

Human Rights Policy

Article 1 (Objective)

Celltrion puts human rights first in its business philosophy and respects the human rights of all stakeholders. We have established this policy to practice human rights management by supporting human rights principles proposed by the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child (CRC), the Fundamental Conventions of International Labor Organization (ILO), and the Corporate Human Rights Benchmark (CHRB).

Article 2 (Scope of Application)

This policy applies to Celltrion's headquarters, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion has business relationships, including employees, business partners and suppliers.

Article 3 (Basic Principles)

① No Discrimination

We prohibit all discriminatory behavior based on an individual's sex, race, religion, nationality, ethnicity, gender identity, social status, or political opinion without a reasonable cause. Discriminatory behaviors include any unfair behaviors in hiring, promotion, evaluation and compensation, retirement and termination, and educational opportunities.

② Increase Diversity and Inclusion

We respect the diverse perspectives of our employees based on the principles of non-discrimination and strive to build an inclusive corporate culture. We also make efforts to increase organizational diversity and help employees reach their potential.

③ No Workplace Harassment

We prohibit all physical and mental bullying that takes advantage of one's position and relationships in the workplace. Bullying includes intimidation, ostracism, and sexual harassment/sexual violence in the workplace, and immediate actions shall be taken to protect the victim in the event of damage. When verifying the facts, the cases will be strictly handled in accordance with the principle of zero tolerance, including appropriate disciplinary measures.

④ Preventing Human Trafficking and Modern Slavery

We prohibit acts of intimidation, confinement, and assault for work and allow zero tolerance to infringement upon human rights, such as human trafficking and modern slavery.

⑤ No Forced Labor

We do not force individuals to work against their free will, nor store the original copy of workers' personal documents such as identification cards, passports, or work permits issued by the government as a condition for employment.

⑥ Prohibition of Child Labor

We do not employ children and prevent risks in the recruitment process by checking the age of new hires. If child labor is found, we check the child's condition immediately and take measures to protect the child's human rights according to due procedure.

⑦ Freedom of Association and Collective Bargaining

We respect the labor relations laws of each country or region and provide sufficient communication opportunities for all employees.

⑧ Equal Pay Guaranteed

We guarantee equal opportunities and treatment for men and women in evaluation to determine employment, wages, etc.

Article 4 (Operating System)

① Human Rights Risk Management System

Celltrion shall practice human rights management in accordance with this policy and has established the necessary human rights risk management system. Accordingly, we assess and monitor human rights risks regularly and disclose the results to communicate with stakeholders. In addition, we review the human rights risk management system regularly to respond to social changes and potential risks proactively.

Develop and disclose
Human Rights Policy

Conduct human rights
impact assessments and
identify potential risks.

Establish a human rights
risk management
system.

Improve and monitor
human rights risks.

Publicly disclose Human
Rights Policy
implementation

② Grievance Handling Process

1. Celltrion operates the following channels to receive cases of human rights violations.

A. We receive opinions through relevant managers.

B. We operate an anonymous communication channel (Tongnamu).

C. We receive cases online (Tong@celltrion.com).

D. We operate the Organizational Culture Office Grievance Consultation Channel (ER Team).

E. We operate the Grievance Handling Committee Member System

2. Upon receiving a report of human rights violations, the contents shall be verified and investigated, and appropriate actions will be taken. If a case of damage is confirmed, it will be reported to a committee or management meeting involving

top decision-makers, etc., and measures will be taken to prevent further damage. All reports and the informant's identity are treated anonymously and anonymity is thoroughly guaranteed, and any kind of disadvantage or retaliation due to reporting is prohibited. If gross misconduct or unfair behavior is identified in a report, it shall be handled in accordance with internal regulations.