

Local Communities ESRS s3

Governance



Social Contribution Governance

GC fulfills its corporate social responsibility through social contribution activities that spread the spirit of GC Sharing. A dedicated social contribution organization has been established under the CEO to reflect the unique characteristics of each activity, and synergies toward achieving GC's social contribution vision are generated through cross-organizational collaboration.



Public Interest Foundations

Mogam Institute for Biomedical Research

Established in May 1984, Mogam Institute for Biomedical Research is a research institution dedicated to developing pharmaceuticals for disease prevention, diagnosis, and treatment through biotechnology, thereby contributing to improved public health and human welfare. By reinvesting the proceeds generated from research and development outcomes, the institute fosters a stable and sustainable research environment. Notable achievements include developing the world's first hemorrhagic fever with renal syndrome vaccine, the world's second varicella vaccine, quadrivalent influenza vaccines, and treatments for neutropenia. The institute has recently launched full-scale new drug development research incorporating artificial intelligence technology, and is actively recruiting field specialists while pursuing collaborative activities across industry, academia, and interdisciplinary sectors.

Mogam Science Scholarship Foundation

Mogam Science Scholarship Foundation has been running scholarship programs since 2006, providing scholarships and research funding to Korean nationals pursuing overseas studies and research in science, engineering, and medicine: domestic students enrolled at regular universities; and students facing financial difficulties or requiring social support. As of 2025, the foundation has supported 588 cumulative scholarship recipients with total scholarship disbursements reaching KRW 5.8 billion. The foundation plans to continue diversifying its scholarship programs in response to changing times and evolving societal needs.

Main Programs

Category	Description	
Overseas scholarship program	Eligibility	Korean nationals studying abroad in science, engineering, or medicine (undergraduate, graduate, doctoral, post-doctoral)
	Amount	\$5,000 – \$10,000 per recipient
Domestic scholarship program	Eligibility	Current-year graduate students at designated domestic universities (qualifying students)
	Amount	KRW 10 million per recipient

Future Foundation of Korea

Established in 2009 as a public interest foundation, the Future Foundation of Korea supports North Korean defector students by cultivating their passion for learning and fostering hope for the future, helping them develop into leaders for a unified Korea. Programs span scholarships, health and wellness, employment support, and settlement research. As of 2025, the foundation's cumulative operating budget stands at KRW 4.59 billion, with 316 cumulative scholarship recipients supported, 3,619 hours of health and wellness programs delivered across 1,476 sessions, 2,100 hours of employment training conducted for 95 beneficiaries, and 7 cumulative academic research projects completed in the area of settlement research since 2014.

Main Programs

Category	Description	
Scholarship programs	Eligibility	North Korean defectors enrolled in years 1–4 at domestic regular universities
	Support	Scholarships, education, coaching, counseling, etc.
Health and wellness	Eligibility	North Korean defector students and adults
	Support	School visits for scholarship recipients, professional psychological counseling, comprehensive health screenings
Employment support	Eligibility	North Korean defectors settled in Korean society
	Support	Entrepreneurship education and vocational skills training
Settlement research	Support	Research project identification and academic research funding, aimed at generating and disseminating knowledge to advance settlement support initiatives

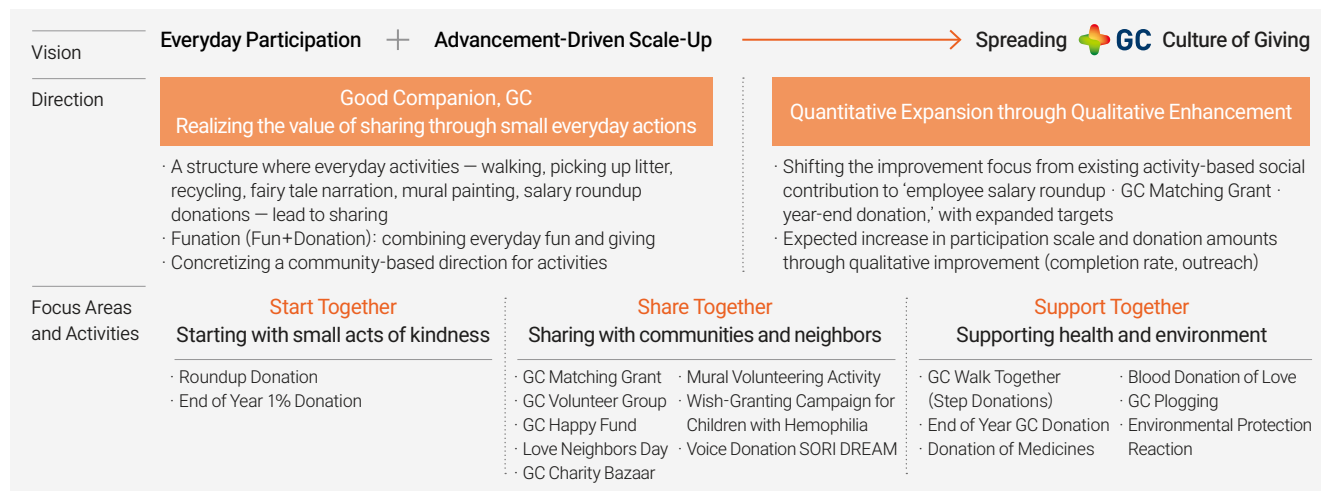
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Social Contribution Framework

GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operates its social contribution framework under the overarching goal of 'Good Companion,' organized around three focus areas: Start Together, Share Together, and Support Together. Activities are directed toward community co-prosperity and planned in a 'Funation (Fun+Donation)' spirit that integrates enjoyment and charitable giving into everyday life. Following the transition to endemic status in 2023, in-person activities have been fully resumed, with all 54 employee clubs nationwide independently conducting volunteer work at least once.



GC Mid-to-Long-term Social Contribution Activity Roadmap



Social Contribution Activities

Start Together – Starting with Small Acts of Kindness

Roundup Donation & End of Year 1% Donation



'Roundup Donation' is a monthly voluntary donation program where employees donate the remaining digits of their monthly salaries (KRW 1 to 999), and the 'End of Year 1% Donation' is a voluntary donation of a portion of the December salary each year.

Share Together – Local Community & Neighbors

GC Matching Grant



This program matches employee monthly donations to support marginalized community members, including elderly individuals living alone and child-headed households, providing continuous rather than one-time assistance through local institutions near headquarters and factory locations. GC identifies and supports beneficiaries in cooperation with regional agencies and NGOs such as Yong-in Social Welfare Center, Community Chest of Korea, and Child Fund Korea. Beyond financial support, volunteers also visit the homes of supported senior citizens to replace old wallpapers and flooring and provide companionship.

GC Volunteer Group



To resume activities suspended during the COVID-19 pandemic, GC is encouraging volunteer activities centered around employee interest groups, with plans to continuously promote participatory volunteering at headquarters and local worksites. The GC Volunteer Group collaborates with local partner organizations, highlighting the unique characteristics of each volunteer team and maintaining ongoing community engagement.

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Social Contribution Activities

Share Together – Local Community & Neighbors

GC Happy Fund: Participation in Crisis Family Solution Case Conferences and Support



GC (Holding Company) and its affiliates, including GC Biopharma and GC Cell, operate the 'GC Happy Fund' to support vulnerable populations and families in crisis who fall outside the welfare safety net in the Yongin area. Building on close partnerships with Giheung Disability Welfare Center and 15 administrative welfare centers across Yongin, GC holds quarterly integrated case conferences¹⁾ attended by representatives from all participating organizations to review individual cases and determine funding decisions, enabling prompt support for families in crisis and supplementing the social safety net beyond the reach of institutional support. Approximately KRW 20 million in funding is allocated and disbursed annually; in 2025, a total of 10 community members received support.

Through the GC Happy Fund, GC aims to identify those most in need in a timely manner through community partnerships, expand its direct impact on local social welfare, and address the challenges of those in welfare blind spots — realizing corporate values built on mutual prosperity with local communities.

1) A multi-stakeholder case review body attended by representatives of each participating organization.

GC Happy Fund Operation Process



1) Composed of approximately 10 members, including the Director of Giheung Disability Welfare Center, the Head of Community Center Social Welfare Team, heads of major welfare institutions and centers, specialists, and team leaders from GC's managing department.

Love Neighbors Day & GC Charity Bazaar



Love Neighbors Day is a program where employees and their families volunteer to help neighbors in need, participating as whole families in activities such as welfare center visits and kimchi making across all GC affiliates. GC Charity Bazaar, GC's flagship social contribution activity running for over 30 years, uses proceeds from selling employee-donated items to help disadvantaged neighbors while conserving resources. Together, these programs provide practical support to marginalized neighbors — including social welfare facilities connected with the GC Volunteer Group, living expense assistance for elderly individuals living alone, migrant workers, and North Korean defectors, and educational funding for child-headed households.

Mural Volunteering Activity GREAMDREAM



Launched in 2023, Mural Volunteering Activity GREAMDREAM brings together 50–80 employees and their families at schools near GC Group's headquarters and factories: Yongin Jeongpyeong Middle School (2023), Eumseong Buyun Elementary School (2024), and Yongin Suji Middle School (2025). The program improves school environments and promotes community mutual prosperity through enjoyable social contribution and talent sharing, while also addressing negative social impacts by revitalizing deteriorated environments and spaces within local communities. Internally, it fosters teamwork and a sense of accomplishment among employees.



GC Biopharma Conducts Campaign in Recognition of World Hemophilia Day



To commemorate World Hemophilia Day, GC Biopharma carries out a wish-granting campaign for children living with hemophilia, in collaboration with Make-A-Wish Korea. The campaign was held under the theme, "Equitable access for all: recognizing all bleeding disorders," conveying the message of striving for a world where people with inherited bleeding disorders can receive fair and equal access to care, regardless of the type of disorder, gender, age, or place of residence.

Voice Donation SORI DREAM



Launched in 2025, Voice Donation SORI DREAM is a new participatory volunteer program involving approximately 30 GC employees. The program donates fairytale narration recordings alongside physical books to children with limited access to reading materials — including children from multicultural families — helping to address cultural deprivation among underserved children. The fairytale books and recording equipment are donated to kindergartens across Yongin through the Yongin Family Center.



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Metrics & Targets



Social Contribution Activities

Support Together – Health and Environment

End of Year GC Donation and Donation of Medicines



GC Biopharma donated KRW 200 million in year-end charitable contributions to support vulnerable populations including rare disease patients – KRW 100 million through social welfare organizations for underserved communities and rare disease patients, and KRW 100 million to the Korean Red Cross for disaster relief and welfare programs. In addition, approximately 3,000 units of premium infant formula Novalac Stage 1 and Stage 2 were donated and distributed to single mothers, single-parent families, and children in care facilities through G Foundation and Wooyang Foundation.

Blood Donation of Love



As a manufacturer specialized in plasma-derived therapies, GC conducts Blood Donation of Love events three times a year to contribute to the national blood donation program, delivering blood donation certificates to patients. As of 2025, 733 employees from GC, GC Biopharma, and GC Cell participated.

GC Plogging



GC promotes health, environmental protection, and charitable giving simultaneously through plogging. As of 2025, a total of 334 GC employees participated – including 169 employees from GC Biopharma – raising KRW 10,020,000 in charitable donations (including KRW 5,070,000 from GC Biopharma).

Environmental Protection Reaction



GC promotes environmental protection through three actions: Remind (Rethink), Reduce (Reuse), and Recycle. Charitable donations are raised through employee participation – including environmental protection pledges, reducing single-use consumption, and proper waste separation – and donated to environmentally vulnerable communities. As of 2025, KRW 9,180,000 in charitable donations was raised. Of this total, 142 GC Biopharma employees participated, contributing KRW 4,260,000 in charitable donations.



Social Contribution Activity Targets

Social Contribution Fundraising (including employee and corporate contributions)

	2026	2027	~2035
GC	Raise KRW 3 billion or more	Raise KRW 3.5B+: secure sustainable resources and establish a stable operational foundation	Advancing Funation-based operational content and community partnerships
GC Biopharma	Raise KRW 2.5 billion or more	Raise KRW 3B+: maintain social contribution costs at or above current levels and build a robust support system	Identify social contribution beneficiaries linked to core businesses (hemophilia, rare diseases, etc.)
GC Cell	Raise KRW 100 million or more	Raise KRW 200M+: maintain social contribution costs in line with GC (HC) and GC Biopharma	Identify social contribution beneficiaries linked to core businesses (cell therapies, etc.)

Expansion of Employee Participatory Social Contribution Activities

	2026	2027	~2035
GC	1,300+ participants	1,500+ participants	Encourage all Group employees to participate in at least one social contribution activity
GC Biopharma	600+ participants	700+ participants	Develop social contribution participants linked to corporate business (pharmaceutical talent job mentoring, etc.)
GC Cell	200+ participants	300+ participants	Develop social contribution participants linked to corporate business (pharmaceutical talent job mentoring, etc.)

Social Contribution Activity Metrics

Category		Unit	2023	2024	2025
GC (Holding Company)	Social contribution costs	KRW million	29	14	11
	Employee participants	Persons	179	178	251
	Volunteer hours per employee	Hours per employee	5.8	5.3	4.4
GC Biopharma	Social contribution costs	KRW million	2,606	5,951	7,167
	Employee participants (cumulative)	Persons	2,814	2,956	3,466
	Volunteer hours per employee (cumulative)	Hours per employee	4.5	3.2	3.4
GC Cell	Social contribution costs	KRW million	6	3	14
	Employee participants	Persons	366	385	418
	Volunteer hours per employee	Hours per employee	6.3	4.6	4.2

GC Social Contribution Expenditure Composition

