

# Ethics Charter

November 9, 2022 Revised

Celltrion (hereafter referred to as the Company) is a biopharmaceutical company that contributes to improving humanity's health and wellbeing and aims to spearhead national and industrial advancement by becoming the world's best global life science company.

Based on such vision and pride, we recognize that fair and transparent ethics practice is a prerequisite for sustainable growth and intend to set forth this ethics charter to serve as a reference point for all employees as follows for all employees for their proper behaviors and judgment.

## **1 Become a Reliable Company**

We must protect the Company's reputation and fulfill our duty fairly with morality and integrity to build a reliable Company.

## **2 Create Value for Customers**

We must create and provide new value for our customers.

## **3 Maximize Shareholders' Value**

We must contribute to increasing shareholder value by maximizing corporate value through cost reduction and productivity improvement.

## **4 Respect People**

We must respect dignity and value of all employees and realize a just HR affairs and benefits.

## **5 Fulfill Social Responsibility**

We must respect basic social values, adhere to laws and regulations, and contribute to national and social advancement.

### **Additional Rules (September 2, 2019)**

This rule shall come into effect on September 2, 2019.

### **Additional Rules (January 24, 2022)**

This rule shall come into effect on January 24, 2022.

### **Additional Rules (November 9, 2022)**

This rule shall come into effect on November 9, 2022.