization operates independently from the manufacturing division, ensuring customer health and safety through continuous GxP[3] compliance and improvement. As a foundation, GC Biopharma has defined its quality mission, vision, and core values in alignment with the company-wide mission and vision.

Quality Mission	Quality Vision	Quality Core Values
Customer satisfaction through excellent product quality	Leading the health industry by continuous quality culture improvement	Quality leadership, Patient prioritization, Continual improvement, Sufficient resources, Quality based communication

GC Biopharma operates an integrated quality system under the leadership of the Quality Management division. All commercial manufacturing sites (100%)—Ochang, Hwasun, and Eumseong Plants—have been certified[4] by the Korean Ministry of Food and Drug Safety (MFDS), and have additionally received manufacturing and quality compliance certifications from regulatory authorities in the United States, the Eurasian Economic Union, Libya, Brazil, Saudi Arabia, Ukraine, Egypt, Japan, China, Türkiye, and the WHO over the past five years. The Quality, Manufacturing, R&D, and Logistics departments collaborate closely to ensure a continuous and assured supply of medicines to patients.

Product release is approved through a comprehensive review of manufacturing process compliance, quality specification testing, and quality system compliance, and only approved products are delivered to patients. Beyond managing process performance and product quality, GC Biopharma focuses on fostering a culture of quality and driving its continuous improvement, while integrating various IT systems to effectively manage quality knowledge and risk.

Supply Chain Logistics Assurance

Strict quality controls are maintained throughout the distribution process to ensure the safe delivery of medicines to patients. Biological products, in particular, require special attention due to their temperature sensitivity. GC Biopharma operates its own logistics centers and systems, leveraging decades of accumulated global cold chain expertise to safely deliver medicines to patients. Transportation processes are validated to mitigate foreseeable risks. Operational stability is secured through redundant warehouse facilities, and real-time shipment information—including temperature—is continuously monitored via an integrated control system.

Quality Management Policy

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

GC Biopharma Quality Policy

- Commit ourselves to meeting all regulatory requirements, implementing and maintaining a quality management system compliant with Korean law, U.S. FDA regulations, and the laws enforced by the Code of Federal Regulations.
- Continually develop and improve our Quality Management System and compliance with regulatory requirements, thereby ensuring that we always strive to meet our Customers' and Stakeholders' current and future needs in an effective, efficient, and compliant manner.
- Invest in our people and our facilities to achieve a quality culture and environment in which we are all proud to contribute and that delivers high quality products.
- Deliver our commitments to our Customers, on time and to specification.
- Develop our technology through effective realization of our intellectual property, and partnerships with industry.
- Ensure that we maintain our high international reputation through partnerships and collaborations.

1) ICH Q10 (International Council on Harmonisation, Pharmaceutical Quality System): A standard published by the International Council on Harmonisation (ICH) that describes the establishment of a risk-based quality system for the pharmaceutical industry, in accordance with ISO 9001. The ICH comprises regulatory authorities from the United States, Europe, and Japan as its core members, with regulatory agencies from major countries worldwide — including the Republic of Korea — also participating as members.
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 (December 2025), Hwasun Plant (December 2025), and Eumseong Plant (February 2024).

Product Safety and Quality Management ESRS S4

Strategy

GC Biopharma

Quality Management Training

All GC Biopharma employees (full-time and contract) and supplier staff complete onboarding training followed by mandatory quality training tailored to each manufacturing site, and subsequently obtain job-specific qualifications. Employees are responsible for maintaining 100% qualification status for all assigned tasks. Training status is monitored by employees themselves, their supervisors, and the quality system; failure to complete required training results in automatic suspension of GMP-related privileges. Annual training plans cover site-wide, department-wide, and job-specific programs, with additional training conducted whenever procedures are updated. A culture of learning from issues and best practices drives a continuous improvement cycle. Training is delivered through multiple formats—document review, quizzes, on-the-job training, e-learning, and instructor-led sessions—and managed entirely through an electronic Learning Management System (LMS). All training records are retained as evidence for regulatory and customer audits.

Status of Quality Management Training (GMP)

Training Topics[1)]	· GMP regulations · Quality systems · Data integrity · Hygiene management	· Microbiology · Aseptic processing · Quality Culture · Job-specific training
Frequency	Once per year (Retraining conducted in accordance with procedures upon document revision)	
Target	100% (All full-time and contract employees performing GMP-related duties)	
Participants	1,138	

1) Topics vary according to work location and job function.

Responsible Pharmaceutical Information and Marketing Policy

GC Biopharma provides pharmaceutical information based on accurate, scientifically validated data in strict compliance with applicable laws and regulations. Responsible marketing and promotional activities are governed by the Code of Conduct and internal policies on interactions with healthcare professionals (HCPs) and other stakeholders. All sales and marketing materials containing product information are reviewed by the Medical Affairs team in accordance with the Compliance Program (CP).

Pharmacovigilance System

GC Biopharma has established a pharmacovigilance system that includes a safety database compliant with international standards. The company regularly audits its pharmacovigilance operations to ensure compliance with the drug safety management requirements of both domestic and international regulatory authorities.
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 Sales and Marketing Training

GC Biopharma operates a structured training program to ensure all sales and marketing activities are conducted on an ethical foundation. Recognizing that promotional activities directly affect patient safety and HCP judgment, the company has established internal policies aligned with applicable laws and global standards.
To strengthen compliance across all sales activities, regular compliance training is conducted twice a year for all sales and marketing employees. In 2025, all 467 employees in these roles completed the program, internalizing marketing standards based on the Fair Competition Code and internal ethics policies. Training is designed around real-case simulations to proactively address potential risks in the field.
To ensure accuracy in pharmaceutical communications, GC Biopharma also conducts separate "Pharmaceutical Advertising Guidelines and Promotional Labeling Training" at least once a year, covering the prohibition of off-label promotion and prevention of false or misleading advertising. All promotional materials must undergo a Medical Review by the Medical Affairs Team and a Compliance Review by the Ethics Management Team prior to publication.
For personnel with frequent HCP interactions, training on "Interactions with HCPs" has been reinforced to ensure transparency around the provision of economic benefits and to eliminate ethical risks from inappropriate promotional practices. Through these measures, GC Biopharma ensures all promotional activities serve their core purpose of scientific communication, contributing to a healthy pharmaceutical ecosystem.

Category	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

Product Safety and Quality Management ESRS S4

Strategy

GC Cell

Quality Management Strategy

At the manufacturing stage, GC Cell conducts quality management activities across the entire process—from resource management covering facilities, equipment, and personnel, to sample collection and test result assessment, product release, and complaint handling—in accordance with the "Advanced Biopharmaceutical Manufacturing and Quality Control Standards" and Good Manufacturing Practice (GMP). Quality management follows a document hierarchy comprising the Quality Manual, Quality Standards, Managing Standard Operation Procedures (MSOP), and Working Standard Operation Procedures (WSOP).

Quality Management Training

To strengthen manufacturing capabilities and GMP operations, GC Cell provides mandatory training to all employees and contractors engaged in manufacturing, quality control, and support functions in accordance with the annual training plan, with effectiveness verified through theoretical assessments. The training framework consists of four categories: regular, new hire, job-specific, and specialized job training.[1] Regular training is conducted at least quarterly for all GMP organization employees, utility managers, and IT managers, covering pharmaceutical manufacturing and quality control, GMP operations and regulations, Data Integrity management, and aseptic process precautions. New hire training consists of a GMP Orientation and mandatory courses designated by the Quality Assurance department. Job-specific training requires completion of a qualification course before independently performing new or modified tasks. Specialized job training combines theoretical instruction and hands-on practice prior to qualification assessment, administered in accordance with standardized procedures for each role. Additional customized courses are provided as needed for change management, ad hoc requirements, and contractor personnel. A disqualification system continuously monitors aseptic process operators; those deemed non-conformant must complete retraining and re-qualification before redeployment.

1) Specialized job roles include: aseptic process operators, quality (testing) controllers, foreign matter inspectors, sample collectors, and in-process control (IPC) operators.

View GC Cell Training Completion Records →

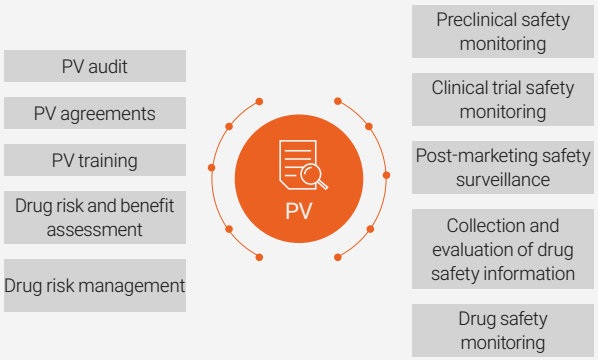
Operation of the Pharmacovigilance System

GC Cell complies with pharmacovigilance (PV) reporting obligations under regulatory authority requirements for adverse events associated with pre- and post-market pharmaceuticals and drugs under clinical investigation. Through continuous SOP revision, the company manages pharmaceutical safety information systematically, and is strengthening its PV System and PV Quality Management procedures in compliance with European Good Pharmacovigilance Practice (GVP) guidelines and ICH guidelines.

Safety Information Management

To ensure the safe use of pharmaceuticals, including anticancer agents, GC Cell collects safety information through both unplanned channels—such as spontaneous reports, literature, and government agency reports—and planned systems, including non-interventional and observational studies. Through a proprietary safety information reporting system, adverse events for investigational and marketed drugs can be reported with ease. Collected information undergoes benefit-risk evaluation and is managed for use in safety analysis.

Pharmacovigilance Activities Throughout the Drug Lifecycle



Conducting Responsible Sales/Marketing Training

To ensure legal and regulatory compliance, GC Cell provides ethics and compliance training for marketing and promotional departments. Advertisements and promotional activities are conducted in consultation with the Compliance Team in accordance with the delegation of authority regulations to ensure adherence to the Fair Competition Code.

In 2025, a total of 17 compliance-related training sessions were conducted. Additionally, a special training session titled "Direct-to-Consumer Advertising of Prescription Drugs" was held for 35 members of the Oncology Sales Division to raise awareness of the importance of responsible marketing.

- 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

Product Safety and Quality Management ESRS S4

Risk Management

GC

Quality Management Certification

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, are responsible for the health and safety of customers across distinct business areas, including pharmaceuticals, health functional foods, and in vitro diagnostic medical devices. In consideration of the differing regulatory environments and quality characteristics of each business segment, the companies maintain quality management certifications issued by the Ministry of Food and Drug Safety (MFDS).

Certification Type	Scope of Certification
Certification for pharmaceutical manufacturing and quality management standards	GC Biopharma (Ochang plant, Hwasun plant, Eumseong plant), GC Cell (Cell center), GC WellBeing (Eumseong plant), GC Medical Science (Eumseong plant)
Certification for manufacturing standards of functional health foods	GC WellBeing (Seongnam plant)
Certification for manufacturing and quality management standards of in vitro diagnostic devices	GC Medis (Cheonan plant), Genes Laboratories(Seongnam plant)

GC Biopharma

Quality Management Certification

Certification Status by Manufacturing Site and Regulatory Authorities

Ochang Plant

MFDS, WHO, U.S. FDA


CERTIFICATE OF GMP COMPLIANCE OF A MANUFACTURER

Hwasun Plant

MFDS, WHO


CERTIFICATE OF GMP COMPLIANCE OF A MANUFACTURER

Eumseong Plant

MFDS


CERTIFICATE OF GMP COMPLIANCE OF A MANUFACTURER

Quality Testing

GC Biopharma implements Risk-based Quality by Design (QbD) to ensure patient safety is prioritized throughout product development. GC Biopharma performs validation[1] of equipment, analytical methods, and manufacturing processes, and conducts stability testing to verify that product quality is maintained throughout its shelf life. Through these proactive quality assessments, GC Biopharma ensures that its pharmaceuticals are manufactured to consistent and compliant product specifications. Furthermore, GC Biopharma has established a contamination control strategy that balances product safety[2] and efficacy[3], effectively preventing cross-contamination and mitigating risks to deliver high-quality products. GC Biopharma has set rigorous product specifications for all samples, including raw materials, in-process materials, drug substances, finished products, and stability samples. Based on these specifications, quality testing is strictly conducted throughout the entire manufacturing process. GC Biopharma maintains top-tier production infrastructure through periodic sampling and specification testing. As of 2025, GC Biopharma utilized approximately 1,600 test methods and 800 testing instruments to perform quality testing. In addition, GC Biopharma monitors the manufacturing environment, water, gases, and clean steam systems to maintain a safe manufacturing environment. Environmental monitoring covers airborne particles, viable airborne microorganisms, settle plates, and surface microbes, while clean utility testing includes conductivity, microbial limits, Total Organic Carbon (TOC), endotoxins, nitrates, and appearance. All quality tests are managed via a Laboratory Information Management System (LIMS).

1) Validation: Documenting evidence to ensure a specific process consistently produces products meeting established specifications and quality attributes.
2) Safety testing: Sterility, bioburden, endotoxin, pyrogenicity, container closure integrity, heavy metals, insoluble foreign matter, insoluble microparticles, impurities, and moisture content.
3) Efficacy testing: Potency, osmolality, pH, conductivity, appearance, uniformity of dosage units, dissolution, and disintegration.

View GC Biopharma Product and Service Impact Assessment Records →

Product Safety and Quality Management ESRS S4

Risk Management

GC Biopharma

Contingency Planning / Mitigation Control Systems

To ensure a stable supply of essential medicines, GC Biopharma manages risks across the entire value chain — including procurement, manufacturing, and logistics — to secure business continuity. Resource management is integrated via ERP (Enterprise Resource Planning), with 18-month demand and supply plans established through Smart SCM. GC Biopharma utilizes MRP (Material Requirements Planning) for production-based raw material planning and WMS (Warehouse Management System) for inventory control. Suppliers undergo preliminary risk assessments, and critical materials for all product lines are secured through dual sourcing. Additionally, a dedicated maintenance program ensures prevention-oriented equipment management.

Manufacturing continuity is supported by a cross-trained personnel pool to ensure seamless shift coverage. To prevent interruptions during power outages, key production and analytical equipment are connected to UPS (Uninterruptible Power Supply) and emergency generators. Documentation is managed via EDMS (Electronic Document Management System), while quality-related events and corrective actions are recorded in EQMS (Electronic Quality Management System). To protect critical data, GC Biopharma employs automated backups and server redundancy across physically separated locations. For flexible production, GC Biopharma operates multiple manufacturing sites and maintains external CMO contracts. In the logistics phase, stable delivery is ensured through a strict cold chain system, immediate accident response protocols, and backup carriers for volume surges.

Types of Emergencies and Risks

- Natural disasters (earthquakes)
- Utility supply issues (including power outages)
- Infectious disease outbreaks (influenza)
- Labor shortages
- Critical equipment/ facility failure
- Transportation accidents
- Disruption in raw material or component supply

Pharmaceutical Marketing Audit Process

GC Biopharma operates an internal audit process covering all pharmaceutical marketing activities, comprising pre-approval reviews conducted by the Ethics Management team and ongoing monitoring against applicable laws and internal standards. The appropriateness and regulatory compliance of marketing materials and activities are regularly assessed, and CP violations and key audit findings are reported to management on a regular basis. Through this integrated system of pre-review, monitoring, and management reporting, compliance with pharmaceutical marketing regulations is effectively maintained.

Audit Process for Pharmaceutical Information Marketing

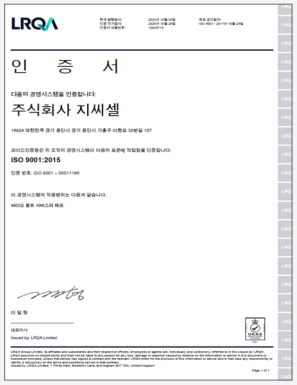
Request for medical and regulatory review – Marketing Team
↓
Review of scientific, regulatory, and licensing aspects – Medical Affairs Team
↓
Request for legal review – Marketing Team
↓
Legal review – Compliance Team
↓
Final approval – Authorized Approver
↓
External use of materials

GC Cell

Quality Management Certification

GC Cell undergoes MFDS inspections of its manufacturing sites for investigational drugs and Immuncell-LC on a three-year cycle in accordance with PIC/S regulations, and renewed its GMP compliance certification in March 2023. ISO 9001 Quality Management System (QMS) certification has been maintained since 2017 to ensure systematic quality control during the transportation of incoming raw materials and outgoing products. In addition, the company manages its operations in compliance with U.S. FDA guidelines for its overseas CDMO business, and continuously enhances its quality management standards through customer quality assessments and audits.


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


LRQA
인 증 서
주식회사 지씨셀
ISO 9001:2015

Product Safety and Quality Management ESRS S4

Risk Management

GC Cell

Quality Testing

GC Cell continuously reviews and updates risk management plans and safety reports to reflect any changes across all product categories, ensuring patients can use pharmaceuticals safely. Prior to each stage of manufacturing, regular validation of manufacturing processes, test methods, and equipment systems is conducted to verify suitability, consistency, and validity. All raw material and component suppliers must pass a pre-qualification assessment, and incoming materials undergo internal quality testing before being introduced into the manufacturing process. Products also undergo internal quality testing prior to release, and only those meeting quality specifications—as approved by the head of the Quality Assurance department—are authorized for shipment. In 2025, 9,077 batches of Immuncell-LC were released, averaging approximately 756 batches per month. Each batch was confirmed to meet release criteria through MFDS-validated test methods, with all test items assessed per batch before release to patients. Quality tests conducted by the Quality Control department—covering active substances, raw materials, and finished products—are managed in accordance with the standards and methods specified in the 'Advanced Biopharmaceutical Manufacturing (Import) Product License,' with full procedural compliance from test receipt through result assessment and notification.

View GC Cell Product and Service Impact Assessment Records →

Pharmaceutical Marketing Audit Process

GC Cell continuously monitors promotional materials and economic benefits provided to healthcare professionals. When the marketing department submits a request for promotional material production, the CP team reviews each case for appropriateness through consultation and approval. Economic benefits provided by the sales department are also monitored in real time to ensure compliance with the Fair Competition Code.

Contingency Planning / Mitigation Control Systems

GC Cell assesses risks across raw material procurement, manufacturing, and logistics to ensure safe and stable pharmaceutical delivery to patients. Multiple suppliers are registered and managed through a vendor qualification process, with regular assessments to maintain a consistent supply of quality materials. Only suppliers approved through on-site audits are registered. Manufacturing equipment, HVAC systems, and utility systems are maintained through preventive maintenance programs, and backup procedures are in place to prevent disruptions in the event of issues. Key equipment is connected to UPS and emergency generators to ensure uninterrupted power during outages.

Given the personalized nature of its products, GC Cell operates manufacturing and quality testing processes year-round. A robust Quality Management System (QMS) is in place to enable rapid response and corrective action for any issues arising during manufacturing or quality control. Critical manufacturing and quality data are protected through an automated backup system for disaster recovery, with backup servers physically separated from primary data servers to ensure data integrity.

Metrics & Targets

GC Biopharma

Product Safety and Quality Management Targets

For GC Biopharma, quality is a non-negotiable priority directly linked to patient lives. The company has established "Global Acceleration by Quality" and "Continuous Improvement & No Compromise" as its core quality management objectives, concentrating company-wide efforts on achieving globally competitive quality standards. A rigorous quality management system aligned with global regulatory requirements—including cGMP and EU-GMP—is in operation, proactively mitigating potential risks across the entire value chain from raw material sourcing through production and distribution. Data-driven quality improvement initiatives are also embedding a culture of continuous improvement. Built on this foundation of zero-defect quality, GC Biopharma is accelerating its global market expansion and realizing sustainable growth in service of human health.

Product Safety and Quality Management ESRS S4

Metrics & Targets

GC Biopharma

Product Safety and Quality Management Metrics

GC Biopharma tracks deviations from established standards and procedures occurring during manufacturing and quality control processes. In 2025, the deviation rate decreased by 12% compared to the prior year.

Category		Unit	2023	2024	2025
Status of Product and Service Impact Assessments[1]					
Health and safety impact assessments	Ratio	%	100	100	100
	Number of products assessed for health and safety impacts	Product	214	217	235
	Total number of products and services	Product	214	217	235
Status of Violations Related to Product and Service Provision, Labeling, and Marketing Regulations					
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 million	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	0	2[2]	1[2]

1) All drug products undergo internal quality evaluation and assurance by the Quality organization. plasma-derived therapies and vaccine products are subject to national lot release procedures by regulatory authorities prior to shipment
2) Recall announcements for pharmaceuticals/medical devices are available via the Drug Safety Information System and the Medical Device Integrated Information System. (2024: Albumin Inj. 20% 50mL, Deep Body Cavity Wound Dressing; 2025: Allershot Soft Cap.)

GC Cell

Product Safety and Quality Management Targets

Guided by its mission to contribute to the healthy lives of humankind, GC Cell builds trust with customers and patients through a rigorous quality management system aligned with global standards and innovative cell therapy manufacturing technologies.

Product Safety and Quality Management Metrics

Category		Unit	2023	2024	2025
Status of Quality Management Training					
Quality management training for employees (full-time and contract)	General regular training	Sessions	7	7	8
	Departmental regular training	Sessions	40	36	33
	New hire training	Sessions	14	10	10
	Job-specific training	Sessions	141	147	227
	Change management training	Sessions	452	693	1,633
	Other training	Sessions	275	86	49
	Total	Sessions	929	1,239	1,960

Category		Unit	2023	2024	2025
Status of Product and Service Impact Assessments					
Health and safety impact assessments	Ratio	%	100	100	100
	Number of products assessed for health and safety impacts	Product	1	1	1
	Total number of products and services	Product	1	1	1
Status of Violations Related to Product and Service Provision, Labeling, and Marketing Regulations					
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 million	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	0	0	0

Information Security and Personal Data Protection

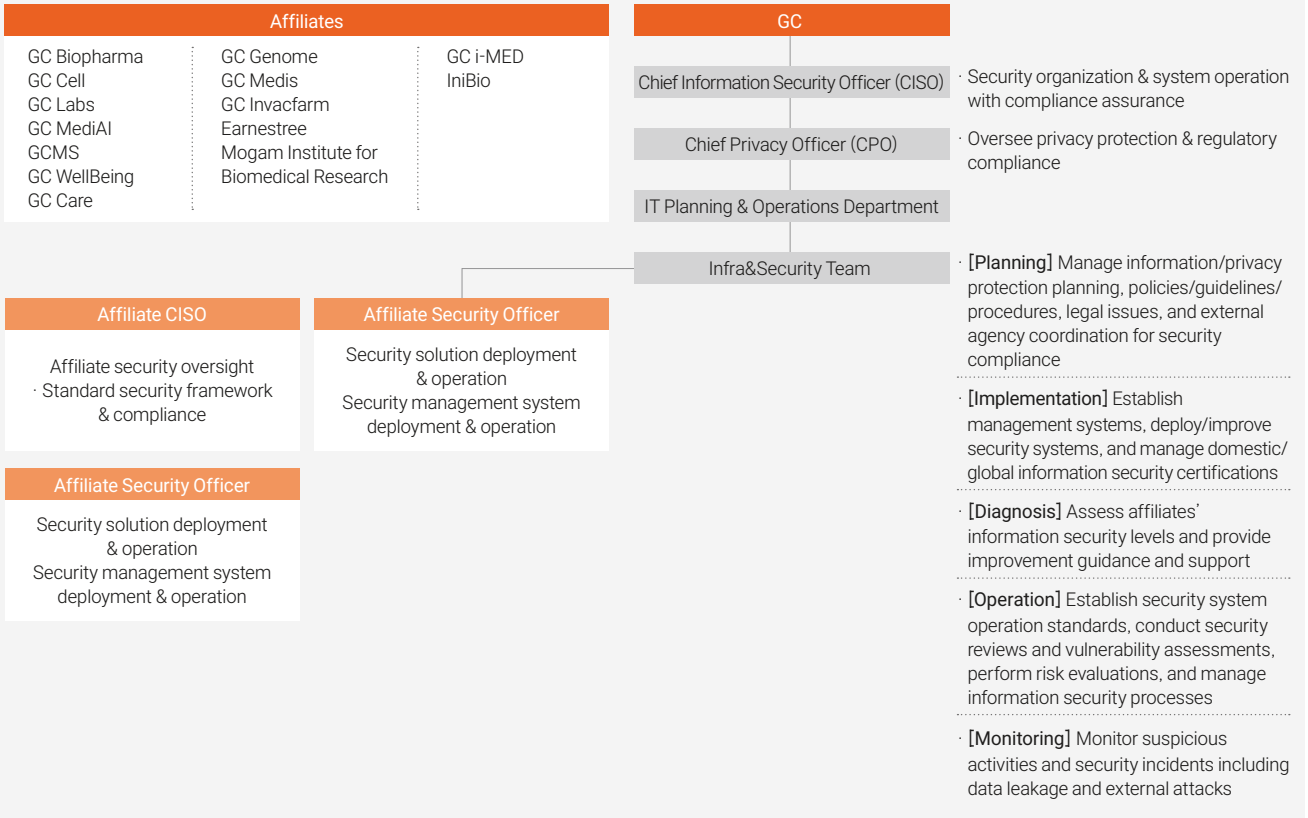
Governance

GC

Information Protection Governance

GC (Holding Company) and its affiliates, including 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 oversee all information security-related operations. CISOs are appointed in accordance with the Act's requirements, selecting executive-level professionals who hold master's degrees or higher in information security or information technology from domestic or international institutions.

GC Information Protection Organization Chart



GC [Holding Company]

Information Protection Governance

GC (Holding Company)'s CISO has over 10 years of experience in information security and information technology. GC (Holding Company)'s CISO reports material issues to management through established reporting and decision-making processes, and escalates critical matters to the Board of Directors.

GC Biopharma

Information Protection Governance

GC Biopharma has appointed a Chief Information Security Officer (CISO) as required by the Act on Promotion of Information and Communications Network Utilization and Information Protection and oversees all information security-related operations.

GC Cell

Information Protection Governance

GC Cell reports information security issues and significant decisions to the Board of Directors, or submits them as agenda items for board resolution when necessary.

Information Security and Personal Data Protection

Strategy

GC

Information Protection Policy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, strictly comply with relevant 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 and operated for each affiliate. The information protection policy applies to all parties who handle or access the company's personal information, including employees, partners, and external parties.

GC 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 Information Protection Policy

Information Security and Data Privacy Protection Improvement Roadmap

	2026: Achieving Global-Level Information Security Standards	2027: Advanced Information Security Framework	2028: Optimized Information Security Framework
	Preparing GC for ISO 27001 Certification to Sustain Security Management and Build External Trust	Building an Enhanced Security Operations Foundation through Independent affiliate Initiatives	Operating an Optimized Information Security Framework through Automation and Streamlined Management
Key Points	· Preparing for GC ISO 27001 certification · Strengthening technical security controls for affiliates · Establishing GC integrated security monitoring system · Strengthening vendor and third-party management	· Implementing independent security assessments and improvements across affiliates · Operating information security portal for GC & affiliates · Supporting ISO 27001 certification expansion among affiliates	· Automating vulnerability, patch, and account lifecycle management · Institutionalizing incident response drills and advancing response processes · Managing KPI-based security performance across GC and affiliates
Highlights	Attaining ISO 27001 Certification Standards	Achieving Enhanced Information Security Standards	Achieving Optimized Information Security Standards

Information Protection Training (Data Safety and Security Training) and Awareness-Raising Activities

GC(Holding Company) and its affiliates, including GC Biopharma and GC Cell, conducts information protection training for all employees, including permanent, contract, and dispatched employees.

GC [Holding Company]

Information Protection Policy

GC (Holding Company) maintains one Information Security Management Regulation, one Internal Management Plan, and 17 Guidelines, ensuring 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 established and operated under the "GC Information Protection Policy," with relevant regulations distributed company-wide following management approval. In addition, information security spending for 2025 totaled KRW 260 million (at GC), with an information security investment budget of KRW 400 million allocated for 2026.

Information Protection Training (Data Safety and Security Training)

In 2025, GC (Holding Company) conducted one information protection training session and two personal data security training sessions for all employees company-wide. Training focused on the safe use of personal information, prevention of misuse and abuse, and essential information security activities that employees are required to observe, and is delivered in an online format.

View GC (Holding Company) Training Performance →

Information Security Awareness-Raising Activities

In 2025, GC (Holding Company) conducted one malicious email simulation training session and distributed information security posters to raise information security awareness among employees. The malicious email simulation training was implemented to address personal data leakage and malware infection via email, while the information security posters were produced and distributed to heighten employee vigilance regarding the safe handling of sensitive information and prevention of external leaks.

Information Security and Personal Data Protection

Strategy

GC Biopharma

Information Protection Policy

GC Biopharma maintains an Information Protection Policy, Information Security Management Regulation, and 21 Guidelines, ensuring continuous improvement of information protection levels and service stability through periodic reviews conducted at least once a year. Policies and regulations are enacted, amended, and operated following formal approval by the Chief Information Security Officer (CISO), acting under authority delegated by the CEO.

Multiple security systems are deployed — including 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. In addition, a SIEM (Security Information and Event Management) intelligent monitoring system has been implemented to effectively respond to internal and external security threats and proactively prevent information leakage incidents.

Information security spending for 2025 totaled KRW 2.49 billion, with an information security investment budget of KRW 0.77 billion allocated for 2026.

Information Protection Training (Data Safety and Security Training)

In 2025, GC Biopharma conducted three information protection training sessions in total: one personal data security training session for all employees company-wide, one information protection training session for new employees, and one company-wide information security video training session.

View GC Biopharma Training Performance →

GC Cell

Information Protection Policy

GC Cell has deployed multiple security systems — including firewalls, IPS, DDoS protection, DLP, Server EDR, access control, security monitoring, document centralization, secure file servers, and remote access solutions — to prevent information asset leakage and security incidents. An Information Security Policy, Personal Data Internal Management Plan, Information Protection Management Guidelines, Personal Data Protection Guidelines, and User Security Guidelines have been established and are operated, with publication on the internal intranet to ensure they are accessible to all employees at all times.

In 2025, KRW 421 million — approximately 19% of the total IT budget of KRW 2.17 billion — was invested in information security, covering security monitoring and security solution operation and maintenance, among other areas.

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.

In addition, Computer System Security Management Procedures and Information Operations Guidelines have been established and operated to comply with GMP (Good Manufacturing Practice) and logistics business regulations, with backup and recovery procedures defined to ensure the safe protection of information.

Information Protection Training (Data Safety and Security Training)

One personal data security training session and one information protection training session were conducted for all employees company-wide. In addition, one advanced conference on security technology and artificial intelligence security was attended and completed by information protection personnel.

View GC Cell Training Performance →

Information Security Awareness-Raising Activities

In 2025, one malicious email simulation training session was conducted and information security posters were produced and distributed to raise information security awareness among employees. The malicious email simulation training was implemented to address personal data leakage and malware infection via email, while the information security posters were produced and distributed to promote the prevention of information leakage and compliance with security policies.

Information Security and Personal Data Protection

Risk Management

GC

Information Security and Data Privacy Protection Risk Management

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, recognize cybercrime and personal data breaches as key information security risks. In 2025, no personal data breaches or information leaks occurred.

GC [Holding Company]

Information Security and Data Privacy Protection Risk Management

GC (Holding Company) has established incident response guidelines that clearly define reporting systems and response procedures by incident type, and operates a systematic incident response framework based on these guidelines. Information protection systems have been implemented and continuous security monitoring is conducted to prevent personal data breach incidents arising from external intrusions and internal information leaks. Security agreements are required from outsourced personnel, and pre-departure checks for potential leakage of sensitive information are conducted upon their departure. In addition, regular vulnerability assessments are conducted on key web applications, with timely remediation measures implemented for any identified vulnerabilities.

Effectiveness Assessment of Risk Mitigation Measures for Identified Key Risks

In 2025, GC (Holding Company) conducted an information security management system maturity assessment based on ISO 27001 (Information Security Management System) domestic and global standard guidelines, comprehensively examining key domains — security governance, cyber risk management, system security, internal information leak prevention, and physical security management — from administrative, technical, and physical perspectives. The assessment was carried out to address requirements under the Personal Information Protection Act and the Information and Communications Network Act, and to proactively respond to evolving security threats. Remediation plans for identified vulnerabilities have been established and implemented to continuously strengthen internal security systems.

2025 Information Security Operations Key Activities Review

Key Initiatives

Management Framework	· Establish and implement affiliate information security management systems - Assess affiliate information security levels and address vulnerabilities and improvement areas - Enact and implement GC & affiliate information security regulations: policies / internal management plans / guidelines - Conduct Ministry of Science and ICT security assessments for each affiliate and submit results · Conduct continuous monitoring activities for external leakage of employees' sensitive information · Implement information security training, campaigns, and other awareness-raising activities
Technical Framework	· Build a web application continuous monitoring system - Build a web application vulnerability scanning system - Operate a continuous web application monitoring process for GC & affiliates

Future Plans

Management Framework	· Enhance information security awareness across GC & affiliates (training, communications, etc.) - Establish and operate an employee information leak response process
Technical Framework	· Advance information security monitoring - Build an AI-powered automated information leak analysis system

GC Biopharma

IT Security Audit

GC Biopharma conducts IT policy and security audits annually to strengthen personal data protection and information security, and performs personal data compliance assessments. Internal operating system security assessments are also conducted; in 2025, security assessments were completed for 10 web systems and 48 servers.

View GC Biopharma Audit Performance →

ISO 27001 / ISO 27701 Certification

Maintains ISO 27001 information security certification and ISO 27701 personal information certification in compliance with global standards. Responds to global partners' cybersecurity requirements based on international information security management system (ISMS) standards.

ISO 27001

Scope: GC Biopharma ISMS for IT system planning, operation, development, and maintenance

Effective Date (renewal): December 28, 2024 – December 27, 2027

ISO 27701

Scope: GC Biopharma ISMS for IT system planning, operation, development, and maintenance

Effective Date: December 28, 2024 – December 27, 2027

Information Security and Personal Data Protection

Risk Management

GC Biopharma

Information Security and Data Privacy Protection Risk Management

GC Biopharma systematically identifies and manages internal and external risk factors that may affect information security and personal data protection through regular risk assessments. An incident response manual has been established to define reporting systems and response procedures by incident type, and information protection systems are implemented with continuous security monitoring to prevent personal data breach incidents from external intrusions and internal leaks. Administrative, technical, and physical safeguards — including security agreements for outsourced personnel — are in place to ensure the safe protection of information assets and personal data.

GC Biopharma also conducts regular incident response simulation training and malicious email response training to proactively prevent security incidents and enable rapid, systematic response when they occur. These initiatives strengthen employee security awareness and response capabilities against real-world security threats, while reporting systems and response procedures are continuously reviewed and improved. Notably, security reviews are conducted for all development projects, maintaining a 100% completion rate.

Category	Risk	Risk Management Activities
Information security	Sensitive information leakage due to unattended critical documents	· Periodic (semi-annual) office security inspections
	Vulnerability attacks due to inadequate security reviews	· Security requirements established for all development projects
	Leakage, tampering, or deletion of sensitive information	· Information security training for key personnel per annual training plan · Security agreements required · Periodic vulnerability assessments and remediation
Personal data protection	Personal data exposure	· Personal data masking applied · Periodic review of personal data handler list with protective measures · Approval procedures for personal data downloads
	Retention period violations and legal sanctions	· Disposal of personal data upon achievement of purpose of use

Effectiveness Assessment of Information Security and Data Privacy Risk Management

GC Biopharma measures information security management levels company-wide for the period January 1 to December 31, 2025. Key metrics include Information Security Day department assessment scores, audit findings, security training completion rates, outsourced personnel security pledge collection rates, vulnerability remediation rates, incident management rates, and disaster recovery drill completion.

View GC Biopharma Information Security Performance →

Effectiveness Assessment of Malicious Email Response Training

In 2025, GC Biopharma enhanced its malicious email simulation training from a simple link-click approach to a real attack scenario-based format incorporating account credential input. As a result, the link click rate (17%) and credential input rate (13%) increased compared to previous exercises, reflecting a clearer identification of user behavior-based security risks that had previously gone undetected. Building on these findings, GC Biopharma will continue conducting repeated simulation training and tailored security training to strengthen employee response capabilities and proactively manage potential information security risks.

Key Effectiveness Metrics

	2024	2025	
Link Click Rate	1.4%	17%	Identification of potentially vulnerable users
Credential Input Rate	2.16%	13%	
Reporters	72	77	Confirmation of voluntary improvement in security awareness

GC Cell

IT Security Audit

In 2025, GC Cell conducted its annual regular security audit based on ISO 27001 certification control requirements.

Information Security and Data Privacy Protection Risk Management

GC Cell has implemented IPS and DDoS protection systems, document centralization, and data leak prevention systems to prevent external intrusions and internal leaks, with system access and authorization management conducted and monitored regularly through security monitoring services. Personal data breaches have been identified as a key information security risk under a monitoring-based risk assessment process, and an integrated process covering risk identification, reduction planning and implementation, and performance review is operated accordingly, with risk reduction levels verified at each reporting cycle.

Weekly monitoring and additional leak investigations are conducted to prevent information asset leakage. A centrally controlled remote access solution has also been deployed to restrict unauthorized access, with MFA and file export blocking applied and monthly checks performed. As a result, no personal data breaches or information leaks occurred in 2025.

Effectiveness Assessment of Information Security and Data Privacy Risk Management

From February to December 2025, GC Cell conducted an information security management system review company-wide, implementing remediation measures for 59 of the 121 vulnerabilities identified. Key metrics covered management system foundation, risk management, management system assessment and improvement, policy/organization/asset management, personnel security, third-party security, physical security, authentication and access rights management, access control, encryption, information system development and acquisition security, system and service operations management, system and service security management, incident prevention/response and disaster recovery, video information management, and personal data protection measures.

Information Security and Personal Data Protection

Metrics & Targets

GC

Information Security Targets

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, has established as its primary goal for information security and personal data protection the achievement of a security standard based on the global information security certification ISO 27001, through continuous enhancement of information security capabilities.

GC [Holding Company]

Information Security Targets

GC (Holding Company) operates a stable information security management system based on group-wide security governance, targeting an 80% or higher implementation rate for ISO 27001 certification control requirements.

Information Security Metrics

Category	Unit	2023	2024	2025
Information Protection Training[1]				
Completion rate	%	100	100	100
Training participants	Persons	168	152	168
Target participants	Persons	168	152	168
ISO Certification Rate by Site				
System certification rate	%	100	100	100
Certified systems[2]	Sites	141	141	142
Target systems	Sites	141	141	142
Information Security and Personal Data Protection Management				
Personal data breaches and data leakage incidents	Cases	0	0	0

1) Excluding employees on leave of absence
2) Number of servers in use: GC Biopharma obtained certification for both GC (Holding Company) and GC Biopharma systems

GC Biopharma

Information Security Targets

GC Biopharma aims to establish a global-level information security framework and maintain zero critical security incidents. Administrative and technical safeguards aligned with ISO 27001 are applied, and a systematic security management system is operated through information asset identification and classification and annual risk assessments. Regular vulnerability assessments, advanced security solution operations, and incident response simulation training are conducted to strengthen incident prevention and rapid response capabilities. Annual information security training, malicious email simulation training, and security campaigns are carried out to raise employee security awareness and foster a culture of voluntary security compliance.

Information Security Metrics

Category		Unit	2023	2024	2025
Information Protection Training[1]					
Completion rate		%	100	100	100
Training participants		Persons	2,189	2,180	2,232
Target participants		Persons	2,189	2,180	2,232
IT Security Audit Improvement Status					
Improvement rate		%	100	100	100
Improvement recommendations		Cases	8	4	10
Improvements completed		Cases	8	4	10
ISO Certification Rate by Site					
ISO 27001	System certification rate	%	100	100	100
	Certified systems[2]	Sites	141	141	201
	Target systems	Sites	141	141	201[3]
Information Security and Personal Data Protection Management					
Personal data breaches and data leakage incidents		Cases	0	0	0

1) Excluding employees on leave of absence
2) Number of servers in use: GC Biopharma obtained certification for both GC (Holding Company) and GC Biopharma systems.
3) Number of certified systems increased due to additional target systems added

Category	Target Level	Assessment Frequency	Target Department	Assessment Result (3-Year Comparison) 2023	2024	2025
Key Security Metrics						
Security training completion rate	70%	Annual	Enterprise-wide	100	100	100
Vulnerability remediation rate	70%	Annual	IT unit	100	100	100

GC Cell

Information Security Targets

GC Cell has established, as its key goals for information security and data privacy, the enhancement of its information protection management system based on GC Group's common security governance, and the continuous attainment of a security level that meets global information security certification (ISO 27001) standards—in order to safely protect research, clinical, and personal information generated throughout the R&D and manufacturing processes of cell therapies.
In compliance with GC Group's information protection policies and security governance, GC Cell operates a stable information protection management system, and aims to maintain an implementation rate of 80% or higher for ISO 27001 certification control items.

Information Security Metrics

Category	Unit	2023	2024	2025
Information Protection Training[1]				
Completion rate	%	100	100	100
Training participants	Persons	853	815	806
Target participants	Persons	853	815	806
Information Security and Personal Data Protection Management				
Personal data breaches and data leakage incidents	Cases	0	0	0

1) Excluding employees on leave of absence

Local Communities ESRS S3

Governance

Social Contribution Governance

GC fulfills its corporate social responsibility through social contribution activities that spread the spirit of GC Sharing. A dedicated social contribution organization has been established under the CEO to reflect the unique characteristics of each activity, and synergies toward achieving GC's social contribution vision are generated through cross-organizational collaboration.

Public Interest Foundations

Mogam Institute for Biomedical Research

Established in May 1984, Mogam Institute for Biomedical Research is a research institution dedicated to developing pharmaceuticals for disease prevention, diagnosis, and treatment through biotechnology, thereby contributing to improved public health and human welfare. By reinvesting the proceeds generated from research and development outcomes, the institute fosters a stable and sustainable research environment. 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. The institute has recently launched full-scale new drug development research incorporating artificial intelligence technology, and is actively recruiting field specialists while pursuing collaborative activities across industry, academia, and interdisciplinary sectors.

Mogam Science Scholarship Foundation

Mogam Science Scholarship Foundation has been running scholarship programs since 2006, providing scholarships and research funding to Korean nationals pursuing overseas studies and research in science, engineering, and medicine; domestic students enrolled at regular universities; and students facing financial difficulties or requiring social support. As of 2025, the foundation has supported 588 cumulative scholarship recipients with total scholarship disbursements reaching KRW 5.8 billion. The foundation plans to continue diversifying its scholarship programs in response to changing times and evolving societal needs.

Main Programs

Category		Description
Overseas scholarship program	Eligibility	Korean nationals studying abroad in science, engineering, or medicine (undergraduate, graduate, doctoral, post-doctoral)
	Amount	$5,000 – $10,000 per recipient
Domestic scholarship program	Eligibility	Current-year graduate students at designated domestic universities (qualifying students)
	Amount	KRW 10 million per recipient

Future Foundation of Korea

Established in 2009 as a public interest foundation, the Future Foundation of Korea 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. Programs span scholarships, health and wellness, employment support, and settlement research. As of 2025, the foundation's cumulative operating budget stands at KRW 4.59 billion, with 316 cumulative scholarship recipients supported, 3,619 hours of health and wellness programs delivered across 1,476 sessions, 2,100 hours of employment training conducted for 95 beneficiaries, and 7 cumulative academic research projects completed in the area of settlement research since 2014.

Main Programs

Category		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 screenings
Employment support	Eligibility	North Korean defectors settled in Korean society
	Support	Entrepreneurship education and vocational skills training
Settlement research	Support	Research project identification and academic research funding, aimed at generating and disseminating knowledge to advance settlement support initiatives

Local Communities ESRS S3

Strategy

GC

Social Contribution Framework

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operates its social contribution framework under the overarching goal of 'Good Companion,' organized around three focus areas: Start Together, Share Together, and Support Together. Activities are directed toward community co-prosperity and planned in a 'Funation (Fun+Donation)' spirit that integrates enjoyment and charitable giving into everyday life. Following the transition to endemic status in 2023, in-person activities have been fully resumed, with all 54 employee clubs nationwide independently conducting volunteer work at least once.

Vision

Everyday Participation + Advancement-Driven Scale-Up → Spreading GC Culture of Giving

Direction

Good Companion, GC
Realizing the value of sharing through small everyday actions

- A structure where everyday activities — walking, picking up litter, recycling, fairy tale narration, mural painting, salary roundup donations — lead to sharing
- Funation (Fun+Donation): combining everyday fun and giving
- Concretizing a community-based direction for activities

Quantitative Expansion through Qualitative Enhancement

- Shifting the improvement focus from existing activity-based social contribution to 'employee salary roundup · GC Matching Grant · year-end donation,' with expanded targets
- Expected increase in participation scale and donation amounts through qualitative improvement (completion rate, outreach)

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 · GC Happy Fund · Love Neighbors Day · GC Charity Bazaar	· Mural Volunteering Activity · Wish-Granting Campaign for Children with Hemophilia · Voice Donation SORI DREAM	· GC Walk Together (Step Donations) · End of Year GC Donation · Donation of Medicines	· Blood Donation of Love · GC Plogging · Environmental Protection Reaction

GC Mid-to-Long-term Social Contribution Activity Roadmap

2025	2026	2027	~2035
Stabilizing GC's Social Contribution Operations	Shifting GC's Culture toward Community Co-prosperity	Accelerating GC's Community Co-prosperity	GC as a Community Co-prosperity Leader
· Structure linking everyday actions to sharing · Funation (Fun+Donation): integrating fun and giving into daily life · Skills-based social contribution	· Clarify direct support targets in local communities (schools, multicultural families, etc.) · Prioritize support for communities vulnerable to environmental pollution · Expand skills-based social contribution	· Strengthen social safety nets through long-term community partnerships · Social contribution leveraging employees' professional expertise · Foster voluntary employee participation; expand program to all affiliates	· Advance community co-prosperity framework · Social contribution tied to GC's core businesses (healthcare, etc.) · Social contribution linked to IT platforms (donation kiosks, etc.)

Social Contribution Activities

Start Together – Starting with Small Acts of Kindness

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 a portion of the December salary each year.

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, providing continuous rather than one-time assistance through local institutions near headquarters and factory locations. GC identifies and supports beneficiaries in cooperation with regional agencies and NGOs such as Yong-in Social Welfare Center, Community Chest of Korea, and Child Fund Korea. Beyond financial support, volunteers also visit the homes of supported senior citizens to replace old wallpapers and flooring and provide companionship.

GC Volunteer Group

To resume activities suspended during the COVID-19 pandemic, GC is encouraging volunteer activities centered around employee interest groups, with plans to continuously promote participatory volunteering at headquarters and local worksites. The GC Volunteer Group collaborates with local partner organizations, highlighting the unique characteristics of each volunteer team and maintaining ongoing community engagement.

Local Communities ESRS S3

Strategy

GC

Social Contribution Activities

Share Together – Local Community & Neighbors

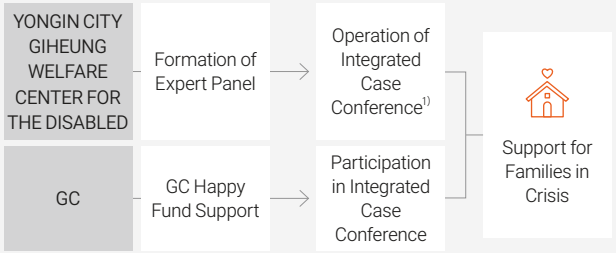
GC Happy Fund: Participation in Crisis Family Solution Case Conferences and Support

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate the 'GC Happy Fund' to support vulnerable populations and families in crisis who fall outside the welfare safety net in the Yongin area. Building on close partnerships with Giheung Disability Welfare Center and 15 administrative welfare centers across Yongin, GC holds quarterly integrated case conferences[1] attended by representatives from all participating organizations to review individual cases and determine funding decisions, enabling prompt support for families in crisis and supplementing the social safety net beyond the reach of institutional support. Approximately KRW 20 million in funding is allocated and disbursed annually; in 2025, a total of 10 community members received support.

Through the GC Happy Fund, GC aims to identify those most in need in a timely manner through community partnerships, expand its direct impact on local social welfare, and address the challenges of those in welfare blind spots — realizing corporate values built on mutual prosperity with local communities.

1) A multi-stakeholder case review body attended by representatives of each participating organization.

GC Happy Fund Operation Process



1) Composed of approximately 10 members, including the Director of Giheung Disability Welfare Center, the Head of Community Center Social Welfare Team, heads of major welfare institutions and centers, specialists, and team leaders from GC's managing department.

Love Neighbors Day & GC Charity Bazaar

Love Neighbors Day is a program where employees and their families volunteer to help neighbors in need, participating as whole families in activities such as welfare center visits and kimchi making across all GC affiliates. GC Charity Bazaar, GC's flagship social contribution activity running for over 30 years, uses proceeds from selling employee-donated items to help disadvantaged neighbors while conserving resources. Together, these programs provide practical support to marginalized neighbors — including social welfare facilities connected with the GC Volunteer Group, living expense assistance for elderly individuals living alone, migrant workers, and North Korean defectors, and educational funding for child-headed households.

Mural Volunteering Activity GREAMDREAM

Launched in 2023, Mural Volunteering Activity GREAMDREAM brings together 50–80 employees and their families at schools near GC Group's headquarters and factories: Yongin Jeongpyeong Middle School (2023), Eumseong Buyun Elementary School (2024), and Yongin Suji Middle School (2025). The program improves school environments and promotes community mutual prosperity through enjoyable social contribution and talent sharing, while also addressing negative social impacts by revitalizing deteriorated environments and spaces within local communities. Internally, it fosters teamwork and a sense of accomplishment among employees.

GC Biopharma Conducts Campaign in Recognition of World Hemophilia Day

To commemorate World Hemophilia Day, GC Biopharma carries out a wish-granting campaign for children living with hemophilia, in collaboration with Make-A-Wish Korea. The campaign was held under the theme, "Equitable access for all: recognizing all bleeding disorders," conveying the message of striving for a world where people with inherited bleeding disorders can receive fair and equal access to care, regardless of the type of disorder, gender, age, or place of residence.

Voice Donation SORI DREAM

Launched in 2025, Voice Donation SORI DREAM is a new participatory volunteer program involving approximately 30 GC employees. The program donates fairytale narration recordings alongside physical books to children with limited access to reading materials — including children from multicultural families — helping to address cultural deprivation among underserved children. The fairytale books and recording equipment are donated to kindergartens across Yongin through the Yongin Family Center.

Local Communities ESRS S3

Strategy

Social Contribution Activities

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 — KRW 100 million through social welfare organizations for underserved communities and rare disease patients, and KRW 100 million to the Korean Red Cross for disaster relief and welfare programs. In addition, approximately 3,000 units of premium infant formula Novalac Stage 1 and Stage 2 were donated and distributed to single mothers, single-parent families, and children in care facilities through G Foundation and Wooyang Foundation.

Blood Donation of Love

As a manufacturer specialized in plasma-derived therapies, GC conducts Blood Donation of Love events three times a year to contribute to the national blood donation program, delivering blood donation certificates to patients. As of 2025, 733 employees from GC, GC Biopharma, and GC Cell participated.

GC Plogging

GC promotes health, environmental protection, and charitable giving simultaneously through plogging. As of 2025, a total of 334 GC employees participated — including 169 employees from GC Biopharma — raising KRW 10,020,000 in charitable donations (including KRW 5,070,000 from GC Biopharma).

Environmental Protection Reaction

GC promotes environmental protection through three actions: Remind (Rethink), Reduce (Reuse), and Recycle. Charitable donations are raised through employee participation — including environmental protection pledges, reducing single-use consumption, and proper waste separation — and donated to environmentally vulnerable communities. As of 2025, KRW 9,180,000 in charitable donations was raised. Of this total, 142 GC Biopharma employees participated, contributing KRW 4,260,000 in charitable donations.

Metrics & Targets

Social Contribution Activity Targets

Social Contribution Fundraising
(including employee and corporate contributions)

	2026	2027	~2035
GC	Raise KRW 3 billion or more	Raise KRW 3.5B+; secure sustainable resources and establish a stable operational foundation	Advancing Funation-based operational content and community partnerships
GC Biopharma	Raise KRW 2.5 billion or more	Raise KRW 3B+; maintain social contribution costs at or above current levels and build a robust support system	Identify social contribution beneficiaries linked to core businesses (hemophilia, rare diseases, etc.)
GC Cell	Raise KRW 100 million or more	Raise KRW 200M+; maintain social contribution costs in line with GC (HC) and GC Biopharma	Identify social contribution beneficiaries linked to core businesses (cell therapies, etc.)

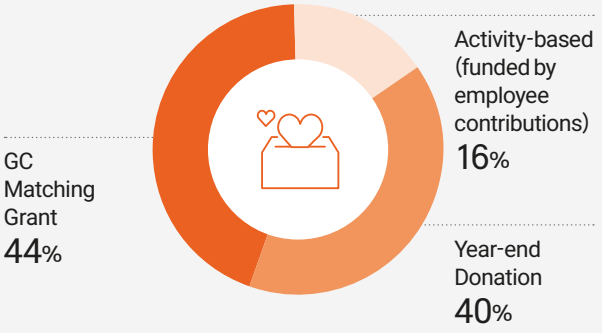
Expansion of Employee Participatory Social Contribution Activities

	2026	2027	~2035
GC	1,300+ participants	1,500+ participants	Encourage all Group employees to participate in at least one social contribution activity
GC Biopharma	600+ participants	700+ participants	Develop social contribution participants linked to corporate business (pharmaceutical talent job mentoring, etc.)
GC Cell	200+ participants	300+ participants	Develop social contribution participants linked to corporate business (pharmaceutical talent job mentoring, etc.)

Social Contribution Activity Metrics

Category		Unit	2023	2024	2025
GC (Holding Company)	Social contribution costs	KRW million	29	14	11
	Employee participants	Persons	179	178	251
	Volunteer hours per employee	Hours per employee	5.8	5.3	4.4
GC Biopharma	Social contribution costs	KRW million	2,606	5,951	7,167
	Employee participants (cumulative)	Persons	2,814	2,956	3,466
	Volunteer hours per employee (cumulative)	Hours per employee	4.5	3.2	3.4
GC Cell	Social contribution costs	KRW million	6	3	14
	Employee participants	Persons	366	385	418
	Volunteer hours per employee	Hours per employee	6.3	4.6	4.2

GC Social Contribution Expenditure Composition



Governance Topics

Governance and Shareholder Value Enhancement (ESRS G1) 136
Ethics and Compliance Management (ESRS G1) 147
R&D Innovation 156

Governance and Shareholder Value Enhancement ESRS G1

Governance

GC

Board Composition

Board Independence and Transparency

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, amended their articles of incorporation at the March 2022 Annual General Meeting to strengthen board independence and oversight, establishing the framework for separating the Board Chair from the CEO positions. During the independent outside director appointment process, potential conflicts of interest are rigorously reviewed in compliance with applicable laws, including Article 382 of the Commercial Act. Independent outside directors are limited to concurrent positions at no more than two companies, with status verified through Qualification Verification Forms, and individuals are selected for their expertise suited to each company's business.

A dedicated board support department ensures independent outside directors can perform their roles effectively, with board regulations stipulating their right to request information and access to education and external expert assistance at company expense. Transactions with major shareholders and directors are designated as matters requiring a special board resolution, and voting rights of directors with conflicts of interest are restricted. Board committee resolution results are communicated to all directors within five business days of the resolution date, and regular evaluations of board operations and individual independent outside director performance are conducted to monitor board independence and effectiveness. and the results are disclosed through our business reports and website.

Board Diversity and Expertise

GC promotes diversity in board composition across gender, age, experience, and background to reflect the perspectives of a broad range of stakeholders. A Board Skills Matrix that systematically organizes the expertise, experience, and competencies of individual directors has been established and publicly disclosed. Audit committee members and auditors continuously strengthen their capabilities through training programs offered by specialized organizations. All directors are enrolled in Directors and Officers (D&O) liability insurance at company expense to support independent and accountable decision-making.

Board Operation

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, are committed to practicing board-centric management and realizing sound and transparent corporate governance. The Board of Directors operates in accordance with the articles of incorporation, board regulations, and board committee regulations; each company — GC (Holding Company), GC Biopharma, and GC Cell — independently operates its own Board of Directors pursuant to its respective articles of incorporation (GC (Holding Company) articles of incorporation [link], GC Biopharma articles of incorporation [link], GC Cell articles of incorporation [link]). GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, regularly review ESG materiality at the board level and, based on that review, establish, and monitor ESG strategies and implementation plans.

Board Convening and Resolutions

The Board Chair convenes board meetings with one week's advance notice of the date, location, and agenda. Any director may request a board meeting by specifying the agenda and reasons; if the convening authority fails to act without justifiable cause, the requesting director may convene the meeting directly. Resolutions require attendance by a majority of directors and approval by a majority of those present, with directors having a conflict of interest excluded from voting.

Board Role

The Board reviews and resolves key matters including the General Meeting of Shareholders, management affairs (including ESG), finance, investment and expenditures, operations and production, director appointments, and the establishment and operation of board committees. A Management Committee and an Internal Transaction Committee have been established for timely responses to material management matters, with significant issues escalated to the Board for final resolution.

Shareholder Value Enhancement

GC has improved its dividend procedures so that the final dividend amount is confirmed prior to the dividend record date, enhancing predictability for shareholders. Medium-to-long-term dividend policies (three years or more) — including objectives and key determining factors — are publicly disclosed. Plans for the disposal or retirement of treasury shares, including target period, scope, and method, are disclosed in advance to reinforce trust in the protection of shareholder value.

Board Performance Evaluation

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, conduct regular evaluations of the full Board and individual independent outside directors, publicly disclosing key information including the evaluation cycle, methodology, criteria, evaluating body, and results. The 2025 board evaluation results were formally reported to the Board as an agenda item.

Reappointment decisions are made by the Board at the end of each director's term based on performance evaluations, with work performance and board meeting attendance rates as primary criteria.

Board Compensation

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, appropriately set director compensation within the remuneration limits approved by the General Meeting, considering each director's duties, roles, and responsibilities. Independent outside directors receive no separate performance-based compensation to preserve their independence. Performance compensation is assessed based on financial indicators such as revenue and net income, as well as KPI achievement rates. GC also grants Stock Grants to executive inside directors to strengthen alignment with long-term management performance.

Category		Unit	2023	2024	2025
Total Board Compensation					
GC (Holding Company)	Subtotal	KRW million	2,451	2,917	4,190
	Inside directors	KRW million	2,415	2,862	4,084
	Independent outside directors (non-executive)	KRW million	36	55	106
GC Biopharma	Subtotal	KRW million	1,537	2,258	2,186
	Inside directors	KRW million	1,501	2,068	1,946
	Independent outside directors (non-executive)	KRW million	36	190	240
GC Cell	Subtotal	KRW million	2,033	2,155	706
	Inside directors	KRW million	1,997	2,119	670
	Independent outside directors (non-executive)	KRW million	36	36	36

Governance and Shareholder Value Enhancement ESRS G1

GC [Holding Company]

Board Composition

Board Composition Status

As of March 31, 2026

Category	Name	Gender	Term	Position	Education and Professional Experience
Inside directors	Il-Sup Huh	Male	2025.3~2027.3	CEO	· Member of Management Committee
	Yong-Jun Huh	Male	2025.3~2027.3	CEO	· Chair of BOD · Chair of Management Committee
	Yong-Tae Park	Male	2025.3~2027.3	Vice Chair	· Member of Management Committee · The Internal Transaction Committee Member
Independent outside directors	Choon-Woo Lee	Male	2026.3~2029.3	-	· Professor of Business Administration (University of Seoul) · Former GC Biopharma independent outside directors · Chair of the Internal Transaction Committee
	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 · The Internal Transaction Committee Member

Board Expertise

As of December 31, 2025

Competency Category[1]	Inside director			Independent Outside Directors	
	Il-Sup Huh	Yong-Tae Park	Yong-Jun Huh	Suk-Wha Kim	Joon-Ho Kang
Leadership	●	●	●	●	●
Board experience	●	●	●	●	●
Finance & accounting	●		●		
Risk management		●	●	●	●
Industry experience (pharmaceuticals/biotech, medical, healthcare)	●	●	●	●	
Global biz.	●	●	●	●	●
M&A, investment & capital markets	●	●	●		
Legal, administration & public policy	●		●		
HR & compensation	●		●		●

1) Competency Categories are subject to periodic review and adjustment in response to changes in core business direction and the management environment.

Board Composition

GC (Holding Company) appointed Joon-Ho Kang as a new independent outside director in March 2025, increasing independent outside director representation to 40%.

Category	Unit	2023	2024	2025
Total number of persons	Persons	4	4	5
Independent outside directors (non-executive) Ratio	%	25	25	40
Female director Ratio	%	0	0	0

Director and Board Chair Appointment

Directors are appointed by resolution of the General Meeting of Shareholders in accordance with the Commercial Act and the articles of incorporation, with independent outside directors selected from candidates without a special relationship with management. The Board Chair is appointed from among the directors by board resolution.

Board Independence and Transparency

To strengthen board independence and expertise, GC (Holding Company) appointed Joon-Ho Kang as a new independent outside director in March 2025, transitioning to a structure of three inside directors and two independent outside directors and increasing independent outside director representation from 25% to 40%. Additional appointments and amendments to the articles of incorporation will be pursued as needed to serve stakeholder interests.

Board Operation

GC (Holding Company) operates a Management Committee within its Board of Directors to enable ongoing discussion and timely decision-making on key management matters delegated by the Board. Decisions are shared with all board members, with significant matters re-escalated to the full Board for final resolution.

An Internal Transactions Committee was also established as a board committee in March 2026 to objectively review the transparency and fairness of intra-group transactions, thereby preventing misappropriation of benefits by controlling shareholders, protecting minority shareholder rights, and reinforcing the company's governance framework.

Board Operations

Category		Unit	2023	2024	2025
Board attendance rate	Total	%	100	100	100
	Independent outside directors (non-executive)	%	100	100	100
Board meetings held		Times	6	6	6
Number of agenda items	Total agenda items (reports and resolutions)	Cases	24	22	27
	ESG-related agenda Items	Cases	2	2	1
	Independent outside directors amendments/objections	Cases	0	0	0

Board Committees

Category	Roles and Activities	Position	Name	Director Type
Internal transaction committee (2 indep. directors, 1 inside director)	· Ensuring transparency and fairness of internal transactions. · Establishing and reviewing policies related to internal transactions.	Chair	Choon-Woo Lee	Indep. Director
		Member	Joon-Ho Kang	Indep. Director
		Member	Yong-Tae Park	Inside Director
Management committee (3 inside directors)	· Enabling swift and rational responses to rapidly changing business environments · Deliberates and resolves matters relating to general management, finance, investment, and organizational affairs, as well as issues delegated by the Board of Directors	Chair	Yong-Jun Huh	Inside director
		Member	Il-Sup Huh	Inside director
		Member	Yong-Tae Park	Inside director

Board Evaluation

To monitor the independence and effectiveness of board operations and identify areas for improvement, GC (Holding Company) conducted a survey-based evaluation grounded in a total of 8 quantitative indicators.

Category (No. of Questions)	Evaluation Score
General matters of the board (1)	4.4
Board composition (3)	4.3
Board culture and meeting activities (3)	4.5
Information and materials provided to the board (1)	4.2

Governance and Shareholder Value Enhancement ESRS G1

GC Biopharma

Board Composition

GC Biopharma maintains a board with a majority of independent outside directors, selected transparently and fairly through the Independent Outside Director Nomination Committee. These directors comprise industry, finance, accounting, and legal experts who bring diverse backgrounds and expertise to board deliberations and management oversight.

Board Composition Status

As of March 31, 2026

Category	Name	Gender	Term	Position	Education and Professional Experience
Inside director	Eun-Chul Huh	Male	2026.3~ 2028.3	CEO	· Ph.D. in science (cornell university) · Chair of BOD · Chair of management committee
	Jae-Wook Jeong	Male	2026.3~ 2028.3	Head of R&D division	· Ph.D. in organic chemistry (purdue univ.) · Member of management committee
	Woong Shin	Male	2026.3~ 2028.3	Head of operations division	· Member of management committee
Inde-pendent outside directors	Ki-Hwan Park	Male	2026.3~ 2028.3	-	· Adjunct professor, school of business and technology management, KAIST · Member of Independent outside Director nomination committee · Member of audit committee
	Jin-Hee Lee	Female	2026.3~ 2028.3	-	· Korean attorney / pharmacist · Member of audit committee
	Seong-Hoon Shim	Male	2026.3~ 2028.3	Senior in-dependent outside director	· Advisor to spectra corporation · Chair of Independent outside director nomination committee
	Ki-Joon Park	Male	2026.3~ 2028.3	-	· CPA at woori accounting corporation · Chair of audit committee · Member of Independent cutside director nomination committee

Board Composition Rate

Category		Unit	2023	2024	2025
Total number of persons		Persons	7	7	7
Independent outside directors (non-executive)	Ratio	%	57	57	57
Female director	Ratio	%	14	14	14

Director and Board Chair Appointment

Directors are appointed through candidate nomination, review, board deliberation and resolution, and approval at the General Meeting of Shareholders, with each director elected individually by vote pursuant to Article 382 of the Commercial Act. Directors serve up to three years per Article 31 of the Articles of Incorporation and may be reappointed for up to six years under the Commercial Act. The Independent Outside Director Nomination Committee — composed entirely of independent outside directors — reviews candidates for independence, expertise, transparency, and diversity, and recommends qualified candidates to the Board for approval at the General Meeting of Shareholders.

Board Independence & Transparency

Articles of Incorporation Amendment

GC Biopharma amended its Articles of Incorporation at the March 2024 Annual General Meeting of Shareholders 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.

Board Expertise

GC Biopharma conducts seminars and trainings on topics including business performance, ESG disclosure regulations, key business risks, and new business initiatives to strengthen independent outside directors' understanding and professional capabilities. Directors and Officers (D&O) liability insurance was also purchased at company expense in December 2024 to support more active engagement and responsible expertise-based decision-making by independent outside directors.

As of March 31, 2026

Competence Category	Inside Director			Independent Outside Director			
	Eun-Chul Huh	Jae-Wook Jeong	Woong Shin	Ki-Hwan Park	Jin-Hee Lee	Seong-Hoon Shim	Ki-Joon Park
Management	●			●		●	
Industrial expertise(medical)				●	●		
Industrial expertise (R&D)	●	●		●			
Industrial expertise (quality}			●				
Laws					●		
Accounting / Finance							●

Board Training Status

Training Date	Training Provider	Independent Outside Directors Attended	Key Training Content
May 13, 2025	EY Hanyoung	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee	Key amendments to accounting standards (IFRS 18, etc.)
May 16, 2025	GC Biopharma Manufacturing Division	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee , Seong-Hoon Shim	Management status assessment through on-site inspections
July 10, 2025	Board Secretariat	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee , Seong-Hoon Shim	Key amendments to the commercial act
August 12, 2025	EY Hanyoung	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee	Key accounting issues in the 2025 financial statement review focus
September 5, 2025	EY Hanyoung	Ki-Joon Park	EY hanyoung 6th accounting transparency seminar
September 18, 2025	IQVIA Korea	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee , Seong-Hoon Shim	Global Pharma & healthcare trends
November 11, 2025	EY Hanyoung	Choon-Woo Lee, Ki-Joon Park, Jin-Hee Lee	Key considerations for 2025 year-end closing and Internal control over financial reporting

Governance and Shareholder Value Enhancement ESRS G1

GC Biopharma

Board Operation

Board Operations

Category		Unit	2023	2024	2025
Board attendance rate	Total	%	100	100	98
	Independent outside director (non-executive)	%	100	100	96
Board meetings held		Times	6	8	6
Number of agenda items	Total agenda items (reports and resolutions)	Cases	23	34	26
	ESG-related agenda items	Cases	6	10	12
	Independent outside director amendments/ objections cases	Cases	0	0	0

Board Committees

Category	Roles and Activities	Position	Name	Director Type	Gender
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	Ki-Hwan Park	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	Seong-Hoon Shim	Independent outside director	Male
		Member	Ki-Hwan Park	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

Senior Independent Outside Director and Independent Outside Directors' Meeting

GC Biopharma has introduced a Senior Independent Outside Director system and established an Independent Outside Directors' Meeting, convened and chaired by the Senior Independent Outside Director, to deliberate on key matters and consolidate Independent Outside Directors' views for communication to the Board. This structure supports effective communication among shareholders, the Board, and management.

Board Evaluation

To promote transparent and sound board operations, GC Biopharma conducts self-assessments and peer evaluations based on annual activity records and director performance. Evaluation criteria cover the Board's functions, roles, and responsibilities, compositions and qualifications, overall operations, and individual committee performances. Results are reported to the Board and used to identify areas for improvement, which are incorporated into the following year's operational plan.

Independent Outside Director Evaluation

GC Biopharma conducts peer evaluations of independent outside directors, comprehensively assessing each director's expertise, independence, and contribution. Results are reported to the Independent Outside Director Nomination Committee, which provides individual feedback. The 2025 evaluation results were generally favorable and will be used as a reference for improving board operations and independent outside director performances going forward.

GC Cell

Board Composition

Board Composition Status

As of March 31, 2026

Category	Name	Gender	Term	Position	Education and Professional Experience
Inside director	Jai-Wang Kim	Male	2025.3~ 2027.3	Head of sales	· Chair of BOD · M.B.A. (Chung-Ang University)
	Sung-Yong Won	Male	2026.3~ 2029.3	Head of R&D	· Ph.D. in microbiology and immunology (UTMB)
Independent outside directors	Hong-Ki Bae	Male	2025.3~ 2027.3	-	· CEO of Seohyun accounting corporation · Accountant

Board Composition Rate

Category		Unit	2023	2024	2025
Total number of persons		Persons	4	3	3
Independent outside directors (non-executive)	Ratio	%	25	33	33
Female director	Ratio	%	25	0	0

Director and Board Chair Appointment

Directors are appointed by resolution of the General Meeting of Shareholders in accordance with the Commercial Act and the articles of incorporation, with independent outside directors selected from candidates without a special relationship with management. The Board Chair may be appointed separately from the CEO and is elected from among the directors by board resolution.

Governance and Shareholder Value Enhancement ESRS G1

GC Cell

Board Expertise

As of March 31, 2026

Competence	Inside director		Independent Outside Directors
	Jai-Wang Kim	Sung-Yong Won	Hong-Ki Bae,
Management	●	●	
Accounting / Finance			●
Industrial expertise (R&D)		●	
Industrial expertise (Sales)	●		

Board Training Status

Training Date	Training Provider	Attending Directors	Key Training Content
2025.12.9~ 2025.12.16	Samil PwC governance center	Hong-Ki Bae (Independent outside directors)	Board of directors and directors: key topics including roles and responsibilities, ESG understanding, and board oversight guidelines
2025.12.3	Samil PwC governance center	Seong-Cheol Choi (statutory auditor)	Roles and responsibilities of statutory auditors: covering financial audits, audit opinions, and recommendations for Internal audit operations

Board Operation

Board Operations

Category		Unit	2023	2024	2025
Board attendance rate	Total	%	97	96	100
	Independent outside directors unit (non-executive)	%	100	100	100
Board meetings held		Times	5	6	4
Number of agenda items	Total agenda items (reports and resolutions)	Cases	30	29	17
	ESG-related agenda items	Cases	5	6	5
	Independent outside directors	Cases	0	0	0

Protection of Shareholder Rights

GC

General Meeting of Shareholders: Convening and Notification

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, endeavor to hold their Annual General Meetings of Shareholders on dates other than those designated as peak AGM dates by the Financial Supervisory Service. Shareholders are notified of the meeting date, location, and agenda at least two weeks in advance, and the annual report and audit report are disclosed one week prior to the meeting, enabling shareholders to review business performance and agenda items before exercising their voting rights. An electronic voting system is also in place to enhance shareholder convenience.

Shareholder Voting Rights

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, stipulate a one-share, one-vote principle in their articles of incorporation to ensure equitable voting rights for all shareholders. Matters that may significantly impact shareholder rights are decided through the General Meeting of Shareholders to maximize their protection. Shareholders also hold the right to propose agenda items under Article 363-2 of the Commercial Act and to raise questions and request explanations at the General Meeting of Shareholders.

Proxy Solicitation System

GC (Holding Company), GC Biopharma, and GC Cell implement the proxy solicitation system under the Financial Investment Services and Capital Markets Act, actively supporting shareholders in exercising their voting rights through various methods.

Shareholder Return Policy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, pursue a stable dividend policy based on business performance, with enhancing shareholder value and expanding shareholder returns as their top priority. Annual dividends are paid within the range of net income reported in the separate financial statements, taking into account current-year profitability and financial soundness. At the March 2024 Annual General Meeting of Shareholders, GC improved its dividend procedures to allow shareholders to confirm dividend payments before making investment decisions, amending the Articles of Incorporation to separate the voting rights record date from the dividend record date.

Shareholder Communication

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, hold Annual General Meetings of Shareholders to share business performance and key issues, ensuring open dialogue with shareholders and direct responses to inquiries by company representatives. For institutional investors, Non-Deal Roadshows (NDRs) and participation in Corporate Days and conferences hosted by securities firms are conducted to deepen understanding of corporate value and management strategy. Individual investor meetings are also held regularly; in February 2026, the companies engaged actively with investors on key business results including sales and R&D activities, as well as mid-to-long-term management strategies. Each company discloses key information — including business activities, financial status, and management performance — in a timely manner through its website and the Financial Supervisory Service's DART system, enhancing information accessibility and stakeholder trust.

Governance and Shareholder Value Enhancement ESRS G1

GC [Holding Company]

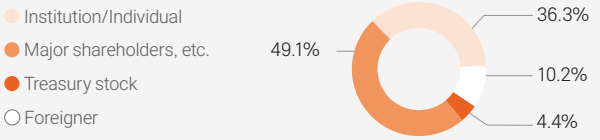
Shareholder Return Policy

At its board meeting on February 11, 2026, GC (Holding Company) determined and disclosed a dividend of KRW 300 per share for the fiscal year 2025. In addition, the company amended its Articles of Incorporation to set the dividend record date after the confirmation of dividend payment and amount, thereby enhancing the predictability of dividends for shareholders. The amendments also included restoring authority over the approval of financial statements from the Board of Directors to the General Meeting of Shareholders to protect shareholder rights, as part of broader amendments to the Articles of Incorporation to comply with the amended Commercial Act. In the same meeting, the company approved and announced its mid-to-long-term dividend policy for 2026–2028, aimed at enhancing the continuity and predictability of dividends and reinforcing the transparency of its shareholder return policy. The policy targets a payout of at least 50% of the three-year average net income based on separate financial statements, with valuation gains and losses and one-time non-recurring items evaluated separately.

Category		Unit	2023	2024	2025
Major dividend indicators	Face value of stock	KRW	500	500	500
	Net profit	KRW million	(54,136)	24,025	(69,513)
	Earnings per share[1]	KRW	(1,184)	529	(1,531)
	Total cash dividends	KRW million	13,622	22,702	13,633
	Cash dividend payout ratio	%	-	94.5	-
	Cash dividend yield[1]	%	1.9	2.9	2.0
	Cash dividend per share[1]	KRW	300	500	300
Issued shares	Total number of authorized shares	Share	150,000,000	150,000,000	150,000,000
	Total number of issued shares[2]	Share	49,543,070	49,543,070	49,543,070
	Number of treasury stock[2]	Share	4,141,339	4,141,339	4,101,994
	Number of outstanding shares[2]	Share	45,401,731	45,401,731	45,441,076

1) Based on common stock 2) Based on common and preferred shares

Shareholding Status December 31, 2025 (Based on common stock)



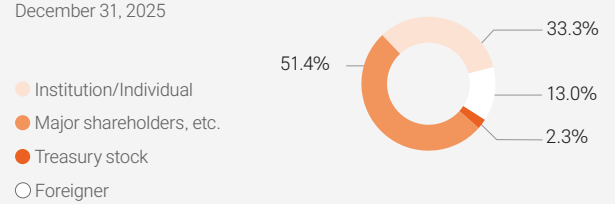
GC Biopharma

Shareholder Return Policy

At its board meeting on February 7, 2025, GC Biopharma approved and announced its current dividend amount and mid-to-long-term dividend policy for 2025–2027, declaring a dividend of KRW 1,500 per share for fiscal year 2025. The policy aims to meet stakeholder expectations by maintaining a stable dividend payout, targeting a minimum of 20% of net income based on separate financial statements over the three-year period (FY2025–FY2027). One-time non-recurring items such as equity adjustments and licensing transactions (License In/Out) are evaluated separately from net income.

Category		Unit	2023	2024	2025
Major dividend indicators	Face value of stock	KRW	5,000	5,000	5,000
	Net profit	KRW million	(26,631)	(26,280)	(4,674)
	Earnings per share	KRW	(2,333)	(2,303)	(410)
	Total cash dividends	KRW million	17,120	17,120	17,120
	Cash dividend payout ratio	%	-	-	-
	Cash dividend yield	%	1.2	0.9	0.9
	Cash dividend per share	KRW	1,500	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	273,411
	Number of outstanding shares	Share	11,413,178	11,413,178	11,413,127

Shareholding Status
December 31, 2025



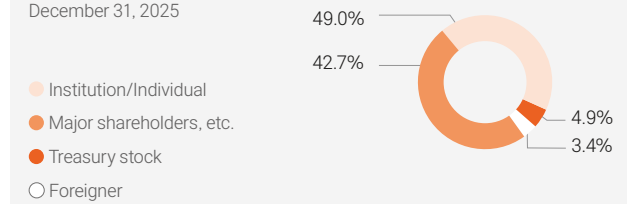
GC Cell

Shareholder Return Policy

GC Cell has established and continues to implement a three-year dividend policy (2023–2025) to enhance dividend predictability for investors. Under this policy, the total annual dividend is determined within a payout ratio of 10–30% of net income based on separate financial statements, with the final dividend decision and amount taking into account changes in the business environment, mid-to-long-term management plans, new investments, financial structure, and overall business conditions.

Category		Unit	2023	2024	2025
Major dividend indicators	Face value of stock	KRW	500	500	500
	Net profit	KRW million	8,161	(64,755)	(260,908)
	Earnings per share	KRW	(12)	(4,918)	(18,158)
	Total cash dividends	KRW million	1,502	0	0
	Cash dividend payout ratio	%	18.4	0	0
	Cash dividend yield	%	0.2	0	0
	Cash dividend per share	KRW	100	0	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	777,703	777,203	773,203
	Number of outstanding shares	Share	15,022,641	15,027,141	15,027,141

Shareholding Status
December 31, 2025



Governance and Shareholder Value Enhancement ESRS G1

Economic Performance

GC [Holding Company]

Consolidated Statement of Financial Position

Assets

(Unit : KRW million)

Category	2023	2024	2025
Total	3,737,707	3,670,572	4,069,172
Current assets	1,361,246	1,379,408	1,546,885
Cash and cash equivalents	174,538	77,304	79,657
Trade receivables and contract assets	515,986	452,455	477,924
Other receivables	30,350	32,943	29,989
Other financial assets	21,573	6,794	19,627
Inventories	579,728	760,834	909,796
Derivative assets	3,803	2,860	2,498
Other current assets	34,918	45,822	27,093
Assets held for sale	348	396	301
Non-current assets	2,376,462	2,291,165	2,522,288
Other receivables	81,441	86,368	91,390
Other financial assets	130,243	191,760	200,687
Investments in associates and joint ventures	214,125	182,306	201,136
Property, plant and equipment	1,067,100	999,793	1,049,982
Intangible assets	693,907	663,616	724,060
Investment properties	63,315	73,800	88,197
Right-of-use assets	50,111	28,805	86,078
Derivative assets	2,153	1,596	1,731
Net defined benefit assets	29,612	966	311
Other non-current assets	3,627	5,746	4,271
Deferred tax assets	40,827	56,407	74,445

Liabilities and Equity

(Unit : KRW million)

Category	2023	2024	2025
Liabilities and equity	3,737,707	3,670,572	4,069,172

Liabilities

(Unit : KRW million)

Category	2023	2024	2025
Equity	1,856,166	1,818,397	2,305,403
Current liabilities	1,513,207	1,273,345	1,608,005
Trade and other payables	343,198	375,824	544,665
Short-term borrowings	600,255	471,291	511,563
Current portion of long-term borrowings	412,045	207,384	380,525
Lease liabilities	16,213	15,449	17,376
Contract liabilities	27,374	21,141	11,563
Current income tax liabilities	6,609	60,044	14,102
Derivative liabilities	26,989	28,287	33,588
Provisions	30,919	29,643	1,328
Other current liabilities	49,605	64,282	49,605
Non-current liabilities	342,958	545,052	697,398
Trade and other payables	32,028	7,329	7,335
Long-term borrowings	216,353	411,190	475,510
Lease liabilities	35,300	20,813	108,322
Derivative liabilities	5,143	205	-
Net defined benefit liabilities	4,983	26,349	108,322
Provisions	4,768	4,877	1,647
Other non-current financial liabilities	-	9,977	2.117
Other non-current liabilities	15,884	34,163	30,668
Deferred tax liabilities	28,499	30,149	20,266

Governance and Shareholder Value Enhancement ESRS G1

GC [Holding Company]

Equity

(Unit : KRW million)

Category	2023	2024	2025
Total	1,881,542	1,852,175	1,763,769
Equity attributable to owners of the parent	980,252	994,091	900,300
Issued capital	26,579	26,579	26,579
Share premium	56,139	68,101	73,823
Other equity components	(18,289)	(18,289)	(18,155)
Accumulated other comprehensive income	19,310	20,879	11.889
Retained earnings	896,513	896,820	806,794
Non-controlling interests	901,290	858,084	862,839

Consolidated Statement of Comprehensive Income

(Unit : KRW million)

Category	2023	2024	2025
Operating revenue	2,057,936	2,204,855	2,451,476
Operating expenses	2,074,374	2,215,571	2,415,249
Operating profit	(16,438)	(10,716)	36,227
Other income	36,910	209,417	79,697
Other expenses	25,153	60,955	148,520
Finance income	34,175	28,617	53,762
Finance costs	64,956	92,204	93,787
Share of profit (loss) of associates	(45,648)	(31,636)	19,177
Profit before income tax	(81,110)	42,522	(53,443)
Income tax expense (benefit)	(9,470)	53,612	(11,624)
Profit (loss) for the year	(72,794)	(11,090)	(41,820)

(Unit : KRW million)

Category	2023	2024	2025
Other comprehensive income			
Items that will be reclassified subsequently to profit or loss	869	7,900	(18,874)
Share of other comprehensive income of associates and joint ventures	(472)	1,898	(5,784)
Foreign currency translation differences	1,341	6,002	(3,091)
Items that will not be reclassified subsequently to profit or loss	12,153	(20,054)	7,413
Remeasurement of defined benefit plans	11,688	(19,066)	4,796
Fair value gains (losses) on financial assets at FVOCI	465	(988)	2,607
Share of retained earnings of associates	-	-	10
Other comprehensive income(loss), net of tax	13,022	(12,154)	(11,462)
Total comprehensive income (loss) for the year	(59,772)	(23,244)	(53,281)
Profit (loss) for the year attributable to			
Equity holders of the parent	(54,136)	24,025	(69,513)
Non-controlling interests	(18,658)	(35,115)	27,693
Total comprehensive income (loss) for the year attributable to			
Equity holders of the parent	(48,935)	17,327	(77,249)
Non-controlling interests	(10,837)	(40,571)	(23,968)

Earnings per share attributable to equity holders of the parent

(Unit : KRW)

Category	2023	2024	2025
Basic earnings (loss) per share from continuing operations	(1,184)	529	(1,531)
Diluted earnings (loss) per share from continuing operations	(1,184)	529	(1,531)
Basic earnings (loss) per share - Type 1 preferred shares	501	534	(1,526)
Diluted earnings (loss) per share - Type 1 preferred shares	501	534	(1,526)
Basic earnings (loss) per share - Type 2 preferred shares	496	529	(1,531)
Diluted earnings (loss) per share - Type 2 preferred shares	496	529	(1,531)

Governance and Shareholder Value Enhancement ESRS G1

Economic Value Distribution

Indirect Economic Value Distribution (Separate Basis)

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, fulfill their corporate social responsibilities by distributing the economic value generated through business activities to key stakeholders, including partners, employees, shareholders and investors, the government, and local communities.

(Unit : KRW million)

Category			2023	2024	2025
GC (Holding Company)	Total		48,611	110,403	42,930
	Partners	Purchasing cost	973[1]	1,724	2,227
	Employees	Subtotal	21,154	23,893	21,591
		Employee salary	19,841	22,948	20,662
		Training and development cost	188	276	389
		Employee benefit cost	1,125	669	540
	Shareholders and investors	Subtotal	27,748	37,958	23,943
		Total dividends	13,622	22,702	13,633
		Interest expense	14,126	15,256	10,310
	Government	Corporate income tax	(1,293)	46,814	(4,857)
	Local community	Donations	29	14	11
GC Biopharma	Total		1,049,512	1,186,484	1,247,627
	Partners	Purchasing cost	802,831	905,278	967,218
	Employees	Subtotal	209,856	223,686	220,042
		Employee salary	175,011	184,763	184,190
		Training and development cost	2,790	2,100	2,287
		Employee benefit cost	32,054	36,823	33,565
	Shareholders and investors	Subtotal	36,271	46,278	51,083
		Total dividends	17,120	17,120	17,120
		Interest expense	19,151	29,158	33,963
	Government	Corporate income tax	(2,052)	5,291	2,118
	Local community	Donations	2,606	5,951	7,167

(Unit : KRW million)

Category			2023	2024	2025
GC Cell	Total		60,039	59,724	54,155
	Partners	Purchasing cost[2]	29,429	28,067	31,819
	Employees	Subtotal	47,960	51,657	50,858
		Employee salary	39,723	44,838	44,033
		Training and development cost	235	229	110
		Employee benefit cost	8,002	6,819	6,715
	Shareholders and investors	Subtotal	4,569	4,475	4,274
		Total dividends	1,502	0	0
		Interest expense	3,067	4,475	4,274
	Government	Corporate income tax	(7,504)	(3,589)	991
	Local community	Donations	6	3	14

1) Restated to GC (holding company) separate basis (2023 figures corrected)
2) Three-year data recalculated following a change in aggregation methodology

Government Financial Assistance Received (Separate Basis)

GC and its affiliates — GC (Holding Company), GC Biopharma, and GC Cell — leverage government subsidies to practice their core values of job creation and technological innovation.

Category	Unit	2023	2024	2025
Government Financial Assistance				
GC (Holding Company)[1]	KRW million	105	116	130
GC Biopharma[2]	KRW million	1,638	2,296	7,397
GC Cell[2]	KRW million	100	3	8

1) Three-year data recalculated based on employment-related government grants criteria
2) Based on government grants applicable to research and development costs

Contributions to Revitalizing the Industry Ecosystem

Investments to Vitalize the Healthcare Industry Ecosystem

GC (Holding Company) is building an ecosystem in which the technologies of innovative companies help enhance the quality of life for humanity.

Category	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
	Pumpkin Company	Pet IoT company with integrated online-offline services

Investments to Vitalize the Pharmaceutical and Vaccine Industry Ecosystem

GC Biopharma and GC Cell participate in the Biopharmaceutical Raw Materials Commercialization Initiative and the Bio Industry Supply Chain Collaborative Consortium to strengthen the domestic supply ecosystem for raw and subsidiary materials that are currently heavily dependent on overseas suppliers.

Category	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

Governance and Shareholder Value Enhancement ESRS G1

Risk Management

GC

Enterprise Risk Management Framework

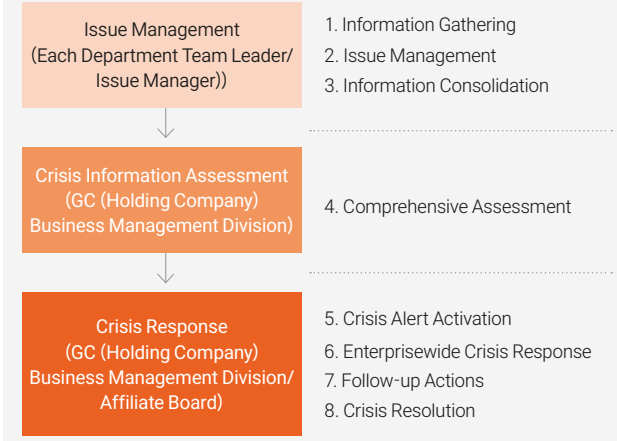
Risk Management Organization

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, designate a risk manager for each affiliate, with GC (Holding Company) serving as the control tower for integrated risk management. Integrated risk management is overseen by the Head of the GC (Holding Company) Business Management Division, while the Heads of the Management Planning Offices at GC Biopharma and GC Cell are responsible for risk management at their respective affiliates. Risk reporting and response are differentiated based on the likelihood of crisis escalation. Risks with a low probability of escalation are managed principally through cooperation and coordination with relevant departments, while risks with a high probability of escalation are reported immediately to the CEO and, where necessary, escalated to the Board of Directors for a group-level response. Dedicated organizations are assigned to conduct pre- and post-event monitoring and response activities by risk type. For example, risks related to labor practices are systematically managed by GC Biopharma through a permanent organization and a personnel committee.

Enterprise Risk Management Process

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, continuously identify and monitor risk and opportunity factors, and regularly review risk control procedures and actual operational status to enable the systematic prevention and management of risk factors. This framework encompasses not only risks that may arise in the course of manufacturing, selling, and providing products and services, but also Emerging Risks that could disrupt normal business operations.

The company also operates the GC Risk Management and Crisis Response Manual to minimize both the primary damage caused by risks and the secondary impacts that may arise during the response process. All employees are responsible for immediately sharing relevant information through the reporting system set out in the Manual upon detecting a risk, and for responding swiftly and systematically.



Risk Classification Framework

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, classify enterprise-wide risks into internal risks across four key areas (financial, legal, operational, and strategic) and external business environment risks, with sub-categories for each risk type redefined to enable systematic management.

Internal Risks

Finance	Legal	Operational	Strategic
· Market Tax · Credit P&L · Liquidity · Disclosure	· Fraud · Litigation/ Disputes · Compliance · Liability · Contract	· Supply Chain · Quality · Security · Environment/ · Climate Change · IT · Licensing Development · Human Rights · Technology Partners · Project · Safety	· Strategic Direction · M&A · Management Overseas Investment · New Business

External Risks

External Business Environment	· Business Environment Issues · Political Issues · Customer Change Issues · Government Policy Issues · Public Relations Issues	· Competitor Issues · National Issues · Disaster Issues · Emerging Technology Issues · Pandemic Issues

Tax Policy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, comply with all tax-related laws and regulations, and manage tax risks through pre- and post-event reviews conducted with the support of accounting firms. The Group also operates a prior consultation framework for key tax-related matters among affiliates.

Governance and Shareholder Value Enhancement ESRS G1

GC

Audit

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have established and operate audit organizations appropriate to the asset scale and characteristics of each entity in accordance with the Commercial Act and other relevant laws and regulations. Through independent and professional audit activities, the Group promotes transparency and soundness in corporate management.

External Auditors

The objectivity and transparency of financial information are ensured through regular audits by independent 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 submitted 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 the 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 — the Management Diagnosis Team — establishes and obtains approval for audit plans, conducts regular and ad-hoc audits, prevents risks proactively, and works to ensure the effective operation of internal controls.

GC [Holding Company]

Audit

As GC (Holding Company)'s total assets on a separate basis are below KRW 2 trillion, it is not required to establish an audit committee under the Commercial Act, and accordingly operates with a full-time auditor in lieu of an audit committee.

Audit Organization

GC (Holding Company) has a full-time auditor who works on-site to conduct audits in accordance with Article 542-10, paragraph 1 of the Commercial Act.

Compliance Officer System Enhancement

GC (Holding Company) operates a compliance officer system in accordance with Article 542-13 of the Commercial Act.

GC Biopharma

Audit

GC Biopharma operates an audit committee.

Audit Organization

GC Biopharma operates an audit committee in accordance with Article 542-11 of the Commercial Act. The audit committee is composed entirely 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. Audit committee members are selected from among those who meet the qualification requirements under the Commercial Act and other relevant laws and possess extensive experience in finance, accounting, and management, thereby ensuring independence and expertise. Compensation for audit committee members is set at an appropriate level within the remuneration limits approved by the General Meeting of Shareholders, taking into account their duties and responsibilities to ensure faithful and diligent performance.

Compliance Officer System Enhancement

To strengthen compliance and ethical management systems, GC Biopharma appointed a lawyer as compliance officer in February 2026, and GC (Holding Company) appointed one in March 2025, with both companies operating compliance officer systems in accordance with Article 542-13 of the Commercial Act. Compliance officers are strengthening management, supervision, and board reporting functions and implementing ongoing education and training programs, thereby contributing to the enhancement of the Company's compliance and ethical standards.

GC Cell

Audit

As GC Cell's total assets on a separate basis are below KRW 2 trillion, it is not required to establish an audit committee under the Commercial Act, and accordingly operates with a full-time auditor.

Audit Organization

GC Cell has a full-time auditor who works on-site to conduct audits in accordance with Article 542-10, paragraph 1 of the Commercial Act.

Ethics and Compliance Management ESRS G1

Governance

GC [Holding Company]

Ethics and Compliance Governance

Board Oversight Responsibilities

The Board of Directors of GC (Holding Company) receives regular reports on key activities and future plans related to ethics management and compliance support, and oversees ethics and compliance matters. Major agenda items reported in 2025 included ISO 37301 (Compliance Management System) management review results and compliance support activities (training, promotion, etc.).

Roles of Management and Dedicated Organization

GC (Holding Company) operates an Ethics Management Committee, an executive-level body that deliberates and makes decisions on all matters relating to the Ethics Charter and Practice Guidelines. We have established a dedicated Ethics Office as a permanent organization reporting directly to the Committee 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's compliance organization regularly reports to the CEO and Board of Directors on key compliance management activities and future plans.

GC Biopharma

Ethics and Compliance Governance

Board Oversight Responsibilities

GC Biopharma's Board of Directors has appointed a Compliance Program (CP) Officer (responsible for anti-corruption activities and compliance) and a Statutory Compliance Officer to implement ethical business practices and efficiently operate the corporate compliance policies. We conduct regular ethics and compliance training, monitor adherence to compliance control standards, and report 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 Program (CP) Officer and a Statutory Compliance Officer.

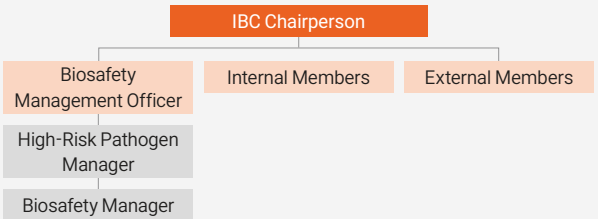
GC Biopharma operates its audit function in accordance with relevant laws and the Articles of Incorporation, with the Audit Committee's composition, operations, authorities, and responsibilities defined in the Audit Committee Regulations. Audit committee members are nominated by the Board of Directors and appointed as independent 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 whistleblowing system, and investigations are conducted into ethics violations such as employee misconduct to establish a transparent corporate culture.

Roles of Research Ethics Dedicated Organization

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 improvement measures and corrective actions, establishes institutional biosafety management plans, and operates biosafety education and training programs. Since 2023, GC Biopharma has implemented an IBC online system, streamlining biosafety processes including review management and training administration.

IBC Organizational Chart



Ethics and Compliance Management ESRS G1

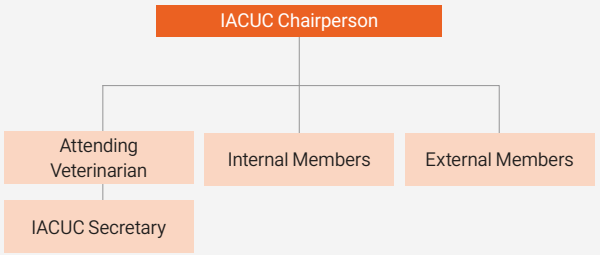
Governance

GC Biopharma

Animal Research Ethics

The GC Biopharma Institutional Animal Care and Use Committee (IACUC) was established and has been operating since 2008 under Korea's Animal Protection Act. For new drug development, the IACUC Chairperson and specialist members 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, GC Biopharma has implemented an Animal Lab online system, enabling faster and more convenient online access to animal research processes.

GC Biopharma IACUC Organizational Chart



GC Cell

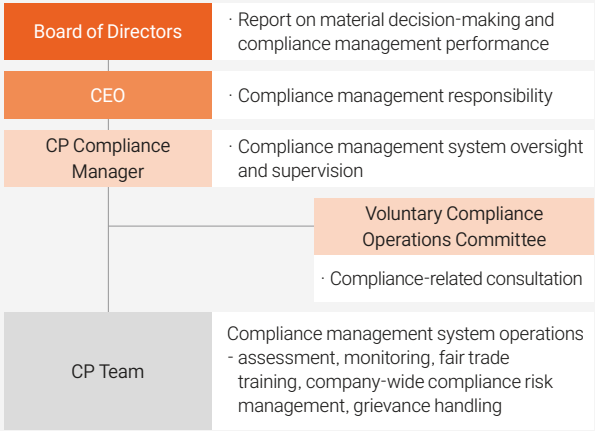
Ethics and Compliance Governance

Board Oversight Responsibilities

GC Cell has established a company-wide compliance framework under the Board of Directors and appointed a compliance officer. The Board of Directors 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

The CEO and compliance officer of GC Cell oversee the overall operations of ethics and compliance management activities. To strengthen ethical practices and achieve the substantive goals of compliance management, 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.



Roles of Research Ethics Dedicated Organization

Organization for Animal Research Ethics

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, and operates a dedicated organization responsible for animal research ethics. 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

Ethics and Compliance Management ESRS G1

Strategy

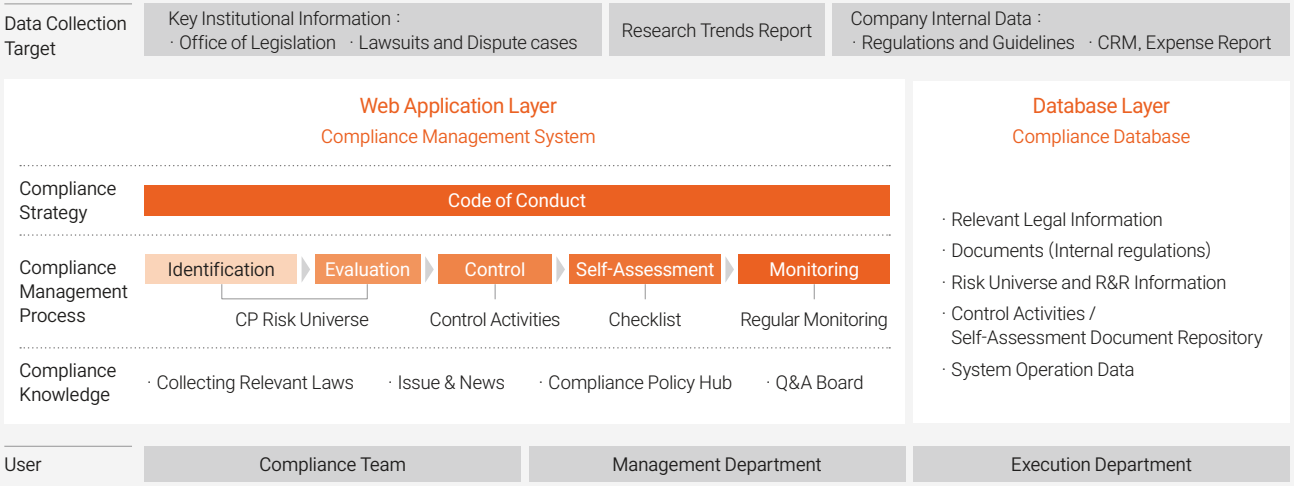
Ethics and Compliance Management Framework

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have designated eight core compliance areas aligned with the 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.

GC Ethics Standards and Human Rights Charter

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 Rights Organizations	· External Issues · Major Stakeholders: ESG-related Stakeholders

GC Compliance Management System



Ethics Standards Declaration

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, declared their Ethics Standards, approved by the CEOs of each affiliate, as the foundation for proper conduct and decision-making that all executives and employees must follow. The 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 complete an annual Ethics Practice Pledge to affirm their 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. The Internal Audit Team additionally 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 with approval from the Ethics Management Committee and CEO to reflect current issues.

GC Ethics Management Standards Framework

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

Spread of Ethical Management Culture

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, create and post educational materials (Ethical Management Briefs) on the shared intranet to promote ethical awareness and education throughout the organization.

Ethics and Compliance Management ESRS G1

Strategy

GC [Holding Company]

Ethics Management Policy

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

GC (Holding Company) 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.

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

Anti-Corruption Policy

GC (Holding Company)'s 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.

Anti-Corruption/Compliance Training

GC (Holding Company) 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.

Spread of Ethical Management Culture

Ethics Management Program Operations

GC (Holding Company) conducts various promotional activities to foster a culture of ethical management, including ethics quizzes, plant pot growing activities, distribution of educational materials, poster campaigns, and promotion of the internal reporting system.

Ethics Awareness Assessments and Internal Audits for Executives and Employees

GC (Holding Company) conducts regular and ad-hoc ethics awareness assessments to identify vulnerabilities and implement improvements, with issues resolved in collaboration with relevant departments. These assessments are carried out alongside business ethics and compliance reviews during regular internal audits. In 2025, a total of nine internal audits were conducted. In accordance with the Ethics Management Policy, the Internal Audit Team regularly monitors financial data of each affiliate and conducts risk assessments —covering core business areas such as pharmaceutical manufacturing and sales, medical device manufacturing and sales, diagnostic testing services, healthcare, health supplements, and EMR services—after reviewing business reports, audit reports, press releases, and regulatory updates. Material risk areas are identified and incorporated into the audit scope as necessary.

View GC (Holding Company) Audit Performance →

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. The CEO-approved Code of Conduct, along with the Anti-Corruption Policy, the Gifts, Entertainment, and Hospitality Policy, the Conflict of Interest Policy, the Third-Party Management Regulations, and other related policies, were developed, revised, published on the company website, and distributed to employees and stakeholders, with practical examples and FAQs included to enhance understanding. Regular training on the Code of Conduct and related policies is provided on an ongoing basis.

Anti-Corruption Policy

GC Biopharma has established an anti-corruption policy and annually publishes CEO messages on the intranet to demonstrate leadership and commitment to anti-corruption.

Research Ethics Policy

GC Biopharma recognizes the importance of research ethics and applies these principles across all research activities, with strict adherence to applicable regulations at each stage and systematic monitoring of all activities. We have established comprehensive principles to protect the safety and rights of humans, animals, and the environment during pharmaceutical development, with dedicated review committees for pre-approval evaluation and an oversight department to ensure proper implementation of approved research, guaranteeing transparency and reliability in research outcomes.

Ethics and Compliance Management ESRS G1

Strategy

GC Biopharma

Spread of Ethical Management Culture

Ethics Management Program Operations

GC Biopharma continuously operates programs to demonstrate its commitment to ethical management, fostering sustained employee interest and active participation in building an ethics and compliance-driven corporate culture. Through various campaigns — including the U-Quiz E(Ethics) Quiz event, Ethics Block distribution with CP slogan events, distribution of CP promotional materials, and ethics and compliance poster campaigns — the company works to internalize global-standard ethical awareness throughout the organization.

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 in compliance with the Monopoly Regulation and Fair Trade Act, Pharmaceutical Affairs Act, and Fair Competition Agreement, and provide ongoing training, monitoring, and annual effectiveness assessments to drive operational improvements.

Ethics Management Training

GC Biopharma provides ongoing ethics training once a year to all employees, including contract and temporary employees, new hires, and newly appointed team leaders, to uphold our ethical values.

Anti-Corruption/Compliance Training

To uphold its ethical values, GC Biopharma's Ethics Management Team conducts regular and ad-hoc fair trade training, and continuously provides ethics training for new hires (including contract and temporary employees) and newly appointed team leaders. Additionally, regular training and special lectures on the Anti-Graft Act, Fair Trade Act, and Subcontracting Act are conducted year-round, along with expert interviews, Fair Competition Agreement training, and on-site compliance education. Having established and revised the Code of Conduct, Anti-Corruption Policy, Conflict of Interest Policy, and Gifts, Entertainment, and Hospitality Policy, GC Biopharma provides at least annual training to all employees (including contract, dispatched, and intern employees), along with specialized training for team leaders and above and new hires. Furthermore, departments with high compliance risks receive regular training twice a year.

2025 Anti-Corruption/Compliance Training Results

Training Program	Target Group	Target	Completed	Completion Rate
Code of conduct and compliance regulations	Newly appointed team leaders / New hires (including interns) / QM department managers	171	171	100%
Compliance training (fair competition agreement and CP guidelines)	New hires (sales mivision)	53	53	100%
	Domestic sales mivision	362	362	100%
	Domestic sales mivision (team ieaders and above)	38	38	100%
CP violation case study training and test	Domestic sales division	389	389	100%
Pharmaceutical sales representatives compliance training (fair trade act, pharmaceutical affairs act, anti-rebate regulations, etc.)	H1&H2 pharmaceutical sales representatives (CSO)	467	467	100%
Subcontracting act training	Procurement department and related departments	31	25	80.6%
Compliance special lecture (ESG)	Procurement department and business partners	78	78	100%

Clinical Trial Ethics

GC Biopharma manages pharmaceutical clinical trials to ensure reliable data and protect participants' rights and privacy. Our clinical trials follow Good Clinical Practice (GCP) guidelines established by the International Council for Harmonization (ICH) and comply with the regulations of national regulatory authorities in each country.

GC Biopharma Pharmaceutical Research Ethics

Biosafety Ethics	Animal Research Ethics	Clinical Trial Ethics
Activities aimed at ensuring the safety of people and the environment in connection with research conducted in the life science field	Activities that uphold animal welfare and protection during experiments involving animals, particularly in development of medicines and product lot releases	Activities designed to safeguard the rights and safety of participants throughout all stages of clinical trials
▼	▼	▼
Institutional Biosafety Committee (IBC)	Institutional Animal Care and Use Committee (IACUC)	GC Biopharma Dedicated Department (GCP, Good Clinical Practice)

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

Ethics and Compliance Management ESRS G1

Strategy

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 (Anti-Bribery Management Systems) and ISO 37301 (Compliance Management Systems), we provide regular annual compliance reports to the Board of Directors on activity plans and performance, which are disclosed.

Code of Conduct

GC Cell established its Code of Conduct in November 2025. The Code is grounded in the principle of pursuing shared interests with all stakeholders, and incorporates guidelines for fair competition with competitors in support of a free and competitive market order and the advancement of a sound pharmaceutical industry.

Spread of Ethical Management Culture

Ethics Management Program Operations

To embed an ethical management culture, GC Cell holds annual Compliance Month events, conducts training sessions, and distributes CP Letters to all employees, including contract employees. In 2024, we held an Ethics Management Declaration Ceremony to enhance employee understanding and participation in ethical practices, resulting in increased employee engagement in compliance activities.

Compliance Program Operations

GC Cell provides 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, and addresses 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, and analyze the effectiveness of risk control activities through interim performance evaluations, with findings reported during management reviews.

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, Code of Ethics, guidelines and procedures
8. Effectiveness Evaluation: Incorporate KPI metrics and implement year-end recognition programs

Ethics Management and Anti-Corruption/Compliance Training

GC Cell provides tailored ethics management and anti-corruption/compliance training (including fair trade and fair competition training) for various target groups based on annual training plans to foster a culture of workplace ethics. Ethics training for new hires and online ethics training for all employees were conducted, achieving a completion rate of approximately 94%. Following the 2024 expansion of CP regulation training to non-sales divisions, training continued to cover non-sales divisions in 2025. Compliance online training was provided to all employees, and CP Letters covering topics such as compliance fundamentals and industry trends were distributed quarterly (four times total). Anti-corruption training was provided for team leaders serving as internal auditors (47 persons), and high-risk departments received intensive on-site training at individual locations.

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 data and prevent misconduct and data manipulation. We work with Independent Data Monitoring Committees (IDMC) and specialized inspection agencies to evaluate clinical trial procedures and address critical issues appropriately, strengthening overall reliability. We provide informed consent documents to clinical trial participants to ensure transparent communication during the consent process, and implement comprehensive privacy management to prevent personal information breaches. International-standard data management systems have been implemented to ensure clinical trial data integrity and security. Active collaboration with relevant institutions is also maintained to strengthen clinical trial data management capabilities.

GC Cell Pharmaceutical Research Ethics

Ethics and Compliance Management ESRS G1

Risk Management

GC

Ethical Management Reporting System

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate a reporting system for unethical conduct to foster ethical management practices. Employees, business partners, and other stakeholders can access the Ethics Hotline on the company website anytime, anywhere. Reportable conduct includes bribery, improper personnel solicitation, fraudulent acts, sexual harassment, workplace harassment, abuse of power, and unfair business practices. Reports can be filed anonymously, with whistleblower protection provided under the Internal Reporting System Operating Regulations implemented in 2022. The total number of ethics management reports received through GC's anonymous reporting system was 36 cases,[1] all of which were processed and resolved in accordance with established procedures, including investigations, referrals to relevant departments, and requests for additional information.

1) As of 2025, GC (Holding Company) reported 0 cases, GC Biopharma 17 cases, GC Cell 6 cases, and other GC affiliates 13 cases.

Whistleblower Protection

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate an internal reporting system to address unethical conduct and legal violations. All reports are processed with full confidentiality through independent third-party organizations employing 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.

Ethics Management Report Handling Process

Report Submission (Website Channel)	· Anonymous reporting possible · Reporting Channel → K-Whistle Reporting Center
Report Verification and Investigation Decision	· GC (Holding Company): 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 recurrence prevention training and monitoring

GC [Holding Company]

ISO 37301 Certification

Following initial ISO 37301 (Compliance Management System) certification in 2023, GC (Holding Company) undergoes annual post-certification surveillance audits to verify ongoing conformity. Audits conducted in both 2024 and 2025 confirmed the continued maintenance and improvement of the management system.

· Scope: Subsidiary management services, real estate development and leasing, pharmaceutical manufacturing and sales
· Valid (renewed): September 25, 2023 - September 24, 2026

Compliance Risk Assessment

GC (Holding Company) conducts preliminary assessments of affiliate-specific risks, including unfair trade and unfair competition risks, and establishes an annual audit plan to conduct preventive audits accordingly. To verify that improvement requirements are implemented in business operations, we continuously manage the process by requesting corrective action implementation plans and conducting follow-up measures.

View GC (Holding Company) Compliance Risk Assessment Results →

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 KCI (Korea Compliance Initiative), with initial certifications received in December 2022 and May 2018 respectively, demonstrating that GC Biopharma's compliance framework meets global standards.

ISO 37001

· Scope: Company-wide management of the development, manufacturing, and sales of pharmaceuticals and medical devices
· Valid (renewed): November 30, 2023 – May 22, 2027

ISO 37301

· Scope: Company-wide management of the development, manufacturing, and sales of pharmaceuticals and medical devices
· Valid (renewed): December 1, 2025 – December 11, 2028

Compliance Risk Assessment

GC Biopharma has identified and assessed all compliance risks across the company, including risks related to unfair trade practices and unfair competition. Risks are classified as High, Medium, or Low in accordance with internal risk assessment criteria. For risks rated Medium or High, the company identifies relevant controls and evaluates their effectiveness; where residual risks remain, GC Biopharma identifies additional control activities to mitigate them.

View GC Biopharma Compliance Risk Assessment Results →

Ethics and Compliance Management ESRS G1

Risk Management

GC Biopharma

Compliance Monitoring

GC Biopharma conducts regular audits and monitoring to verify the effectiveness of internal control activities. Compliance monitoring is conducted regularly across all business sites and services where GC Biopharma operates, in alignment with its ethical management policies. In 2025, monitoring identified 79 violations of internal guidelines, for which appropriate sanctions were implemented. In addition to monitoring marketing and sales activities, GC Biopharma monitors compliance with the Subcontracting Act, covering matters such as unfair price reductions, improper returns, failure to issue written agreements, misappropriation of technology, unfair contract terms, and non-payment of subcontracting fees. GC Biopharma also conducts compliance monitoring due diligence on third parties, including suppliers, through on-site interviews and surveys. In early 2025, due diligence targets were selected via risk assessment, and high-compliance-risk subcontractors and wholesale partners were reviewed for legal violations, conflicts of interest, and anti-corruption efforts.

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 Initiative, receiving external validation that its company-wide compliance framework meets global standards.

ISO 37001

- Scope: All GC Cell operations (headquarters, Cell Center, 47 sales offices, distribution center)
- Valid (renewed): April 2, 2026 – April 2, 2029

ISO 37301

- Scope: All GC Cell operations (headquarters, Cell Center, 47 sales offices, distribution center)
- Valid (renewed): April 2, 2026 – April 2, 2029

Compliance Risk Assessment

In 2025, GC Cell identified 203 inherent risks across all business divisions — Sales, Manufacturing, R&D, and Administration — of which approximately 136 were classified as high-risk. By applying effective controls from among 384 identified internal controls, high-risk items were reduced to 39, a 71% decrease.

Compliance Risk Management Effectiveness Assessment

Compliance Monitoring

GC Cell has established CP reward and penalty regulations to foster a transparent corporate culture through fair competition, conducting monthly checks for fair trade violations and reflecting findings in year-end reward and disciplinary procedures. Regular audits are also conducted to eliminate corrupt practices and improve processes. In 2025, monthly monitoring was performed, and one division identified as high-risk for unfair trade or unfair competition underwent an internal audit and follow-up disciplinary action.

Metrics & Targets

GC [Holding Company]

Ethics and Compliance Targets

As the holding company, GC (Holding Company) establishes group-wide ethical values and proactively manages compliance risks through a systematic compliance framework aligned with international standards. GC will continue to strengthen its internal compliance management system while building a trustworthy supply chain and deepening partnerships with suppliers, grounded in a culture of transparent business dealings.

Ethics and Compliance Metrics

Category	Unit	2023	2024	2025
Ethics Management Reporting Status[1]				
Processing rate	%	100	-	-
Reports received	Cases	1	0	0
Reports processed	Cases	1	0	0
Anti-Corruption/Fair Trade Legal Violations				
Cases where employees were dismissed or disciplined for corruption	Cases	0	0	0
Cases where contracts with business partners were terminated or not renewed due to corruption	Cases	0	0	0
Corruption-related lawsuits against the company or its employees	Cases	0	0	0
Legal sanctions related to fair trade	Cases	0	0	0
Total monetary losses from legal proceeding[2]	KRW	0	0	0
ISO 37301 Certification Status				
Certification rate	%	100	100	100
Sites certified[3]	Sites	1	1	1
Target sites	Sites	1	1	1
Corruption Risk Assessment				
Coverage	%	100	100	100
Sites assessed[3]	Sites	1	1	1
Total sites	Sites	1	1	1
Ethics Awareness Assessments and Internal Audits Conducted				
Regular	Cases	5	5	9
Ad-hoc	Cases	9	9	4

1) Data aggregation scope changed from group-wide total to GC (Holding Company) figures only
2) Total monetary losses from legal proceedings related to violations of corporate ethics (corruption and bribery, anti-competitive behavior, etc.)
3) Headquarter

Ethics and Compliance Management ESRS G1

Metrics & Targets

GC Biopharma

Ethics and Compliance Targets

GC Biopharma has established professional compliance management targets under its dedicated ethics management organization to foster a transparent and fair business environment. By maintaining ISO 37301 (Compliance Management Systems) and ISO 37001 (Anti-Bribery Management Systems) certifications, GC Biopharma has built a risk management framework that meets international standards. Through rigorous monitoring and KPI management by its dedicated department, the company proactively identifies and eliminates potential sources of corruption. These professional management indicators enable continuous monitoring of organization-wide ethics and compliance levels, and improvement measures are fed back into business operations to strengthen ethical governance beyond mere regulatory compliance.

Ethics and Compliance Metrics

Category	Unit	2023	2024	2025
Ethics Management Reporting Status				
Processing rate	%	100	100	100
Reports received	Cases	10	20	17
Reports processed	Cases	10	20	17
Anti-Corruption/Fair Trade Legal Violations				
Cases where employees were dismissed or disciplined for corruption	Cases	0	0	0
Cases where contracts with business partners were terminated or not renewed due to corruption	Cases	0	0	0
Corruption-related lawsuits against the company or its employees	Cases	0	0	0
Legal sanctions related to fair trade	Cases	0	0	0
Total monetary losses from legal proceedings[1)]	KRW	0	0	0

1) Total monetary losses from legal proceedings related to violations of corporate ethics (corruption and bribery, anti-competitive behavior, etc.)

Category	Unit	2023	2024	2025
ISO 37001 Certification Status				
Certification rate	%	100	100	100
Sites certified	Sites	15	15	1[1)]
Target sites	Sites	15	15	1[1)]
ISO 37301 Certification Status				
Certification rate	%	100	100	100
Sites certified	Sites	15	15	1[1)]
Target sites	Sites	15	15	1[1)]
Corruption Risk Assessment Status				
Coverage	%	100	100	100
Sites assessed	Divisions	15	15	15
Total divisions	Divisions	15	15	15
Ethics Awareness Assessments and Internal Audits Conducted				
Regular	Cases	5	5	2
Ad-hoc	Cases	9	9	6

1) Figures reflect a change in the number of target and certified sites due to revised ISO multi-site certification criteria in 2025. Company-wide management is conducted at headquarters.

GC Cell

Ethics and Compliance Targets

To achieve anti-corruption and ethical management objectives, GC Cell incorporates CP activity participation as a common item in company-wide KPIs each year. Annual training topics, target audiences, and delivery methods are selected for anti-corruption, fair trade, and compliance ethics programs, implemented according to plan, and reflected in individual employee KPIs. Annual risk assessments for corruption and legal compliance are also conducted and integrated into KPI metrics.

Ethics and Compliance Metrics

Category	Unit	2023	2024	2025
Ethics Management Reporting Status				
Processing rate	%	100	100	100
Reports received	Cases	1	5	6
Reports processed	Cases	1	5	6
Anti-Corruption/Fair Trade Legal Violations				
Cases where employees were dismissed or disciplined for corruption	Cases	0	0	0
Cases where contracts with business partners were terminated or not renewed due to corruption	Cases	0	0	0
Corruption-related lawsuits against the company or its employees	Cases	0	0	0
Legal sanctions related to fair trade	Cases	0	0	0
Total monetary losses from legal proceedings[1)]	KRW	0	0	0
ISO 37001 Certification Status				
Certification rate	%	100	100	100
Sites certified	Sites	1	1	1
Target sites	Sites	1	1	1
ISO 37301 Certification Status				
Certification rate	%	100	100	100
Sites certified	Sites	1	1	1
Target sites	Sites	1	1	1
Corruption Risk Assessment Status[2)]				
Coverage	%	100	100	69
Divisions assessed	Divisions	50	51	35
Total divisions	Divisions	50	51	51
Ethics Awareness Assessments and Internal Audits Conducted				
Regular and ad-hoc	Cases	4	4	3
Monitoring	Cases	12	12	12

1) Total monetary losses from legal proceedings related to violations of corporate ethics (corruption and bribery, anti-competitive behavior, etc.)
2) GC Cell conducts corruption risk assessments at the individual division (team) level, not by site.

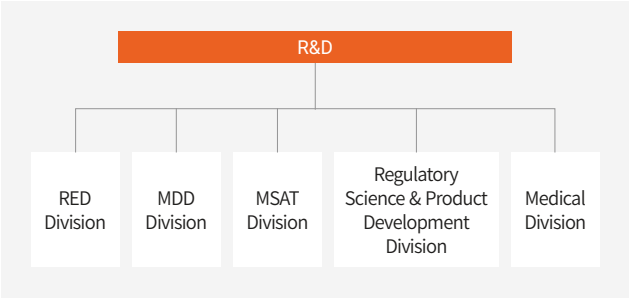
R&D Innovation

Governance

GC Biopharma

R&D Innovation Governance

GC Biopharma has established a governance framework for effective R&D execution. Our R&D group comprises the RED Division, MDD Division, MSAT Division, Regulatory Science & Product Development Division, and Medical Division. The RED Division conducts basic research for early candidate compound discovery and efficacy and toxicity studies in the preclinical stage. The MDD Division is responsible for rapidly securing early-stage materials of various modalities and conducting research to advance platform technologies. The MSAT Division is responsible for production process development and optimization, acting as a technical bridge between research and manufacturing. The Regulatory Science & Product Development Division manages overall operations, regulatory affairs, and scientific affairs of research projects in the clinical development stage. The Medical Division is responsible for planning, conducting, and managing clinical trials for both research projects in the clinical development stage and marketed products. In the R&D group, Progress Meetings are conducted to strengthen communication among divisions involved in each project, promoting interdivisional collaboration and information sharing. GC Biopharma also operates an R&D Review Committee to deliberate on R&D strategies and operational matters, thereby enabling systematic process-based decision-making.

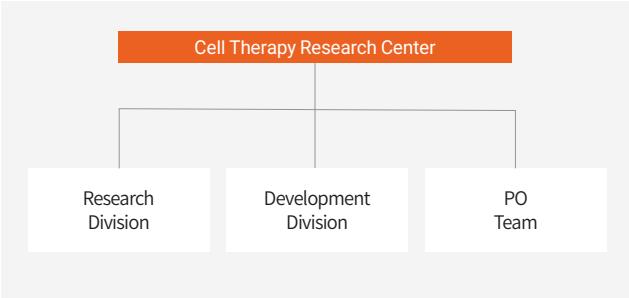


GC Cell

R&D Innovation Governance

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-driven 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 Division 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.

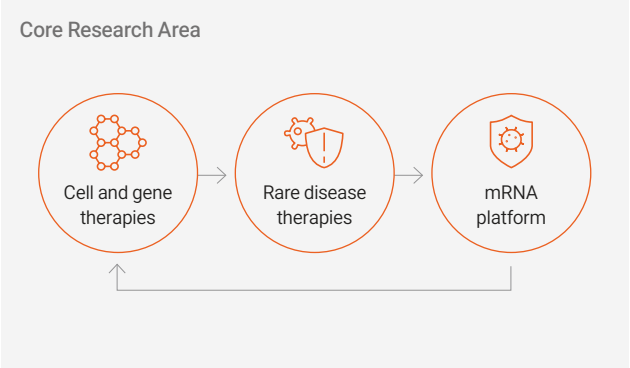


Strategy

GC

R&D Innovation Strategy

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, have traditionally operated in plasma-derived therapies 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.



R&D Innovation

Strategy

GC Biopharma

R&D Innovation Strategy

GC Biopharma has established the entry of plasma-derived products into advanced markets, premium vaccine development, and the development of innovative drugs, including therapies for rare diseases as its core R&D strategy. To accelerate these efforts, GC Biopharma continues to strengthen its internal R&D capabilities while working with external stakeholders such as partners, patient groups, healthcare institutions, and regulatory authorities, and is concentrating company-wide capabilities and resources on the development of customized innovative drugs for patient populations with high unmet medical needs. In particular, GC Biopharma is pursuing patient-centered open innovation in various forms, including incorporating patient perspectives gathered through patient groups into clinical trial design. Through these efforts, GC Biopharma is fully committed to developing competitive strategic products in a timely manner and establishing itself as a global pharmaceutical company.

GC Biopharma Network and Collaboration

Advancing Global Innnovative Drug Development in Rare Diseases

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

Orphan Drug and Rare Pediatric Disease Designations

GC Biopharma's therapy for Sanfilippo syndrome type A received Orphan Drug Designation (ODD) and Rare Pediatric Disease Designation (RPDD) from the US FDA[1] in 2023. Subsequently, in 2024, an additional ODD was obtained from the EMA[2], and in 2025, the therapy was further designated as an orphan drug in Korea, bringing the total number of ODD and RPDD designations for this therapy to four. In addition, a therapy for Fabry disease received ODD from the US FDA in 2024, and was subsequently designated ODD in Korea in 2025.

1) U.S. Food and Drug Administration
2) European Medicines Agency

Clinical Trials for Rare Disease Therapies

GC Biopharma is actively conducting clinical trials in Korea and overseas to support the successful global development of new therapies for rare diseases. The Sanfilippo syndrome type A therapy obtained Phase 1 clinical trial approvals in the US (2024) and Korea (2024), and a global Phase 1 clinical trial is currently in progress. The clinical trial is designed to evaluate the safety and tolerability of the investigational drug, with plans to accelerate future development phases. A Fabry disease therapy received IND approval for Phase 1/2 trials in the US (2024), Korea (2025), and Argentina (2025), and a global Phase 1/2 clinical trial is currently underway.

Marketing Authorizations for Rare Disease Therapies

In 2023, Livmarli solution, a treatment for rare pediatric disease Alagille syndrome, obtained marketing authorization in Korea. Through its launch in January 2026, GC Biopharma expects to provide a new treatment option for patients in Korea and contribute to improving their quality of life. In November 2023, a therapy for Hunter syndrome, which had previously received conditional approval, converted from conditional to full marketing authorization following the successful completion of the Phase 3 clinical trial review and an inspection of compliance with Good Clinical Practice (GCP).

Expanding the Scope of Drug Development Through Open Innovation

GC Biopharma collaborates with leading research institutions, universities, and pharmaceutical companies in Korea and abroad to share advanced technologies and information, pursue joint R&D projects, and enhance development efficiency. One notable ongoing collaboration is the Fabry disease project, which is being conducted in partnership with Hanmi Pharmaceutical Co., Ltd., currently in a global Phase 1/2 clinical trial. GC Biopharma is also working with the Mogam Institute for Biomedical Research to strengthen AI-driven drug discovery. Through these efforts, GC Biopharma is accelerating R&D and expanding the scope of therapeutic development based on open innovation.

Expanding Next-Generation Drug Modalities

GC Biopharma is establishing in-house capabilities in mRNA technology, a next-generation drug modality, and expanding its business scope from vaccines to encompass rare disease therapies by establishing platform technologies and manufacturing infrastructure. GC Biopharma will continue its R&D efforts to provide more innovative therapeutic options for rare disease patients.

R&D Innovation

Strategy

GC Biopharma

R&D Pipeline Expansion

GC Biopharma continues to advance research and development across plasma-derived products, vaccines, and innovative drug areas, including rare diseases. GC Biopharma is advancing research and moving toward commercialization for rare diseases — including Hunter syndrome, Alagille syndrome, Glanzmann thrombasthenia, Sanfilippo syndrome type A, and Fabry disease — which typically involve small patient populations and therefore tend to have relatively limited research and development activities and limited access to treatment. Through these efforts, GC Biopharma is promoting medical innovation and contributing to improvements in patients' quality of life.

R&D Pipeline

Project		Indication	Research	Preclinical	Phase I	Phase II	Phase III	Approval	Collaboration	Remarks
Plasma Derivatives	GC5107B	Primary Immunodeficiency						Commertialization		· Obtained US FDA approval (2023) and launched (2024).
	GC5107D	Primary Immunodeficiency(Pediatric)								
	GC5136B	Primary Immunodeficiency(SC)								
Vaccines	GC1109	Anthrax						Supply for national stockpiling		·Obtained domestic marketing authorization and launched (2025)
	MG1111D	Varicella(2-dose)								·Obtained IND approval for a Phase 3 clinical trial in Thailand (2025) and Vietnam (2026)
	GC3111B	Tetanus, diphtheria, pertussis								
	MG1120A(CRV-101)	Shingles							curevo VACCINE	· Affiliate R&D pipeline
	GC4006A	COVID-19								
	GC4002B	Influenza								
	GC3114B	Influenza (HD)								
	GC1140B	EBV								
Innovative Medicines	GC1111F	Hunter syndrome (IV)						Commercialization		· Marketing authorization obtained in 13 countries
	GC1123A	Hunter syndrome (ICV)						Commercialization		· Marketing authorization obtained in 3 countries
	GC2127A	Alagille syndrome						Commercialization		· Obtained domestic marketing authorization (2023) and launched (2026)
	GC1123B	Hunter syndrome (ICV)						In progress		· Marketing authorization application submitted in Korea (2025)
	GC1138A(MarzAA)	Glanzmann thrombasthenia								· Incorporated into R&D pipeline (2023)
	GC1130A	Sanfilippo syndrome type A								· Obtained ODD and RPDD from the US (2023) · Obtained ODD in Europe and Fast Track designation in the US (2024) · Obtained IND approval for Phase 1 clinical trial in the US and Korea (2024) · Obtained domestic ODD designation (2025); Phase 1 global clinical trial is in progress
	GC1134A	Fabry disease							Hanmi	· Obtained ODD and IND approval for a Phase 1/2 clinical trial from the US (2024) · Obtained domestic ODD designation and IND approval for a Phase 1/2 clinical trial in Korea and Argentina (2025)
	GC1148A	Solid Cancer(ADC)							KANAPH	

R&D Innovation

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-engineered therapies, we are advancing world-class drug development in the field of cell and gene therapy.

Immune Cell Therapies

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

Genetically Engineered Cell Therapies

In August 2024, we received Korean Phase 1 IND approval for GCC2005 targeting 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 concentrating R&D capabilities on developing follow-up pipeline candidates and advancing enhanced efficacy platform technologies, while also pursuing viral vector internalization to enhance profitability and expand our platforms.

R&D Pipeline Expansion

Classification	Project	Indication	Research	Preclinical	Phase I	Phase II	Phase III	BLA
Autologous	GCC4002(Immuncell-LC, CIK**)	Liver cancer(HCC)						
	GCC4002(Immuncell-LC, CIK**)	Pancreatic Cancer						
Allogeneic	GCC4001(AB-101, Naive NK Cell+Rituximab)	r/r*CD20+B-Cell Malignancy						
	GCC4001(AB-101, Naive NK Cell+Obinutuzumab)	Systemic Lupus Erythemat (Autoimmune)						
	GCC4001(AB-101, Naive NK Cell+Rituximab)	Refractory RA, Sjögren's disease, IIMs, SSc						
	GCC4001(AB-101, Naive NK Cell+Rituximab)	RA, PV, Vasculitis, (GPA/MPA), SLE						
	GCC2005(AB-205, CD5 CAR-NK)	r/r* CD5+ NK/T-cell Lymphoma						
	GCC2003(AB-201, HER2 CAR-NK)	r/r* HER2+ Solid Cancer						
	GCC2004(AB-202, CD19 CAR-NK)	B-cell Lymphoma						

Risk Management

GC

R&D Innovation Risk Management

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, recognize the importance of risk management in R&D processes that encompass various opportunities and risk factors, and seek to proactively address related risks. Product- and service-related risks as well as potential risks to business operations are each identified, and risk managers and dedicated organizations are designated per affiliate to conduct response activities and monitoring based on risk type and potential for escalation. The key identified R&D innovation-related risks are as follows.

Strategic Risk

The healthcare industry conducts R&D based on various predictions for product development, requiring long-term research and significant investment. 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 an R&D failure factor.

Regulatory Risk

The healthcare industry undergoes multiple stages 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, resulting in 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, constituting an R&D failure factor.

R&D Innovation

Metrics & Targets

GC [Holding Company]

R&D Innovation Targets

GC positions R&D innovation as a core driver of its commitment to improving human health. Through R&D innovation, we aim to develop innovative global total healthcare solutions spanning disease prevention, diagnosis, treatment, and management — thereby broadening healthcare access for all people — while continuously developing innovative new drugs in areas of high unmet medical need such as rare diseases to provide patients with new therapeutic opportunities and hope.

R&D Innovation Metrics

Domestic/International Healthcare Patent Status (Unit : Cases)

Category		2023	2024	2025
Domestic	Patent registrations (cumulative)	10	8	6
	Patent applications pending	2	1	1
International	Patent registrations (cumulative)	54	56	51
	Patent applications pending	6	7	5
	Voluntary non-exclusive patents/ products held	0	0	0

GC Biopharma

R&D Innovation Targets

GC Biopharma is driving R&D innovation through the global market expansion of plasma-derived products and vaccines, innovative drug development including rare diseases, and accelerating the entry and progression of key pipeline projects through clinical development.

R&D Innovation Targets

1. Expanding the global market presence of existing products: 11 overseas marketing authorizations obtained
2. Acceleration of advancement of key pipeline projects to subsequent clinical stages: 4 projects
3. Clinical trial results secured: 2

R&D Innovation Metrics

Domestic/International Healthcare Patent Status (Unit : Cases)

Category		2023	2024	2025
Domestic	Patent registrations (cumulative)	55	54	48
	Patent applications pending	34	41	46
International	Patent registrations (cumulative)	202	204	248
	Patent applications pending	219	249	267
	Voluntary non-exclusive patents/ products held	0	0	0

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

2023	2024	2025
12.4%	10.3%	9.2%

Category	Unit	2023	2024	2025
R&D expenditure	KRW million	150,132	131,772	134,227

R&D Personnel 425 persons in total

Master's/Ph.D.297 | Bachelor's 83 | Others 45 (as of Dec. 31, 2025)

GC Cell

R&D Innovation Targets

GC Cell aims to strengthen its leadership in cell therapy R&D through innovation, while building world-class capabilities in cell therapy manufacturing and quality management.

R&D Innovation Metrics

Domestic/International Healthcare Patent Status (Unit : Cases)

Category		2023	2024	2025
Domestic	Patent registrations (cumulative)	20	20	20
	Patent applications pending	15	17	16
International	Patent registrations (cumulative)	30	37	42
	Patent applications pending	58	32	42
	Voluntary non-exclusive patents/ products held	0	0	0

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

2023	2024	2025
15.4%[1)]	15.3%	15.1%

1) Applied based on data from electronic disclosure business reports

Category	Unit	2023	2024	2025
R&D expenditure	KRW million	28,876	26,700	25,044

R&D Personnel 75 persons in total

Master's/Ph.D.63 | Bachelor's 12 | Others 0 (as of Dec. 31, 2025)

Appendix

Sustainability Management Policies and Guidelines 162
Certifications 163
Membership Associations 164
GRI Standards Index 165
KSSB Disclosure Index 168
ESRS Index 170
TCFD Index 172
SASB Index 173
Independent Assurance Statement 178
GHG Emissions Verification Statement 180

Sustainability Management Policies and Guidelines

GC [Holding Company]

Policy Name
GC Environmental, Health, and Safety Policy
GC Privacy Policy
GC Code of Conduct

GC Biopharma

Policy Name
GC Biopharma Environmental, Health, and Safety Policy
GC Biopharma Human Rights Management Policy
GC Biopharma Quality Policy
GC Biopharma Information Protection Code
GC Biopharma Information Security Policy
GC Biopharma Code of Conduct
GC Biopharma Regulation on interactions with healthcare professionals

GC Cell

Policy Name
GC Cell Environmental, Health, and Safety Policy
GC Cell Human Rights Management Policy
GC Cell Privacy Policy
GC Cell Ethics Management Declaration
GC Cell Anti-Corruption and Compliance Policy

GC Biopharma

Information Security Policy

Article 1 (Purpose)

This Policy serves as the highest-level information security policy of GC Biopharma and is intended to establish administrative, physical, and technical information security guidelines necessary for the establishment and operation of an Information Security Management System (ISMS).

Article 2 (Scope of Application)

This Policy applies to all forms of information assets related to the Company's IT services, including information processing systems, electronic files, printed materials, and written documents, as well as to the management and operation of such information assets.
This Policy further applies to all executives and employees of the Company, as well as to all external parties who handle or access the Company's assets. However, certain factory IT assets may be subject to separate standards, such as Good Manufacturing Practice (GMP), subject to management approval.

Article 3 (Fundamental Principles)

Information collected and generated by executives and employees in the course of performing their duties constitutes a corporate asset and is owned by the Company.
Information and information assets subject to the Company's protection must satisfy the requirements of confidentiality, integrity, availability, and compliance.
Information and information assets subject to the Company's protection must be identified, classified, and managed, and access must be granted only to authorized users.
Risks associated with information security must be identified and managed.
Executives and employees must have a clear understanding of their responsibilities and roles with respect to information security.

Article 4 (Risk Assessment and Management)

The Company shall establish procedures and standards for vulnerability assessments of services and information systems, and shall conduct such assessments at least once per year.
Countermeasures and remediation results for identified vulnerabilities shall be documented and managed.
Anticipated information security risks shall be continuously assessed and managed. Detailed matters concerning risk assessment and management shall be governed by the relevant guidelines.

Article 5 (Information Security Organization)

The Company shall designate a Chief Information Security Officer (CISO) through official procedures in order to effectively carry out information security management activities.
The CISO shall bear overall responsibility for the Company's information security activities and shall organize the information security function with consideration for the necessary personnel and budget.
The information security organization may be constituted as a dedicated or concurrent unit, and shall be operated through an official declaration or designation.

Certification Status

GC (Holding Company) Certification Status

	ISO 14001 EMS Certification	ISO 50001 EnMS Certification	ISO 45001 OHSMS Certification	ISO 37301 CMS Certification
				
Scope	Headquarters	Headquarters, GCMS, GC WellBeing	Headquarters	Headquarters
Valid	September 29, 2024 – September 28, 2027	October 25, 2024 – October 24, 2027	October 25, 2024 – October 24, 2027	September 25, 2023 – September 24, 2026
Maintenance	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits

GC Biopharma Certification Status

	ISO 14001 EMS Certification	ISO 45001 OHSMS Certification	ISO/IEC 27001 ISMS Certification	ISO/IEC 27701 PIMS Certification	ISO 37001 ABMS Certification	ISO 37301 CMS Certification
						
Scope	GC Biopharma Major Business Sites (R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant)	GC Biopharma Major Business Sites (R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant)	ISMS for IT System Planning, Operation, Development, and Maintenance	Privacy Information Management System for the Planning, Operation, Development, and Maintenance of IT Systems	Enterprise-wide Management of the Development, Manufacturing, and Sales of Pharmaceuticals and Quasi-drugs	Enterprise-wide Management of the Development, Manufacturing, and Sales of Pharmaceuticals and Quasi-drugs
Valid	August 31, 2024 – August 30, 2027	August 31, 2024 – August 30, 2027	December 28, 2024 – December 27, 2027	December 28, 2024 – December 27, 2027	November 30, 2023 – May 22, 2027	December 1, 2025 – December 11, 2028
Maintenance	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits

GC Cell Certification Status

	ISO 14001 EMS Certification	ISO 45001 OHSMS Certification	ISO 9001 QMS Certification	ISO 37001 ABMS Certification	ISO 37301 CMS Certification
					
Scope	GC Cell Major Business Sites (Cell Center)	GC Cell Major Business Sites (Cell Center)	Provision of Bio-logistics Services	All GC Cell Operations (Headquarters, Cell Center, 47 Sales Offices, and Distribution Center)	All GC Cell Operations (Headquarters, Cell Center, 47 Sales Offices, and Distribution Center)
Valid	October 1, 2025 – September 30, 2028	October 1, 2025 – September 30, 2028	October 29, 2023 - October 28, 2026	April 2, 2026 – April 2, 2029	April 2, 2026 – April 2, 2029
Maintenance	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits	Annual internal audits and surveillance audits

Membership Associations

GC (Holding Company) Membership Status (As of March 2026)

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

GC Biopharma Membership Status (As of March 2026)

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

GC Cell Membership Status (As of March 2026)

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

GRI Standards Index

GC

Category	GRI Standards	Remarks
Foundation	Statement of Use	GC reports information for the period from January 1, 2025, to December 31, 2025, in accordance with the GRI Standards 2021.
	GRI 1 Used	GRI 1: Foundation 2021
	Applicable GRI Sector Standards	As of June 2026, the GRI Sector Standard for the Pharmaceuticals Sector applicable to GC has not yet been published.

Category	Index		Page Reference
Organization & business	2-1	Organizational details	p. 6
	2-2	Entities included in the organization's sustainability reporting	p. 2
	2-3	Reporting period, frequency and contact point	p. 2
	2-4	Restatements of information	p. 2
	2-5	External assurance	pp. 2, 178-179
	2-6	Activities, value chain and other business relationships	pp. 6-8
Workers	2-7	Employees	pp. 93-99
	2-8	Workers who are not employees	pp. 93, 95, 98
Governance	2-9	Board composition and operation	pp. 136-139
	2-10	Appointment of the board of directors	pp. 136-139
	2-11	Chair of the board of directors	pp. 136-139
	2-12	Role of the board of directors in overseeing the management of impacts	pp. 23, 136
	2-13	Delegation of responsibility for managing impacts	p. 23
	2-14	Role of the board of directors in sustainability reporting	p. 23
	2-15	Conflicts of interest	pp. 136-139
	2-16	Communication of critical concerns	p. 23
	2-17	Collective knowledge of the highest governance body	pp. 136-138, 140
	2-18	Evaluation of the performance of the board of directors	pp. 136-137, 139
	2-19	Remuneration policies	p. 136
	2-20	Process to determine compensation	p. 136
	2-21	Annual total compensation ratio	Not disclosed due to confidentiality

Category	Index		Page Reference
Strategy and policies	2-22	Statement on sustainable development strategy	p. 5
	2-23	Policy commitments	pp. 162-163
	2-24	Embedding policy commitments	pp. 162-163
	2-25	Processes to remediate negative impacts	pp. 102-103
	2-26	Mechanisms for seeking advice and raising concerns	pp. 102-103, 153
	2-27	Compliance with laws and regulations	pp. 53-54, 56, 105-106, 124, 154-155
	2-28	Membership associations	p. 164
Stakeholders	2-29	Approach to stakeholder engagement	pp. 24, 28
	2-30	Collective bargaining agreements	pp. 95, 97, 99
Material topics	3-1	Process to determine material topics	p. 24
	3-2	List of material topics	p. 25
	3-3	Management of material topics	pp. 26-27
Economic performance	201-1	Direct economic value generated and distributed	pp. 142-144
	201-2	Financial implications and other risks and opportunities due to climate change	pp. 32, 34, 39
	201-3	Obligations of defined benefit plan	pp. 83, 84, 95, 97, 99
	201-4	Financial assistance received from government	p. 144
Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	pp. 94, 97, 99
	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, 144
	203-2	Significant indirect economic impacts	p. 144
Procurement practices	204-1	Proportion of spending on local suppliers	p. 116

GRI Standards Index

Category	Index		Page Reference
Taxes	207-1	Tax governance, control, and risk management	p. 145
	207-2	Tax governance, control, and risk management	p. 145
	207-3	Stakeholder engagement and management of concerns related to tax	p. 145
	207-4	Country-by-country reporting	GC does not publish CbC reporting separately in its ESG disclosures.
Climate Change & Energy (ESRS E1)			
Material topic	3-3	Management of material topics	p. 26
Emissions[1)]	102-1	Transition plan for climate change mitigation	pp. 31, 33, 37-39
	102-2	Climate change adaptation plan	pp. 31, 33, 37-39
	102-3	Just transition	pp. 31, 33, 37-39
	102-4	Greenhouse gas emission reduction targets and progress	pp. 41-43
	102-5	Direct (Scope 1) greenhouse gas emissions	pp. 41-43
	102-6	Indirect (Scope 2) greenhouse gas emissions	pp. 41-43
	102-7	Other indirect (Scope 3) greenhouse gas emissions	p. 43
	102-8	Greenhouse gas emissions intensity	pp. 41-43
	102-9	Reduction of greenhouse gas emissions	pp. 41-43
	102-10	Carbon credits	p. 33
Energy[2)]	103-1	Energy management policies	pp. 31, 37, 39
	103-2	Energy consumption within the organization and self-generated energy	pp. 41, 43
	103-3	Upstream and downstream energy consumption	GC (Holding Company), GC Biopharma, and GC Cell do not calculate energy consumption outside the organization.
	103-4	Energy intensity	pp. 41, 43
	103-5	Reduction of energy consumption	pp. 41, 43

1) GRI 102: Climate Change (2025) is used as a substitute disclosure for GRI 305: Emissions (2016).
2) GRI 103: Energy (2025) is used as a substitute disclosure for GRI 302: Energy (2016).

Category	Index		Page Reference
Environmental Impact Management (ESRS E2/E3/E5)			
Material topic	3-3	Management of material topics	p. 26
Water and effluents	303-1	Interactions with water as a shared resource	pp. 45, 47, 50
	303-2	Management of water discharge-related impacts	pp. 45, 47, 50
	303-3	Water withdrawal	pp. 53, 54, 56
	303-4	Water discharge	pp. 53, 54, 56
	303-5	Water consumption	pp. 53, 54, 56
Emissions	305-6	Emissions of Ozone-Depleting Substances (ODS)	No emissions of such substances
	305-7	Nitrogen Oxides (NO), Sulfur Oxides (SO), and other significant air emissions	pp. 53, 55, 56
Waste	306-1	Waste generation and significant waste-related impacts	pp. 45, 47-48, 51
	306-2	Management of significant waste-related impacts	pp. 45, 47-48, 51
	306-3	Waste generated	pp. 53, 55, 57
	306-4	Waste diverted from disposal	pp. 45, 47-48, 51, 53, 55, 57
	306-5	Waste directed to disposal	pp. 45, 47-48, 51, 53, 55, 57
Own Workforce Safety & Health (ESRS S1)			
Material topic	3-3	Management of material topics	p. 26
Occupational health and safety	403-1	Occupational health and safety management system	pp. 63-64
	403-2	Hazard identification, risk assessment, and incident investigation	pp. 67-68
	403-3	Occupational health services	pp. 66-67
	403-4	Participation, consultation, and communication on occupational health and safety	pp. 63, 65
	403-5	Worker training on occupational health and safety	pp. 65-66, 69-70
	403-6	Promotion of worker health	pp. 66-67
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	pp. 64-67
	403-8	Workers covered by an occupational health and safety management system	pp. 67-68
	403-9	Work-related injuries	pp. 69-70
	403-10	Work-related ill health	pp. 135-136

GRI Standards Index

GC

Category	Index		Page Reference	
Talent Development and Equal Opportunities (ESRS S1)				
Material topic	3-3	Management of material topics	p. 26	
Workers	401-1	New employee hires and employee turnover	pp. 94, 96-97	
	401-2	Benefits provided to permanent workers that are not provided to temporary or part-time workers	pp. 85-86	
	401-3	Parental leave	pp. 95, 97, 99	
Training and education	404-1	Average training hours per employee	p. 43	
	404-2	Programs for upgrading employee skills and supporting continued employability	pp. 75-82	
	404-3	Percentage of employees receiving regular performance and career development reviews	pp. 94, 97, 99	
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	pp. 93-94, 96, 98, 137-139	
	405-2	Ratio of basic salary and remuneration of women to men	pp. 94, 97, 99	
Human Rights Management				
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Not applicable during the reporting period	GC recognizes human rights as a fundamental corporate principle. This topic is managed and disclosed regardless of the outcome of the materiality assessment.
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	No relevant risks were identified through the human rights impact assessment; not applicable.	
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	No relevant risks were identified through the human rights impact assessment; not applicable.	
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No relevant risks were identified through the human rights impact assessment; not applicable.	
Security practices	410-1	Security personnel trained in human rights policies or procedures	p. 106	
Rights of indigenous peoples	411-1	Incidents of violations involving the rights of indigenous peoples	Not applicable during the reporting period	
Expanding Access to Healthcare				
Material topic	3-3	Management of material topics	p. 26	

Category	Index		Page Reference	
Supply Chain Management (ESRS S2)				
Material topic	3-3	Management of material topics	p. 27	
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	pp. 46, 50-51, 114-115	
	308-2	Negative environmental impacts in the supply chain and actions taken	pp. 46, 50-51, 114-115	
Supplier social assessment	414-1	New suppliers that were screened using social criteria	pp. 114-115	
	414-2	Negative social impacts in the supply chain and actions taken	pp. 114-115	
Product Safety and Quality Management (ESRS S4)				
Material topic	3-3	Management of material topics	p. 27	
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	pp. 121, 123-124	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No violations of occupational health and safety laws and regulations were identified within GC during the reporting period.	
Marketing and labeling	417-1	Requirements for product and service information and labeling	p. 124	
	417-2	Incidents of non-compliance concerning product and service information and labeling	p. 124	
	417-3	Incidents of non-compliance concerning marketing communications	p. 124	
Governance and Shareholder Value Enhancement (ESRS G1)				
Material topic	3-3	Management of material topics	p. 27	
Ethics and Compliance Management (ESRS G1)				
Material topic	3-3	Management of material topics	p. 27	
Anti-corruption	205-1	Operations assessed for risks related to corruption	pp. 153-154	
	205-2	Communication and training about anti-corruption policies and procedures	pp. 149-154	
	205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption or anti-competitive behavior, or related legal actions, were identified within GC during the reporting period.	
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
R&D Innovation				
Material topic	3-3	Management of material topics	p. 27	

GRI Standards Index

GC

Category	Index		Page Reference
Biodiversity	101-1	Policies to halt and reverse biodiversity loss	p. 58
	101-2	Management of biodiversity impacts	p. 58
	101-4	Identification of biodiversity impacts	pp. 58-61
	101-5	Locations with biodiversity impacts	pp. 58-61
	101-6	Direct drivers of biodiversity loss	pp. 58-61
	101-7	Changes to the state of biodiversity	pp. 60-61
	101-8	Ecosystem services	pp. 60-61
Materials	301-1	Weight or volume of materials used	pp. 55, 57
	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	
Labor/ management relations	402-1	Minimum notice periods regarding operational changes	GC shares institutional changes in real time through the Labor–Management Council and internal communication channels.
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Although no such cases occurred during the reporting period, GC 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 continues to conduct monitoring to prevent potential risks.
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.

KSSB Disclosure Index

GC

KSSB Standard No. 1

GC has constructed this Index with reference to the sustainability disclosure standards established by the Korea Accounting Standards Board's Sustainability Standards Board (KSSB). This Index does not imply official application of the KSSB disclosure standards, and the scope of entities covered may differ from that of the consolidated financial statements. This report discloses information with respect to GC (Holding Company), GC Biopharma, and GC Cell.

Category		Index	Page Reference
KSSB Standard No. 1 — General Requirements			
Governance	Governance processes, controls, and procedures used to monitor and manage sustainability-related risks and opportunities	Roles and responsibilities of governance bodies accountable for sustainability-related risks and opportunities	pp. 63-64, 71, 100, 107, 112, 117, 136-140, 147, 156
		Assessment and development of competencies of governance body members	pp. 137-138, 140
		Reporting to governance bodies	p. 24
		How sustainability-related risks and opportunities are considered in key decisions and oversight activities	p. 26
		Methods for setting targets and monitoring progress (including linkage with performance metrics and remuneration policies)	pp. 26-27
		Management's roles and responsibilities, oversight approach, and control procedures	pp. 63-64, 71, 100, 107, 112, 117, 136-140, 147, 156
Strategy	The entity's strategy for managing sustainability-related risks and opportunities	Material sustainability-related risks and opportunities	pp. 26-27
		Effects on the entity's business model and value chain	pp. 26-27
		Effects on the entity's strategy and decision-making	pp. 26-27
Risk management	Processes used to identify, assess, prioritize, and monitor sustainability-related risks and opportunities	Processes for identifying, assessing, prioritizing, and monitoring sustainability-related risks and opportunities	p. 24
		Integration of sustainability-related risk management into enterprise-wide risk management processes	p. 26
Metrics & targets	The entity's performance in relation to sustainability-related risks and opportunities	Sustainability-related metrics	p. 26
		Sustainability-related targets	p. 26

KSSB Disclosure Index

KSSB Standard No. 2

Category	Index	Page Reference
KSSB Standard No. 2 — Climate-related Disclosures		
Governance	The governance processes, controls, and procedures the entity uses to monitor, manage, and oversee climate-related risks and opportunities	
	a) The governance body(ies) or individual(s) responsible for oversight of climate-related risks and opportunities	pp. 30-31
	b) Management's role in the governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities	pp. 30-31
Strategy	The entity's strategy for managing climate-related risks and opportunities: the effects of climate-related risks and opportunities on its business model and value chain, strategy and decision-making, and financial position, financial performance, and cash flows over the short, medium, and long term	
	a) The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	pp. 32, 34
	b) The current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	p. 34
	c) The effects of climate-related risks and opportunities on the entity's strategy and decision-making, including information about the entity's climate-related transition plan	p. 36
	d) The current financial effects of climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period, and the anticipated financial effects over the short, medium, and long term	p. 34
	e) The climate-related resilience of the entity's strategy and business model to climate-related changes, developments, and uncertainties	pp. 35-36
Risk management	The processes used to identify, assess, prioritize, and monitor climate-related risks and opportunities, and whether and how those processes are integrated into and inform the entity's overall risk management process	
	a) The processes and related policies for identifying, assessing, prioritizing, and monitoring climate-related risks	pp. 34-36, 40
	b) The processes for identifying, assessing, prioritizing, and monitoring climate-related opportunities	pp. 36, 40
	c) The extent to which, and how, the processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	p. 40

Category	Index		Page Reference
Metrics & targets	The entity's performance in relation to climate-related risks and opportunities, including progress towards targets the entity has set and those required by law or regulation		
	Climate-related Metrics		
	a) Greenhouse gases	Scope 1, 2, and 3 GHG emissions and measurement approach	pp. 41-43
	b) Climate-related transition risks	The amount and percentage of assets or business activities vulnerable to climate-related transition risks	Not disclosed
	c) Climate-related physical risks	The amount and percentage of assets or business activities vulnerable to climate-related physical risks	Not disclosed
	d) Climate-related opportunities	The amount and percentage of assets or business activities aligned with climate-related opportunities	Not disclosed
	e) Capital deployment	Capital deployed for climate-related risks and opportunities	Not disclosed
	f) Internal carbon price	Internal carbon pricing scheme and price per tonne of GHG emissions	GC does not currently operate an internal carbon pricing scheme. The use of carbon credits is under review as part of future carbon reduction efforts.
	g) Remuneration	Whether and how climate-related considerations are factored into executive remuneration, and the percentage thereof	pp. 30-31
	Climate-related Targets		
	a) Targets	Target-related information (metrics, objectives, applicable segment and period, interim milestones, etc.)	pp. 33, 41-43
	b) Target-setting, review, and monitoring	Approach to setting, reviewing, and monitoring progress against targets, and performance analysis	pp. 33, 40, 41-43
	c) GHG emissions targets	GHG types and scope covered by the target, and use of carbon credits	p. 33

ESRS Index

Category	Metrics		Page Reference
ESRS 2 General Disclosures			
Basis for preparation	BP-1	General basis for preparation of sustainability statements	p. 2
	BP-2	Disclosures in relation to specific circumstances	p. 2
Governance	GOV-1	The role of the administrative, management and supervisory bodies	p. 23
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	p. 23
	GOV-3	Integration of sustainability-related performance in incentive schemes	p. 136
	GOV-4	Statement on due diligence	pp. 145-146
	GOV-5	Risk management and internal controls over sustainability reporting	pp. 145-146
Strategy	SBM-1	Strategy, business model and value chain	pp. 6, 22
	SBM-2	Interests and views of stakeholders	p. 28
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	p. 22
Impact, risk and opportunity management	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	pp. 24-27
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	pp. 170-171
	MDR-P	Policies adopted to manage material sustainability matters	pp. 162-163
	MDR-A	Actions and resources in relation to material sustainability matters	pp. 26-27
Metrics and targets	MDR-M	Metrics in relation to material sustainability matters	pp. 26-27
	MDR-T	Tracking effectiveness of policies and actions through targets	pp. 26-27

Metrics		Page Reference
ESRS E1 Climate Change		
E1-1	Transition plan for climate change mitigation	pp. 31, 33, 37-39
E1-2	Policies related to climate change mitigation and adaptation	pp. 31, 33, 37-39
E1-3	Actions and resources in relation to climate change policies	pp. 31, 33, 37-39
E1-4	Targets related to climate change mitigation and adaptation	pp. 41-43
E1-5	Energy consumption and mix	pp. 41, 43
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	pp. 41-43
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	p. 33
E1-8	Internal carbon pricing	GC does not currently operate an internal carbon pricing scheme.
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	pp. 32, 34-36, 39

Metrics		Page Reference
ESRS E2 Pollution		
E2-1	Policies related to pollution	pp. 45-46, 50
E2-2	Actions and resources related to pollution	pp. 45-51
E2-3	Targets related to pollution	pp. 53-54, 56
E2-4	Pollution of air, water and soil	pp. 53, 55-57
E2-5	Substances of concern and substances of very high concern	pp. 46, 48-49, 51
ESRS E3 Water and Marine Resources		
E3-1	Policies related to water and marine resources	pp. 45-46, 50
E3-2	Actions and resources related to water and marine resources	pp. 45-47, 50-51
E3-3	Targets related to water and marine resources	pp. 53-54, 56
E3-4	Water consumption	pp. 53, 54, 56
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	p. 58
ESRS E4 Biodiversity and Ecosystem		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	p. 58
E4-2	Policies related to biodiversity and ecosystems	p. 58
E4-3	Actions and resources related to biodiversity and ecosystems	p. 58
E4-4	Targets related to biodiversity and ecosystems	p. 61
E4-5	Impact metrics related to biodiversity and ecosystems change	pp. 58-61
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	p. 58
ESRS E5 Resource Use and Circular Economy		
E5-1	Policies related to resource use and circular economy	pp. 45-46, 50
E5-2	Actions and resources related to resource use and circular economy	pp. 45-48, 50-51
E5-3	Targets related to resource use and circular economy	pp. 53-54, 56
E5-4	Resource inflows	pp. 55, 57
E5-5	Resource outflows	pp. 53, 55, 57

ESRS Index

Metrics		Page Reference
ESRS S1 Own Workforce		
S1-1	Policies related to own workforce	pp. 64-65, 74, 101
S1-2	Processes for engaging with own workers and workers' representatives about impacts	pp. 66, 87-92
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	pp. 102-103
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	pp. 64-68, 72-93, 102-105
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	pp. 69-70, 93, 95, 98, 105-106
S1-6	Characteristics of the undertaking's employees	pp. 93-99
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	pp. 93, 95, 98
S1-8	Collective bargaining coverage and social dialogue	pp. 90, 95, 97, 99
S1-9	Diversity metrics	pp. 93-94, 96, 98
S1-10	Adequate wages	pp. 94, 97, 99
S1-11	Social protection	pp. 95, 97, 99
S1-12	Persons with disabilities	pp. 94, 96, 98
S1-13	Training and skills development metrics	pp. 94, 97, 99
S1-14	Health and safety metrics	pp. 69-70
S1-15	Work-life balance metrics	pp. 95, 97, 99
S1-16	Remuneration metrics	pp. 94, 97, 99
S1-17	Incidents, complaints and severe human rights impacts	pp. 64-68, 72-93, 102-105

Metrics		Page Reference
ESRS S2 Workers in the Value Chain		
S2-1	Policies related to value chain workers	pp. 101, 112-114
S2-2	Processes for engaging with value chain workers about impacts	pp. 102-103, 114-115
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	pp. 102-103, 114-115
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	pp. 101-102, 112-115
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 116
ESRS S3 Affected Communities		
S3-1	Policies related to affected communities	p. 132
S3-2	Processes for engaging with affected communities about impacts	pp. 132-134
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	p. 28
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	pp. 132-134
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 134
ESRS S4 Consumers and End Users		
S4-1	Policies related to consumers and end-users	pp. 118-119
S4-2	Processes for engaging with consumers and end-users about impacts	p. 28
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	p. 28
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	pp. 117-123
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	pp. 123-124
ESRS G1 Business Conduct		
G1-1	Corporate culture and business conduct policies and corporate culture	pp. 149-150, 152
G1-2	Management of relationships with suppliers	pp. 149, 153-154
G1-3	Prevention and detection of corruption and bribery	pp. 149-154
G1-4	Confirmed incidents of corruption or bribery	No incidents of corruption or bribery were identified within GC during the reporting period.
G1-5	Political influence and lobbying activities	Not applicable.
G1-6	Payment practices	p. 154

TCFD Index

Category	Index	Page Reference		
		GC (Holding Company)	GC Biopharma	GC Cell
Governance	a) Describe the board's oversight of climate-related risks and opportunities	p. 30	p. 30	p. 31
	b) Describe management's role in assessing and managing climate-related risks and opportunities	p. 30	p. 30	p. 31
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	p. 32	p. 34	p. 39
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	-	pp. 35-36	-
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	-	pp. 35-36	-
Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks	p. 40	p. 40	p. 40
	b) Describe the organization's processes for managing climate-related risks	p. 40	p. 40	p. 40
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	p. 40	p. 40	p. 40
Metrics & targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	p. 41	p. 42	p. 43
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	p. 41	p. 42	p. 43
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	p. 41	p. 42	p. 43

SASB Index

GC [Holding Company]

Financials Sector(Asset Management & Custody Activities)

Accounting Metrics

Topic	SASB Code	Metrics – Asset Management & Custody Activities	Unit	2023	2024	2025	Remarks
Transparent information & fair advice for customers	FN-AC-270a.1	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Persons, %	(1) 0, (2) 0	(1) 0, (2) 0	(1) 4, (2) 0	No legal proceedings reported during the reporting period.
	FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	KRW million	0	0	0	
	FN-AC-270a.3	Description of approach to informing customers about products and services	N/A	Refer to p. 141 “Shareholder-Friendly Policy” in this report.			
Employee diversity & inclusion	FN-AC-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	%	(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	(1) M 83.3 , F 16.7, (2) M 100, F 0, (3) M 3.8 , F 10.9 (4) M 60.7, F 39.3	(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 under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (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 incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies	N/A	Not applicable to the company.			
	FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	N/A	Refer to p. 141 "Shareholder-Friendly Policy" in this report.			
Financed emissions	FN-AC-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	tCO_2eq	-	-	-	Disclosure corrected to ‘-’ in accordance with the SASB metric definition.
	FN-AC-410b.2	Total amount of assets under management (AUM) included in the financed emissions disclosure	KRW million	-	-	-	
	FN-AC-410b.3	Percentage of total assets under management (AUM) included in the financed emissions calculation	%	-	-	-	
	FN-AC-410b.4	Description of the methodology used to calculate financed emissions	N/A	-	-	-	
Business ethics	FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	KRW million	0	0	0	No legal proceedings reported during the reporting period.
	FN-AC-510a.2	Description of whistleblower policies and procedures	N/A	Refer to p. 103 “Human Rights Grievance Mechanism” in this report.			

Accounting Metrics

Topic	SASB Code	Metrics – Asset Management & Custody Activities	Unit	2023	2024	2025	Remarks
-	FN-AC-000.A	Total assets under management (AUM)	KRW million	3,737,707	3,670,572	4,069,172	-
	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	2023	2024	2025	Remarks
Safety of clinical trial participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	N/A	Refer to pp. 117-119 “Product Quality and Enhancing Patient Safety” in this report.			
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Cases	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	Not applicable to the company
	HC-BP-210a.3	Total amount of 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 health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	N/A	Refer to pp. 109-110 “Enhancing Access to Healthcare” in this report.			
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Units	6	6	6	
Affordability & pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	%	(1) 2.3, (2) -	(1) 0.2, (2) -	(1) 1.6, (2) -	Based on major domestic and overseas products (see Business Report FY2024, p. 38)
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	%	-	-	-	Not disclosed due to confidentiality
Drug safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	N/A	None of the company’s products are listed in the relevant system.			
	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) 0, (2) 0	(1) 2[1], (2) 2,902[2]	(1) 1[1], (2) 558,720[2]	
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	ton	0.000	0.356	0.257	
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	N/A	No violations occurred during the reporting period; not applicable.			
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. 119 "Responsible Pharmaceutical Marketing Policy" in this report.			
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	N/A	Refer to p. 119 "Responsible Pharmaceutical Marketing Policy" in this report.			
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Cases	0	0	0	Not applicable to the company
Ethical marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	N/A	No legal proceedings reported during the reporting period; total loss is KRW 0			
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A	Refer to p. 150 "Ethical Management Policy" in this report			

1) 2024: Albumin 20% 50mL, Deep Body Cavity Wound Dressing; 2025: Allershot Soft Cap.
2) 2024: 1,112 vials of Albumin 20% 50mL, 1,790 units of Deep Body Cavity Wound Dressing; 2025: 558,720 capsules of Allershot Soft Cap.

SASB Index

GC Biopharma

Health Care Sector(Biotechnology & Pharmaceuticals)

Accounting Metrics

Topic	SASB Code	Index - Biotechnology & Pharmaceuticals	Unit	2023	2024	2025	Remarks
Employee recruitment, development & retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	N/A	Refer to pp. 72-73, 78-80 "Talent Acquisition and Retention" and "Training and Education" under the Nurturing Pharmaceutical and Biopharmaceutical Experts strategy section in this report			
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/ senior managers, (b) mid-level managers, (c) professionals, and (d) all others	%	(1) 8.3 - (a) 0.13, (b) 0.35, (c) 2.6, (d) 5.19 (2) 0.6 - (a) 0.00, (b) 0.13, (c) 0.35, (d) 0.13	(1) 7.5 - (a) 0.00, (b) 0.47, (c) 3.52, (d) 3.52 (2) 1.0 - (a) 0.00, (b) 0.13, (c) 0.76, (d) 0.13	(1) 7.5 - (a) 0.00, (b) 0.49, (c) 1.62, (d) 5.78 (2) 0.3 - (a) 0.00, (b) 0.04, (c) 0.26, (d) 0.00	Calculated based on the Total Number of Employees
Supply chain management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	%	(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 amount of monetary losses as a result of legal proceedings associated with corruption and bribery	N/A	No legal proceedings reported: total loss is KRW 0			
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	N/A	Refer to p. 150 "Ethical Management Policy" in this report			

Activity Metrics

Topic	SASB Code	Index - Biotechnology & Pharmaceuticals	Unit	2023	2024	2025	Remarks
-	HC-BP-000.A	Number of patients treated	Persons	-	-	-	Not disclosed due to difficulty in estimation
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Units	(1) 88, (2) 8	(1) 87, (2) 10	(1) 92, (2) 12	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	2023	2024	2025	Remarks
Safety of clinical trial participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	N/A	Refer to p. 120 “Product Quality and Enhancing Patient Safety” strategy section in this report			
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Cases	(1) 0, (2) 0	(1) 0, (2) 0	(1) 0, (2) 0	Not applicable to the company
	HC-BP-210a.3	Total amount of 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 health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	N/A	Refer to pp. 110-111 "Enhancing Access to Healthcare" strategy section in this report			
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	N/A	6	6	6	
Affordability & pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	%	(1) 0, (2) (12)	(1) 11, (2) 5	(1) 0, (2) 8	
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	%	(1) 0, (2) (12)	(1) 11, (2) 5	(1) 0, (2) 8	
Drug safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	N/A	None of the company’s products are listed in the relevant list			
	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	-	-	-	
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	ton	-	-	-	
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	N/A	No violations occurred during the reporting period; not applicable			
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 to potential or known risks associated with counterfeit products	N/A	Not applicable to the company			
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Cases	0	0	0	Not applicable to the company
Ethical marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	N/A	No legal proceedings reported; total loss is KRW 0			
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A	Refer to p. 152 "Ethical Management Policy" in this report			

SASB Index

GC Cell

Health Care Sector(Biotechnology & Pharmaceuticals)

Accounting Metrics

Topic	SASB Code	Index - Biotechnology & Pharmaceuticals	Unit	2023	2024	2025	Remarks
Employee recruitment, development & retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	N/A	Refer to pp. 73, 81-82 "Talent Acquisition and Retention" and "Training and Education" under the Nurturing Pharmaceutical and Biopharmaceutical Experts strategy section in this report			
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	%	(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	(1) 16.7 - (a) 0.1, (b) 0.1, (c) 2.1, (d) 14.4 (2) 1.4 - (a) 0.0, (b) 0.0, (c) 0.5, (d) 0.9	Calculated based on the Total Number of Employees
Supply chain management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	%	(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 amount of monetary losses as a result of legal proceedings associated with corruption and bribery	N/A	No legal proceedings reported; total loss is KRW 0			
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	N/A	Refer to p. 152 "Ethical Management Policy" in this report			

Activity Metrics

Topic	SASB Code	Index - Biotechnology & Pharmaceuticals	Unit	2023	2024	2025	Remarks
-	HC-BP-000.A	Number of patients treated	Persons	1,857	1,960	1,780	Based on the number of patients administered Immuncell-LC
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Units	(1) 1, (2) 4	(1) 1, (2) 3	(1) 1, (2) 3	Detailed clinical information is available via the MFDS Integrated Drug Information System (nedrug.mfds.go.kr)

Independent Assurance Statement

To readers of 2026 GC Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2026 GC Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of GC's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to GC's management.

Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in GC's report:
· 2026 GC Sustainability Report

Reference Standard : GRI Standards 2021 : 2023 (GRI)

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP : 2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

· ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
· Levels of assurance/materiality : AA1000AS v3 – Type 2/moderate, limited/ not set

Scope of assurance

The information subject to verification in the sustainability report is as follows.

· GRI Standards 2021 reporting principles
· Universal Standards
· Topic Specific Standards
- GRI 102 : Climate Change : 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-8, 102-9, 102-10
- GRI 103 : Energy : 103-1, 103-2, 103-3, 103-4, 103-5
- GRI 205 : Anti-corruption : 205-1, 205-2, 205-3
- GRI 206 : Anti-competitive Behavior : 206-1
- GRI 303 : Water and Effluents : 303-1, 303-2, 303-3, 303-4, 303-5
- GRI 305 : Emissions : 305-6, 305-7
- GRI 306 : Waste : 306-1, 306-2, 306-3, 306-4, 306-5
- GRI 308 : Supplier Environmental Assessment : 308-1, 308-2
- GRI 401 : Employment : 401-1, 401-2, 401-3
- GRI 403 : Occupational Health and Safety : 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10
- GRI 404 : Training and Education : 404-1, 404-2, 404-3
- GRI 405 : Diversity and Equal Opportunity : 405-1, 405-2
- GRI 406 : Non-discrimination : 406-1
- GRI 407 : Freedom of Association and Collective Bargaining : 407-1
- GRI 408 : Child Labor : 408-1
- GRI 409 : Forced or Compulsory Labor : 409-1
- GRI 410 : Security Practices : 410-1
- GRI 411 : Rights of Indigenous Peoples : 411-1
- GRI 414 : Supplier Social Assessment : 414-1, 414-2
- GRI 416 : Customer Health and Safety : 416-1, 416-2
- GRI 417 : Marketing and Labeling : 417-1, 417-2, 417-3

As for the reporting boundary, the engagement excludes the data and information of GC's partners, suppliers and any third parties.

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

· Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
· Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
· Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
· Interviewing people in charge of preparing the report;
· Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
· Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
· Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

Independent Assurance Statement

Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by GC are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

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. We found that the report was prepared in accordance with the criteria presented by GC, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

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 sustainability performance data, including economic, environmental, and social performance data. 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.

KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with GC and did not provide any services to GC that could compromise the independence of our work.

Limitations of Use

This assurance statement is made solely for the management of GC for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of GC. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

May 11, 2026

CEO E. J Hwang

SRV1000 Sustainability Committee Assurance

AA1000 Licensed Report 000-129/V3-03QKZ

GHG Emissions Verification Statement

GHG Report Verification

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted a verification of GHG Report of GC Biopharma[1] (hereinafter 'Company') for 2025.

1) Organization 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 all facilities and emission sources under the operational control and organizational boundary of Company during 2025.

Verification Criteria

The verification process was based on [Rule for emission reporting and certification of GHG emission trading Scheme2)], [Rules for verification of operating the GHG emission trading scheme3)] and [ISO14064-3] for every applicable part.

2) Notification No. 2025-64 of Ministry of Environment 3) Notification No. 2025-165 of Ministry of Environment

Level of Assurance

The Verification has been planned and conducted as the 'Rules for verification of operating the GHG 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 entire process of 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

KFQ present the following conclusions regarding the GHG emissions data included in the GHG Report.

1) GHG emissions have been appropriately calculated according to the "Rule for emission reporting and certification of GHG emission trading Scheme" and "ISO14064-1" methodologies.
2) The materiality assessment result of GHG emissions has satisfied the criteria for an organization that emits less than 500,000 tCO_2-eq by meeting less than 5% of the total emissions.
3) Thus, KFQ concludes that GHG Emissions of Company in 2025 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
8,876.515	53,832.353	62,706

· 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

2026.04.20
CEO Ji-Young Song
Korean Foundation for Quality


GC