

THE LEADER IN GLOBAL HEALTHCARE

GC Sustainability Report 2022



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Visual Concept of the Cover Image

The goal of GC has been expressed as a green earth to represent health of humankind, society, and the world we live in. Illustrations around the earth represent GC's efforts to coexist with the environment and walk together with the society, and the company's symbol embodied in the shadow of the earth expresses GC's firm will for sustainable management.

About This Report

Overview

This report is the first sustainability report published by GC Corp. (hereinafter referred to as "GC (Holding Company)") and this report contains economic, environmental, social and governance performance and plans for major affiliates. GC (Holding Company) and major affiliates will continue to publish this sustainability report annually to communicate transparently with our stakeholders.

Reporting Period

The reporting period is from January 1st 2021 to December 31st 2021 and includes economic, environmental, social and governance activities. Some achievements include information up to the first half of 2022. Quantitative performances include data from past three years to enable time series analysis.

Report Standard

This report has been prepared in accordance with Core Options of the GRI (Global Reporting Initiatives) Standards, global reporting standards for sustainability management. Disclosure indicators for global sustainability initiatives, such as the UN SDGs (United Nations Sustainable Development Goals), recommendations from TCFD (Task Force on Climate-related Financial Disclosures) and standards from SASB (Sustainability Accounting Standards Board), have also been reflected.

Reporting Scope

The reporting scope includes GC (Holding Company), major listed and unlisted affiliates, and major supply chains. Financial performances are prepared based on the K-IFRS consolidation and environmental performances of each workplace are collected based on the data from the three corporations including GC (Holding Company), GC Biopharma and GC Cell.

Assurance of the Report

In order to ensure the validity of the sustainable management report preparation procedure and the integrity of the information within, third-party assurance has taken place from KSA (Korea Standards Association). For the assurance results, see Page 120 for Third-Party Assurance Statement.

Inquiries about the Report

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Details GC website [Go to](#)



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Message from the Chairman

Dear Esteemed Stakeholders,

Since the foundation in 1967, GC has taken a path of challenge and dedication to developing drug products those are demanding to make but essential. After walking this path for half a century, we endeavor to a great leap forward to become a 'global total healthcare company' by re-organizing our portfolio to prevention, diagnosis and treatment of diseases and digital healthcare.

Our mission statement 'To usher in a healthier and happier future for all humankind' encompasses the idea of ESG. GC has declared 2022 as the year of beginning promoting sustainable management to fulfill our mission of healthy lives of humankind and the corporate social responsibilities. We have established direction for ESG management strategy based on our core values those are Challenge & Innovation, Care & Compassion, Transparency & Integrity and Respect & Dedication, and to move forward, tasks will be selected, and actions will take place accordingly.

We understand the companies can expect sustainable growth when they can be responsible for health of humankind, society, and the world we live in. To support better lives of stakeholders, GC voluntarily participates in community services and support for underprivileged, and promotes shareholder-friendly policies based on the board of directors with independence, expertise and transparency. In addition, environmental management of GC is focused on the future generations, the most important stakeholders of all. For implementation of the carbon neutrality targeted by 2050, we make best efforts to reduce in energy use and in greenhouse gas emissions and expand eco-friendly investments on production facilities.

With these efforts we strive for, GC has issued our very first ESG report. This report contains our will to ESG management and we endeavor to continuously communicate our status and plans of the ESG activities and to actively respond to associated indicators. These efforts will not only be the first step of new value that co-exist with the environment and society, but will also become a strong foundation for us and our stakeholders to grow together. We ask for your warm encouragements and continued interests to the challenges we take for sustainable management.

Thank you.



Our mission statement 'To usher in a healthier and happier future for all humankind' encompasses the idea of ESG. GC has declared 2022 as the year of beginning promoting sustainable management to fulfill our mission of healthy lives of humankind and the corporate social responsibilities.



Chairman of GC II-Sub Huh

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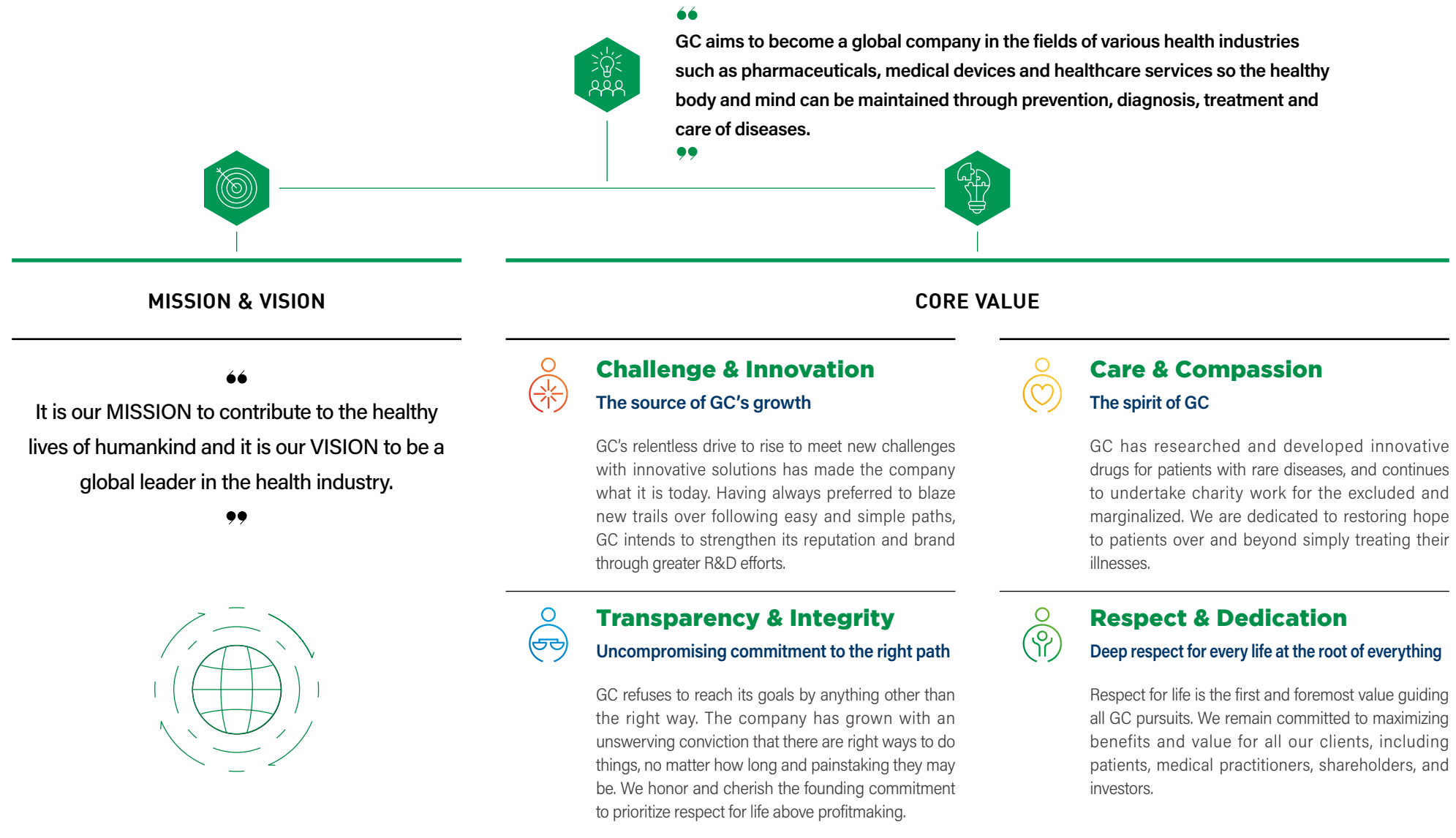
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Since the foundation of 1967, for half a century, GC has taken a difficult path of ‘Medicinal drugs those are difficult to make, but essential’ with the devotion to establish a society where anyone can enjoy a happy life without suffering from diseases. Our path has taken us to a remarkable growth. On the outside, we have grown from a small company with 12.8 million won with about 10 employees in early days of its foundation to a leading pharmaceutical company in Korea with sales of 1,840.6 billion won (consolidated basis) in 2021. We are continuously expanding our business to overseas to become a global company with 40 domestic and overseas affiliates. For a greater leap to become a biotechnology and healthcare group that leads the global total healthcare business, we want to reorganize our core business into a portfolio of products and services that cover the entire course of disease prevention, diagnosis, treatment, and healthcare.

 <p>Employees_</p> <p>6,108 persons</p>	 <p>Assets_</p> <p>3,497 billion KRW</p>
 <p>Sales_</p> <p>1,841 billion KRW</p>	 <p>Subsidiaries_</p> <p>6 (listed), 34 (unlisted)</p>

01

BIOPHARMA & INNOVATIVE TECH



Production of medicinal products those are difficult to make, but essential

 **GC Biopharma**

 **GC Cell**

- Vaccines / Blood plasma-derived products
- Recombinant Proteins
- OTC drugs
- Cell Therapy Product

02

DIAGNOSIS



Setting a global standard for clinical and genetic testing

 **GC MS**  **GC Genome**

 **GCOL**  **GC Labs**

- Clinical testing
- Genetic testing
- Diagnostic kit

03

CONSUMER HEALTH



Customized healthcare for consumers

 **GC Biopharma**  **GC Wellbeing**

 **GREEN VET**  **GC iMED**

- OTC drugs
- Nutrient injections
- OTC/Prescription dietary supplements
- Medical examinations

04

DIGITAL HEALTHCARE



Providing optimal platform for healthcare and medical staffs

 **UBcare**  **GC Care**

 **BOOST BROTHERS BBROS**  **HECTON PROJECT**

- Hospital/Pharmacy EMR
- Nursing/Oriental Medicine Hospital EMR
- Digital Healthcare Platform (Ddocdoc, Howcare)

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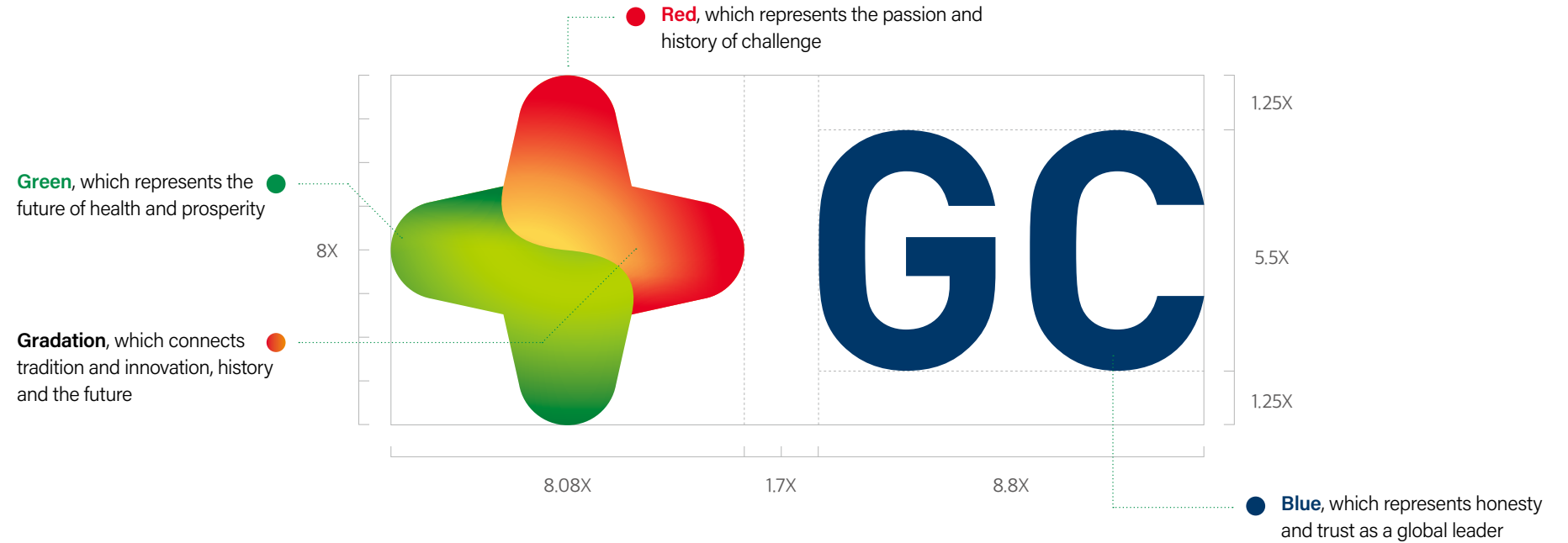
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GC's symbol projects our commitment to healthier future for all humankind through the red cross, symbolizing a history of passion and boldness, meets the green cross, symbolizing a future of health and prosperity. Also, the logotype is a representation of our expertise in healthcare industry by using blue color that represents honesty and trust.



Great Challenge

GC, the great challenge towards the world

Great Commitment

GC, the great commitment to humanity

Great Company

GC, the great company noticed by the world

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Our passion is towards a healthy life.

GC strives for everyone to enjoy a happy life without the pain from diseases. We endeavor to become a leader in healthcare industry with respect and dedication for life beyond the pharma industry.

1960

- 1967** Established Sudo Microorganism Medical Supplies Company
- 1968** Established Shingal Plant

1970

- 1971** Company name changes to Green Cross Company Limited
- 1973** First in Korea to produce Urokinase
- 1974** Produced antihemophilic factor (AHF)
- 1978** IPO

1980

- 1982** Established Green Cross Lab
Developed the intravenous immunoglobulin (I.V.-Globulin)
- 1983** Third in the world to develop a hepatitis-B vaccine (Hepavax-B)
- 1984** Established Mogam Biotechnology Institute
- 1987** First in Korea to develop an AIDS diagnostic kit
- 1988** First in the world to develop vaccine against hemorrhagic fever with renal syndrome (Hantavax)

1990

- 1993** Second in the world to develop varicella vaccine (Suduvax)
- 1995** Established GC China
Established a vaccine production plant in Indonesia

2000

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

2010

- 2011** Developed [SHINBARO], a natural medicine for osteoarthritis treatment
- 2012** Developed [Hunterase], the world's 2nd Hunter Syndrome treatment
Acquired INNOCELL corporation and founded GC Cell (GC Corp.)
- 2013** Started construction of the blood plasma-derived products facility for Thai Red Cross in Thailand
Established GC Pharma R&D Center, the largest in Korea
- 2014** Produced over 100 million doses of flu vaccines, the first in Korea
Surpassed USD 200 million in export, the first for Korean pharmaceutical company
Awarded with the USD100M Export Tower Award
Decorated with the Gold Tower Order of Industrial Merit

- 2015** Developed [GC Flu Quadrivalent], the world's fourth quadrivalent flu vaccine
Developed [GC Flu H5N1], Korea's the first avian influenza vaccine
- 2016** Approved WHO PQ for GC Flu Quadrivalent
Developed [Tetanus-Diphtheria (TD) vaccine], Korea's the first TD vaccine
- 2018** Renamed from Green Cross to GC Pharma
Constructed Cell Center
Awarded with the USD 200 million Export Tower Award
- 2019** Produced over 200 million doses of flu vaccines, the first in Korea

2020

- 2020** Acquired UBcare (GC Care)
Developed [BARYCELA], the next generation of varicella vaccine
Obtained marketing approval of [Hunterase] in China for Hunter's syndrome
- 2021** Obtained marketing approval of [Hunterase ICV] in Japan for severe Hunter's syndrome, first in the world
Obtained marketing approval of [Green Gene F] in China
Licensed-out CAR-NK technology platform to MSD at 2 trillion won - GC Labcell, Artiva
Launched GC Cell, an integrated corporation of GC Labcell and Green Cross Cell
- 2022** Acquired US-based BioCentriq - GC (Holding Company), GC Cell



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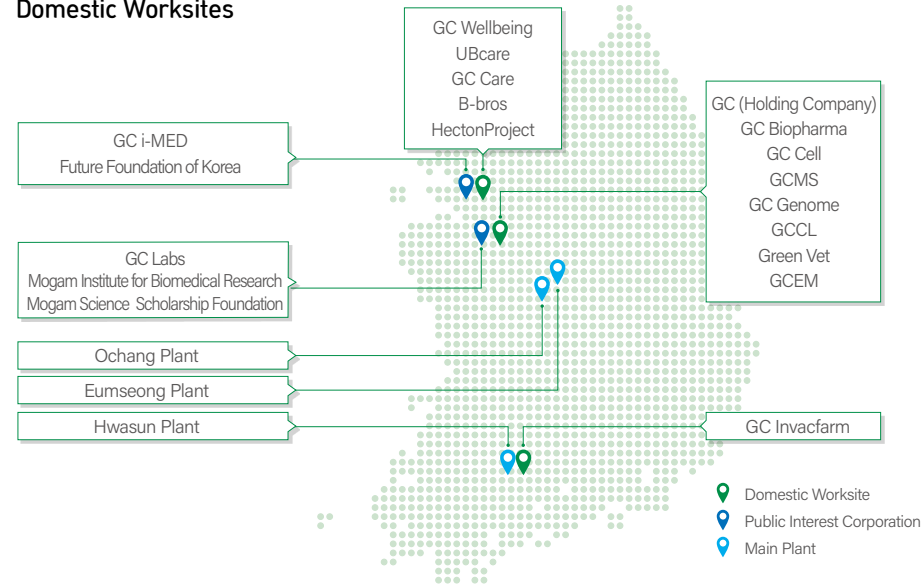
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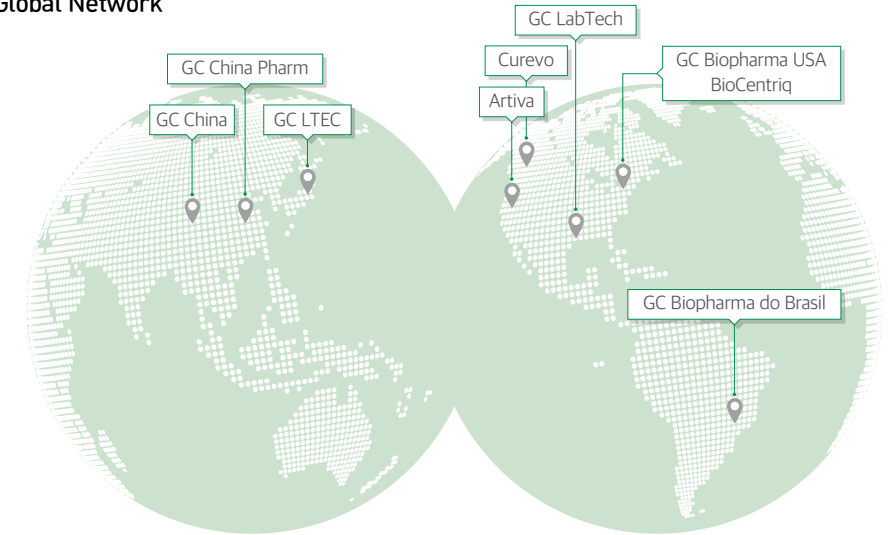


GC's Major Corporation and Global Network

* Listed Company

Category	Corporate Name	Location	Product and Service
Domestic	GC (Holding Company)*	Yongin, Gyeonggi	Holdings
	GC Biopharma*	Yongin, Gyeonggi	Production of prescription and OTC medicine
	GC Cell*	Yongin, Gyeonggi	Development of treatments for intractable diseases
	GC Wellbeing*	Seoul	R&D of natural medicine and health functional food
	GCMS*	Yongin, Gyeonggi	Development of diagnostic reagents
	UBcare*	Seoul	Development of digital healthcare solutions
	GC Care	Seoul	IT-based healthcare service
	GC Genome	Yongin, Gyeonggi	Specialized genomic analysis
	GCCL	Yongin, Gyeonggi	Clinical trial examination analysis service
	Green Vet	Yongin, Gyeonggi	Animal inspection service
	GCEM	Yongin, Gyeonggi	Biotech facility engineering and construction services
	GC Invacfarm	Hwasun, Jeonnam	Production of fertilized chicken eggs for vaccine production
	B-bros	Seoul	Healthcare platform service
	HectonProject	Seoul	Hospital EMR and silver care platform service

Global Network



Category	Corporate Name	Location	Product and Service
Overseas	GC China	Anhui, China	Production of blood plasma-derived products
	GC China Pharm	Shanghai, China	Sales of medicine
	GC Biopharma USA	New Jersey, US	Sales of medicine
	GC Biopharma do Brasil	Sao Paulo	Other services
	GC LabTech	Texas, US	Plasma screening test
	GC Lymphotec (GC LTEC)	Tokyo, Japan	Research and sales of cell therapy products
	BioCentriq	New Jersey, US	CDMO service for cell and gene therapies
	Curevo	Washington, US	Next-generation vaccine development
	Artiva	California, US	Development of cell therapy products
	Other Public Interest Corporation	GC Labs (Include health examination center GC i-MED)	Yongin, Gyeonggi (Seoul)
Mogam Institute for Biomedical Research		Yongin, Gyeonggi	Research on cancer, vaccines, rare diseases, and metabolic diseases
Mogam Science Scholarship Foundation		Yongin, Gyeonggi	Supporting of scholarship programs for scientific talented
Future Foundation of Korea		Seoul	Scholarship program for North Korean defectors

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Affiliates (Domestic)



GC Corp. (005250)

“We endeavor to become a global leader in the healthcare industry for the future of humankind”

GC (Holding Company), accompanied by total of 40 affiliates consisting of 25 domestic and 15 overseas affiliates including GC Biopharma as a flagship affiliate. GC (Holding Company) establishes and coordinates strategies of the entire affiliates' business management, enters into new businesses, and manages the investment portfolio. The affiliates are focused on production and sales of drug products, and digital healthcare businesses.

Overview

CEO Il-Sub Huh, Yong-Jun Huh

Establishment Oct. 05, 1967

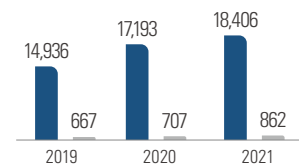
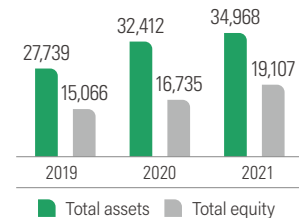
No. of employees 146 persons

Website www.gccorp.com

Address 107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

Financial Result

(Unit: KRW 100 million)



※ Consolidated basis



GC Biopharma Corp. (006280)

“Great Commitment, Great Challenge and Great Company. We strive to be a company that becomes a foundation of a society where all humankind enjoys a happy life without suffering from diseases.”

GC Biopharma is a company that manufactures and markets the prescription drugs including blood plasma-derived products, vaccines and OTC drugs. GC Biopharma aims for continuous growth and improvement in revenue for the flagship products, which are blood plasma-derived products and vaccine and to achieve this, we are strengthening accessibility of healthcare through R&D innovation. We have developed new global products for rare diseases such as Hunter's Syndrome and Hemophilia and have established state-of-the-art manufacturing facilities to meet global standard of quality management system such as cGMP. GC Biopharma will continue to focus on strengthening R&D competency and manufacturing capabilities for a great leap to become a top global pharmaceutical company.

Overview

CEO Eun-Chul Huh

Establishment Nov. 01, 1969

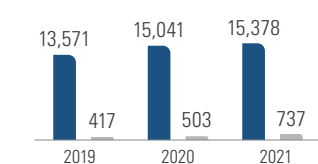
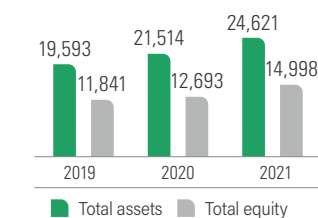
No. of employees 2,187 persons

Website www.gcbiopharma.com

Address 107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

Financial Result

(Unit: KRW 100 million)



※ Consolidated basis



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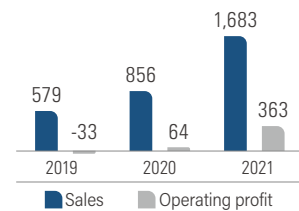
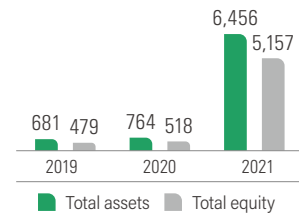


GC Cell Corporation (144510)

“GC Cell, united for a giant leap in November 2021 from GC Labcell and Green Cross Cell Corp, the leading companies for cell therapies.”

GC Cell has established pipelines and platform technologies for the entire cell therapy area including T, CAR-T, CIK, NK, CAR-NK and stem cells and obtained global competitiveness through establishing value chains for the entire product lifecycle starting from research to commercialization. GC Cell manufactures and markets "Immuncell-LC," a cancer immunotherapy with the highest domestic sales. Additionally in 2021, CAR-NK cell therapy technology has been successfully licensed out with MSD that is worth at KRW 2 trillion. Recent achievements include acquisition of BioCentriq, a U.S.-based cell and gene therapy CDMO company, to secure CDMO business network linking Asia and the U.S. Under the vision of "Global Cell Therapy Bio-Tech Solution Pioneer", GC Cell will continuously expand its global business area to become a First-In-Class Bio-Tech company.

Financial Result
(Unit: KRW 100 million)



※ Consolidated basis

Overview

CEO	Dae-Woo Park
Establishment	Jun. 21, 2011
No. of employees	788 persons
Website	www.gccell.com
Address	131-1, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

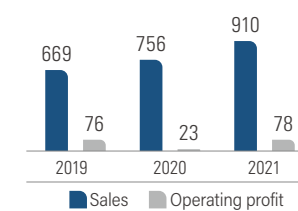
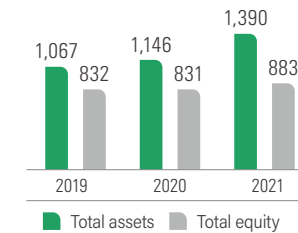


GC WellBeing Corporation (234690)

“GC Wellbeing provides various healthcare solutions based on personalized nutrition therapy.”

GC Wellbeing, the No. 1 company in the domestic nutrition therapy injection market, we develop, manufacture and distribute the prescription drug 'LAENNEC' placental injection and other various nutrition injections and are also in progress of preparing for the pharmaceutical CMO business. To manufacture ampoule and vial injections, an innovative manufacturing facility has been constructed in Chungbuk Innovation City in June 2021. We continue to expand our business in the field of nutrition supplement through R&D on various raw materials and plan to further develop the personalized nutrition solutions through combined prescription of prescription drugs with nutrition supplements. As a total nutrition provider striving for disease prevention, we aim to become a platform leader that supplies products as well as also offers personalized wellness lifestyles.

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis

Overview

CEO	Sang-Hyun Kim
Establishment	Sep. 02, 2004
No. of employees	269 persons
Website	www.greencrosswb.com
Address	Park One Tower 2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul



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GC Medical Science Corporation (142280)

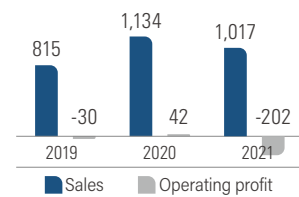
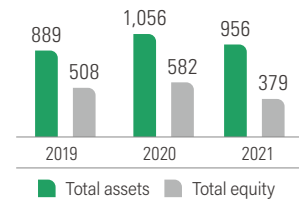
“ GCMS, the domestic leader of the development of diagnostic business for over the past 50 years from in-vitro diagnostic business to hemodialysis fluid and blood glucose meter.

Starting from the blood type diagnostic reagents in 1972, GCMS has developed Korea's the first AIDS diagnostic reagent in 1987 followed by development of epidemic hemorrhagic fever diagnostic reagent in 1990. We strive to improve the quality of life through precise diagnosis using molecular immunodiagnostic technology. Through continuous R&D of medical devices and household healthcare products, we endeavor to become a global diagnostic medical device company.

Overview

CEO	Young-Hee Sagong
Establishment	Dec. 29, 2003
No. of employees	151 persons
Website	www.greencrossms.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

Financial Result
(Unit: KRW 100 million)



※ Consolidated basis



UBcare

UBCARE Co., Ltd. (032620)

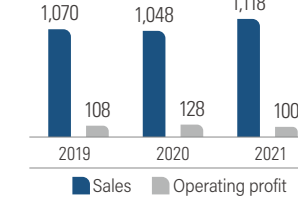
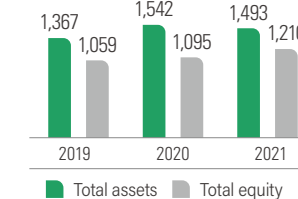
“ The No. 1 company in the market share of the electronic medical record (EMR) system of domestic nursing institutions that creates the future of digital healthcare solutions through the convergence of medical information and ICT.

UBcare operates EMR solution business, medical device, consumables distribution business, and pharmaceutical big data analysis business for hospitals, clinics, and pharmacy customers and has the largest medical network in Korea, including 25,100 hospitals, clinics, and pharmacies, and 38 authorized dealers nationwide. Recent trend shows that the digital healthcare is attracting attentions due to convergence of digital technologies including AI and big data with health care and medical fields. The evolution of these technologies, interlinked with the global COVID-19 pandemic crisis, is promoting digitalization in the field along with interest in untact services. Due to the expansion of the digital healthcare industry and the government support policies, we are investing in developing new and advanced solutions and services to help promote public health and to reduce health care costs.

Overview

CEO	Sang-Kyoung Lee
Establishment	Dec. 02, 1994
No. of employees	276 persons
Website	www.ubcare.co.kr
Address	Park One Tower 2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul

Financial Result
(Unit: KRW 100 million)



※ Consolidated basis

BOOST BROTHERS BBROS Mobile platform for hospital/medical appointments and non-face-to-face treatment

HECTON PROJECT Nursing/oriental hospital, hospital EMR, silver care platform



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GC Care Corporation

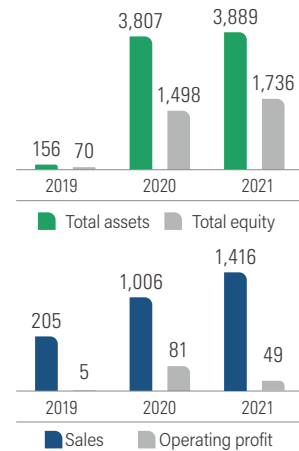
“
A specialized company that provides a new concept of personalized health care service through health promotion services and healthcare systems.
”

GC Care is introducing for the first time, a personalized health portal "Howcare," which combines health checkups and personalized health care programs, and is launching mobile self-diagnosis and health care services without restrictions on location and time. More than 440 nationwide affiliated networks are available, including advanced general hospitals and specialized examination centers at each region. By providing a total solution through synergy with existing health care services, GC Care aims to become a leading healthcare IT platform company for wherever healthcare would be needed.

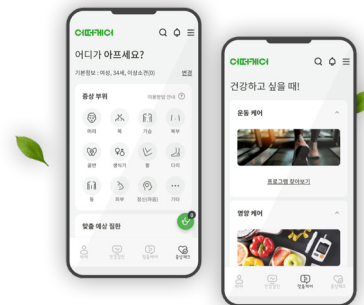
Overview

CEO	Hyo-Jo Ahn
Establishment	Aug. 01, 2003
No. of employees	286 persons
Website	www.gccare.net
Address	Park One Tower 2, 108, Yeoui-daero, Yeongdeungpo-gu, Seoul

Financial Result
(Unit: KRW 100 million)



※ Consolidated basis



GC Genome Corporation

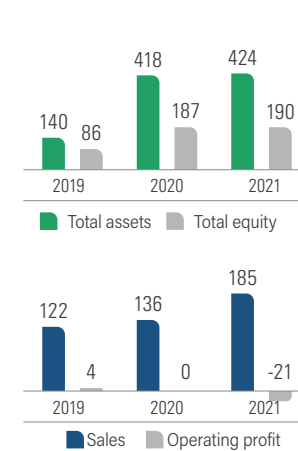
“
A clinical genomic diagnostics company that comprehensively conducts disease-oriented genomic diagnosis, prevention, and research.
”

Using state-of-the-art equipment such as next-generation sequencing (NGS) to provide distinguished services with shortened turnaround time and affordable prices, GC Genome provides essential clinical genomic diagnosis services in medical fields such as cancer, rare genetic diseases, prenatal, newborn, health checkup, and microbiome. Based on the strong R&D competencies of the genome Research Institute, an affiliated research institute, we develop services to fulfill the market needs, and actively engage in various research projects including national projects in order to release them in a timely manner. To move forward, we strive to become a frontier company in genomic diagnostics by pioneering the unknown areas in the field of clinical genomic diagnostics.

Overview

CEO	Chang-Seok Ki
Establishment	Jul. 31, 2013
No. of employees	116 persons
Website	www.gcgenome.com
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis



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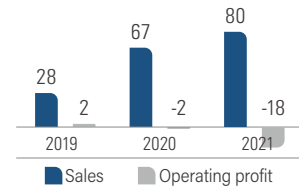
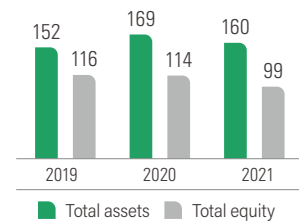
Affiliates (Domestic)



“
A customized clinical sample analysis service through all clinical trial stages with the highest quality standards, dedicated laboratory services, and logistics networks.
”

GCCL, certified by GCLP (Good Clinical Laboratory Practice), provides a full-cycle analysis service for clinical trials from Phase 1 to Phase 4. We have a platform optimized for clinical trials with global quality standards and provide clinical trial sample analysis that can meet customers' needs under various analysis experiences and sample transportation logistics system. We aim to grow into a trusted company that supports successfully clinical trials for partners in Asia and around the world.

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis

Overview

CEO	Song-Hyun Yang
Establishment	Aug. 01, 2019
No. of employees	72 persons
Website	www.gccl.co.kr
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do



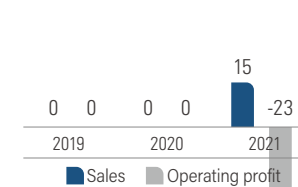
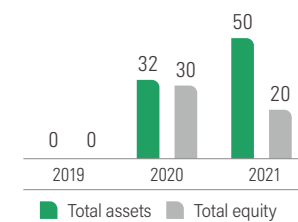
GCCL Co., Ltd.



“
Green Vet, a company for specialized checkups and healthcare for pets.
”

Green Vet is committed to realizing the idea of 'One Health' by strengthening human-animal ties. As a clinical examination institution specializing in pets, we provides consulting services for disease diagnosis and treatment, and to this end, it operates diagnostic video, web clinical consulting, health examination, and management services as our main business. Green Vet's competitiveness is not limited but aims for total healthcare services with the life of pets. We will continuously endeavor to enter the global market in the future by presenting new standards for the pet healthcare business and strengthening R&D and business competencies through steady investment.

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis

Overview

CEO	Dae-Woo Park
Establishment	Dec. 01, 2020
No. of employees	41 persons
Website	www.greenvet.co.kr
Address	131-1, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do



Green Vet

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Affiliates (Domestic)



GC Engineering Maintenance Corporation

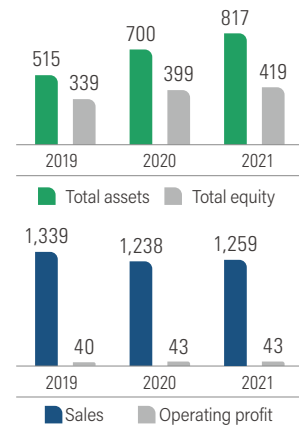
“ Korea’s only bio-engineering construction company which provides total services from consulting to design, construction, validation, and maintenance. ”

GCEM is the country’s only bio-engineering & construction company since its establishment in 2001. We have pioneered the path which no one passed such as building pharma manufacturing and research facilities, with a whole heart to contribute itself to public health. From design to construction, validation and maintenance, we create customer value with excellent quality, safe construction, and thorough customer care. GCEM will not stay complacent but will make continuous challenge through business diversification and with the aim to become a global leader in pharmaceutical construction industry, we will create better values that exceed the customer’s expectations in all areas related to bio-engineering and construction.

Overview

CEO	Chung-Gwon Park
Establishment	Mar. 16, 2001
No. of employees	317 persons
Website	www.gcem.co.kr
Address	8, Gumi-ro, Bundang-gu, Seongnam-si, Gyeonggi-do

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis



GC Invacfarm Corporation

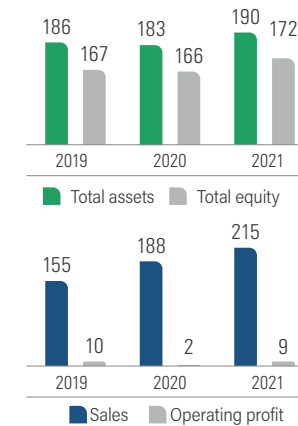
“ GC Invacfarm produces high-quality fertilized chicken eggs those are used for vaccine production and assures for a steady supply. ”

GC Invacfarm has established the excellent quarantine system in the hatcheries and poultry farms, and provides steady supply of high-quality fertilized chicken eggs to contribute the growth of flu vaccine business of GC Biopharma.

Overview

CEO	Moo-Hyun Cho
Establishment	Nov. 29, 2007
No. of employees	24 persons
Website	-
Address	40, Sandan-gil, Hwasun-eup, Hwasun-gun, Jeollanam-do

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis



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Affiliates (Overseas)



“ Producing and distributing blood plasma-derived products in China ”



GC China Corp.

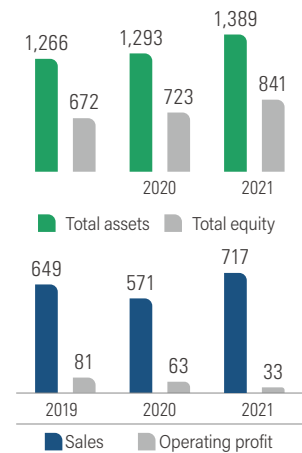
GC China, the global production hub of GC, is focusing on producing blood plasma-derived products in production facility with accreditation of on-site certification from China's Ministry of Health in 1998 and with China's GMP certification for the first time in Anhui Province. GC China supplies the products throughout China through GC China Pharm, an affiliate for distribution of products in China, and directly operates four blood centers in China for stable supply of blood plasma.

Overview

CEO	Chang-Sup Kim
Establishment	Oct. 18, 1995
No. of employees	279 persons
Website	www.greencrosschina.com
Address	Huainan Economic Development Zone, Anhui Province, China

Financial Result

(Unit: KRW 100 million)



※ Consolidated basis



Major Overseas Affiliates

- GC Biopharma USA**
 - GC Biopharma USA (New Jersey, U.S.)
Commercialization of drug products in North America
- GC Biopharma do Brasil**
 - GC Pharma do Brasil (Sao Paulo, Brazil)
A local service corporation to expand exports to South America, including Brazil
- GC LabTech**
 - GC LabTech (Texas, U.S.)
Researching and developing plasma screening and other tests for producing blood plasma-derived products
- GCLTEC**
 - GC LTEC (Tokyo, Japan)
Manufacture and commercialization of cell therapy and medium for cell culture
- BioCentriq**
 - BioCentriq (New Jersey, U.S.)
Cell/Gene therapeutic CDMO
- curevo**
 - Curevo (Washington, U.S.)
Development of next-generation vaccines (next-generation varicella zoster vaccines, etc.)
- artiva**
 - Artiva (California, U.S.)
Development of Cell Therapy

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Affiliates (Public Interest)

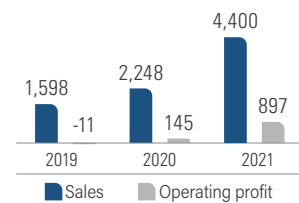
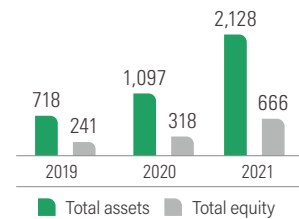


Green Cross Laboratories (GC Labs)

“ We are focusing on R&D of advanced specialized test and applying state-of-the-art technologies to clinical testing by strong and open partnership with world-class laboratories and institutions. ”

The GC Labs, founded in 1982, which started as a medical institution specializing in clinical trials, continuing to research innovative new technologies and have these technologies applied to clinical testing through engaging in strategic partnerships with the world's leading clinical examination-related institutions. Also focused on introducing cutting-edge equipment, training of talented people, and researching and developing of specialized tests in the field of clinical examination. The GC Labs safely conducts all tests at the state-of-the-art clinical examination center designed as the first clinical examination facility in Korea, and in 2008, our center has been accredited with both ISO9001 quality management system and ISO14001 environmental management system certification for the first time in Korea. The GC Labs use a state-of-the-art automation system to conduct about 4,000 tests quickly and accurately, and has the largest capabilities in Korea to conduct specialized tests.

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis

Overview

Director	Eun-Hee Lee
Establishment	Jul. 01, 1982
No. of employees	526 persons
Website	www.gclabs.co.kr
Address	107, Ihyeon-ro 30beon-gil, Giheung-gu, Yongin-si, Gyeonggi-do

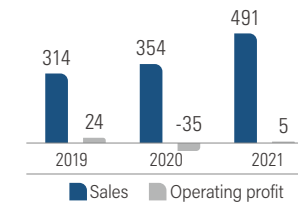
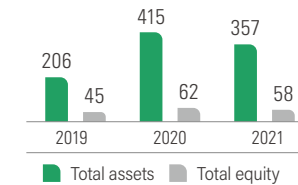


Green Cross i-Med (GC i-MED)

“ A functional medical center dedicated to improve the quality of life for patients by detecting and treating the diseases earlier with a cutting-edge examination system. ”

GC i-MED is a comprehensive health examination and functional medical care center established with the mission of ushering in health for all. The combination of cutting-edge IT systems, efficient health care programs, and professional medical staffs has given birth to personalized diagnostic and healthcare services that cater to clients' health needs throughout all stages of life. The U-Healthcare Program and diagnostic system based on partnerships with leading medical institutions in Korea make GC i-Med a topnotch center for diagnostics and functional medicine capable of providing optimal health solutions for all clients.

Financial Result
(Unit: KRW 100 million)



※ Non-consolidated basis

Overview

Director	Sang-Man Kim
Establishment	Jul. 01, 1982
No. of employees	217 persons
Website	www.gcimed.com
Address	Majesta City Tower, 12, Seocho-daero 38-gil, Seocho-gu, Seoul



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Affiliates (Other Public Interest)



• **Mogam Institute for Biomedical Research (Yongin)**
A nonprofit research foundation searching for solutions to prevent, diagnose and treat disease (Founded in 1984)



• **Mogam Science Scholarship Foundation (Yongin)**
A scholarship foundation for discovering and supporting future scientists through providing scholarships and research funds to contribute to science and technology. (Founded in 2005)



• **Future Foundation of Korea (Seoul)**
Providing scholarship programs to foster North Korean defectors grow into leaders in the era of unification with a passion for learning and hope for the future (Founded in 2009)



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UBcare

Acquisition of domestic patent for "Medical Institution Pick-up Method and System"



UBcare has acquired a domestic patent for 'medical institution pickup method and system' in January 2021. This patent is a technology providing transportation services for patients who have booked for medical checkups to enhance the mobility of the patients in need and to aid their guardians.

When patients make a request for a pick-up service through the terminal device to place where the medical examination is scheduled, the transport vehicle will get deployed based on the request information. Medical institution staffs will continue to track the route of the vehicle through GPS and make preparations, so the patients receive the checkups in timely manner. In addition, the vehicle driver will be informed of the expected time of completion and will take patients back home in time.

GC Cell · Artiva

Successful USD \$1.86 billion worth of technology exports to MSD



Artiva Biotherapeutics (hereinafter referred to as "Artiva"), NK (Natural Killer) cell therapy company established by GC Cell in the US in January 2021, and US-based MSD have signed a contract to jointly develop CAR-NK cell therapy.

This contract will be carried out in the form of Artiva winning joint R&D orders from MSD, and GC Cell, which has original technology, will oversee related activities, with a total technology export of US \$1.86 billion. Under this contract, MSD, Artiva, and GC Cell will jointly develop CAR-NK cell therapy targeting for a total of three solid cancers, and MSD will have global exclusive rights of clinical development and commercialization in the future.

GC Biopharma

Marketing approval and distribution of the world's first treatment for severe Hunter syndrome



GC Biopharma and the partner Clinigen K.K. has received marketing approval from Japan's Ministry of Health, Labor and Welfare (MHLW) in January 2021 for "Hunterase ICV," a treatment for Hunter's syndrome* through intracerebroventricular administration, and began product release for the first time in March 2021.

Hunterase ICV is used in treatments that delivers the drugs directly to the cerebral ventricle through device installed. This type of administration is the first approved method in the world to improve the limitation of current intravenous treatment that does not reach the cerebral parenchyma related to symptoms of central nerve damage such as cognitive loss and delayed mental and physical development. This marketing approval is significantly meaningful in that it can provide a new treatment method for patients with severe Hunter's syndrome.

* **Hunter's syndrome:** A rare congenital disease that causes skeletal abnormalities and decreased intelligence due to the deficiency of the enzyme Iduronate-2-sulfatase (IDS) in one out of every 100,000 to 150,000 male children.

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GC Biopharma

GC Biopharma signed a COVID-19 vaccine distribution service agreement with Moderna and the Korea Centers for Disease Control and Prevention (KCDCP)

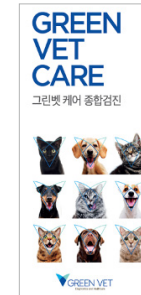


In March 2021, GC Biopharma signed a contract for domestic distribution of 40 million doses of the COVID-19 vaccine manufactured by US-based Moderna. The agreement enabled GC Biopharma to support the government's goal of timely delivery of COVID-19 vaccines. This project is based on individual contracts with Moderna and the KCDCP respectively and GC Biopharma is responsible for domestic licensing process and distribution of the vaccine with the support of Moderna and the KCDCP.

Having these achievements as a foundation, GC Biopharma was selected as an integrated logistics system management company for COVID-19 vaccine by KCDCP in 2022. This integrated logistics system management project includes entire distribution processes such as storage, management, and cold chain delivery of vaccines. Based on our accumulated experience and competencies, GC Biopharma is developing various ways to prepare for this pandemic and the upcoming potential public health emergencies.

Green Vet

Foray into the pet healthcare business



In December 2020, GC Cell established Green Vet, a company specializing in animal diagnostic tests, and forayed into the pet healthcare business. With the aim of leading total healthcare in the pet care industry, we plan to provide prevention, treatment, and health care services to manage the life cycle of pets, including diagnostic tests.

Diagnostic testing, the key business, will be strengthened by establishing screening centers consisting of veterinarians such as former directors of the Korea Clinical Veterinary Association. In addition the business in vaccines, diagnostic kits, medicines, special feed, and distribution will be expanded through investment and partnerships.

Using GC Cell's diagnostic and bio-logistic business competencies, we will secure a stable engine to lead the company's sustainable growth.

GC Genome

Launch of Korea's First HRD test



GC Genome launched the first Homologous Recombination Deficiency (HRD)* test in Korea in March 2021. This test is an analytical method for HRD by identifying genetic instability and BRCA gene mutation based on next-generation sequencing, state-of-the-art genetic analysis technique. In particular, this is a test necessary for prescribing specific medicinal treatments for ovarian cancer caused by HRD. This is significantly meaningful in that the test benefits medical staffs who have difficulties in patient screenings and patients who have not been prescribed with targeted treatments due to lack of BRCA mutation. We expect more patients to be prescribed with targeted treatments through more accurate tests.

* **Homologous Recombination Definition (HRD):** HRD is a phenotype that is characterized by the inability of a cell to effectively repair DNA breaks using the homologous recombination repair (HRR) pathway, and allows cancer cells to continue to divide in abnormal due to lack of repair pathways of DNA damages.

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GC Cell

Acquisition of domestic patent for NK cell production method



GC Cell has acquired the patent from the Korean Intellectual Property Office in March 2021 on manufacturing of NK cells. NK cells are innate immune cells that immediately attack cancer cells or abnormal cells in the body. These cells are safer than conventional immuno-cancer therapies and have the advantage of being able to be used for other people.

This patent is consisting of a manufacturing method that improves the productivity of NK cells through large-scale cell culture system using bioreactors. We expect that in the future, the methods will allow patients to be provided with NK cell therapies in the form of ready-made products at the time point when the patients are required to be treated.

GC Wellbeing

International patent application for composition to prevent and to treat liver diseases



GC Wellbeing applied for an international patent in April 2021 for 'composition for the treatment of non-alcoholic steatohepatitis (NASH) including placental extracts! The related study was conducted by analyzing the area and intensity of fluorescently dyed liver through a heat map in the zebrafish model, which has a genetic similarity with humans.

In the experimental group treated with 0.05% to 0.1% of placental extracts, fat accumulation was reduced to about 60% compared to the control in fatty liver model induced by tamoxifen. In addition, a separate obesity-induced mouse model showed that placenta extracts significantly decrease the levels of AST (asparagine degrading enzyme) and ALT (alanine degrading enzyme), which are indicators for the liver tissue damage.

GC Biopharma

Sponsoring 'the 1st Smile Art Contest' for patients with rare diseases



In April 2021, "the 1st Smile Art Contest", sponsored by GC Biopharma and hosted by the Korea Hemophilia Association and the Korean Organization for Rare Diseases, was held as contactless manner in consideration of the COVID-19 pandemic.

The art contest, which was held to commemorate World Hemophilia Day and Rare Disease Day, invited patients with rare diseases and was designed with the hope that patients will remember the happiest time of their lives. More than 200 works have been painted by patients with rare diseases and the paintings were received by mail, and a total of 19 pieces were selected as winners through the scoring process.

GC Biopharma hopes to provide a good memory for all patients who applied for this competition and will continue to plan events for patients with rare diseases.

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GC Biopharma

Promoting "World Hemophilia Day"



GC Biopharma joined the promotion of the World Hemophilia Day (April 17th) established by the World Federation of Hemophilia (WFH) to spread awareness of hemophilia.

The World Hemophilia Day commemorative image and the 2022 WFH slogan 'Access for All: Partnership. Policy. Progress' were released through Media Facade*, at the R&D center in Giheung-gu, Yongin-si. This represents emphasis to improve the national policies to increase access to treatment for hemophilia patients.

GC Biopharma is continuously exploring ways to contribute to the community of patients, as well as developing treatments for hemophilia patients.

* **Media facade:** A technique for representing images by illuminating light-emitting diode (LED) lights on the exterior walls of a building

HectonProject

Launch of "Doctors Pay", a non-face-to-face payment service



HectonProject launched the non-face-to-face mobile payment service Doctors Pay in April 2021. HectonProject is a subsidiary of UBcare, a leading digital healthcare solution company, and is the No. 1 company in the market share in the industry through its flagship product 'Doctors' for small and medium-sized hospital EMR (Electronic Medical Record).

The newly released Doctors Pay is a service that allows you to pay for hospital expenses using mobile devices without waiting for a payment counter. In particular, for cases where regular hospital payment is required monthly such as for a nursing hospital, payment can be made on-line without having guardians visiting the hospital in person, and this will reduce the risk of contact with infectious disease such as Covid-19.

HectonProject has launched promotion that provides free service for up to 11 months to existing hospital customers using Doctors Pay.

Mogam Institute for Biomedical Research

Joint Research Agreement on ARM Platform-Based Anti-cancer Medicine with Cyrus therapeutics



In May 2021, Mogam Institute for Biomedical Research (MIBR) signed a joint research agreement on anticancer treatment using Cyrus Therapeutics's platform. In this agreement, MIBR will oversee in vivo/in vitro research for target discovery, selection of leading compounds, and efficacy evaluation, while Cyrus Therapeutics will research the design, synthesis, and structural function of small molecule leads to select optimal preclinical candidates. Moreover, we believe the joint research will be great opportunity to create synergy through various knowledge of Cyrus Therapeutics in the development of anticancer treatment using the 'ARM' platform, and the technologies and experiences accumulated through continuous anticancer research in MIBR.

ARM, a new therapeutic approach that is not well known in Korea, is a platform technology that has been applying to the development of anticancer and autoimmune disease treatments in MIBR since last year.

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GC Care

Accreditation of the ISMS-P certification for the first time in the healthcare industry



GC Care has been accredited with the 'Personal Information & Information Security Management System (ISMS-P)' certification, the nation's highest level of information protection management system, in May 2021. ISMS-P certification is the security management system jointly announced by the Ministry of Science and ICT and the Personal Information Protection Committee and evaluates whether corporate activities for information security and personal information protection meet national certification standards. This is the first time that a medical company has been certified by the ISMS-P certification consisting of a certification process that is stringent to meet all 102 screening criteria and 384 detailed control items.

This certification is significantly meaningful in that GC Care has established a management and technical protection system for all business area and a physical security system including the designation of protection zones in office area and application of restricted access control systems.

UBcare

"Medical Love" accredited with the EMR national standard certification from the Ministry of Health and Welfare



UBcare's flagship product "Medical Love" has been accredited with the "EMR National Standard Certification" from the Ministry of Health and Welfare in May 2021. To provide high-quality, safety, and continuity of medical services to medical consumers, the EMR National Standard Certification System is designed by the Ministry of Health and Welfare through verifying the suitability of national standards for EMR in Korea. The accreditation criteria for MP-level EMR consists of 45 essential items in the areas of functionality, interoperability, and security.

UBcare has undergone written and on-site examination by the Certification Committee in accordance with the certification standards and has achieved the final certification by meeting entire Commission's supplementary requests.

GC Wellbeing

Completion of Nutrition Injection Production Facility in Chungbuk Innovation City of Korea



GC Wellbeing completed the construction of an injection production facility in June 2021 located in Chungbuk Innovation City. The production facility, which was completed 18 months after construction in November 2019, was built on a 34,000 m² site and is capable of producing 62 million ampoules and 47 million vials per annum. This is three times the current production capacity of the GC Wellbeing.

As our recent steady increase in sales of nutrition injections, expansion of our own production capacity is required, and this will lead to stabilize production operation of our flagship product 'LAENNEC' and ampoule and vials for other products. In addition to those products, 40 types of nutrition injections including vitamins and minerals will be produced at the new facility.

After obtaining approval for the use of the building on June 8th, 2021, we are currently in the process of having new production facilities being approved for manufacturing and we plan to start operating the facility from 2022.

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GC Biopharma

Joint development of First-in-Class drug for rare diseases with US-based Speragen



In July 2021, GC Biopharma signed a joint development partnership with the U.S. company Speragen for the treatment of a rare intractable disease called "SSADHD*(Succinic semialdehyde dehydrogenase deficiency)". Through this partnership, the two companies have started to develop enzyme replacement therapy using SSADH protein and are aiming to develop First-in-Class drug.

Under the agreement, GC Biopharma has been granted rights by its partner Speragen to a plasmid-related patent for SSADHD protein production, and Speragen will be responsible for PFDD** procedures with the FDA and screening of newborns in the U.S. GC Biopharma, with its expertise on enzyme replacement therapy from its product Hunterase, will continue to concentrate on formulation research, clinical trials and biomarker study.

* **SSADHD:** A neurodegenerative disease is inherited in an autosomal recessive pattern caused by mutations in the ALDH5A1 gene and is a rare disease known to occur in an average of one million people around the age of one year.

** **PFDD (Patient-Focused Drug Development):** A systematic approach to help ensure that patients' experience, perspectives, needs, and priorities are captured and meaningfully incorporated into the development and evaluation of medical products throughout the medical product life cycle.

GC Biopharma

China's First Market Approval of Recombinant protein to treat Hemophilia



"Green Gene F", a treatment for hemophilia developed by GC Biopharma, has obtained a market approval from China's National Medical Products Administration in August 2021. "Green Gene F" is a third-generation recombinant protein for type A hemophilia treatment launched by GC Biopharma, which is the third product in the world and the first product in Korea. In addition, this is the first time for recombinant protein, which is developed for hemophilia patients in Korea, to be approved by Chinese authority.

GC Biopharma has achieved all of the evaluation indicators in the clinical trial in China. In the primary endpoint including hemostasis and bleeding prevention, 80% of patients have improved their symptoms within 8 hours of injection of treatment, and annual bleeding and joint bleeding frequency in the second endpoint has been improved by 94%.

This market approval, obtained through the endless effort, will help treating hemophilia patients in China. We will do our best to expand patients' access to treatment through rapid commercialization in the future."

GCEM

Signed GMP Project Contract with Jaseng Medi-bio



In September 2021, GCEM won the contract for GMP Project from Jaseng Medi-bio, a public oriental medical foundation. The Jaseng Medi-bio Center, will be built in Seongnam-si, Gyeonggi-do with a total floor area of 12,023 square meters and three stories above the ground. This facility aims to acquire GMP certification for herbal medicine production and the construction is scheduled to be completed in March 2022.

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GC Care

GC Care Signs Agreement with LG CNS and LG U+ to 'Promotion of Joint Business for My Data'



GC Care signed a three-way agreement with LG CNS and LG U+ in September 2021 to promotion for a joint business of My Data. With this agreement, the three companies are developing 'Life Management' services that combine My Data in the field of 'Financial, Healthcare, and Communication'. Life management service integrates customer financial data, communication data, and health data with customer consent and analyzes them with AI to provide personalized healthcare, life goal management, and other various benefits. For the development of this service, the three companies will jointly launch life management service planning and business development.

GC China

Completion Ceremony Held for Integrated Management Building



GC China held the completion ceremony of Integrated Management Building in October 2021. The ceremony was attended by GC China employees, government leaders, and officials from the city of Huainan.

The new Integrated Management Building has one basement floor and six floors above ground and consists of R&D, QC laboratories, and QA offices. It allows GC China to operate more efficiently in R&D and quality system by relocating the functional units from the existing production facility to the new building and expands its manufacturing capacity by three fold.

Since 2017, GC China has actively invested in expanding its production infrastructure including blood coagulant facilities, water and wastewater treatment, and warehouse for plasma and finished products and this new investment will be a big leap to lead faster growth in the future.

GC Cell

A Giant Leap to become a global cell therapy company through Merging Affiliates



GC Labcell and Green Cross Cell entered into a definitive merger agreement in November 2021. With the completion of the combination of GC Labcell, who pioneered proprietary NK cell platform technology to develop off-the-shelf cell-based cancer immunotherapy and Green Cross Cell, well known for producing no. 1 local oncology therapeutic, we look forward to gain global competitiveness.

The merger ratio was 1:0.4, indicating that one share of Green Cross Cell was allocated to 0.4 new shares of GC Labcell. After the merger, the surviving corporation was GC Labcell, and the name has been changed to GC Cell as a result of the integration.

The merger was aimed at significantly enhancing global competitiveness by combining two companies with specialized capabilities while sharing a common denominator of cell therapy.

GC Labcell is a global top-tier company in the field of NK cell therapy that global pharmaceutical companies value trillions of won for just using part of the platform technologies, and Green Cross Cell is the world's largest cell therapy production company through "Immunocell-LC," the No. 1 local oncology therapeutics.

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GC Biopharma

EMA Grants Orphan Drug Designation to Hunterase ICV



Hunterase ICV, a treatment for severe Hunter's syndrome administered in the cerebral ventricle, received an Orphan Drug Designation (ODD) from the European Medicines Agency (EMA) in November 2021.

Hunter's syndrome causes skeletal abnormalities and intelligence deterioration due to the lack of IDS enzymes and Hunterase ICV is delivered directly to the cerebral parenchyma, allowing it to reach the cells in the brain and central nervous system. Originally, Hunterase ICV has been approved as the world's first ICV administration treatment in Japan in early 2021 and recognized to provide significant benefits to patients compared to conventional intravenous administration treatments approved in Europe so far, due to improvement in accessibility in the brain.

The clinical trials conducted in Japan shows that Hunterase ICV reduces heparan sulfate, the causative agent of central nerve damage by more than 70%, and was found to be effective in improving developmental age, and met all criteria including the prevalence of fewer than 5 people per 10,000 people for being granted as an orphan drug to EMA.

GC Cell

Patent acquisition for NK cell mass culture technology



In December 2021, GC Cell obtained a domestic patent for large-scale cell culture system of natural killer (NK) cells derived from cord blood using supporting cells. The patent includes a method of mass cultivation for high-purity NK cells with high activity from a small amount of cord blood using transformed T cells. The method of using transformed T cells as supporting cells is from GC Cell's unique technology, and the patent has been acquired in Korea for the first time since the application in 2019. It is of a great significance to secure the rights for this technology and to establish platform technology essential for commercialization of NK cell therapy in the form of the off-the-shelf. In particular, high-purity NK cells produced through the cell culture system kill tumor cell line and increase the secretion of cytokine, suggesting that it can be expected to have significant anticancer effects.

GC Cell plans to further develop cell therapy platform technology through continuous and vigorous R&D investment and reinforce international competitiveness by securing intellectual property rights.

GC Biopharma

Won the largest-ever flu vaccine order worth USD 51.79 million



GC Biopharma has signed \$51.79 million (about KRW 66.1 billion) worth of flu vaccines contract at the "2022 Southern Hemisphere Medication Bid" ordered by Pan American Health Organization (PAHO) under the World Health Organization (WHO) in December 2021. This is the largest export deal since 2011 when GC Biopharma secured for the PAHO bidding qualification, marking up 30% from the amount of flu vaccine exports to the PAHO Southern Hemisphere (\$39.93 million) in 2020.

This order will be supplied to Latin American countries in the first half of 2022, and it is expected to be a bridgehead to expand its global presence every year, led by the PAHO bidding market, one of the world's largest vaccine demand sources. In particular, it is considered as a remarkable achievement since having domestically produced quadrivalent flu vaccine being supplied is for the first time and increasing its market share in the international procurement market, where most bids are for the trivalent flu vaccines. The recent trend of switching to a quadrivalent vaccine is expected to increase growth of profitability as well as sales. Global market research firm Evaluate Pharma predicts that the global flu vaccine market will be rapidly grown from \$5.8 billion in 2020 to \$7.4 billion in 2025.

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GC Biopharma

Sales of "B-max" exceeded KRW 50 billion



GC Biopharma's 'B-max' is showing record growth. Sales of GC Biopharma's high-content vitamin B complex, B-max, have exceeded KRW 50 billion in 2021. This product has grown by 50% every year since the achievement of KRW 10 billion in sales in 2017. B-max's superior product competitiveness and customized product line-up based on generation and gender are driving this growth. The B-max series consists of seven different types, of which B-max Meta is the flagship product that leads the high growth.

B-max Meta is an effective supplement to improve chronic fatigue and reduction of physical strength as it contains a combination of the active vitamin B group, 10 vitamins, and various minerals with high bioavailability. B-max has been much renowned by consumers due to the prolonged COVID-19 and will continue to grow into a flagship product of vitamin B by ceaseless improvement in quality.

GC Cell

Immuncell-LC's First Success for Overseas Technology Export

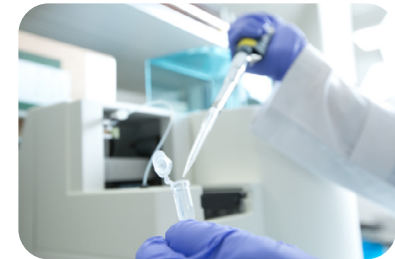


GC Cell signed a technology export contract with India's Rivaara Immune Private Limited (hereinafter referred to as 'Rivaara') in January 2022. This contract is Immuncell-LC's first overseas technology export contract and GC Cell will provide clinical data, manufacturing technology, quality testing methods to produce Cell-LC. Meanwhile, Rivaara will be responsible for facility construction, clinical trials, and regulatory affairs in India and plans to proceed with production, sales, and marketing in the future.

In addition to the down payment and technical fees, GC Cell will receive milestone fees for step-by-step success, with the right to exclusively supply the growth media necessary for the production of Immuncell-LC and a portion of Rivaara's share in the company. Rivaara is a new company established in Mumbai in 2019 by a major shareholder of Indian pharmaceutical giant BSV (Bharat Serums & Vaccines Limited) to explore the cell therapy market, and plans to apply for marketing approval using GC Cell's clinical data.

GC Cell

Acquisition of Australia Patent for Anti-HER2-CAR



GC Cell obtained an Australian patent for its anti-HER2 antibody and chimera antigen receptor (CAR) containing the antibody in February 2022. This is the first time that this type of patent has been registered, and it has also been applied to five other countries, including the U.S. Through this patent, GC Cell is guaranteed its own anti-HER2-CAR rights consisting of a CAR structure optimized for activation in NK cells and a highly selective anti-HER2 extracellular domain.

Currently, GC Cell has developed the HER2-CAR-NK treatment 'AB201' using NK cells derived from cord blood and is preparing for clinical trials in the U.S. through Artiva, a U.S. affiliate. This patent registration is of a significance in that it has secured intellectual property rights that are essential for the commercialization of 'AB201' for solid cancer.

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GC Cell

Acquired US Cell/Gene CDMO "BioCentriq"



GC Cell acquired BioCentriq, a Cell and Gene Therapy (CGT) CDMO company in April 2022. Five months after the launch of GC Cell in November 2021 as an integrated corporation, it is to speed up our efforts to reach the world's largest market.

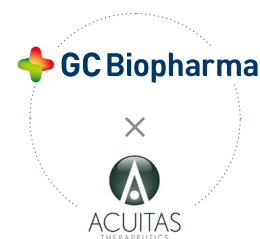
BioCentriq, a subsidiary of the New Jersey Innovation Institute (NJII) in the U.S., has specialized capabilities in the development and manufacture of CGT processes. The company are providing CDMO services for autologous and allogeneic cell therapy, gene therapy, and viral vectors at a cGMP* production facility.

GC Cell already has the largest cell therapy production facility in Korea and the world's largest cell therapy production title and has secured a CDMO network connecting Asia and the U.S. through this investment. GC Cell will continuously endeavor to become a global class CGT CDMO company.

* cGMP (Current Good Manufacturing Practice) is a pharmaceutical quality control standard recognized by the U.S. FDA and also called "advanced GMP" in Korea.

GC Biopharma

Signed License Agreement for LNP Delivery System of Acuitas Therapeutics



GC Biopharma signed a development and option agreement in April 2022 for the introduction of LNP technology owned by Acuitas Therapeutics, a Canadian Lipid Nano Particle (LNP) delivery system development company.

Under the deal, GC Biopharma will be able to use up to four LNP technologies owned by Acuitas Therapeutics with the aim of developing a messenger ribonucleic acid (mRNA) vaccine or treatment.

LNP is a delivery system that transports mRNA into the body as a nano particle and is a key technology that enables the development of mRNA-based medicine, and has also been applied to the development of Pfizer's COVID-19 vaccine.

Through this contract, research on mRNA, which has been conducted by GC Biopharma since 2017, is expected to gain momentum. GC Biopharma has recently signed a joint research agreement with Seoul National University's Artificial Intelligence (AI) researcher and is also making efforts to improve synergy by combining AI platforms to develop mRNA treatments for rare diseases.

GC Wellbeing

Forayed into Functional Raw Material Business in Japan



In May 2022, GC Wellbeing forayed into the functional raw material business by signing a strategic business agreement with the Japanese company Healthy Navi.

The agreement is aimed at entering the Japanese market of "Lonicera Japonica (Honeysuckle) Flower Extract" (GreenCera-F), a functional natural product of GC Wellbeing, and this is the first time that GC Wellbeing's functional raw material has entered into an overseas market. Lonicera Japonica (Honeysuckle) Flower Extract helps to protect the gastric mucosa. Non-clinical data have confirmed its positive effects on stomach health such as antioxidant, anti-inflammatory, gastric mucosal protection, and increased gastric mucus.

GC Wellbeing plans to actively promote the overseas expansion of its functional raw materials.

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GC has established ESG management decision-making system of the centered on the board of directors, and is continuing its efforts to improve shareholder value based on economic, social and environmental performance.

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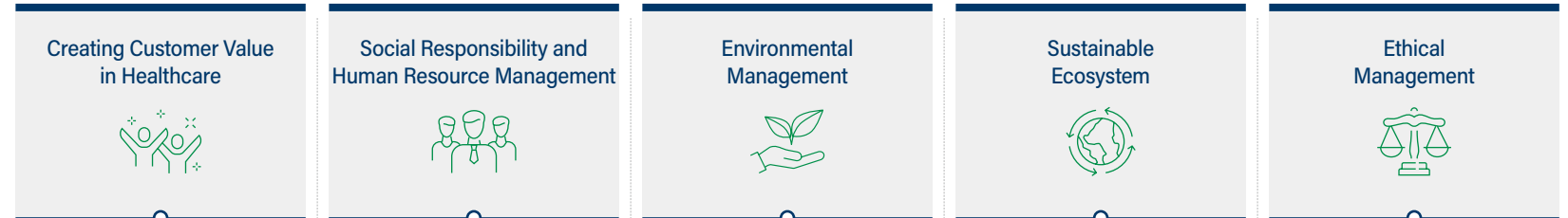
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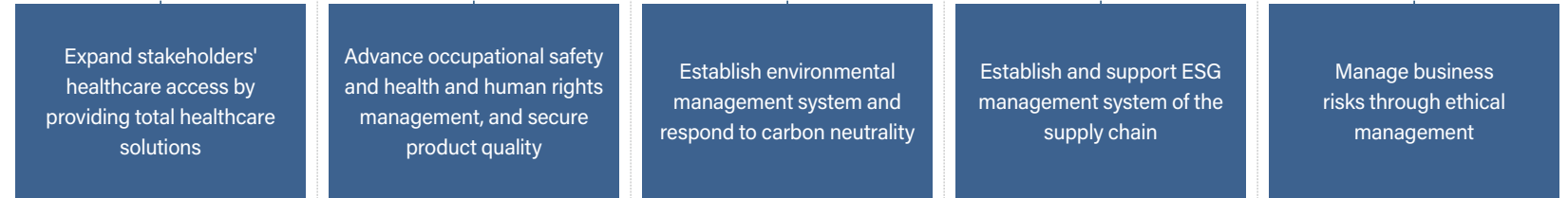
ESG Strategy Direction

The ESG management strategy system has been established, based on Mission & Vision and Core Value, which built the GC management philosophy. The strategic direction necessary for implementing economic, social, and environmental responsibilities to stakeholders and implementing ESG management has also been established. Focus Area, which is divided into creating customer value in healthcare, social responsibility and human resource management, environmental management, sustainable ecosystem, and ethical management, is a key reporting area defined to communicate GC's ESG management performance and plans more effectively.

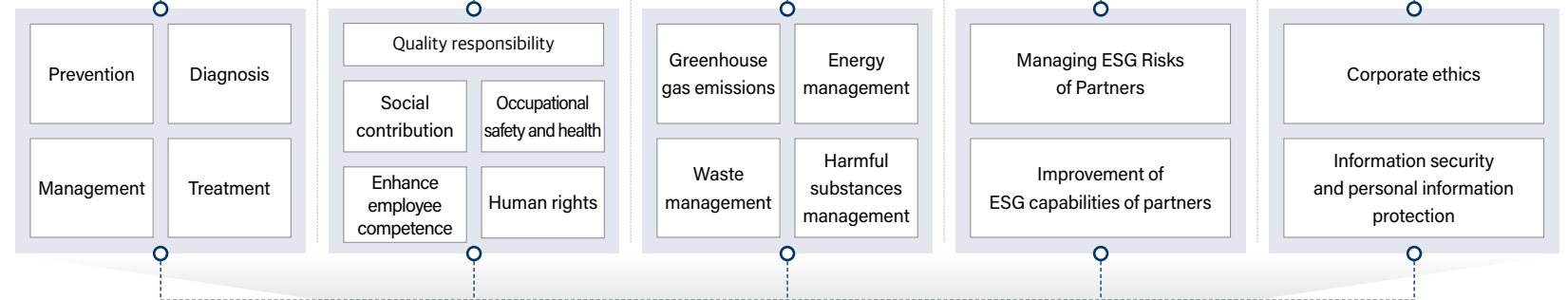
Focus Areas



ESG Strategy Direction



Key Points

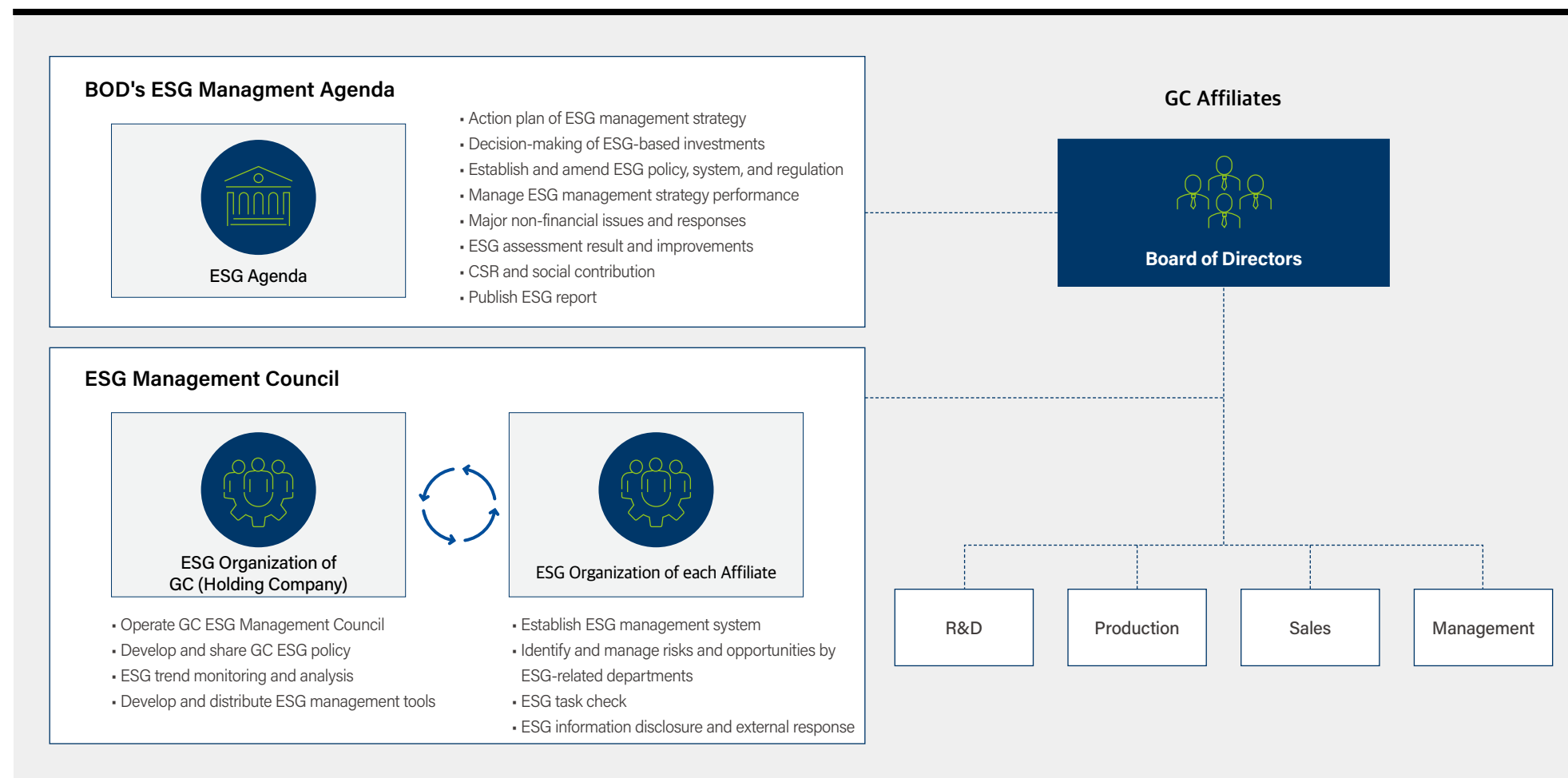


ESG Management Implementation Framework

Establishing an ESG Management System Centered on the Board of Directors (BOD)

To enhance ESG management strategy, GC has established an ESG management system that is led by our BOD. Through the system, all affiliates under GC shares the philosophy and policies of ESG management and make best efforts to encompass ESG management into each affiliate. The GC (Holding Company) supports affiliate ESG organizations through ESG management council. The GC (Holding Company) is also responsible for investigating and analyzing information necessary for establishing GC management policies, developing and distributing ESG management tools.

ESG organization of each affiliate oversees the plan and performance of their ESG management and support BOD to deliberate and decide on key issues. The ESG organization is also responsible for identifying internal ESG risk and opportunity, managing data, disclosing ESG information and responding to external organizations.



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Governance

Board of Directors

BOD's Role and Responsibility (BOD-centered Management)

GC practices responsible management led by BOD through deliberation and decision-making on key management issues such as matters prescribed by the law, articles of incorporation, matters delegated at the annual general meeting (AGM) and strategic directions of the company.

We make effort to enforce the BOD independency and management transparency to separate CEO and Chairman of BOD. To accomplish this, we have revised the article of incorporation in 2022 so the Chairman of BOD can be appointed from directors during the regular AGM. GC (Holding Company) and GC Biopharma actively respond in risk management by revising the BOD regulation to deliberate key issues related to ESG at the BOD level as the importance of ESG management grows.

GC encourages each affiliate to independently operate BODs to form board-centered responsible management system, thereby creating a transparent and sound governance structure by balancing between the BODs and management. In order to prevent unfair transactions by directors, management or major shareholders, all transactions between the board and management are approved during the Special Resolution in the BOD meeting. We also institutionally prevent conflict of interest through restricting to exercise the voting rights for members in the board with specific interest.

BOD Appointment

We are at our best effort to meet the requirements of the Commercial Act and other related laws and to encourage BOD to fulfill their defined roles and responsibilities to contribute to management.

To this end, we appoint members of BOD by considering the expertise and diversity and we assure the tenure of each director to perform their duties as long as the members do not violate the laws or articles of incorporation or for other justifiable reasons for suspending.

BOD Composition (Listed Companies)

Company	Classification	Name	Position	Fields	Career
GC (Holding Company)	Inside director	Il-Sub Huh	Chairman & CEO	Business management	Ph.D. in Business Administration (Houston University)
		Yong-Jun Huh	CEO	Business management	
		Yong-Tae Park	Vice Chairman	Business management	
	Independent director	Suk-Wha Kim	-	Healthcare	Ph.D. in Medical Science (SNU), Professor of Bundang Cha Hospital, former professor of Seoul National University Medical School
GC Biopharma	Inside director	Eun-Chul Huh	CEO	Business management	Ph.D. in Science (Cornell University)
		Hyun Namkoong (Female)	Head of sales department	Marketing	Pharmacist
		Seung-Ho Lim	Head of production department	Production	
	Independent director	Choon-Woo Lee	-	Business management	Ph.D. in Business Administration (SNU), Professor of management at Seoul National University
GC Cell	Inside director	Dae-Woo Park	CEO	Business management	
		Duck-Joo Lee	Vice Chairman	Healthcare	Ph.D. in Medicine (Korea University)
		Soon-Young Park	CSO	Sales	
	Joon-Hee Han	Director of Strategic Planning	Strategic planning		
	Independent director	Won-Ki Min	-	Healthcare	Ph.D. in Medical Science (SNU), Professor of diagnostic and examination at Asan Medical Center
GCMS	Inside director	Hong-Gi Bae	-	Finance	Representative of Seohyun Accounting Firm, Accountant
		Young-Hee Sagong	CEO	Business management	
		Won-Ki Kim	Head of Sales Department	Sales	
	Ho-Rim Lee	General Manager	Logistics		
	Independent director	Jung-Han Song	-	Healthcare	Ph.D. in Medical Science (SNU), Professor of Diagnostic Medicine at Seoul National University Bundang Hospital
GC Wellbeing	Inside director	Sang-Hyun Kim	CEO	Business management	
		Sang-Kyu Kim	Operations Planning Office	Business management	
	Non-executive director	Hong-Seok Lim	-	Business management	CEO of JBP Korea Co., Ltd.
	Independent director	Myung-Chul Kim	-	Life Science	Ph.D. in Science (Purdue University), Professor of Food Engineering at Konkuk University, Vice Chairman of the Korea Food Industry Association
UBcare	Inside director	Sang-Kyoung Lee	CEO	Business management	
		Hyo-Jo Ahn	-	Business management	CEO of GC Care Co., Ltd.
	Non-executive director	Jin-Won Kim	-	Finance	Executive Director, Synaptic Investment, Accountant
	Independent director	Dong-Chul Kim	-	Business management	Former CEO of TMAX Soft

Board of Directors

BOD Operation

The Board of Directors shall operate efficiently and reasonably to ensure that decisions are made in the best interests of the Company and its shareholders. To this end, GC has established board regulations that stipulate the authority, composition, and operating procedures of the board of directors, and for unavoidable case of being unable to attend such as force majeure, remote communications are available to guarantee board participation, to encourage active discussions, and to provide sufficient information for decision-making.

The GC (Holding Company) operates a regular board of directors meeting quarterly and a temporary board of directors meeting held as required. There had been a total of 7 board meetings in 2021 (4 regular and 3 temporary) to make decisions on the agenda, which are the appointment of a CEO, and the merger of affiliates, and GC (Holding Company) continued efforts to enhance ESG management strategy through reporting on establishment of ESG management structure. GC Biopharma held a board meeting 6 times in 2021 (4 regular, and 2 temporary) to decide on major management agenda such as financial statements approval and plans for safety and health. We are striving to implement ethics management by receiving reports of anti-corruption management systems and activities from compliance officers.

GC Cell held a total of 13 board meetings (4 regular and 9 temporary) in 2021 to approve merger agreement and to appoint compliance officers.

In order to increase the attendance rate of BOD meetings, the annual board meeting schedule is established and announced at for the next fiscal year and the board is operated more efficiently by notifying the schedule and agenda one week prior to the meeting.

Also, BOD stipulates into BOD regulation to delegate the part of the board's authority to the committee and CEO within the board to the extent that they do not violate laws and articles of association thereby activating the function of the board of directors and improving efficiency.

Evaluation and Remuneration

GC is determining reappointment in the board meeting at the end of their tenure based on the evaluation of directors and the attendance rate of the board of directors are being disclosed to ensure validity of decision made on reappointment.

The remuneration of directors is set in consideration of their duties, roles, and responsibilities within the limit of remuneration granted by the resolution of AGM. Incentive is evaluated and calculated by financial indicators such as sales and net income, as well as achievement of key performance indicators (KPIs), and Independent Directors are not paid with additional incentive to secure independence. If the director's individual remuneration exceeds 500 million won, it is disclosed through business reports in accordance with related laws.

Independence and Expertise of Independent Directors

In order to enhance the independence of independent directors, GC identifies for the interests required by the relevant laws, such as the independence criteria under Article 382 of the Commercial Act, and allows independent directors to supervise and support the business management in an independent position.

According to legal standards, the number of concurrent positions of independent director is limited to two or less, and the status of concurrent positions of third parties is verified through the 'Independent Director Qualification Confirmation' when appointing a director. People with extensive experience and expertise in

each affiliate's business fields are appointed as an independent director, supported on various tasks through the BOD supporting department to ensure that independent director can perform their duties effectively. Independent directors have the authority to ask the CEO to provide information and able to receive training and assistance from outside expert at the company's expense, if necessary.

Subcommittee

According to the articles of incorporation and the operating regulations of the BOD, GC allows the establishment of committees within the BOD to enhance the expertise and effectiveness for specific purpose of the committee. GC (Holding Company) and GC Biopharma operate a management committee within the board of directors to improve the efficiency of the board's operation to cope with the rapidly changing management environment. The Management Committee is a committee established to discuss and make timely decisions on major management matters delegated by the Board of Directors.

Committee operations are in accordance with the Management Committee's regulations that specify the purpose, composition, roles and responsibilities of the Committee. The Management Committee consists of three directors to timely resolve critical management issues. Commission decisions are shared with members of the BOD for transparency, and can be re-discussed in BOD if necessary.

Characteristics of the Board of Directors

Independence	Independent director qualifications are restricted to persons engaged in the management of the company, the largest shareholder of the company, and those who have had an important interest in the company, and employees who have served within the last two years
Transparency	All directors are appointed by resolution at the general shareholders' meeting
Professionalism	A person with abundant expertise or experience in management, economy, accounting, law, technology, sustainable management, etc. shall be selected as a candidate for director
Diversity	Do not restrict religion, race, gender, country of origin, area of expertise, etc. when selecting candidates

Audit Organization

Audit

GC has an auditor (full-time) that performs audits while working full-time at the company in accordance with Article 542-10 (1) of the Commercial Act. This secures independence and expertise by appointing experts with long experience in finance, accounting, and management as auditors who meet the qualification requirements under relevant laws such as commercial law.

Auditors are conducting audit tasks faithfully, such as evaluating the integrity of accounting and financial activities and internal control systems to enhance the transparency of corporate management. In order to secure the fidelity of the audit work, appropriate remuneration is paid within the limit of remuneration according to the resolution of AGM, and there is no incentive associated with management performance other than remuneration for the performance of duties.

Independent Auditor

GC secures objectivity and transparency in accounting information through regular audits by independent external auditors, and they attended the AGM to facilitate explanation of shareholder questions about audit reports submitted to the AGM. From 2020 to 2022, KPMG Samjeong Accounting Corp. was selected as external auditors for GC (Holding Company)

and GC Biopharma, GCMS and UBcare, and Ernst & Young Accounting Ltd. was selected as external auditors for GC Cell and GC Wellbeing, and the audit results of the six companies for fiscal year of 2021 are "Appropriate".

Internal Control

GC establishes internal accounting management regulations and operates an organization dedicated to internal accounting management to prepare and disclose reliable accounting information of the company.

Each affiliate evaluates the operation of the internal accounting management system each year, and the CEOs report the results in the BOD meeting and AGM to enhance the transparency and reliability of accounting information.

GC (Holding Company) and GC Biopharma appoint compliance officers who meet the requirements of Article 543-13 of the Commercial Act to independently verify the compliance of management staffs and employees with laws and regulations. The audit team, which is an internal audit department, prevents risks in the work area through regular or occasional audits, communicates regularly with full-time auditors and independent auditors, and strives to effectively operate internal control.

Audit Status (listed companies)

Company	Name	Field	Career
GC(Holding Company)	Sang-Syeb Kim	Finance	Former) Cheonan City Corporate Policy Officer, President of the Hong Kong Corporation of the Korea Exchange Bank
GC Biopharma	Young-Tae Rhee	Finance	Former) Professor of economics at Catholic University, Vice-President of Woori Bank
GC Cell	Chang-Tae Kim	Management	Former) CEO of Korea Credit Card Payment, head of sales at the Korea Exchange Bank
GCMS	Sang-Soon Hwang	Tax	Representative tax accountant at Minwoo Tax Corporation, former) Director of Suwon Tax Office
GC Wellbeing	Sung-Tae Ha	Management	Former) Head of Hanwha Life Insurance Corporation
UBcare	Seong-Do Ju	Management	Former) CEO of SCI Assessment Information, CEO of Korea Credit Information

Shareholder-Friendly Policy

Stock status (one vote per share)

According to the articles of incorporation, it is stipulated that voting rights of GC are fairly provided by one per share.

Protection of Shareholder Rights

GC perceives that shareholders' rights cannot be deprived or restricted, respects shareholders' rights in accordance with laws and articles of incorporation, and decides to protect and guarantee the rights through AGM. Shareholders of GC may propose an agenda at the AGM in accordance with the Commercial Act and related laws (the right to propose to shareholders in Article 363-2 of the Commercial Act) and have the right to inquire about the agenda and demand for an explanation. In order to protect shareholders' rights who are against the merger between GC Labcell and GC Cell in 2021, GC Cell calculated the value fairly and to exercise their appraisal right to claim stocks as prescribed by relevant laws such as the Commercial Act.

Increase Shareholder Value

GC scheduled our regular AGM with different date to the opening date designated by the Financial Supervisory Service for hosting more shareholders to the AGM and implementing the safety management of participants in the AGM in accordance with the government's quarantine management guidelines for COVID-19.

Notification of the date, time, place, and purpose of the meeting has been made no later than two weeks before the date of the AGM. The business report and the audit report are disclosed one week before the AGM to review the management performance and key status in advance. Also, the rights and interests of shareholders are protected by allowing voting rights to be exercised after in-depth review of the agenda.

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Shareholder-friendly Policies

Also, an electronic voting system is being introduced to improve the convenience of shareholders. GC (Holding Company) and GC Biopharma actively support shareholders to exercise their voting rights in various ways by implementing a recommendation on the proxy votes under the Capital Markets Act in the AMG from 2022 onward.

Shareholder Return Policy

GC aims for a stable dividend policy based on company management performance, and from a long-term perspective, we strive to enhance shareholder value with increased corporate value by enforcing our drive for future growth.

Communication with Shareholders

GC shares the company's management performance and major issues with shareholders through AGM, provides them with a free opportunity to speak and provides a sufficient

explanation for shareholders' questions. In order to secure corporate transparency and confidence, NDR (Non-Deal Roadshow) is held for institutional investors, and various IR activities are conducted, such as participating in Corporate Day and conferences held by stock firms. Also, the company's business contents, financial statement, and management performance are disclosed transparently through the GC website and the Financial Supervisory Service's electronic disclosure system, DART (Data Analysis, Retrieval and Transfer System).

Stock Issuance and Ownership Structure* (listed companies)

Company	Name	Classification	Kind	No. of Shares	Ownership Structure (common shares)
GC (Holding Company)	GC Corp.	No. of shares issued	Common	47,028,210	<ul style="list-style-type: none"> • Largest shareholder, etc.: 50.7% • Institution/individual: 39.7% • Treasury shared: 4.5% • Foreigners: 5.1%
		No. of voting shares	Preferred	2,514,860	
		No. of voting shares	Common	44,934,190	
GC Biopharma	GC Biopharma Corp.	No. of shares issued	Common	11,686,538	<ul style="list-style-type: none"> • Largest shareholder, etc.: 51.4% • Institution/individual: 33.0% • Treasury shared: 2.3% • Foreigners: 13.3%
		No. of voting shares	Common	11,413,178	
GC Cell	GC Cell Corp.	No. of shares issued	Common	15,800,344	<ul style="list-style-type: none"> • Largest shareholder, etc.: 42.7% • Institution/individual: 45.8% • Treasury shared: 5.0% • Foreigners: 6.5%
		No. of voting shares	Common	15,016,852	
GCMS	GC Medical Science Corp.	No. of shares issued	Common	21,117,283	<ul style="list-style-type: none"> • Largest shareholder, etc.: 53.9% • Institution/individual: 45.2% • Treasury shared: 0.2% • Foreigners: 0.7%
		No. of voting shares	Common	21,067,283	
GC Wellbeing	GC WellBeing Corp.	No. of shares issued	Common	17,752,276	<ul style="list-style-type: none"> • Largest shareholder, etc.: 52.7% • Institution/individual: 45.5% • Treasury shared: - • Foreigners: 1.8%
		No. of voting shares	Common	17,752,276	
UBcare	UBCARE Co., Ltd.	No. of shares issued	Common	52,197,139	<ul style="list-style-type: none"> • Largest shareholder, etc.: 52.7% • Institution/individual: 43.5% • Treasury shared: 2.8% • Foreigners: 1.0%
		No. of voting shares	Common	50,742,642	

* As of Dec. 31, 2021

3-year Dividend Payment (listed companies on the KOSPI)

Company	Classification	2019	2020	2021
GC (Holding Company)	Net profit	KRW 28.1B	KRW 50.4B	KRW 35.7B
	Dividend rate	65%	100%	80%
	Dividend paid	KRW 148B	KRW 22.7B	KRW 18.2B
	Dividend payout ratio	52.6%	45.1%	50.9%
	Dividend yield	1.5%	1.4%	1.5%
GC Biopharma	Net profit	KRW 11.8B	KRW 53.3B	KRW 141.4B
	Dividend rate	20%	30%	40%
	Dividend paid	KRW 11.4B	KRW 17.1B	KRW 22.0B
	Dividend payout ratio	96.3%	32.1%	16.1%
	Dividend yield	0.8%	0.4%	0.9%

Risk Management

Risk Management System

In addition to risk management and threat response related to products and services manufactured, marketed, and provided, GC continuously monitors for potential risks to corporate management activities, prevents and manages risk factors systematically. Risk is classified into internal risk (financial, legal, business operation, strategy) and external risk. We define the detailed types of risks and each responsible department implements monitoring and response activities according to risk types.

Also, in addition to minimize the primary damage, the 'GC Risk Management and Crisis Response Manual' is established and operated to minimize the secondary damage that can be caused by the incorrect response and to ultimately protect the

reputation of companies and businesses.

All employees are responsible for responding timely and systematically to risks by sharing information through the reporting system presented in the manual as soon as they identify them.

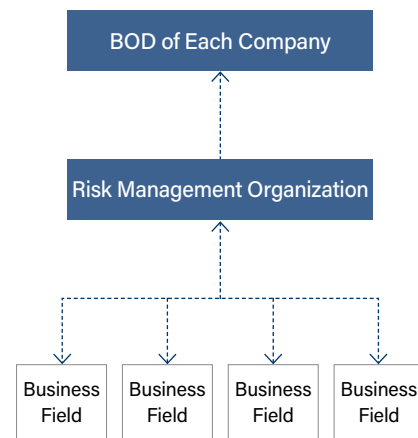
Risk Management Organization

The GC (Holding Company) Office of Business Admin & Corporation department as a control tower and manages GC risk systematically and preemptively. In principle, risks that are not considered to escalate to a crisis are managed through consultation and cooperation with related departments, but issues that are highly likely to escalate to a crisis are reported to the CEO immediately and depending on the matter, BOD is reported to respond at corporate level.

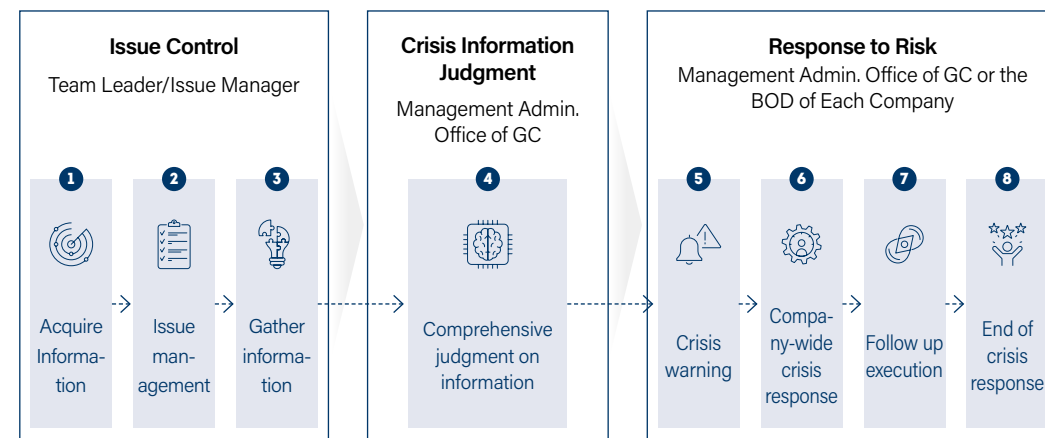
Identifying Potential Risks

GC has established a system to monitor and analyze the risks and opportunities of the potential risks arising from internal and external environmental changes related to the business, and to establish a proactive response plan. Risk is classified into internal risk (financial, law, business operation, and strategy) and external management environmental risk and detailed types of risk are defined and managed systematically.

Risk Management Organization



Risk Response Procedure



Identify potential risks



INTRODUCTION

SUSTAINABILITY FUNDAMENTAL

- ESG Management Strategy
- ESG Management Implementation Framework
- Governance
 - Board of Directors
 - Audit Organization
 - Shareholder-friendly Policies
 - Risk Management

Materiality Assessment

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Materiality Assessment

Materiality Assessment Framework

GC designed the Materiality Assessment framework to determine the key reporting content of the Sustainability Report. The Materiality Assessment framework consists of (1) identifying issues and organizing pools (2) evaluating and prioritizing, and (3) deriving key issues. Through the evaluation, sustainability issues affecting GC's business and stakeholders are identified, the degree of impact is quantified and prioritized, and key issues are used to clarify GC's sustainability management information disclosure and ESG management strategy direction.

Issue Identification & Pool Organization

- **Identify an Issue Pool**
 - (Global standards analysis) GRI, SASB, UN SDGs, etc.
 - (Review of external evaluation criteris) MSCI, KCGS
 - (Review of internal documents) Staff interview, disclosed documents, etc.
 - (Benchmarking) Major issues of peer groups
 - (Media research) News articles on GC and pharmaceuticals business
- **Identify Stakeholders**
 - Identification and classification of stakeholders

58 issues

Assessment and Prioritization

- **Measure the Significance of Issues, Impacts, and Business**
 - ① Connection with business strategy
 - ② Issues in the distribution industry
 - ③ Policy and regulation issues
- **Stakeholder Impact**
 - ① Customers
 - ② Shareholders & investors
 - ③ Suppliers (partners)
 - ④ Local communities
 - ⑤ Employees

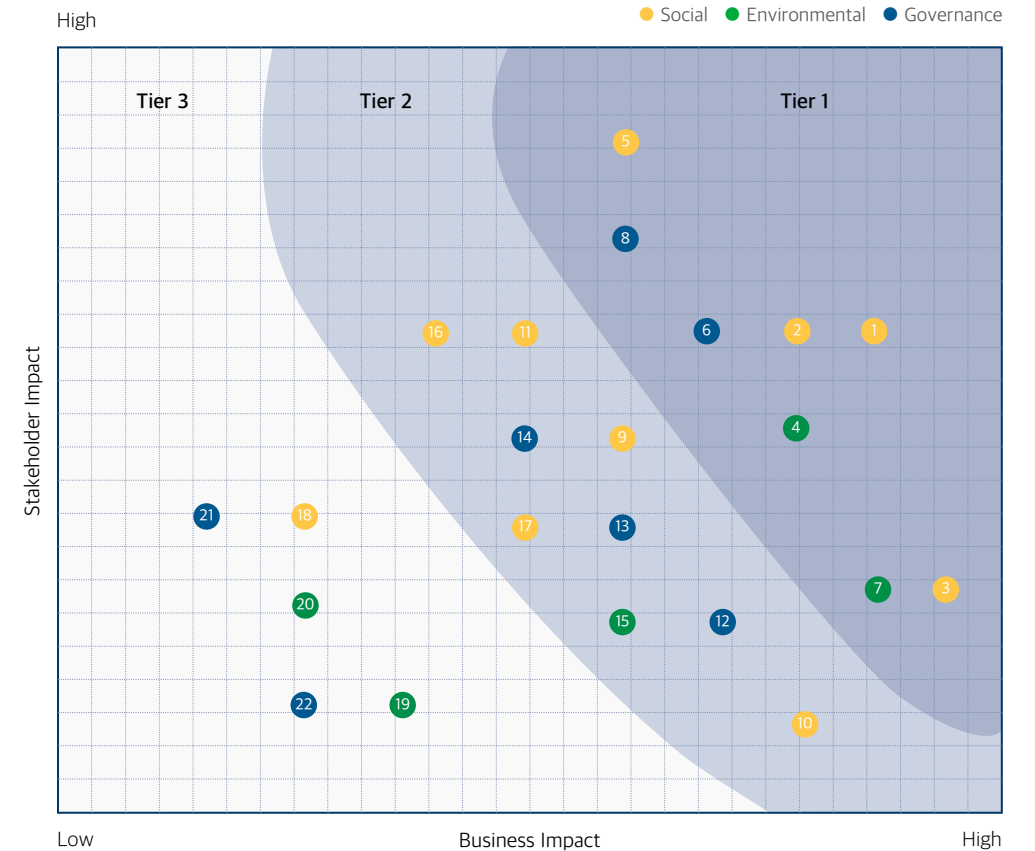
22 issues

Identification of Key Issues

- **Select Key Issues**
 - Ranking-based key issue selection
 - Type classification in accordance with ESG strategy direction
 - Display the result in the vision system

Materiality Assessment Result

Priorities were derived based on 58 issue pools, 22 core issues were selected, and priority reporting areas were divided into Tier 1 to 3 based on the top 36% and 72% thresholds.



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- Materiality Assessment

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Deriving Focus Areas

GC evaluated internal and external issues related to corporate operations from the perspective of 'double materiality'.

The 'business importance' of GC's key business and financial performance was measured based on business strategy linkage, pharmaceutical industry issues, policy, and regulatory issues. "Stakeholder Impact" reflects the impact of corporate operations on customers, shareholders and investors, partners, communities, and employees.

The 22 key issues, which are Tier 1 to 3, are covered in detail throughout GC's first Sustainability Report.

Prioritization	Core Issue	Reporting	Business Impact			Stakeholder Impact				
			Connection with business strategy	Issue in pharmaceutical industry	Policy and regulation issues	Customers	Shareholders & investors	Suppliers (partners)	Local communities	Employees
Tier 1	1 Occupational safety & health	Area 3	○	●	●		○	●	○	●
	2 Product quality and safety	Area 2	○	●	○	●	○	○	○	○
	3 Price policy and market expansion strategy	Area 2	●	●	●	○	○	○	○	
	4 GHG emissions	Area 3	○	○	●		●	○	●	
	5 Products and services considering CSR	Area 1	○	○	○	○	○	○	●	○
	6 Responsible marketing	Area 2	○	○	●	○	○	○	○	○
	7 Hazardous substance management	Area 3	○	●	●		●	○	●	
	8 Transparency	Governance	○	○	○	○	●	○	○	
Tier 2	9 Supplier risk management	Area 4	○	○	●		○	●	○	●
	10 R&D	Area 1	●	●	○		●	○		○
	11 Human rights management	Area 2	○	○	●		○	●	○	●
	12 Ethical management	Area 5	○	●	○	○	○	○	○	
	13 Shareholder rights	Governance	●	○	○		●	○		○
	14 BOD structure	Governance	○	○	○		●	●		○
	15 Waste management	Area 3	○	○	○		○	○	●	
	16 Social contribution	Area 2	○	○	○	○	○	○	●	○
Tier 3	17 Internal labor management	Area 2	○	○	○		○	○	○	●
	18 Improving suppliers' competence	Area 4	○	○	○	○	○	●	○	○
	19 Energy management	Area 3	○	○	○		○	○	●	
	20 Water resource management	Area 3	○	○	○		○	○	●	○
	21 Information security and personal information protection	Area 5		○	○	●	○	○	○	○
	22 Compensation for executives	Governance	○	○	○		●			●

FOCUS AREAS

“Focus Areas” are identified to convey the idea of ESG management. These focus areas include our activities and performances to our stakeholders on economic, social and environmental.

Area 1. Creating Customer Value in Healthcare 40

Healthcare Accessibility Management
Healthcare Business
R&D Management
Global Expansion

Area 2. Corporate Social Responsibility 51

Quality Responsibility
Social Contribution
Human Rights Management
Employee Competence Management and Better Quality of Life
Corporate Culture Improvement

Area 3. Environment, Safety, and Health System 72

Environment, Safety, and Health Management
Environmental Management System
Response to Climate Change
Building a Circular Economy
Safety and Health

Area 4. Sustainable Business Ecosystem 81

Revitalizing the Industrial Ecosystem
Co-prosperity with Partners
Supply Chain Risk Management

Area 5. Corporate Ethics and Compliance 85

Corporate Ethics
Compliance with Fair Trade
Information Protection

FOCUS AREAS

Area 1. Creating Customer Value in
Healthcare

- Healthcare Accessibility Management
- Healthcare Business
- R&D Management
- Global Expansion

Area 2. Corporate Social
Responsibility

Area 3. Environment, Safety, and
Health System

Area 4. Sustainable Business
Ecosystem

Area 5. Corporate Ethics and
Compliance

Creating Customer Value in Healthcare

Area 1

- Healthcare Accessibility Management
- Healthcare Business Area
- R&D Management
- Global Expansion

Why is this Important?

GC will never cease to pursue our great challenge to become a global leader in the health industry and to usher in a healthier future for all humankind. Starting out as a pharmaceutical company dedicated for making essential medicine for more than half a century, we now challenge ourselves into a giant leap to become a total healthcare company for better life for our stakeholders.

Key Performance

Domestic and International Patents	Ratio of R&D to Sales
351 items (cumulative) (GC, GC Biopharma, GC Cell)	11.6 % (GC Biopharma)

Hunterase obtains World's First Marketing Approval for Severe Hunter's Syndrome
(GC Biopharma)

How to Approach?

We have reorganized our portfolio into focus areas of disease prevention, diagnosis, treatment, and digital-based healthcare, and we continue to reinforce healthcare accessibility for the world by developing innovative new medicines and expanding global exports.

Link to UN SDGs

- 3. GOOD HEALTH AND WELL-BEING
- 9. INDUSTRY, INNOVATION AND INFRASTRUCTURE



Materiality Issues

- Tier 1**
 - Pricing policy and market expansion strategy
 - Products and services with our social responsibility
- Tier 2**
 - R&D

FOCUS AREAS

Area 1. Creating Customer Value in Healthcare

Healthcare Accessibility Management

- Healthcare Business
- R&D Management
- Global Expansion

Area 2. Corporate Social Responsibility

Area 3. Environment, Safety, and Health System

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Area 1. Creating Customer Value in Healthcare

Healthcare Accessibility Management

Healthcare Accessibility Management System

Through regular meetings, each of affiliates discusses agendas on accessibility to healthcare of stakeholders, focusing on key decision makers at the C-level. For weight of the agendas on investment strategy, R&D area, sales market deemed to be discussed in depth, these discussions are continued at the board of directors.

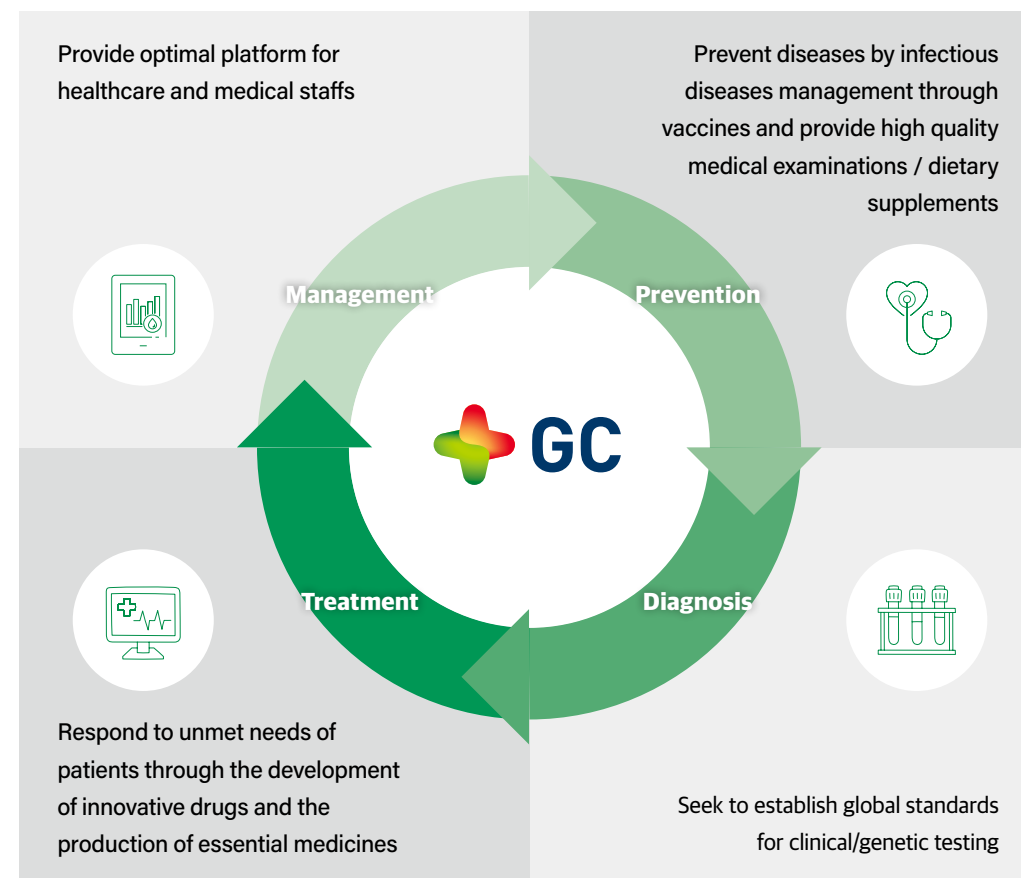
GC Biopharma, the flagship affiliate with highest proportion of pharmaceutical products, is heavily affected by the domestic market where the sales price is determined by national drug pricing policy. However, for the case of export, price policy is established at a reasonable level by considering the financial impacts and global pricing trends to supply essential medicines internationally through bidding by international organizations and countries.

Through strong supports by decision makers and management's continuous discussions considering the economic and social aspects, GC Biopharma is successfully winning in bidding of the flu vaccines at World Health Organization's Pan American Health Organization (PAHO) and these vaccines are being delivered to developing and emerging countries at an affordable price.

Healthcare Accessibility Meetings by Each Affiliate

Affiliate	Meeting	Frequency	Participants
GC (Holding Company)	Executive Committee	On demand	CEO and executives
GC Biopharma	Senior Leaders Team meeting	2 times / month	CEO and executives (Sales, R&D, Production, Management, etc)
GC Cell	Top Management Meeting	1 time / month	CEO and executives (Sales, R&D, Production, Management, etc)

Our Giant Leap to Become a Total Healthcare Solution Provider



Area 1. Creating Customer Value in
Healthcare

Healthcare Accessibility
Management

Healthcare Business

R&D Management
Global Expansion

Area 2. Corporate Social
Responsibility

Area 3. Environment, Safety, and
Health System

Area 4. Sustainable Business
Ecosystem

Area 5. Corporate Ethics and
Compliance

Healthcare Business

[Prevention] Vaccine and Healthcare

Vaccine



GC Biopharma has contributed to the prevention of human diseases through vaccine development. We developed the world's third hepatitis B vaccine (1983), the world's first epidemic hemorrhagic fever vaccine (1988), and the world's second varicella vaccine (1993). In 2009, the world's eighth H1N1 flu vaccine was developed in the global pandemic situation and supplied to 35% of Koreans in time. In addition, the first flu vaccine in Korea was developed in the same year to increase its market share at domestic and abroad, and in 2011, we have been accredited with Asia's first World Health Organization pre-qualification certification and Pan American Health Organization (PAHO) bidding qualification. Since then, we have maintained the No. 1 market share of flu vaccines in Korea, PAHO, and UNICEF and has become a global healthcare company that exports to 64 countries abroad.

In this way, GC Biopharma contributes to the global health industry by supplying essential medicines including flu vaccines to developing countries through international organizations such as PAHO at more competitive prices than other developed countries.

In 2018, Curevo, GC Biopharma's affiliate, has been also established in Seattle, Washington to develop a next-generation varicella zoster vaccine, and a phase 2b clinical trial was started in the U.S. in February 2022.

Health Examination



GC i-MED has established a safe and accurate health examination system with the latest examination instruments such as 128CT, 3.0TMR, Olympus CV-290 endoscopy, and PET-CT. Now, we diagnose health risk factors and diseases for everyone and provide appropriate treatment at early stage. We strive for healthier life of people by managing the health conditions those change over time by accumulating customer information and providing personalized solutions.



General Medicine/ Health Functional Food



GC Biopharma's OTC business is mainly with vitamins and Nonsteroidal-Anti-Inflammatory Drugs (NSAIDs). Our flagship product, B-max series has been continuously renewed to increase our consumer's preference which resulted in surpassing 10 billion KRW sales in 2017 with double-digit growth each year and surpassed 50 billion KRW sales in 2021. We will continue to develop products that meet the consumer's needs and contribute healthy lives of our consumers.

GC Wellbeing is a customized healthcare company that started to supply Laennec (a nutritional injection) to hospitals and clinics, and is now expanding for the supply of specialized drugs for obesity and pain relief. We continued to develop personalized nutritional solutions based on functional medicine. For the first time in Korea, we developed a personalized nutrition therapy (PNT) solution prescribed by doctors and introduced the concept of prescribing dietary supplements after medical examination. To move forward, we strive to contribute to consumer healthcare by supplying various dietary supplements.

FOCUS AREAS

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Global Expansion

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Area 3. Environment, Safety, and Health System

Area 4. Sustainable Business Ecosystem

Area 5. Corporate Ethics and Compliance

Healthcare Business

[Diagnosis] Enhancing diagnostic business capabilities

Commercial Lab



GC Labs has been conducting international-level diagnostic and pathological tests with its own know-how accumulated for more than 40 years since 1982. The GC Biopharma Medical Foundation, which consists of about 800 clinical trial professionals, conducts approximately 5,000 tests, ranging from general tests to specialized tests such as molecular genetic tests and special biochemical tests. In particular, we continue to introduce and apply new technologies as an open innovation method by collaboration with the world's leading clinical laboratory institutions.

Genome Sequencing

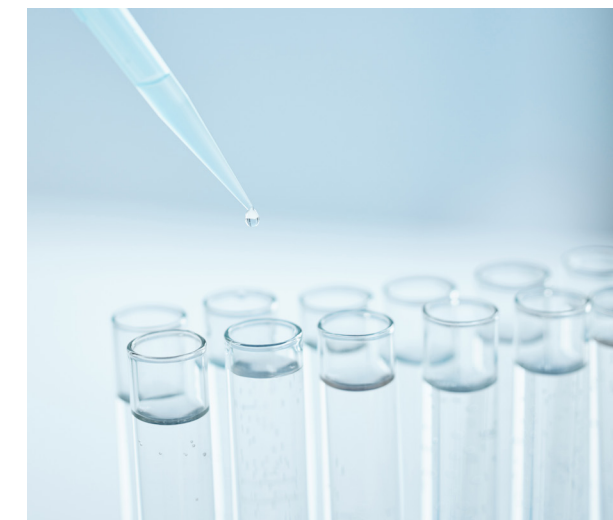
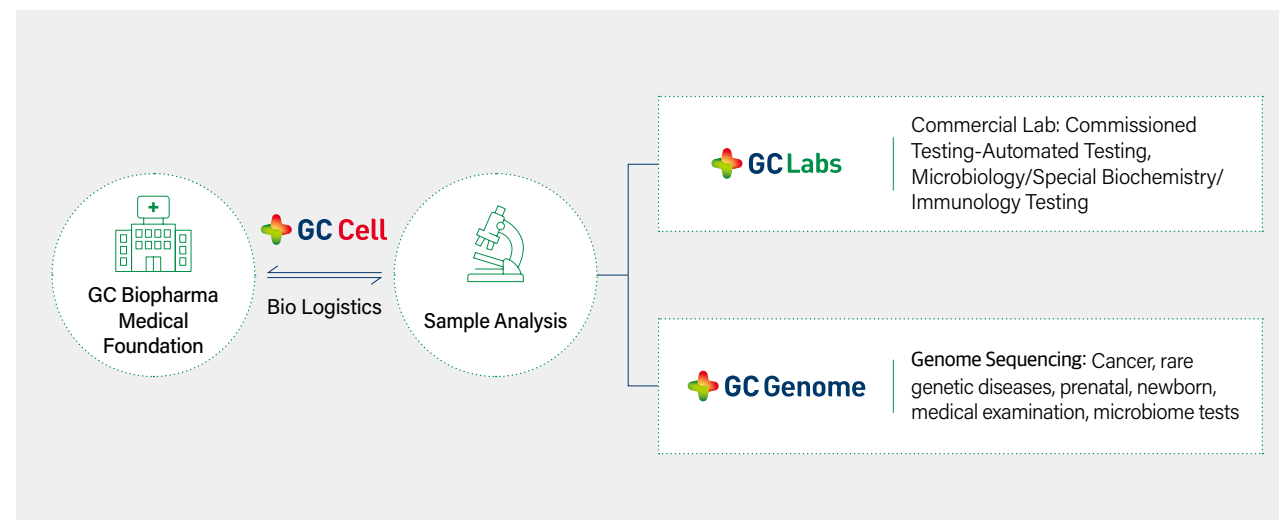


GC Genome aims to utilize genomic analysis information to diagnose, predict diseases, and customize treatment. We provide services such as cancer tests, rare genetic disease tests, prenatal tests, newborn tests, health examinations, and microbiome tests. Through state-of-the-art equipment such as next-generation DNA sequencing devices, distinct services are provided with shorter test periods and reasonable test costs. We strive for constant challenges and efforts for a healthy life for consumers.

Diagnostic Reagents and Kits



GCMS's business area is comprised of diagnostic reagents, hemodialysis fluids, and diabetes-related testing. Based on antibody production technologies and molecular diagnostic reagents such as Rapid, ELISA, and PCR, we are upgrading diagnostic reagents, expanding hemodialysis manufacturing site for increased demands, and developing portable blood glucose meters, HbA1c, and Lipid products.



Healthcare Business

[Treatment] Supply of Treatments and Development of Innovative New Medicine

GC's mission is to ushering in healthier future for all human-kind. In Korea, which was a barren of life sciences, we have been researching and developing medicines for the past 50 years with the belief to make drugs that are essential for patients. Through these efforts, GC has made achievements to improve the quality of life of patients in areas such as blood plasma-derived therapies, rare disease treatments, chronic disease treatments, and anticancer medicine.

Blood Plasma-Derived Products

GC Biopharma completed the nation's first and world's sixth plasma fractionation facility in 1971. We have achieved to stably supply essential drugs such as albumin nationwide, which entirely relied on imports. In addition, most of the blood plasma-derived products including albumin, have been designated as "shortage prevention drugs" to contribute to public health. Based on our foundation, we are exporting to more than 30 countries such as China and Brazil, and in 2013, we signed a contract with the Thai Red Cross to export a manufacture facility that produces blood plasma-derived product and completed the project successfully. We are striving to improve accessibility to healthcare by supporting the establishment of their own production bases in developing countries as well as exporting our own products. With blood plasma-derived immunoglobulin, we are challenging ourselves to enter into the U.S. market, the largest in the global market.

Rare Disease Treatment

GC Biopharma focuses on developing 'difficult to make but essential drugs and treatment' for rare diseases. We have succeeded in developing Hunterase, the world's second treatment for Hunter's syndrome, a congenital metabolic disorder called type 2 mucopolysaccharidoses. Development of Hunterase has replaced expensive imported drugs to relieve the economic burden of patients suffering from Hunter's syndrome and it also

contributed to improving the quality of life by expanding the choice of patients. Hunterase is exported to nine countries targeting Hunter's syndrome patients around the world, including Russia, Algeria, and Japan and clinical trials are being promoted in many other countries. Regulatory approval of Hunterase has been obtained for Chinese market in 2020, and we obtained marketing approval for the world's first treatment for severe Hunter's syndrome in Japan in 2021.

In addition, Green Gene F is the third-generation recombinant protein for Type A hemophilia treatment that has been developed for the third time in the world and is a product that combines GC Biopharma's exceptional technology and expertise. After completing the phase 3 clinical trial in China, we submitted and obtained marketing approval in 2021.

Recently, we signed an exclusive domestic sales contract with Mirum Corporation of the U.S. to apply for domestic marketing approval of Maralixibat, a new medicine for rare liver disease in children. GC Biopharma will continue to usher in ensuring a healthy life for patients with rare diseases.

Chronic Diseases Treatments

GC Biopharma has focused on biological products such as vaccines and blood plasma-derived products. We are now expanding our capability for prescribed medicine to reinforce our business portfolio to care for a wide range of diseases for patients. Based on our ability to develop SHINBARO, the fourth natural medicine developed and approved in Korea in 2011, we aim to expand the scope of chronic disease treatments. As part of our effort, we are built up our product line by launching DaviDuo (a multiple API combination product for dyslipidemia), Rotacand (a multiple API combination product for hypertension and dyslipidemia), and Esoca (a product for the digestive area). Also, we aim to become the No. 1 company in chronic diseases treatments area in Korea through intensifying marketing and sales capabilities and joint partnership of R&D.

Oncology Drugs

GC Cell is a cell therapy company that produces and develops anticancer medicine using Natural Killer (NK) cells and T cells and treatments for intractable diseases using stem cells. In 2007, we obtained a domestic product license for 'Immunocell-LC' as a treatment for liver cancer (HCC) and we are at stable production and distribution.

Immunocell-LC is a personalized anticancer medicine that only immune cells are extracted from the patient's blood, maximized their anticancer capabilities through a unique culture process, and re-administered into the patients.

In addition to treatment of liver cancer, phase 3 clinical trials for pancreatic cancer are currently being conducted to expand indications. Through long-term clinical research, technology export has been successfully contracted with one of India's major pharmaceutical companies, Rivaara Immune Private Limited in 2022.

Also, through our "Cell Center" the largest cell and gene therapy (CGT) production facility in Korea that complies with the global standard, we are carrying out the CGT Contract Development and Manufacturing Organization (CDMO) project. It has an unrivaled track record of contract production of CGT products in Korea and production of clinical materials in the U.S. We are planning to grow into a global CGT CDMO company through the recent acquisition of BioCentriq in the U.S.

GC Biopharma's "Neulapeg" is a neutropenia treatment developed with our own protein technology and increases its purity and stability of existing competitors. In addition, convenience of patients has been improved by administering only once per cycle while the competitors had to be administered four to six times during the first cycle. GC's efforts to improve patient quality of life will strive to continue.

Healthcare Business

[Management] Digital Healthcare Platform

With the advancement of platform technology, the world is rapidly becoming digital, and the healthcare business is also expected to transform into a digital-based medical environment.

GC has continued to enforce its digital healthcare business area to actively respond to these environmental changes. We aim to build a digital healthcare ecosystem that provides customized healthcare solutions to customers by collecting, analyzing, and utilizing healthcare data through the digital healthcare platform, which becomes the point of contact with our customers.

GC acquired UBcare, the No. 1 in market share of EMR (electric medical record) for hospitals and clinics, and B-bros, with the mobile clinic reservation platform "Ddocdoc". Recently in 2022, GC Care launched a personalized healthcare platform 'Howcare' to establish foundation on our future for the digital healthcare core platform.

In addition to our efforts listed above, we are expanding our digital healthcare ecosystem further through active investment and collaboration in digital healthcare startups.

Personalized healthcare platform

GC Care provides various customized services through personalized health care platform "Howcare" including "health check-up service" that allows users to compare and book health examination programs and "Symptomatic Checklist Service" that allows you to check your body's abnormal symptoms in real-time and "Customized Care Services" that provide your own health consulting based on data such as health checkups and symptom checks.

EMR of Hospital & Clinic and Healthcare Platform

UBcare, who developed Korea's first EMR and the nation's No. 1 hospital and clinic EMR company, provides various digital healthcare solutions such as hospital and clinic management information consultation, customized medical devices, drug information, and market analysis services.

In addition, we recently invested in iKoob, a company specializing in chronic disease management platforms, expanding its business area to disease management, and are developing a chronic disease management platform that improves medical accessibilities and health management of patients with chronic diseases.

Hospital & Clinic Reservation and Elderly Care Platform

B-bros provides healthcare one-stop services to search and book hospitals and clinics and receive insurance claims through the mobile platform "Ddocdoc". HectonProject contributes to improving healthcare accessibility for customers through hospital-level EMR such as nursing hospitals and oriental medicine hospitals, and elderly care platforms that provide nursing facilities and nursing information.

Company	Main Service		Details
GC Care	Howcare	Personalized healthcare platform	<ul style="list-style-type: none"> Service launch in March 2022 150,000 people examined through "Howcare" and 330 examination centers connected
UBcare	Ysarang	Integrated hospital and clinic EMR and management solutions	<ul style="list-style-type: none"> 47% (the largest) market share of EMR in hospitals and clinics, 25,000 medical networks in hospitals and clinics and pharmacies Provides an integrated solution for the entire task including patient reception, medical treatment, claim, and storage through EMR
B-bros	Ddocdoc	Mobile platform for hospital/medical appointments and non-face-to-face treatment	<ul style="list-style-type: none"> 7.3 million members (No. 1 healthcare O2O platform in Korea) 13,000 hospitals connected
HectonProject	Doctors	Nursing/Oriental Hospital/General Hospital EMR	<ul style="list-style-type: none"> Hospital-level EMR market share, such as Nursing/Oriental Hospital, 36% (1st place), 1,300 customers (1st place) Running the Silver Care Platform "Another Family"

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Global Expansion

Area 2. Corporate Social Responsibility

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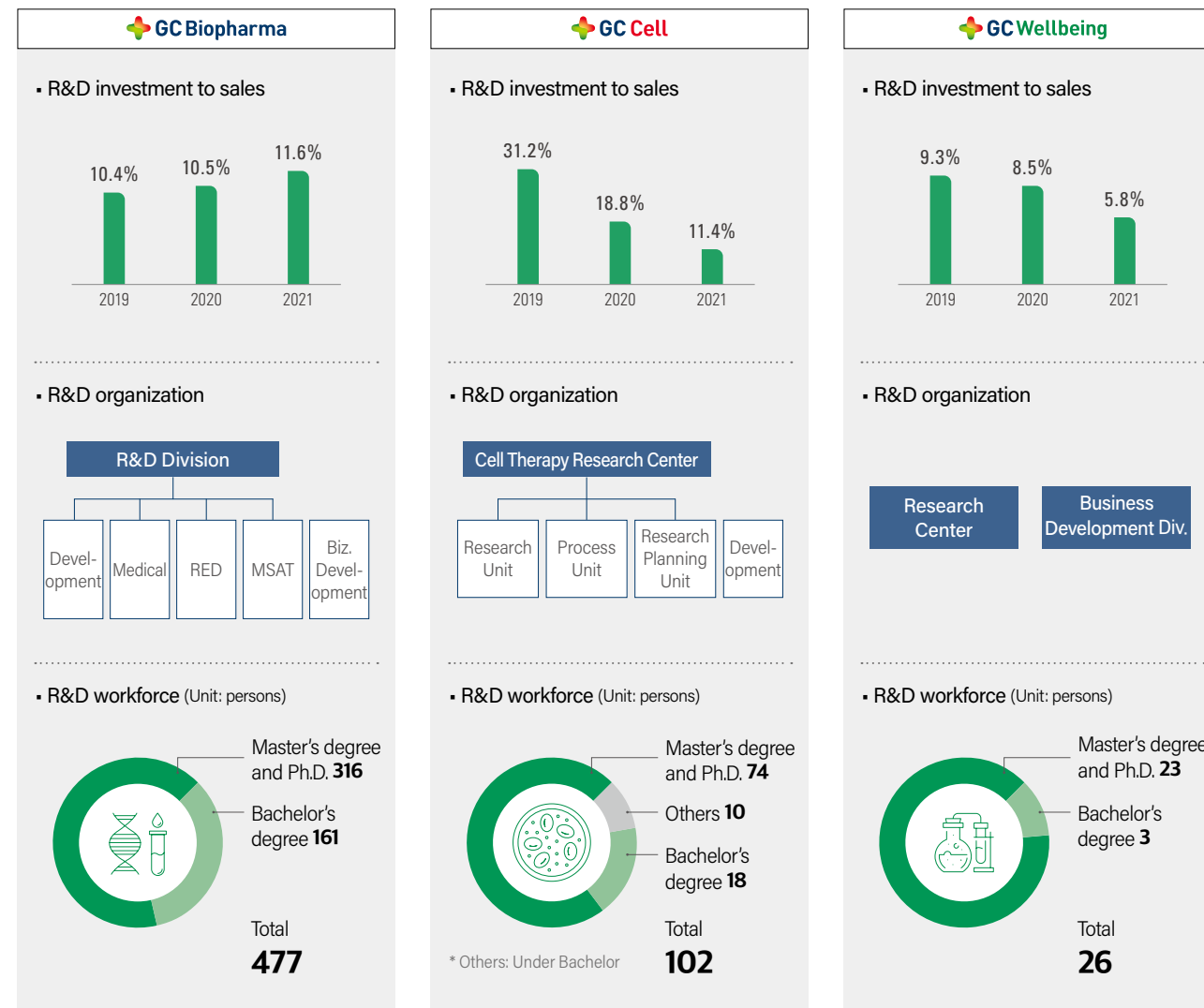
Area 5. Corporate Ethics and Compliance

R&D Management

Importance of R&D

Successful development of a new medicine can bring a high value added to pharmaceutical companies, however, to achieve this, it would require extensive investment over a long period of time, generally longer than 10 years, and with very small probability of success. Nevertheless, with our belief that R&D is the driving force of growth and source of future revenue, we have invested in R&D bold and aggressively at the highest level in domestic industry. In addition to our extensive investment, we are also deeply focused on recruiting talented researchers and reinforce their core capabilities for research. GC will continue to invest actively in the development of new drugs and biologics and secure our reputation worldwide as a pioneer in biotechnology dedicated to good health for all.

R&D Investment of Major Pharmaceutical Affiliates of GC



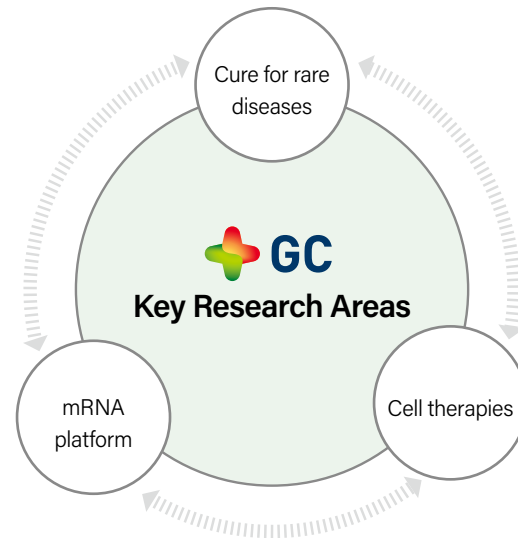
R&D Management

Major Research Areas

GC's current focus is primarily on treatments for rare diseases, mRNA platform and cell therapies.

GC Biopharma is focusing on seeking for sustainable growth and increase in profitability of our flagship product line as blood plasma-derived products and developing new drugs for rare diseases. At the same time, we focus on our R&D capabilities aiming to obtain mRNA technology platform, the modality for the next generation drug for a giant step to become a global pharmaceutical company.

As for GC Cell, we challenge ourselves in developing treatment for intractable diseases through cell therapies and for this, we are focusing on intensive R&D activities on anticancer immune cell therapy and stem cell therapy to endeavor in healthy lives of humankind.



GC Biopharma's R&D Pipeline

Project	Indication	Research	Preclinical	Phase I	Phase II	Phase III	Launch	Collaboration
GC1136A	Lesch-nyhan treatment							
GC3117A	mRNA Flu							
GC2120A	Hemophilia A/B (oral)							Atomwise
GC2126A	Gangliosidosis treatment							鳥取大学 Tottori University
GC1126A	Thrombotic thrombocytopenic purpura							
GC1130A	Sanfilippo syndrome A							NOVEL PHARMA
GC1133A	Mucopolysaccharidosis							Hanmi
GC1134A	Fabry disease							Hanmi
GC1129A	SSADH deficiency treatment							Speragen
GC5125A	vWF deficiency treatment							
MG1113A	Hemophilia A and B (TFPI)							
GC1118A	Colorectal cancer							
GC1109	Anthrax vaccine							
GC3111A	Tetanus, diphtheria and pertussis vaccine							
GC3114A	Seasonal flu (high dose)							
MG1120A	Herpes zoster vaccine							curevo
GC5101B	Congenital Immunodeficiency (US 5%)							
GC5107B	Congenital Immunodeficiency (US 10%)							
GC3107A	Tuberculosis vaccine							
GC2127A	Alagil syndrome treatment							mirum
MG1111	Varicella vaccine						Released in Korea, WHO PQ in progress	
GC1111F	Hunter Syndrome (Hunterase)						Released in Korea, approved in 6 countries	
GC1123A	Hunter Syndrome (Hunterase ICV)						Released in Japan	
GC1101D	Hemophilia A (Green Gene F)						Released in Korea, approved in China	

Recombinant proteins Vaccine Blood plasma-derived product Small molecules

Area 1. Creating Customer Value in
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Area 5. Corporate Ethics and
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R&D Management

Network and Partnerships

In addition to new drug development through conventional manner to enhance R&D capability, customized innovative new drugs are also developed for patients with high demand through partnership with medical institutions, business investors, and patients' associations. Various ways of open innovations are underway, including direct communication with patients and to reflecting it in clinical trial design with medical institutions and the MoH from different countries.

To accelerate the innovative product development, GC Biopharma, together with Mogam Institute for Biomedical Research and AI research institute from Seoul National University, is discovering and developing candidates for new drugs and disease-related genomic/protein research platform through various algorithm. Mogam Institute for Biomedical Research endeavor to create synergy by applying AI platform in development of rare disease treatments utilizing mRNA technology platform.



Global Expansion

We established international affiliates to focus on globalization of our core businesses such as blood plasma-derived products and vaccines, and cell therapies.

Blood Plasma-Derived Products

GC China established a local production site based in Anhui province in China and is responsible for manufacturing and sales of albumin, immunoglobulin, and treatment for hemophilia A, and more. Also, to foray GC Biopharma's immunoglobulin into U.S. market, we have established GC Biopharma USA, a local sales affiliate that builds a U.S. sales network and prepares for stable sales.

Vaccine

GC Biopharma aims to reinforce ESG management and to enhance the quality of life of our stakeholders through development of premium vaccines as well as essential vaccines. We have established a local R&D center aiming for accelerating the research and development of the vaccine with global competitiveness in U.S. market where accounts for more than half of the premium vaccine. We endeavor to build up our competitiveness through Series A investment and entering the clinical trial phase 2b in the U.S.

Cell Therapy

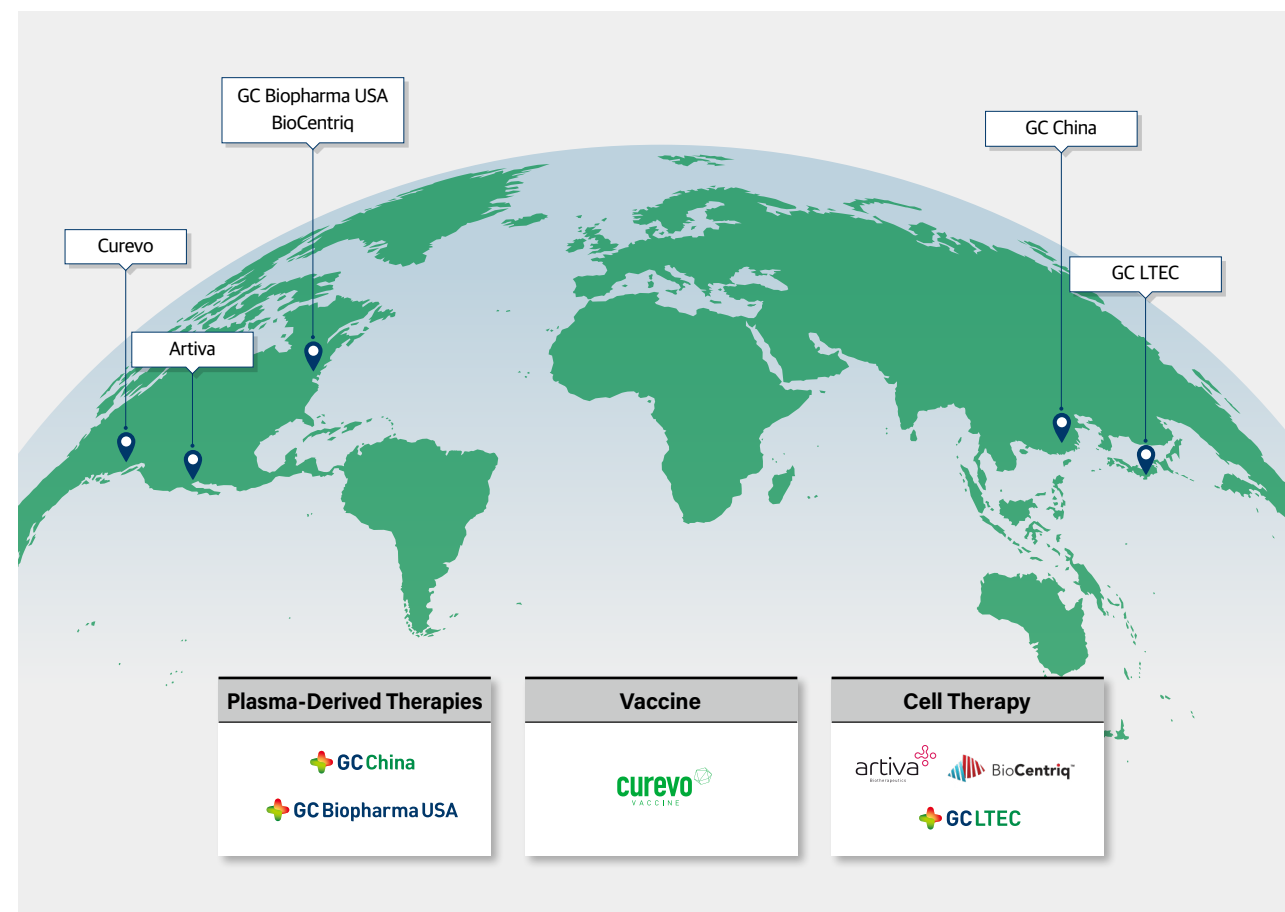
As for our next growth engine, cell therapies, Artiva has been established in San Diego U.S. in 2019 to conduct clinical studies and development of NK Cell therapy. Clinical trial phase 1 and 2 in U.S. is in progress for relapse/intractable lymphoma treatment. Additionally, we achieved technology export at KRW 2 trillion to MSD for 3 types of chimera antigen receptor-natural killer cell (CAR-NK) treatment in 2021.

In domestic market, 'Immuncell-LC' has obtained market approval as an anti-cancer drug for liver cancer from MFDS in 2007. 'Immuncell-LC' is an autologous cell therapy with

the world's largest number of batches that were produced and administrated. Through continuous clinical studies, we strive to repress recurrence of the cancer and to improve the patients' quality of life.

Also, we are conducting phase 1 clinical trials for severe plaque psoriasis and acute respiratory distress syndrome (ARDS) with tonsil-derived mesenchymal stem cell therapy.

In addition, we are conducting a contract development and manufacturing organization (CDMO) services of cell and gene therapy through our production capabilities and manufacturing facility. In 2022, we have completed the CGT CDMO value chain based in Asia and in U.S. by acquiring a U.S. based CGT CDMO company, BioCentriq.



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- Quality Responsibility
- Contribution to Society
- Human Rights Management
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- Corporate Culture Improvement

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Corporate Social Responsibility

Area 2

| Quality Responsibility | Contribution to Society | Human Rights Management | Employee Competence Management and Improvement in Quality of Life | Corporate Culture Improvement |

Why is this Important?

People are at the center of the GC's pursuit of total healthcare solution. Care and compassion towards our key stakeholders, customers, employees and communities are the first step for the social responsibility. Fundamentals of GC's management philosophy encompasses 'Care & Compassion' and 'Respect & Dedication'. It is our mission to usher in a healthier and happier future for all humankind based on dedication and reverence for life.

Key Performance

Good Manufacturing Practice certification | **Opened Dr.GC, the medical clinic for employees (2022)**

Accumulated financial contribution made to society for past 3-years

14.7 billion KRW
(GC, GC Biopharma, GC Cell)

How to Approach?

We fulfill our responsibilities to customers through endeavor for pertinent quality and wish to enable more talented people to lead their full capabilities through our efforts to digital organization culture and human rights management. As a company, and as an employee, together with our public foundations, we help build tomorrow for the local communities and for the underprivileged.

Link to UN SDGs

- 4. QUALITY EDUCATION
- 5. GENDER EQUALITY
- 8. DECENT WORK AND ECONOMIC GROWTH
- 10. REDUCED INEQUALITIES



Materiality Issues

- Tier 1**
Product quality and safety
- Tier 2**
Human rights management, and contribution to society
- Tier 3**
Human rights of employee

Area 2. Corporate Social Responsibility

Quality Responsibility

Quality Management

Providing customers with the pertinent quality products and services are an essential requirement for the company's sustainable growth. In particular, quality and safety management of drug products are the most important matter in national safety and health since the pharmaceutical industry poses direct impact to the lives of the people.

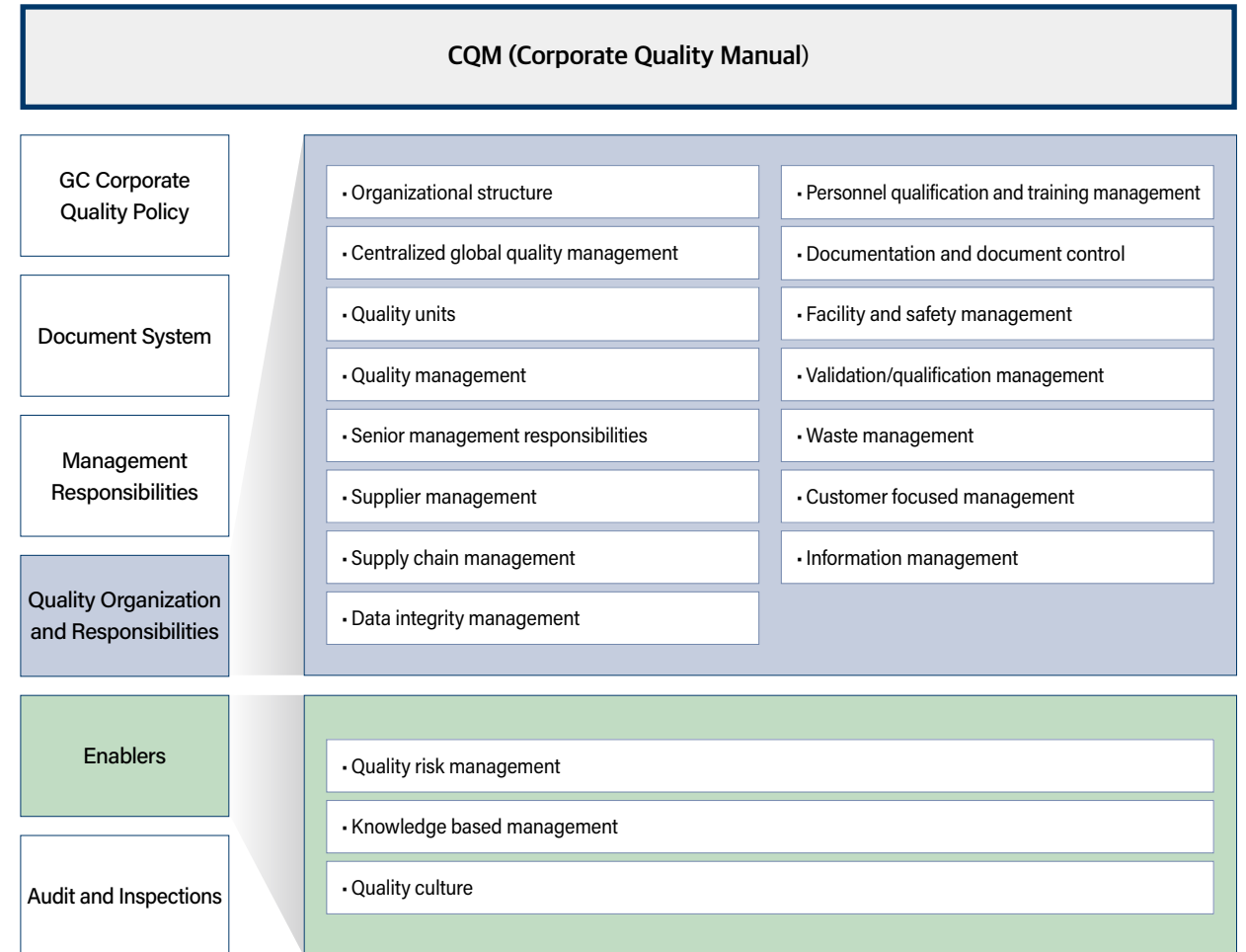
GC established the CQM (Corporate Quality Manual) to strive for meeting the domestic and international regulatory requirements and to establish quality systems that assure product quality, efficacy and safety. All affiliates of the GC have encompassed the CQM to define responsibilities on quality management for products and services we provide.

GC's quality management strategy is to ensure the safety of customers, pertinent quality, and sustainable provision of products and services. For this, we focus on our quality system, periodic evaluation of our performances, and training programs to maintain our quality and to be compliant with the regulations. To meet the requirement, stringent quality standards are applied with procedures to test, control and maintain our excellence in quality. Quality organization is responsible for all products and services to meet the requirements and for standards to ensure production, QC test and batch release.

We continue to strive to improve these standards to ensure continued compliance with GxP*. We also provide employees with adequate and continuous training on GxP for jobs to be performed in compliant manner accurately and effectively. We ensure that the effectiveness of training programs are verified and monitored through job qualification.

* GxP (Good X Practice) is a good practice that applies to various industries such as in pharmaceutical industry and medical devices industry, and X can be applied with various concepts such as M (Manufacturing), S (Supplying), C (Clinical), and L (Laboratory).

Components of Corporate Quality Manual



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Pharmaceutical Quality Management

GC's pharmaceutical affiliates* that are manufacturing medicines has established a quality management system with scopes from production to distribution for providing pertinent quality medicines to consumers in accordance with the GC quality management policy. Quality organizations are independent from other divisions so various activities related to all systems are planned, approved, executed and monitored in compliant manner with quality management system that is under operation to systematically control the entire production process.

The Quality Assurance (QA) department is responsible for reviewing, approving and managing overall GMP** documents including specifications, standard operating procedures (SOPs) and batch records. QA participate in preliminary review of potential quality and safety issues such as high-risk areas of the manufacturing process, and assure for all procedures related to production, including Process Validation (PV) and qualification of 4Ms*** (Man, Machinery, Material, and Method). To improve employee capabilities and compliance to GMP, training programs are provided by QA and the effectiveness in the programs are routinely monitored. Through periodic self-inspections, performance and compliance to quality systems are evaluated thoroughly.

The Quality Control (QC) department conducts its own quality testing and conduct product quality tests on products manufactured, and the integrity of the methods and data from the tests are assured through analytical method validation (AMV).

Prior to obtain product license from the local regulatory authority, rigorous non-clinical and clinical trials are conducted to evaluate and to monitor the safety and quality of the products in compliance with the regulations. We identify and mitigate any risk associated with the quality for the entire lifecycle of a product from development, market approval, release and distribution. We strive to ensure that the pertinent

quality products are delivered to our customers through compliance in quality.

The manufactured products are sold through market approvals according to government regulatory guidelines, and the safety and quality of the products are continuously monitored through regular quality inspections of production processes and quality control by regulatory authorities in domestic and overseas exporting countries.

Based on the regulations and guidance of the Korea Ministry of Food and Drug Safety, the U.S. Food and Drug Administration (FDA), European Medicine Agency (EMA),

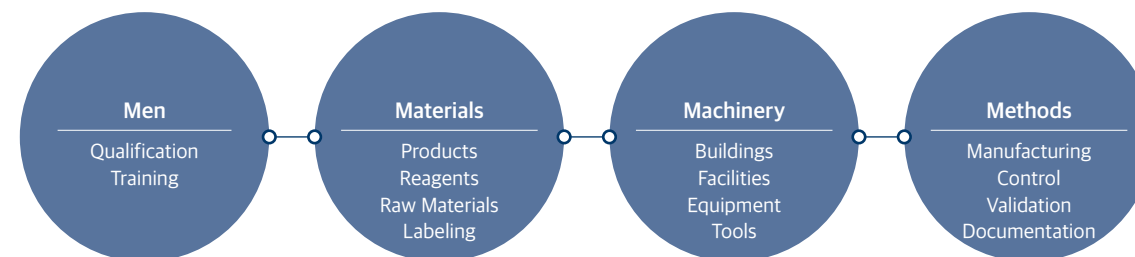
Japan Pharmaceutical and Medical Devices Agency (PMDA), and China National Medical Products Administration (NMPA), we fulfill our mission and responsibilities in ushering in healthier lives of human kind by development and production of high-quality, effective and safe drugs.

* GC Pharmaceutical Affiliates: GC Biopharma, GC Cell, GC Wellbeing, GCMS, GC China

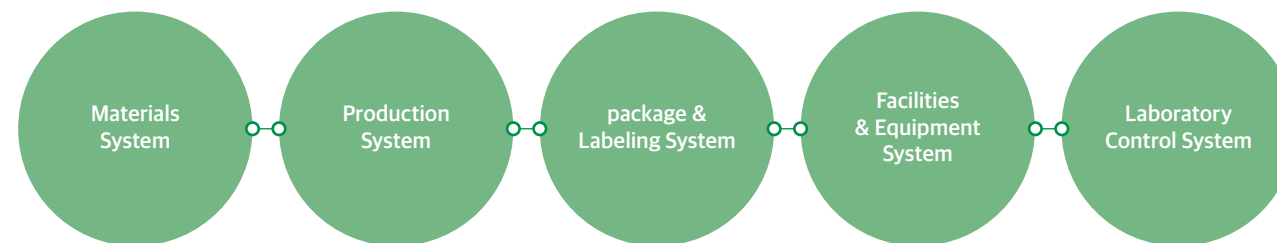
** GMP (Good Manufacturing Practice): Regulations for the manufacture or quality control of medicines, etc. The GMP was established by the WHO in 1968 as a fundamental condition to ensure the safety or effectiveness of drugs

*** 4Ms: Four Basic Elements of GMP (Man, Machinery, Material, and Method)

Four Basic Elements of GMP (4Ms)



Components of the Pharmaceutical Quality System



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Quality Responsibility

Management on Reported Deviation Cases

GC complies with reporting obligations in regulatory authorities under pharmacovigilance for adverse events related to the use of all products on the market. We ensure safety of products by systematically collecting and monitoring product safety information and strive to promote the safe use of medicines and to prevent potential hazards. In addition, we regularly provide pharmacovigilance training programs to executives and employees on the obligation to manage and disclose adverse events. More efficient communication channel is under operation through a dedicated customer service department. The recall of medicines is proceeded under SOPs that describe the recall procedure in detail and tracking system to record the recovery rate of the recalled amount is also used.

Domestic and Foreign Regulations on Medicine Manufacturing

Domestic	Overseas
<ul style="list-style-type: none"> Pharmaceutical Affairs Act Regulation on Safety of Pharmaceuticals, etc. Bioethics and Safety Act Personal Information Protection Act Occupational Safety and Health Act Serious Accidents Punishment Act 	<ul style="list-style-type: none"> US The Food, Drug, and Cosmetic Act, the Code of Federal Regulations EU European Medicine Agency Pharmacovigilance legislation (Regulation (EU) No 1235/2010, Regulation (EU) No 1027/2012 etc.) ICH (The International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Humans) World Health Organization Guideline GMP (Good Manufacturing Practice) regulation of each country and enforcement decrees, enforcement rules, public notice, guidelines, etc.

GMP Certification in Korea

MFDS' GMP Certification	Pharmaceutical Manufacturing Plant
Pharmaceutical manufacturing and quality control	<ul style="list-style-type: none"> GC Biopharma (Ochang Plant, Hwasung Plant, Eumseong Plant) GC Cell (Cell Center) GC Wellbeing (Eumseong Plant) GCMS (Eumseong Plant)
Health functional foods	<ul style="list-style-type: none"> GC Wellbeing (Seongnam Plant)
In vitro diagnostic medical devices	<ul style="list-style-type: none"> GCMS (Eumseong Plant)

GMP Certification in World

Pharmaceutical Manufacturing Plant	Country and Institution
GC Biopharma Ochang Plant	<ul style="list-style-type: none"> 31 countries: Dominica, Russia, Malaysia, Mongolia, Vietnam, Belarus, Bolivia, Brazil, Syria, Argentina, Algeria, Uruguay, Ukraine, Iraq, Iran, Egypt, India, Indonesia, Japan, China, Kazakhstan, Cambodia, Kenya, Colombia, Thailand, Tunisia, Paraguay, Pakistan, Peru, Philippines, Turkey
GC Biopharma Hwasun Plant	<ul style="list-style-type: none"> 9 countries: Taiwan, Malaysia, Vietnam, Ukraine, Iran, Indonesia, Thailand, Colombia, Philippines One institution: WHO

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Quality Responsibility

Animal Welfare Policy

GC concerns for not only the welfare of humankind but also for the welfare of animals as they are an important part of this world and we are making various efforts for it. Operational procedures that deliberation and approval by the Institutional Animal Care and Use Committee (IACUC) for using animals in R&D and manufacturing process have been established. Members of IACUC include external experts such as Ph.D. in veterinary medicine, and animal protection organizations. IACUC takes a role in accordance with animal protection act, such as ethical review and approval based on 3R* principles about operation of animal testing and survey.

* 3R principle is to avoid animal experiments altogether (Replacement), to limit the number of animals (Reduction) and their suffering (Refinement) in tests to an absolute minimum.

International certification of animal testing facilities, animal testing management programs, etc.

Animal testing for GC Biopharma's entire production sites is conducted, integrated and managed comprehensively by the animal laboratory in the Ochang Plant. The animal laboratory has obtained AAALAC International** Full Accreditation in 2011 for the first time domestic pharmaceutical company in Korea.

In order to continuously maintain this accreditation, we receive regular due diligence every three years. AAALAC certification represents that our animal laboratory facilities and laboratory management programs meet international standards and that we are committed to humanitarian management of animals used in experiments, indicating that our ability to maintain and manage animal laboratories in optimal conditions have been recognized by global certification institutes.

** AAALAC: Association for Assessment and Accreditation of Laboratory Animal Care International



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Contribution to Society

GC pursues to grow together with various stakeholders. To this end, we have established goals and selected activities for giving back to society with the keywords of 'Care & Compassion' and 'Respect & Dedication' which make up the core values of GC. Based on our core value of 'Care & Compassion', we have setup our goals for contribution to society with the slogan 'Good Companion, GC' encompassing our will to walk together with the local communities. While donating medicines produced ourselves and supporting scholarships and research funds, at the same time, we continue to practice various activities to contribute to society such as volunteer activities, support for the underprivileged, and blood donations. GC is building social-related capital from a long-term perspective by contributing to regional development, future talent development, and social value creation through activities to contribute to society.

Key Area	Activity	Details
Start Together [Little love goes a long way]	Roundup Donation 	<ul style="list-style-type: none"> Monthly voluntary donation of less than KRW 1,000 (KRW 1 to 999) from employee's end digits of monthly salary
	End of Year 1% Donation 	<ul style="list-style-type: none"> Voluntary donation of 1% of monthly salary in December each year
Share Together [Local communities]	Matching Grant 	<ul style="list-style-type: none"> Donation of the company in the equal amount of the donation made by employees Continuous sponsorship in conjunction with regional agencies for areas where the headquarter and manufacturing sites are located in
	GC Volunteer Group 	<ul style="list-style-type: none"> Volunteer groups organized in each work site such as headquarter and manufacturing site etc. to conduct volunteer works tailored to their work characteristics
Support Together [Health and Environment]	Love Neighbors Day 	<ul style="list-style-type: none"> A program of volunteer works for local communities with the family of employees (e.g., visiting welfare centers, making kimchi for winter)
	Charity Bazaar 	<ul style="list-style-type: none"> A major event in GC for contribution to society that has been conducted for over 30 years to help neighbors in need with the proceeds from the sale of the goods donated by employees.
	GC Walk Together 	<ul style="list-style-type: none"> Donation through daily walks (1 step = KRW 1) to help people with mobility needs Funation activities (Fun+Donation) / Non-face-to-face donation activities
	GC Plogging 	<ul style="list-style-type: none"> An environment friendly campaign to pick up trash while jogging Aim to protect the environment, to promote health, and to make donation through plogging activities.
	End of Year GC Donation 	<ul style="list-style-type: none"> Donations made in December each year to help patients with diseases such as Hemophilia and Hunter's syndrome
	Blood Donation of Love 	<ul style="list-style-type: none"> Blood donation of employees at each work site Donation of blood donation certificates to patients in need
	Donating Medicines 	<ul style="list-style-type: none"> Donation of medicines to regions or organizations with specific issues occur to usher in healthier lives of people (e.g. Relief goods to people in Myanmar)

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Contribution to Society

Activities to contribute to society and our achievements

■ Volunteer works

GC has formed volunteer groups for each workplace, such as in the headquarters and in the manufacturing sites to conduct volunteer activities tailored to their work characteristics. Neighbor Love Day is a program where employees with their family members visit the welfare center and conducts volunteer activities such as making kimchi to prepare for winter. GC Plogging, an environment friendly activity to pick up trash while jogging, is GC's new activity to contribute to society to protect the environment, to promote health, and to make donation at the same time.

■ Donation

To provide continuous support to our neighbors in need, GC is operating various donation programs such as 'Matching Grant', 'Roundup Donation' which is monthly voluntary donation of less than KRW 1,000 (KRW 1 to 999) from employee's end digits of monthly salary, along with 'End of Year 1% Donation', a voluntary donation of 1% of monthly salary in December each year. We also operate 'GC Walk Together', a non-face-to-face activity of Fun+Donation and 'Charity Bazaar', the major event in GC for contribution to society.

■ Blood Donation

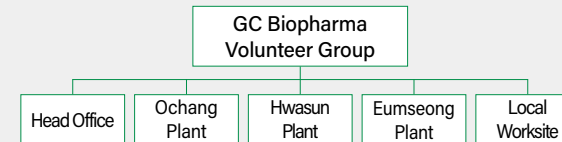
As a company specialized in manufacturing of blood plasma-derived products, we are conducting a 'Blood Donation of Love' to contribute to the national blood donation project. Through this event being held three times a year, the blood donation certificates issued are donated to patients who are struggling with various diseases.

GC Volunteer Group

GC launched 'GC Volunteer Group' in 2004 to actively practice our core value of 'Respect & Dedication'. More than 100 volunteer teams have been established at each workplace to take the lead in spreading the culture of sharing. We are supporting employees and their family members to more actively participate in the love of neighbors to revitalize the community.

- ▶ GC Volunteer Group is systematically organized and actively operating in each region across the country.
- ▶ GC Volunteer Group is actively practicing pro bono activities in donating their talents.
- ▶ GC Volunteer Group conducts volunteer work with employees and their families to spread the culture of sharing.

[Example] Volunteer Organization(GC Biopharma)



| Activities |

Blood donation campaign: Promoting the need for blood donation in local blood donation centers when blood stocks are scarce

Emotional cultivation for children from low-income family: Emotional cultivation activities where employees visit movie theaters, art galleries, experience centers, etc. with children and provide emotional supports

Guardian of local cultural heritage: Restoration of cultural heritage and volunteer works on keeping the area clean by visiting local cultural heritage on a project

Disability awareness campaign: Activities of experiencing being visually and physically disabled and to provide helping hands to social enterprises those employ disabled

Talent sharing service: Various sharing activities such as choir performances from in-house choir to share hopes and joy with neighbors in need

Development of linked activities: Activities fit for the characteristics of each affiliates, such as rural medical services (GC i-MED)



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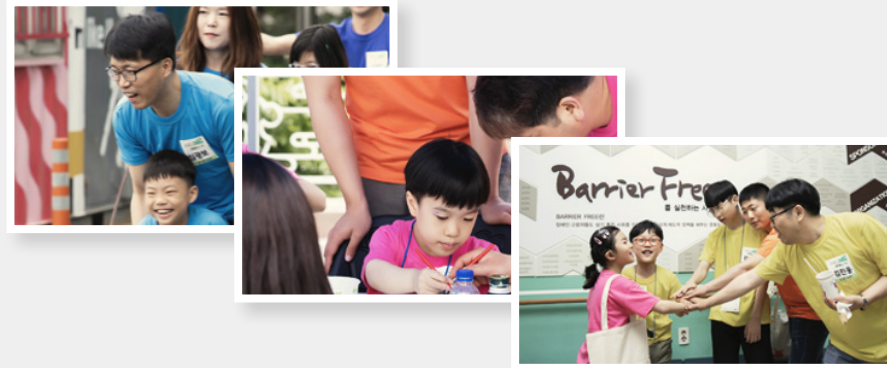
Contribution to Society

Donations

“ We take the lead in practicing a continuous and warm donation culture for healthy and happy society. ”

GC Matching Grant

Since 2008, GC Matching Grant is a 1:1 partnership system with donors to provide continuous support to the underprivileged in the community. Both the company and the employees demonstrate GC's efforts to become a leading company in the practice the culture of donation. It is a program of company to donate the equal amount of money to donors who made donations to underprivileged neighbors such as the senior citizens living alone and the low-income families in need. With connections to non-profit organizations such as Yongin Social Welfare Center, Community Chest, and Green Umbrella Children's Foundation, we discover and financially sponsor our neighbors in need. In addition to financial supports, we also visit senior citizens living alone, which are sponsored through the matching grant system, replace old wallpapers and floorboards, and serve as companions.



GC Charity Bazaar

GC Charity Bazaar has been established with the aim of "a small practice of loving neighbors" and this event has become one of our representative activities on contribution to society for over 30 years. This act of employees donating goods and selling these donated goods are for financially helping our neighbors in need and for saving resources at the same time. The Charity Bazaar's very first profit began with KRW 850,000, has cumulated to total of KRW 600 million so far, and has been used to give hopes to our neighbors in need. In addition to supporting social welfare facilities related to the GC Volunteer Group, we are trying to provide practical help to neighbors in need, such as supporting living expenses for senior citizens, foreign workers, and North Korean refugees and supporting children's tuition fees for neighbors in need.



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Contribution to Society

Operation of Temporary COVID-19 Testing Centers

“ For a healthy life, we look for places in need of help and spread the culture of sharing ”

GC Cell and GC Labs signed a contract with the province of Gyeongsangnam-do for the operation of the COVID-19 PCR tests and temporary screening test centers. Starting with Changwon city (at Changwon Sports Park Meeting Square) and Gimhae city (at Jinyoung Public Stadium), Gimhae city (at East Dementia Center), and Yangsan city (at Mulgeum-eup Health Center) on July 24th, 2021.

| Activities |

Supports for building and running COVID-19 screening clinics: Establishment and operation of screening clinics and temporary screening test centers (in cooperation of public health centers) in 21 locations nationwide (From January 2022 onwards) – the province of Gyeongsangnam-do (Changwon, Gimhae 1, 2, Jinju, Yangsan), the province of Gyeonggi-do (Paju, Gwangju, Yongin, Namyangju), Inje-gun in the province of Gangwon-do, Gwangju-si in the province in Jeollanam-do, and Wanju-gun in the province of Jeollabuk-do.



Ceremony for Completion of Expert Course in Response to Infectious Diseases

“ In cooperation with the Korea International Health and Medical Foundation, we are actively promoting the Official Development Assistance (ODA) project for developing countries. ”

As part of reinforcing health and medical personnel in developing countries, the GC Labs provided theoretical and practical training courses for six tuberculosis diagnostic infectious disease experts in Uganda and Cambodia for three months from December 2021. Through these courses, the trainees were able to effectively learn the infectious disease management system practiced in advanced countries and the know-how of tuberculosis diagnosis and response from the GC Labs. We will continue to contribute to reinforce the capacity of health and medical personnel in developing countries and actively support trainees to grow into experts in the field of diagnosis.



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Contribution to Society

Public Foundation

The late Young-sup Huh, the former chairman of GC, has dedicated himself to the development of the Korean pharmaceutical industry and contributed to the Public Interest Foundations as a key project to achieve the Social Responsibility of the GC. The Future Foundation of Korea and the Mogam Science Scholarship Foundation, which symbolize GC's entrepreneurship, encourage learning with will and passion as a driving force to overcome difficulties, and has become a foundation to make dreams come true and to give hopes for the next generation. In addition, Mogam Institute for Biomedical Research, established to contribute to the development of science and technology by creating a foundation for field of biotechnology in Korea, is contributing to the improvement of national health and human welfare by developing medicines necessary for disease prevention, and diagnosis and treatment.

■ Mogam Institute for Biomedical Research

The Mogam Institute for Biomedical Research (MIBR) is a public foundation established in May 1984 to build a foundation for research in biotechnology and to contribute to the development of science and technology in Korea, which was a barren of life sciences. We are fully dedicated on researching for new medicines to usher in healthier life of humankind.

Since the establishment, MIBR has contributed significantly to the nation's biotechnology industry by successful developments in vaccines, diagnostic kits, and recombinant proteins. MIBR has created a sustainable research environment through research progress made in the field of biotechnology. Through the research progress, revenue has been created and used in contribution to society and to invest back into research. This led to our achievements in development of medicines and vaccines for prevention, diagnosis and treatment of diseases, which are world's first vaccine for hemorrhagic fever with renal syndrome, world's second varicella vaccine, quadrivalent flu vaccine, and the treatment of neutropenia. Based on our capa-

bilities from our experiences and expertise, we recently started development of innovative drugs using AI technology. To accomplish this, we are proactively recruiting for experts in the field and collaborating for industry-academy joint partnership to start a new trend.



Mission

Understanding the fundamental cellular and molecular processes of life and to help patients suffering from disease by developing innovative therapies



Vision

- Helping patients and society by developing new treatments
- Leading a novel drug development paradigm through the combination of AI technology and biotechnology



Identity

- Lead novel drug development technology
- Drug discovery (Bioinformatics / AI)
- Creating work culture as a non-profit research institute

History of Mogam Institute for Biomedical Research

- 1989.12 Designated as a cooperation center of WHO (Vaccines and diagnostic reagents)
- 1990.08 Developed an AIDS (HIV-1) diagnostic reagent
- 1991.11 Developed the world's 1st vaccine for Epidemic hemorrhagic fever (Hantavax)
- 1993.06 Developed the world's 2nd varicella vaccine (Suduvax)
- 2004.03 Developed a diagnostic reagent for SARS
- 2014.08 Developed a drug for neutropenia (Neulapeg)
- 2015.11 Developed a quadrivalent flu vaccine (GC Flu Quadrivalent)
- 2015.12 Developed highly pathogenic avian influenza vaccine (GC Flu H5N1)
- 2020.03 Developed next-generation varicella vaccine (BARYCELA)

Contribution to Society

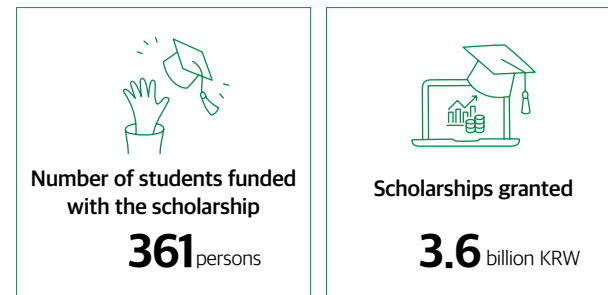
■ Mogam Science Scholarship Foundation

The Mogam Science Scholarship Foundation was established in 2005 for supporting young scientists, our future for leading Korea's science and technology, and thereby contributing to advancement in science and to national development. To this end, we are discovering talented young scientists and support them with scholarships and research funds to become the driving force for the development of science and technology in Korea.

Operation and Performance

The Mogam Science Scholarship Foundation selects scholarship recipients from international students, researchers and university students from freshmen to senior majoring in the field of medicine, engineering, and science who are Korean citizen. We provide scholarships and research funds to our scholarship holders. The foundation began the scholarship project since 2006 and has funded a total of KRW 3.6 billion worth of scholarships and research funds to a total of 361 people on a cumulative basis until 2021.

Performances from 2006 to 2021 (cumulative)



Main Business of Mogam Science Scholarship Foundation

Scholarships	
Overseas Scholarship	Domestic Scholarship
<ul style="list-style-type: none"> • Prerequisite: Scholars with confirmed acceptance to overseas universities (in bachelor's degree, master's degree, PhD, or post-doctoral researchers) or currently attending who holds Korean citizenship • Field: <ol style="list-style-type: none"> ① Biological and biotechnology-related fields ② Field of medicine and pharmacy ③ Other fields of science and engineering • Scholarship amount: \$10,000 per person 	<ul style="list-style-type: none"> • Prerequisite: Undergraduate students attending selected universities in Korea in the current year • Qualifications: <ol style="list-style-type: none"> ① Major (Selection by priority) <ul style="list-style-type: none"> - Priority 1: Bioscience, Biotechnology or Pharmacy, or Chemistry major - Priority 2: Other fields in science and engineering ② Remaining Semester: Undergraduate students with two or more semesters remaining in the regular course ③ GPQ requirement: GPA of 3.5 (based on 4.5) or 3.3 (based on 4.3) ④ Economic conditions: Maximum income level at 30th percentile in accordance with Korea Scholarship Foundation <p style="font-size: small; margin-left: 20px;">* No overlapping benefits with scholarships from other institutions other than national scholarships</p> • Scholarship amount: 10 million won per person

Contribution to Society

■ Future Foundation of Korea

Future Foundation of Korea is a public foundation established in 2009 to operate scholarship project and to help North Korean refugees grow into leaders in the era of unification with a passion for learning and hope for the future. We dream of scholarship recipients to grow into members of a loving community that ensures for equal rights and a bright future. To this end, we are working together to help North Korean refugees to settle down in Korea in various aspects in their lives, health, studies, jobs, and social norms, and to create a happy future as a Korean citizen.

Value System



- Our selection criteria are always transparent for fair opportunities.
- Continuous research based on our expertise will serve as a guide to refugee policy.
- We strive to find ways and to help the North Korean refugees to fulfill their dreams.
- We create a virtuous cycle in which beneficiaries share with society again.

Operation and Performance

Scholarships are provided to North Korean refugees attending universities in Korea from freshman to senior. The work of foundation started with 29 scholarship recipients from 2011 and the number of recipients have been cumulated to 502 by 2021. Since the establishment, we have been operating scholarship projects worth KRW 3 billion through various activities such as training, coaching and counselling.

	Mission Share the Future.
	Vision Care Today Share Tomorrow.
	Core Value Fairness, Expertise, Challenges, Sharing

Performances from 2011 to 2021 (cumulative)

	
Number of students funded with the scholarship 502 persons	Scholarships granted 3 billion KRW

Future Foundation of Korea's Main Business

Scholarship

- Granted for university students who are North Korean refugee
- Scholarship includes supporting for tuition fees, qualification tests, practical educations and training expenses
- Funded scholarship at KRW 3 billion
- Total of 502 recipients of scholarship (cumulated from 2011 ~ 2021)

- Supports provided for North Korean refugees in the local communities
- Training on starting business and vocational competency
- Total of 2,100 hours on training
- Total of 95 beneficiaries (as of 2021)

Support in job search



Mental and physical healthcare

- Care provided for students and adults who are North Korean refugees
- Scholarship includes school visits, professional psychological counselling and comprehensive health checkups
- Total of 2,584 hours to help
- Total of 903 times (as of 2021)

- Studies for innovative settlement supporting business
- Supports for research projects discovery and academic research funds
- 4 academic research achievements (2014~2019)

Study on settlement improvement

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Human Rights Management

Human Rights Protection and Promotion

GC is committed to implement human rights management and to mitigate risks of human rights that might be occurred throughout our business management. To this end, we respect international human rights principles, establish human rights management policy, and enforce our human rights management process, including internal and external communication activation and remediation procedures.

Establishment of GC Human Rights Management Policy

In order to respect and protect the human rights of our employees and stakeholders, GC plans to establish a Human Rights Management policy and to be compliant to this policy throughout our entire members of GC employees, overseas production and sales corporations, subsidiaries, and business partners. In the event which the human rights management policy conflicts with national legislation, we will apply more stringent principles and standards to strive for protecting the human rights of our stakeholders, including members and partners.

Human Rights Management Principle

GC respects the human rights of all stakeholders, including employees, throughout our business management and strives to practice human rights management. We established and publicized 'GC Human Rights Charter' to reflect international principles and guidelines on human rights and labors such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Convention on Child Rights, the International Labor Organization Core Convention, and the OECD Due Diligence Guidance for Responsible Business Conduct. To prevent any violation to human rights within the business sites or with our business relations, various policies including ethical norm and business partner's code of conduct have been also established and strictly adhered to in our management activities.

Human Rights Education

We take human right management seriously. In order to respect for employees' human right and to raise awareness among our employees, we conduct employee training on human rights policies and procedure. We provide training on labor rights to domestic employees, such as prevention of sexual harassment, workplace harassment and improving awareness of the disabled. We will continue to make efforts to protect human rights in the workplace by providing various human rights education.

Scope of Human Rights Charter

GC encompasses Human Rights Management throughout our management activities. This Human Rights Charter applies to all our business stakeholders, including GC's employees (including executives, employees, and temporary employees), business partners, and other stakeholders involved in various business such as investment, mergers and acquisitions. If a matter covered in this Charter is in conflict with the law, the Charter of Human Rights may be amended and used to reflect the laws required by the government. All executives and employees of GC shall perform their duties in accordance with this Charter of Human Rights unless there are special provisions in the national laws, the articles of association, or policy of the organization.

Grievance Handling System

GC operates an online communication system and grievance-reporting center that ensures anonymity. Through these grievance reception channels, we listen and timely respond to various grievances that arise in the company, including human rights issues. Through 'Counseling Café', our bulletin board for handling grievance, we aim to respond in timely manner including notification of the action taken and if not, we deliver action plan with the due date.

Grievance Handling Procedure

1. Grievance reception



- Grievance posted through Counseling Café or through Reporting Center and grievances information is received

2. Check and review



- Information of the grievance is checked for facts
- Protection of informers
- Review of action based on the checked facts

3. Delivery of review results



- Interview with the offender and delivery of the result

4. Grievance handling



- Take actions including disciplinary actions or training depending on the case to prevent recurrence



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Human Rights Management

GC Human Rights Charter

No Discrimination

GC does not discriminate on the basis of gender, age, religion, social status, region of origin, level of education, school of origin, marriage, pregnancy, childbirth, or medical history in recruiting and hiring employees, wages and benefits, education and training, job placement, transfer, promotion, off-boarding, dismissal, and retirement.

Compliance with Working Conditions

GC complies with the legal working hours defined by each country and provides reasonable overtime compensation to the extent prescribed by law. GC complies with the legal minimum wage and operates various welfare systems to create a sustainable working environment for employees, including social insurance support for the country that runs the business. In addition, we provide an appropriate working environment and a flexible working form for employees.

Humanitarian Treatment

GC protects the privacy and personal information of all employees and strictly prohibits any form of bullying including mental and physical violence among employees. In particular, all verbal actions of coercion, abuse, and unreasonable treatment of bullying, sexual harassment, sexual violence, etc. are strictly prohibited, and necessary measures are taken and supports are provided to affected stakeholders.

Prohibition of Forced Labor

GC prohibits all forms of forced labor and labor against the will of employees. Employees are not forced to work by assault, intimidation, confinement, or other acts against their will and the labors are not supplied from the companies involved in these activities. GC also does not keep identification cards and corresponding documents that may constrain employees' behavior.

Prohibition of Child Labor

GC prohibits all forms of child labor, and checks the age of applicants in the process of employment and other labor contracts. When hiring underage workers, we comply with the laws and regulations of each country in the business area, and strictly prohibit for any restrictions on educational opportunities of underage workers due to their works.

Freedom of Association and Collective Bargaining

GC guarantees freedom of association and collective bargaining. We ensure members' rights to unite, collective bargaining, and collective action, and employees are not subject to employment disadvantages for participating in legitimate bargaining activities.

Assurance of Occupational Safety

GC actively supports employees to work in a safe and hygienic work environment. In addition to complying with the national occupational safety regulations, risk factors are identified and prevented in advance through workplace risk assessment, and training is provided to enhance employees' safety awareness.

Human Rights Protection of Local Residents

GC does not violate the environment, safety, and health of local communities and residents in the process of operating workplace, construction of new facilities, and expansion of the current facilities.

Grievance Handling

GC operates a constant grievance handling channel to listen to our stakeholders. We secure the anonymity of grievance informers and confidentiality of the personal information and the information being provided. We are at our best effort take necessary action at timely manner and provide responses to the results of our review and the actions taken.

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Recruitment of Talented People

GC respects the human rights of applicants throughout the recruitment activities and makes various efforts to manage positive experiences. More than 98% of total recruitment are hired as full time employees every year to create quality jobs and to stabilize employment.

Internship Program

GC actively operates internship programs to provide career design opportunities for young people, and to recruit excellent and verified talents.

During the internship period, we provide opportunities for practical work experiences, evaluate through assignments, and recruit as our full-time employee for interns with satisfactory evaluation results. In order to promote industry-academic collaboration between companies and universities, we have established partnerships with various universities and recruit interns from those universities.

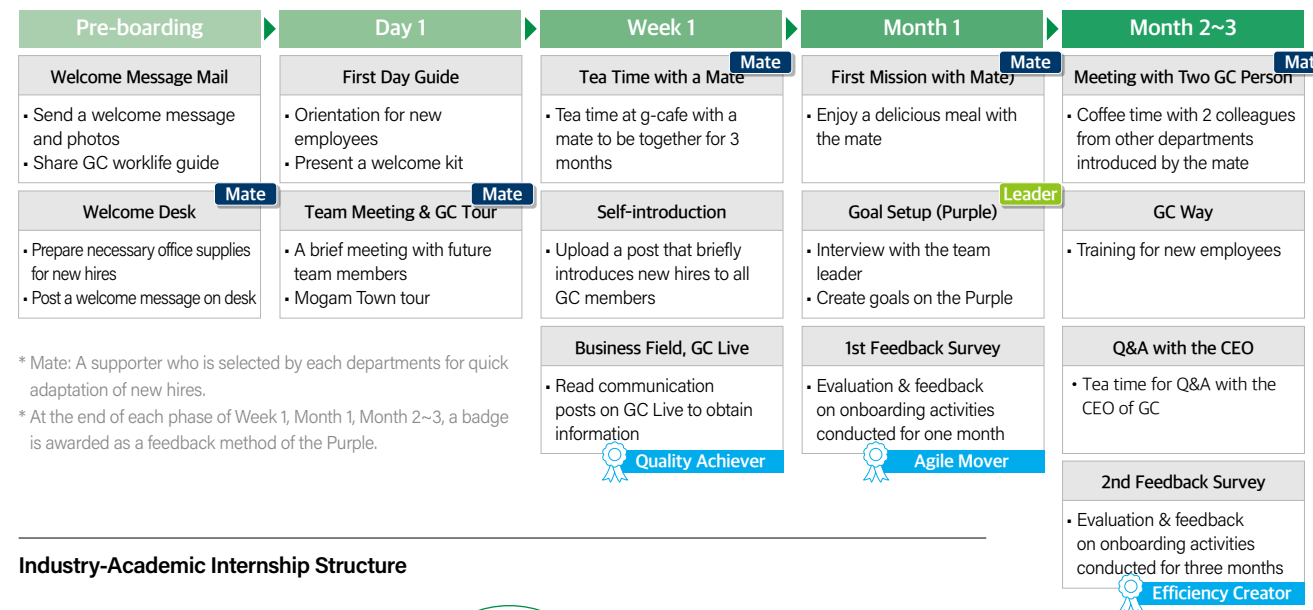
Recruitment of Interns (Unit: persons)

Year	No. of interns	Convert to regular employees	Conversion within 6 months	Conversion within 1 year	Ratio
2021	91	15	11	4	16%
2020	64	6	5	1	9%
2019	29	7	5	2	24%
Total	184	28	21	7	15%

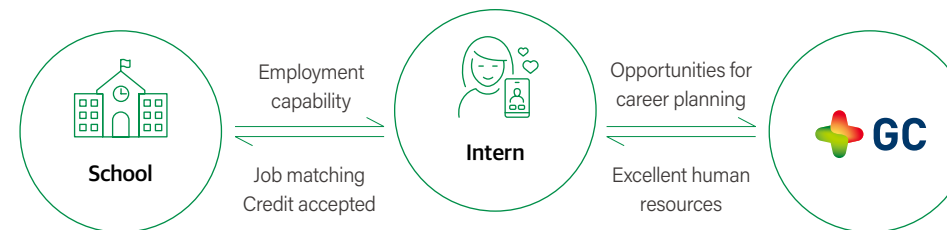
On-boarding Program for New Employees

GC operates an on-boarding program for new employees based on communication. We support new employees to settle down quickly by utilizing cloud-type data-sharing performance management system under the pandemic situation where face-to-face interactions are limited. From pre-boarding to 3 month of on-boarding, performance management system is utilized to earn feedback badges from colleagues every time when work-related activities are certified, increasing sense of accomplishment. In addition to operating performance management system, we continue to manage our on-boarding program by spontaneously listening to user opinions.

[Example] GC's New Employee Program



Industry-Academic Internship Structure



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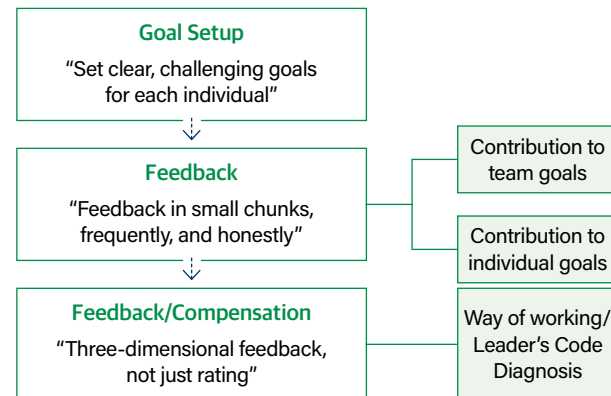
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Performance Management System

GC operates 'Continuous Performance Management' program to monitor for employee's work performances. By repeating the goal setting, task performance, performance review, and communication cycles in a short period of time, the focus is on 'helping you achieve more' rather than the tool for evaluating.

To establish clear and challenging goals for each individual, we focuses on alignment of goals as a company, a group, and as an individual from our mission and vision, and feedbacks are given all-year-round based on an absolute evaluation-based nurturing performance management system.

Especially, by utilizing the newly introduced cloud-based data sharing performance management system, information related to the performance of goals and tasks is disclosed in real time to support the achievement of goals through real-time feedbacks. GC operates a fair and reasonable compensation system based on the individual performance of employees, highlighting non-monetary compensation and motivations as well as monetary compensation, including basic and performance bonuses.



Talent Development System

GC's Employee Competency Improvement Program focuses on proactively developing future leaders in consideration of business direction and characteristics. To this end, we focus on the development of employee competencies and their careers, and operate various training programs for each employee including the leadership capability development and executive strategy workshops.

Training Program to Nurture Future Talent

Executive Strategy Workshop

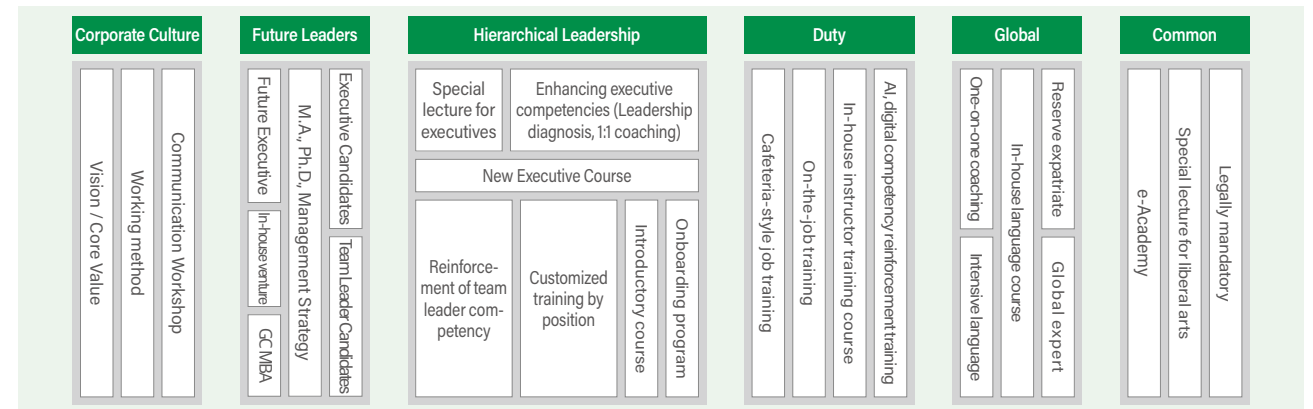
GC is a member of the MIT Industrial Liaison Program (ILP) and promotes for close collaboration with MIT researchers. Through executive briefings for senior executives, collaboration with MIT-Startups, and participation in various conferences and symposiums, we are discussing new business developments, strategy developments, and emerging research and technology with MIT faculty.

Leadership Capability Development

Each year, executives and team leaders are diagnosed for competencies and personal characteristics required for their roles. We provide debriefing and coaching sessions on diagnostic outcomes to support leadership development based on self-evaluation and awareness.

Employee Competency and Experience Development

We provide various trainings and networking opportunities such as training courses, domestic and overseas academic seminars and conferences to help employees adapt to the organization and work, and to enhance their professionalism. Also, we support customized self-directed learning based on digital curation by establishing a smart learning platform (GC University).



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Support for Taking Degree and Certification

All members of the GC are provided with a variety of training opportunities for competency development required for job performance and selected members will have further opportunity to develop a higher level of competency through educational institutions at home and abroad.

Especially, we operate a supporting system to acquire degrees and certificates to foster next-generation leaders with professional competencies.

Members selected through the fair and transparent selection process are being supported with in-house MBA, domestic part-time MBA, master's and Ph.D. courses, and tuition fees are supported for these courses, degrees, and certificates.

GC Flexible Working System

Work from home	Working without time and place constraints
Flex-time work	Different commuting time while complying with legal working hours
Flexible working hours	Complying with the average working hours for three months in accordance with legal requirement
Discretionary working hours	Working hours and methods are entrusted to the discretion of workers in light of job characteristic
Holiday replacement	Substitution of working days with holidays based on agreement with employees
Compensation leave	Compensation of vacation for overtime or holiday workers

Awards



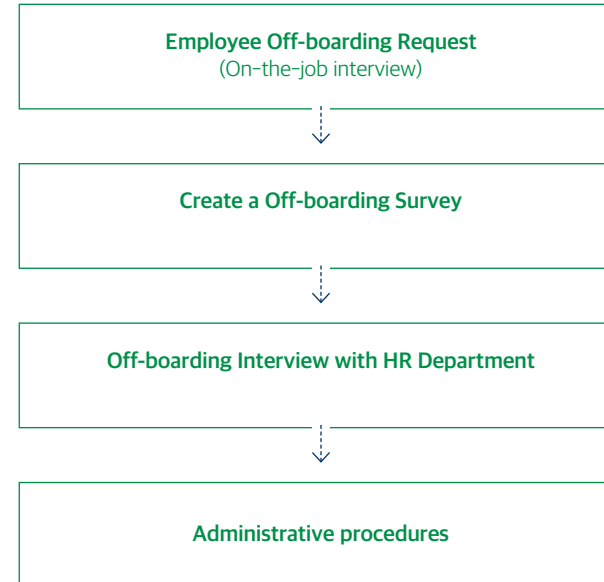
GC Biopharma Selected as a **leisure-friendly company** (2018, MOCST)

GC Labs Selected as a **family-friendly company** (2018, MOGEF)

Work-Life Balance

GC has established various work plans to accommodate maximum work efficiency through GC Flexible Working System. Employees are able to work at flexible hours, given with options to work from home. Also, they are able to manage or being compensated with their vacations to support continuous work performances. Also, recently, we have set up hub offices to support long distance commuters and facilitate outside meetings to change the way we work and work efficiently.

Retirement Process



Off-boarding Process

The respect for the human rights of employees is extended to the off-boarding process at the end of the employee life cycle. Retirement is as cumbersome and complex as hiring, but we are going through an off-boarding process to minimize negative experiences.

In addition, we analyze employee experience based on retirement surveys and interviews and utilize to enhance an employee-friendly condition. Moreover, GC Biopharma provides re-employment support services to involuntary retirees over the age of 50, as a company with more than 1,000 employees in accordance with the Elderly Employment Act.

Thank you for being with us.

짧다면 짧고, 길다면 긴 시간 동안 GC와 함께 해주셔서 감사합니다. 귀하의 수고와 노력을 통해 우리는 한 걸음 더 나아갈 수 있었으며, 앞으로도 한 회사의 동료로서 상생하는 관계가 되기를 소망합니다.

여러 과정을 거쳐 임사하셨던 만큼, 퇴직 시에도 거쳐야하는 프로세스가 있습니다. 아래 내용을 참고해 퇴직 절차를 진행해 주시고, 어려움이 있다면 언제든지 말씀해 주세요.

GC는 인생의 다음 단계를 시작하는 귀하의 새로운 여정을 응원하겠습니다!

퇴직 프로세스 안내

- 리더에게 퇴직 의사 밝히고, 퇴직 관련 조율(업무인수인계 등) 등 면담 실시 → (G+HR) *1 퇴직자 설문 작성 & 퇴직면담 작성
- HR Exit Interview 참여 & *2 IRP개최자료 제출
- (G+HR) 퇴직 업무 담당자들이 모두 확인하면 → *3 퇴직서 출력 → 퇴직원 서명 → HR 퇴직담당자(김은선)에게 제출

* 퇴직 프로세스는 오피스에 출근하는 최종 출근일까지 모두 완료해 주시기 바랍니다.

*1 퇴직자 설문

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Corporate Culture Improvement

GC operates selected change managers consisting of a working group and listens to the opinions of the members of the organization. For helping employees to directly participate in the company's operations, official communication channels and regular meetings are taking place to discuss key issues related to organizational operations and systems, including organizational culture and to present new ideas.

Major Roles



Observe and induce changes in organizational culture

- Observation of organizational culture and behavior change of members based on the Ground Rule
- Planning of actions to vitalize organizational culture



Organize and participate in the Junior Board

- Organization and operation of regular meetings to discuss major issues related to organizational operation and systems, including corporate culture

In addition, regular online and offline town hall meetings hosted by the CEO are being held to create a venue for horizontal communication and expansion of contact between employees.

G-Culture to Build a Digital Organizational Culture

GC also wanted to redefine the way we work to innovate the customer value. Recognizing that the key to business success in the era of digital transformation lies in corporate culture, 'G-Culture' based on employee-centered storytelling is spreading throughout GC affiliates. G-Culture consists of 12 keywords and offers a way to work 'Fast, Young and Strong' for both managers and team members.

Implementation of Smart Office

GC provides a pleasant office environment for employees through renovation of the existing headquarters building. The keywords of office space to become a happy workplace contain horizontality, flexibility, and communication.

Enhancing Employee Communication

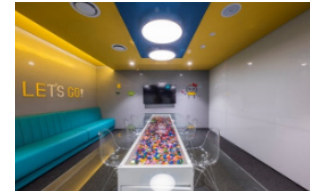
GC conducts an annual survey on employees to build a desirable organizational culture. We are collecting honest opinions from employees on the working atmosphere and conditions of the company, identifying areas that need to be improved, and seeking directions to increase work satisfaction.

In addition to establish a sound labor-management culture, the labor union and management are working together toward the common goal of guaranteeing freedom of collective bargaining, securing employment and improving the company's competitiveness.



<Serendipity Lounge>

It is a space created in the hope that there will be a brilliant discovery in an unintended encounter that occurs while passing through the lounge.



<Smart Meeting Room>

A themed meeting room has been prepared to create a creative space, and smart reservation methods have been applied to enable more efficient meetings.



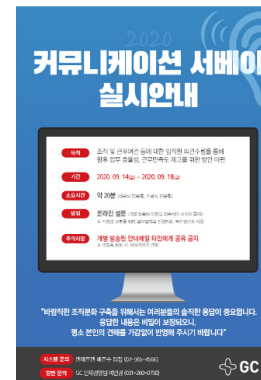
<Multi Office>

The workspace layout was organized in various ways to utilize the space according to the characteristics of the work.



<Share Commonsplace>

We provide public spaces such as personal lockers and phone rooms by actively reflecting employee opinions. Office automation system that are used without space restrictions help to work more efficiently.



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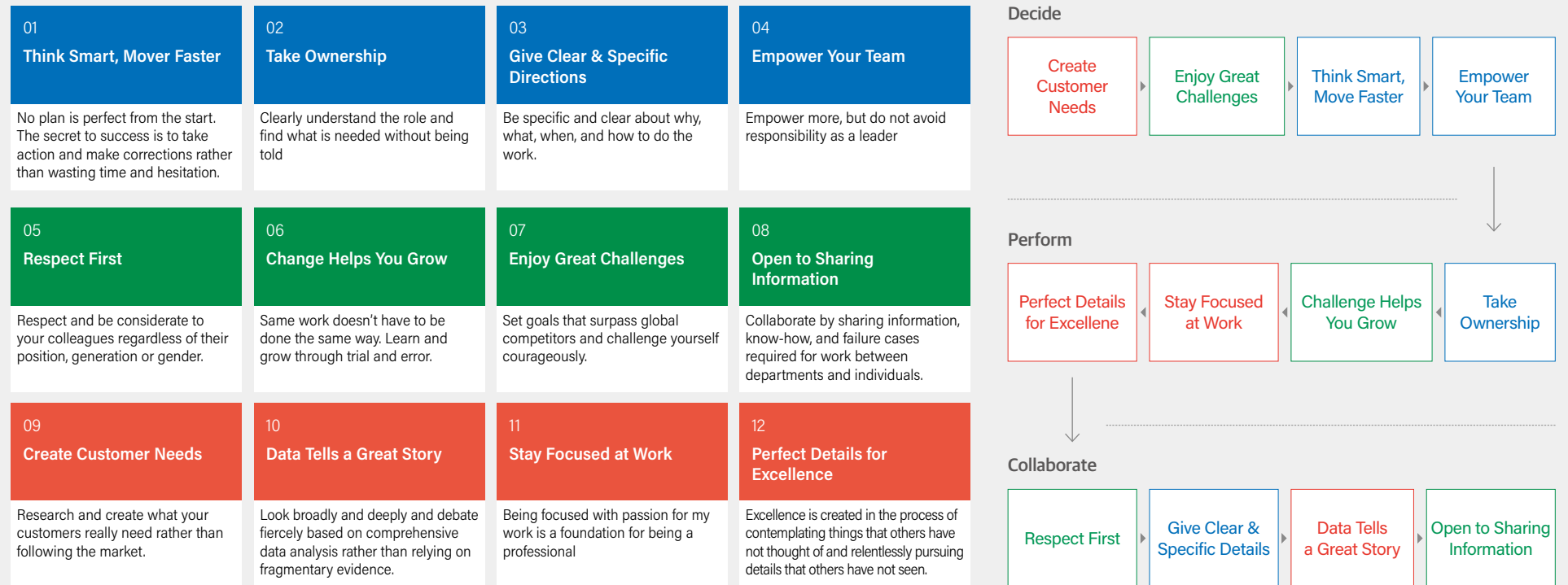
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G-Culture: Way of Working Fast, Young and Strong

The Way of Working (WoW) Journey Map, which reconstructs the way you work, encourages members to actively utilize G-Culture in practice. Also, G-Culture keywords have been placed in office spaces, PCs, and notebooks so that employees are exposed in daily manner.



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GC In-house Welfare System

■ GC Childcare Center

GC operates GC Childcare, an in-house daycare center for employees' children. In addition to the nursery with various learning materials, GC Childcare has various facilities including an auditorium for group activities, a special activity room for various experiences, and a cafeteria. Also, there are gardens for outdoor activities, rooftop gardens where children can play freely, and children's playgrounds where they can spend time with their friends. The center consists of a total of five classes from the age of 1 to 5 years old, and teachers provide learning programs focusing on children's voluntary choices and activities, creating a safe and warm educational venue.

GC Childcare Center  **Grand Prize at 'The-Jaram Nursery Contest' (2018, MOEL)**



■ In-House Fitness Center "GYM"

The GYM is an in-house fitness center responsible for healthy company life for GC people. The GYM, which consists of two floors above the ground and with one basement floor, is freely available throughout the day, as well as on weekends and holidays. The GYM on the second floor is equipped with a body composition meter, aerobic exercise equipment such as cycling, and weight exercise equipment such as chest and leg press, barbells, and dumbbells. In particular, professional qualified trainers reside in the GYM to help employees exercise safely and effectively.

GYM



■ In-House Clinic "Dr.GC"

GC is making various attempts to transform into happy workplaces for our employees. To accomplish this, we opened an in-house affiliated clinic in June 2022 and manage the health of employees professionally and systematically through the experience of professional medical personnel and various IT technologies.

Dr.GC



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GC's Welfare Benefits

Family-friendly

✔ **Helping the family**

- In-house daycare center, **GC Childcare Center**
- Free of charge for all GC employees, **In-house wedding hall**
- No worries for tuition fees **College Scholarships**
- Always by your side, through ups and downs, **Financial support / flower to congratulate and to express condolences**

✔ **Add Happiness to your happy day**

- Having fun on holidays! **Gifts on holidays, foundation anniversaries, and Labor Day**
- Happy day celebration! **Gifts for wedding and childbirth**

Leisure

✔ **Add Vitality to Business Life**

- With close colleagues, **In-house clubs**
- Drinks are on the house, **In-house Café**

✔ **Support Self-Development**

- Helping your self-development, **Support for education expenses**
- New books every month, **In-house library**

✔ **Support Vacation**

- Convenient relaxing, **Corporate condominium**

Life stability

✔ **Provide the Best Working Environment**

- Better working environment, **Office supplies support**
- What's for Lunch? **Free cafeteria**
- Last stop, GC, Easy commuting, **free shuttle bus**

✔ **Decrease the Burden**

- Make a home, **Home purchase loan**

Healthcare

✔ **For Your Healthy Future**

- With professional trainers, **Fitness center**
- With your spouse every year, **Health checkup**
- No worry about the flu, **Free flu vaccine**

- Don't keep it to yourself, **Outside counseling system**
- GC's special benefits, **Cancer treatment support**

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Why is this Important?

GC perceives responsibility for reducing the environmental impact by corporate activities and protecting the safety and health of stakeholders. GC strives to minimize wastewater, waste, air pollution, and hazardous chemical generated during corporate activities, and to manage energy and greenhouse gases, which are current global environmental issues. We are also paying special attention to create safe and healthy working environment for our employees.

How to Approach?

To declare our commitment on HSE management, we have established high-level corporate policy on HSE. Under the HSE policy established and for effective implementation of HSE, we put together organizations in each of our affiliate in the aspects of decision-making and execution. Each organization has obtained certification on HSE and endeavor to work beyond the legal requirements. Furthermore, to keep our promises in committing in HSE management, we have established goals that we can accomplish in more practical sense such as investment in high-efficiency and eco-friendly facilities, improving manufacturing process and facility and looking at ways to reduce greenhouse gas emissions. In addition, by introducing the CMS (Chemical Management System), we are at our best efforts to protect the nature and humankind, as well as keeping in compliance to relevant laws such as 「Chemical Substance Control Act」 and the 「Act on Registration and Evaluation of Chemical Substance」.

Materiality Issues

Tier 1

- Occupational safety & health
- Greenhouse gas emissions
- Hazardous substance management

Tier 2

- Waste management

Tier 3

- Energy management
- Water resource management

Key Performance

Company-wide environmental and health policies **ISO14001 (Environment)**
ISO45001 (Safety & Health)

PSM (Process Safety Management)

Link to UN SDGs

- 6. CLEAN WATER AND SANITATION
- 7. AFFORDABLE AND CLEAN ENERGY
- 12. RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13. CLIMATE ACTION
- 14. LIFE BELOW WATER
- 15. LIFE ON LAND



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Company-wide ESH Policy

GC officially declared our commitment to HSE management by establishing a company-wide HSE policy in 2015 that includes our intention and strategy of minimizing impact to environment due to corporate activities. To keep to our commitment, we are enforcing systems to manage HSE to pursue for the safety and health of our stakeholders including customers, employees, and business partners as well as the environment. In particular, to minimize impact to environment, comply with the regulations, prevent from accidents, and

improve the working condition, each work site has established its own site policy. These policies are established to reflect the characteristics for each work site and their own risk factors and sizes.

GC's Organizations on HSE Management

In accordance with the policy established on HSE by GC, we put together organizations in the aspects of decision-making and execution for better management over HSE.

GC Environment and Safety/Health Policy

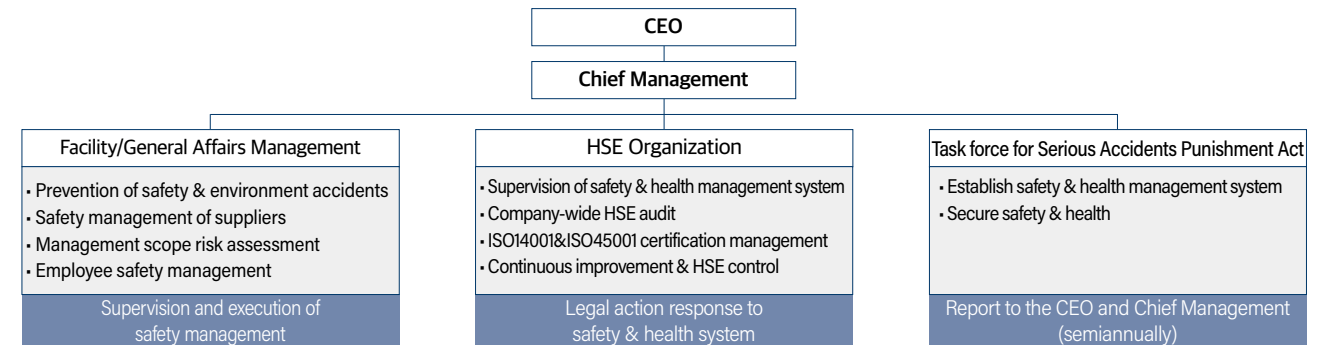
GC is on a great path to create a new history as a pharmaceutical company through pertinent quality products and management and for this, we established a new vision 'Becoming a leader in the global health industry, ushering in a healthier future for all humankind.'

Furthermore, to fulfill our duty in social responsibility and to satisfy our stakeholders through respecting humanity, we place Health, Safety and Environment (HSE) as the highest priority and endeavor for natural environment conservation and accident-free workplaces under HSE management.

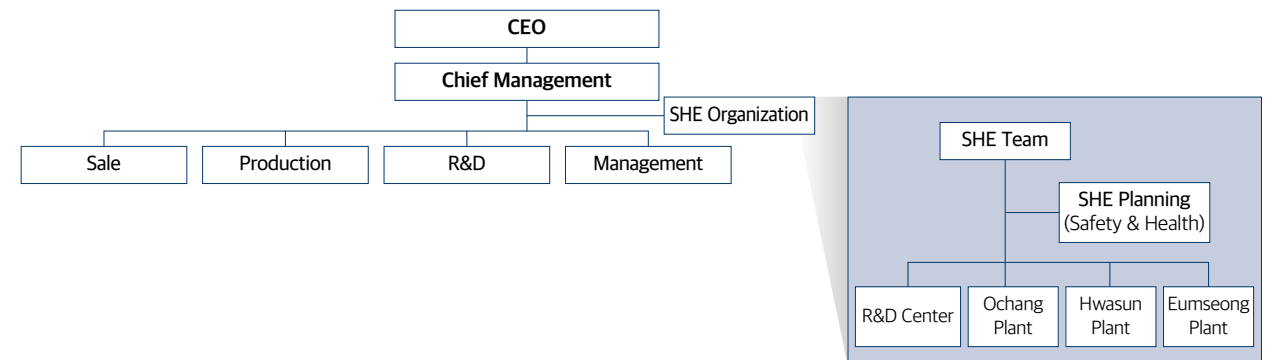
To this end, we established the following policy for effective ESH management describing the roles and responsibilities of GC employees.

- Development and Manufacturing of Ecofriendly Products**
 - We strive to develop ecofriendly products and to minimize contaminants in entire process from development to manufacturing.
- Compliance with Laws and Regulations on Environmental, Safety and Health**
 - We comply with domestic and international HSE laws and apply stringent control on in-house management standards for continuous improvement.
- Corrective and Preventive Action**
 - We establish goals on HSE, allocate resources proactively, and continuously verify, monitor, evaluate, and correct to eliminate potential risk factors for HSE accidents.
- HSE Communications**
 - We increase the awareness of stakeholders and employees through active promotions and trainings on HSE. Through expanding mutual understandings and communications with partners and local communities, we endeavor to lead the enhancement of HSE to fulfill our social responsibility.

[Example] GC's Environment, Safety, and Health Management Organization



[Example] GC Biopharma's Environment, Safety, and Health Management Organization



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Environmental Management System

It is in GC's best interest to manage the Earth's environmental risk to be minimized as well as to maintain the work environment to be comfortable and safe, and we strives to minimize environmental impact from a mid-to long-term perspective through Net Zero campaign and more. Recognizing the need to participate in responding to climate change from a long-term perspective, we are considering ways to reduce greenhouse gas emissions in accordance with the Paris Agreement. Also, we will continue to strive for keeping the environment clean by minimizing air and water pollution and increasing the recycling rate of the waste.

Environmental organization of each GC affiliate establishes and implements environmental management plans that includes goals, tasks, execution, evaluation, opportunities for improvement on wastewater and waste management, environmental facilities management for reducing pollutants and greenhouse gas, and saving energy and resources.

GC is established an Environmental Management System in accordance with the ISO 14001 (Environmental Management System) to establish improvement plans and to monitor the progress. Additionally, we have established SOPs to train our employees including contract workers on environmental management to enhance awareness of environment. We strive for a seamless management over environment management by prevention, control and improvement on factors those may impact environment. Also, we have established an integrated HSE system to carry out environmental, safety and health management at higher standard, as well as being in compliance with laws such as the Framework Act on Environmental Policy, Clean Air Conservation Act, Waste Control Act, and Act on the Integrated Control of Pollution-discharging Facilities.

Environmental Audit

The HSE team of GC (Holding Company) conducts regular audits of all affiliates' environments (including air, water quality, waste, and chemicals), and operates environmental

regulatory management systems such as preventive actions for environmental accidents and monitoring updates in the environmental laws. In particular, GC Biopharma ensures that its dedicated SHE team regularly conducts environmental audits across all sites to ensure continuous improvement in environment and to follow-up on management of regulatory responses.

Evaluation on Environmental Performance and Regulation Management

GC's work sites those are accredited with ISO 14001 certificates have established processes, standards and SOPs

for environmental impact assessment. In accordance with the procedure established, periodic evaluation takes place on environment impacts to work tasks, products and services that we provide. Through these evaluations, we ensure compliance beyond the legal requirements. Also, we have established SOPs on regulation management to acquire, review and utilize the responsibilities on environmental regulations and other requirements directly applicable to production activities, products or services, and keeping them up-to-date. Through periodic review, we ensure compliance with regulation and other requirements.

GC's HSE Management System Certifications

Company	ISO 14001 (Environment)	ISO 45001 (Safety & Health)	% of Certified Worksites
GC (Holding Company)	●	●	100% (Head Office in Yongin)
GC Biopharma	●	●	100% (Ochang, Hwasun, and Eumseong Plants, R&D Center)
GC Cell	Application in Progress (2022)	Application in Progress (2022)	Certification in preparation (Cell Center)
GC Wellbeing	●	●	100% (Seongnam Plant, Eumseong Plant)
GCMS	●	●	100% (Eumseong Plant)
GCEM	●	●	100% (All worksites)

Basic Environmental Training

Area	Target	Training hours	Related laws
Water quality	Clean Water Environment Engineer	28H/3Y	"WATER ENVIROMENT CONSERVATION ACT" Article 67
	Professional Air Environmental Engineer	28H/3Y	"CLEAN AIR CONSERVATION ACT" Article 77
Air	General Air Environmental Engineer	14H/3Y	"CLEAN AIR CONSERVATION ACT" Article 77
	Wastes		
Wastes	Waste discharger	4H	"WASTE CONTROL ACT" Article 17, 35
	Medical waste discharger	4H	"WASTE CONTROL ACT" Article 17, 35
	Technical employees and supervisors of hazardous chemical substances	16H/2Y	"CHEMICAL SUBSTANCES CONTROL ACT" Article 28
	Hazardous Chemicals		
Hazardous Chemicals	Person in charge of handling hazardous chemicals substances	16H/2Y	"CHEMICAL SUBSTANCES CONTROL ACT" Article 28
	Persons working for the relevant hazardous chemical substance handling facilities	2H/Y	"CHEMICAL SUBSTANCES CONTROL ACT" Article 28
Energy	Person in charge of energy management	7H	"ENFORCEMENT RULE OF THE ENERGY USE RATIONALIZATION ACT" Article 32



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Response to Climate Change

GC is working to reduce energy use and greenhouse gas emissions as a counterpart to climate change, especially at manufacturing sites of our affiliates. In particular, we intend to respond to climate change by improving manufacturing facilities and energy efficiency and to fulfill our responsibilities as a company by creating a low-carbon society. GC manages greenhouse gas emissions and direct / indirect energy use by establishing reduction targets for Scope 1 (direct emission) and 2 (indirect emission) in the workplace. GC Biopharma Ochang plant, the largest manufacturing plant, is included in the Emission Trading System under the Act on the Allocation and Transaction of Greenhouse Gas Emissions under Article 42 of the Framework Act on Low Carbon Green Growth. We report amount of greenhouse gas emissions and energy use to the government after third-party verification and disclose them to stakeholders transparently.

Efforts to improve manufacturing facilities and energy efficiency

#1 Review of investment in high-efficiency facility
High-efficiency transformers, etc.



#2 Review of investment in eco-friendly facility
Fine dust reduction facilities and filters, etc.



#3 Review of manufacturing process efficiency
Wastewater treatment plant, etc.



#4 Review of process facility efficiency improvement

Building a Circular Economy

As led by manufacturing sites of GC affiliates, we establish chemical substance management, waste management, and wastewater management system and are upgrading to a circular environment system.

Chemical Substance Management

We established chemical substance management system using chemical substance inspections to ensure safe chemical substance management and compliance with related laws. Periodic audits and activities of continuous improvement takes place for chemicals handling at all workplaces including activities of chemical storage, transportation, storage, and management. In addition, periodic audits take place on inventory and usage of chemicals to safely manage them.

Waste Management

We strive to minimize waste generation in the production processes and established goals to minimize waste generation and water use. To this end, we established procedures for waste management in accordance with the associated laws and regulations. We practice minimization of impact to environment through safe disposal, recycling and minimizing generation of waste. In particular, medical waste (isolated medical waste, hazardous medical waste, and general medical waste) is the designated waste generated from the pharmaceutical industry, consigned to a specialized contract company in accordance with appropriate process, and reported to the competent authorities.

Wastewater Management

The wastewater generated by the manufacturing plants is treated and discharged so that it does not affect the environment and to comply with requirements. Also, efforts are made to reduce wastewater generation by recycling of the water discarded after use in certain production process of the manufacturing plant.

Manufacturing Sites of GC Affiliates

Affiliates	Manufacturing Sites
GC Biopharma	Ochang Plant, Hwasun Plant, Eumseong Plant
GC Cell	Yongin Cell Center
GC Wellbeing	Seongnam Plant, Eumseong Plant
GCMS	Eumseong Plant

Green House Gas Reduction and Energy Saving Activities

■ Introduction of Plant Steam

GC Biopharma Ochang Plant previously relied on liquefied natural gas (LNG) fuel, but since 2017, we converted energy sources to steam (heat) supplied from outside. This reduces fossil fuel-based energy use and inhibits the generation of nitrogen oxides (NOx), a culprit for air pollution and global warming. With our efforts, Ochang Plant has registered from 'Type 2 Business' (20 to 80 tons of air pollutant generation per year) " to 'Type 4 Business' (2 to 10 tons air pollutant generation per year).

■ Introduction of Energy Storage System (ESS*)

In 2018, GC Biopharma Ochang Plant has introduced ESS*, an energy smart technology that stores power at low load times for utilizing power during high load time and is reducing effectively maximum demand and usage.

* ESS: A system that increases energy efficiency with energy-use technology that stores the generated and wasted power into a battery for later use

Activities to Reduce Chemical Generation

■ Preparation for backup sediment tank in the wastewater treatment plant

GC Biopharma Ochang Plant operates three sedimentation tanks in the wastewater treatment area where two tanks are utilized for 24/7 and the rest is kept on idle that is on standby for use during contingency.

■ Efficient water quality management through manhole drawing maintenance

GC Biopharma Ochang Plant has routinely prepares the latest drawings for the water treatment tank for the entire business site to enable efficient water pollution prevention as part of facility management.

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Safety and Health

GC established HSE system accordingly with international standards ISO45001 (Health and Safety Management System) and Process Safety Management (PSM), and actively conducts HSE activities such as safety training and conjoint safety inspections to prevent and manage accidents by considering the overall value chain including suppliers. Special attention is paid to safety and health management so that all employees of GC can work in a safe and healthy working environment and live a healthy life.

Establishing and Implementing Health and Safety Plan

Each year, all affiliates establish a "Safety and Health Plan" that includes HSE organizations, budgets, goals, tasks, etc. along with the health and safety management principles, and these future plans are reviewed and approved from the board of directors.

Operation of Occupational Safety and Health Committee

Under Occupational Safety and Health Act, the Occupational Safety and Health Committee for each workplace is operated to prevent workers' risks and health issues, where labor and management are deliberating and voting on matters related to safety and health. Through the operation of the committee, labor and management are working together to create a safe and healthy working environment by discussing the establishment of an industrial accident prevention plan, the establishment and revision of safety and health management regulations, train programs on safety and health, and any opportunities for further improvement.



Operation of Department dedicated to Health and Safety

We operate a company-wide health and safety management system centered on department dedicated to health and safety of GC affiliates. This department is responsible for regular safety inspections and risk analysis on facilities and equipment in the work sites and continues to make efforts in increase in safety management capabilities of employees through conducting various training in safety.

We strive to protect employees' life and company property through preventing industrial accidents and fire accidents by establishing an emergency response system. Activities taken for health and safety are regularly evaluated for execution on plans established.

Also, we contribute to stable production activities by providing a timely supply of utilities and an optimal office/experimental environment as well as creating a pleasant and safe working environment along with the improvement of employee health.

PSM Training for Field Workers



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Safe Working Environment

GC is carrying out various activities to operate the Health and Safety Management System and to build a safety culture for our members.

As part of on-board training on new employees, we provide safety related trainings such as occupational safety and health training on installation and management of safety facilities, material safety data sheet (MSDS), occupational disease prevention measures, daily first aid, and job stress management etc. accordingly with their jobs assigned. Regular health and safety education (quarterly) for all employees, and professional training of occupational safety and health for supervisors are mandatory. Also, various safety environment education programs are available to enforce employee awareness and spread safety culture in the company.

Each year, we conduct fire drills participating all employees and train them on initial measures and evacuation methods when a fire breaks out, and we regularly conduct emergency response drills to establish an emergency response system.

In an effort to create a safe working environment, protective gears for lab personnel are provided including safety glasses, safety shoes, gas masks, safety gloves, etc., and laboratory safety and emergency response facilities and supplies are available such as chemical storage facilities, emergency shower facilities, and fume hood emergency supplies.

Various wastes discharged from the laboratory are safely treated by providing a dedicated waste bin, and through work environment measurements conducted twice a year the laboratory environment is monitored to ensure that the laboratory environment is safe.

We conduct periodic on-site safety inspections to enforce on-site health and safety management. Through these inspections, we have established an industrial accident prevention plan and discovered and implemented measures to improve employees' health and evaluate and mitigate risk

factors within the working environment.

Furthermore, we will continue to identify for risks on accidents associated with disasters, material hazards and product hazard and will strive to reduce and mitigate those risks identified.

GC Biopharma Ochang Plant obtained "S" grades* from the Ministry of Employment and Labor and Process Safety Management (PSM) in 2021 as a result of our efforts to improve safety management, including continuous training, intensive inspection and audit. As part of these efforts in 2021, the plant has been selected as the best safety management company in the manufacturing sector and awarded with Korea Safety Award (Minister of Public Administration and Security Award) to officially recognize our efforts to create a safe workplace.

* Four PSM Grades: P, S, M+, M-

GC Biopharma Ochang Plant won the Korea Safety Award



Develop emergency response scenarios against environmental and safety accidents and conduct regular training



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Basic Training on Health and Safety for GC Employees

Training Program	Target	Training Hours
Regular health and safety training	All members	3~6 hours/quarter
Supervisors regular health and safety training	Managers	16 hours/year
Training for Persons in charge of safety and health management	Person in charge of establishment	6 hours/2 years
Safety officers training	Manager	24 hours/2 years
Health officers training	Manager	24 hours/2 years
Fire safety controllers training	Manager	4 hours/2 years
Assistant fire safety controllers training	Manager	4 hours/2 years
Education for PSM	PSM Secretariat	2 hours/half-year
	Practical affairs manager	2 hours/month
	On-site worker	6 hours/half-year
Education for MSDS	All members	2 hours/year
Education for a new employees	New employees	8 hours
Education for transferred employees	Those that apply	2 hours
Special health and safety training	Workers subjective to training	4~16 hours
Safety education for outsourced contractors	Outsource contractors	1 hour
Safety education for in-house contractors	In-house contractors	2 hours/month
Safety education for persons working for the relevant hazardous chemical substance handling facilities	All members	2 hours/year
Safety education for Person in charge of handling hazardous chemicals substances	Chemical handling personnel	16 hours/year
Emergency training	All employees	2 times/year
ISO14001&45001 internal auditor training	ISO Internal Examinant	Once/year
Special lecture on developing safety awareness of employees	All employees (including related companies)	Once/year

Regular Health and Safety Training

- Occupational safety and accident prevention
- Occupational health and prevention of occupational diseases
- Promotion of health and disease prevention
- Management of hazardous work environment
- Occupational Safety and Health Act and general management
- Prevention and management of job stress
- Prevention and management of health disorders caused by workplace harassment, abusive language of customers, etc.

Regular Health and Safety Training for Supervisor

- Occupational safety and accident prevention
- Occupational health and prevention of occupational diseases
- Management of harmful and dangerous working environments
- Occupational Safety and Health Act and the Industrial Accident Compensation Insurance System
- Prevention and management of job stress
- Prevention and management of health disorders caused by workplace harassment and abusive language by customers
- Hazards, and disaster prevention measures in the work process
- Standard safety operation methods and guidance instructions
- Role and duties of the management supervisor
- Development of health and safety educational capabilities
- Occupational health and prevention of occupational diseases
- Promotion of health and disease prevention
- Management of hazardous work environment
- Occupational Safety and Health Act and general management
- Prevention and management of job stress
- Prevention and management of health disorders caused by workplace harassment, the abusive language of customers, etc.

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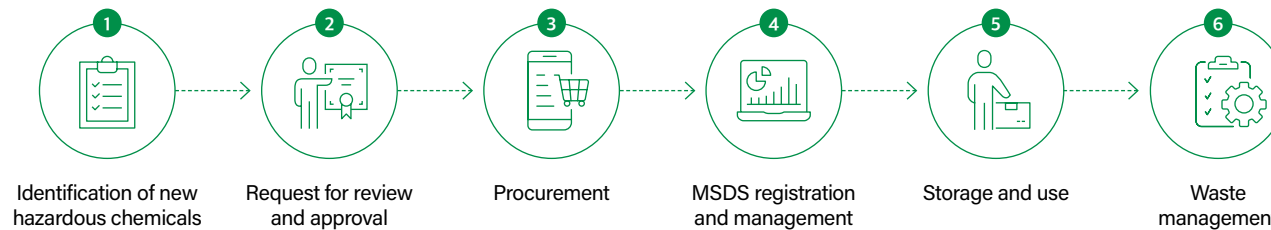
Safe Management of Chemical Substances

All chemical handling sites of GC are committed to protecting the natural environment and the operators and we comply with the implementation of relevant laws and regulations such as "Chemical Substances Control Act" and "Act on the Registration and Evaluation of Chemical Substances".

According to all hazardous chemicals management processes stipulated in the relevant laws, the company conducts risk assessment based on MSDS (Material Safety Data Sheets) *, establishes appropriate safety management plans, and controls from overall courses from warehouse to disposal to prevent safety accidents and environmental pollution. Furthermore, regular safety training for handlers, management of handling facilities, and emergency response training programs are provided for safe chemical management.

We manage MSDS data including product and raw material handling and storage methods, substance name and ingredients, hazards, hazards, necessary protective equipment, precautions, etc. and are training for users about MSDS for the purpose of preventing accidents such as occupational diseases, fires, explosions, etc.

*MSDS (material safety data sheet): Documents containing information necessary to safely use and manage chemical substances



Employee Health Management

GC operates various support systems to promote employees' health care. We provide comprehensive medical checkups once a year for employees and their spouses, and we provide flu vaccinations for all employees and their families.

Special health checkups and work environment evaluation are regularly conducted for employees who perform special duties dealing with harmful chemicals, including non-regular workers. Furthermore, in order to improve the physical and mental health of employees, psychological counseling service programs are available along with the operation of a health clinic and a gym. After the outbreak of COVID-19, we are making efforts to protect the health of employees from infectious diseases by thoroughly quarantining at all workplaces as a precautionary measure.

Scope of Response to Chemical Regulations

Act on the Safety Control of Hazardous Substances	Occupational Safety and Health Act	Chemical Substances Control Act
Class 1 Oxidizing Solids	Occupational exposure limits for chemical substances	Hazardous chemical substances
Class 2 Combustible Solids	Working environment measurement	
Class 3 Pyrophoric materials and water reactive chemical	Hazardous substances requiring management Harmful substances subject to permission	Restricted substances
Class 4 flammable liquids	Substances prohibited from manufacturing	Prohibited substances
Class 5 Self-reactive substances	Special health examination harmful agents	Substances requiring preparation for accidents
Class 6 oxidizing liquids	Special management materials	

Annual Training Contents for Chemical Substances Management

- Chemical substances handled by each department
- How to understand material safety data sheets (MSDS) and warning signs
- Physical hazards and health hazards of chemicals
- Precautions for handling chemical substances
- Appropriate protective equipment for handling chemical substances
- How to take emergency measures in case of chemical leaks and how to deal with accidents
- Cognition of signs of chemical accidents and ways to avoid accidents
- How to report the occurrence of chemical accidents and spread the situation of accidents
- How to take emergency measures when exposed to human body

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Infrastructure for Health and Safety Management

GC Biopharma, which has the largest proportion of manufacturing operations among GC Affiliates, has established and operated an integrated disaster prevention system with a "preventive" perspective through real-time monitoring in 2021.



* 16 smart detection of fire (smoke, flame), fall, intrusion, roaming, neglect, theft, dress code violation, no safety helmet, running, masking, etc.

Prevention Center



- Display location-based event information on the system
- Alarm (Siren)

On-site Manager



- Receive event occurrence information (SMS, E-mail)



01 Information collection

- Information collection**
- Working environment sensor (IoT/Gas)
 - CCTV (Intelligent)
 - Mobile PT
 - Fire sensor

- Real-time monitoring**
- Display collected data

02 Recognition/Spread

- Recognition**
- Location-based event detection
 - Display detected event information
 - Display CCTV footage nearby
- Spread situation**

- Send SMS to contact and ERT*
 - Email contact and ERT*
- *ERT: Emergency Response Team

03 Response

- Response**
- Execute electronic SOP for disaster situations
 - SOP-based disaster response

04 End/Evaluation



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Sustainable Business Ecosystem

Area 4

Revitalizing the Industrial Ecosystem

Co-prosperity with Partners

Supply Chain Risk Management

Why is this Important?

Investment collaboration, and partnership are indispensable for GC to grow and develop into a total healthcare solution company. We are building our competitiveness of the entire supply chain by discovering growth potential partners of the health industry ecosystem and enforcing business partnerships.

Key Performance

**Investment to revitalize the
industrial ecosystem**

GC Green Book

Supply Chain Assessment and Cooperation Process

How to Approach?

GC makes direct and indirect investments in healthcare technology companies to expand the sustainability of the industrial ecosystem and seeks co-prosperity with its partners in accordance with the Fair Trade Act and the Self-Compliance Program. Also, we continue to develop sustainable relationships with our partners by establishing GC Green Book that applies global healthcare supply chain principles, and conducting supply chain evaluations.

Link to UN SDGs

17. PARTNERSHIP FOR THE GOALS



Materiality Issues

Tier 2

Risk management of partners

Tier 3

Competency Improvement of Partners

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Revitalizing the Industrial Ecosystem

GC makes direct and indirect investments to discover and foster innovative companies for the healthcare industry ecosystem. Innovation companies' technologies create an ecosystem that can help improve the quality of life of humankind and provide higher-level health services by delivering synergy tasks and new services with GC.

Investment for Industrial Ecosystem Revitalization

Direct Investment	iKoob	Digital practice, integrated healthcare data utilization platform
	VUNO	Medical artificial intelligence platform
	DoingLAB	Artificial intelligence diet nutritional information platform
	Atommerce	Remote psychological counseling platform
	Humanscape	Blockchain medical big data integrated management platform
	Redblue	Fitness CRM and O2O Platform
	Kittenplanet	Digital Dental Care Platform
	Emocog	Digital dementia treatment
	Genecast	Liquid biopsy cancer diagnosis
	Macrogenics	Development of Single-Clone Anti-Cancer Drugs in the U.S.
Indirect Investment	Pharmabcine	Development of Antibody Treatments
	KumhoHT	Development of Antibody Treatments
	Innovative solution fund	
	Bio healthcare fund	

Co-prosperity with Partners

In order to supply and provide high-quality medicines and services, GC operates a supply chain based on Win-Win management and shares prosperity with our partners in the entire production and quality process. Additionally, through compliance with fair trade principles and related laws, we are establishing transparent and fair business relationships with our partner to build a sustainable business ecosystem.

We are committed to discovering outstanding new suppliers with the ability to respond to technologies and requirements, establishing long-term partnerships with outstanding suppliers through regular evaluations, and enhancing the competitiveness of the entire supply chain through shared prosperity between GC and suppliers.

We will continue to strive for win-win values by actively supporting the sustainable growth of our partners by establishing virtuous partnerships through various communication channels with them.

Strategic Investment



Example) GC Biopharma's Shared Growth Activities

- GC Biopharma's Shared Growth Activities
 - Meeting of business partners on ethical management and share ethical standards
- Fair Trade Self-Compliance Program
 - Internal self-compliance training
 - Partner requests for cooperation in the practice of ethical management
 - Promotion of CP activities of partner companies (Pledge of Compliance with Code of Ethics, Fair Trade Due Diligence Assessment)
- Compliance with The Fair Transactions In Subcontracting Act
 - Use of contracts reflecting fair trade and payment in advance
 - Fair selection, operation of partners



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Supply Chain Risk Management

For responsible supply chain practices, GC established the GC Purchase Regulation 'GC Green Book' which includes the common goals and principles set by PSCI* and published policies and regulations on purchasing activities for all affiliates. Through this, we expressed our commitment to co-prosperity with our partners through six 'buyer's attitudes', and defined the code of conduct that our partners should follow through 'the Code of Conduct of Partners'.

With these efforts, we are practicing Win-Win Management to fulfill co-prosperity by promoting fair transactions and supporting capacity building to maintain sustainable relationships with our partners.

* PSCI(Pharmaceutical Supply Chain Initiative): A Non-profit organization established for sustainability of global healthcare supply chain.

Main Content of GC Green Book

- ✔ GC practices a transparent management ideology that establishes a fair and transparent trading culture and develops together with all suppliers with empathy, consideration, and co-prosperity.
- ✔ GC discovers and fosters strategic partners with the potential and competitiveness to grow together with GC. In this case, equal opportunities for participation should be guaranteed, partners shall be selected based on the 'principle of fairness and transparency', and GC ethical norms and fair trade laws shall be strictly complied.

Raw Material Supply Chain Management in compliance with Nagoya Protocol*

GC supports Nagoya Protocol, which seeks to preserve biodiversity and prevent ecosystem destruction in relation to the selection and use of natural ingredients used in pharmaceutical manufacturing, seeking fair and equitable sharing of benefits arising from the use of biodiversity and resources, and it complies with the domestic act of "Act on Access to and Utilization of Genetic Resources and Benefit-sharing".

**** Nagoya Protocol**

- International Convention on the sharing of benefits from utilizing biological resources
- The main content is access to genetic resources and fair and equitable sharing of benefits arising from the use of genetic resources (Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization, ABS)

PSCI PRINCIPLES



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Supply Chain Risk Management

Supply Chain Evaluation

GC established a fair and consistent operating system for selecting, supporting, and compensating partners through regular evaluation of partners based on in-house evaluation standards. The evaluation is conducted on 8 items including price, quality, delivery, production, general management, technical skills, business cooperation and manufacturing environment. And environmental safety inspection and support activities for suppliers/consignors/partners are conducted.

Quality areas of the evaluation items those are directly related to the quality of the medicine are managed by quality management organization. Quality management policy of supplier is presented in accordance with the Corporate Quality Manual (CQM), and supplier evaluation system is established through supplier management and supplier due diligence. The evaluation includes quality systems, facilities

and building management systems, raw material systems, production systems, packaging and labeling systems, and laboratory management systems, which induce continuous improvement. We conduct periodic inspection of suppliers, and provide various supports for developing their capabilities. Also, we manage and supervise the sustainability of our partners by having our own quality control policies and audit processes for all manufacturing processes. In order to improve the awareness of the members of the partner company, we regularly manage and supervise the progress of self-education so that we can comply with the Good Manufacturing Practice (GMP).

In the ESG area, we are trying to spread ESG management by suggesting directions to suppliers through ESG purchasing regulations and establishing evaluation items from an ESG point of view.

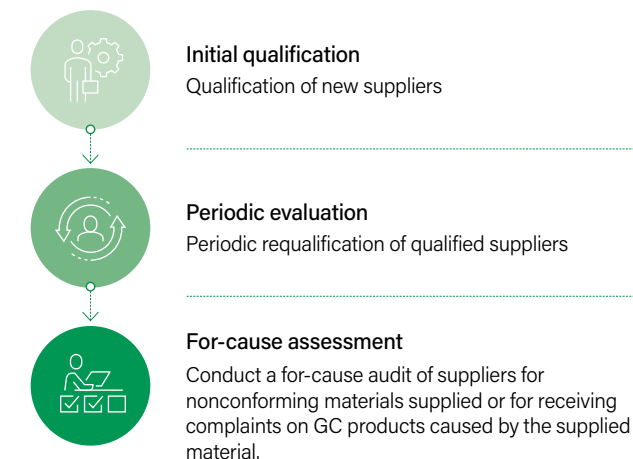
Four Declarations for ESG Practices in Purchasing

- ① Recognize the environment as a key success factor in purchasing and create social value through active environmental purchase.
- ② Active efforts made to reduce pollutants and recycle resources and energy throughout the entire process of purchasing, using, and disposing of products.
- ③ Do our best to improve awareness by providing environmental education for stakeholders.
- ④ Comply with domestic and foreign environmental laws and agreements, strive to promote and improve environmental purchases, and disclose the results internally and externally.

Establishment of Supply Chain Management Items and Standards

Classification	Quality	Delivery	Price	Management / Collaboration
Business perspective (Management / assessment: annually)	Defective rate in materials arrival and storage	Compliance with delivery date	Price competitiveness, budget response rate	Credit evaluation, ingredient-related services, and discontinued information sharing
ESG perspective (Management / assessment: frequently)	Safety Safety management manual, safety management training status, safety accident status	Environment Environmental management system, violations of laws and regulations	Ethics/human rights Transparent management, contract compliance, labor/human rights/non-discrimination	

Supply Chain Assessment Process



Supply Chain Status

Category	Subcategory	Suppliers	Purchasing rate
Suppliers of GC Biopharma	Total	440	100%
	Domestic	383	82%
	Overseas	57	18%
Suppliers of GC Cell	Key suppliers	17	14%
	Total	169	100%
	Domestic	164	83%
	Overseas	5	17%
	Key suppliers	24	80%

Corporate Ethics

Compliance with Fair Trade

Information Protection

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Why is this Important?

GC practices our core value, 'Transparency & Integrity' with the belief that the being righteous is our only path. We understand that the source of corporate competitiveness lies in compliance and ethics management and that a sense of integrity among employees is the best system.

How to Approach?

The ethical management standards and internal reporting system operation regulations in GC were established to define the ethical behavior of all employees. In order to prevent unethical behavior beyond this, ethical business management training programs and promotional activities are carried out simultaneously, and ethics and compliance are being cultivated through Corruption Prevention Management System (ISO 37001) certification and regular and frequent audits.

Materiality Issues

Tier 1

Responsible Marketing

Tier 2

Ethical Business Management

Tier 3

Information Security and Personal Information Protection

Key Performance

Training on ethical management - Hours

3,725 hours
(2019~2021)

Anti-corruption Certification

(GC Biopharma renewed in
2021)

Information Security Certification

(GC Biopharma, UBcare, GC Care)

Link to UN SDGs

4. QUALITY EDUCATION
16. PEACE, JUSTICE AND STRONG INSTITUTIONS





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Area 5. Corporate Ethics and Compliance

Corporate Ethics

Ethical Management Standard

GC established "Ethical Management Standards" as the standard for correct behavior and valuation that all employees must comply and promote various activities based on them. The audit team is conducting ethical management activities such as self-inspection of ethical awareness of executives and employees, pledging of ethical practices, trainings on ethics, a survey on stakeholders, and operation of unethical behavior reporting channels.

Ethical Management Activities

GC is committed to spreading the ethical management culture with the prevention of unethical behavior that can occur throughout management activities. All employees are committed to familiarizing themselves with the ethics regulations and participating in the company's ethical management by pledging the Ethics Practice each year. We conduct regular and spontaneous ethics checks every year to improve vulnerabilities, and for any issues that require further action, we resolve them through consultation with the relevant departments.

Whistleblowing System

GC operates a reporting system for unethical behavior to establish ethical management. Stakeholders such as employees and partners can use the 'Ethical Management Information' channel on the website without any restrictions on time and place. The reports can be made anonymously and reporter's identity is protected in accordance with our internal reporting system operation regulations.

Actions against Unethical Behaviors

The unethical actions subject to reporting are defined as bribery, solicitation of personnel, cheating, sexual harassment and harassment in the workplace, power abuse, and unfair behavior. From acknowledgement, the case is reported through the website reporting channel, and GC verifies the details of the report to determine whether to proceed with the investigation. If the reported unethical behavior is confirmed to be true, the target employees will be subject for a correction order or for a legal action through a judicial institution. After closing the case, we will conduct training and monitoring to prevent recurrence for all employees.

Audit Activities

■ Preventive audit through risk assessment in advance

GC evaluates the risks of each affiliate in advance and establishes an annual audit operation plan based on this to conduct preventive audits. In order to confirm whether the improvement request based on the results of the preventive audit is actually being made in the field, the corrective action implementation plan is requested and verified for completion.

■ Spontaneous (special, for-cause) audits

In addition to regular audits, we conduct audits through special audits and reports received in cyber reporting center, and we strive to establish a transparent corporate culture by conducting investigations on violations of ethical management such as employee corruption.

■ Key performance of audit activities

Over the past three years ('19.01~'21.10), total of 59 audits were conducted for GC Biopharma and 11 for other affiliates. As a result of the audit, 93 opportunities for improvements, 12 recommendations, 25 disciplinary actions, and 9 warnings were presented as requirements for corrective actions. Through continuous follow-ups on corrective actions made by each affiliate, we strive to improve respective processes and the internal control.

Ethical Management Training and Promotion

GC conducts annual ethical management training for management levels in GC and other affiliates such as purpose and effectiveness of ethical management, internal fraud cases and ethical standards, power abuse and workplace harassment, and procedure of cyber reporting center. From 2019 to the end of 2021, there were 298 employees completed the GC's ethical management training, and the total training time is for 3,725 hours. GC is conducting various promotional activities to spread the ethical management culture. Quizzes, ethical flower pot events, promotional material distribution, poster production, and internal reporting system promotion make it easier for employees to participate in the company's ethical management efforts.

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- Area 3. Environment, Safety, and Health System
- Area 4. Sustainable Business Ecosystem
- Area 5. Corporate Ethics and Compliance**
 - Corporate Ethics
 - Compliance with Fair Trade**
 - Information Protection

Compliance with Fair Trade

GC manages and supervises to meet the standards for self-compliance with fair trade. GC Biopharma, GC Cell, and GC Wellbeing work to ensure fair and transparent competition by establishing dedicated compliance organizations and establish compliance programs and anti-corruption systems.

Compliance Program

GC Biopharma introduced the Compliance Program (CP) in August 2007 and BOD appointed a Compliance Officer responsible for practical operations. Also, we systematically manage the CP operation by establishing continuous training and internal auditing system for employees.

Milestones in Compliance Management

- 2007** ○ Introduced compliance program
- 2014** ○ Launched a team dedicated to Compliance
- 2015** ○ Built a monitoring system
- 2016** ○ Conducted Invitational meeting with business partners and established a guideline/process for anti-graft law
- 2018** ○ Obtained anti-corruption management system certification, "AA" rating in CP evaluation, conducted CP Month campaign
- 2020** ○ Established RPA utilization monitoring system
- 2021** ○ Renewed anti-corruption management system certification
Started the Compliance Month campaign

Compliance Training

Each year, regular training is conducted twice a year for departments with a high risk in compliance. To enhance the effectiveness of compliance education system, compliance trainings are conducted in various forms, such as visiting workplaces, online video trainings, lectures by outside instructors, and cartoon. Furthermore, training for new employees and for executives are provided frequently.



Work Consultation System and Monitoring

All marketing and sales activities are conducted through prior consultation and review by the Compliance Team. Also, RPA is utilized to monitor the corporate credit card usage and expenditure reports every month, and follow-up checks are carried out to ensure that there are no violations to the applicable laws during marketing and sales activities.

Partners Day for Co-prosperity

Partners are invited once a year to promote ethical standards and internal reporting systems to be provided with lectures by experts. Meetings are also available to listen to the voices of our partners too.



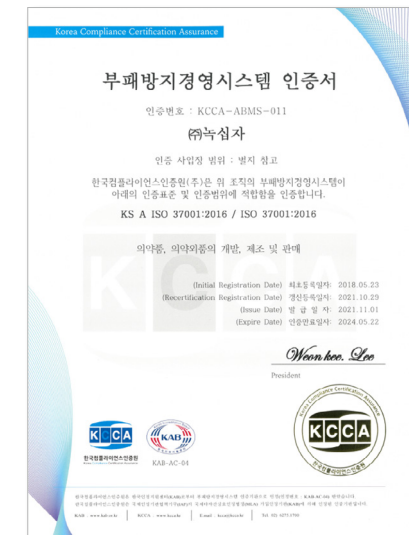
Internal Reporting System

Unethical acts or violations to the law are reported through the internal reporting system and handled accordingly with the procedure. The internal reporting system guarantees the anonymity of internal and external informants through the consignment operation of third-party institutions.

Anti-Corruption Management System

GC Biopharma has been accredited with the Corruption Prevention Management System (ISO 37001) certification in May 2018 and renewed the certification through the follow-up evaluation in 2019, 2020 and in 2021. Each year, we conduct a corruption risk assessment, internal screening, anti-corruption monitoring, anti-corruption training, and reporting to BOD, to encompass culture of anti-corruption, ethical management and compliance management within.

GC Biopharma's Anti-corruption Management certification



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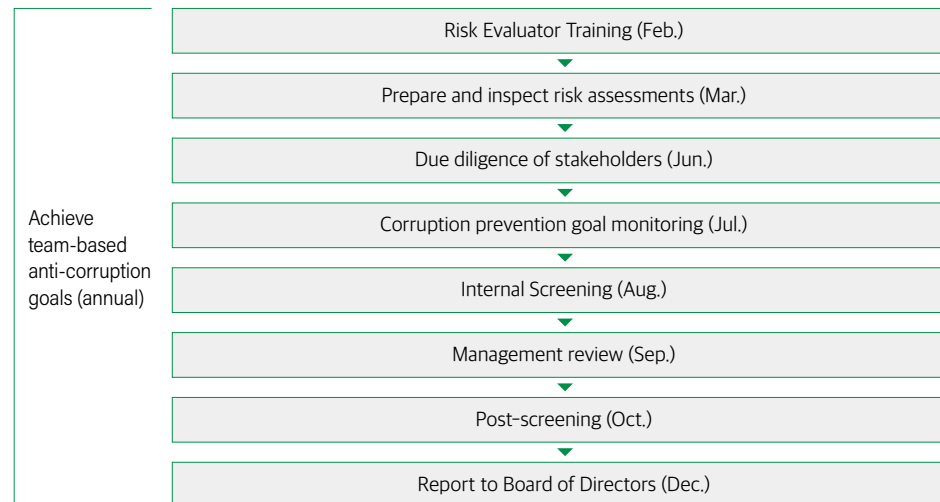
- Corporate Ethics
- Compliance with Fair Trade
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Compliance with Fair Trade

GC Biopharma's Anti-corruption Management Performance in 2021

ISO37001 Requirements	Performance in 2021
Manifestation of Leadership and Will	<ul style="list-style-type: none"> CEO message on June, 2021 (G-net e-Compliance)
Training and Promotion	<ul style="list-style-type: none"> Pledging of ethical practices / compliance newsletter renewal and publication/posting anti-corruption posters/ ethics pot and online quiz events/ mock report events On-site training and meetings / Trainings of corruption risk personnel / Training for internal compliance officers / Training for new employees / Preparation of 3 principles on department anti-corruption
Conduct risk assessment by department	<ul style="list-style-type: none"> Conduct corruption risk assessment by department (identify and assess a total of 311 corruption risks) Establish goals and conduct activities for each department for the necessary parts of the identified potential risks
Corruption Prevention Target Monitoring	<ul style="list-style-type: none"> Establish specific goals for each department → monitor the achievement of goals to reduce residual corruption risk
Internal Screening	<ul style="list-style-type: none"> Internal examiner leading GC and all GC Biopharma departments for review and supplementation

ISO 37001 Operation Schedule in 2022



Achieve team-based anti-corruption goals (annual)

Information Protection

Personal Information Protection Policy

GC thoroughly protects personal information to be in compliance with "Act on Promotion of Information and Communications Network Utilization and Information Protection" and "Personal Information Protection Act." We have been accredited with International Standard Information Protection (ISO 27001) certification and domestic information protection and personal information protection management system (ISMS, ISMS-P) certification. We have established "Information Security Management Guidelines" to protect our own intellectual assets, which contains our research capabilities, and to protect infringe on customers' personal information.

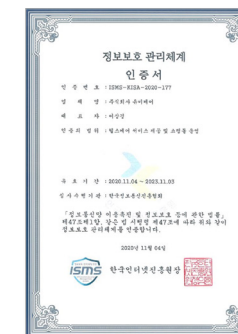
Strengthen Information Protection Capabilities

GC recognizes cybercrime and personal information leakage as information protection risks. To this end, information security regulations and operation guidelines have been established, and a manual for responding to infringement accidents has been established to stipulate a reporting system for each type of accident and procedures for responding to accidents. Also, we conduct a personal information compliance evaluation every year to enforce the personal information protection capabilities of employees, as well as conduct various training programs. In order to prevent personal information-related infringement accidents such as external intrusion and internal leakage, an information protection system are established and the security system is operated at all times.

GC Biopharma's ISO 27001 Certification



UBcare ISMS Certification



GC Care ISMS-P Certification



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GC (Holding Company)

■ Governance

Main Category	Subcategory	Unit	2019	2020	2021
BOD operation	BOD meetings held	times	4	7	7
	BOD members	persons	4	4	4
	Ratio of independent directors	%	25	25	25
	Ratio of female directors	%	0	0	0
	Attendance rate of registered directors	%	100	100	100
	Attendance rate of independent directors	%	100	100	100
	Total compensation of the BOD	million KRW	1,685	2,479	2,660
	- Compensation of inside directors	million KRW	1,649	2,443	2,624
	- Compensation of independent directors	million KRW	36	36	36
	Agendas at the BOD	items	20	19	17

■ Creation of Healthcare Customer Value

Main Category	Subcategory	Unit	2019	2020	2021
Patents	Domestic patents registered	items	11	11	10
	Applying for domestic patent	items	0	1	1
	Overseas patents registered	items	30	41	41
	Applying for overseas patent	items	19	12	12
	Voluntary non-exclusive patents/product holdings	items	0	0	0
Worksite	Number of worksites	places	1	1	1

■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Employee status	Total number of employees	persons	200	170	146
	- Ratio of employees under 30	%	18	18	16
	- Ratio of employees aged 30-50	%	71	73	77
	- Ratio of employees over 50	%	12	9	7
	- Ratio of male employees	%	77	74	68
	- Ratio of female employees	%	23	26	32
	- Female executives	persons	-	-	-
	- Female non-standing executives	persons	-	-	-
	- Female experts	persons	7	10	10
	- Other female employees	persons	39	34	37
	Ratio of full-time employees	%	98	100	98
	Ratio of male full-time employees	%	98	100	98
	Ratio of female full-time employees	%	98	100	98
	Ratio of overseas employees	%	9	4	4
	Number of foreign employees	persons	3	2	3
	- Ratio of foreign employees	%	1.5	1.2	2.1
	- Number of foreign employees by country	persons	Australia: 1 Canada: 1 unknown: 1	Australia: 1 Canada: 1	Australia: 1 Canada: 1 U.S.: 1
	- Foreign employees by job category	persons	-	-	-
	Ratio of managers among male employees	%	71	73	70
	Ratio of managers among female employees	%	65	52	53

GC (Holding Company)

■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Wage	Female-to-male wage ratio	%	82	79	81
	Number of new recruits	persons	31	46	26
	Male	persons	18	25	17
	Female	persons	13	21	9
	Under age 30	persons	14	14	7
	Aged 30~49	persons	17	32	19
	Age 50 and older	persons	0	0	0
	Total number of turnover	persons	31	18	19
	Turnover rate	%	16	11	13
	- Number of male turnover	persons	24	15	15
	- Number of female turnover	persons	7	3	4
	Total voluntary turnover rate	%	16	11	13
	- Executives/senior managers	%	2	3	3
	- Middle managers	%	6	4	3
	- Experts	%	4	1	3
	- Other employees	%	19	10	10
	Total involuntary turnover rate	%	0	0	0
	- Executives/senior managers	%	0	0	0
	- Middle managers	%	0	0	0
	- Experts	%	0	0	0
- Other employees	%	0	0	0	
Resignation rate	%	16	11	13	
Average service period of male employees	years	9.0	8.7	6.7	
Average service period of female employees	years	5.9	3.3	4.3	
Number of disabled employees	persons	2	1	0	
Disabled employment rate	%	1.0	0.6	0	
Average wage per employee	million KRW	75	98	97	
Productivity per employee	KRW	-	-	-	

Employee
recruitment and
management

Main Category	Subcategory	Unit	2019	2020	2021
Maternity and parental leave	Male employees who took maternity leave	persons	0	0	1
	Female employees who took maternity leave	persons	2	3	4
	Ratio of male employees who returned after maternity leave	%	100	100	100
	Ratio of female employees who returned after maternity leave	%	100	100	100
	Male employees who took parental leave	persons	0	0	0
	Female employees who took parental leave	persons	9	7	4
	Male employees who returned after parental leave	persons	-	-	-
	Female employees who returned after parental leave	persons	5	6	2
	Male employees with at least 12-month working after returning from parental leave	persons	-	-	-
	Female employees with at least 12-month working after returning from parental leave	persons	4	5	1
	Rate of male employees' return to work after parental leave	%	-	-	-
	Rate of female employees' return to work after parental leave	%	56	86	50
Ratio of male employees with at least 12-month working after returning from parental leave	%	-	-	-	
Ratio of female employees with at least 12-month working after returning from parental leave	%	80	83	50	
Collective agreement	Ratio of employees subject to collective agreement	%	86	86	83

GC (Holding Company)

■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Employee training and performance evaluation	Number of cumulative trainees	persons	1,736	1,902	2,125
	Total employee training expenses	million KRW	107	110	100
	- Average annual training expense per employee	KRW	535,000	647,059	662,252
	Total employee training hours	hours	7,879	5,301	5,100
	- Average annual training hours per employee	hours	39	31	35
	- Average training hours per male employee	hours/person	39	32	34
	- Average training hours per female employee	hours/person	41	29	32
	Total safety and health training hours	hours/person	6	6	6
	Ratio of employees subject to performance evaluation	%	87	88	96
	Ratio of employees who received performance evaluation	%	99	94	97
	- Ratio of male employees who received performance evaluation	%	85	88	89
	- Ratio of female employees who received performance evaluation	%	84	85	88
	Welfare benefits	Amount of retirement pension operation	million KRW	14,477	13,970
Employees enrolled in retirement pension		persons	181	144	135
Welfare benefit expense to sales		%	2.9	2.5	3.6
Human rights protection	Sexual harassment prevention training	times	2	2	2
	Employees who completed sexual harassment prevention training	persons	200	170	151
	Total human rights training hours	hours/person	1	2	2
	Employee grievances reported	cases	0	0	0
	Employee grievances treated	cases	0	0	0
Social contribution investment	Total social contribution expenses	KRW	15,705,264	15,405,155	27,486,763
	Participants in social contribution programs	persons	90	85	83

■ Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021
Energy consumption	Total energy consumption	TJ	25.2	24.7	24.4
	Consumption by direct energy source	TJ	2,583	2,779	2,976
	- Diesel	TJ	0.001	0.016	0.019
	- LNG	TJ	-	-	-
	- Gasoline	TJ	0.0098	0.4532	0.4023
	- City gas	TJ	2,572	2,310	2,555
	Consumption by indirect energy source	TJ	22.6	21.9	21.4
	- Electricity	TJ	22.6	21.9	21.4
	- Steam	TJ	-	-	-
	Energy consumption intensity	TJ/KRW 100 million	0.04	0.03	0.03
GHG emissions	Total GHG emissions (Scope 1+Scope 2)	tCO ₂ eq	1,213	1,197	1,181
	- Direct emissions (Scope 1)	tCO ₂ eq	131	148	157
	- Indirect emissions (Scope 2)	tCO ₂ eq	1,082	1,049	1,023
	GHG emissions intensity (Scope 1+Scope 2)	tCO ₂ eq/KRW 100 million	1,909	1,519	1,597
	Other indirect emissions (Scope 3)	tCO ₂ eq	-	-	-
Air pollutant emissions	Total amount of air pollutant emissions	ton	0.023	0.132	0.140
	- NOx	ton	0.023	0.132	0.140
	- SOx	ton	Not detected	Not detected	Not detected
	- Dust (PM)	ton	Not detected	Not detected	Not detected
	- Ammonia	ton	-	-	-
	- Zinc compound	ton	-	-	-
	- Copper compound	ton	-	-	-
	- THC	ton	-	-	-
	- Dichloromethane	ton	-	-	-



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■ Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021
Air pollutant emissions	- HCHO	ton	-	-	-
	- Chloroform	ton	-	-	-
	- Dichloromethane	ton	-	-	-
Water consumption and recycling	Total water consumption	ton	11,786	10,877	8,462
	- Groundwater	ton	-	-	-
	- General water	ton	11,786	10,877	8,462
	- Others	ton	-	-	-
	Total water recycling	ton	-	-	-
	- Water Recycling Rate	%	-	-	-
	Water consumption intensity	ton/KRW 100 million	18.55	13.81	11.45
Waste discharge and recycling	Total waste generated	ton	44,280	72,750	138,220
	- General waste	ton	44,280	72,750	138,220
	- Designated waste	ton	-	-	-
	Total waste recycling	ton	6,620	13,150	6,640
	- Waste recycling rate	%	15	18	5
	Waste landfill rate (amount)	% (ton)	-	-	-
	Waste incineration rate (amount)	% (ton)	37,660	59,600	131,580
	Waste discharge intensity	ton/KRW 100 million	0.070	0.092	0.187

Main Category	Subcategory	Unit	2019	2020	2021
Discharge of water pollutants	Total amount of water pollutants	ton	-	-	-
	- Biological oxygen demand (BOD)	ton	-	-	-
	- Chemical oxygen demand(COD)	ton	-	-	-
	- Suspended solids (SS)	ton	-	-	-
	- Total nitrogen (T-N)	ton	-	-	-
	- Total phosphorus (T-P)	ton	-	-	-
	- Others (substance name specification)	ton	-	-	-
Occupational safety and health	Number of industrial accident victims	persons	0	0	0
	number of industrial accidents	cases	0	0	0
	Industrial accident rate	%	0	0	0
	Lost-time injuries frequency rate (LTIFR)	cases/million working hours	0	0	0
	Lost time incident	days	0	0	0
ISO certification	Number of treated patients	persons	0	0	0
	Environmental management system (ISO14001) certification				
	- Total certification rate	%	-	-	100
	- Worksites with the certification	places	-	-	1
	- Worksites subject to the acquisition	places	-	-	1
Environmental compliance	Number of violations of environmental laws	cases	0	0	0
	Environmental fines and fines	KRW	0	0	0

GC (Holding Company)

■ Sustainable Industrial Ecosystem

Main Category	Subcategory	Unit	2019	2020	2021
Suppliers	Ratio of suppliers subject to the ESG Code of Conduct	%	-	-	-
	Ratio of suppliers subject to ESG performance monitoring	%	-	-	-

■ Others

Main Category	Subcategory	Unit	2019	2020	2021
Participation in global initiatives	Global initiatives we participated	-	-	-	-
ESG evaluation rating	KCGS	rating	B+	B	B+
	MSCI	rating	CCC	CCC	CCC

■ Business Ethics and Compliance

Main Category	Subcategory	Unit	2019	2020	2021
Anti-corruption	Number of worksites that conducted corruption risk assessments	places	1	1	1
	Ratio of worksites that conducted corruption risk assessments	%	100	100	100
	Number of cases in which employees were fired or disciplined due to corruption incidents	cases	0	0	0
	Number of cases in which contracts with business partners have not been terminated or renewed due to corruption incidents	cases	0	0	0
Security	Number of cases of corruption-related lawsuits against companies and employees	cases	0	0	0
	IT policy and security audit cycle	-	-	-	1회/년
	Training hours on data safety and security for employees	hours/person	1	1	1
	Number of information security incidents	cases	0	0	0
Legal/voluntary rule violation	Implementation rate of improvement tasks according to IT security audits	%	-	-	100
	Legal sanctions related to fair trade	cases	0	0	0
	Fines for violations of labor laws	KRW	0	0	0



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Main Category	Subcategory	Unit	2019	2020	2021
BOD operation	BOD meetings held	times	4	6	6
	BOD members	persons	4	4	4
	Ratio of independent directors	%	25	25	25
	Ratio of female directors	%	0	25	25
	Attendance rate of registered directors	%	100	100	100
	Attendance rate of independent directors	%	100	100	100
	Total compensation of the BOD	million KRW	1,251	1,569	1,970
	- Compensation of inside directors	million KRW	1,215	1,533	1,934
	- Compensation of independent directors	million KRW	36	36	36
	Agendas at the BOD	items	19	21	16

■ Creation of Healthcare Customer Value

Main Category	Subcategory	Unit	2019	2020	2021
Patents and R&D	Domestic patents registered	items	53	56	69
	Applying for domestic patent	items	63	60	47
	Overseas patents registered	items	121	146	186
	Applying for overseas patent	items	159	233	274
	Voluntary non-exclusive patents/product holdings	items	0	0	0
	R&D expenses	million KRW	119,727	129,097	135,642
	R&D expenses to sales ratio	%	10.4	10.5	11.6
	Number of products sold (number of drugs in portfolio)	products	106	96	87
	Number of drugs under R&D (Phase 1-3 clinical trials)	products	13	15	11
	Price accessibility	Number of products subject to Equitable Pricing policy	products	3	3
Products and services	Ratio of products and services assessed for health and safety impacts	%	100	100	100
Worksite	Number of worksites	place	16	16	15

■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Employee status	Total number of employees	persons	2,040	2,076	2,187
	- Ratio of employees under 30	%	18	19	21
	- Ratio of employees aged 30-50	%	73	73	72
	- Ratio of employees over 50	%	8	8	7
	- Ratio of male employees	%	77	77	75
	- Ratio of female employees	%	23	23	25
	- Female executives	persons	4	2	2
	- Female non-standing executives	persons	0	0	0
	- Female experts	persons	142	174	200
	- Other female employees	persons	319	311	345
	Ratio of full-time employees	%	98	98	96
	- Ratio of male full-time employees	%	98	98	97
	- Ratio of female full-time employees	%	98	98	92
	Ratio of overseas employees	%	0	0	0
	Number of foreign employees	persons	9	9	8
	- Ratio of foreign employees	%	0.4	0.4	0.4
	- Number of foreign employees by country	persons	China 2 Canada 4 U.S. 1 Russia 1 U.K. 1	China 2 Canada 3 U.S. 1 Russia 1 U.K. 1 Belgium 1	China 1 Canada 2 U.S. 2 Russia 1 Belgium 1 Germany 1
	- Foreign employees by job category	persons	Sales 2 production 3 R&D 4 mgt. 1	Sales 1 production 2 R&D 5 mgt. 1	Sales 1 production 2 R&D 5
	Total number of executives	persons	18	22	23
	Number of female executives	persons	4	2	2
- Ratio of female executives	%	22	9	9	
Ratio of managers among male employees	%	37	44	47	
Ratio of managers among female employees	%	31	36	37	



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■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Wage	Female-to-male wage ratio	%	90	88	85
	Sales-to-office jobs wage ratio	%	113	112	114
	Wage ratio of R&D employees	%	104	105	102
	Wage ratio of production employees	%	89	88	89
Employee recruitment and management	Number of new recruits	persons	202	114	231
	- Male	persons	139	59	134
	- Female	persons	63	55	97
	- Under age 30	persons	88	40	56
	- Aged 30~49	persons	108	65	40
	- Age 50 and older	persons	6	9	135
	Total number of turnover	persons	145	110	143
	Turnover rate	%	71	5.3	6.5
	- Number of male turnover	persons	105	72	94
	- Number of female turnover	persons	40	38	49
	Total voluntary turnover rate	%	6.7	5.2	6.4
	- Executives/senior managers	persons	2	2	2
	- Middle managers	persons	4	2	9
	- Experts	persons	41	35	57
	- Other employees	persons	90	68	72
	Total involuntary turnover rate	%	0.4	0.1	0.1
	- Executives/senior managers	persons	1	0	0
	- Middle managers	persons	0	0	0
	- Experts	persons	7	3	3
	- Other employees	persons	0	0	0
Resignation rate	%	7.2	5.4	6.9	

Main Category	Subcategory	Unit	2019	2020	2021
Employee recruitment and management	Average service period of male employees	years	9	10	9
	Average service period of female employees	years	9	10	9
	Number of disabled employees	persons	13	18	16
	Disabled employment rate	%	0.64	0.87	0.73
	Average wage per employee	million KRW	60	68	71
	Productivity per employee	million KRW	562	591	535
	Male employees who took maternity leave	persons	27	48	99
	Female employees who took maternity leave	persons	27	18	25
Maternity and parental leave	Ratio of male employees who returned after maternity leave	%	100	100	100
	Ratio of female employees who returned after maternity leave	%	93	100	100
	Male employees who took parental leave	persons	1	9	8
	Female employees who took parental leave	persons	36	32	37
	Male employees who returned after parental leave	persons	1	8	7
	Female employees who returned after parental leave	persons	32	29	37
	Male employees with at least 12-month working after returning from parental leave	persons	1	7	7
	Female employees with at least 12-month working after returning from parental leave	persons	30	26	33
	Rate of male employees' return to work after parental leave	%	100	89	88
	Rate of female employees' return to work after parental leave	%	89	91	100
	Ratio of male employees with at least 12-month working after returning from parental leave	%	100	78	88
	Ratio of female employees with at least 12-month working after returning from parental leave	%	83	81	89
Collective agreement	Ratio of employees subject to collective agreement	%	97	97	94



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■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Employee training and performance evaluation	Number of cumulative trainees	persons	28,595	20,924	21,992
	Total employee training expenses	million KRW	927	1,700	2,026
	- Average annual training expense per employee	KRW	454,569	818,882	926,398
	Total employee training hours	hours	104,896	63,534	81,229
	- Average annual training hours per employee	hours/person	51	31	37
	- Average training hours per male employee	hours/person	46	27	33
	- Average training hours per female employee	hours/person	68	43	49
	- Average training hours per employee working for sales and management jobs	hours/person	43	25	31
	- Average training hours per employee working for R&D jobs	hours/person	79	45	46
	- Average training hours per employee working for production jobs	hours/person	44	28	37
	Total safety and health training hours	hours/person	24H (R&D, production), 12H (sales, mgt.)	24H (R&D, production), 12H (sales, mgt.)	24H (R&D, production), 12H (sales, mgt.)
	Ratio of employees subject to performance evaluation	%	98	98	96
	Ratio of employees who received performance evaluation	%	92.7	94.8	89.2
	- Ratio of male employees who received performance evaluation	%	93	96	92
	- Ratio of female employees who received performance evaluation	%	95	91	80
- Ratio of employees working for sales and management jobs who received performance evaluation	%	93	96	91	
- Ratio of employees working for R&D jobs who received performance evaluation	%	92	92	86	
- Ratio of employees working for production jobs who received performance evaluation	%	93	96	89	

Main Category	Subcategory	Unit	2019	2020	2021
Human rights protection	Sexual harassment prevention training	times	2	4	1
	Employees who completed sexual harassment prevention training	persons	2,169	2,100	2,099
	Total human rights training hours	hours/person	2	2	2
	Employee grievances reported	cases	3	3	8
	Employee grievances treated	cases	3	3	8
	Employee grievances treatment rate	%	100	100	100
Welfare benefits	Amount of retirement pension operation	KRW	891	987	1,227
	Employees enrolled in retirement pension	persons	1,743	1,814	1,901
	Welfare benefit expense	million KRW	19,867	23,202	25,457
	Welfare benefit expense to sales	%	1.73	1.89	2.18
Social contribution investment	Total social contribution expenses	million KRW	4,035	7,680	2,857
	Participants in social contribution programs	persons	1,324	1,234	1,165

GC Biopharma

Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021
Energy consumption	Total energy consumption	TJ	1,248	1,509	1,621
	Consumption by direct energy source	TJ	182	244	274
	- Diesel	TJ	23	22	23
	- Gasoline	TJ	0	0	1
	- LNG	TJ	159	222	250
	Consumption by indirect energy source	TJ	1,066	1,265	1,347
	- Electricity	TJ	882	1,076	1,124
	- Steam	TJ	184	189	223
	Energy consumption intensity	TJ/100 million KRW	0.11	0.12	0.14
	Consumption of renewable energy	TJ	0.03	0.11	0.04
Ratio of renewable energy consumption	%	0.003	0.007	0.003	
Number of worksites using renewable energy	places	1	1	1	
GHG emissions	Total GHG emissions (Scope 1+Scope 2)	tCO ₂ eq	51,890	64,319	68,166
	- Direct emissions (Scope 1)	tCO ₂ eq	9,651	12,811	14,362
	- Indirect emissions (Scope 2)	tCO ₂ eq	42,240	51,508	53,804
	GHG emissions intensity (Scope 1+Scope 2)	tCO ₂ eq/00 million KRW	4.5	5.2	5.8
	Other indirect emissions (Scope 3)	tCO ₂ eq	-	-	-
Air pollutant emissions	Total amount of air pollutant emissions	ton	7.65	13.33	9.59
	- NOx	ton	5.45	11.87	9.01
	- SOx	ton	1.42	0.34	0.05
	- Dust (PM)	ton	0.78	1.08	0.43

Main Category	Subcategory	Unit	2019	2020	2021
Air pollutant emissions	- Dichloromethane	ton	0.00	0.00	0.00
	- Zinc compound	ton	0.00	0.00	0.00
	- Copper compound	ton	0.00	0.00	0.00
	- THC	ton	0.00	0.04	0.10
	- Dichloromethane	ton	0.00	0.00	0.00
	- HCHO	ton	0.00	0.00	0.00
	- Chloroform	ton	0.00	0.00	0.00
Water consumption and recycling	- Dichloromethane	ton	0.00	0.00	0.00
	Total water consumption	ton	860,086	947,526	965,156
	- Groundwater	ton	0	0	0
	- General water	ton	765,495	858,168	847,246
	- Others	ton	94,591	89,358	117,910
	Total water recycling	ton	0	0	0
	- Water Recycling Rate	%	0.00%	0.00%	0.00%
	Water consumption intensity	ton/RW 100 million	75	77	82
	Total waste generated	ton	2,791	3,219	3,322
	- General waste	ton	2,473	2,865	3,072
- Designated waste	ton	274	304	201	
- Medical waste	ton	44	50	49	
Waste discharge and recycling	Total waste recycling	ton	1,520	1,859	1,978
	- Waste recycling rate	%	54%	58%	60%
	Waste landfill rate (amount)	% (ton)	116	158	170
	Waste incineration rate (amount)	% (ton)	1,154	1,203	1,174
	Waste discharge intensity	ton/RW 100 million	0.24	0.26	0.28

GC Biopharma

Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021
Discharge of water pollutants	Total amount of water pollutants	ton	9.28	8.61	11.27
	- Biological oxygen demand (BOD)	ton	1.56	0.94	1.17
	- Chemical oxygen demand(COD)	ton	3.90	3.64	3.84
	- Suspended solids (SS)	ton	1.20	1.29	2.16
	- Total nitrogen (T-N)	ton	0.40	0.83	2.09
	- Total phosphorus (T-P)	ton	0.30	0.25	0.62
	- Others (n-hexane mineral oil (N-H (mineral)))	ton	0.00	0.02	0.15
	- Others (n-hexane oils and fats (N-H (copper)))	ton	0.00	0.00	0.00
	- Others (total organic carbon (TOC))	ton	1.91	1.61	1.08
	- Others (pH)	ton	0.00	0.00	0.00
Occupational safety and health	- Others (specific water hazardous substances)	ton	0.00	0.02	0.15
	Number of industrial accident victims	persons	2	2	1
	Number/ratio of work-related fatalities (for all employees)	persons, %	0	0	0
	Number/ratio of work-related injuries (for all employees, excluding fatalities)	persons, %	0	0	0
	Number of industrial accidents	cases	2	2	1
	Industrial accident rate	%	0.10	0.10	0.05
	Lost-time injuries frequency rate (LTIFR)	cases/million working hours	0.41	0.40	0.19
	Lost time incident	days	0	5	2
	Number of treated patients	persons	11	6	9

Main Category	Subcategory	Unit	2019	2020	2021
ISO certification	Environmental management system (ISO14001) certification				
	- Total certification rate	%	100	100	100
	- Worksites with the certification	certificates	4	4	4
	- Worksites subject to the acquisition	certificates	4	4	4
	Safety and health management (ISO45001) certification				
	- Total certification rate	%	100	100	100
Environmental compliance	- Worksites with the certification	certificates	4	4	4
	- Worksites subject to the acquisition	certificates	4	4	4
	Environmental investment plan	million KRW	1,412	521	744
	Amount of environmental investment	million KRW	1,025	299	368
	Plan-to-execution rate	%	73	57	50
	Number of violations of environmental laws	cases	0	0	0
Environmental fines and fines	KRW	0	0	0	

※ Scope of environmental data disclosure

- Energy consumption and GHG emissions
 - 2019~2020: R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant (mobile combustion, excluding fixed combustion at sales office and warehouses)
 - 2021: 15 worksites of GC Biopharma (head office, R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant, and 10 business sites)
- Other environmental data
 - R&D Center, Ochang Plant, Hwasun Plant, Eumseong Plant

Sustainable Industrial Ecosystem

Main Category	Subcategory	Unit	2019	2020	2021
Suppliers	Ratio of suppliers subject to the ESG Code of Conduct	%	100	100	100
	Ratio of suppliers subject to ESG performance monitoring	%	35	36	35



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Business Ethics and Compliance

Main Category	Subcategory	Unit	2019	2020	2021
Anti-corruption	Number of worksites that conducted corruption risk assessments	places	16	16	15
	Ratio of worksites that conducted corruption risk assessments	%	100	100	100
	Number of cases in which employees were fired or disciplined due to corruption incidents	cases	0	0	0
	Number of cases in which contracts with business partners have not been terminated or renewed due to corruption incidents	cases	0	0	0
	Number of cases of corruption-related lawsuits against companies and employees	cases	0	0	0
Security	IT policy and security audit cycle	times/year	-	-	1
	Training hours on data safety and security for employees	hours/person	1	1	1
	Number of information security incidents	cases	0	0	0
	Implementation rate of improvement tasks according to IT security audits	%	-	-	100
ISO certification	Anti-corruption management (ISO37001) certification				
	- Total certification rate	%	100	100	100
	- Worksites with the certification	certificates	16	16	15
	- Worksites subject to the acquisition	certificates	16	16	15
	Information protection management system (ISO27001) certification				
- Total certification rate	%	-	-	100	
- Worksites with the certification	certificates	-	-	141	
- Worksites subject to the acquisition	certificates	-	-	141	
Legal/voluntary rule violation	Legal sanctions related to fair trade	cases	0	1	1
	Fines for violations of labor laws	KRW	0	0	0
	Number of violations of laws and voluntary rules related to information provision and labeling i. Fines or penalties	cases	0	0	0

Main Category	Subcategory	Unit	2019	2020	2021
Legal/voluntary rule violation	Number of violations of laws and voluntary rules related to information provision and labeling ii. Caution or warning	cases	0	0	0
	Number of violations of laws and voluntary rules related to information provision and labeling iii. Violation of voluntary code	cases	4	0	4

Others

Main Category	Subcategory	Unit	2019	2020	2021
Participation in global initiatives	Global initiatives we participated	-	-	-	-
ESG evaluation rating	KCGS	rating	B+	B+	B+
	MSCI	rating	B	B	CCC



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■ Governance

Main Category	Subcategory	Unit	2019	2020	2021
BOD operation	BOD meetings held	times	10	9	13
	BOD members	persons	4	4	7
	Ratio of independent directors	%	25	25	29
	Ratio of female directors	%	25	25	14
	Attendance rate of registered directors	%	100	95	93
	Attendance rate of independent directors	%	80	56	47
	Total compensation of the BOD	million KRW	570	697	1,399
	- Compensation of inside directors	million KRW	546	673	1,349
	- Compensation of independent directors	million KRW	24	24	50
	Agendas at the BOD	items	15	14	28

■ Creation of Healthcare Customer Value

Main Category	Subcategory	Unit	2019	2020	2021
Patents	Domestic patents registered	items	7	10	15
	Applying for domestic patent	items	2	0	2
	Overseas patents registered	items	20	25	30
	Applying for overseas patent	items	10	11	16
	Voluntary non-exclusive patents/product holdings	items	0	0	0
R&D	R&D expenses	million KRW	15,131	13,997	18,093
	R&D expenses to sales ratio	%	27.4	17.6	11.4
	Number of products sold	units	0	0	1
	Number of products subject to Equitable Pricing policy	units	2	2	4
Products and services	Ratio of products and services that have been assessed for health and safety impact for improvement	%	0	0	100
Worksite	Number of worksites	places	51	56	58
	Quality management (ISO9001) certification				
ISO certification	- Total certification rate	%	100	100	100
	- Worksites with the certification	certificates	1	1	1
	- Worksites subject to the acquisition	certificates	1	1	1
	Number of treated patients	persons	0	0	0



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■ Corporate Social Responsibility

Main Category	Subcategory	Unit	2019	2020	2021
Employee status	Total number of employees	persons	432	440	788
	- Ratio of employees under 30	%	45	42	46
	- Ratio of employees aged 30-50	%	49	53	49
	- Ratio of employees over 50	%	6	5	5
	- Ratio of male employees	%	75	78	65
	- Ratio of female employees	%	25	23	35
	- Female executives	persons	1	1	1
	- Female non-standing executives	persons	0	0	0
	- Female experts	persons	27	25	24
	- Other female employees	persons	80	74	253
	Ratio of full-time employees	%	91	90	91
	Ratio of male full-time employees	%	98	95	95
	Ratio of female full-time employees	%	68	71	83
	Ratio of overseas employees	%	0	0	0
	Number of foreign employees	persons	0	0	0
	- Ratio of foreign employees	%	0	0	0
	- Number of foreign employees by country	persons	0	0	0
	- Foreign employees by job category	persons	0	0	0
	Total number of executives	persons	5	4	10
	Number of female executives	persons	1	1	1
- Ratio of female executives	%	20	25	10	
Ratio of managers among male employees	%	27	29	31	
Ratio of managers among female employees	%	25	25	9	
Wage	Female-to-male wage ratio	%	88	88	74
	Sales-to-office jobs wage ratio	%	94	95	104
	Wage ratio of R&D employees	%	132	136	113
	Wage ratio of production employees	%	0	0	85
Employee recruitment and management	Number of new recruits	persons	136	106	248
	- Male	persons	109	83	150
	- Female	persons	27	23	98

Main Category	Subcategory	Unit	2019	2020	2021
Employee recruitment and management	- Under age 30	persons	105	72	202
	- Aged 30~49	persons	24	30	41
	- Age 50 and older	persons	7	4	5
	Total number of turnover	persons	101	94	167
	Turnover rate	%	23	21	21
	- Number of male turnover	persons	72	68	111
	- Number of female turnover	persons	29	26	56
	Total voluntary turnover rate	%	100	100	100
	- Executives/senior managers	persons	2	0	3
	- Middle managers	persons	4	3	12
	- Experts	persons	3	12	18
	- Other employees	persons	92	79	134
	Total involuntary turnover rate	%	0.0	0.0	0.0
	- Executives/senior managers	persons	0	0	0
	- Middle managers	persons	0	0	0
	- Experts	persons	0	0	0
	- Other employees	persons	0	0	0
	Resignation rate	%	23	21	21
	Average service period of male employees	years	5.3	5.0	2.9
	Average service period of female employees	years	4.3	4.5	1.8
Number of disabled employees	persons	4	8	8	
Disabled employment rate	%	1.2%	0.8%	0.8%	
Average wage per employee	million KRW	39	46	37	
Productivity per employee	million KRW	134	194	214	
Maternity and parental leave	Male employees who took maternity leave	persons	6	12	7
	Female employees who took maternity leave	persons	7	6	8
	Ratio of male employees who returned after maternity leave	%	100	100	100
	Ratio of female employees who returned after maternity leave	%	100	100	100
	Male employees who took parental leave	persons	1	1	1
	Female employees who took parental leave	persons	6	7	4



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Main Category	Subcategory	Unit	2019	2020	2021
Maternity and parental leave	Male employees who returned after parental leave	persons	-	1	1
	Female employees who returned after parental leave	persons	6	6	4
	Male employees with at least 12-month working after returning from parental leave	persons	-	1	1
	Female employees with at least 12-month working after returning from parental leave	persons	5	4	4
	Rate of male employees' return to work after parental leave	%	0	100	100
	Rate of female employees' return to work after parental leave	%	100	86	100
	Ratio of male employees with at least 12-month working after returning from parental leave	%	0	100	100
	Ratio of female employees with at least 12-month working after returning from parental leave	%	83	57	100
Collective agreement	Ratio of employees subject to collective agreement	%	96	95	96
Employee training and performance evaluation	Number of cumulative trainees	persons	1,814	1,742	4,483
	Total employee training expenses	million KRW	21	12	67
	- Average annual training expense per employee	KRW	108,977	6,958	14,981
	Total employee training hours	hours	-	-	-
	- Average annual training hours per employee	hours	-	-	-
	- Average training hours per male employee	hours/person	6	5	31
	- Average training hours per female employee	hours/person	6	5	14
	- Average training hours per employee working for sales and management jobs	hours/person	5	4	22
	- Average training hours per employee working for R&D jobs	hours/person	1	1	3
	- Average training hours per employee working for production jobs	hours/person	0	0	0

Main Category	Subcategory	Unit	2019	2020	2021	
Employee training and performance evaluation	Total safety and health training hours	hours	24H (R&D, production) 12H (sales, mgyt.)	24H (R&D, production) 12H (sales, mgyt.)	24H (R&D, production) 12H (sales, mgyt.)	
	Ratio of employees subject to performance evaluation	%	69	73	76	
	Ratio of employees who received performance evaluation	%	69	73	76	
	- Ratio of male employees who received performance evaluation	%	73	77	78	
	- Ratio of female employees who received performance evaluation	%	58	57	69	
	- Ratio of employees working for sales and management jobs who received performance evaluation	%	81	88	58	
	- Ratio of employees working for R&D jobs who received performance evaluation	%	19	12	12	
	- Ratio of employees working for production jobs who received performance evaluation	%	0	0	31	
	Welfare benefits	Amount of retirement pension operation	million KRW	8,903	10,811	20,478
		Employees enrolled in retirement pension	persons	400	433	795
Welfare benefit expense		million KRW	2,158	2,481	5,960	
Welfare benefit expense to sales		%	3.9	3.1	3.7	
Human rights protection	Sexual harassment prevention training	times	1	1	1	
	Employees who completed sexual harassment prevention training	persons	432	440	788	
	Total human rights training hours	hours/person	2	2	2	
	Employee grievances reported	cases	0	0	0	
Social contribution investment	Employee grievances treated	cases	0	0	0	
	Total social contribution expenses	KRW	8,231,500	10,924,500	8,331,000	
	Participants in social contribution programs	persons	151	129	255	



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Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021
Energy consumption	Total energy consumption	GJ	145,068	168,082	197,863
	Consumption by direct energy source	GJ	41,958	59,643	61,443
	- Diesel	GJ	11	11	11
	- LNG	GJ	-	-	-
	- Gasoline	GJ	-	-	-
	- City gas	GJ	41,947	59,632	61,432
	Consumption by indirect energy source	GJ	103,110	108,440	136,420
	- Electricity	GJ	103,110	108,440	136,420
	- Steam	GJ	-	-	-
	Energy consumption intensity	GJ/100 million KRW	159	141	100
GHG emissions	Total GHG emissions (Scope 1+Scope 2)	tCO ₂ eq	7,055	8,204	9,634
	- Direct emissions (Scope 1)	tCO ₂ eq	2,121	3,015	3,106
	- Indirect emissions (Scope 2)	tCO ₂ eq	4,934	5,189	6,528
	GHG emissions intensity (Scope 1+Scope 2)	tCO ₂ eq/100 million KRW	8	7	5
Water consumption and recycling	Total water consumption	ton	90,897	83,532	70,931
	- Groundwater	ton	-	-	-
	- General water	ton	90,897	83,532	70,931
	- Others	ton	-	-	-
	Total water recycling	ton	-	15,470	36,742
	- Water Recycling Rate	%	-	18.5	51.8
	Water consumption intensity	ton/100 million KRW	100	70	36

Main Category	Subcategory	Unit	2019	2020	2021
Waste discharge and recycling	Total waste generated	ton	32	39	91
	- General waste	ton	-	-	-
	- Designated waste	ton	8.88	12.04	8.11
	- Medical waste	ton	23.2	27.3	83.3
	Total waste recycling	ton	0.0	0.0	0.0
	- Waste recycling rate	%	0	0	0
	Waste landfill rate (amount)	% (ton)	-	-	-
	Waste incineration rate (amount)	% (ton)	100	100	100
	Waste discharge intensity	ton/100 million KRW	0.035	0.033	0.046
	Discharge of water pollutants	Total amount of water pollutants	ton	0.021	0.020
- Biological oxygen demand (BOD)		ton	0.000	0.001	0.001
- Chemical oxygen demand(COD)		ton	0.007	0.005	0.017
- Suspended solids (SS)		ton	0.001	0.001	0.001
- Total nitrogen (T-N)		ton	0.013	0.012	0.025
- Total phosphorus (T-P)		ton	0.000	0.001	0.003
- Others (n-hexane mineral oil (N-H (mineral)))		ton	-	-	-
- Others (n-hexane oils and fats (N-H (copper)))		ton	-	-	-
- Others (total organic carbon (TOC))		ton	-	-	-
- Others (pH)		ton	-	-	-
- Others (specific water hazardous substances)	ton	-	-	-	

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Environment, Safety, and Health System

Main Category	Subcategory	Unit	2019	2020	2021	
Occupational safety and health	Number of industrial accident victims	persons	0	0	0	
	Number/ratio of work-related fatalities (classified into all employees and unemployed workers)	persons, %	0	0	0	
	Number/ratio of work-related injuries (classified into all employees and unemployed workers)	persons, %	0	0	0	
	number of industrial accidents	cases	0	0	0	
	Industrial accident rate	%	0	0	0	
	Lost-time injuries frequency rate (LTIFR)	cases/million working hours	0	0	0	
	Lost time incident	days	0	0	0	
	Number of treated patients	persons	0	0	0	
	ISO certification	Environmental management (ISO14001) certification	certificates	0	0	0
		Safety and health management (ISO45001) certification	certificates	0	0	0
Environmental compliance	Number of violations of environmental laws	cases	0	0	0	
	Environmental fines and fines	million KRW	0	0	0	

※ **Scope of environmental data disclosure:** Based on total usage of Cell Center. General waste is managed by GC (Holding Company) on in an integrated way.

Sustainable Industrial Ecosystem

Main Category	Subcategory	Unit	2019	2020	2021
Suppliers	Ratio of suppliers subject to the ESG Code of Conduct	%	0	0	0
	Ratio of suppliers subject to ESG performance monitoring	%	0	0	0

Business Ethics and Compliance

Main Category	Subcategory	Unit	2019	2020	2021
Anti-corruption	Number of worksites that conducted corruption risk assessments	places	1	1	1
	Ratio of worksites that conducted corruption risk assessments	%	100	100	100
	Number of cases in which employees were fired or disciplined due to corruption incidents	cases	0	0	0
	Number of cases in which contracts with business partners have not been terminated or renewed due to corruption incidents	cases	0	0	0
	Number of cases of corruption-related lawsuits against companies and employees	cases	0	0	0
	Legal sanctions related to fair trade	cases	0	0	0
	Fines for violations of labor laws	KRW	0	0	0
	Legal/voluntary rule violation	Number of violations of laws and voluntary rules related to information provision and labeling i. Fines or penalties	cases	0	0
Number of violations of laws and voluntary rules related to information provision and labeling ii. Caution or warning		cases	0	0	0
Number of violations of laws and voluntary rules related to information provision and labeling iii. Violation of voluntary code		cases	0	0	0

Others

Main Category	Subcategory	Unit	2019	2020	2021
Participation in global initiatives	Global initiatives we participated	-	-	-	-
ESG evaluation rating	KCGS	rating	-	-	C
	MSCI	rating	-	CCC	CCC

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Stakeholder Communication

GC makes best efforts to build a consensus on sustainability management issues and to establish a cooperative relationship with stakeholders through various communication channels by stakeholder groups, including customers, shareholders, investors, partners, employees, local communities, and the government, who are affected by our business activities. We disclose our management performance and strategic direction transparently through financial disclosures, AGM, and business performance release to activate communication with stakeholders. Through our efforts on stakeholder communication, we are committed to listen to stakeholder opinions, to share the activities and social values expected of GC, and to fulfill achievement on sustainable growth.

Stakeholder	Main Concerns	Communication Channel	Cycle
Customer	Customer satisfaction activities, quality management, and sales/marketing activities	Website	Regularly
		Customer counseling center	Regularly
Shareholders & investors	Minimization of management risk, sharing of management activity information and plans, and protection of shareholder interests	Board of Directors	4 times a year, when necessary
		Shareholders' meeting	Once a year, when necessary
		Business report, governance report	Once a year
		Disclosure on the DART	When necessary
Partner	Fair trade and shared growth	Discussion meeting (Shared Growth Partners Day)	Once a year
		Whistleblowing system	Regularly
		Procurement information system	Regularly
Executives & employees	Welfare benefits, organizational culture, and HR system	Internal e-mail	When necessary
		in-house bulletin board	Regularly
		Grievance handling channel	Regularly
		Solution Center (Suggestion Square)	Regularly
Local community	Social contribution, contribution to local economy, and environmental protection	Employee survey	When necessary
		Social contribution activities	When necessary
Government, local autonomous governments	Legal compliance, policies, and response to regulations	Discussion meeting, website of local governments	When necessary



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(Unit: KRW in millions)

	2019	2020	2021
Assets			
Current assets:	1,123,651	1,535,804	1,424,864
Cash and cash equivalents	176,460	447,572	335,569
Trade and other receivables	411,295	460,734	465,586
Other financial assets	45,486	62,352	62,825
Amounts due from customers for contract work	4,130	3,581	29,082
Inventories, net	453,774	489,145	506,995
Derivative assets	50	4,875	1,231
Other current assets	32,456	25,675	17,908
Disposal assets held for sales	-	41,870	5,668
Non-current assets	1,650,218	1,705,398	2,071,970
Long-term trade and other receivables	12,026	22,878	22,512
Other non-current financial assets	136,455	163,762	145,704
Investment in associates	90,335	128,297	164,290
Property, plant and equipment, net	1,153,902	971,837	1,068,971
Intangible assets, net	139,960	313,945	533,245
Investment properties	53,222	61,356	79,725
Right-of-use assets	39,837	18,702	20,493
Derivative assets	-	891	153
Invested asset for postemployment benefit	-	-	10,128
Other non-current assets	1,745	3,031	4,704
Deferred tax assets	22,736	20,699	22,045
Total assets	2,773,869	3,241,202	3,496,834

(Unit: KRW in millions)

	2019	2020	2021
Liabilities			
Current liabilities	676,337	1,102,777	925,913
Trade and other payables	235,750	267,810	274,259
Short-term borrowings	381,249	735,176	509,432
Lease liabilities	4,479	3,493	6,345
Amounts due to customers for contract work	4,240	3,906	7,530
Income tax payables	8,278	21,780	44,390
Derivative liabilities	-	8,576	5,253
Provisions	20,926	20,091	29,801
Other current liabilities	21,415	32,418	48,873
Disposal liabilities held for sales	-	9,527	30
Non-current liabilities	590,936	464,924	660,192
Long-term trade and other payables	12,780	14,590	13,163
Long-term borrowings	452,803	324,779	508,783
Lease liabilities	37,200	23,360	21,223
Derivative liabilities	-	-	1,421
Net Defined benefit liabilities	16,543	8,511	1,856
Provisions	219	1,252	3,234
Other non-current liabilities	5,908	13,600	24,590
Deferred tax liabilities	65,483	78,832	85,922
Total liabilities	1,267,273	1,567,701	1,586,105
Equity			
Equity attributable to the owners of the parent	812,838	919,301	1,025,425
Issued capital	26,579	26,579	26,579
Share premium	58,625	9,321	60,291
Other components of equity	-18,289	-18,289	-18,289
Accumulated other comprehensive income (loss)	623	-4,584	11,690
Retained earnings	745,300	906,274	945,154
Non-controlling interests	693,758	754,200	885,304
Total equity	1,506,596	1,673,501	1,910,729
Total liabilities and equity	2,773,869	3,241,202	3,496,834



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	2019	2020	2021
Operating revenue	1,493,589	1,719,326	1,840,558
Finished goods and merchandise	1,343,090	1,495,925	1,437,867
Services	89,759	153,366	305,901
Real-estate sales	2,009	-	-
Construction	42,363	53,759	78,309
Rental	8,318	8,766	7,723
Dividends	3,084	5,349	6,328
Others	4,966	2,161	4,430
Operating expenses	1,426,844	1,648,594	1,754,314
Cost of finished goods and merchandise sold	951,848	1,030,410	964,950
Cost for services	75,626	108,689	173,042
Real-estate costs	1,476	-	-
Cost for construction	38,797	49,936	74,025
Selling, general and administrative expenses	359,097	459,559	542,297
Operating profit	66,745	70,732	86,244
Other income	13,164	38,972	29,688
Other expenses	37,948	39,284	12,952
Finance income	16,612	70,103	57,807
Finance costs	40,683	47,348	48,891
Share of profit to subsidiaries	-	21,960	-
Share of profit (loss) to associates	8,417	-7,216	68,117
Profit before tax	26,307	107,919	180,013
Income tax expense	16,710	37,558	52,355
Profit (loss) from continuing operation	9,597	70,361	127,658
Profit (loss) from discontinued operations, net of tax	-40,074	109,635	-
Profit (loss) for the year	-30,477	179,996	127,658

(Unit: KRW in millions)

	2019	2020	2021
Other comprehensive income (loss)	-	-	-
Other comprehensive income to be reclassified to profit or loss in subsequent periods (net of tax):	12,693	-8,471	13,112
Net gain (loss) on equity adjustments of investments in associate	-1,904	-1,551	4,091
Foreign currency translation of foreign operations	14,597	-6,920	9,021
Other comprehensive income not to be reclassified to profit or loss in subsequent periods (net of tax):	-10,498	13,170	14,439
Re-measurement gain (loss) on defined benefit plans	-7,026	7,702	-1,978
Fair value gain (loss) on financial assets at FVOCI	-3,356	4,764	16,403
Net gain (loss) on equity adjustments of investments in associate	-116	704	14
Other comprehensive income (loss) for the year, net of tax	2,195	4,699	27,550
Total comprehensive income (loss) for the year, net of tax	-28,282	184,695	155,208
Profit (loss) for the year attributable to:			
Equity holders of the parent	2,957	170,960	55,270
Non-controlling interests	-33,434	9,036	72,388
Total comprehensive income (loss) for the year attributable to:			
Equity holders of the parent	2,659	171,939	78,107
Non-controlling interests	-30,941	12,756	77,101
Earnings per share:			
Continuing operation (KRW)	384	1,578	1,222
Discontinued operation (KRW)	-324	2,215	-
Old preferred stock 1 holders of the parent (KRW)	623	1,115	790
Old preferred stock 2 holders of the parent (KRW)	618	1,110	785



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Consolidated Statement of Changes in Equity of GC (Holding Company)

(Unit: KRW in millions)

	Equity							
	Attributable to the equity holders of the parent						Non-controlling interests	Total equity
	Issued capital	Share premium	Other components of equity	Accumulated other comprehensive income	Retained earnings	Sub-total		
As of January 1, 2019	26,579	40,665	-18,289	-2,404	757,796	804,347	648,770	1,453,117
Increase (decrease) from accounting policy change					-777	-777	-995	-1,772
Profit for the year					2,957	2,957	-33,434	-30,477
Re-measurement gain (loss) on defined benefit plans					-3,292	-3,292	-3,733	-7,025
Fair value gain (loss) on financial assets at FVOCI				-2,814	83	-2,731	-625	-3,356
Gains (loss) on disposals of financial assets at FVOCI								
Share of other comprehensive income (loss) of associates				-746	-116	-862	-1,159	-2,021
Foreign currency translation of foreign operations				6,587		6,587	8,009	14,596
Dividends					-11,351	-11,351	-6,930	-18,281
Differential dividends in subsidiaries		-68				-68	68	
Equity adjustments in subsidiaries		18,080				18,080	80,020	98,100
Establishment of subsidiaries							3,818	3,818
Acquisition of subsidiaries								
Disposal of subsidiaries								
Increased paid in capital of subsidiaries								
Total transactions with owners of the parent		-52				-52	-51	-103
As of December 31, 2019	26,579	58,625	-18,289	623	745,300	812,838	693,758	1,506,596
As of January 1, 2020	26,579	58,625	-18,289	623	745,299	812,838	693,758	1,506,596
Increase (decrease) from accounting policy change								
Profit for the year					170,960	170,960	9,036	179,996
Re-measurement gain (loss) on defined benefit plans					4,131	4,131	3,571	7,702
Fair value gain (loss) on financial assets at FVOCI				4,229		4,229	536	4,765
Gains (loss) on disposals of financial assets at FVOCI								
Share of other comprehensive income (loss) of associates				-3,851	640	-3,211	2,364	-847
Foreign currency translation of foreign operations				-4,169		-4,169	-2,751	-6,920
Dividends					-14,757	-14,757	-6,705	-21,462
Differential dividends in subsidiaries		-48				-48	48	



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(Unit: KRW in millions)

	Equity							
	Attributable to the equity holders of the parent						Non-controlling interests	Total equity
	Issued capital	Share premium	Other components of equity	Accumulated other comprehensive income	Retained earnings	Sub-total		
Equity adjustments in subsidiaries		-2,857		-1,416		-4,273	8,573	4,300
Establishment of subsidiaries								
Acquisition of subsidiaries		-47,029				-47,029	45,657	-1,372
Disposal of subsidiaries								
Increased paid in capital of subsidiaries								
Total transactions with owners of the parent		630				630	113	743
As of December 31, 2020	26,579	9,321	-18,289	-4,584	906,274	919,301	754,200	1,673,501
As of January 1, 2021	26,579	9,321	-18,289	-4,584	906,274	919,301	754,200	1,673,501
Increase (decrease) from accounting policy change								
Profit for the year					55,270	55,270	72,388	127,658
Re-measurement gain (loss) on defined benefit plans					-2,843	-2,843	865	-1,978
Fair value gain (loss) on financial assets at FVOCI				14,006		14,006	2,397	16,403
Gains (loss) on disposals of financial assets at FVOCI				-9,096	9,096			
Share of other comprehensive income (loss) of associates				3,887	77	3,964	141	4,105
Foreign currency translation of foreign operations				7,710		7,710	1,311	9,021
Dividends					-22,702	-22,702	-9,536	-32,238
Differential dividends in subsidiaries		-20				-20	20	
Equity adjustments in subsidiaries		-12,700			-18	-12,718	-28,597	-41,315
Establishment of subsidiaries								
Acquisition of subsidiaries		57,827		-232		57,595	61,903	119,498
Disposal of subsidiaries							129	129
Increased paid in capital of subsidiaries		5,863				5,863	30,083	35,946
Total transactions with owners of the parent								
As of December 31, 2021	26,579	60,291	-18,289	11,690	945,154	1,025,425	885,304	1,910,729



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	2019	2020	2021
Operating activities	7,650	35,772	103,769
Cash flows from operating activities	49,833	76,996	159,096
Interest received	2,870	2,000	2,206
Dividends received	3,667	5,681	6,659
Interest paid	-16,715	-31,066	-28,838
Income tax paid	-32,005	-17,839	-35,354
Investing activities	-191,064	-98,802	-110,207
Acquisition of financial assets at AC	-	-60,017	-44,071
Proceeds from disposal of financial assets at AC	-	31,119	69,637
Acquisition of financial assets at FVPL	-90,857	-152,256	-157,372
Proceeds from disposal of financial assets at FVPL	54,244	258,763	175,724
Proceeds from disposal of financial assets at FVOCI	734	-	32,517
Acquisition of property, plant and equipment	-138,929	-108,441	-114,097
Proceeds from disposal of property, plant and equipment	4,129	2,749	4,310
Acquisition of intangible assets	-26,077	-27,267	-27,738
Proceeds from disposal of intangible assets	1,601	4,842	81
Acquisition of investment properties	-	-35	-2,503
Disposal of investment properties	944	-	-
Foreign exchange forward contract	-2,240	-332	1,808
Acquisition of investment in subsidiaries	-	-258,814	-6,954
Proceeds from disposal of subsidiaries	3,793	227,373	93
Merger with subsidiaries	-	-	11,918
Acquisition of investment in associates	-1,221	-25,782	-118,848
Proceeds from disposal of investments in associate	2,815	8,326	-
Proceeds from disposal of disposal assets held for sales	-	970	65,288

(Unit: KRW in millions)

	2019	2020	2021
Financing activities	105,444	387,525	-116,456
Increase in short-term borrowings	767,336	1,644,805	1,101,212
Repayment of short-term borrowings	-859,870	-1,284,196	-1,312,802
Increase in long-term borrowings	122,197	2,900	334,727
Repayment of current portion of long-term borrowings	-	-90,210	-180,237
Issuance of convertible bond	-	20,000	-
Repayment of convertible bond	-9,300	-	-
Repayment of bond with warrants	-10,000	-	-
Issuance of redeemable convertible preferred stock	20,344	108,000	-
Repayment of redeemable convertible preferred stock	-	-	-19,491
Equity adjustments in subsidiaries	98,125	6,426	-42,720
Receipt of lease incentive	-	-	2,578
Repayment of lease liability	-5,107	-4,701	-3,431
Payment of dividends	-18,279	-21,458	-32,238
Increased in paid in capital of subsidiaries	-	5,959	35,946
Conversion of convertible bond of affiliates	-2	-	-
Net increase (decrease) in cash and cash equivalents	-77,970	324,495	-122,894
Cash and cash equivalents as of January 1	250,793	176,460	447,572
Carrying amount of recognised in disposal assets held for sales	-	-33,613	-
Effect of movements in exchange rates on cash held	3,637	-19,770	10,891
Cash and cash equivalents as of December 31	176,460	447,572	335,569



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■ GC (Holding Company) (Asset Management & Custody Activities)

• Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	Category	Page
Transparent Information & Fair Advice for Customers	FN-AC-270a.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Quantitative	-
	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	Quantitative	-
	FN-AC-270a.3	Description of approach to informing customers about products and services	Discussion and Analysis	-
Employee Diversity & Inclusion	FN-AC-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Quantitative	32, 90, 95, 101
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	Quantitative	-
	FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Discussion and Analysis	-
	FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	Discussion and Analysis	-
Business Ethics	FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	94
	FN-AC-510a.2	Description of whistleblower policies and procedures	Discussion and Analysis	86-87

• Activity Metrics

Code	Accounting Metric	Category	Page
FN-AC-000.A	(1) Total registered and (2) total unregistered assets under management (AUM)	Quantitative	108
FN-AC-000.B	Total assets under custody and supervision	Quantitative	-



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■ GC Biopharma and GC Cell (Biotechnology & Pharmaceuticals)

• Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	Category	Page	
				GC Biopharma	GC Cell
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	24, 26, 42, 44, 47, 50	19, 27, 44, 48, 50
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Quantitative	-	-
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	-	-
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	Discussion and Analysis	41	41
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	-	-
Affordability & Pricing	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Quantitative	-	-
	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Quantitative	-	-
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Quantitative	-	-
Drug Safety	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	-	-
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Quantitative	-	-
	HC-BP-250a.3	Number of recalls issued, total units recalled	Quantitative	-	-
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Quantitative	-	-
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative	53	53
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	83~84	83~84
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion and Analysis	-	-
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative	-	-
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	100	105
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	-	-



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■ GC Biopharma and GC Cell (Biotechnology & Pharmaceuticals)

• Sustainability Disclosure Topics & Accounting Metrics

Topic	Code	Accounting Metric	Category	Page	
				GC Biopharma	GC Cell
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Discussion and Analysis	46	46
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Quantitative	96	102
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 program or equivalent thirdparty audit programs for integrity of supply chain and ingredient	Quantitative	83	83
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	100	105
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	87-88	87

• Activity Metrics

Code	Accounting Metric	Category	Page	
			GC Biopharma	GC Cell
HC-BP-330a.1	Number of patients treated	Quantitative	-	-
HC-BP-330a.2	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	95	101

Assurance Statement on GHG Emissions (GC Biopharma)

Third Party's Verification Statement on 2021 GHG Emission Report「GC Biopharma」

Verification Target

Korean Foundation for Quality (hereinafter "KFQ") has conducted the verification of "2021 Report on Quantity of emitted Greenhouse gas and Energy Consumption"(hereinafter 'Inventory Report') for GC Biopharma.

Verification Scope

KFQ's verification was focused on all the facilities which emitted greenhouse gas during the year of 2021 under operational control and organizational boundary of GC Biopharma.

Verification Criteria

To conduct verification activities, verification team applied verification standards and guidelines. The standards and guidelines are as follows.

- Rules for emission reporting and certification of greenhouse gas emission trading scheme (Notification No. 2021-278 of Ministry of Environment)
- Rules for verification of operating the greenhouse gas emission trading scheme(Notification No. 2021-112 of Ministry of Environment)
- KS Q ISO 14064-1,2,3 : 2006

Verification Opinions

Based on verification process according to the Scheme, KFQ obtained reasonable basis to derive following conclusion on the GHG emission data in the Inventory Report.

- 1) The Inventory Report was documented in accordance with "Rules for emission reporting and certification of greenhouse gas emission trading scheme" and "KS Q ISO 14064-1,2,3 : 2006" run by the government.
- 2) The result of Material discrepancy satisfied the criteria for an organization that emits less than 500,000 tCO₂eq shall not exceed 5% from total emission as per "Rules for verification of operating the greenhouse gas emission trading scheme"

3) In 2021 GC Biopharma's GHG emission Report, no significant errors, omissions, or inappropriate matters were found except for emission sources that were not considered in the relevant GHG gas calculation guidelines.

4) Thus, KFQ concludes that following emissions data are correctly calculated and stated.

(Unit: ton CO₂eq)

Year	GHG Emissions			
	Plant	Scope 1	Scope 2	Total
2021	Ochang	6,809.941	36,552.935	43,362
	Hwasun	5,787.601	12,623.424	18,411
	Eumseong	700.336	1,324.206	2,024
	Headquarter etc. (R&D center)	1,063.753	3,303.007	4,365
	Total	14,361.632	53,803.570	68,162

* Note: Total emission is calculated as round down below the decimal point

September 2nd, 2022

Ji Young Song

CEO Ji-Young Song
Korean Foundation for Quality (KFQ)



Third-Party Assurance Statement

Dear Management and Stakeholders of GC

■ Introduction

The Korean Standards Association ("KSA") was commissioned by GC Holdings (hereafter referred to as the 'GC(Holding Company)') to perform a third-party Assurance Engagement of 'GC SUSTAINABILITY REPORT 2022' (the "Report"). KSA presents independent opinions as follows as a result of feasibility of the data contained in this Report. GC has sole responsibility for content and performance contained in this Report.

■ Independence

As an independent assurance agency, KSA does not have any kinds of commercial interest in businesses of GC(Holding Company), GC Biopharma, GC Cell apart from undertaking a third-party assurance on the Report. We have no other contract with GC(Holding Company), GC Biopharma, GC Cell that may undermine credibility and integrity as an independent assurance agency.

■ Assurance Standards and Level

This Assurance Engagement followed the AA1000AS v3 assurance standards to provide Moderate Level assurance. We checked the four principles of inclusivity, materiality, responsiveness and impact in combination with information credibility of the Report. We also reviewed whether the Report content was created in accordance with the GRI Standards.

■ Assurance Type and Scope

This Assurance Engagement followed the AA1000AS v3 assurance standards to provide Type 2 assurance, which means that the assurance assessed the accuracy and reliability of the company's statements and performance data provided in the Report. The assurance scope is from January 1 2021 to December 31 2021 and the assurance focused on systems and activities including policies and goals, businesses and programs, standards, and achievements of the Company's sustainability management. While the company's environmental and social data as well as financial data was verified, the scope of review concerning stakeholder engagement was limited to the materiality assessment process.

■ Assurance Methodology

We used the following methods to gather information, documents and evidence with respect to the assurance scope.

- Analyses of articles related to GC(Holding Company), GC Biopharma, GC Cell's sustainability management published by domestic media outlets
- Review of management system and process used in improving the performance of sustainability management and preparing the Report
- Review of the consistency between the financial performance data and the company's audit report/publicly announced data
- Examination of internal documents and basic materials

■ Assurance Results and Opinions [On an assurance principle/process level]

KSA reviewed the draft version of this Report to present our opinions as an assurance provider. Modifications were made of the Report content if deemed necessary. We were not aware of any significant errors or inappropriate descriptions in this Report as a result of our Assurance Engagement. As such, we present our opinions of the GC SUSTAINABILITY REPORT 2022 as follows.

Inclusivity

- Has GC(Holding Company), GC Biopharma, GC Cell engaged its stakeholders in strategically responding to sustainability?

KSA believe GC(Holding Company), GC Biopharma, GC Cell is aware of the importance of stakeholder participation and is making an all-out effort to establish a process that will increase their participation. GC has selected stakeholders including government and related associations, organization, employees, corporate customers, individuals, partner companies, local communities and NGOs to receive diverse feedbacks and opinions.

Materiality

- Has GC(Holding Company), GC Biopharma, GC Cell included material information in the Report to help stakeholders make informed decisions?

We are not aware of any significant omissions or exclusions of data that is material to stakeholders. We verified that GC(Holding Company), GC Biopharma, GC Cell conducted materiality assessment with issues identified from analyses of internal and external environments and reported according to the result.

Responsiveness

- Has GC(Holding Company), GC Biopharma, GC Cell appropriately responded to stakeholder requirements and interest in this Report?

We verified that GC(Holding Company), GC Biopharma, GC Cell responded stakeholders' needs and interests through reflecting stakeholders' opinions in the Report. We are not aware of any evidence that GC(Holding Company), GC Biopharma, GC Cell's response to significant issues of stakeholders was reported inappropriately.

Impact

- Has GC(Holding Company), GC Biopharma, GC Cell appropriately monitored its impact on the stakeholders?

We verified that the Company is monitoring and assessing its impact on the stakeholders by conducting an enhanced verification of its standard business activities. Furthermore, it has been verified that the Company appropriately publishes its findings in the Report.



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■ GRI Standards Disclosure

We confirmed that this Report was prepared in accordance with GRI Standards Core Option. Based on data GC(Holding Company), GC Biopharma, GC Cell provided, we also confirmed a validity of the contents related to General Standard Disclosure and Specific Standard Disclosure.

Universal Standards

We have verified that the Report complied(s) with the requirements of the Universal Standards of Core Option, and (have) reviewed the following disclosures:

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102-1 ~ 102-13(Organizational profile), 102-14~102-15 (Strategy), 102-16 ~ 102-17(Ethics and integrity), 102-18, 102-20, 102-22, 102-24, 102-25, 102-27, 102-28, 102-33, 102-34, 102-35, 102-36 (Governance), 102-40 ~ 102-44(Stakeholder engagement), 102-45 ~ 102-56(Reporting practice), 103(Management Approach)

Topic-specific Standards

We have checked the material topics identified from a materiality test process in which content to be disclosed. We examined disclosures below:

203-1, 203-2, 205-1, 205-3, 206-1, 302-1, 302-2, 302-3, 305-1, 305-2, 305-4, 305-7, 306-3, 306-4, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 412-2, 416-1, 416-2, 417-2, 417-3

* In the case of index 403, we assure the following specifically for GC Biopharma, GC Cell

■ Opinions and Recommendations [Performance /Issues]

We present the following recommendations to help GC(Holding Company), GC Biopharma, GC Cell establish a company-wide sustainability management strategy and respond to continuous issues of sustainability.

Economy

This report (hereinafter, "the Report"), which discloses the business and ESG management strategies of the Green Cross Group (hereinafter, "the Group") in detail, is expected to contribute to strengthening communication and establishment of trust among both internal and external stakeholders. The Report discloses the efforts made by the Group to contribute to the health and happiness of humanity as a whole and the outcomes, including the economic impact generated as a result. In particular, the Report discloses more comprehensive economic value than the generally disclosed financial information to its stakeholders. It is recommended that the Company continue to disclose information on its social and economic performance in accordance with the global guidelines in the areas of preventive, diagnostic, treatment, and digital healthcare, on the basis of reinforced responsible management and transparency in accounting.

Environment

It is apparent that the GC(Holding Company), GC Biopharma, GC Cell are implementing environmentally friendly management activities, based on restructuring of organizations for sustainable management and integration of internal performance indicators. Despite publishing the Report for the first time, the Group's establishment and implementation of Environmental Governance through the Risk Management Committee at the Group level is highly appreciated. It is recommended that the Company seeks to achieve successful implementation of sustainable management strategies by setting detailed goals, and executing, reviewing, and evaluating them in accordance with the PDCA process.

Society

GC(Holding Company), GC Biopharma, GC Cell have decided to mark 2022 as the first year to implement sustainable management strategies and has accordingly established ESG management strategies, and set itself tasks to achieve such objectives. In addition, the Group has laid the foundation for pursuing sustainable management through various activities, including the revision of Board of Directors regulations in order to discuss major issues concerning ESG at board meetings. We expect that the Group will give concrete shape to tasks implemented to promote ESG, and will carry out substantive activities by setting ESG targets. It is also recommended that the Group makes an effort to manage ESG risks within the supply chain by including the ESG evaluation index, which reflects the Group's nature and characteristics, into the index used to select and manage partner companies.

July 2022

KSA Chairman & CEO, **Myung Soo Kang**



The Korean Standards Association (KSA), established as a special corporation in accordance with the Law for Industrial Standardization in 1962, serves as a knowledge service provider that distributes and disseminates such services as industrial standardization, quality management, sustainability management, KS certification and ISO certification. The KSA is committed to the sustainable development of Korean society as an ISO 26000 national secretary, certified GRI training partner, AA1000 assurance provider, KSI (Korea Sustainability Index) operator, and UN CDM DOE (development operational entity), and as an assurance provider of the Korean government's greenhouse gas energy target management system.



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Association Membership

Association Membership

Association	Purpose of establishment	Member
Korea Industrial Safety Association	Technical support in all areas of industrial safety to realize an accident-free industrial society	
Korea Institute of Urban Planners (KIUP)	Research on the development of urban planning and new urban culture	
Korea Listed Companies Association	Contribution to the development of the capital market through communication and cooperation with listed companies, support for sustainable growth, and protection of investors	GC (Holding Company)
Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	Contribution to the improvement of public health through the sound development of the pharmaceutical bio industry	
Korea Environmental Engineers Association	Development of competency of environmental engineers, such as environmental technical support and exchange, and education on the operation of prevention facilities	
Developing Countries Vaccine Manufacturers Network (DCVMN International)	A non-governmental organization (NGO) whose mission is to continuously supply high-quality vaccines to developing countries at reasonable prices	
Fair Competition Federation	Public interest activities related to the spread of fair trade culture and implementation of the fair trade system	
Association for - Assessment and Accreditation of Laboratory Animal Care International (AAALAC International)	Providing voluntary evaluation and certification programs that encourage the humane care and treatment of laboratory animals in the scientific field	
International Vaccine Institute (IVI)	Development and dissemination of safe, effective and affordable vaccines for global public health	
Korea Association of Emergency Planners	Increase of security capacity by sharing up-to-date information on security and disaster crises	
Korea Chamber of Commerce and Industry	Providing a variety of information and services across economic activities, responding to current economic issues, and improving laws, systems and regulations	
WomenCorporateDirectors Korea	A global organization of female directors to foster female leaders who participate in major corporate decision-making	
International Federation of Pharmaceutical Manufacturers and Associations (IFPMA)	Contribution to the health and welfare of humankind around the world, establishment of drug distribution order, and technological cooperation for drug R&D	GC Biopharma
Member Association for Sincere Reporting of Medicines	Provision of information such as faithful reporting of medicines and establishment of trade order and spread of integrity management culture	
The Federation of Korean Industries	Activities to improve the corporate management environment, such as implementing correct economic policies and promoting internationalization of the economy	
Korean Security Agency of Trade and Industry (KOSTI)	Support for companies to comply with the export control system for strategic goods, which is an international trade norm, and trade safely	
Pharma Specialists Association (PhaSa)	Exchange of domestic and foreign drug development trends and information, development and training of human resources in the pharmaceutical industry, and establishment of industrial infrastructure	
Pharmaceutical Bio CSR Research Society	Exchange of CSR information among pharmaceutical companies and improvement of corporate CSR awareness spread throughout society	
Korea Pharmaceutical Patent Institution	Research on domestic and foreign patent systems, provision of the latest information in the pharmaceutical field, practice-based patent education, and research on strategies for protecting new drugs developed in Korea	
Chungbuk Enterprises Federation	Promotion of corporate development through labor-management stability, establishment of industrial peace, employment stability and job creation in the Chungbuk region	
Chungbuk Economic Forum	Non-profit private organization to promote the economic development of Chungbuk region and vitalization of local economy	
Pandemic Influenza Preparedness Framework (WHO, PIP Framework)	Monitoring against pandemic influenza, supporting research such as sharing virus strains, and conducting regulatory studies by country	
Korea Health Supplements Association	Support for policy research, regulatory improvement activities, and capacity building for the healthy development of the health functional food industry and public health	
Korea Management Association (KMA)	A specialized industrial education institution that provides the optimal know-how necessary for corporate management and leads the industrial society with knowledge	
Korea International Trade Association	Trade promotion and private trade cooperation activities, establishment of trade infrastructure, and response to changes in the trade environment	
Korea Biomedicine Industry Association (KOBIA)	Contribute to the promotion of the health care industry and the improvement of public health by strengthening the international competitiveness of the biopharmaceutical industry	
Korea Bio Association	Promotion of technology development and industrialization in the bio industry	
Korea Industrial Technology Association (KOITA)	Support the establishment and operation of corporate research institutes, develop industrial technology support policies, and disseminate and spread advanced technology management	
Korea Listed Companies Association	Contribution to the development of the capital market through communication and cooperation with listed companies, support for sustainable growth, and protection of investors	



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Association Membership

Association Membership

Association	Purpose of establishment	Member
Korea Fire Safety Institute	Fire prevention and improvement of public safety management awareness	
Korea Food Industry Association	Improving public health and improving the competitiveness of the domestic food industry	
Korea Drug Research Association	R&D for industrial technology in the pharmaceutical field and introduction and dissemination of advanced technology	
Korea Energy Engineers Association	Contributing to technological improvement and sound development in fuel and energy fields	
Korea Pharmaceutical Traders Association	Promotion of import and export of medicines and establishment of distribution order	
Korean Medical Library Association	Management of medical information, research research, data exchange, and cooperation in providing original text	
Korean Personnel Management Association	Improving HR competitiveness by identifying the latest domestic and international HR strategies and trends for human resource management and sharing issues	GC Biopharma
Korea Electrical Engineers Association	Contribution to industrial development such as power technology R&D and education and training	
Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	Contribution to the improvement of public health through the sound development of the pharmaceutical bio industry	
Korea Intellectual Property Association (KINPA)	A private consultative body that discusses mutual cooperation measures and conducts joint research across all areas of intellectual property	
Korean Organization for Rare Diseases	Activities to help patients with rare and intractable diseases and their families of 2 million patients	
Korea Environmental Preservation Association	A public institution under the Ministry of Environment to respond to changes in the future environment, such as implementing national environmental conservation policies	
Korea National Enterprise for Clinical Trials (KoNECT)	Establishment of the foundation for Korean clinical trials and support for efficiency and internationalization of clinical trials in the pharmaceutical industry	
Pharma Specialists Association (PhaSa)	Exchange of domestic and foreign drug development trends and information, development and training of human resources in the pharmaceutical industry, and establishment of industrial infrastructure	
Council for Advanced Regenerative Medicine (CARM)	Prepare a joint response strategy for the development of the domestic regenerative medical industry and preoccupation of external hubs	
KOREA Investor Relations Service	Raising and revitalizing publicly traded IR awareness, realization of corporate fair value, and investor protection activities	
Korea Association of Referral Laboratories	Sound development of the sample test consignment industry and improvement of national health care through the advancement of testing services and support for the medically vulnerable	
Korea International Trade Association	Trade promotion and private trade cooperation activities, establishment of trade infrastructure, and response to changes in the trade environment	
Korea Biomedicine Industry Association (KOBIA)	Contribute to the promotion of the health care industry and the improvement of public health by strengthening the international competitiveness of the biopharmaceutical industry	GC Cell
Korea Industrial Technology Association (KOITA)	Support the establishment and operation of corporate research institutes, develop industrial technology support policies, and disseminate and spread advanced technology management	
Korea Pharmaceutical Traders Association	Promotion of import and export of medicines and establishment of distribution order	
Korea Institute of Drug Safety & Risk Management (KIDS)	Promotion of public health through drug safety management, such as providing drug safety information and supporting scientific decision-making to improve safety	
Korea Society for Clinical Development (KSCD)	Cultivating knowledge related to drug clinical trials, exchanging information among members, developing new drugs and improving the level of clinical trials	
Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	Contribution to the improvement of public health through the sound development of the pharmaceutical bio industry	
Korean Society of Pharmaceutical Medicine (KSPM)	Dissemination of knowledge necessary for cultivating knowledge related to clinical trials of medicines and developing well-defined medicines among members to the government, pharmaceutical industry, and professional societies	
Korea Integrated Logistics Association (KiLA)	Activities to strengthen the competitiveness of the logistics industry and advance the logistics of member companies	
Korea Innovative Medicines Consortium (KIMCo)	Establishment of an open innovation platform for joint investment and joint development in the domestic pharmaceutical and bio industry	
Korea Patent Attorneys Association	Strengthening the international competitiveness of intellectual property by developing the intellectual property rights system and promoting the realization of intellectual property rights	
Korea Chamber of Commerce and Industry	Providing a variety of information and services across economic activities, responding to current economic issues, and improving laws, systems and regulations	GC Wellbeing
Pharma Specialists Association (PhaSa)	Exchange of domestic and foreign drug development trends and information, development and training of human resources in the pharmaceutical industry, and establishment of industrial infrastructure	
Kosdaq Listed Companies Association	Supporting the sustainable growth of KOSDAQ companies, strengthening the KOSDAQ market's substantial development and responsiveness	



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Association Membership

Association	Purpose of establishment	Member
KOREA Investor Relations Service	Raising and revitalizing publicly traded IR awareness, realization of corporate fair value, and investor protection activities	
Korea Health Supplements Association	Support for policy research, regulatory improvement activities, and capacity building for the healthy development of the health functional food industry and public health	
Korea International Trade Association	Trade promotion and private trade cooperation activities, establishment of trade infrastructure, and response to changes in the trade environment	
Korea Industrial Technology Association (KOITA)	Support the establishment and operation of corporate research institutes, develop industrial technology support policies, and disseminate and spread advanced technology management	GC Wellbeing
Korea Drug Research Association	R&D for industrial technology in the pharmaceutical field and introduction and dissemination of advanced technology	
Korea Society for Clinical Development (KSCD)	Cultivating knowledge related to drug clinical trials, exchanging information among members, developing new drugs and improving the level of clinical trials	
Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	Contribution to the improvement of public health through the sound development of the pharmaceutical bio industry	
In vitro diagnostic company council	Contribute to the development of the domestic in vitro diagnostic industry through regulatory response and policy improvement in the in vitro diagnostic field, and win-win cooperation between companies	
Korea International Trade Association	Trade promotion and private trade cooperation activities, establishment of trade infrastructure, and response to changes in the trade environment	
Korea Industrial Technology Association (KOITA)	Support the establishment and operation of corporate research institutes, develop industrial technology support policies, and disseminate and spread advanced technology management	
Korea Medical Device Industry Cooperative Association	Strengthening the capabilities of medical device manufacturers through medical device policy development, research, and human resource development support	GCMS
Korea Medical Devices Industry Association	Contribute to the improvement of public health and the development of the medical device industry by establishing domestic and international supply orders for medical devices and supplying high-quality medical devices	
Korea Pharmaceutical Traders Association	Promotion of import and export of medicines and establishment of distribution order	
Korea Institute of Drug Safety & Risk Management (KIDS)	Promotion of public health through drug safety management, such as providing drug safety information and supporting scientific decision-making to improve safety	
Korea Diagnostic Test Reagents Association	Information sharing with clinical test reagent companies	
Kosdaq Listed Companies Association	Supporting the sustainable growth of KOSDAQ companies, strengthening the KOSDAQ market's substantial development and responsiveness	UBcare
Construction Association of Korea	Promotion of mutual cooperation among construction companies, construction industry related systems, construction economic policies, and construction technology improvement	
Korea Facilities Maintenance Association	Promotion of various projects and system improvement for facility maintenance and management technology improvement	
Korea International Trade Association	Trade promotion and private trade cooperation activities, establishment of trade infrastructure, and response to changes in the trade environment	
Korea Industrial Technology Association (KOITA)	Support the establishment and operation of corporate research institutes, develop industrial technology support policies, and disseminate and spread advanced technology management	
Korea Biosafety Association	Response to international demands for biosafety and biosecurity and advancement of biosafety field	
Korea Fire Facility Association	Contributing to the sound development of the firefighting industry by improving the technology of the firefighting facility industry	
Korea Engineering & Consulting Association	Enhancing competitiveness in the engineering industry by providing engineering technology information, responding to regulations, and nurturing global manpower	GCEM
Korea Electrical Contractors Association	Improvement of construction method and technology improvement of electrical construction, sound development of electrical construction business, and contribution to national electric power business	
Korea Electrical Engineers Association	Contribution to industrial development such as power technology R&D and education and training	
Korea Information & Communication Construction Association	Contributing to the development of information and communication construction projects by seeking improvements in information and communication construction technology and construction methods	
International Contractors Association of Korea	Contributing to the sound development of the overseas construction industry by strengthening international competitiveness by supporting overseas construction activities and collecting, analyzing, and disseminating information on overseas construction	
Korea Association of Referral Laboratories	Sound development of the sample test consignment industry and improvement of national health care through the advancement of testing services and support for the medically vulnerable	GC Labs
Korea National Enterprise for Clinical Trials (KoNECT)	Establishment of the foundation for Korean clinical trials and support for efficiency and internationalization of clinical trials in the pharmaceutical industry	
Korea Society for Clinical Development (KSCD)	Cultivating knowledge related to drug clinical trials, exchanging information among members, developing new drugs and improving the level of clinical trials	GCCL

