

Ethics Regulation

Revised on November 9, 2022

Chapter 1 General Provisions

Article 1 (Objectives)

This Ethics Regulation aims to provide guidelines on the proper behavior and value judgment that all executives and employees of Celltrion (including the headquarters, subsidiaries, and companies that Celltrion invested in and has management rights; to be called the "Company"), in order to create a fair and transparent ethical culture. In addition, the Company ensures that its partners and suppliers understand and practice this Code of Ethics.

Chapter 2 Work Ethics of Executives and Employees

Article 2 (Maintaining Honor and Dignity)

Executives and employees maintain their honor and dignity and faithfully perform their duties based on morality and integrity.

Article 3 (Fair Performance of Duties)

- ① They respect the order of the market economy and the principle of free competition, strictly comply with relevant laws, and fairly perform their duties based on transparent and objective standards.
- ② They shall not give instructions that deter the fair performance of their subordinates' duties.
- ③ They must not engage in other work that interferes with the Company's business or that conflicts with the Company's interests.

Article 4 (Integrity in Performing Duties)

- ① They shall always check the possibility of corruption regarding themselves and those around them and try to protect themselves from the temptation of corruption.
- ② They shall perform their duties fairly and transparently in the Company's bidding and contracts and shall not conduct behavior that is unfair to stakeholders (employees, business counterparts, etc.) by taking advantage of a superior position in transactions.
- ③ They shall not receive money and valuables or entertainment, such as money, real estate, goods, or gift certificates, from business counterparts, including partners, in relation to their duties. They shall not provide such money and valuables or entertainment to public officials.
- ④ They shall not use company assets for their private purposes.
- ⑤ They shall not internally or externally leak the Company's secret or information obtained while

performing their duties; and shall not make any property transactions or investments related to securities, etc., by leveraging the acquired secret or information.

Article 5 (Creating a Sound Corporate Culture)

- ① They respect and be considerate of each other without discrimination in the workplace.
- ② They shall not speak or act in a way that causes sexual shame.
- ③ They understand the desirable talent that the Company wants and strive to become one through continuous self-development.

Article 6 (Relations with Code of Ethical Conduct)

Detailed matters regarding implementing this Chapter 2 are defined in the Company's Code of Ethical Conduct.

Chapter 3 Ethics for Customer

Article 7 (Customers' Trust)

The Company listens to and respects customers' opinions and suggestions at all times and strictly keeps its promise to customers.

Article 8 (Offering Best Products and Services)

- ① The Company provides the best products and services that are of help to customers by taking customers' demands and expectations as the ultimate judgment criteria; and does its best to create values that customers want.
- ② The Company acknowledges that customers are the source of its growth and does its best to supply quality products.

Article 9 (Protecting Customer Information)

The Company does not illegally collect or utilize customers' personal information or provide it to a third party against related laws and company regulations. The Company does not hamper customers' interest with other illegal or wrongful acts.

Article 10 (Ethical Marketing)

The Company complies with relevant laws and company regulations in conducting direct and indirect activities related to promotion and sales; respects and develops the value of customers and society; and provides objective and reliable information about its products and services to customers to help them make reasonable purchases.

Chapter 4 Ethics for Shareholders and Investors

Article 11 (Sound Management and Protection of Rights and Interest)

- ① The Company maintains sound management and protects the interest of shareholders and investors in a stable manner in the long term through cost saving, enhanced productivity, etc.
- ② The Company tries to ensure that its corporate value is fairly incorporated into stock prices through active promotions and IR and guarantees the fair exercise of shareholders' rights as much as possible.

Article 12 (Provision of Management Information)

The Company complies with legal procedures for management decision-making and prepares transparent and reliable financial reports according to corporate accounting standards to provide shareholders and investors with sufficient and accurate management information in a fair and timely manner.

Chapter 5 Ethics for Executives and Employees

Article 13 (Respect for Dignity)

The Company treats each executive and employee as a dignified personal entity, establishes a system for fair duty performance, and does its best to make them feel proud and rewarded through their work and achieve self-realization.

Article 14 (Respect for Diversity)

The Company understands and respects emotional, customary, and cultural differences due to individual characteristics such as generation, country/region, and gender and shall maintain a working environment based on them.

Article 15 (Fair Personnel Management)

- ① The Company inspires a sense of achievement and provides new motivation through fair evaluation based on individual abilities and performance.
- ② In personnel management, such as employment and promotion, the Company does not discriminate based on race, skin color, nationality, gender, educational background, age, religion, physical or mental disability, disease, regionalism, political opinion, marital status, pregnancy status, military service, or other personal characteristics protected by laws.

Article 16 (Talent Development)

The Company continuously develops an education system to nurture professional and creative talent, secure smooth communication channels, and support all employees to demonstrate their creativity.

Article 17 (Enhanced Welfare)

The Company creates a pleasant and safe working environment and supports executives and employees to improve their quality of life, including health, education, and welfare benefits.

Article 18 (Safety and Health)

The Company complies with all safety laws and standards; prevents and minimizes occupational accidents, injuries, catastrophes, disasters, and diseases through education and training and other necessary measures; and does its best to create and maintain a healthy working environment.

Chapter 6 Ethics for the Country and Society

Article 19 (Social Responsibility)

The Company complies with relevant laws, respects the values of the country and society, contributes to national development, and plays/fulfills its social roles and responsibilities by creating social wealth and improving the quality of people's lives through lawful and legitimate business activities.

Article 20 (Fair Transactions)

The Company respects the principle of free competition and does not make any unfair transactions in doing its business.

Article 21 (No Political Intervention)

The Company does not get involved in politics and does not require its executives and employees to support or aid a specific political party or candidate.

Article 22 (Environmental Protection)

The Company complies with all environmental laws and standards, protects the living environment of local communities, and actively tries to prevent climate change and reduce greenhouse gas emissions. In addition, the Company actively fulfills its responsibilities to minimize negative environmental impacts in all aspects of its business.

Additional Rules (September 2, 2019)

This regulation shall be enacted and enforced on September 2, 2019.

Additional Rules (January 24, 2022)

This regulation shall be as enacted and enforced on January 24, 2022.

Additional Rules (November 9, 2022)

This regulation shall be enacted and enforced on November 9, 2022.