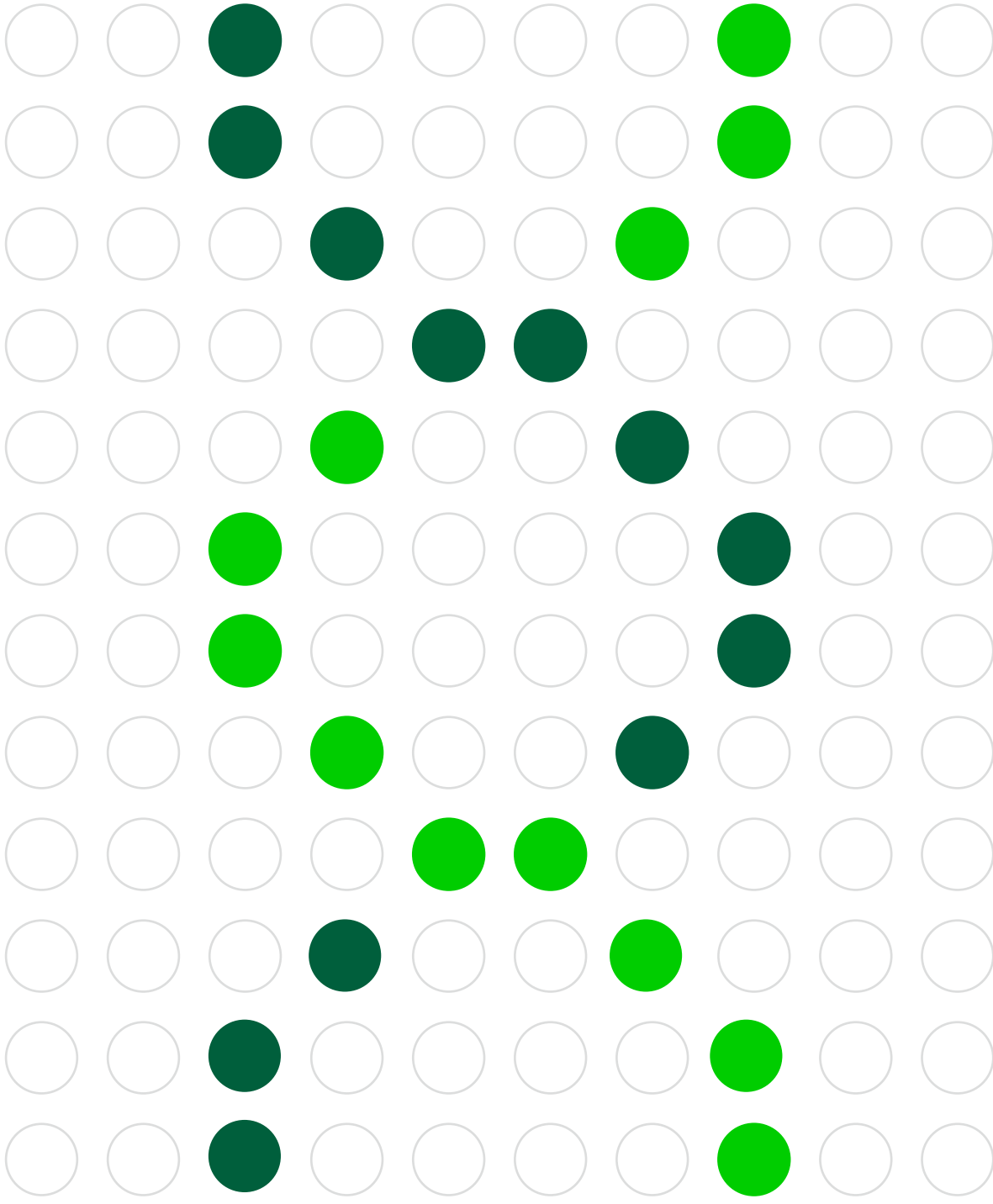
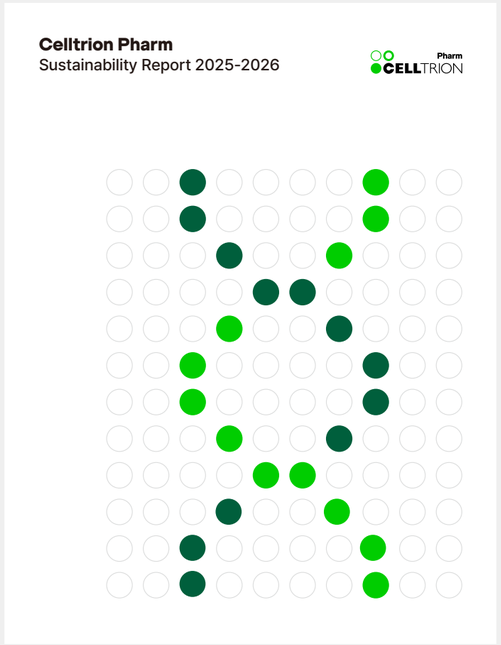
Celltrion Pharm

Sustainability Report 2025-2026



About This Report



Celltrion Pharm Sustainability Report 2025-2026

1 Overview

Celltrion Pharm transparently discloses its sustainability management activities and achievements across all business operations through this report, aiming to engage in far-reaching communication with stakeholders.

2 Reporting Period and Cycle

This report includes the period from January 1, 2025, to December 31, 2025, and outlines Celltrion Pharm's major sustainability management activities and performance. For certain key issues, data up to the day this report is released is also included. This report was first published in June 2026 and will be published annually going forward.

3 Reporting Scope

This report includes the activities and performance of Celltrion Pharm's headquarters. Financial information has been prepared in accordance with the Korean International Financial Reporting Standards (K-IFRS) and is consistent with Celltrion Pharm's financial statements. Non-financial information is reported primarily on the basis of the headquarters, with certain performance categories including information from key domestic sites such as the Jincheon Plant. Where there are changes to the reporting scope or data, separate notations are provided for the relevant information.

4 Reporting Standards

This report has been prepared in compliance with the Global Reporting Initiative (GRI) Standards 2021, an international sustainability reporting standard. Additionally, it reflects indicators from the Sustainability Accounting Standards Board (SASB), the International Financial Reporting Standards (IFRS) Sustainability Standards (ISSB), and recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

5 Assurance

This report was assured by BSI (British Standards Institution), an independent third-party assurance provider, to ensure its internal and external credibility. The Independent Assurance Statement is included in the Appendix section of this report. To ensure the transparency and reliability of the disclosures and data presented in this report, third-party assurance was conducted by BSI Group Korea, an independent third-party assurance provider, in accordance with the AA1000AS (Moderate Level, Type 1) assurance standard. Details are available in the Independent Assurance Statement (p. 112).

6 Disclaimer

This report includes not only Celltrion's current and past activities and performance for sustainable growth and social value creation, but also forward-looking statements, forecasts, and estimates about the future. Words and expressions such as "outlook," "forecast," "estimate," "expectation," "plan," "goal," "scheduled," and similar phrases are used in this report to describe such forward-looking statements, projections, and estimates about the future. These statements are based on reasonable assumptions, expectations, and anticipations as of the report publication date, and inherently involve known and unknown material risks and uncertainties. As such, actual outcomes may differ materially from these forward-looking statements, projections, or estimates.
Celltrion does not guarantee the accuracy or completeness of the judgments, estimates, or assumptions referenced in this report. Moreover, the Company assumes no obligation to notify or revise any forward-looking statements, projections, or estimates, should any underlying data change after the report's publication. Under no circumstances should this report be used as evidence of legal liability related to investment decision-making or outcomes.

7 Contact Information

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Pharm CELLTRION

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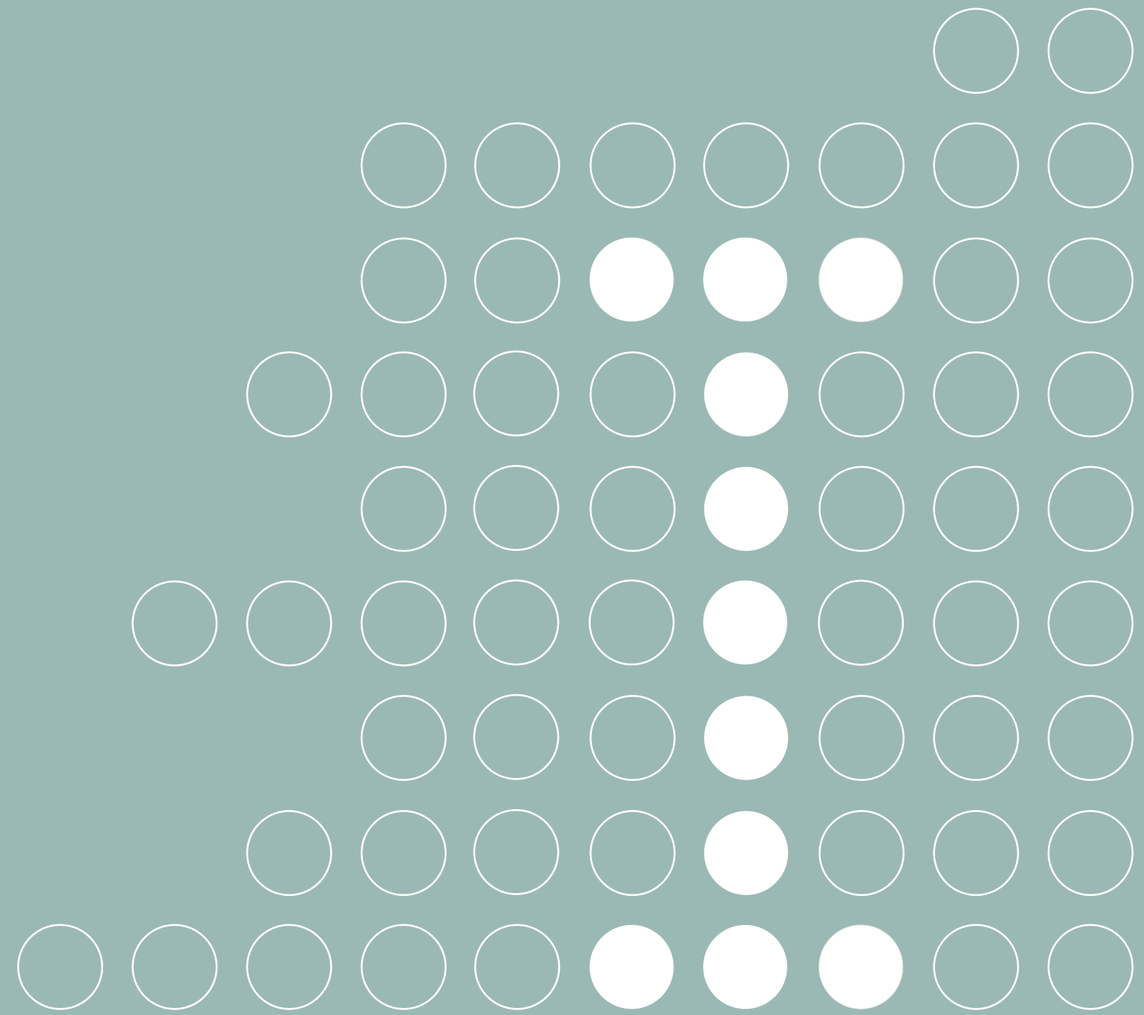
Daring to Go Beyond

Pharm CELLTRION

Introduction



CEO Message

Dear Valued Stakeholders,

As a pharmaceutical company committed to enhancing public health and improving patients' quality of life, Celltrion Pharm continues to practice responsible management for sustainable growth. Built on strong capabilities in small-molecule development and supply, along with top-tier manufacturing facilities, Celltrion Pharm has established a stable growth structure through diversification of its business portfolio. The Cheongju Plant, in particular, has earned recognition as a top-tier manufacturing facility that meets GMP standards set by global regulatory authorities, including those in the United States and Europe. Leveraging this foundation, Celltrion Pharm is actively expanding its CMO business and exploring new growth opportunities. Through the manufacturing of biosimilars developed within the Group and the expansion of their domestic distribution, Celltrion Pharm also contributes to improving patient access to treatment and easing the burden of medical costs.

Recognizing that sustainable growth is a key element in securing long-term competitiveness, Celltrion Pharm has been progressively building its ESG management system. Certifications for ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System) were obtained in 2022 and 2024, respectively, establishing a robust management system across social and environmental domains. In 2025, the ESG Committee was established under the Board of Directors, and certifications for ISO 37001 (Anti-bribery Management System) and ISO 37301 (Compliance Management System) were obtained, further strengthening the ESG management foundation.

Significant progress was also made in business operations. In 2025, three new biosimilars were introduced to the domestic market, bringing the total portfolio to 12 biosimilars. Additionally, the small molecules business continued to grow steadily. As a result of these accomplishments, Celltrion Pharm achieved an annual revenue of KRW 500 billion for the first time since its founding, further strengthening its foundation for sustainable growth.

Going forward, responsible management will be strengthened across the environmental, social, and governance (ESG) domains. On the environmental side, there will be a continuous focus on eco-friendly manufacturing practices and improved resource efficiency. In the social domain, patient-centered value creation and collaborative growth with suppliers will be expanded. Regarding governance, board-led responsible management will be reinforced, and a culture of ethics and compliance will be consistently promoted.

Amid an evolving business environment, Celltrion Pharm will continue to uphold sustainable management as a core value of corporate competitiveness and remain committed to responsible management. Together with our stakeholders, Celltrion Pharm will move toward a sustainable future in which corporate growth and social responsibility are in harmony.

Your continued interest and support for Celltrion Pharm's journey are sincerely appreciated.

Thank you.

Young-ho, Yoo
CEO, Celltrion Pharm

Our Company

Company Overview

Celltrion Pharm is a leading Korean pharmaceutical company that supplies small molecules and biopharmaceuticals to both domestic and international markets. Backed by outstanding R&D capabilities and a top-tier manufacturing infrastructure, the company has secured a competitive position in the market by providing a stable supply of high-quality medicines. Notably, the Cheongju Plant is a top-tier small-molecule manufacturing hub—the first in Korea to pass GMP inspections by both U.S. and European regulatory authorities for solid oral dosage manufacturing facilities—and is equipped with the production capacity to supply tablets and capsules to markets worldwide. CMO services are also provided in the oral solid dosage (OSD) and pre-filled syringe (PFS) segments. Celltrion Pharm responds flexibly to the diverse needs of partner companies, supported by a quality management system that complies with global GMP standards and extensive commercial production experience.

Company Name	Celltrion Pharm, Inc.
CEO	Young Ho Yoo
Established	August 5, 2009
Business Sites	Cheongju Plant (Headquarters), Jincheon Plant, Gwacheon Office, R & D Center
Headquarters	82, 2sandan-ro, Ochang-eup, Cheongwon-gu, Cheongju-si, Chungcheongbuk-do, Republic of Korea
Employees	1,006 persons (as of the end of December 2025)
Business Areas	- Development, manufacturing, and sales of small molecules - Manufacturing and sales of biopharmaceutical (Celltrion-developed biosimilars and PFS) - CMO (contract manufacturing of small molecules and biopharmaceutical)
Website	www.celltrionph.com

Established

August 5, 2009

Total Assets

KRW 759.4 billion

Employees

1,006 Persons

Revenue

KRW 536.4 billion

Corporate Strategy

Mission

Creating a healthier future where more patients and individuals have access to treatments

Celltrion Pharm's relentless pursuit of innovation overcomes its own limitations and broadens the horizons of scientific and medical technology, transforming the lives of all humanity in a more positive direction.

Vision

Exploring ways to ensure that everyone is guaranteed greater access to treatment

By supplying antibody biosimilars that deliver efficacy equivalent to high-cost biopharmaceuticals at reasonable prices, Celltrion Pharm has expanded access to treatment for more people in the domestic market. Moving forward, Celltrion Pharm aims to expand its therapeutic areas by developing a more varied pipeline of medicines, offering advanced treatment options that contribute to a healthier and happier life for all.

Core Values

Creativity

Solving problems through paradigm shifts and creative thinking

Integrity

Upholding principles while valuing conviction and trust

Spirit of Challenge

Persistently challenging adversity to find new pathways forward

Pursuit of Global Excellence

Pursuing the highest level of expertise and competitiveness to lead the global market

Our Business

R&D

To improve the health and quality of life for patients with unmet medical needs, Celltrion Pharm is committed to developing innovative technologies that challenge existing paradigms. Celltrion Pharm holds a small-molecule pipeline targeting a wide range of diseases, including the hepatoprotective agent Godex. Within the R&D Division of the Global R&D Center, ongoing research and development activities are dedicated to expanding the pipeline across Antibody-Drug Conjugates (ADCs), small-molecule innovative drugs, and combination/incrementally modified drugs.

Core Research Areas

Celltrion Pharm boasts exceptional capabilities and technologies across the entire pharmaceutical R&D process—from discovering novel drug candidates to formulation research and conducting nonclinical studies. With a strong focus on R&D, Celltrion Pharm aims to develop innovative medicines that can effectively compete in the global market.

Innovative Drug Discovery Research

- Design and optimize novel small-molecule synthetic drugs
- Conduct research on Antibody-Drug Conjugates (ADCs)
- Evaluate pharmacological effects

Drug Product Research

- R&D of incrementally modified drugs and drug delivery technologies
- Optimize formulation properties
- Perform In-vitro[1] evaluation of pharmaceutical preparations and drug delivery technologies

Drug Evaluation

- Develop biochemical assays[2]
- Conduct pharmacodynamic and pharmacokinetic studies
- Perform toxicity studies

Process Development

- Assess the impact at each step of the process
- Optimize processes for commercial production

Global R&D Center

1) In-vitro: testing performed in a controlled laboratory environment, such as test tubes or Petri dishes, using cells or tissues to evaluate the safety, toxicity, and efficacy of a substance
2) Biochemical assay: testing that quantitatively analyzes the function and activity of a substance based on biochemical reactions, including enzyme activity and protein interactions
3) Pre-Filled Syringe: A form in which a single dose is pre-filled into a disposable syringe

Manufacturing & Sales

Manufacturing

Celltrion Pharm consistently produces high-quality medicines, supported by top-tier manufacturing infrastructure and a rigorous quality management system. The company's manufacturing facilities ensure the quality and safety of medicines through process management systems that meet global GMP standards, serving as a core foundation for the stable supply of products to domestic and international markets.

1 Cheongju Plant

Annual Production Capacity

- Small molecules - 5 billion tablets
- PFS[3] - 16 million syringes

2 Jincheon Plant

Annual Production Capacity

- Small molecules – 800 million tablets

Sales

Celltrion Pharm maintains a diversified pipeline of chemical pharmaceuticals across multiple therapeutic areas, centered on Godex, a liver disease treatment, thereby supporting a stable business portfolio. In the biopharmaceutical segment, Celltrion Pharm operates in the domestic market by supplying products developed and manufactured by its parent company, Celltrion, which serves as the upstream entity in the value chain. By securing exclusive domestic marketing rights to biopharmaceutical products developed by Celltrion, Celltrion Pharm ensures the uninterrupted supply of 12 biopharmaceutical products to the Korean market, including Remsima, a treatment for autoimmune diseases. These products are efficiently distributed to hospitals, clinics, and pharmacies through pharmaceutical wholesalers serving as downstream channels. Building on the solid supply base of its parent company, Celltrion, and the synergy created through its own sales and distribution network, Celltrion Pharm continues to strengthen a stable supply system in the domestic pharmaceutical market.

Small Molecule Products

Gastrointestinal

- Godex
- Esozol
- Famotidine

Cardiovascular

- Edarbi
- Treble
- Amrozet

Endocrine

- Nesina
- Actos

Others

- Eriten
- Ceperisone
- Cellpenem

Biopharmaceutical Products

Autoimmune

- Remsima (Remsima infliximab)
- Remsima SC (Remsima SC infliximab)
- Yuflyma (Yuflyma adalimumab)
- Steqeyma (SteQeyma ustekinumab)
- Avtozma (Avtozma tocilizumab)

Chemotherapy

- Truxima (Truxima Rituximab)
- Herzuma (Herzuma Trastuzumab)
- Vegzelma (Vegzelma bevacizumab)

Others

- Eydenzelt (Eydenzelt aflibercept)
- Omlyclo (Omlyclo omalizumab)
- Stoboclo (Stoboclo denosumab)
- Osenvelt (Osenvelt denosumab)

Business Performance

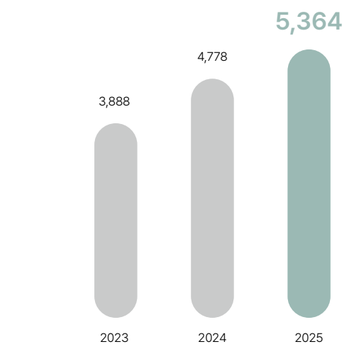
2025 Highlight

1 Surpassed KRW 500 Billion in Annual Sales

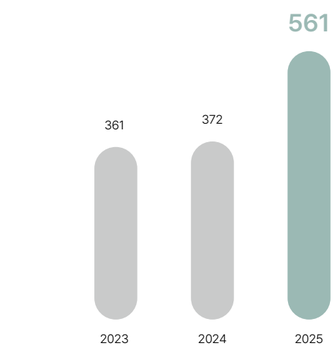
Outpatient prescription sales for hepatoprotective drugs

No. 1 for 10 consecutive years

Annual Revenue — Unit: KRW 100 million



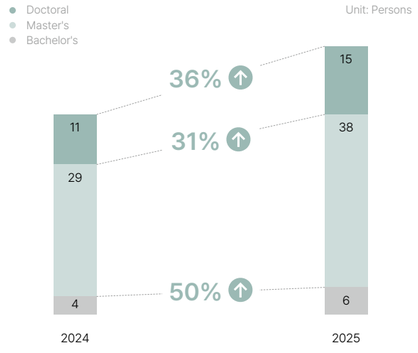
Annual Operating Profit — Unit: KRW 100 million



2 Expanded the Research Workforce

Total Research Workforce with Bachelor's, Master's, and Doctoral Degrees

Expanded by 34% compared to 2024



3 Launched Incrementally Modified Drugs and Combination Products

Amrozet Tablets

Hypertension and Hyperlipidemia Treatment

Launched in February 2025

Edardipine

Hypertension Treatment

Launched in January 2026

Nesina Met XR Tablets

Diabetes Treatment

Launched in July 2025

4 Platform R&D

CTPH-02

Demonstrated the Research Validity of the ADC[1] Dual-Payload Platform

5 Became Korea's Leading Supplier of Biosimilars

As of 2025

Supplied 12 biosimilars

2024 – 2025

Launched a total of 6 biosimilars

2024

Omlyclo	Omlyclo® omalizumab
Eydenzelt	Eydenzelt™ aflibercept
SteQeyma	SteQeyma™ ustekinumab

2025

Avtozma	Avtozma™ tocilizumab
Osenvelt	Osenvelt™ denosumab
Stoboclo	Stoboclo™ denosumab

6 Advanced Sustainability Management Practices

한국ESG기준원

Overall Rating

2024	2025
D	C

Joined Biodiversity Initiative

TNFD Forum Member

Joined in December 2025

BNBP 기업과 생물다양성 플랫폼 Biz N BioDiversity Platform

Joined in October 2025

Officially Launched ESG Committee

Reviews and approves Key Sustainability Management Agendas	Monitors the Status of Sustainability Management and identifies key tasks

Established in December 2025

1) Antibody-Drug Conjugate

Double Materiality Assessment

Double Materiality Assessment Process

Celltrion Pharm conducts a double materiality assessment based on the double materiality concept proposed by the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS), simultaneously considering the financial impact of each issue on the company and the impact of corporate activities on the environment and society. The process began with a thorough analysis of global ESG disclosure standards, industry-specific indicators, peer benchmarking, and data from leading companies, which led to the identification of ten priority issues highly relevant to the organization. For each issue, an Impact Pathway analysis was conducted to determine the impact pathways and their directionality from both environmental/social and financial perspectives. Subsequently, surveys were administered to internal and external stakeholders to quantitatively assess the environmental/social impacts and financial implications of each issue. Based on the comprehensive results of this evaluation, the final material issues were selected.

Double Materiality Assessment Process

Step 1 — Identify Priority Issues

- Derive an ESG issue pool by considering global disclosure standards and key industry issues
- Identify priority issues with high relevance to the company based on sustainability issues reported by domestic and international peer companies and internal management data

Step 2 — Identify Impacts

- Analyze the impact pathway of each identified issue to determine positive and negative impacts, as well as risks and opportunities
  - Environmental & Social Impact: Classify environmental and social impacts by distinguishing the positive and negative effects of company activities related to sustainability topics on the environment and society
  - Financial Impact: Classify financial impacts by categorizing the effects of external factors related to sustainability topics on the company's financial performance as risks or opportunities

Step 3 — Impact Assessment

- Conduct internal and external stakeholder surveys to quantitatively assess the environmental and social impacts, as well as the financial impacts, of each issue
  - Environmental & Social Impact: Evaluate the magnitude of environmental and social impacts of each issue on stakeholders, including employees, customers, and the environment, based on input from the ESG TFT and external experts
  - Financial Impact: Evaluate the magnitude of financial impacts of each issue on the company's business operations based on input from the ESG TFT and independent external experts

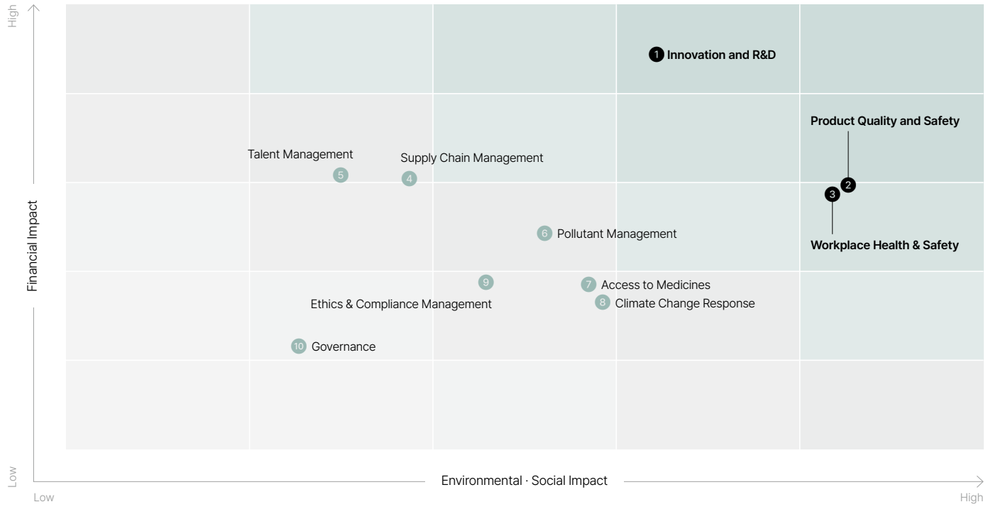
Step 4 — Select Material Issues

- Integrate the results of internal and external stakeholder assessments to identify the final three material issues
- Finalize the selection through review and approval by the Board of Directors

Double Materiality Assessment Results

As a result of the assessment, three issues—Innovation and R&D, Product Quality and Safety, and Workplace Health and Safety—were identified as the company's final material issues from among a total of 10 priority issues and were subsequently confirmed through review and approval by the Board of Directors. Celltrion Pharm is strategically advancing these material issues as key management priorities, while also maintaining balanced company-wide oversight of other ESG issues. The progress and performance associated with each issue are systematically reported throughout the relevant sections of this report, alongside continued communication with stakeholders.

Double Materiality Assessment Results



No.	Issues	Assessment Results		Direction of Impact			Reporting Page
		Environmental · Social Impact	Financial Impact	Positive	Neutral	Negative	
1	Innovation and R&D	●●●	●●●	●			22-25
2	Product Quality and Safety	●●○	●●○		●		26-29
3	Workplace Health & Safety	●●●	●●○		●		30-33
4	Supply Chain Management	●○○	●●○	●			66
5	Talent Management	●○○	●●○	●			60-63
6	Pollutant Management	●●○	●●○			●	40-41
7	Access to Medicines	●●○	●○○	●			64-65
8	Climate Change Response	●●○	●○○		●		42-47
9	Ethics & Compliance Management	●●○	●○○			●	76-79
10	Governance	●○○	●○○		●		70-75

Double Materiality Assessment

Material Issues Analysis

Through its materiality assessment, Celltrion Pharm has selected "Innovation and R&D," "Product Quality and Safety," and "Workplace Safety and Health" as core material issues, and systematically identifies the risk and opportunity factors inherent in each issue. Based on this, the company comprehensively analyzes the impact on overall management—including revenue, costs, and risks—and establishes response strategies and Key Performance Indicators (KPIs) for each issue, building and operating a company-wide integrated management system. Detailed activities and performance related to these issues are transparently disclosed through the Sustainability Report to actively communicate with stakeholders and strengthen the foundation for sustainable value creation.

Material Issues Analysis Result

Category		Innovation and R&D	Product Quality and Safety	Workplace Health & Safety
Risk and Opportunities	Opportunities	• Secure new revenue sources through the successful development of novel drugs and improved novel drugs • Gain global market entry opportunities through pipeline expansion	• Enhance brand value and increase revenue through improved pharmaceutical quality and reliability • Expand global supply contract opportunities through the acquisition of quality-related certifications	• Improve productivity through industrial accident prevention and achievement of accident-free workplaces • Avoid legal sanction costs such as penalties and fines through serious accident prevention
	Risks	• Increased R&D cost burden due to prolonged novel drug development and clinical trial failures • Intensified competition for securing outstanding R&D specialists and rising labor costs	• Incurred costs and reputational damage from product recalls in the event of quality defects • Increased facility investment costs due to tightening global regulations	• Incurred risk of casualties and operational disruptions due to industrial accidents • Cost burden from increased safety and health investment
Business Impact (Revenue / Cost / Risk)		Revenue, Cost	Revenue, Cost, Risk	Cost, Risk
Response		• Diversify the pipeline including small molecule novel drugs and improved novel drugs • Expand specialized research personnel • Expand open innovation and external collaboration	• Strengthen the quality management system across the entire pharmaceutical lifecycle (development–production–distribution–post-market management) • Operate a quality management system aligned with global quality standards	• Maintain and advance ISO 45001 Safety and Health Management System certification • Operate a prevention-centered safety management system based on risk assessment
Key Performance Indicators (KPIs)		• Number of R&D personnel • Ratio of personnel holding master's and doctoral degrees • Number of new products launched	• Number of product recall occurrences • Conformity rate in domestic and overseas regulatory authority inspections • Number of participants completing quality training programs	• Acquisition of ISO 45001 certification • Number of industrial accident occurrences • Occupational disease incidence rate

Stakeholder Engagement

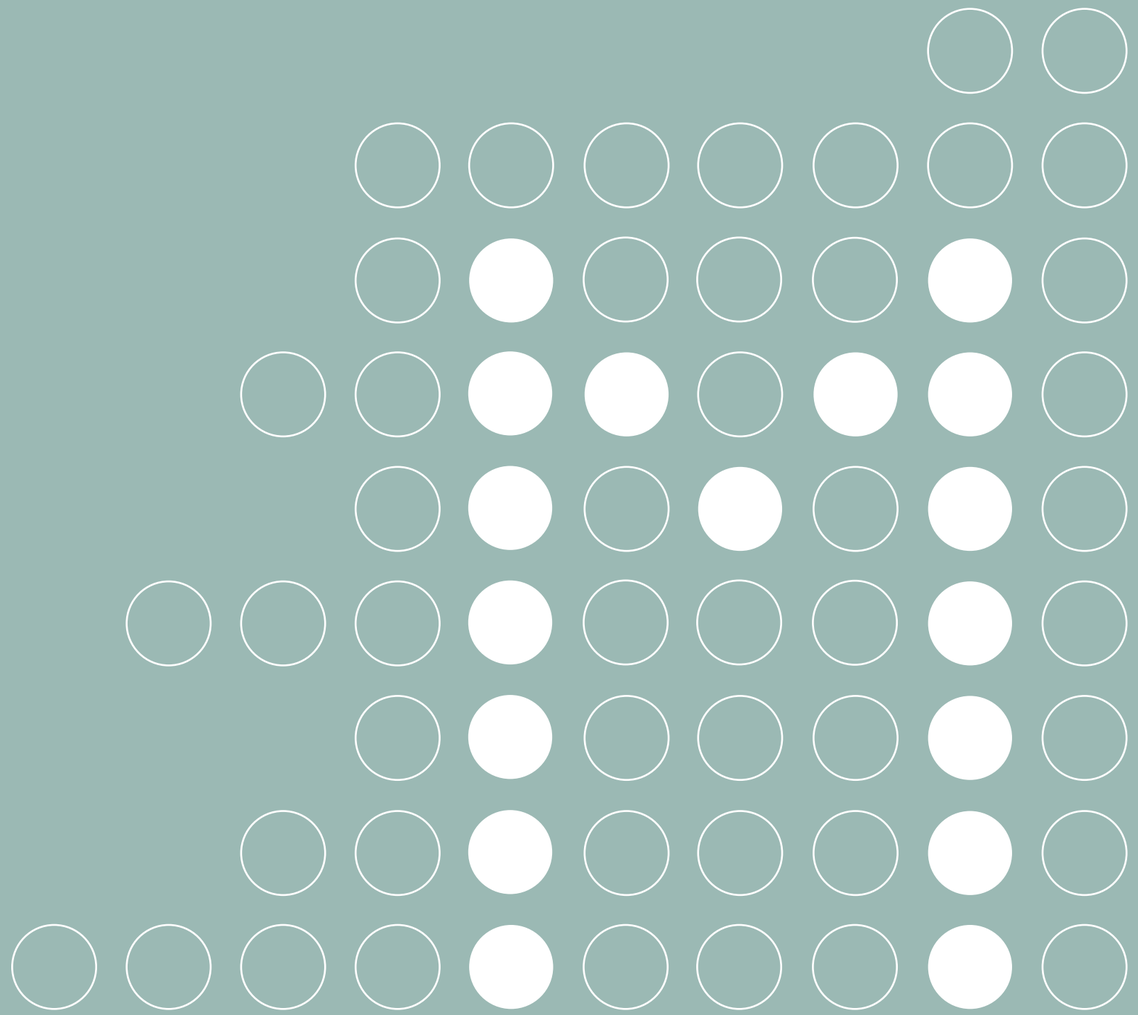
Celltrion Pharm continuously collects diverse opinions and requirements through online and offline communication channels tailored to the characteristics of each key stakeholder group—including customers, employees, shareholders and investors, suppliers, and government and public agencies. The opinions thus collected are utilized as foundational data for diagnosing the positive and negative impacts on overall management activities. Improvement initiatives derived from this process are organically linked to the materiality assessment process and reflected in management decision-making, thereby solidifying the foundation of trust with stakeholders.

Stakeholder Communications

Category	Customer	Employees	Shareholders and Investors
Key Areas of Interest	• Secure pharmaceutical safety and reliability • Respond rapidly to inquiries and complaints • Improve product efficacy and quality	• Build a sound corporate culture • Develop capabilities and support growth • Practice human rights management and respect diversity • Activate internal communication	• Disclose information transparently • Manage risks • Deliver business operations and ESG performance
Communication Channels	• Website customer center • Regular product briefings • Official social media	• Intranet and newsletter • Grievance resolution channels • Annual Human Rights Impact Assessment	• Annual General Meeting of Shareholders • Periodic reports • Sustainability Report • Corporate presentations

Category	Suppliers	Government and Public Agencies	Communities
Key Areas of Interest	• Pursue shared growth and technological cooperation • Comply with fair trade • Strengthen supplier communication	• Contribute to national health policy • Practice ethics and compliance management • Fulfill faithful tax obligations	• Improve regional healthcare accessibility • Nurture and recruit regional talent • Support the vulnerable • Revitalize the regional economy
Communication Channels	• Business review meetings • Regular meetings • Web-based public grievance channel	• Periodic reports • Sustainability Report • Association activities and policy advisory	• Company website • Sustainability Report • Official document • Social contribution activities

Material Issues



Innovation and R&D

R&D System

R&D Strategy

Under the vision of "Advanced Therapeutics within Everyone's Reach," Celltrion Pharm is pursuing a mid- to long-term R&D strategy that maximizes synergies between in-house research capabilities and the external ecosystem. To secure future growth drivers and realize universal healthcare welfare, four core strategies have been established and managed.

Innovation and R&D Strategy

R&D Strategy: Value Creation Based on Technological Self-Reliance and Open Innovation

1. Self-Reliance in Next-Generation Platform Technologies

Celltrion Pharm has positioned securing platform technologies that will reshape the future market paradigm as its highest priority. The company is currently focused on advancing its proprietary new modality platform and is building proprietary technological rights free from external dependence through high-efficiency linker-conjugation and molecular precision design technologies. Building on this foundation, Celltrion Pharm will continue to demonstrate global-level technological competitiveness.

2. Cultivating New Pipelines Centered on Proprietary Research Capabilities

Celltrion Pharm continues to identify novel candidate substances for disease areas with high unmet medical needs, leveraging its in-house research center's expertise. To enhance the company's intrinsic value, non-clinical research is being conducted without disruption, and the company will lay the strategic foundation for future global clinical entry and commercialization, advancing as a global new drug development company.

3. Expanding Patient Accessibility through Formulation Technology Innovation

Celltrion Pharm is leading differentiated formulation research and improved formulation development to maximize patient treatment convenience. The company is strengthening its next-generation combination product lineup to improve medication adherence among chronic disease patients and fulfill its social responsibility of realizing universal healthcare by timely supplying high-quality pharmaceuticals.

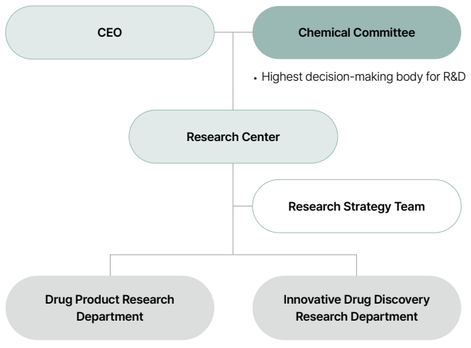
4. Building an Open Innovation Ecosystem

Celltrion Pharm enhances research efficiency through strategic alliances with external partners alongside proprietary development. By engaging in joint research and technological cooperation with promising domestic and overseas biotech firms and academic institutions, the company flexibly adopts innovative technologies and creates sustainable R&D outcomes.

R&D Governance

Celltrion Pharm operates an R&D governance to systematically manage the entire R&D process and conduct risk reviews, while continuously enhancing the efficiency of investment and project operations. With the goals of strengthening R&D competitiveness and advancing the strategic decision-making framework, the research center was elevated to a CEO-direct organization in 2024, and expertise and transparency in decision-making are secured through the Chemical Committee, in which senior management and key executives from each R&D phase participate.
The Chemical Committee reviews key agendas related to small-molecule new drugs, incrementally modified drugs, and platform technology development projects, and decides on the initiation of new projects through a comprehensive evaluation of technical feasibility, business viability, and alignment with mid- to long-term strategy. Approved projects are managed in accordance with the phased evaluation and decision-making framework, with regular monthly project progress status reviews and key performance indicators, and conducting strategic decision-making, including phase-by-phase continuation reviews, thereby securing the efficiency and accountability of the overall R&D process.

Innovation and R&D Organization



Strengthening Research Capabilities

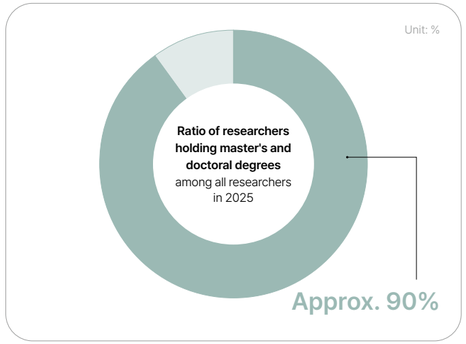
Operating a Highly Specialized Research Organization

As of the end of 2025, Celltrion Pharm had established a highly specialized research organization in which 52 researchers, representing approximately 90% of the total R&D workforce, held master's or doctoral degrees. Across the R&D value chain—from new drug candidate discovery to formulation design for optimized drug delivery and process development—Celltrion Pharm strategically deploys specialized experts in each function to maximize research efficiency. This talent structure enables agile responses to increasingly complex, rapidly evolving global regulatory requirements while also supporting the systematic management of innovation assets.
An R&D structure centered on highly specialized talent represents more than a source of technological competitiveness; it constitutes a core intellectual asset that underpins the company's mid- to long-term growth potential. By attracting and developing high-caliber talent and providing an environment in which researchers can fully demonstrate their capabilities, Celltrion Pharm substantively reinforces the value of people-centered ESG management.

R&D Workforce Overview

Category		2023	2024	2025
R&D	Doctorate	8	11	15
	Master's	29	29	38
	Bachelor's	5	4	6
	Total	**42**	**44**	**59**

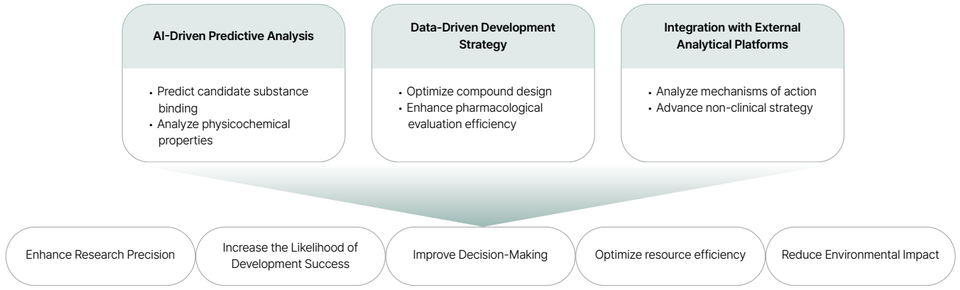
R&D Workforce Ratio



Building a Smart Research Environment

Celltrion Pharm is improving both the efficiency and precision of R&D by actively integrating advanced technologies into its research operations. Through the active use of AI-based collaborative research and organoid platforms, the binding potential and physicochemical properties of candidate compounds are assessed at an early stage of development. These insights are systematically incorporated into compound design and the planning of pharmacological evaluation studies, thereby enhancing research precision and increasing the probability of development success.
This data-driven approach minimizes unnecessary iterative testing, enabling the more efficient use of time and resources while also helping to reduce the environmental footprint associated with R&D activities. In addition, Celltrion Pharm strategically utilizes external analytical platforms with strong clinical relevance to deepen understanding of the mechanisms of action of candidate compounds. The resulting insights are reflected in non-clinical development strategies, further strengthening scientific rigor and enhancing decision-making quality across the R&D process.

Smart Research Environment



Innovation and R&D

R&D Performance

Adopting Quality by Design Platform

Celltrion Pharm operates a Quality by Design (QbD) platform to advance R&D quality. Through the QbD-based approach, critical quality attributes and process parameters are scientifically identified from the product design phase, and process reproducibility and product quality consistency are maximized through the management of these attributes and parameters. Furthermore, the company is progressively adopting an Electronic Laboratory Notebook (ELN) system to ensure the transparency and integrity of research data.
The ELN system enables real-time recording and tracking of the generation, modification, and retention history of research data, systematically ensuring data reliability and providing a foundation to proactively respond to data integrity standards required by global regulatory authorities. Celltrion Pharm plans to simultaneously secure scientific rigor and transparency in data management throughout the R&D process by linking the QbD platform with the ELN system.

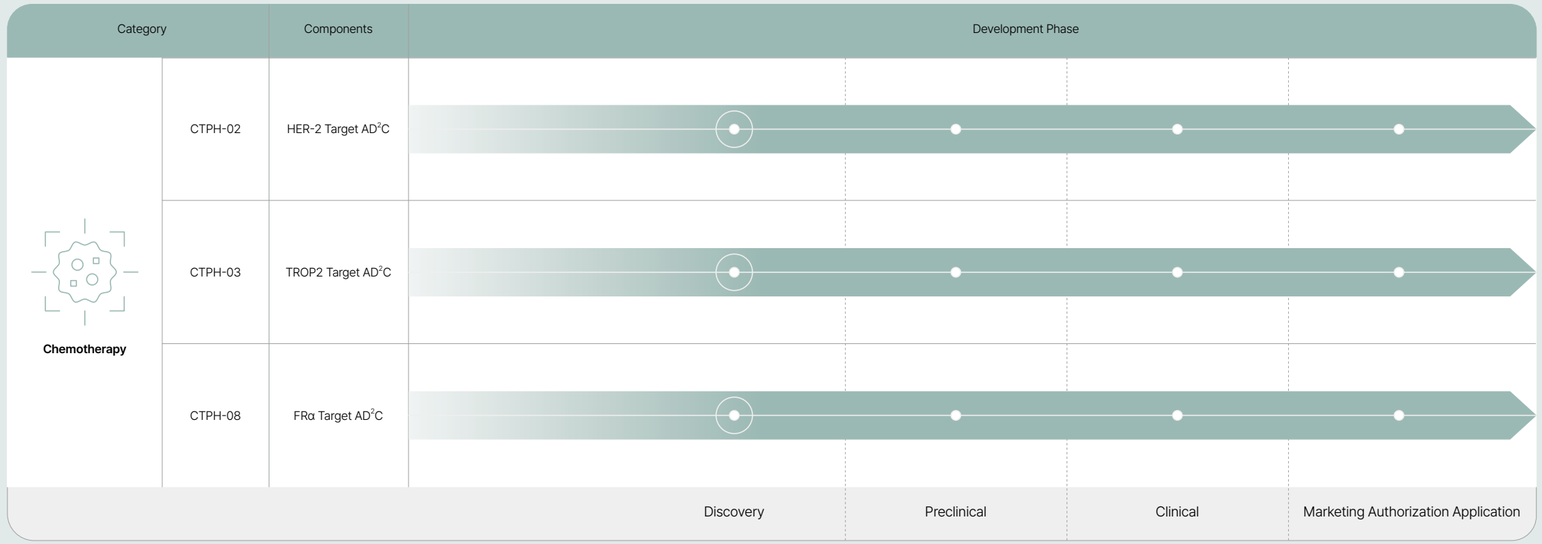
Creating New Pipelines

Celltrion Pharm continues to create next-generation pipelines based on its proprietary platform technologies. A research framework for highly scalable novel modalities—including dual-payload Antibody Drug Conjugates (ADCs) and novel Targeted Protein Degradation (TPD) technologies—has been established. Building on this foundation, as of May 2026, the company is actively pursuing 2 ADC projects, 2 small-molecule novel drug projects, and 1 platform technology development project, systematically expanding mid- to long-term growth drivers.
Furthermore, through value-centered formulation research that integrates advanced formulation design and drug-delivery technologies, the company is developing incrementally modified drugs that elevate safety, medication adherence, and pharmacological efficacy duration to the next level compared to existing therapeutics. Through these efforts, the company is realizing patient-centered treatment value that substantively enhances patient treatment experience and quality of life.

Small-Molecule New Product Launches

Product		Components	Indication	Release Date
New Combination Product	Amrozet	Amlodipine + Ezetimibe + Rosuvastatin	Hypertension	2025. 02.
	Nesina Met XR Tab	Alogliptine + Metformin	Diabetes	2025. 07.
incrementally modified drugs	Edardipine	Azilsartan + Amlodipine	Hypertension	2026. 01.

주요 파이프라인



Presentation of Dual-Payload ADC Research Results at the American Association for Cancer Research (AACR)

Celltrion Pharm participated in the American Association for Cancer Research (AACR) annual meeting for two consecutive years, in April 2025 and April 2026, where it presented research findings on its dual-payload ADC platform technology.
First disclosed in 2025, “CTPH-02” is a dual-payload ADC that combines trastuzumab, a HER2-targeting antibody, with the conventional payload monomethyl auristatin E (MMAE), a microtubule inhibitor, and a novel payload. The candidate demonstrated strong cytotoxicity through high synergistic activity, even in cell lines with low HER2 expression. In particular, it exhibited efficacy comparable to or greater than that of a single-payload ADC using high-DAR MMAE, even when low-DAR MMAE was used.
In 2026, Celltrion Pharm further disclosed research results on “CTPH-03,” a TROP2-targeting AD^{2}C, and “CTPH-08,” an FRα-targeting AD^{2}C, thereby broadening the application scope of its platform and further refining subsequent development directions.
“CTPH-03,” a TROP2-targeting dual-payload ADC candidate, maximized anticancer efficacy by combining a novel payload with an existing cytotoxic anticancer agent. In the non-clinical stage, the candidate also achieved favorable toxicity assessment results and secured a stable therapeutic index (TI).
Also disclosed at the meeting, “CTPH-08” is an FRα-targeting dual-payload ADC candidate that leverages the platform technologies developed through “CTPH-02” and “CTPH-03” for a new target. In doing so, it demonstrated the scalability of the dual-payload technology while also presenting the potential to overcome tumor heterogeneity and drug resistance, both of which have been identified as limitations of conventional ADCs, drawing significant attention from the academic community.
Through research findings presented at AACR over the two-year period, Celltrion Pharm demonstrated that its proprietary dual-payload platform possesses strong scalability beyond any single antigen and can be applied to a wide range of targets. The company plans to continue advancing its ADC platform through further research.

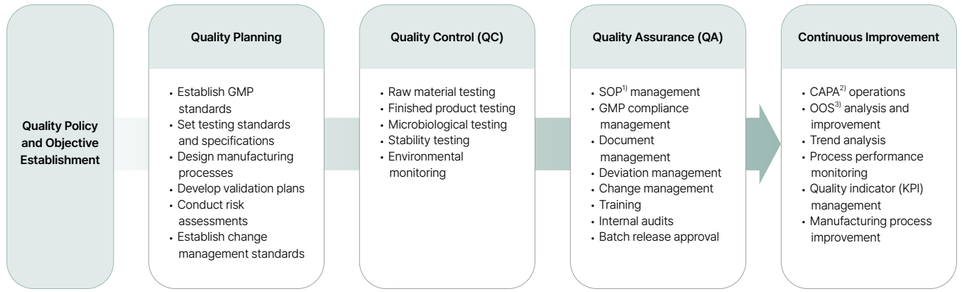
Product Quality and Safety

Quality Management System

Quality Management System

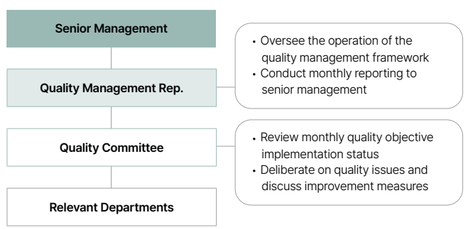
Celltrion Pharm has established patient safety and product reliability as the core principles of its quality management, and manages pharmaceutical quality in accordance with a Pharmaceutical Quality System (PQS) aligned with global regulatory standards. A consistent quality management system is operated across the entire product lifecycle—from drug development, production, quality testing, and distribution through post-market surveillance—and product quality is continuously enhanced through compliance with legal requirements, regulations, and standards, thereby maintaining a top-tier quality system that meets customer expectations.
Celltrion Pharm's quality management system operates as a structure in which four core areas—management responsibility, measurement, analysis, improvement, resource management, and product realization—are organically connected and cyclically linked, starting from customer requirements and ultimately delivering customer satisfaction. Through close feedback among the four areas, quality risks are proactively identified and managed, and improvement activities are conducted monthly to continuously enhance the effectiveness of the quality management system.

Quality Management Process



Quality Management Governance

Celltrion Pharm operates a multi-layered quality governance extending from senior management to the Quality Management Representative, the Quality Committee, and personnel in each department. In accordance with the Quality Manual, annual quality objectives are established, and monthly implementation status is reported to the Quality Management Representative and senior management through the Quality Committee, thereby ensuring linkage between management-level rapid decision-making and on-site execution. Employees of all departments, as well as suppliers and distributors, participate in achieving these objectives under the same quality standards, maintaining a consistent quality management framework that encompasses both internal and external organizations.



Quality Policy and Objectives

Celltrion Pharm establishes and pursues quality management objectives centered on three pillars: meeting customer expectations, adopting state-of-the-art technologies, and conducting regular training and communication. Based on a clear vision and direction that exceeds customer expectations, the company operates risk-based quality management and a global-level QMS system, while continuously improving product quality through the adoption of state-of-the-art technologies and scientific approaches and conducting regular product quality reviews. Furthermore, consistent quality levels are achieved through regular training to understand the latest GMP trends and through open communication, embedding a quality culture across the organization.

Quality Management Objectives

First,
Maintain a clear vision and direction that exceeds customer expectations.
Second,
Deliver superior product quality by adopting state-of-the-art technologies and scientific methods.
Third,
Achieve consistent quality levels through regular training and communication.

1) SOP: Standard Operating Procedure
2) CAPA: Corrective Action and Preventive Action
3) OOS: Out Of Specification

Quality Management Activities

Quality Management Training

Celltrion Pharm designates and manages instructors through competency assessments based on education, training, skills, and experience, thereby operating a systematic training framework that enables all employees to develop and maintain the capabilities required for their duties. New hires are required to complete Good Manufacturing Practice (GMP) onboarding training along with job training on specialized skills and Standard Operating Procedures (SOPs). For existing employees, annual regular training reflecting the latest trends in GMP and global regulatory requirements is provided to continuously strengthen understanding of current GMP standards and practical application capabilities, while building the capacity to proactively respond to evolving regulatory environments.
Furthermore, through job-specific qualification certification and periodic reassessment procedures, specialized personnel suited to each business area are appropriately assigned and the adequacy of duty performance is rigorously verified, thereby securing consistency and reliability in quality management capabilities across the organization.

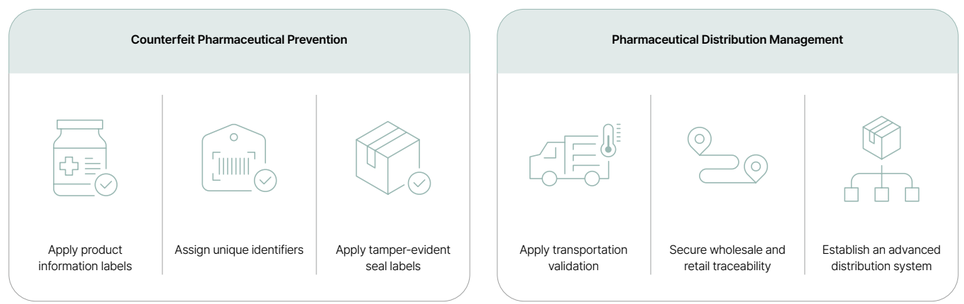
Quality Training Programs

Program	Target	Contents
Onboarding Training	New hires	GMP onboarding training; specialized skills and SOP training
GMP Training	All employees	At least 6 sessions annually; understanding and application of current GMP trends
Job Training	Relevant employees	Specialized training by job and team; qualification certification and periodic reassessment
Document Training	All employees	Periodic training on GMP documents; case-based training on issues arising from QMS, etc.
Enhanced Aseptic Technique Training	Aseptic operation technicians	Advanced training for aseptic operation technicians
Visitor Training	GMP facility visitors	Basic training for visitors to GMP facilities


Quality Management Training

Strengthening Product Supply Management

Celltrion Pharm has established and operates a systematic quality assurance framework to ensure quality and safety throughout the entire process of pharmaceutical transportation, distribution, and external outsourcing management.
In the transportation phase, validation standards reflecting diverse environmental conditions and logistics scenarios are applied to minimize quality variations that may occur during transportation. In the distribution and sales phase, the pharmaceutical Serialization system prevents the inflow of counterfeit medicines while strengthening the traceability and transparency of distribution history for each product, ensuring that pharmaceuticals maintain consistent quality levels through to the final supply stage.
For external contracted partners, contracts specifying business responsibilities, quality requirements, and communication procedures are concluded, and regular audits and assessments are conducted to continuously verify suitability and operational capabilities. Through these efforts, quality risks across the supply chain are proactively managed, sustaining a stable pharmaceutical supply system.



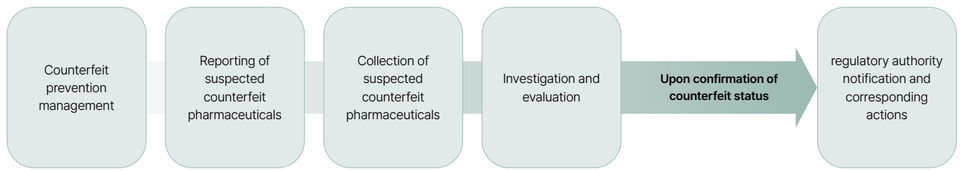
Product Quality and Safety

Quality Management Activities

Strengthening Counterfeit Pharmaceutical Management

Celltrion Pharm verifies the qualifications of packaging material suppliers to fundamentally prevent pharmaceutical counterfeiting and rigorously manages the entire transportation process. All residual labeling materials remaining after process completion are fully discarded to block any possibility of external leakage or reuse. Pharmaceuticals suspected of being counterfeit are collected through diverse channels—including market surveillance activities, consumer complaint receipts, and returns during the distribution process. Collected pharmaceuticals undergo a systematic management procedure of identification, recording, and tracking, after which counterfeit status is precisely evaluated based on a standardized checklist, with results documented for history management. Should the evaluation conclusively confirm counterfeit status, immediate notification is provided to the relevant regulatory authority and corresponding legal actions are promptly executed, thereby blocking the market distribution of counterfeit pharmaceuticals at an early stage and protecting customer safety.

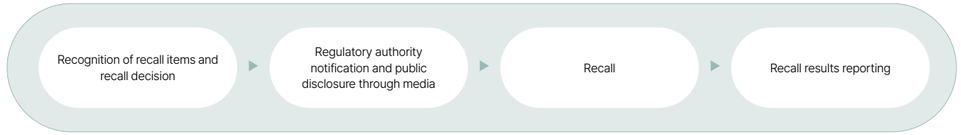
Counterfeit Pharmaceutical Management Process



Establishment of the Pharmaceutical Recall System

Celltrion Pharm operates a stringent quality management framework to proactively prevent product quality defects and respond rapidly should they occur. When defects are identified in marketed products, the type and risk level of the defect are promptly classified and evaluated in accordance with pre-established procedural recall protocols, immediate reports are submitted to regulatory authorities, and the recall of the relevant product is systematically conducted through close communication with retail and wholesale distribution channels. Following recall completion, detailed result reporting is conducted to prevent recurrence of the same defect, and improvement items identified during the recall process are reflected in the quality management framework, thereby continuously strengthening product safety and supply reliability.

Pharmaceutical Recall Procedure



Customer Inquiry Management and Response

Customer Inquiry

Celltrion Pharm systematically manages and investigates information on consumer complaints in compliance with customer satisfaction management principles and international regulations and guidelines. Quality complaints collected through diverse channels are received through a unified intake process at the Quality Division, and processed according to a phased procedure consisting of accurate verification of complaint content, root cause investigation, formulation of improvement and preventive measures, and provision of customer responses.
Celltrion Pharm recognizes consumer complaints as critical feedback for further enhancing product quality, and strives to thoroughly analyze the root causes of received complaints, develop substantive improvement measures, and provide rapid and accurate responses to customers. Furthermore, by regularly accumulating and analyzing consumer complaint data and monitoring trends, potential quality risks are identified at an early stage and recurrence of the same complaints is prevented, continuously enhancing product quality and customer trust.

Safe Clinical Trials Management

Clinical Trial Safety Management

Celltrion Pharm rapidly and accurately reports adverse events and Suspected Unexpected Serious Adverse Reactions SUSAR[1] arising during clinical trial conduct in accordance with domestic and international regulatory standards. Collected safety information is periodically analyzed in an integrated manner to prepare and submit Development Safety Update Reports (DSUR)[2] for investigational pharmaceuticals, and safety data accumulated through an independent Data and Safety Monitoring Board (DSMB)[3] is objectively evaluated, thereby systematically securing participant safety and data reliability throughout the entire clinical trial process.

Clinical Trial Quality Management System

Celltrion Pharm has established and operates a quality management framework aligned with the International Council for Harmonization – Good Clinical Practice (ICH-GCP)[4] to secure the ethical and scientific quality of clinical trials. Standardized procedures based on Standard Operating Procedures (SOPs)[5] are consistently applied throughout the entire clinical trial process, systematically securing the accuracy and reliability of clinical data.

Monitoring and Inspection

Celltrion Pharm conducts systematic monitoring for continuous management and inspection of overall clinical trials. Key issues are identified and managed based on information collected through on-site due diligence, and when Protocol Deviations occur, their impact is rigorously evaluated, and appropriate corrective actions are implemented. Furthermore, quality assessments and trial site inspections of clinical trial sites and contracted partners are conducted on a regular basis to verify the appropriateness of clinical trial operations and to thoroughly prepare for regulatory authority inspections.

Quality Improvement Based on Internal Self-Audits

Celltrion Pharm conducts regular self-audits to inspect the quality level of clinical trials, and for identified issues and improvement items, root cause analysis is performed, based on which Corrective and Preventive Actions (CAPA)[6] are formulated and implemented. Furthermore, the effectiveness of corrective actions is evaluated to prevent recurrence of the same issues, continuously strengthening the clinical trial quality management framework.

Minimization of Animal Testing

Celltrion Pharm complies with the 3R principles and conducts the minimum animal testing required to meet the standards and requirements of regulatory authorities during the non-clinical development process. Through optimized study designs based on ICH guidelines, the company aims to reduce unnecessary animal sacrifice and to elucidate the efficacy, safety, and pharmacokinetic properties of drugs.

Non-Clinical Trial 3R Principles

Replacement	Reduction	Refinement
Utilize alternative methods including 2D/3D tissue models and organoids in place of animal testing	Apply emerging technologies including non-invasive imaging and AI predictive modeling to maximize data acquisition with the minimum number of animals	Minimize stress through enhanced animal welfare practices including tunnel handling, environmental enrichment, and analgesic standardization

1) SUSAR: Suspected Unexpected Serious Adverse Reaction
2) DSUR: Development Safety Update Report
3) DSMB : Data Safety Monitoring Board
4) ICH-GCP: International Council for Harmonization - Good Clinical Practice
5) SOP: Standard Operating Procedure
6) CAPA: Corrective Action and Preventive Action

Workplace Safety and Health

Safety and Health Management Strategy and Objectives

Safety and Health Management Objectives

Celltrion Pharm recognizes the safety and health of its employees and supplier workers as a core foundation of management, and has established a strategic direction and mid-to-long-term roadmap to realize top-tier safety and health management. Based on this foundation, quantitative annual safety and health objectives and specific management plans are developed and implemented in a phased manner. Through substantive activities, including the proactive identification and improvement of potential hazards within sites, strengthening of safety and health training, and improvement of working environments, the company strives to ensure that all members can work in a safe and healthy environment. Going forward, Celltrion Pharm will continue to advance its safety and health management framework to build a trusted and safe workplace for both employees and supplier workers.

Safety and Health Management Mid- to Long-Term Roadmap

~ 2026
- Establish EHS vision and policy
- Build the safety and health management system (obtain ISO 45001 certification)
- Embed the chemical substance management framework
- Achieve LTIR[1] below 0.5%
- Introduce worker health promotion programs

2026 ~ 2028
- Build an EHS shared growth and cooperation framework
- Strengthen serious accident prevention measures
- Maintain LTIR below 0.5%
- Build the worker hazardous factor management framework
- Advance the EHS management system

2028 ~
- Build the business continuity management system (obtain ISO 22301 certification)
- Build an in-house EHS comprehensive center
- Maintain LTIR below 0.5%
- Build a personalized health management framework

2025 Safety and Health Objectives

Category	Objectives	Key Activities
Safety	Achieve LTIR below 0.5	• Systematize safety management system operations • Strengthen on-site safety activities • Establish foundation for voluntary safety culture
Health	Achieve 0% occupational disease incidence rate	• Strengthen worker health management • Embed the chemical substance management framework • Strengthen hazardous and high-risk task management

Safety and Health Management System

Celltrion Pharm obtained ISO 45001 certification—the international standard for safety and health management systems—in 2022, thereby unifying the safety and health management systems that had previously been operated separately into a single integrated framework. Based on this foundation, company-wide and department-level safety and health objectives are systematically established, voluntary safety and health activities are pursued, and risk analyses based on changes in the internal and external environment along with site-level risk assessments are conducted on a regular basis. Through these processes, hazardous and high-risk factors within sites are proactively identified and corrective actions are promptly implemented, further strengthening on-site, substantive safety and health management capabilities.
In 2025, the certification scope was expanded from the existing Cheongju and Jincheon plants to include the newly added Songdo Research Center. All sites (Cheongju, Jincheon, and Songdo) received "Conformity" ratings in both surveillance and renewal audits, officially confirming externally that Celltrion Pharm's safety and health management framework is operating stably as a sustainable system rather than as a one-time effort.


bsi.
Certificate of Registration

ISO 45001 Certificate

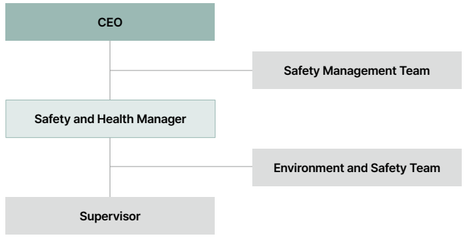
1) LTIR: Loss Time Injury Rate

Safety and Health Management System

Safety and Health Management Governance

Celltrion Pharm has established a dedicated organization reporting directly to the CEO to strengthen safety and health management, and systematically operates the company-wide safety and health management framework. The CEO serves as the ultimate operating officer for safety and health management, establishing company-wide EHS policies and objectives and regularly reviewing major safety and health risks and performance. Under the CEO's directives, the Safety Management Team and the Environment and Safety Team oversee company-wide safety and health management, performing safety and health policy establishment, risk assessment, regulatory compliance inspections, accident prevention activities, and training and improvement activities.
Each site has designated a Safety and Health Manager responsible for site-level operations of the safety and health management framework, with Safety Managers and Health Managers responsible for specialized on-site safety and health management. In parallel, on-site Supervisors directly perform working environment inspections, hazard identification and corrective actions, and safety and health training, thereby establishing a prevention-centered management framework that consistently transmits management's safety and health commitment to the field.

Safety and Health Management Organization



Category	Roles and Responsibilities
CEO	• Ultimate operating responsibility for safety and health management • Establish company-wide policies and objectives • Conduct regular reviews of major risks and performance
Safety Management Team Environment and Safety Team	• Establish safety and health policies • Conduct risk assessments and regulatory compliance inspections • Perform accident prevention, training, and improvement activities
Safety and Health Manager	• Operate the site-level safety and health management framework
Supervisor	• Inspect working environments, identify hazards, and implement corrective actions • Conduct safety and health training

Occupational Safety and Health Committee

Celltrion Pharm operates an Occupational Safety and Health Committee to deliberate and resolve key safety and health-related agenda items. The committee comprises 9 worker representatives and 9 employer representatives, and is convened on a quarterly basis to review the operating status of the safety and health management system and discuss key improvement initiatives.
The committee broadly addresses matters spanning the full scope of safety and health—including changes to safety and health management regulations and guidelines, working environment inspections and improvements, worker health examinations, safety and health training, accident prevention activities, and worker opinion gathering. By enabling labor and management to jointly share on-site hazards and discuss substantive corrective actions, the committee continuously enhances the level of safety and health management at the workplace.

Occupational Safety and Health Committee

Fundamental Principles of Occupational Safety and Health Management

Celltrion Pharm has established and operates Fundamental Principles of Safety and Health Management within the EHS Policy to faithfully implement measures for preventing serious accidents and reducing environmental and safety incidents. The scope of application encompasses the headquarters and all sites, and compliance with the same principles is also recommended for all stakeholders under the company's management and supervision—including suppliers, contractors, customers, local communities, and individual contractors.

Fundamental Principles of Occupational Safety and Health

1. Comply with applicable domestic and international laws and regulations to prevent safety accidents and incidents and establish internal occupational safety and health standards that exceed legal requirements.
2. Ensure that employees are fully familiar with company-established standards, including safety-related work manuals, and perform their duties in accordance with prescribed procedures.
3. Establish and operate an occupational safety and health management system in line with international standards and comply with the management requirements set out in International Labour Organization (ILO) conventions on occupational safety and health.
4. Continuously manage and improve the occupational safety and health management system to prevent industrial accidents.
5. Establish and operate an Occupational Safety and Health Committee composed of an equal number of employee and employer representatives and conduct quarterly meetings to deliberate and resolve occupational safety and health matters.
6. Develop and implement action plans based on identified priorities to eliminate occupational safety and health risk factors.

Workplace Safety and Health

Safety and Health Management Activities

Safety and Health Risk Assessment

Celltrion Pharm operates a systematic 6-step risk assessment procedure to proactively identify and address hazardous and high-risk factors at all sites, including suppliers. Risk assessments are conducted on a semi-annual basis, with ad hoc assessments conducted in parallel as necessary to proactively manage potential hazards. During the assessment process, characteristics of each process and task are analyzed, after which the 4M Method[1] is applied to identify hazards. When hazards exceeding the acceptable threshold are identified, immediate mitigation measures are formulated and implemented to create a safe working environment.
In 2025, potential hazards and high-risk factors were identified across all sites, including suppliers, through risk assessments. Of these, mitigation measures were formulated for 132 high-risk items, and corrective actions were completed for 131 items. Risk assessment results are reported to the Occupational Safety and Health Committee and subsequently shared with employees through company-wide notices, enhancing safety awareness and the effectiveness of on-site improvements.

Risk Assessment Process

Step 1 Tailored Risk Assessment Training
- Conduct risk assessment training for all employees (including supplier workers)

Step 2 Preliminary Investigation
- Identify all processes at all sites and classify task sequences by process
- Identify characteristics of processes and tasks
- Conduct on-site due diligence by task
- Identify hazards (on-site and patrol inspections, accident case analysis, etc.)

Step 3 Risk Assessment
- Classify risks based on the 4M Method
- Determine risks based on "frequency × severity"
- Distinguish acceptable from unacceptable risks

Step 4 Mitigation Measure Formulation
- Formulate mitigation measures for unacceptable hazards
- Formulate voluntary additional mitigation measures for acceptable hazards

Step 5 Mitigation Measure Implementation
- Apply and implement formulated mitigation measures on-site
- Review improvement effectiveness through before-and-after comparison

Step 6 Continuous Monitoring and Management
- Conduct effectiveness assessments led by the EHS Team for completed corrective items
- Share assessment results company-wide (groupware and email)

1) 4M Method: A risk identification methodology based on four factors—Man, Machine, Media, and Management

Employee Safety and Health Training

Celltrion Pharm systematically operates statutory and specialized training programs to enhance employee safety and health awareness and to strengthen the capabilities of specialized personnel. Statutory training for workers—including regular training, training upon hiring, special training, and supervisor training—is faithfully implemented in accordance with the Occupational Safety and Health Act and other applicable laws. For specialized personnel, including Safety and Health Managers, Safety Managers, and Health Managers, new and refresher training is provided to continuously cultivate professional capabilities. Furthermore, specialized training tailored to site characteristics—including hazardous chemical substance handler and worker training, and MSDS (Material Safety Data Sheet) training—is conducted in parallel, building a balanced training framework that encompasses the full scope of industrial safety and health.

Employee Safety and Health Training Programs

Contents	Target	Participants	Method
Regular Safety and Health Training	All employees	1st half: 646 persons 2nd half: 656 persons	Online
New Hires Safety and Health Training	New hires	132 persons	Online
Supervisor Safety and Health Training	Supervisors	67 persons	Offline
Special Safety and Health Training	Hazardous and high-risk task workers	89 persons	Offline

Serious Accidents Punishment Act Implementation

Celltrion Pharm conducts implementation status inspections once each in the first and second halves of the year to systematically inspect the implementation of safety and health duties at sites and to proactively prevent non-conformities. The first-half 2025 inspection results achieved zero non-conformities across all serious industrial accident and serious civil accident items. In the second half, evaluations of Safety and Health Managers and Supervisors and inspections of serious civil accident implementation status were sequentially conducted, with follow-up actions also completed. Going forward, Celltrion Pharm plans to continuously monitor the status of safety and health duties to prevent the occurrence of non-conformities.

Strengthening Emergency Response Capabilities

Celltrion Pharm operates plant-level emergency response organizations and conducts regular drills to enable rapid and systematic response in the event of emergencies. All employees participate in semi-annual company-wide emergency response drills, and continuously strengthen their response capabilities for actual emergencies through periodic hands-on training in fire suppression, first aid, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs). Furthermore, to protect employees' lives and assets from safety accidents and disasters, Celltrion Pharm has established an "Emergency Readiness and Response Procedure" and systematically operates accident investigations in accordance with this procedure. The procedure was established to reflect the characteristics of each site, including the Cheongju Plant, Jincheon Plant, and Global R&D Center, and the Safety Management Team and the Environment and Safety Team manage the entire process—from reporting, dissemination, and command in the event of an accident through root cause investigation and the formulation of recurrence prevention measures. In addition, a customized system has been established to ensure coordination between internal departments and external relevant agencies (such as fire stations, medical institutions, and competent administrative authorities) according to the type and scale of the accident, and the effectiveness of the process is continuously verified and improved through regular inspections.

Employee Health Promotion Programs

Celltrion Pharm operates a range of health promotion programs encompassing physical and mental health alongside working environment management to build a healthy work environment. On the physical health front, comprehensive health checkups are supported for all employees, and vaccination support for the prevention of seasonal diseases such as influenza is provided each year, along with medical expense support programs to alleviate the burden of healthcare costs. Reflecting employee needs, special programs—including smoking cessation, moderation in alcohol consumption, weight management, and prevention of musculoskeletal disorders—are planned and operated annually, with awards established for outstanding participants to encourage active employee participation.
Furthermore, on the mental health front, the "Maeumgongbang" (Mind Workshop) program is operated in partnership with a specialized psychological counseling firm. Specialized counselors independent of the company provide one-on-one tailored counseling spanning the full scope of psychological matters—including job-related stress, family issues, and interpersonal relationships—and the program is operated to enable employees to freely access counseling at their preferred time and through their preferred method, including in-person, telephone, or video sessions.

Smoking Cessation and Moderate Drinking Program Posters

'Mind Workshop' Program Banner

Participatory Safety and Health Culture Programs

Celltrion Pharm recognizes that active employee participation is essential for safety and health management, and operates a range of participatory programs—including the publication of regular safety newsletters and industrial accident prevention campaigns—to propagate a company-wide safety and health culture. An EHS reporting email is also operated to provide a communication channel through which employees can report environmental, safety, and health-related hazards and improvement suggestions on an ongoing basis. Submitted reports are reviewed and acted upon, with outcomes reflected in the enhancement of site safety management standards.

Weekly EHS Newsletter

2025 Key Performance

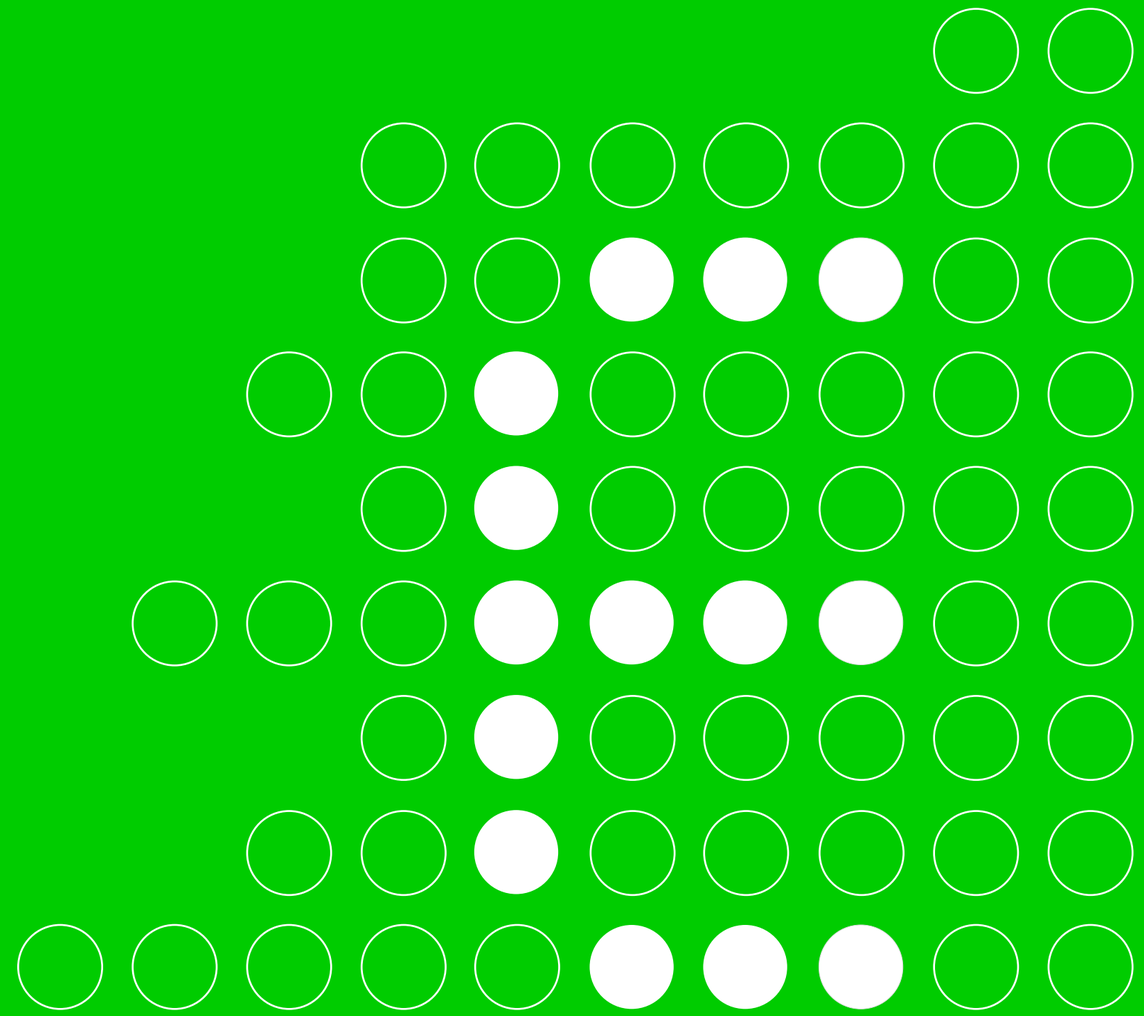
0%
occupational disease incidence rate
Achieved 0%

score of 4.8
Safety and health culture campaign satisfaction
score of 4.8

Conformity
rating across all 10 items in the Serious Accidents Punishment Act inspection
Conformity

below 0.5
Achieved LTIR
below 0.5

Environment



Environmental Management

Environmental Management System

Environmental Management Strategy

Celltrion Pharm has established "Green Management for a Clean Future Environment" as its environmental management vision. It is advancing strategies to minimize environmental impacts across all business activities and to realize sustainable growth. To this end, seven environmental management goals and detailed action items have been established and are being implemented, including the minimization of greenhouse gas (GHG) emissions through energy efficiency improvements, enhanced water resource management, and zero environmental regulatory violations. Building on this foundation, a mid- to long-term roadmap through 2034 has been developed to achieve these environmental management goals in phases, thereby enhancing environmental management maturity through more fundamental reductions in GHG emissions.

Environmental Management Strategy

Vision

Green Management for a Clean Future Environment

Goal

Zero Environmental Regulatory Violations and Environmental Incidents

Reduction in environmental pollutant emissions intensity

01 Thorough Environmental Management

- Eliminate the possibility of regulatory violations through periodic compliance assessments and ongoing monitoring of regulatory changes
- Prepare an environment-related government affairs list and establish execution plans
- Establish internal management standards substantially below regulatory emission limits
- Manage environmental pollutant emissions through continuous monitoring

02 Implementation of Environmental Improvement Activities

- Reduce pollutant emissions through the establishment and execution of annual environmental targets at both the corporate and departmental levels
- Establish standards for reducing unnecessary resource consumption and energy use, and develop a continuous monitoring system
- Consider environmental impacts and energy efficiency in the selection of new plants and the introduction of new equipment

KPI

- Reduce Scope 1 & 2 emissions by 100% by 2045
- Reduce annual emissions intensity by 1% year-on-year
- Achieve a 50% wastewater reuse rate by 2045
- Achieve a waste recycling rate of 90% or higher by 2045

Environmental Management System

Celltrion Pharm has introduced an environmental management system (ISO 14001) to systematically manage environmental impacts that may arise across its business activities, through which it identifies environment-related risks in advance and minimizes negative impacts during its business operations. As of 2024, a dedicated environmental management organization has been established to conduct environmental risk assessments and environmental impact assessments more systematically. The organization is also focused on the annual maintenance and renewal of its Environmental Management System certification. This effort aligns with achieving "Zero" environmental incidents and regulatory violations. As a result, in 2024, 100% of all certification-eligible business sites achieved Environmental Management System certification. Furthermore, by actively driving improvement initiatives across all departments in the areas of resources, environment, and energy, the foundation for ESG management practices is being reinforced, and internal capabilities for achieving environmental goals continue to be advanced.


bsi.
Certificate of Registration
ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

ISO 14001 Certificate

Environmental Management Governance

Celltrion Pharm has established its environmental management governance with the Environment, Health & Safety Team—the dedicated organization for environmental management—at the center, performing functions such as Environmental Management System operation, environmental regulatory compliance, and environmental training for executives and employees. Statutory designees, including hazardous substance managers, environmental engineers, safety managers, and health managers, have been appointed to reinforce expertise and execution capabilities in environmental, safety, and health management. Major environmental management issues, including the environmental management policy and the status of related initiatives, are aggregated by the Environment, Health & Safety Team and reported to the CEO on a regular basis. Recognizing the importance of climate change response, the CEO has established and operates environmental management systems tailored to each business site. Executives are also assigned as site-level leaders and are directly involved in environmental management, periodically reviewing and managing climate-related risks and opportunities. These matters are reported to the ESG Committee through the CEO's review and decision-making process. The ESG Committee serves as the highest decision-making body for deliberating and reviewing major agenda items related to climate change response and environmental issues.

Environmental Management Organization

ESG Committee
- Review major issues related to climate change response and environmental matters

CEO
- Establish and operate climate change-related management systems at each business site

Chief Health and Safety Management Officer
- Oversee statutory environmental, health, and safety management duties

Environment, Health & Safety (EHS) Team
- Operate the Environmental Management System
- Ensure environmental regulatory compliance
- Conduct environmental training for executives and employees

Hazardous Chemical Substance Manager
- Install, handle, and operate hazardous chemical substance reporting facilities, including statutory and self-inspections
- Manage hazardous chemical substance training and drills

Environmental Engineer
- Develop and execute environmental management work plans
- Conduct environmental inspections and risk management at business sites

Safety Manager

Health Manager

Environmental Management Policy

Environment, Safety and Health (ESH) Policy

Celltrion Pharm recognizes environment, safety, and health as core values of corporate management and has established an environmental, health, and safety (EHS) policy to systematically implement these values. The policy is grounded in rigorous compliance with applicable laws and regulations, while also establishing internal standards and principles that exceed legal requirements for company-wide application. Through this EHS policy, corporate responsibility for environmental protection is clearly defined, and the management system is continuously reinforced to ensure that environmentally responsible decision-making is embedded in all business activities.

Environmental Impact Management System

Celltrion Pharm has established and operates an environmental impact management system to systematically manage environmental impacts arising from business activities. This management system ensures thorough compliance with applicable environmental laws and regulations, while regular environmental impact assessments are conducted across all business operations to identify and manage potential risks in advance. Based on this management system, continuous improvement initiatives are pursued to minimize environmental impacts.

Environmental Compliance Management

Celltrion Pharm shares the EHS policy—formulated based on the Environmental Management System (ISO 14001)—with all executives and employees, and through the establishment of detailed implementation plans by each department, environmental regulatory risks arising across business activities are systematically prevented and managed.

To minimize legal risks, periodic comprehensive inspections of emission facilities are conducted across all business sites, with a focus on identifying and improving potential on-site environmental risk factors in advance. Based on this management system, the September 2025 guidance and inspection conducted by the Geumgang Basin Environmental Office resulted in zero environmental regulatory violations, objectively demonstrating systematic environmental compliance management capabilities. In addition, prompt corrective actions—such as interior renovations of waste storage facilities—were completed in response to verbal recommendations identified during the inspection, further enhancing the level of environmental management.

Starting in 2026, the KPI of the dedicated environmental organization will be formally expanded to include "self-inspections of environmental facilities at least once per quarter" and "comprehensive inspections of environmental facilities at least once per half-year," thereby further strengthening the effectiveness of environmental compliance management. As a principle, corrective requirements identified through self-inspections will be completed within the same year, and through close collaboration with relevant departments, continuous monitoring will be carried out with the goal of achieving an annual improvement rate of 80% or higher.

Environmental Impact Assessment

Celltrion Pharm regularly conducts environmental impact assessments to identify and systematically manage environmental risk factors that may arise during business and work processes. Through these assessments, factors with the potential to cause environmental hazards are proactively identified, and appropriate management measures are established to prevent environmental risks.

Environmental impact assessments cover not only major environmental factors such as air, water, waste, and soil, but also a wide range of additional aspects, including chemical leakage, odor, noise and vibration, and energy waste. Management criteria are formulated and operated with consideration of complex situations in which a single factor may lead to multiple forms of environmental pollution, thereby reflecting the interrelationships among environmental impacts.

As a result of these environmental impact management efforts, all items in the 2024 environmental impact assessment were confirmed to meet management standards. While current operating conditions are generally maintained at a stable level, Celltrion Pharm is not content with the status quo. To continuously enhance environmental competitiveness, improvement items are identified each year and supplemented by the following year, thereby building a more robust environmental management foundation.

Environmental Management

Environmental Impact Reduction Activities

Green Investment

Celltrion Pharm has positioned climate change response and environmental risk reduction as core values of management, and continues to pursue diverse eco-friendly investments to improve energy efficiency and reduce pollutant emissions.
Investments focused on high-efficiency facilities have been continuously made, including the introduction of inverters for air handling units, the replacement of boiler burners, and the upgrade of wastewater reuse facilities. Notably, the replacement of ultra-low NOx burners in the boiler—a key air emission facility at the Cheongju Plant—was selected as an "Outstanding GHG Reduction Practice among GHG Target Management Entities" by the Korea Environment Corporation, thereby gaining external recognition for its performance. Building on this momentum, the introduction of external steam through a thermal energy supply contract is scheduled to commence in April 2026 and is expected to deliver an additional GHG reduction of approximately 3,683 tCO_2eq per year.
Furthermore, Celltrion Pharm is pursuing the development of a mid- to long-term environmental investment roadmap for 2030, which will be implemented in phases following thorough feasibility reviews.

Internalization of Environmental Management

Celltrion Pharm faithfully completes statutory environment-related training to ensure systematic environmental management. In 2025, training programs for hazardous chemical substance handling personnel and general workers were conducted for executives and employees at the Cheongju Plant. The dedicated environmental management organization also operated specialized training programs by domain, including training for licensed air environment engineers, waste generators, and medical waste generators. In 2026, additional programs—including waste management training and environmental impact assessment preparation training for supervisors—will be introduced, and the scope of training will be expanded to all executives and employees, thereby further strengthening the internalization of environmental management.
Beyond training, Celltrion Pharm also runs diverse in-house environmental campaigns to raise environmental awareness among executives and employees and foster a culture of voluntary practice. In 2025, an in-house contest commemorating "Energy Day" and an "EHS Campaign" covering all business sites was operated. For the Cheongju Plant in particular—where waste generation is relatively high—a dedicated Waste Management Guidelines was developed and distributed to support executives and employees in practicing proper waste separation and discharge in their daily work processes.

Environmental Training Programs

Unit: Persons

Training Program	Participants	Total Training Hours
Licensed Air Environment Engineer Training	2	56
Hazardous Chemical Substance Technical Personnel and Manager Training	380	750
Hazardous Chemical Substance Handling Personnel Training	83	1,328
Hazardous Chemical Substance Worker Training	2	32

Energy Management

Celltrion Pharm establishes annual energy consumption reduction targets and conducts periodic energy audits to achieve them, thereby continuously advancing systematic management activities. Energy usage is reviewed with a focus on the power-consumption characteristics of each business site and major power-consuming facilities. Based on audit results, energy efficiency improvement programs are operated in parallel with investments in high-efficiency equipment, thereby driving improvements in the power consumption structure and reductions in GHG emissions.
Through these efforts, Celltrion Pharm reduced GHG emissions from 15,490 tCO_2eq in 2024 to 14,717 tCO_2eq in 2025. Notably, by installing inverters on air handling unit motors at the Cheongju Plant and precisely controlling equipment operation rates based on load factors, power consumption was reduced from the previous level of 181.7 kW to 110.2 kW, achieving power savings of approximately 39%. Furthermore, the Cheongju Plant plans to introduce external steam from April 2026 through thermal energy supply contracts with nearby heat suppliers and waste incineration operators, which is expected to deliver GHG-reduction outcomes through the energy transition alongside improved power-consumption efficiency.
Going forward, Celltrion Pharm will continue to expand the introduction of high-efficiency equipment and improve operational practices focused on power consumption efficiency. Over the mid- to long-term, phased improvements across the overall energy consumption structure will reinforce the achievement of GHG reduction targets and the fulfillment of environmental responsibilities.

Power Consumption of Air Handling Units 39% ↓

Offline Environmental Management Training

Water Resource Management

Celltrion Pharm recognizes that water is a finite environmental resource and systematically manages the impact of business activities on the natural ecosystem by enhancing water-use efficiency across production activities while reinforcing water pollution prevention and resource circulation. In particular, water usage is rationally managed throughout the production process, and discharged water quality is controlled at standards more stringent than legal requirements, thereby establishing a sustainable water resource utilization.

Water Reuse

Celltrion Pharm recovers and reuses condensate generated during manufacturing processes rather than simply discarding it, thereby reducing water consumption by approximately 1,800 tons per month on average and creating tangible environmental outcomes. To proactively manage water pollution risks, statutory self-measurements are rigorously conducted in the first and second halves of each year, and wastewater treatment processes are continuously inspected in accordance with enhanced internal management standards, ensuring stable operation of the water resource management system.

Effluent Quality Management

The water discharged from the Cheongju Plant not only meets the discharge limits stipulated under the Water Environment Conservation Act but also maintains concentrations significantly below the "clean area" standards, which are classified as the most stringent. Measurement results in 2025 confirmed purification performance exceeding legal standards across all major water quality indicators, demonstrating that the impact of business operations on aquatic ecosystems is being effectively managed.

Discharged Water Quality Management

Water Pollutant	Unit	Legal Discharge Limit	"Clean Area" Standard	Measured Discharge Value
Total Organic Carbon (TOC)	mg/ℓ	25	25	2.1
Suspended Solids (SS)	mg/ℓ	30	30	1.9
Total Nitrogen (T-N)	mg/ℓ	60	30	6.2
Total Phosphorus (T-P)	mg/ℓ	8	4	0.77

Waste Management

Celltrion Pharm has established and operates a company-wide structured waste management system to minimize the environmental impacts of waste generated across its business activities and to enhance resource circularity. To support this effort, the company has implemented its Waste Management Guidelines, under which all waste generated not only from facility maintenance and management activities associated with business operations, but also from the operation of environmental facilities, is systematically managed and treated in accordance with consistent standards.
In addition, Celltrion Pharm has established a mid- to long-term goal of achieving a recycling rate of at least 90% for recyclable waste by 2045 and continues to implement phased improvement initiatives, including promoting waste separation, reducing management costs, and conducting regular on-site inspections. In particular, medical waste generated during R&D and production is subject to legal restrictions on recycling and is therefore safely treated through specialized waste treatment service providers. Recycling performance is managed based on recyclable waste, excluding waste that is not eligible for recycling due to such restrictions.
Through these company-wide efforts, Celltrion Pharm achieved a recycling rate of 51% for recyclable waste as of the end of 2025. In 2026, the company plans to further enhance its waste management system with the goal of achieving a recycling rate of 60%, while continuing to expand waste reduction and recycling initiatives, including a review of Zero Waste to Landfill (ZWTL) certification.

Waste Management Procedures

Celltrion Pharm systematically classifies all waste generated at business sites into general waste, designated waste, and medical waste at on-site waste storage facilities, and applies management standards appropriate to the characteristics of each waste type for rigorous management. For waste that may be classified as designated waste based on its hazardous substance content, specialized waste analysis institutions conduct prior analysis to determine appropriate disposal methods. Medical waste is also subdivided by characteristics, stored in dedicated containers, and lawfully processed by specialized treatment companies in accordance with applicable regulations. Furthermore, the discharge and treatment history of all waste is managed through the 'Allbaro' system, securing transparency and traceability throughout the disposal process.

Waste Reduction Training

Celltrion Pharm operates field-centered waste training programs to reduce waste generation and increase resource recycling rates. Departments that generate designated waste and medical waste are particularly encouraged and recommended to conduct in-team self-training in accordance with the Waste Management Guidelines. These departments conduct internal training on principles of waste separation by characteristics and lawful disposal procedures, thereby reinforcing proper waste management practices in the field. Beginning in 2026, the scope and target audience of waste management training will be expanded company-wide to raise awareness of resource circulation among executives and employees and to continuously improve waste management processes through proactive participation.

Environmental Management

Environmental Impact Reduction Activities

Hazardous Chemical Substance Management

Chemical Substances Safety Management Policy

Celltrion Pharm has systematically established and operates procedures for handling hazardous chemical substances in compliance with applicable domestic regulations, including the Act on the Safety Control of Hazardous Substances and the Chemicals Control Act. In accordance with the in-house Chemical Substance Safety Management Guidelines, all hazardous chemical substances and mixtures used and handled at business sites are appropriately managed to prevent personal injury incidents and occupational diseases caused by chemical substances.
At the Cheongju headquarters and Plant, 125 chemical substance handling personnel—including hazardous chemical substance managers—have been appointed to establish a dedicated management system. Hazardous chemical substance managers are responsible for the installation and operational management of hazardous chemical substance reporting facilities, verification of compliance with handling and storage standards, execution of statutory and self-inspections of handling facilities, and the management of hazardous chemical substance training and drills for personnel within their respective departments.

Material Safety Data Sheet (MSDS) Management

Celltrion Pharm systematically manages Material Safety Data Sheets (MSDS) for all chemical substances used and handled at business sites. The Chemical Substance Safety Management Guidelines clearly delineate departmental MSDS management policies, ensuring that each department consistently complies with relevant standards and operates efficiently.

Department-Specific MSDS Management Policies

Procurement Department	• Secure GHS-MSDS for chemical substances • Receive GHS-MSDS upon procurement order placement and transfer related information
Handling and Use Department	• Post and display MSDS immediately upon introduction of new chemical substances • Continuously identify chemical substance types, usage volumes, and storage conditions • Provide MSDS, safety, and leak prevention training to handling personnel and related employees
Management Department	• Register received MSDS in the chemical substance handling management ledger • Verify MSDS storage and posting

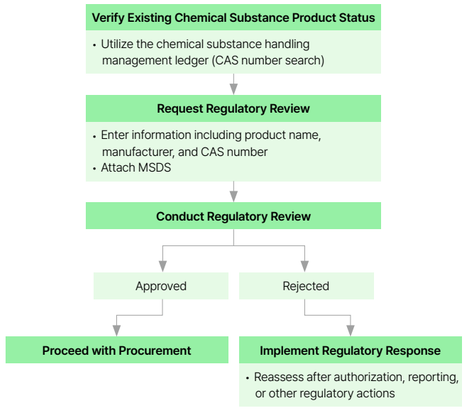
Chemical Substance Handling Safety Training

Celltrion Pharm systematically conducts online and offline training programs for diverse personnel groups—including hazardous chemical substance handlers, new hires, technical staff, and partner companies—covering topics such as safe handling of hazardous chemical substances, lockout management, MSDS familiarization, and personal protective equipment (PPE) standards. To strengthen accident prevention and emergency response capabilities, hands-on customized training programs—including accident response drills and emergency evacuation drills—are also conducted in parallel, thereby enhancing management personnel's response, reinforcing safety awareness among executives and employees, and creating a safe working environment.

Chemical Substance Pre-Regulatory Review Process

To fundamentally prevent legal risks arising from the introduction of unauthorized or unreported chemical substances at business sites, Celltrion Pharm operates rigorous Chemical Substance Pre-Regulatory Review Procedure. When new chemical substances are to be introduced, prior approval from the Environment, Health & Safety Team must be obtained regardless of the substance's properties, quantity, or intended use. For substances subject to authorization or reporting requirements, as well as high-risk chemical substances, regulatory review and assessment of handling facility suitability and improvement requirements are conducted at least three months prior to the planned procurement date. The pre-regulatory review report is designated as a mandatory attachment to procurement requisitions, and the procurement process is structured so that chemical substances may only be introduced upon receipt of cooperative approval from the Head of the Environment, Health & Safety Team, thereby minimizing potential blind spots in the management process.

Regulatory Review and Procurement Process



Reduction and Substitution of Hazardous Chemical Substances

Celltrion Pharm continues efforts to minimize environmental hazards and fundamentally strengthen workplace safety by reducing the use of hazardous chemical substances. Notably, in 2026, the consumption of potassium hydroxide (KOH) used in equipment cleaning processes will be precisely optimized, completing the transition from a "hazardous chemical substance business permit site" to a "business-exempt site." This reflects the company's commitment not only to comply with legal regulations but also to proactively reduce environmental and safety management risks through voluntary hazard reduction.
Over the mid- to long-term, technical reviews and tests are being conducted in parallel to transition the currently used potassium hydroxide to alternative substances with significantly lower hazards. Going forward, Celltrion Pharm will continue to reduce the use of hazardous chemical substances through chemical substance lifecycle management and monitoring across all processes, while phased substitution with non-hazardous chemical substances will provide a safer working environment for executives and employees and build a trusted, eco-friendly business site within the local community.

Air Pollutant Management

Celltrion Pharm operates a goal-based management system to effectively manage air pollutants generated at business sites, applying internal standards stricter than legal emission limits and setting a target to reduce annual emissions intensity by 1% year-on-year.
As part of this management strategy, ultra-low NOx burners are being phased into major emission facilities to fundamentally reduce air pollutants generated during the combustion, while regular inspections by specialized equipment service providers maintain optimal facility efficiency and stability at all times. Furthermore, by improving the energy use structure through steam supply contracts with external specialized providers, on-site boiler operations will be progressively scaled down beginning in 2026, structurally reducing air pollutant emissions.
As a result of these facility improvements and the advancement of management systems, 2025 measurement results showed nitrogen oxides (Nox) at approximately 48% of legal limits, sulfur oxides (Sox) at 0.0%, and particulate matter (PM) at approximately 3%, achieving stable air environment management performance through low emission concentrations. For major emitted substances from production and utility facilities, periodic measurements by externally accredited analysis institutions and continuous monitoring are conducted in parallel, and the measurement results are transparently submitted to the Korea Environment Corporation, securing the credibility of the management system.

Water Pollutant Management

Celltrion Pharm rigorously complies with applicable environmental laws and regulations to systematically manage the environmental impact of water discharges, and applies internal standards stricter than legal discharge limits to continuously enhance water pollutant management. Based on these internal standards, wastewater quality improvement and water resource management enhancement are pursued, and overall management activities are systematically operated through a water efficiency management program that includes wastewater treatment monitoring.
Under this management system, wastewater generated from production processes, the R&D Institute, and utility facilities is appropriately treated at the on-site wastewater treatment plant through physical, chemical, and biological processes before being discharged to the public sewage treatment plant. To faithfully implement the management requirements stipulated under the Water Environment Conservation Act, a continuous automated Total Organic Carbon (TOC) measurement device has been installed for continuous monitoring at 30-minute intervals, enabling the continuous management of water quality changes.
As a result of operating this management system, Celltrion Pharm maintains very low discharge levels of 10% or less compared to legal limits across all parameters based on actual measured discharge values, achieving outstanding water pollutant management performance. Going forward, continuous process improvements and advances in management systems will contribute to water environment protection and enhanced resource efficiency.

Celltrion Pharm Wastewater Treatment Plant

Resource Circularity

Celltrion Pharm has established and is implementing a Sustainable Procurement Policy on a company-wide basis to minimize environmental impacts during product procurement and production and contribute to the formation of a circular economy. In procurement decision-making, eco-friendly attributes—such as resource input quantities, generation of pollutants, and certifications including the Environmental Label and Low-Carbon Product certifications—are comprehensively considered alongside product quality and price. Furthermore, the transition to eco-friendly packaging materials is being practiced as part of resource conservation and the shift to a circular economy, while the establishment of a sustainable supply chain with partner companies is also being pursued.

Sustainable Procurement Policy

Sustainable Procurement Policy

To promote sustainable product manufacturing and minimize potential negative impacts across production processes, Celltrion Pharm has established and operates a Sustainable Procurement Policy covering certain raw and subsidiary materials, office supplies and consumables, and household items used in offices and plants. Under the policy, products with verified environmental friendliness and social responsibility are prioritized for procurement among products of the same use, and to this end, the definition of "sustainable products" and the scope of applicable certifications have been clearly established to systematically operate procurement standards.
In addition, policy compliance is encouraged not only among internal members at the headquarters and all business sites but also among key stakeholders in transactional relationships, such as partner companies, thereby pursuing the establishment of a sustainable supply chain. Monitoring and improvement activities for eco-friendly and green procurement are conducted in parallel, while principles excluding the use of conflict minerals and responsible minerals are applied to reinforce the fulfillment of environmental and social responsibilities throughout procurement operations.

Sustainable Procurement Principles

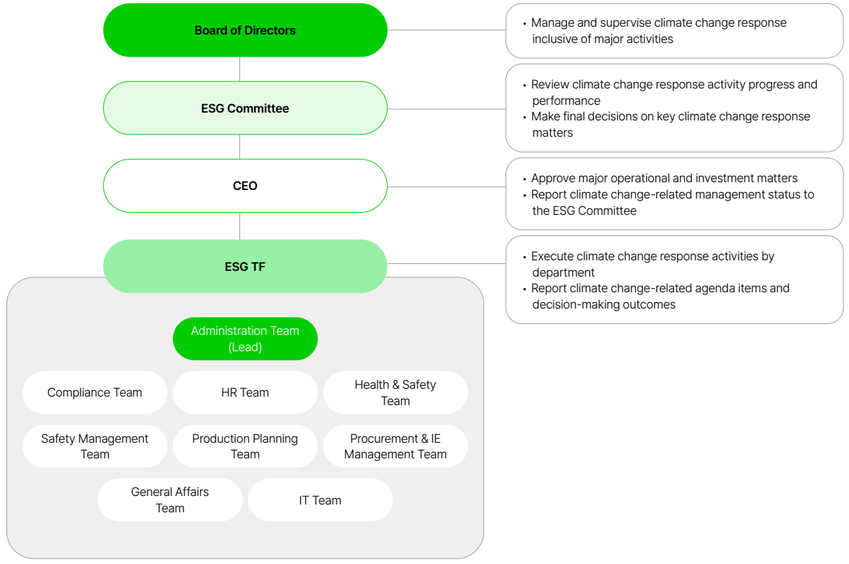
① Strive to establish and expand environmental management through proactive eco-friendly green procurement activities, thereby enhancing eco-friendly attributes.
② Conduct performance aggregation and periodic monitoring of eco-friendly green procurement activities, and supplement them when improvements are required.
③ Provide active support when executives and employees of Celltrion Pharm procure eco-friendly green products at the procurement department or requesting department, and proactively recommend the activation of eco-friendly green procurement through prior information sharing on procured products.
④ Apply the non-use of conflict minerals and responsible minerals within business activities as a principle, and conduct periodic status monitoring. When such minerals are used in product manufacturing and production, transparently disclose the RMAP (Responsible Minerals Assurance Process) certification status and list of the relevant smelters.

Climate Change Response
Governance

Climate Change Governance

The Board of Directors of Celltrion Pharm bears responsibility for environmental protection and oversees and supervises overall environmental management activities, including climate change response. Under the Board, the ESG Committee serves as the highest decision-making body for ESG management, conducting periodic reviews of climate change response activities and outcomes. Climate change-related major issues are deliberated by the management strategy team through the ESG TF, where principal agenda items are consolidated and finalized through the ESG Committee. Furthermore, climate change-related major environmental matters are stipulated under the ESG Committee charter to be reported at least annually.

Climate Change Response Governance



Climate Change Response Management and Supervision

Celltrion Pharm operates a management and supervision system centered on the ESG Committee under the Board of Directors to substantively implement climate change response across business activities. The ESG Committee reviews the company's climate change response strategies and direction, and periodically assesses progress and outcomes of GHG emissions reduction and climate change response. Pursuant to the ESG Committee charter, climate change-related environmental matters are included in the agenda of meetings held at least once a year, and the operation is structured to differentiate management based on the materiality and urgency of each agenda item, thereby securing the substantive effectiveness of decision-making.
The ESG Committee held in December 2025 reviewed GHG emissions reductions, the advancement of related agenda items, and future response directions. Going forward, climate change response agenda items will continue to be deliberated and reported with the ESG Committee at the center, and climate response strategies aligned with regulatory environments and stakeholder demands amid changing conditions will be systematically implemented.

Strategy

Identifying Climate-Related Risks and Opportunities

Celltrion Pharm has established a four-step process referencing TCFD[1] disclosure recommendations and the analytical framework of the IPCC[2] to evaluate the potential risks and opportunities posed by climate change to the business. Through this process, key climate change-related risks and opportunities, along with critical factors significantly impacting business operations, are derived, and major financial impacts are analyzed and assessed. Based on the analysis results, the company continues to enhance climate change response capabilities through the establishment of response strategies tailored to major risks and opportunities and the advancement of internal management systems.

Climate-Related Risk and Opportunity Identification Process

Step 1. Identify Climate-Related Risks and Opportunities

- Conduct foundational analysis of climate-related risks and opportunities based on TCFD disclosure recommendations
- Analyze global climate change-related trends
- Review climate change response trends within the same industry

Step 2. Assess Major Climate-Related Risks and Opportunities

- Identify major risks and opportunities relevant to Celltrion Pharm through similar industry benchmarking
- Conduct materiality assessment of climate-related risks and opportunities by stage

Step 3. Analyze Financial Impacts of Major Risks and Opportunities

- Estimate and analyze the projected financial impacts of major risks and opportunities

Step 4. Establish Response Strategies

- Establish response strategies and reflect them in financial planning by major risk and opportunity

1) Task Force on Climate-related Financial Disclosures
2) Intergovernmental Panel on Climate Change
3) Shared Socioeconomic Pathways
4) International Energy Agency

Analysis Scope and Period

The 2025 climate-related risk and opportunity analysis was conducted with Celltrion Pharm's Cheongju Plant as the focal site. As the Cheongju Plant accounts for the largest share of the company's domestic small molecules manufacturing operations, focusing the analysis on this site enables more substantive risk identification and effective response strategies. Furthermore, by securing data continuity and consistency, the analysis framework is designed to be expandable to other business sites in the future.
The analysis period was set to align with Celltrion Pharm's ESG strategy, the national NDC, and global public sector goals, with short-term defined as 1 year, mid-term as 1–9 years, and long-term as 9 years or longer, thereby enabling continuous strengthening of response capabilities for risks across each time horizon.
The analysis results are linked to the management strategy for major risks and opportunities and shared company-wide to enable a practical climate change response.

Scenario Analysis

To analyze the physical risks and transition risks and opportunities posed by climate change with greater precision, Celltrion Pharm has broadly applied diverse climate scenarios presented by major global institutions. Specifically, the IPCC SSP[3] scenarios were applied to physical risk analysis, and the IEA[4] scenarios were referenced for transition risks and opportunities, in line with carbon pricing and energy transition outlooks.
The SSP scenarios are widely used global climate change scenarios developed in 2021 and adopted by the IPCC's Sixth Assessment Report. The scenarios comprehensively reflect not only quantitative indicators such as population, urbanization rates, and energy use, but also socio-economic factors. Celltrion Pharm has selected diverse climate scenarios, including SSP 1-2.6 representing the sustainable development pathway, SSP 2-4.5 representing the middle-of-the-road pathway, and SSP 5-8.5 representing continued reliance on fossil fuels, to comprehensively analyze the physical risks that may arise under each climate scenario.
The IEA scenarios provide an integrated reflection of policy environments, technology development, energy supply and demand, and price outlook trends through the World Energy Outlook. Celltrion Pharm has applied IEA scenarios to evaluate the financial impacts of risks and opportunities relating to the transition under various climate scenarios. The analysis utilizes three scenarios: CPS (Current Policies Scenario), reflecting current statutory and policy frameworks and the policy commitments of each country; STEPS (Stated Policies Scenario), reflecting publicly announced policies; and NZE (Net Zero Emissions Scenario), targeting net-zero carbon emissions by 2050.

Scenario Overview

Target	Scenario	Description
Physical Risks	SSP 1-2.6 (1.8°C)	Renewable energy/sustainable forestry management approach minimized; significant transition to a sustainable society
	SSP 2-4.5 (2.7 °C)	Continuation of current socio-economic levels; ongoing GHG reduction efforts
	SSP 5-8.5 (4.4 °C)	Rapid economic and industrial growth driven by fossil fuel use; expansion without GHG reduction efforts
Transition Risks and Opportunities	CPS (2.9°C)	Reflects existing statutory and policy frameworks (e.g., emission trading systems, fuel economy standards)
	STEPS (2.5°C)	Reflects climate-related policies (NDCs) of each country and statements made by industries on the decarbonization transition
	NZE (1.5°C)	Premised on reaching Net Zero by 2050 with global temperature rise of 1.5°C above pre-industrial levels

Climate Change Response
Strategy

Climate-Related Risk and Opportunity Analysis Results

Through the 2025 climate risk and opportunity assessment, Celltrion Pharm has identified a total of nine major climate-related risks and opportunities, comprising 2 physical risks, 4 transition risks, and 3 transition opportunities. Floods and heatwaves were selected as key physical risk factors, and the analysis indicated that direct impacts on manufacturing facilities and logistics infrastructure are expected to generate sustained high-level financial impacts from the short term through the long term. Transition risks and opportunities are projected to expand in influence or persist at a certain level over the mid- to long-term, in response to changes in diverse factors including technological developments, market shifts, and reputational considerations. Building on these analytical findings, Celltrion Pharm systematically identifies the impacts of climate change across overall management and utilizes the results as foundational data for establishing mid- to long-term climate response strategies.

Category	Type	Category	Background	Financial Impact	Financial Impact Timeline		
					Short-term	Mid-term	Long-term
Physical Risk	Acute	Flood	• Increased risk of various types of flood due to climate change • Difficulty in maintaining manufacturing and quality management environments in case of damage to production facilities and warehouses • Concerns over disruptions to the entire supply chain in case of flood at pharmaceutical distribution and logistics infrastructure (roads, ports, etc.)	• Costs incurred from damage to and replacement of high-value equipment and assets due to site inundation • Disposal losses from flood damage to drug substance and finished product inventories • Raw material supply delays or delivery delays due to logistics disruptions	High	High	High
	Acute	Heatwave	• Increased frequency and intensity of heatwaves, leading to higher energy demand and increased industrial safety and health risks • Need for temperature control to prevent product efficacy degradation throughout the pharmaceutical manufacturing and distribution process	• Increase in electricity and energy costs due to expanded operation of cooling systems • Disposal losses of raw materials and finished products due to temperature rise and weakened worker productivity	Medium	High	High
Transition Risk	Technology	Transition to low-carbon technology	• Increased demand for transition to low-carbon technology across the industry • Transition to low-carbon technology entails initial facility investment and technology development costs	• Increase in costs related to self-generation facilities for renewable energy, REC purchases, and PPA contracts • Incurrence of facility investment costs for energy efficiency and process optimization	Medium	Low	Low
	Market	Changes in customer behavior	• Increased consumer interest in the environment and preference for eco-friendly products • Strengthening trend of considering climate change response capabilities when evaluating contract partners by global pharmaceutical companies	• Sales losses due to difficulties in maintaining contracts with clients if climate change response is insufficient • Increase in R&D and marketing costs to respond to demands for eco-friendly products and packaging • Increase in costs related to joining and implementing climate change initiatives to meet customer requirements	Low	Medium	High
	Reputation	Increased stakeholder concerns and negative feedback	• Existence of demands from stakeholders to disclose ESG evaluation results and climate change response status • Concerns over reputational risks such as loss of trust and damage to brand value if climate change response is insufficient	• Increase in capital procurement costs due to negative reputation such as delayed climate change response or ESG rating downgrade • Decrease in sales and talent attrition due to damage to corporate reputation	Medium	Medium	Medium
Transition Opportunity	Resource Efficiency	Improvement in production and logistics efficiency	• Energy cost savings possible when streamlining production and logistics processes for climate change response	• Reduction in operating expenses through energy cost savings • Reduction in transportation costs through logistics efficiency • Reduction in maintenance costs through improved facility efficiency	Low	Medium	Medium
	Energy Source	Expansion of low-carbon energy use	• Cost savings and carbon reduction possible through low-carbon energy such as declining renewable energy generation costs and green premiums	• Stabilization and reduction of energy costs through renewable energy transition (solar power generation, etc.) and reduction of greenhouse gas emissions	Low	Medium	High
	Resilience	Participation in environment-related initiatives	• Strengthening corporate resilience through effective resolution of common climate challenges based on industry cooperation	• Spreading the will to respond to climate change through participation in initiatives	Medium	Medium	Medium

Activities and Plans for Climate-Related Risk and Opportunity Response

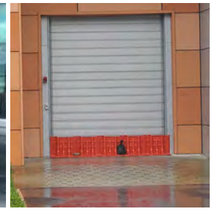
To minimize risks arising from climate change and maximize emerging opportunities, Celltrion Pharm has established item-specific response directions and implementation plans for the identified major climate-related risks and opportunities, and continues to advance concrete response activities based on these plans. Furthermore, the implementation status of response activities will be periodically reviewed and continuously advanced from a mid- to long-term perspective, thereby reinforcing the company's resilience to climate change and the foundation for sustainable growth.

Climate Risk and Opportunity Response Activities

Physical Risk – Flood

In response to the increasing likelihood of heavy rainfall and flood driven by climate change, Celltrion Pharm has established a natural disaster emergency response system to minimize flood damage at business sites and operates disaster prevention facilities based on this framework.
Floodgates have been installed on building entrances and shutters to fundamentally block the inflow of stormwater during heavy rainfall and flood events. Outdoor units and auxiliary facilities installed on rooftops have been reinforced through fixed-anchoring measures to prevent equipment dislodgement and damage caused by wind and flood disasters, thereby strengthening site-level disaster prevention measures. Backed by this proactive disaster prevention system, the stable operation of manufacturing facilities and the safety of executives and employees are secured even in the event of natural disasters such as floods, enabling systematic responses to physical risks arising from climate change.

Rooftop Outdoor Unit and Facility Anchoring



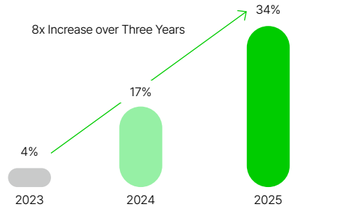
Entrance and Shutter Floodgate installations

Transition Opportunity – Expansion of Low-Carbon Energy

As part of the low-carbon transition for climate change response, Celltrion Pharm has been progressively converting business-use vehicles to electric vehicles (EVs) and hybrid vehicles since 2022 to reduce carbon emissions in the transportation sector.
As of 2022, only 1 out of 25 total business-use vehicles was an EV, leaving the eco-friendly vehicle ownership ratio at the 4% level. Following the full-scale introduction of hybrid vehicles, however, the share of eco-friendly vehicles has been steadily expanded. As a result, as of 2025, 2 EVs and 7 hybrid vehicles are owned out of a total of 27 vehicles, bringing the eco-friendly vehicle ratio to approximately 33%—a more than eightfold increase over three years.
Going forward, Celltrion Pharm plans to continuously expand the introduction of EVs and hybrid vehicles in alignment with the replacement timing of aging internal combustion engine vehicles, and to develop an eco-friendly mobility operating environment—including the establishment of charging infrastructure—thereby actively advancing carbon emission reduction in the transportation sector and the transition to low-carbon energy.

Eco-friendly Vehicle Ratio **8x**

Unit: %



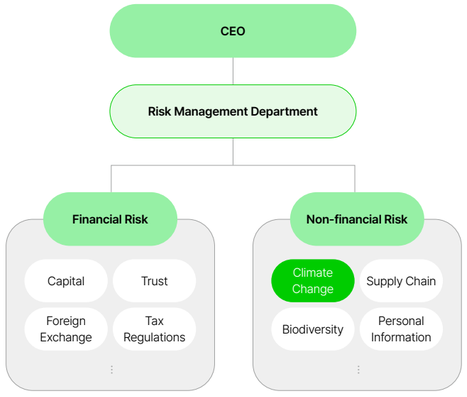
Climate Change Response

Risk Management

Climate Change Risk Management System

Celltrion Pharm recognizes climate change risks as critical risk factors capable of affecting mid- to long-term business management and manages them as part of the company-wide risk management system. Company-wide risks are classified into financial risks and non-financial risks, with climate change risks categorized as a key latent risk within non-financial risks and managed systematically.
The Risk Management Department continuously identifies and analyzes key risks—including physical and transition risks arising from climate change—reviews their impacts on business and operations, and develops response measures. Through collaboration with relevant departments, the status of risk responses is monitored, and management efforts are preemptively strengthened for risks that are newly emerging or have the potential to escalate. Identified climate change risks are managed in alignment with the Environmental Management System (ISO 14001) and EHS risk management processes, with key issues and response status reported to senior management for incorporation into decision-making and strategic planning. Celltrion Pharm will continue to systematically manage climate change risks, centered on the Risk Management Department, and respond flexibly to changes in the business environment.

Integration with Company-Wide Risk Management System



Risk Management Process

Celltrion Pharm operates a phased management process consisting of "Identification – Assessment – Response – Monitoring – Status Reporting" for effective climate change risk management. During the Identification phase, key risk and opportunity factors related to climate change are analyzed, and risks are categorized by type based on global policy and market trends as well as industry response cases. In the Assessment phase, identified risks and opportunities are prioritized based on their impact and likelihood, and financial implications for the business are analyzed. During the Response phase, response strategies are developed for priority-managed risks based on assessment results, and these are reflected in financial plans and business operations for implementation. In the Monitoring phase, response implementation status and external environmental changes are continuously reviewed, with risks and opportunities re-evaluated as necessary. Finally, in the Status Reporting phase, key climate change-related issues and response status are regularly compiled and reported to management, with results utilized for future strategy and management plan development.

Climate Change Risk Management Process

Identification	Assessment	Response	Monitoring	Status Reporting
• Analyze risk and opportunity and categorize • Review global trends and industry response status	• Assess impact and likelihood • Prioritize and analyze financial impact based on assessment results	• Establish and implement response strategies based on priorities • Integrate into financial plans	• Continuous monitor response implementation status • Re-assess risks and opportunities based on environmental changes when necessary	• Regularly report key issues and response status to management • Reflect reporting results in future strategies

Metrics and Targets

GHG Reduction Targets

Celltrion Pharm participates in alignment with the Group-level climate change response strategy based on the 2045 Carbon Neutrality Roadmap established by its parent company, Celltrion, in 2023, and continues to pursue efforts toward achieving carbon neutrality. The roadmap was developed based on Business-as-Usual (BAU) emission projections reflecting the historical GHG emissions of both Celltrion and Celltrion Pharm, future business plans, and major site expansion plans, and was designed in accordance with the Science Based Targets initiative (SBTi) guidelines.
Celltrion Pharm is advancing GHG reduction activities in line with the Group's target of achieving carbon neutrality for Scope 1 and Scope 2 emissions by 2045, and has established and is implementing annual reduction plans based on the roadmap while systematically managing reduction performance. To this end, the company is progressively expanding GHG reductions across all business operations through the utilization of renewable energy, introduction of external reduction measures, transition to eco-friendly fuels, improvement of energy efficiency, and deployment of reduction technologies. Going forward, Celltrion Pharm will continue to review annual reduction performance against the 2045 Carbon Neutrality Roadmap, advance the management system, minimize climate impacts across business activities, and pursue sustainable growth in alignment with the Group-level climate change response strategy.

GHG Reduction Targets

CO_2

100% ↓

100% Reduction
in Scope 1 and 2 emissions by 2045 compared to 2022

Core Reduction Strategies

- Purchase external renewable energy reduction credits
- Transition to eco-friendly fuels
- Implement reduction technologies and energy efficiency measures

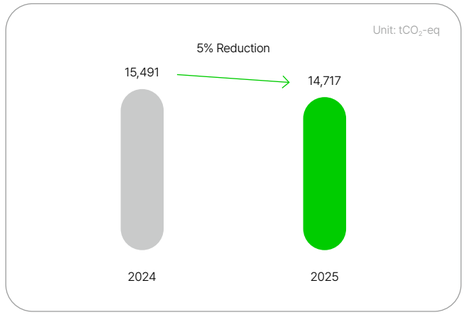
Site GHG Emissions

Celltrion Pharm systematically manages GHG emissions across all sites in accordance with the 「Guidelines on Greenhouse Gas Target Management System Operations」. Third-party verification of Scope 1 (direct emissions) and Scope 2 (indirect emissions) GHG emissions and energy consumption is conducted annually to ensure data reliability and transparency, with verification results disclosed through GHG Verification Statements.
On the reduction front, GHG emission reductions are being pursued across all business operations through energy efficiency improvements, deployment of eco-friendly facilities, and expanded use of renewable energy. In the fleet vehicle segment, internal combustion engine vehicles are being progressively replaced with electric vehicles (EVs) and hybrid vehicles. As of 2025, 14 out of 38 total fleet vehicles (37%) are operated as eco-friendly vehicles (4 EVs and 10 hybrid vehicles). A total of 6 EV charging stations have also been installed at Cheongju Plant to continuously expand related infrastructure.
Celltrion Pharm will continue to strengthen the reliability of GHG emissions management, monitor annual reduction performance, and systematically implement mid- to long-term reduction plans to contribute to the Group's carbon neutrality target.

Three-Year GHG Emissions

5% ↓

Category	Emissions (Unit: tCO_2-eq)		
	2023	2024	2025
Direct GHG Emissions (Scope 1)	5,301	5,159	5,062
Indirect GHG Emissions (Scope 2)	10,405	10,332	9,655
Total GHG Emissions (Scope 1 + 2)	**15,706**	**15,491**	**14,717**



Biodiversity

Biodiversity Conservation System

Biodiversity Strategy

Building on the biodiversity strategy of its parent company, Celltrion, Celltrion Pharm has set "Achieving Net Positive Impact and Net Zero Deforestation" as its vision, and has established and operates mid-to-long-term goals and execution strategies aligned with this vision. Celltrion Pharm plans to minimize negative impacts on biodiversity throughout the entire business process, while pursuing biodiversity conservation activities at least once a year to make tangible contributions to biodiversity conservation and enhancement at both the local community and global levels.

Biodiversity Strategy Framework

Vision	Achieving Net Positive Impact and Zero Net Deforestation
Mid- to Long-Term Targets	• Achieve Net Positive Impact (NPI) and No Net Loss (NNL) at sites with significant biodiversity habitats by 2050 • Conduct biodiversity conservation activities at least once annually for species with high interdependency and mutual impact • Achieve Zero Net Deforestation by 2050
Response Strategy	• Conduct biodiversity risk analysis based on the LEAP approach in accordance with TNFD[1] recommendations • Integrate biodiversity risks into the company-wide risk management system • Develop and implement a biodiversity conservation and deforestation prevention roadmap

Biodiversity Policy

Biodiversity Policy

Celltrion Pharm has established a Biodiversity Policy based on the recognition that the conservation of species, ecosystem, and genetic diversity is a core element of sustainable management, and applies it across all business activities. This policy is designed to extend beyond Celltrion Pharm's own operations to the broader supply chain, including suppliers, and recommends compliance and implementation to stakeholders in business relationships. Based on this policy, Celltrion Pharm systematically identifies biodiversity-related risks that may arise across the supply chain, and develops and implements phased mitigation and management activities that consider business characteristics and impact levels, thereby contributing to the conservation and enhancement of biodiversity.

Deforestation Prohibition Policy

Deforestation Prohibition Policy

Celltrion Pharm recognizes the importance of forest conservation as part of Nature-based Solutions for responding to the climate crisis, and continues its efforts to prevent deforestation. Accordingly, a Zero Deforestation Policy has been established to minimize the impact of business operations on forests, with a mid- to long-term target of achieving "Zero Net Deforestation" by 2050. This policy applies to all Celltrion Pharm sites and adjacent areas, and cooperation and management are being strengthened to ensure that the same principles are extended to key supply chain partners.

1) Taskforce on Nature-related Financial Disclosures
2) Korea Business Council for Sustainable Development (KBCSD)
3) Business & Biodiversity Platform

Biodiversity Conservation Activities

Participation in Biodiversity Initiatives

Celltrion Pharm participates in the Taskforce on Nature-related Financial Disclosures (TNFD), a global environmental initiative on nature-related issues. In September 2025, the company joined the "Business & Biodiversity Platform (BNBP[3])" initiative, jointly operated by the Ministry of Environment and the Korea Business Council for Sustainable Development (KBCSD[2]). BNBP is an initiative that supports communication between the government, businesses, and stakeholders on biodiversity policy. Through its participation in BNBP, Celltrion Pharm shares the outcomes of its biodiversity conservation activities and transparently communicates its efforts toward natural capital conservation to stakeholders.

Initiatives	Key Initiative Objectives
TNFD Forum Member	• Identify nature-related risks and opportunities • Disclose natural capital-related information and response activities
BNBP	• Facilitate communication between the government and businesses • Promote information exchange and project development among businesses, local governments, and NGOs • Strengthen practical response capabilities related to the international Convention on Biological Diversity

Endangered Species Conservation Activities through Research Institution Partnerships

Through the 「National Institute of Ecology Endangered Wildlife Statistics Report」, Celltrion Pharm confirmed the existence of habitats for the oriental white stork—a Grade I endangered species—in areas adjacent to its operational sites, and has been pursuing biodiversity conservation activities by identifying the sites expected to have the most significant environmental impact. As part of these efforts, in December 2025 the company signed a Memorandum of Understanding (MOU) with Korea National University of Education for the joint development and operation of an "ESG Cooperation Project," establishing a collaborative framework for oriental white stork conservation and local ecosystem protection. Celltrion Pharm and the Oriental White Stork Ecology Research Institute at Korea National University of Education are carrying out phased, practical conservation activities aimed at recovering the oriental white stork population in the Cheongju area near the company's sites, including the installation of stork nesting towers, establishment of signage and guidance systems, and development of release facilities. Related outcomes are scheduled to be disclosed through the Oriental White Stork Ecology Research Institute's website. Going forward, Celltrion Pharm plans to expand the scope of collaboration to include environmental and ecological education programs as well as community-linked campaigns, and will continue to pursue field-oriented biodiversity conservation activities.

Korea National University of Education – Celltrion Pharm MOU Signing Ceremony

Employee Environmental Protection Activities

Celltrion Pharm continuously engages in environmental protection activities driven by voluntary employee participation, putting into practice the value of harmonious coexistence between business and nature. As part of these efforts, in November 2025 the company held the plogging campaign "Celltrion Pharm CELLogging Day" along the Miho River—an upper tributary of the Geum River waterway located near the company's headquarters in Cheongju-si, Chungcheongbuk-do.

This campaign was designed by combining "CELL" from the company name (Celltrion Pharm) with "plogging"—an eco-friendly activity of picking up litter while walking or lightly jogging—reflecting the company-wide commitment to environmental protection. Approximately 20 employees participated, conducting environmental cleanup activities along riverside trails and waterside spaces spanning from Munam Ecological Park to Miho River History and Ecology Park. Participants collected various types of household waste—including discarded plastic sheets, disposable cups, cans, and cigarette butts generated from fishing and camping activities—and organized abandoned litter to prevent it from flowing into the river, carrying out practical activities to protect the riparian ecosystem.

Celltrion Pharm plans to continue conducting regular environmental cleanup activities along the Miho River and other areas near its operational sites, thereby strengthening employee-participatory ESG activities while steadily pursuing field-oriented environmental protection activities in partnership with local communities.

Cheongju Miho River Plogging Activity

Biodiversity

Biodiversity Risk Assessment (LEAP)

Biodiversity Risk Assessment Methodology

As biodiversity loss accelerates globally, societal interest in the impacts of corporate business activities on natural ecosystems continues to expand. The international community has adopted the Kunming-Montreal Global Biodiversity Framework (GBF), establishing a shared goal of halting and reversing biodiversity loss by 2030, and recommends—centered on the TNFD—that companies systematically identify, assess, and disclose nature-related risks and opportunities.
In response to this global trend, Celltrion Pharm has adopted the LEAP approach presented by the TNFD and is conducting systematic assessments of risks related to biodiversity and natural capital.
In the Locate phase, the scope and targets of assessment were defined considering the overall business model and value chain, and the proximity to ecologically sensitive areas and endangered species distribution around operational sites were analyzed using key biodiversity indicators. In the Evaluate phase, the ENCORE Tool was utilized based on business activity classifications per ISIC standards to identify ecosystem service dependencies and potential impacts on natural capital. In the Assess phase, the preceding analysis results were comprehensively reviewed to derive key natural capital-related risk and opportunity factors and prioritize them by significance. Finally, in the Prepare phase, comprehensive response strategies for natural capital and biodiversity conservation were developed based on the analysis results, along with action plans for achieving mid- to long-term targets.

Biodiversity Risk Assessment Process

Biodiversity Risk Assessment (LEAP Approach)

Locate Identify Proximity to Nature	**Evaluate** Assess Dependency and Impact	**Assess** Analyze Risk and Opportunity	**Prepare** Prepare response activity Strategies
Step 1. Define assessment scope and targets based on business model and value chain	**Step 4.** Classify business activities by industry sector per ISIC standards	**Step 7.** Assess nature-related risks based on BRF analysis results	**Step 9.** Establish mid- to long-term targets and strategies based on analysis results
Step 2. Select appropriate habitat and biodiversity databases	**Step 5.** Identify ecosystem service dependencies and natural capital impact factors using the ENCORE Tool	**Step 8.** Evaluate materiality of identified risks and select key risks	**Step 10.** Develop impact mitigation measures and improvement activities
Step 3. Analyze ecosystem status around sites, including sensitive area proximity and endangered species distribution	**Step 6.** Identify water risks and opportunities through WRI Aqueduct Water Risk Atlas analysis		**Step 11.** Prepare disclosures based on TNFD recommendations
Tools and Databases Used			
• Key Biodiversity Areas (KBA) – International Union for Conservation of Nature (IUCN) • Endangered Wildlife Statistics – National Institute of Ecology • Migratory Bird Geospatial Information – National Marine Biodiversity Institute of Korea	• ENCORE – UN Environment Programme World Conservation Monitoring Centre • Aqueduct Water Risk Atlas	• Biodiversity Risk Filter – World Wildlife Fund (WWF)	• SBTN AR3T Framework – Science Based Targets Network

Locate (Proximity to Nature)

Celltrion Pharm analyzed the overall business model and value chain to identify key interfaces with nature, and derived areas and ecosystems requiring priority management. The biodiversity risk assessment was conducted for domestic operational sites and adjacent areas. To ascertain biodiversity sensitivity by site, the Key Biodiversity Area (KBA) database was utilized, confirming the proximity to sensitive areas within a maximum radius of 20 km from each site. The distribution of Grade I and Grade II endangered wildlife around domestic sites was also analyzed based on endangered wildlife statistics from the National Institute of Ecology.
The analysis confirmed that within a 20 km radius of the Global R&D Center in Yeonsu-gu, Incheon, four KBA-registered key habitats were identified, including Ramsar wetlands. One KBA area was also confirmed within a 10 km radius of the Gwacheon Office.

Scope of Interface with Nature Identification

Site		Location	Value Chain Category
Production Site	Cheongju Plant	Cheongju-si, Chungcheongbuk-do	Site
	Jincheon Plant	Jincheon-gun, Chungcheongbuk-do	
Research Center	Global R&D Center	Yeonsu-gu, Incheon	
Administrative Office	Gwacheon Office	Gwacheon-si, Gyeonggi-do	

Proximity to Nature Identification Results

Celltrion Pharm Production Sites
Cheongju, Jincheon

Key Biodiversity Areas (KBA)

Within 10km	0 Area
Within 20km	0 Area

Endangered Wildlife
Grade I: 6 species (birds 2, mammals 2, fish 1, insects 1)
Grade II : 27 species (birds 18, mammals 4, fish 1, amphibians/reptiles 2, insects 2)

Global R&D Center
Incheon

Key Biodiversity Areas (KBA)

Within 10km	1 Area
Within 20km	4 Areas

Endangered Wildlife
Grade I: 3 species (birds 3)
Grade II : 14 species (birds 12, amphibians/reptiles 1, invertebrates 1)

Celltrion Pharm Gwacheon Office
Gwacheon

Key Biodiversity Areas (KBA)

Within 10km	1 Area
Within 20km	0 Area

Endangered Wildlife
Grade I: 1 species (mammals 1)
Grade II : 2 species (mammals 1, birds 1)

Biodiversity

Biodiversity Risk Assessment (LEAP)

Evaluate (Dependency and Impact Assessment)

Celltrion Pharm classified its business domains based on the UN International Standard Industrial Classification (ISIC) in accordance with TNFD recommendations, and systematically assessed dependencies on 25 ecosystem services and 13 natural capital impact factors by industry sector using the ENCORE Tool.
The assessment revealed a high dependency on water-related ecosystem services, including water supply, water flow regulation, and water purification. Given the nature of the biopharmaceutical manufacturing industry, dependencies on genetic resource services and education, scientific, and research services were also found to be relatively high. On the impact side, toxic pollutant emissions and habitat disturbance that may arise during business activities were identified as the primary impact factors on natural capital.

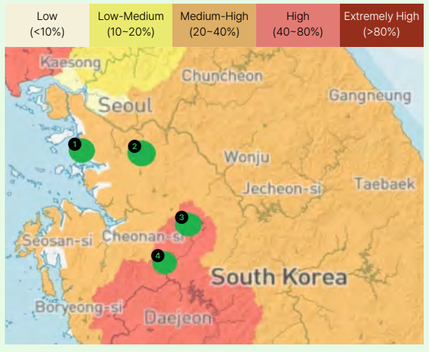
Natural Capital Dependency and Impact Assessment Results

	Dependency/Impact Factor	Definition	Strategic Direction
Dependencies	Genetic Resource Services	Biodiversity conservation maximizes the potential of genetic material services and ensures diversity and sustainable utilization of genetic resources	Biodiversity Management
	Education, Science & Research Services	Greater biodiversity enriches ecosystem characteristics and quality, providing more abundant research opportunities	Biodiversity Management
	Water Supply Services	Water supply services provide water of appropriate quality—a critical resource for the pharmaceutical industry	Water Resource Management
	Water Flow Regulation Services	Water flow regulation services ensure sustainable water use through stable water supply and mitigation of extreme hydrological events	Water Resource Management
	Water Purification Services	Water purification services remove pollutants from water resources, improving water quality and ensuring safe water use	Water Resource Management
Impacts	Ecosystem Disturbance	Noise and light pollution degrade habitat quality and disrupt wildlife behavior, negatively impacting biodiversity	Biodiversity Management
	Toxic Pollutant Emissions	Indiscriminate discharge of toxic pollutants directly damages natural capital, causing degradation of ecosystem services essential for industrial activities	Pollutant Management

Case: Water Risk Management

Celltrion Pharm assessed the water stress levels and water risks of major sites using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. The analysis showed that while most sites exhibited moderate water stress levels, Cheongju Plant and Jincheon Plant showed relatively higher levels. Overall, water risk was confirmed to be at a low level across all sites.
Based on these assessment results, Celltrion Pharm systematically manages water resource usage and water-related risks at major sites, with continuous monitoring focused on sites with relatively high water stress levels. Through these efforts, the company is strengthening its management system to improve water use efficiency, prevent potential losses from water-related incidents, and minimize impacts on business operations.

Water Stress Analysis Results



❶ Global R&D Center
❷ Gwacheon Office
❸ Jincheon Plant
❹ Cheongju Plant

Assess (Risk and Opportunity Analysis)

During the Assess phase, the ecologically sensitive area distribution and endangered species status confirmed in the Locate phase, along with the ecosystem service dependency and natural capital impact analysis results derived through the ENCORE Tool in the Evaluate phase, were comprehensively reviewed. Based on this, the WWF Biodiversity Risk Filter was used to identify physical and transition risk factors related to natural capital at Celltrion Pharm's major sites.

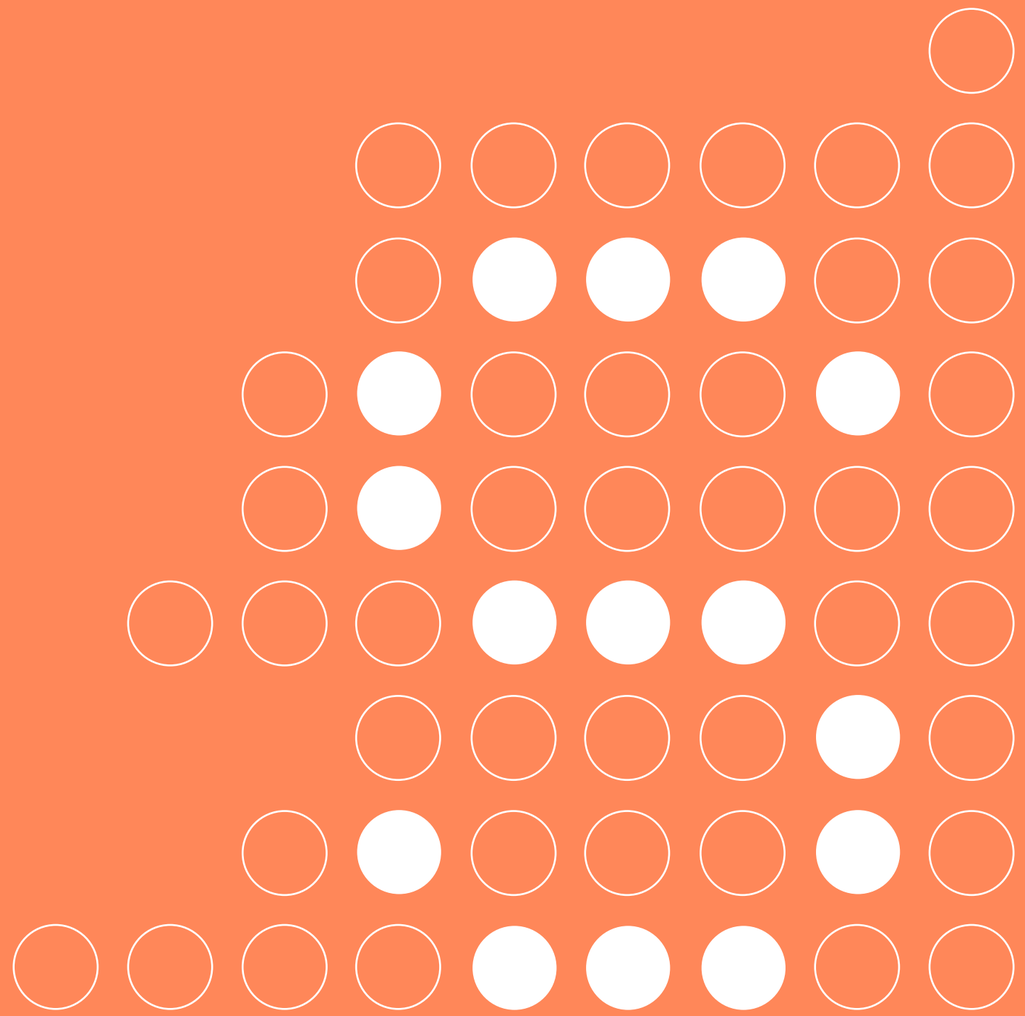
Prepare (Response Activities and Strategy Development)

Based on the preceding risk and opportunity analysis results, Celltrion Pharm has developed specific response strategies and action plans for natural capital and biodiversity conservation. Mid- to long-term targets have been established to address risks related to biodiversity degradation, pollutant emissions, and water resource management that may arise during key business activities—namely pharmaceutical manufacturing and R&D—and strategic response activities are being phased in for effective implementation.

Natural Capital-Related Risk and Opportunity Analysis Results and Response Activities

Strategic Area	Risk Type	Risk	Risk Definition	Business & Financial Impact	Detailed Response Strategy	Response Direction
Biodiversity	Physical	Flora/Fauna Resource Availability	Wildlife species decline affecting industries dependent on natural resources	• Increased damage costs from invasive alien species at sites and across the supply chain • Production disruptions due to unstable supply of natural resource raw materials	• Conduct conservation activities for endangered wildlife species	Prevention / Mitigation
	Transition	Protected/ Conservation Areas	Encroachment on biodiversity conservation areas	• Potential encroachment on protected areas adjacent to sites and supply chain	• Conduct environmental risk and opportunity assessment within investment review procedures	Mitigation
		Key Biodiversity Areas	Encroachment on areas critical to biodiversity conservation	• Potential encroachment on endangered wildlife habitats adjacent to sites and supply chain		Mitigation
Pollutant Management	Physical	Air Quality	Air quality deterioration affecting human health and ecosystems	• Fines and damage compensation costs from environmental pollution near sites	• Internal air pollutant management standards more stringent than statutory requirements	Mitigation
	Transition	Pollutants	Pollutant generation and resulting environmental regulation tightening	• Reputational damage from non-compliance with environmental regulations	• Establish the Environment, Health and Safety System (EHSS) • Set waste reduction targets and implement reduction activities • Operate waste recycling programs • Conduct risk assessments for chemical substance exposure • Reduce hazardous chemical substance usage and expand substitution	Mitigation
		Resource Scarcity	Soil, water, and air pollution affecting natural resource supply	• Production disruptions from raw material supply instability		
Water Resource Management	Physical	Water Availability	Water scarcity leading to supply disruptions and increased operating costs	• Site damage from natural disasters such as floods and coastal erosion • Production disruptions due to instability in water supply • Increased production costs due to rising water procurement expenses	• Strengthen stable water resource supply management system • Establish and monitor an integrated water resource management system • Build efficient water consumption systems in newly constructed facility designs • Reduce water consumption through in-process recycled water utilization and supply to water-consuming facilities	Mitigation
	Transition	Water Quality	Water quality deterioration negatively impacting business activities	• Reputational damage from non-compliance with environmental regulations • Production disruptions due to unstable supply of natural resource raw materials	• Operate safe wastewater discharge systems through process-specific wastewater treatment plants • Operate water quality monitoring systems through in-house laboratories and external accredited analytical institutions • Manage wastewater treatment procedures and outsourced treatment based on water contamination levels • Manage wastewater through internal standards more stringent than statutory discharge limits	Mitigation

Social

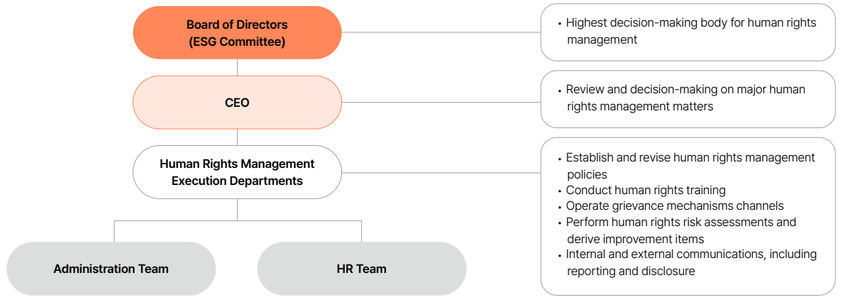


Human Rights Management
Human Rights Management System

Human Rights Management Governance

Celltrion Pharm has established and operates a human rights management governance to respect and protect the human rights of all stakeholders, and continuously advances related policies and operational systems to ensure that the principle of respecting human rights is systematically embedded throughout all aspects of management.
The Board of Directors serves as the highest decision-making body for human rights management, deliberating and approving the strategic direction and policies for company-wide human rights management. The CEO comprehensively reviews and decides on critical human rights issues and corresponding action plans. The Human Resources Team and Administration Team serve as the dedicated departments for human rights management, handling human rights-related issues on an ongoing basis and systematically monitoring policy implementation status, thereby fulfilling a substantive role in ensuring the stable establishment of human rights management across the company.

Human Rights Management Organization



Human Rights Management Objectives

Celltrion Pharm has established a mid- to long-term roadmap for the phased internalization of human rights management and continuously advances its human rights management standards. In 2025, the basic framework for human rights management was established through the development of a Human Rights Impact Assessment process. Beginning in 2026, plans are in place to enhance expertise and effectiveness in human rights training and Human Rights Impact Assessments. Looking ahead to 2028 and beyond, the focus will shift to maintaining consistently low levels of human rights-related risks and promoting a culture of human rights protection that includes all stakeholders beyond the organization.

Human Rights Management Mid- to Long-Term Roadmap

Human Rights Policy

Human Rights Policy

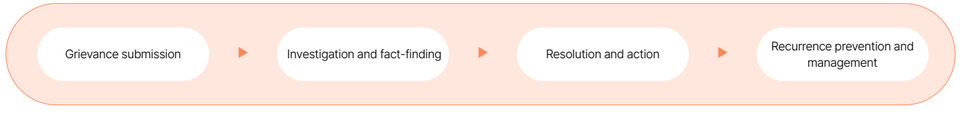
Celltrion Pharm upholds the respect and protection of human rights of all stakeholders as a fundamental management principle, and pursues human rights management aligned with internationally recognized standards. Accordingly, the company has established a company-wide Human Rights Policy based on the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Core Conventions, and operates it systematically.
This Human Rights Policy clearly defines the company's principles and implementation standards for protecting and respecting the fundamental rights of all stakeholders, including employees, and actively recommends that Celltrion Pharm and all business partners, including suppliers and partner companies, comply with the policy. Furthermore, a human rights risk management system has been established within the Human Rights Policy to systematically address potential human rights violations arising across business activities, thereby proactively preventing latent risks and preemptively responding to potential issues.

Human Rights Management

Grievance Mechanisms

Celltrion Pharm operates grievance mechanisms to collect employee opinions on human rights matters and prevent potential human rights risks. Through diverse internal communication channels—including Employee Relations (ER) counseling, the Grievance Committee, the Labor-Management Council, HR briefings, and the CS mailbox—opinions on corporate culture and the overall working environment are collected on an ongoing basis. Furthermore, the corporate website offers a channel for reporting compliance violations, allowing stakeholders, not just employees, to submit human rights-related grievances. This facilitates the integrated management of human rights risks that arise both within the organization and externally. All submitted matters are reviewed and processed fairly in accordance with internal procedures, and management activities aimed at preventing recurrence are conducted in parallel following grievance mechanisms to ensure continuous management of human rights risks.

Grievance Mechanisms Process



Communication Channels

Channel	Management Activities
Employee Relations	• Conduct ongoing counseling through communication channels between HR and business departments
Grievance Committee	• Counseling for grievances arising during work life
Labor-Management Council	• Collect employee opinions as a labor-management consultative body for communication with management
HR Briefings	• Provide explanations and communication regarding compensation and policies
CS Mailbox	• Receive opinions on difficulties and concerns

HR Briefings

Harassment Prevention Training

Human Rights Management Training

Celltrion Pharm systematically provides human rights-related training to protect employees' human rights and foster a healthy corporate culture based on mutual respect. To proactively prevent various forms of human rights violations that may occur in the workplace and to enhance employee awareness of human rights, statutory mandatory training—including workplace harassment prevention training, sexual harassment prevention training, and disability awareness improvement training—is conducted for all employees on a regular basis at least once annually. Each training program utilizes case-based content to enable employees to specifically recognize human rights risks that may arise in their daily work environment and respond appropriately. Celltrion Pharm plans to continuously advance training content and delivery methods to ensure that such training does not remain merely a legal compliance exercise but leads to substantive improvements in human rights management.

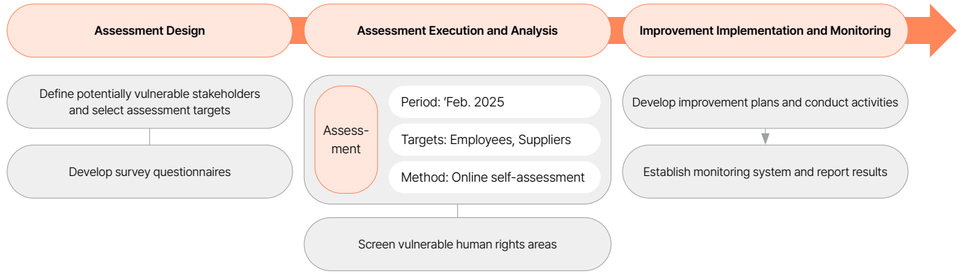
Human Rights Impact Assessment

Celltrion Pharm conducted a Human Rights Impact Assessment in 2025 to systematically identify and manage potential human rights risks. This assessment was designed as a survey in which the evaluation criteria were established based on key human rights issues encompassed within the Human Rights Policy—including prohibition of discrimination, prohibition of workplace harassment, and working environment improvements—and structured to review the level of compliance and substantive implementation status for each issue. The assessment scope encompassed not only all employees but also key suppliers, enabling a broad diagnosis of human rights impacts across the full spectrum of Celltrion Pharm's business activities.
For risk factors identified through the assessment, improvement plans have been developed, and a continuous monitoring system has been established to progressively incorporate relevant matters into business processes and operational policies. The assessment results and key improvement activities are transparently disclosed through the Sustainability Report, and the company plans to continuously review the level of human rights management implementation and further strengthen the management system.

Human Rights Impact Assessment Process

Celltrion Pharm operates a systematic process consisting of three phases—Assessment Design, Assessment Execution and Analysis, and Improvement Implementation and Monitoring—to ensure the effectiveness of the Human Rights Impact Assessment.
During the Assessment Design phase, potentially vulnerable groups that may be affected by human rights violations in the course of business activities are identified and selected as assessment targets, and assessment questionnaire items are developed reflecting all major human rights issues encompassed by the Human Rights Policy. An online-based anonymous survey is applied to ensure that stakeholder opinions are collected candidly and transparently.
During the Assessment Execution and Analysis phase, surveys are administered to employees and key suppliers, and results are analyzed to identify human rights issues and risk levels that may manifest as vulnerabilities within and outside the organization. In 2025, the assessment covered 11 human rights issues and 30 questionnaire items, systematically identifying priority areas for improvement.
During the Improvement Implementation and Monitoring phase, specific improvement plans are developed for human rights vulnerability areas identified through the assessment, and improvement activities are pursued in coordination with relevant departments. Continuous monitoring is conducted thereafter to review the implementation status and effectiveness of improvement measures, and supplementary actions are reviewed as necessary, thereby continuously strengthening the effectiveness of human rights risk management. Key results and improvement outcomes from the Human Rights Impact Assessment are transparently disclosed to stakeholders through the Sustainability Report.

Human Rights Impact Assessment Process



Human Rights Impact Assessment Results

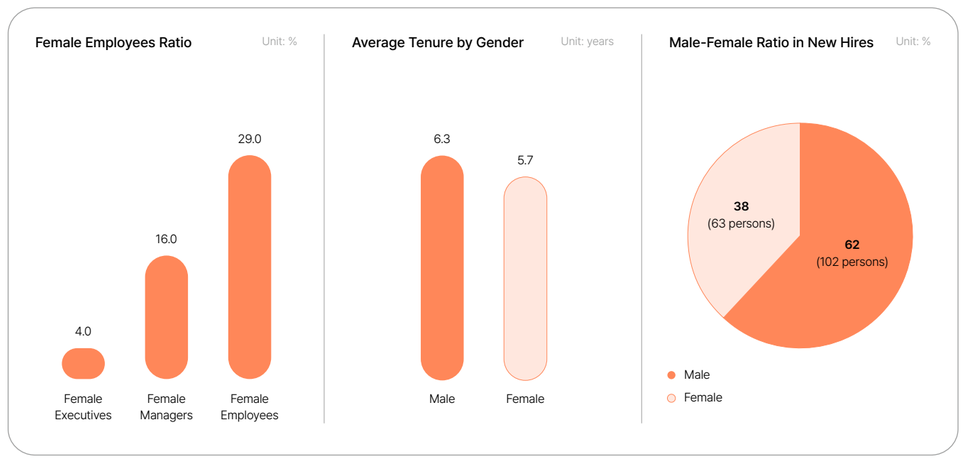
The 2025 Human Rights Impact Assessment results confirmed generally favorable human rights management performance, with employees scoring 3.98 out of 5.0 points and suppliers scoring 4.75 out of 5.0 points. Particularly in fundamental human rights areas such as the prohibition of child labor, working environment improvements, and information security, both employees and suppliers recorded scores approaching the maximum, confirming that core human rights standards are consistently maintained across all business activities. These results are assessed to substantively reflect the outcomes of the company's human rights management activities pursued to date, including the establishment of the Human Rights Policy, regular training, and operation of the grievance resolution system. However, as some areas showed relative room for improvement, Celltrion Pharm plans to develop tailored improvement plans focused on vulnerable areas based on these assessment results, and pursue specific improvement activities in coordination with relevant departments to enhance human rights management standards across employees and suppliers in a balanced manner.

Human Rights Impact Assessment Results and Key Improvement Plans

Avg. Score			
Employees 3.98	Suppliers 4.75		
Target	**Area**	**Key Improvement Plans**	
Employees	Prohibition of Discrimination	• Apply anti-discrimination provisions within the Human Rights Policy and specify prohibited discriminatory acts (recruitment, promotion, evaluation/compensation, etc.) • Include anti-discrimination training within regular human rights training programs	
	Expanding Diversity and Inclusion	• Review diversity targets and discuss support programs for potentially vulnerable employees including women	
	Prohibition of Workplace Harassment	• Review and advance internal grievance mechanisms processes • Conduct workplace harassment prevention training at least once annually	
	Prohibition of Forced and Child Labor	• Advance policies to include specific behavioral standards on prohibition of forced labor and child labor	
	Freedom of Association and Collective Bargaining	• Advance policies to include specific behavioral standards on protection of labor union activities	
	Human Rights Risk Management System	• Document the human rights management process (identification–assessment–improvement–monitoring–disclosure) and establish assessment cycle • Expand regular human rights training content and coverage, and disclose status • Unify and integrate reporting channels • Document whistleblower protection and prohibition of retaliation	
Suppliers	Prohibition of Discrimination	• Require extension of key Human Rights Policy provisions to suppliers • Distribute and operate supplier self-assessment anti-discrimination checklists	
	Expanding Diversity and Inclusion	• Develop and distribute diversity and inclusion guidelines for suppliers	
	Human Rights Risk Management system	• Add regular human rights training content for suppliers, conduct integrated monitoring, and disclose status • Add supplier classification within the human rights grievance mechanisms channel	

Diversity and Inclusion

Celltrion Pharm respects the diverse perspectives of each individual employee regardless of gender, race, religion, nationality, gender identity, or social status, and strives to foster an inclusive corporate culture. To this end, the company has established and operates a Human Rights Policy based on nine fundamental principles, including the prohibition of discrimination, the expansion of diversity and inclusion, and the guarantee of equal pay, and has laid an institutional foundation to ensure fair evaluations and equal opportunities across all aspects of HR operations, including recruitment, compensation, and promotion. As of the end of 2025, the ratio of female employees stands at 29%, and the company plans to continue strengthening policies and corporate culture that substantively support diversity and inclusion, aiming to achieve 30% or higher going forward.



Talent Management and Corporate Culture

Talent Management System

Talent Management Strategy

Celltrion Pharm considers securing and nurturing talent with creativity and a pioneering spirit as the core of its talent management, driving continuous growth and competitiveness in the global pharmaceutical and biopharmaceutical industry. To this end, the company identifies outstanding talent early and connects them to employment through recruitment and industry-academia cooperation programs linked with local communities and universities, while cultivating an environment in which employees can continuously develop their expertise and innovation capabilities by operating various competency-building programs, including job function- and position-specific tailored training systems, leadership training, and language training.

Talent Management Strategy

Expanding Talent Development Linked with Local Communities

- Secure talent from diverse backgrounds based on fair recruitment procedures
- Provide students with practical experience through recruitment briefings linked with local communities and universities, and industry-academia cooperation-based field training programs
- Establish systems for early identification of outstanding talent and linkage to recruitment
- Continue efforts to expand regional talent and youth employment

Strengthening Talent Capabilities through Systematic Training

- Operate job function- and position-specific training systems to strengthen employee expertise and leadership capabilities
- Nurture next-generation leaders through job skills training and leadership training for job competency enhancement
- Provide and support diverse training programs including language training support for global competency building

Core Talent Values

Celltrion Pharm has established "Proactive Individuals with Creativity and a Pioneering Spirit" as its Core Talent Values. This is embodied through four core competencies: creativity in finding new solutions beyond existing frameworks; adherence to principles grounded in a rigorous sense of responsibility befitting a company handling life; a pioneering spirit that boldly advances even in uncertain environments; and the pursuit of global excellence that aspires to be the best in global markets. These four competencies represent shared values for all members of Celltrion Pharm and serve as the foundation for driving continuous innovation and growth as a global pharmaceutical and biopharmaceutical company.

Proactive Individuals with Creativity and a Pioneering Spirit

Creativity	Integrity	Spirit of Challenge	Pursuit of Global Excellence
Talent who derive new ideas and solve problems through creative thinking and paradigm shifts	Talent who value life and uphold principles grounded in a rigorous sense of responsibility	Talent who approach work with an indomitable Spirit of Challenge, unafraid of change and failure	Talent with the passion to compete on the global stage and realize Celltrion Pharm's Vision

Talent Management Objectives

Celltrion Pharm has established and is systematically pursuing specific sub-objectives to effectively implement its talent management strategy, including diversifying talent acquisition through community and university partnerships, continuously expanding youth recruitment, advancing job function- and position-specific training systems, and strengthening next-generation leader development programs. In 2025, 165 new hires were recruited under these objectives, with a youth recruitment ratio reaching 82%, actively contributing to youth employment creation. Celltrion Pharm also invested continuously in strengthening employee expertise by delivering a total of 13,249 hours of training and operating leadership development programs, while monitoring and improving the achievement status of each objective.

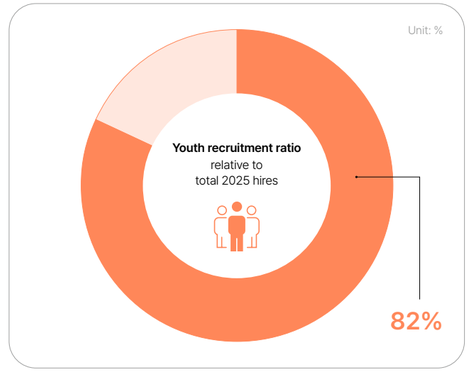
Focus Area	Target	2025 Performance
Talent Acquisition	Expand recruitment programs linked with local communities and universities	New hires: 165 persons
Youth Employment	Expand youth recruitment	Youth recruitment ratio: 82% (135 persons)
Training System	Expand and advance job function- and position-specific training systems	Total training hours: 13,249 hours
Leadership Development	Expand next-generation leader development programs	Talent Development: operate training programs

Recruitment and Nurturing

Talent Recruitment

Celltrion Pharm operates transparent recruitment procedures in accordance with fair recruitment principles, comprehensively evaluating applicants' job competencies and organizational fit through a standardized process that includes document screening, aptitude testing, first and second interviews, pre-employment health checks, document verification, and final selection. In 2025, a total of 165 new employees were hired, with the youth recruitment ratio reaching 82%, actively contributing to the creation of quality youth employment.
The company is also strengthening its stable talent acquisition foundation from a mid- to long-term perspective by establishing a systematic talent pipeline that identifies future talent early, provides practical experience, and connects it to recruitment through recruitment briefings linked with local communities and universities, as well as industry-academia cooperation-based field training and internship programs.

Youth[1] Recruitment Ratio



Talent Nurturing

Celltrion Pharm operates diverse training programs tailored to job function- and position-specific characteristics—including job skills training, leadership training, and language training—to systematically strengthen employees' professional expertise and leadership capabilities. Leadership training for organizational leaders enhances management capabilities, while onboarding training for new hires supports organizational adaptation. The company continues to expand its training system to proactively respond to evolving business environments, including AI competency-building training and external job skills training support.
Statutory mandatory training in accordance with relevant laws and regulations—including sexual harassment prevention, workplace harassment prevention, disability awareness improvement, occupational health and safety, and personal information protection—is conducted for all employees on a regular basis, thereby enhancing ethical awareness and sensitivity to safety and human rights, and creating an environment where employees can fully demonstrate their capabilities within a healthy and responsible corporate culture.

Key Training Programs and Participants

Training Program	Total Participants
Statutory Mandatory Training (5 programs)	5,313 persons
New Employee Onboarding Training	132 persons
Job Skills Training	247 persons
Language Training	89 persons

Employee Training Programs

Program		Content
Statutory Mandatory Training	Sexual Harassment Prevention	Prevent workplace sexual harassment through laws on sexual harassment and procedures upon occurrence
	Personal Information Protection Act	Unify the personal information protection legal framework and strengthen protection of individual rights
	Occupational Safety and Health	Prevent accidents that workers may suffer during hazardous work processes
	Disability Awareness Improvement	Prohibit discrimination and prejudice against workers with disabilities, and create stable working conditions
	Retirement Pension	Provide knowledge related to retirement pension systems for workers enrolled in retirement pension plans
New Employee Onboarding Training		Conduct onboarding training during the second week of each month (differentiated by job function on odd and even months)
Job Skills Training		Acquire basic knowledge and skills related to job performance for job function holders
Language Training		• Operate a language (English) training expense support program for job skills enhancement and self-development • Second foreign language: Support when required for work duties (submission of work-related explanatory materials required)

1) 15 to 34 years old based on the Employment Insurance Act

Talent Management and Corporate Culture

Corporate Culture Improvement Activities

Work-Life Balance Support

Celltrion Pharm operates a range of flexible work and rest support programs to enable employees to maintain work-life balance and demonstrate their capabilities in an optimal work environment. Through the selective working hours system and the compensatory leave system, employees are supported in flexibly managing their working hours in accordance with business needs. For production staff, the flexible working hours system is applied to departments requiring shift work, establishing customized work arrangements that reflect the characteristics of each job function.
Vacation use is actively encouraged through summer vacation, sandwich day leave, and recommended leave on the company anniversary, fostering a healthy rest culture across the organization. Long-tenured employees are provided with special leave based on years of service, offering both recognition of dedication and opportunities for rejuvenation.

Work-Life Balance Support Programs

Work Arrangements
- Flexible working hours
- Selective working hours
- Deemed working hours
- Compensatory leave

Leave
- Leave utilization promotion
- Long-service special leave (10, 15, 20 years)
- Summer vacation

Maternity/Childcare
- Work hour adjustment and reduced hours
- Parental leave
- Fertility treatment leave

Family
- Family care leave
- Family care leave of absence

Employee Benefits and Welfare

Celltrion Pharm operates a comprehensive benefits and welfare system that encompasses childbirth and childcare, family support, health care, work environment, and leisure activities to support employees' and their families' stable livelihoods and enhance workplace satisfaction.
Through programs supporting childbirth and childcare—including workplace daycare, parental leave, fertility treatment leave, childbirth celebration bonuses, and designated parking for expectant mothers—employees are supported in maintaining their careers without interruption. Practical support is also provided for overall family life, including tuition subsidies for children, special occasion allowances, homecoming travel support for unmarried employees from other regions, and family care leave and leave of absence.
On the health care front, the health of employees and their families is systematically managed through medical expense support and group accident insurance. A pleasant and convenient work environment is created through commuting shuttle bus service, late-night taxi fare support, on-site cafeteria operations, in-house club activity support, and snack and beverage provisions. Leisure activities and self-development are broadly supported through condominium and resort member-rate access, monthly cultural experience classes, and an electronic library, creating an environment where employees can lead vibrant working lives.

Employee Benefits and Welfare Programs

Category	Programs	
Family-Friendly	• Joint workplace daycare • Tuition subsidies for children • Special occasion allowances	• Homecoming travel support for unmarried employees from other regions • Welfare and birthday points • Designated parking for expectant mothers
Health Care	• Medical expense support • Corporate accident insurance	
Office Life	• Commuting shuttle bus service • Late-night taxi fare support • Meal support (on-site cafeteria)	• In-house club activities • Snack and beverage(in-house C-Café)
Leisure Activities	• Condominium/resort member-rate access • Cultural experience classes(monthly) • Electronic library	• Workplace Daycare Center

Workplace Daycare Center

Expanding Labor-Management Communication

Celltrion Pharm holds a quarterly Labor-Management Council to build healthy labor-management relations grounded in mutual trust among employees. The Labor-Management Council serves as a forum where labor and management jointly discuss and reach agreements on a wide range of issues directly related to employee working conditions, including treatment improvement, workplace environment enhancement, and welfare and work system improvements. In 2025, a 100% implementation rate was achieved for all agreed-upon agendas, maintaining a responsible implementation framework to ensure that agreements between labor and management lead to substantive institutional improvements rather than remaining mere declarations.
Going forward, Celltrion Pharm plans to actively collect employee opinions through the Labor-Management Council and other diverse communication channels, and reflect them in the continuous improvement of corporate culture and the working environment, thereby building an organization where employees are respected and can grow together.

Labor-Management Council Information Materials

Corporate Culture Campaigns

Celltrion Pharm operates systematic corporate culture programs centered on three pillars—"A Connected Company," "An Enjoyable Company," and "A Healthy Company"—to foster a culture in which employees can work with mutual respect and communication.
"A Connected Company" focuses on strengthening open communication between management and employees and facilitating information sharing within the organization, building a foundation of trust and communication through person-in-charge briefings, the company newsletter, and Employee Relations (ER) activities.
"An Enjoyable Company" operates various participatory programs—including in-house campaigns, clubs, and one-day classes—to encourage voluntary employee participation and strengthen bonds among members.
"A Healthy Company" supports employees' physical and mental health through health programs and focuses on creating a work environment where employees can fully concentrate on their work in a healthy state.
Celltrion Pharm organically connects and operates these three pillars to enhance employee satisfaction and continuously cultivate a vibrant corporate culture where communication and participation occur naturally.

Corporate Culture Campaign

A Connected Company
Strengthen management–employee communication and facilitate information sharing
- Person-in-charge Briefings
- Company Newsletter
- Employee Relations Activities

An Enjoyable Company
Encourage voluntary program participation and strengthen bonds
- In-house Campaigns
- Club Activities
- One-day Classes

A Healthy Company
Support employees' physical and mental health and create a healthy work environment
- Health Programs

Company Newsletter

In-house Clubs

Health Programs

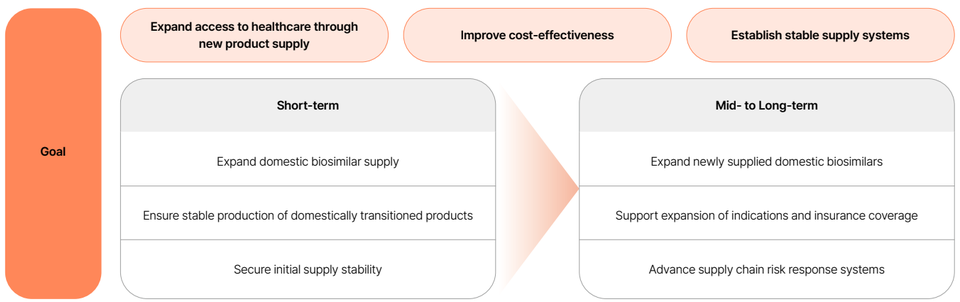
Access to Medicine

Framework for Improving Access to Medicine

Access to Medicine Improvement Strategy

Biopharmaceuticals are recognized for their clinical efficacy in treating various serious diseases; however, relatively high treatment costs can constrain patient access to healthcare. Celltrion Pharm contributes to expanding patient treatment options and improving economic accessibility by supplying biosimilars developed by Celltrion across diverse indications to the domestic market. The company plans to continue supplying new biosimilar products domestically in a stable manner to ensure more patients can access treatment opportunities.
Furthermore, beyond biosimilars, Celltrion Pharm is advancing access to medicine by supplying generic pharmaceuticals and transitioning to domestic production of chronic disease treatments. In particular, by establishing a domestic production system for chronic disease treatments sourced from global pharmaceutical companies, supply stability has been reinforced, helping ensure treatment continuity for long-term patients. This strategy serves as a foundation for enhancing patient cost burden relief while strengthening the sustainability of the domestic pharmaceutical supply chain.

Access to Medicine Improvement Roadmap



Access to Medicine Governance

Celltrion Pharm has established and operates a governance to improve access to medicine. The ESG Committee under the Board of Directors serves as the highest decision-making body, deliberating and resolving key agendas related to access to medicine, and performing the role of setting strategic direction and monitoring implementation status. At the working level, the Administration Team serves as the dedicated organization, proactively identifying access-to-medicine-related issues across all business activities and working closely with relevant departments to derive and manage specific improvement initiatives, ensuring that strategic decisions translate into substantive on-the-ground improvements.

Access to Medicine Policy

Access to Medicine Policy

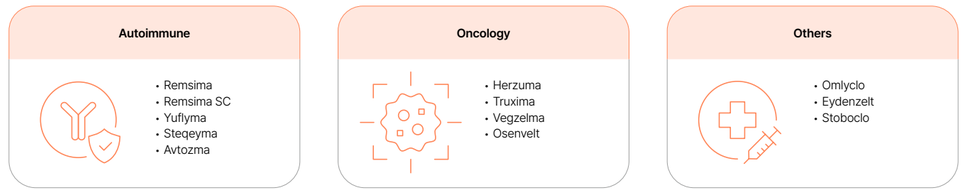
Celltrion Pharm has established an Access to Medicine Policy to advance human health and welfare through the development and distribution of next-generation pharmaceuticals, and to expand treatment opportunities for patients facing barriers to access to medicine. This policy encompasses core principles, including collaboration with regional regulatory authorities, support for healthcare professionals, pharmaceutical support for the vulnerable, and the operation of fair and reasonable pricing structures. The company applies this policy company-wide and continuously enhances policy implementation through collaboration with key stakeholders, including suppliers, striving for substantive improvements in access to medicine.

Access to Medicine Improvement Activities

Improving Economic Accessibility

Celltrion Pharm plays a pivotal role in reducing the treatment cost burden for patients compared with high-priced originator biopharmaceuticals by expanding biosimilar supply and improving economic accessibility to essential biologic therapies. Beginning with the launch of Remsima in 2012, the biosimilar portfolio has been continuously expanded, with a total of 12 products supplied domestically as of 2025, thereby building a healthcare environment in which a broader patient population can initiate treatment in a timely manner at reasonable cost levels.
The expansion of biosimilar prescriptions not only alleviates individual patients' cost burdens but also supports the efficient operation of national healthcare finances. According to data from the Health Insurance Review & Assessment Service (HIRA), the introduction of biosimilars generates approximately KRW 350 billion in annual national health insurance cost savings, with additional savings expected as the scope and penetration rate expand. Celltrion Pharm contributes to expanding patient treatment opportunities and strengthening the sustainability of national health insurance finances by continuing its leading role in driving biosimilar market adoption.

Biosimilar Supply Status



Improving Supply Stability

A stable pharmaceutical supply underpins patients' ability to continue necessary treatments in a timely manner without interruption, helping prevent treatment gaps and improving healthcare accessibility. Following its acquisition of chronic disease treatments from a global pharmaceutical company, Celltrion Pharm has progressively advanced internalization of production and the establishment of a domestic production system, systematically strengthening supply chain stability and product supply sustainability. Through these efforts, supply disruption risks arising from external environmental changes are preemptively mitigated, and a self-reliant pharmaceutical supply foundation has been secured, making a substantive contribution to ensuring treatment continuity for patients. Going forward, the company plans to further strengthen patient accessibility by continuously advancing the supply system and contributing to enhancing the sustainability of the healthcare system.

Internalization of Chronic Disease Treatment Production

Improving Treatment Convenience

Celltrion Pharm is pursuing the development of incrementally modified drugs and combination products to enhance treatment convenience. Improving treatment convenience contributes to access to medicine by reducing patient medication burden, increasing medication adherence, and supporting sustained treatment compliance. Celltrion Pharm strives to enhance dosing convenience and treatment persistence through reduced dosing frequency, improved administration methods, and combination product development, thereby creating a more effective and sustainable treatment environment by alleviating patient treatment burdens and reducing the likelihood of treatment discontinuation.

Category	Product	Domestic Launch Date
New Combination Product	AmrozetTablets	Feb. 2025
	NesinaMet XR Tablets	July 2025
Incrementally Modified Drug	Edardipine Tablets	Jan. 2026

Sustainable Supply Chain

Supply Chain Management System

Supply Chain Management Governance

Celltrion Pharm operates an integrated supply chain governance—comprising the Supply Support Division, its subordinate Purchasing and Import/Export Management Team, and Supply Chain Management (SCM) Team—to systematically manage the entire process from procurement to final supply. The Purchasing and Import/Export Management Team is responsible for securing stable resources, including raw and subsidiary materials and CMO (Contract Manufacturing Organization) services, while simultaneously managing and supporting suppliers' ESG practices to achieve sustainable procurement. The SCM Team operates an integrated management system for product inventory and overall sales and supply based on the SCMS[1] (Supply Chain Management System), ensuring a stable market supply. Through organic collaboration between the two teams, Celltrion Pharm enhances supply chain operational efficiency, preemptively responds to potential risks, and plans to build a sustainable supply chain system that reflects environmental and social values.

Supply Chain Management Policy

Supplier ESG Management Policy

Celltrion Pharm has established and operates a Supplier ESG Management Policy aligned with the Pharmaceutical Supply Chain Initiative (PSCI) to build a sustainable supply chain. This policy stipulates compliance requirements across five areas—labor and human rights, occupational health and safety, environment, ethical management, and management systems—and applies to all suppliers that have entered into contracts with Celltrion Pharm. Furthermore, the same standards are recommended for compliance by the employees of suppliers and their sub-tier suppliers, thereby expanding the scope of ESG management across the entire supply chain. Celltrion Pharm regularly monitors policy implementation and manages supply chain risks through ongoing communication with suppliers, ultimately aiming to foster a mutually beneficial supply chain ecosystem built on shared growth with its partners.

Supply Chain ESG Management Areas

Labor and Human Rights	Occupational Health and Safety	Environment	Ethical Management
• Voluntary labor • Prohibition of child labor • Working hours • Wages and benefits • Humane treatment • Prohibition of discrimination and harassment • Freedom of association	• OHS training • Industrial safety and hygiene • Emergency preparedness • Industrial accidents • Physical labor • Machinery and equipment safety • Hygiene/food/housing	• Environmental permits and reporting • Hazardous substances • Waste • Air pollutants • Water resource management • Energy and GHG • Biodiversity	• Anti-bribery and integrity management • Fair trade • Intellectual property protection • Personal information protection • Responsible for raw material sourcing • Conflict of interest prevention

Supply Chain Management Objectives and Activities

Celltrion Pharm has established a mid- to long-term roadmap to systematically advance supplier ESG management. In 2025, the first phase of the roadmap was implemented by establishing an ESG assessment framework for the supply chain. Building on this foundation, the company plans to formalize written assessments for key suppliers and progressively expand ESG activity collaboration with suppliers. Through the phased implementation of this roadmap, Celltrion Pharm will strengthen supplier ESG capabilities and enhance sustainability across the entire supply chain.

Supply Chain ESG Management Roadmap

2025 ~ 2027	2028 ~
• Establish supply chain ESG assessment framework • Formalize written assessments for key suppliers • Pursue ESG activity collaboration with suppliers	• Advance the assessment framework • Expand the scope of assessed suppliers • Establish a regular on-site due diligence

1) Supply Chain Management System

Corporate Social Responsibility

Corporate Social Responsibility System and Activities

Corporate Social Responsibility Strategy

Under the corporate social responsibility vision of "Shared Growth and Mutual Cooperation," Celltrion Pharm has set "Shared Growth through Fulfillment of Social Responsibility" as its core objective and is making sincere efforts toward the healthy development of local communities. To realize this vision, the company pursues multifaceted activities. It contributes to strengthening the social safety net by supporting underserved populations, welfare facilities, and public interest organizations, and helps young people of the next generation pursue their aspirations through the "Youth Scholarship Program." Employee volunteer activities are actively encouraged to internalize the value of sharing and foster a culture in which the company and its members contribute to communities together. Extending the scope of corporate responsibility into the environmental domain, the company also participates in "Biodiversity Conservation Activities," contributing to building a sustainable future for local communities. Celltrion Pharm will continue to propagate positive influence throughout society as a trusted company that grows together with local communities, fulfilling its social mission.

Corporate Social Responsibility Strategy

Vision	Shared Growth and Mutual Cooperation
Goal	Shared Growth through Fulfillment of Social Responsibility
Key Activities	Support for underserved populations, welfare facilities, and public interest organizations
	Youth Scholarship Program
	Employee volunteer activities
	Biodiversity conservation activities

Corporate Social Responsibility Objectives

Category	Achievement Target
Community Volunteer Activities	Achieve 5,000 volunteer activity participants
Youth Scholarship Program	Achieve 500 scholarship beneficiaries
Community Partnership	Expand and advance community shared growth partnerships
Biodiversity Conservation Activities	Conduct regular activities at least once annually

Corporate Social Responsibility Activities

Celltrion Pharm actively pursues education and scholarship support, as well as social contribution activities, to fulfill corporate social responsibility and grow together with local communities. The company operates a Youth Scholarship Program that supports the growth of the next generation and talent development programs linked with regional universities, while also contributing to improving community welfare and expanding educational opportunities through sponsorship and donation activities.

Cultural and Arts Sponsorship

Celltrion Pharm conducts various sponsorship projects targeting local communities, with activities focused particularly on regions where its manufacturing facilities and headquarters are located. In 2025, sponsorship agreements were signed with the City of Cheongju and regional cultural welfare institutions, and based on these agreements, cultural access opportunities for culturally underserved groups in the community were expanded.

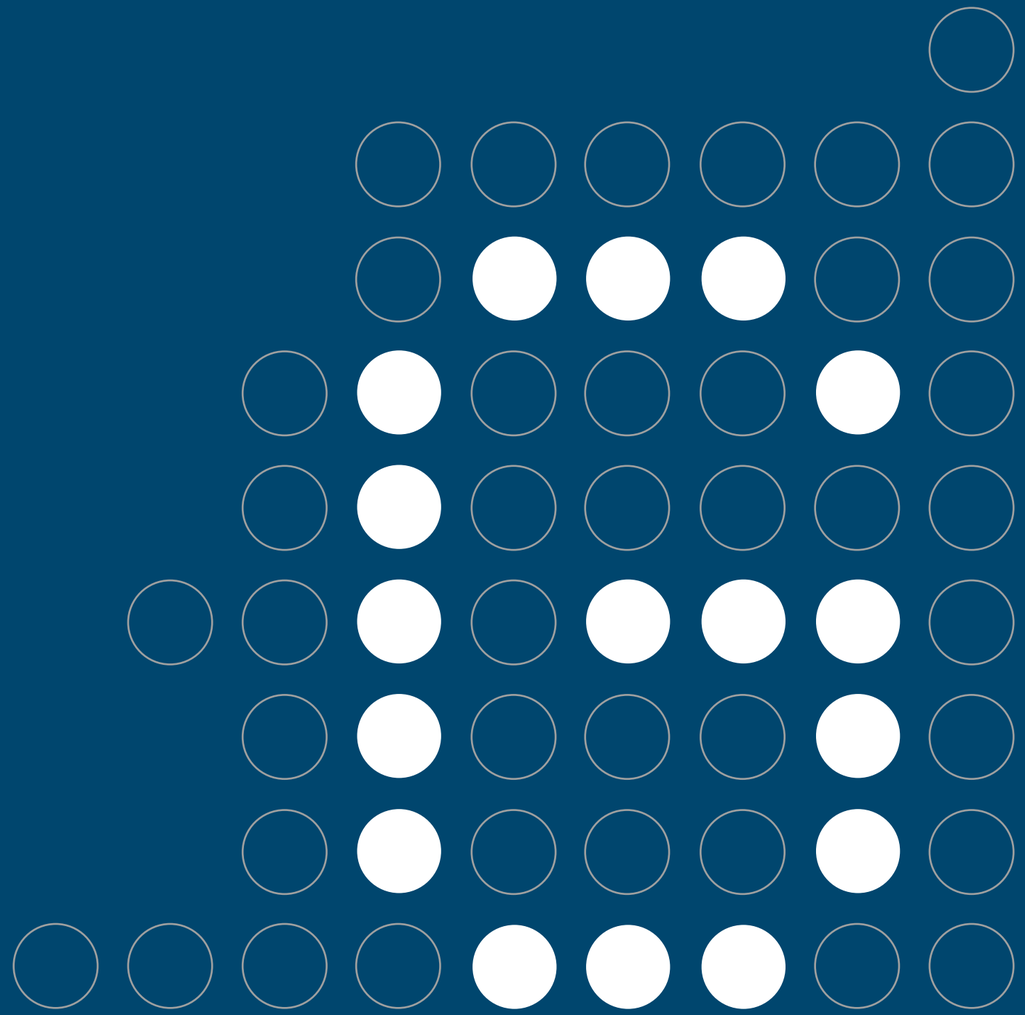
Community Cultural and Arts Sponsorship

Youth Scholarship Program

Celltrion Pharm actively operates scholarship programs in collaboration with the Celltrion Welfare Foundation to nurture future talent in local communities. By providing scholarships to teenagers and university students with academic enthusiasm, the company expands educational opportunities and lays the foundation for them to grow into future leaders of their communities.

Youth Scholarship Program Performance Sharing Session

Governance



Governance
Board of Directors

Board Composition

The Board of Directors of Celltrion Pharm comprises a total of 8 members, with 5 Independent Directors appointed—exceeding the regulatory requirement of at least one-quarter of the total number of directors—thereby securing independence in management decision-making. The position of Board Chairperson is jointly held by Chairman Jung-jin Seo, the Group founder, and Director Jin-seok Seo, who strengthen the Board's strategic leadership through extensive industry experience and management capabilities. Through this Board-centered responsible management system, transparent and sound governance is achieved, and Celltrion Pharm will continue to enhance Board expertise to deliver responsible decision-making that meets the trust of stakeholders and the market.

Board Composition

Category	Name	Gender	Position	Key Career	Appointment Date	Term	Consecutive Terms
Inside Director	Jung-jin, Seo	Male	• Joint Chairperson of the BoD • Chairman, Celltrion Group	• Chair of Board of Directors, Celltrion Inc. • Chairman, Celltrion Group • Former) Honorary Chairman, Celltrion Group	'25. 03. 28.	2 years	1
	Jin-seok, Seo	Male	• Joint Chairperson of the BoD	• Chair of Board of Directors, Celltrion Inc. • CEO (with individual representative authority), Celltrion Inc. • Former) Head of Product Development Unit, Celltrion Inc. • Former) CEO, Celltrion Skincure Co., Ltd.	'24. 03. 26.	3 years	1
	Young-ho, Yoo	Male	• CEO • (Chief Executive Officer)	• CEO, Celltrion Pharm Inc. • Former) Head of Chemical Manufacturing Division, Celltrion Pharm Inc.	'24. 03. 26.	3 years	-
Independent Director	Tae-young, Song	Male	• Chairperson, Compensation Committee • Member, ESG Committee	• Senior Researcher, Institute of International Development, Chungbuk National University • Former) Adjunct Professor, Department of Public Administration, Chungbuk National University • Former) Vice President, Yeouido Institute	'25. 03. 28.	2 years	2
	Young-gyun, Ahn	Male	• Member, Compensation Committee • Member , ESG Committee	• Former) Board Member, International Federation of Accountants • Former) Independent Director, KT Corporation • Former) Member of the Fund Management Committee, National Pension Service	'25. 03. 28.	2 years	1
	Bong-hee, Won	Male	• Member, Compensation Committee • • Member, ESG Committee	• Attorney, Kim & Chang • Former) Director General of the International Economic Policy Bureau, Ministry of Finance and Economy	'25. 03. 28.	2 years	1
	Ho-gil, Ryu	Male	• Member, Compensation Committee • Chairperson, ESG Committee	• Independent Director, ALUCO Inc. • Former) CEO, Space Rabbit • Former) CEO, MBN (Maeil Broadcasting Network)	'25. 03. 25.	2 years	-
	Seung-ho, Heo	Male	• Member, Compensation Committee • Member, ESG Committee	• Chairman, Pavilion Industries Inc. • Former) Chairman of the Board of Directors, Daewon Kangup Co., Ltd.	'26. 03. 24.	2 years	-

Board Independence and Conflict of Interest

Independent Director Independence Policy

Celltrion Pharm strictly ensures the independence of its Independent Directors to effectively perform independent oversight, conflict of interest prevention, and checks-and-balances functions over management. Beyond mere compliance with relevant statutes including the Commercial Act, the company has independently enacted and operates an "Independent Director Independence Policy," which clearly defines the scope of application, fundamental principles, and criteria for determining independence. Independence and the possibility of conflict of interest are rigorously verified through a structured process for Independent Director candidates, and at least one-quarter of the total number of directors are appointed as Independent Directors to secure the independence of the Board and management transparency.

Independent Director Independence Policy Overview

Purpose	Establish Independent Director appointment requirements in compliance with applicable laws
Scope	Company-wide (Celltrion Pharm)
Principles	• Clarification of independence requirements (absence of employment and compensation relationships with the company and affiliates, etc.) • Comprehensive consideration of domestic and international circumstances and internal company conditions when determining independence • Secure independence by appointing at least one-quarter of the total number of directors as Independent Directors

Board Diversity and Expertise

Independence Director Diversity and Expertise Policy

Celltrion Pharm has enacted and operates a Diversity and Expertise Policy to enable the appointment of directors with professional capabilities without discrimination based on gender, race, nationality, or age. Diverse factors are comprehensively considered to ensure that the Board composition is not skewed toward any particular background or professional group, and professional capabilities and experience in the relevant field are applied as core criteria during the appointment process. The company continuously verifies compliance with diversity requirements, striving to maintain a balanced Board composition and secure substantive expertise.

Board Skills Matrix

Category	Name	Mgmt.	Industry	Risk	Finance	Legal	Social
Inside Director	Jung-jin, Seo	●	●	●			
	Jin-seok, Seo	●	●	●			
	Young-ho, Yoo	●	●	●			
Independent Director	Tae-young, Song			●			●
	Young-gyun, Ahn			●	●		●
	Bong-hee, Won			●	●	●	
	Ho-gil, Ryu	●		●			●
	Seung-ho, Heo	●		●	●		

Board Committees

Celltrion Pharm has established and operates the Compensation Committee and the ESG Committee under the Board of Directors. All committee members are Independent Directors to secure operational independence. The Compensation Committee deliberates and determines key matters concerning the performance evaluation and compensation of management, including directors and auditors. The ESG Committee promotes the company's sustainable growth by reviewing the sustainability management strategy and ESG issue management. The audit function is performed by a full-time auditor with accounting expertise.
Each committee is composed of directors with expertise in the respective field, and the committee chairperson and a majority of committee members are elected from among the Independent Directors to secure operational independence. Based on this structure, in-depth preliminary reviews and discussions are conducted on matters within each committee's jurisdiction, and key resolved matters are reported to the Board of Directors for incorporation into final deliberations.

Compensation Committee — **Compensation Committee Regulation**

Purpose	Composition	2025 Key Agendas
Secure objectivity and transparency in the director compensation determination process	• Three or more directors, with Independent Directors comprising at least two-thirds • Chairperson elected among independent directors	• Appointment of the Chairperson of the Compensation Committee • Approval of individual compensation for registered directors

ESG Committee — **ESG Committee Regulation**

Purpose	Composition	2025 Key Agendas
Establish sustainability management strategy and review ESG management agendas	• Three or more directors, with Independent Directors comprising a majority • Chairperson elected among independent directors	• Reporting on greenhouse gas (GHG) reduction status • Appointment of the Chairperson of the ESG Committee • Approval of the double materiality assessment plan • Approval of the biodiversity conservation activity plan

Governance
Board Operations

Board Activities

Board of Directors Regulation

The Board of Directors of Celltrion Pharm is operated through regular Board meetings held on a quarterly basis and extraordinary Board meetings convened when major issues arise. In 2025, a total of 7 Board meetings were held, and the directors actively participated in Board activities based on diligent performance of their duties. Administrative support for the Board and Independent Directors is provided by the Administration Team, and key resolutions, director attendance rates, and deliberation and resolution results by agenda are transparently disclosed through the Annual Report and the official corporate website.

The Board deliberates and resolves important matters concerning overall corporate management, including the approval of annual business plans and financial statements, dividend resolutions, and approval of inter-affiliate transaction limits, while also receiving reports and conducting discussions on major issues such as changes in the internal and external business environment and regulatory trends. In particular, significant matters related to sustainability are reviewed in advance by the ESG Committee and are then regularly reported to and resolved by the Board of Directors. In 2025, the Board resolved key agendas for governance advancement—including the establishment of the ESG Committee and enactment of related regulations, and a comprehensive revision of the Compensation Committee regulations—thereby further strengthening the committee operating system within the Board.

Board Performance

Board of Directors	Meetings Held		7
	Number of submissions per agenda	Resolutions	29
		Reports	7
	Attendance Rate	Average	91.1%
		Inside Directors	90.5%
		Independent Directors	91.4%
	Key ESG Agendas	• Approval of the 2026 Environment, Safety and Health Management Plan • Establishment of the ESG Committee • Enactment of the ESG Committee Charter • Appointment of ESG Committee Members	

Committee Performance

Compensation Committee	Meetings Held		1
	Number of submissions per agenda	Resolutions	2
		Reports	-
	Attendance Rate		80%
ESG Committee	Meetings Held		1
	Number of submissions per agenda	Resolutions	3
		Reports	1
	Attendance Rate		100%

Board Capability Development

Celltrion Pharm regularly reports key issues to the Board—including the characteristics of the pharmaceutical industry, changes in the business environment, and amendments to relevant laws and regulations—to support the effective performance of Board duties, and provides relevant information on management issues in a timely manner as needed to underpin efficient and effective decision-making.

Furthermore, training is provided through the invitation of internal specialists and external experts at the request of directors or at the company's discretion. In 2025, specialized training on major capital market issues was conducted for all Independent Directors and the auditor, supporting the incorporation of the latest capital market trends and regulatory changes into Board decision-making.

Independent Director Training

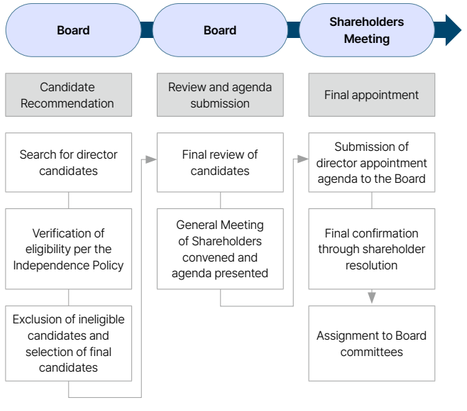
Date	Institution	Attendants	Contents	Attendance Rate
2025.06.02	External Expert	Song Tae-young, Ahn Young-gyun, Won Bong-hee, Ryu Ho-gil, Heo Seung-ho	Specialized training on major capital market issues for Independent Directors and auditors	100%

Director Appointment Criteria and Procedures

Celltrion Pharm rigorously reviews whether the qualification requirements stipulated by relevant laws and the Articles of Incorporation are met when appointing directors. Inside Directors are selected as candidates by comprehensively considering key career background, expertise, and leadership to identify the most suitable individuals for corporate management. Independent Directors are selected as candidates from individuals who possess an understanding of the relevant industry and field-specific expertise, and who can supervise management from an independent position without conflicts of interest with the company or its largest shareholder.

Based on these criteria, the Board recommends director candidates to the General Meeting of Shareholders, and directors are finally appointed through shareholder resolution at the General Meeting. Appointed directors are assigned to committees within the Board—including the Compensation Committee and the ESG Committee—through Board resolutions.

Director Appointment Process



Board Evaluation and Remuneration

Board Evaluation

Celltrion Pharm established a Board evaluation framework in 2025 to strengthen Board accountability and transparency in governance. This evaluation is conducted once annually in principle, covering the full Board, its committees, and individual Independent Directors, and uses a quantitative evaluation methodology that combines self-assessment (50%), quantitative KPI evaluation (30%), and external evaluation (20%). The evaluation methodology was designed to reflect the best-practice standards of the Korea Institute of Corporate Governance and Sustainability (KCGS).

The evaluation results will be used as foundational data to enhance the effectiveness of Board operations, improving institutional frameworks, and strengthening the transparency of decision-making processes. Going forward, substantive evaluations will be implemented on a phased basis under this framework to comprehensively review the structural appropriateness of the Board, operational efficiency, and the level of accountability fulfillment by individual directors.

Board Evaluation Framework

Board Evaluation

Cycle
Anually

Method
Quantitative evaluation

Evaluation body
All independent directors

	Evaluation Categories		
	Board Composition	Board Operations	Board Performance
Self-Assessment (50%)	• Board size • Director qualification requirements • Independence of Independent Director	• Proceedings and agenda material adequacy • Thoroughness of Agenda • Operational methods and preparation level • Board compliance	• Regularity of Board meetings • Board's industry understanding • Fairness of duty performance

	Evaluation Categories	
KPI Evaluation (30%)	• Independent Director ratio • Number of Board meetings held	• Board attendance rate • Number of Board resolutions

	ESG Rating
External Evaluation (20%)	Evaluated based on Korea Institute of Corporate Governance and Sustainability (KCGS) ESG rating

Committee Evaluation

- Evaluation conducted for all committees within the Board
- 4 questions per committee (2 common, 2 committee-specific)

Independent Director Evaluation

- Individual evaluation for each Independent Director
- 5 questions per director (participation, communication, understanding, contribution, independence)

Board Remuneration

Celltrion Pharm executes compensation in accordance with standards established by the Board, comprehensively considering position, assigned duties, and responsibilities within the director and auditor compensation limits approved at the General Meeting of Shareholders. Compensation for registered directors is determined by the Compensation Committee through deliberation and resolution. The Committee evaluates executive performance based on the level of business performance achievement and special contributions, and calculates individual annual compensation amounts by comprehensively considering factors including the current-year wage increase rate for employees and the compensation levels of registered directors in peer companies.

Compensation for Independent Directors is also paid in accordance with decisions by the Compensation Committee within the executive compensation limits approved at the General Meeting of Shareholders, and is composed solely of fixed monthly compensation. However, incidental benefits arising in the course of performing duties as a director (such as accommodation provided for Board meetings, workshops, and conferences) and holiday gifts and other items based on standards applicable to employees are provided as necessary.

Director and Auditor Remuneration

(As of December 31, 2025; Unit: KRW million)

Category	Persons	Total Remuneration	Average Remuneration per Person
Registered Directors (excluding Independent Directors)	3	1,325	442
Independent Directors	5	229	46
Auditor	1	48	48
Total	**9**	**1,602**	**178**

Stock-Based Compensation

Celltrion Pharm grants stock options to employees who have contributed or are expected to contribute to management, overseas sales, and technological innovation, pursuant to special resolution at the General Meeting of Shareholders or Board resolution. Through this program, employee ownership awareness and motivation are enhanced, contributing to the achievement of the company's mid- to long-term management objectives and the enhancement of corporate value. The Board regulations explicitly require that the granting and cancellation of stock options be presented to the Board, ensuring that the entire process of granting and canceling stock-based compensation is systematically managed and overseen at the Board level.

Stock-Based Compensation

(As of '25. 12. 31; Unit: KRW million)

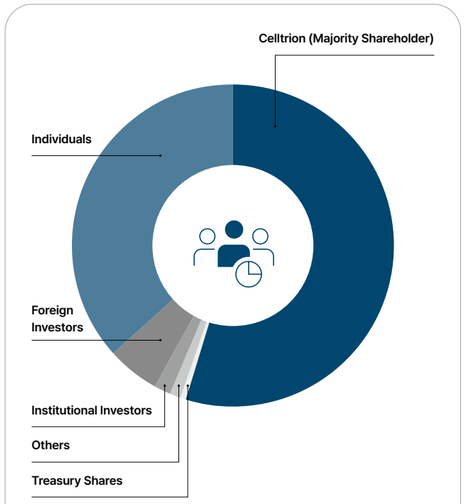
Category	Recipients	Fair Value Total
Registered Directors (excluding Independent Directors)	1	1,422
De facto directors, etc.	18	6,768

Shareholder Rights Protection

Shareholder Composition

The largest shareholder of Celltrion Pharm is Celltrion Inc., which holds 54.80% of the total issued shares as of December 31, 2025. Additionally, 124,589 minority shareholders—including individuals, institutional investors, and foreign investors—hold approximately 45.20% of the total issued shares.

Shareholder Composition (As of '25. 12. 31)



Shareholder	No. of Shares	Ownership (%)
Celltrion	23,937,492	54.80
Individuals	16,006,741	36.64
Foreign Investors	2,254,452	5.16
Institutional Investors	725,572	1.66
Others	501,904	1.15
Treasury Shares	255,759	0.59
Total	**43,681,920**	**100**

Ensuring Shareholder Rights

Celltrion Pharm enhances shareholder value through its dividend and shareholder return policies, actively communicates with shareholders and investors through diverse communication channels, and strives to reflect their opinions in management.

Dividend Policy

Celltrion Pharm operates a consistent and stable dividend policy to enhance shareholder value. Celltrion Pharm manages its dividend level by setting the ratio of dividends to the amount of EBITDA[1] minus CAPEX[2] as a key indicator, and as of 2025, this ratio is approximately 15%. Celltrion Pharm is considering expanding this to around 30% in the mid-to-long term and plans to gradually increase the proportion of cash dividends based on growth in sales and profits.

Shareholder Returns

Beyond dividends, Celltrion Pharm returns capital to shareholders by retiring treasury shares. In March 2026, the company retired 149,993 treasury shares (approximately KRW 14 billion at book value), reducing the total number of issued shares and thereby enhancing the equity value of existing shareholders, while demonstrating its commitment to shareholder-friendly management both internally and externally.

Shareholder and Investor Communication

Celltrion Pharm strengthens corporate transparency and trust through active communication with shareholders and investors. In 2025, the company operated plant tours enabling capital market stakeholders—including domestic and international analysts and journalists—to directly observe the company's operational sites, enhancing understanding of the company's production capabilities and management status. Ad hoc corporate presentations for institutional investors were conducted to transparently share business performance and strategies. Communication with individual investors is maintained on an ongoing basis, primarily through telephone consultations. Celltrion Pharm will continue to expand the scope and methods of communication and pursue long-term growth based on trust with shareholders.

Corporate Briefing Session

General Meeting of Shareholders

Celltrion Pharm respects the legitimate requests and proposals of shareholders and, to protect shareholder interests, resolves fundamental corporate operating policies and amendments to the Articles of Incorporation through resolutions at the General Meeting of Shareholders in accordance with Article 433 of the Commercial Act, thereby securing transparency in the decision-making process and soundness of management to ensure that corporate value is reasonably assessed.
Various convenience measures are also provided at General Meetings to enable shareholders to exercise their voting rights after sufficient review of each agenda item. The electronic voting system has been adopted and the solicitation of proxy voting is conducted to encourage active shareholder participation in General Meetings.

General Meeting of Shareholders Operations

Celltrion Pharm operates Annual General Meetings (AGM) and Extraordinary General Meetings (EGM). The AGM is convened once annually within three months of the end of each fiscal year, and EGMs are convened as needed.
Unless otherwise stipulated by law, the convening of General Meetings is conducted by the CEO pursuant to Board resolution, with succession following the order prescribed in the Articles of Incorporation in the event of the CEO's incapacitation. The CEO serves as the chairperson of General Meetings, with a director designated by the Board performing this role in the event of the CEO's incapacitation. General Meetings resolve key matters stipulated by law and the Articles of Incorporation, including the approval of financial statements, amendments to the Articles of Incorporation, appointment of directors and auditors, approval of compensation, and capital-related matters.

General Meeting of Shareholders Resolution

Meeting	Key Agenda	Result
26th AGM (2026.03.24)	• Approval of the 26th financial statements (stock dividend 0.02 shares/share, cash dividend 200 KRW/share) • Partial amendment of the articles of incorporation • Appointment of director (Huh Seung-ho) / auditor (Kwon Hyuk-jae) • Approval of the remuneration limit for directors • Approval of the remuneration limit for auditors • Granting of stock options and change in granting method • Approval of the plan to dispose of treasury shares for employee compensation purposes • Approval of the plan to dispose of treasury shares for management purposes and cancellation of treasury shares	Approved as proposed

Ensuring Voting Rights at General Meetings

Celltrion Pharm strives to enhance information provision and accessibility relating to General Meetings to ensure that shareholders can fully exercise their voting rights and express their opinions. General Meetings provide live webcasting so that proceedings can be monitored online, and voting results and status are disclosed on the corporate website.
Various convenience measures are provided at General Meetings to enable shareholders to exercise their voting rights after sufficient review of each agenda. The electronic voting system has been adopted to encourage active shareholder participation in General Meetings, and the solicitation of proxy voting is conducted.

Ensuring Voting Rights at General Meetings

Category	Details
General Meeting Convocation Notice	• Notice specifying the purpose of the meeting is sent to each shareholder in writing or electronic document form 4 weeks in advance • For shareholders holding 1% or less of the total issued voting shares, notification is substituted by public notice of meeting convocation
Electronic Voting System	• Electronic voting system adopted and implemented to enable voting right exercise without physical attendance at the General Meeting
Solicitation of Proxy Voting	• Ensure voting right exercise by a broad shareholder base including foreign investors • Voting right exercise through proxy is permitted (proxy must submit a power of attorney evidencing authority to the General Meeting)

26th AGM Live Web-casting

1) Earnings Before Interest, Taxes, Depreciation, and Amortization
2) Capital Expenditure

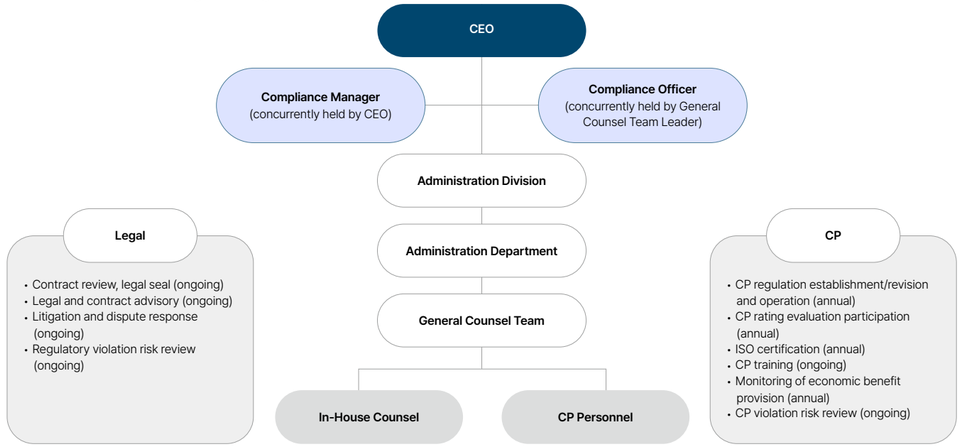
Ethics and Compliance Management

Ethics and Compliance Governance

Ethics and Compliance Governance

Celltrion Pharm has established an ethics and compliance governance to ensure legal compliance and the practice of corporate ethics, and promotes company-wide compliance management centered on this system. The CEO, based on a commitment to voluntary compliance, appoints a Compliance Manager to ensure that employees voluntarily comply with fair trade laws and regulations and to promote the independent and efficient operation of the Fair Trade Compliance Program (CP). A Compliance Officer with expertise and know-how in fair trade laws has been appointed to strengthen the institutional foundation for establishing an internal compliance culture. The Compliance Officer performs roles including reviewing compliance with internal regulations and conducting pre-reviews and advisory services to prevent legal violations.

Ethics and Compliance Management Organization



Compliance Committee and Counsel

Key matters related to CP operations are deliberated and managed primarily through the Compliance Committee and the Compliance Working Council. The Compliance Committee is composed of the CEO and heads of major business departments, convened semi-annually, and performs deliberation and resolution functions on the fundamental direction of the CP and major compliance issues related to fair trade. The General Counsel Team Leader serves as the committee's secretary to ensure efficient operation. The Compliance Working Council is composed of working-level staff from each business and support division, convened quarterly, and conducts preliminary reviews of agendas to be presented to the Compliance Committee, along with inter-departmental consultations to enhance the expertise and effectiveness of decision-making.

Compliance Committee and Council Overview

Category	Role	Composition	Period
Compliance Committee	Deliberate and resolve key CP-related matters • CP fundamental policies • fair trade-related laws and regulations, etc.	• CEO • Head of Domestic Business Division, Administration Division • Heads of Sales Division 1 & 2 • Head of Product Development Division (Secretary: General Counsel Team Leader)	Semi-annually
Compliance Working Council	Preliminary review and consultation by compliance department and relevant department working-level staff prior to Compliance Committee meetings	• Domestic Business Division (3 persons) • Product Development Division (1 person) • R&D Division (1 person) • Manufacturing Division (3 persons) • Administration Division (1 person) • General Counsel Team (1 person)	Quarterly

Board Reporting

Celltrion Pharm regularly reports key activity status and performance to the Board of Directors to ensure the effectiveness of ethics and compliance management. In August 2025, the Anti-Corruption and Regulatory Compliance Policy was newly established, with CEO reporting and approval completed. In December of the same year, internal reporting materials were prepared on the CP operating status evaluation and 2026 operational plan. On a regular basis, comprehensive CP risk and effectiveness assessment results are reported to the Board, and on an ongoing basis, anti-corruption and regulatory compliance pledges are collected from all employees, with implementation status shared with the Board, thereby ensuring that the ethics and compliance governance operate in a substantive manner.

Reporting History

Period	Agenda
2025.08	Establishment of Anti-Corruption and Regulatory Compliance Policy; CEO reporting and approval
2025.12	CP operating status evaluation; preparation of internal reporting materials for 2026 plan
2026.02	Report to the Board on "2025 CP Operating Status and 2026 Plan"
Ongoing	Collection of anti-corruption and regulatory compliance pledges from all employees
Regular	Comprehensive reporting following CP risk/effectiveness assessment

Ethics and Compliance Management System

Celltrion Pharm has obtained and operates ISO 37001 (Anti-Bribery Management System) and ISO 37301 (Compliance Management System) certifications for the systematic operation of ethics and compliance management. ISO 37001 aims to systematically control corruption risks that may arise during the performance of employee duties by establishing a management system to proactively identify and prevent the possibility of corruption. ISO 37301 focuses on securing consistency and execution capabilities across the organization's compliance framework by clarifying responsibilities and procedures for compliance with laws and internal regulations. Celltrion Pharm manages the two systems in an integrated manner to preemptively manage risks related to corruption and legal violations, and strives to ensure that anti-corruption and compliance principles are organically connected and applied throughout all business processes.

ISO 37301 Certificate

ISO 37001 Certificate

Ethics and Compliance Policies

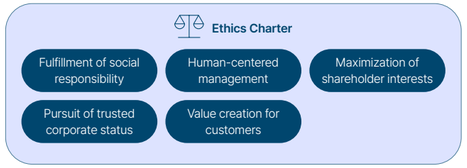
Celltrion Pharm has established and operates related policies including the Ethics Charter, Ethics Regulations, and Code of Conduct to practice ethical and compliance-based management, thereby clarifying the standards and principles that employees must observe across all business activities.

Ethics Charter

Ethics Charter

As a leading Korean pharmaceutical company supplying small molecules and biopharmaceuticals to domestic and overseas markets, Celltrion Pharm pursues growth with the objective of promoting human health and welfare, and contributes to national and industrial development. Recognizing that the establishment of a fair and transparent ethical culture is essential for sustainable growth, the Ethics Charter has been enacted as the standard for proper conduct and value judgment that all employees must observe throughout all business activities.

Ethics Charter Overview



Ethics Regulations and Code of Ethics

Ethics Regulation, Code of Ethics

Celltrion Pharm's Ethics Regulations specify the fundamental values and principles that employees must observe in performing their duties, and are utilized as the standard for ethical judgment and conduct across all business activities. The Code of Ethics prescribes specific behavioral standards for applying the principles of the Ethics Regulations to actual business operations, and is to be observed by all employees including dispatched workers.

Compliance Guidelines

Compliance Guidelines

Celltrion Pharm has enacted and implements Compliance Guidelines through Board resolution, for the purpose of legal compliance, establishment of proper corporate ethics, and fair and transparent business execution. These serve as the fundamental regulations for compliance management and apply to all business operations and all related activities of employees. Based on the Compliance Guidelines, Celltrion Pharm carries out compliance control procedure improvement activities across all business areas, further strengthening compliance management.

Anti-Corruption and Regulatory Compliance Policy

Anti-Corruption and Regulatory Compliance Policy

Celltrion Pharm has established and operates an Anti-Corruption and Regulatory Compliance Policy to practice ethical management based on the core values of honesty, integrity, and fairness, and to systematically manage risks related to corruption and regulatory violations. This policy comprehensively encompasses the key standards and principles necessary for ethics and compliance management—including employee compliance obligations, establishment of fair trade order, conflict of interest management, responsible duty performance, and internal reporting and zero-tolerance principles—ensuring consistent ethics and compliance management at the company-wide level.

Ethics and Compliance Management

Ethical and Compliance Management Activities

Fair Trade Compliance Program (CP)

Celltrion Pharm introduced a Fair Trade Compliance Program (CP) in 2025 to establish a fair and transparent trade order and strengthen ethical management. With the introduction of the CP, a Compliance Officer and CP Operations Manager were appointed, and specialized CP training along with a company-wide fair trade compliance pledge were implemented to embed a culture of fair trade compliance across the organization. To continuously advance the ethical management system, program operating regulations and management guidelines have been revised, and efforts to foster a fair and transparent corporate culture continue through the annual production and distribution of the Fair Trade Compliance Handbook and regular department-level training.

Fair Trade Compliance Pledge

Key Program Activities

Category	Key Activities
All Employees and Business Partners Pledge	All employees and business partners sign the Fair Trade Compliance Pledge and Anti-Corruption Pledge, confirming their commitment to fair trade and anti-corruption practices
CP Risk Assessment	Identify and evaluate fair trade risks, and establish and operate improvement procedures
CP Effectiveness Assessment	Review awareness of fair trade and ethics/compliance management among all employees
CP Training	Conduct specialized CP training and regular department-level training to raise fair trade awareness
CP Materials Distribution	Produce and distribute the annual Fair Trade Compliance Handbook containing Celltrion Pharm's fundamental fair trade principles and practical guidelines
CP On-Site Due Diligence and Internal Reporting	Monitor and prevent conduct detrimental to ethical management through on-site due diligence and internal reporting to ascertain ethics and compliance practices

CP Risk Assessment

Celltrion Pharm conducts CP risk assessments across all departments annually to proactively prevent violations of fair trade-related laws and regulations. Risks are identified based on the business characteristics and relevant statutes of each department, and departments requiring management are selected by comprehensively considering likelihood and impact. In 2025, department-level risks were reviewed, and high-risk departments were identified, with improvement measures including strengthening the CP scoring system and developing and implementing on-site due diligence.

2025 Fair Trade Risk Assessment Results

Department	Fair Trade Risk Factors	Target Improvements
Sales	• Provision of unfair economic benefits for the purpose of increasing sales • Unfair trade practices at customer request • Provision of economic benefits to the public beyond healthcare professionals • Collusion with CSOs and wholesalers for unfair customer solicitation	• Strengthen pre-business consultation system • Strengthen CP incentives and sanctions (scoring system) • Strengthen due diligence program • Enhance internal reporting system accessibility
Marketing	• Inducing illegal rebates to co-marketing partners • False/exaggerated advertising for sales promotion purposes and disparagement of other companies	
Strategy	• Excessive commission payments to CSOs and wholesalers • Unfair customer solicitation through collusion with CSOs and wholesalers	• Strengthen the operation of the prior consultation system • Implement due diligence programs for CSOs • Receive CP monitoring reports • Establish criteria for commission payments • Enhance accessibility to the internal reporting system
Quality	• Provision of unfair benefits to regulatory authorities to pass audits	• Enhance internal reporting system accessibility
Production	• Receiving financial considerations and providing preferential treatment to specific contracted manufacturers	

CP Effectiveness Assessment

Celltrion Pharm conducts a CP operational effectiveness survey, targeting all employees semi-annually, to assess the substantive effectiveness of CP operations.
The survey assesses employees' awareness of fair trade, ethics, and compliance management, covering areas such as the level of recognition of the compliance program, accessibility of fair trade-related information, and sufficiency of violation-prevention training. Survey results serve as foundational data for reviewing the CP operating status and improving future training and operational direction.

CP Effectiveness Assessment Result

Assessment Category	Score
Have heard of the Compliance Program	92
Channels are available to access related news	87
Believe preventive training related to legal violations is sufficient	80

CP Training

Celltrion Pharm operates a systematic CP training program differentiated by target and purpose to proactively prevent violations of fair trade-related laws and regulations. Regular training on the Pharmaceutical Affairs Act, the Subcontracting Act, the Fair Competition Agreement, and internal CP regulations is provided to all employees at least once annually. For high-risk departments with relatively elevated compliance and ethics risks, quarterly intensive training is conducted in parallel with post-training testing to verify training effectiveness. Monthly training on compliance support operations and related laws and regulations is also provided to new hires, enabling the systematic cultivation of ethics and compliance awareness from the earliest stage of employment.

2025 CP Training Programs

Training	Target	Period
Regular Online CP Training	All employees (1,006 persons)	At least once annually
Focused Training for High-Risk Departments	Departments with high compliance and ethics deviation risks	Semi-annually
Pharmaceutical Sales Promoter Training	Newly appointed pharmaceutical sales promoters	Once annually
New Employee Training	New hires	Monthly

Ethical Advertising and Marketing

Ethical Advertising and Marketing Policy

As a specialized pharmaceutical company, Celltrion Pharm strictly complies with the Pharmaceutical Affairs Act and other relevant laws and internal regulations in all direct and indirect activities related to promotion and sales, and practices responsible marketing that respects the values of customers and society. To provide customers with objective and reliable information regarding products and services, an Ethical Advertising and Marketing Policy has been enacted, and six fundamental principles have been established and applied across all related activities.

Ethical Advertising and Marketing Fundamental Principles

No.	Principle	Compliance Requirements
1	Legal Compliance and Pre-Review System	Strictly comply with domestic and international laws including the Pharmaceutical Affairs Act; operate a pre-review and approval process for promotional materials through the internal control department
2	Maintaining Dignity and Fairness	Prohibit expressions that disregard human dignity and life; promote violence or crime; or induce fear or revulsion
3	Prohibition of False and Exaggerated Advertising	Prohibit false comparisons or disparagement of competitors; prohibit exaggerated or understated expressions about products and services; provide accurate information to consumers
4	Employee Training and Stakeholder Extension	Implement policy training for employees; recommend policy compliance and distribute training materials to business partners including suppliers and contracted companies
5	Ethical Relationships with Healthcare Professionals and Patient Organizations	Transparently disclose details of economic benefits provided to healthcare professionals; ensure the independence and autonomy of patient organizations
6	Direct-to-Consumer (DTC) Promotion Management	Specify approved health conditions; ensure reliability, balance, and accuracy of information; review and monitor promotional channels

Compliance and Ethics Whistleblowing

Celltrion Pharm operates an anonymous reporting system through its official website to enable employees and external stakeholders to report compliance violations. When a report is submitted, the personal information of the reporter and the content of the report are kept strictly confidential, and whistleblower protection is ensured so that no personnel disadvantage arises as a result of reporting. Received internal reports are comprehensively compiled once annually, with report content and action results reported to the Board of Directors. In 2025, no reports related to compliance violations were received.

Reporting and Investigation Process

Risk Management

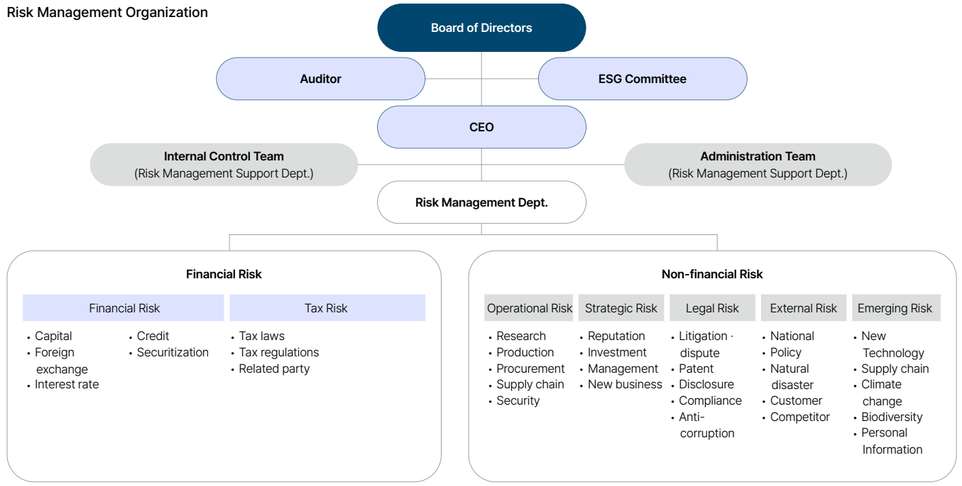
Risk Management System

Enterprise Risk Management Governance

Celltrion Pharm operates an enterprise risk management system centered on the ESG Committee under the Board of Directors to systematically manage risks arising across all business operations. The risk management function is divided into three lines of defense, with roles and responsibilities clearly established for each line to secure management effectiveness.

The first line of defense comprises dedicated organizations for each business division and risk area that directly identify and assess on-site financial and non-financial risks and perform continuous monitoring. Preventive measures and response activities are implemented for identified risks, and results are regularly reported to the CEO and senior management. The second line of defense comprises the Internal Control Team and the Administration Team, which manage processes for financial and non-financial risks, respectively, while independently verifying that first-line activities are properly implemented. The third line of defense involves the Auditor and the ESG Committee conducting final reviews of enterprise risk management operating status and supervising regulatory compliance, thereby ensuring the independence and effectiveness of the overall risk management system.

Risk Management Organization

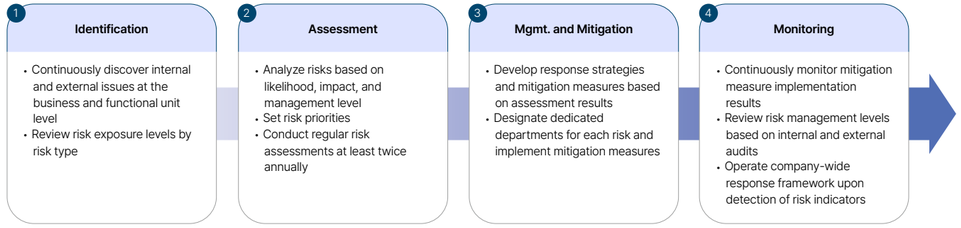


Risk Management Process

Celltrion Pharm operates a 4-stage Risk Management Process based on international standards: Identification – Assessment – Management and Mitigation – Monitoring. Identified risks undergo quantitative and qualitative assessments based on likelihood, impact, and management level, and response strategies are developed in line with prioritization based on assessment results.

The company has established an Enterprise Risk Management (ERM) system to manage financial and non-financial risks in an integrated manner and operates a clear reporting and response structure that extends from operational departments to senior management to the Board of Directors. Financial risks are managed through the Internal Accounting Control System, while non-financial risks are managed primarily through the ESG Committee. Operational and strategic risks are managed through continuous monitoring by relevant departments and regular risk analyses. Material risks are addressed through response and mitigation measures in accordance with their priority, and critical risks are reported to senior management and the Board for enterprise-level decision-making and response. Risk response outcomes are reflected in the management framework through continuous monitoring and feedback.

Risk Management Process



Audit and Monitoring

Internal Audit

Celltrion Pharm employs one full-time auditor to conduct audits, establishing an independent and fair audit framework for overall management activities. The auditor reviews financial statements and supplementary schedules for accounting audit purposes, deliberates on the external auditor's audit procedures and results, and requests additional reviews from accounting firms and relevant departments as necessary to confirm outcomes. The auditor also receives reports on the operating status of the Internal Accounting Control System from the Internal Accounting Manager, evaluating and auditing the reliability of prepared and disclosed accounting information and the appropriateness of the internal control framework, thereby enhancing accounting transparency and the effectiveness of internal controls.

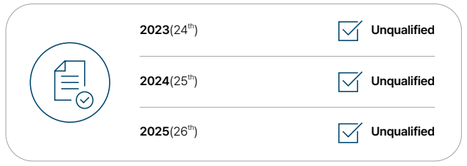
Audit Support Team

Department	Key Responsibilities
Administration Team	Support audit activities for overall management including Board and General Meeting operations
Internal Control Team	Support audit duty performance related to the Internal Accounting Control System

External Audit

Celltrion Pharm appoints an independent external auditor to conduct accounting audits to ensure the fairness and transparency of financial statements. For the 2025 fiscal year, Ernst & Young Han Young was appointed as the external auditor, and the external auditor performs audits of financial statements and supplementary schedules from an independent third-party perspective. Following completion of the external audit, the auditor evaluates the appropriateness of the external audit results. The audit opinion for the 26th fiscal year was "unqualified," and no other findings were noted.

Three-Year External Audit Results



Risk Monitoring

Celltrion Pharm conducts risk monitoring to proactively identify and respond to risks in a timely manner during business activities. In 2025, monitoring was conducted throughout the year to ensure compliance with contract terms related to partner transactions in the sales department, proactively reviewing risk factors that could arise in the contract fulfillment process with business partners and implementing necessary measures, thereby minimizing the likelihood of contract-related risks and enhancing the stability and reliability of transactions.

Risk Monitoring

Category	Details
Target	Sales department – Compliance with contract terms related to partner transactions
Period	2024 - 2025
Key Activities	Monitor contract term compliance and review follow-up actions
Outcome	Proactive identification and remediation of risk factors arising from counterparty contract non-fulfillment

Internal Control over Financial Reporting (ICFR)

Celltrion Pharm has established and operates an ICFR pursuant to the 「Act on External Audit of Stock Companies」 to ensure the reliability of externally disclosed financial statements, and evaluates and reports on the effectiveness of the ICFR in accordance with the "Best Practice Standards for ICFR Evaluation and Reporting." A dedicated organization comprising 1 auditor, 1 administrative personnel member, 9 financial accounting personnel, and 4 management accounting personnel has been established for the effective operation of the ICFR, with expertise secured through the inclusion of Certified Public Accountant (CPA)-qualified personnel. Management conducted an evaluation of the operational effectiveness of the ICFR in February 2026, and the results confirmed no material weaknesses or matters requiring corrective action.

Celltrion Pharm utilizes the ICFR as a key mechanism for financial risk management within the enterprise risk management system, systematically managing not only capital and credit-related financial risks but also tax risks, including tax regulations and related-party transactions. Going forward, the Company plans to continuously expand the scope and sophistication of its financial risk management practices. The Company will also continue strengthening the effectiveness of the ICFR to prevent and promptly identify fraud risks, including errors that could result in material misstatements in financial statements or misappropriation of funds.

ICFR Evaluation Results

Category	Details
Management Evaluation	Effectively designed and operating from a materiality perspective
Material Weaknesses	None
Corrective Action Plans	None
External Audit Opinion	Unqualified

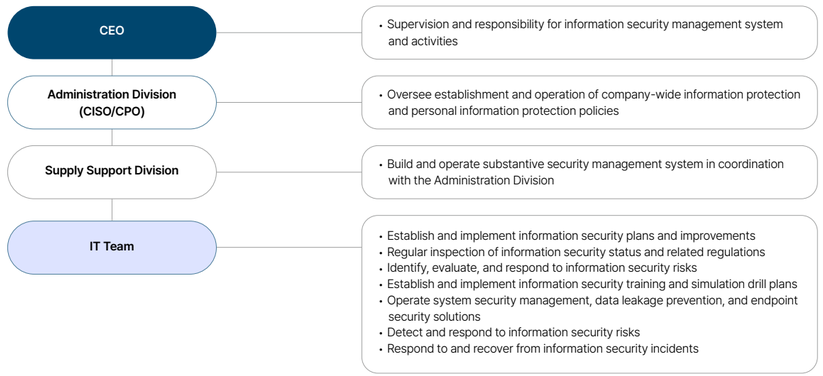
Information Security

Information Security Management System

Information Security Governance

Celltrion Pharm operates a company-wide information security governance centered on the Chief Information Security Officer (CISO) and the Chief Privacy Officer (CPO), who report to the CEO. The CISO and CPO are affiliated with the Administration Division and oversee the establishment and operation of company-wide information security and personal information protection policies, building and operating a substantive security management system through collaboration with the Supply Support Division. At the operational level, the IT Team is responsible for establishing information security policies, conducting inspections, and managing incident responses, systematically carrying out company-wide security activities.
Key matters related to information security are regularly reported to and reviewed by the CEO, and in the event of a security incident or major issue, rapid decision-making is ensured through an immediate reporting system. Under the organizational structure extending from the CEO to the IT Team, each unit collaborates organically in accordance with its roles and responsibilities, continuously strengthening the safe management of information assets and personal information protection capabilities.

Information Security Organization



Information Security Policy

Celltrion Pharm has established company-wide information security policies and is systematically operating them to safely protect information assets and personal information.

Information Security Policy

Information Security Policy

Celltrion Pharm places information security as a top priority, strictly complying with relevant laws and regulatory standards, and has established internal standards ranging from the company-wide information security policy to detailed information security regulations and Standard Operating Procedures (SOPs) for systematic security management. Under this policy, information collected and generated by employees during the course of business is managed as company assets, and information and information assets requiring protection are identified and classified, with access permitted only to authorized users. Security zones are designated and physical protection measures are implemented to prevent unauthorized access, theft, destruction, and business interference to information processing facilities, and rigorous safekeeping and disposal management is performed for critical information stored on media. Security control measures tailored to the characteristics of each information system—including databases, software, the internet, and PCs—are established and operated to continuously strengthen the company-wide information security level.

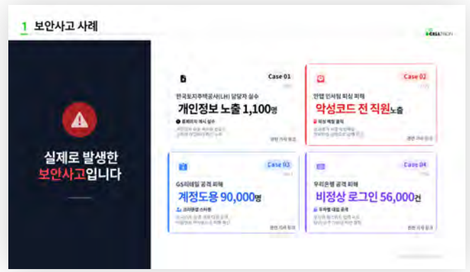
Personal Information Protection Regulations

Celltrion Pharm recognizes personal information as a core information asset and has enacted the "Personal Information Protection Management Regulations" to systematically manage personal information and prevent its loss, theft, leakage, alteration, or damage. Through these regulations, appropriate protective measures are implemented across the entire personal information processing lifecycle of customers and employees. The collection and use of personal information is conducted within the minimum scope necessary based on relevant laws or the consent of data subjects, and personal information is promptly destroyed once the purpose of collection has been achieved, ensuring safe management throughout the entire lifecycle. The rights of data subjects are strengthened by clearly notifying them of the purposes of personal information processing, retention periods, and recipients. The personal information protection organization is structured around the CPO, and regular inspections and self-audits are conducted at least once annually to continuously improve the level of personal information management.

Information Security Activities

Information Asset Protection Activities

Celltrion Pharm recognizes information assets as core corporate assets and has established and operates related policies and procedures for their systematic management and protection. Basic security measures including access control, user authentication, and screensaver settings are applied for the safe management of information assets. When external companies access information assets, security pledges are mandatorily obtained to strengthen information leakage prevention and accountability. Regular security training is provided to employees for the safe utilization and protection of information assets, and the level of information asset protection is maintained and strengthened through ongoing management and inspections.



Training on Security Incident Case Studies

Personal Information Protection Activities

Celltrion Pharm applies diverse technical and administrative protective measures to ensure the safety of personal information, including minimization of access rights, authentication and access control, personal information encryption, access log management, and installation of security programs. Personal information protection training is provided to all employees at least once annually as statutory mandatory training to enhance security awareness and strengthen accident prevention activities, achieving a 100% training completion rate among all employees as of 2025. A response system has been established to enable notification to data subjects and reporting to relevant authorities within 72 hours in the event of a personal information breach, and incident response procedures have been developed to ensure rapid action and minimization of damage.

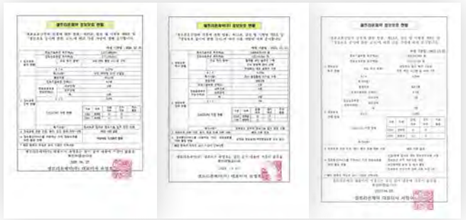
Employee Information Protection Training

Unit: Persons

Training	Participants		
	2023	2024	2025
Personal Information Protection Training	939	945	987
New Employee Training IT Security Training	273	222	171

Information Security Disclosure

Celltrion Pharm fulfills annual information protection disclosures in accordance with the 「Act on Promotion of Information Protection Industry」, transparently disclosing information protection investment status, personnel, operational systems, and major activities. These information protection disclosures are used to externally share the company's information protection management level and operational status, and serve as a basis for pursuing continuous improvement and advancement of the information protection management system. Through diligent fulfillment of information protection disclosures, relevant legal requirements are met while providing customers and stakeholders with a reliable level of information protection.



Information Security Disclosure Implementation

Information Security Audit

Celltrion Pharm operates a continuous monitoring system to proactively prevent security incidents and disasters and to respond rapidly in the event of an incident. Designated information security personnel regularly inspect the security status of information systems and information assets, and annual security audits are conducted to continuously review the security management level. Improvement items derived from audit results are managed and supervised to ensure appropriate corrective action, and the information security policy and management framework are operated to ensure that all stakeholders accessing information assets—including employees—clearly recognize and fulfill their information security responsibilities.

Employee Information Security Training

Celltrion Pharm conducts diverse information security training and drill activities tailored to the target and purpose to enhance employees' awareness of information protection and strengthen practical response capabilities. Information security training is provided to new hires upon joining to raise awareness of the importance of information security and to familiarize them with relevant standards from the earliest stages of their work. Regular information security training is provided to all employees to enhance understanding of the latest security threat cases and response methods, and simulated phishing exercises are conducted 8 times per year to continuously strengthen practical capabilities for rapid and appropriate response in the event of actual breach incidents.

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ESG Factbook
Financial Information

Statement of Financial Position

Category		Unit	2022	2023	2024	2025
Assets						
Current Assets		KRW Million	311,918	364,831	391,673	470,598
	Cash and cash equivalents	KRW Million	31,391	19,711	45,480	49,872
	Short-term financial assets	KRW Million	17,677	17,423	24,120	67,057
	Trade receivables	KRW Million	185,766	222,082	212,936	220,287
	Other receivables	KRW Million	1,843	418	5,564	5,296
	Inventories	KRW Million	69,177	100,421	101,392	122,936
	Current tax assets	KRW Million	0	0	0	0
	Other current assets	KRW Million	6,065	4,777	2,181	5,151
	Non-current assets held for sale	KRW Million	0	0	0	0
Non-current assets		KRW Million	287,807	276,813	277,789	288,842
	Long-term financial assets	KRW Million	230	230	230	230
	Long-term trade receivables	KRW Million	0	0	0	0
	Long-term other receivables	KRW Million	1,344	1,274	2,233	1,442
	Investments in associates and joint ventures	KRW Million	0	0	0	0
	Property, plant, and equipment	KRW Million	227,787	216,377	205,571	201,551
	Intangible assets	KRW Million	41,324	39,292	39,191	43,207
	Investment property	KRW Million	456	4,385	17,126	19,285
	Other non-current assets	KRW Million	4,125	4,458	4,167	12,868
	Deferred tax assets	KRW Million	12,540	10,796	9,270	10,258
Total assets		KRW Million	599,725	641,644	669,462	759,441
Liabilities						
Current liabilities		KRW Million	211,998	249,346	247,650	283,622
	Short-term financial liabilities	KRW Million	138,572	153,816	154,884	142,000
	Trade payables	KRW Million	38,073	59,277	46,701	78,682
	Other payables	KRW Million	24,407	25,965	33,907	48,048
	Current tax liabilities	KRW Million	303	2,849	2,198	2,755
	Provisions	KRW Million	1,487	1,860	2,029	3,211
	Other current liabilities	KRW Million	9,158	5,578	7,932	8,926
Non-current liabilities		KRW Million	30,940	15,632	24,891	39,363
	Long-term financial liabilities	KRW Million	21,667	4,333	0	0
	Long-term other payables	KRW Million	885	1,054	1,494	12,484
	Other non-current liabilities	KRW Million	8,231	8,717	8,308	10,320
	Deferred tax liabilities	KRW Million	156	1,528	15,089	16,560
Total liabilities		KRW Million	242,938	264,978	272,541	322,985
Equity						
Equity attributable to owners of the parent		KRW Million	195,697	206,450	217,513	238,908
	Issued capital	KRW Million	10,340	10,855	11,399	11,969
	Share premium	KRW Million	136,836	137,201	137,850	138,036
	Retained earnings	KRW Million	50,023	61,127	72,613	93,282
	Accumulated other comprehensive income	KRW Million	0	0	0	0
	Other components of equity	KRW Million	(1,501)	(2,732)	(4,349)	(4,379)
Non-controlling interests		KRW Million	161,089	170,215	179,409	197,055
Total equity		KRW Million	356,787	376,666	396,922	435,963
Total liabilities and equity		KRW Million	599,725	641,644	669,462	758,948

Statement of Profit or Loss

Category			Unit	2022	2023	2024	2025
Revenue			KRW Million	386,040	388,794	477,835	536,400
Cost of sales			KRW Million	273,266	269,084	355,824	372,622
Gross profit			KRW Million	112,774	119,710	122,011	163,778
Selling, general and administrative expenses			KRW Million	66,431	71,021	71,872	88,769
Operating profit			KRW Million	38,170	36,071	37,223	56,092
Other income			KRW Million	1,651	1,787	454	663
Other expenses			KRW Million	4,228	4,680	2,023	3,303
Finance income			KRW Million	1,096	1,322	1,623	2,930
Finance costs			KRW Million	6,219	8,291	7,519	6,669
Profit (loss) on equity method			KRW Million	0	0	0	0
Net monetary gain (loss) from hyperinflation			KRW Million	0	0	0	0
Profit before tax			KRW Million	30,469	26,209	29,759	49,712
Income tax expense			KRW Million	4,509	4,944	7,793	10,961
Profit from continuing operations			KRW Million	25,960	21,265	21,966	38,752
Profit from discontinued operations			KRW Million	0	0	0	0
Profit for the year			KRW Million	25,960	21,265	21,966	38,752
Attributable to	Owners of the parent company		KRW Million	14,239	11,655	12,037	21,236
		Profit from continuing operations	KRW Million	14,239	11,655	12,037	21,236
		Profit from discontinued operations	KRW Million	0	0	0	0
	Non-controlling interests		KRW Million	11,721	9,610	9,929	17,516
		Profit from continuing operations	KRW Million	11,721	9,610	9,929	17,516
		Profit from discontinued operations	KRW Million	0	0	0	0
Earnings per share	Basic earnings per share		KRW	691	513	531	892
	Diluted earnings per share		KRW	689	513	530	892

ESG Factbook
Financial Information

Statement of Comprehensive Income

Category			Unit	2022	2023	2024	2025
Profit for the year			KRW Million	25,960	21,265	21,966	38,752
Other comprehensive income	Total comprehensive income		KRW Million	0	0	0	0
	Items that may be subsequently reclassified to profit or loss		KRW Million	0	0	0	0
		Exchange differences on translation of foreign operations	KRW Million	0	0	0	0
	Items that will not be reclassified to profit or loss		KRW Million	0	0	0	0
		Changes in equity of associates and joint ventures accounted for using the equity method	KRW Million	0	0	0	0
		Exchange differences on translation of foreign operations	KRW Million	0	0	0	0
		Gain (loss) on valuation of financial assets measured at fair value through other comprehensive income	KRW Million	0	0	0	0
		Gain (loss) on disposal of financial assets measured at fair value through other comprehensive income	KRW Million	0	0	0	0
Total comprehensive income			KRW Million	25,960	21,265	21,966	38,752
Attributable to		Owners of the parent company	KRW Million	14,239	11,655	12,037	21,236
		Non-controlling interests	KRW Million	11,721	9,610	9,929	17,516

2025 Corporate Income Tax Payments[1)]

Category	Unit	Celltrion Pharm
Principal business activities	-	Pharmaceutical manufacturing and wholesale
Tax jurisdiction	-	Republic of Korea
Revenue	KRW Million	536,400,308,882
Profit before tax	KRW Million	49,712,456,011
Income tax accrued	KRW Million	10,960,757,051
Income tax paid	KRW Million	(11,351,382,894)
Statutory tax amount	KRW Million	11,059,523,000
Statutory tax rate	%	22
Effective tax amount	KRW Million	10,960,757,051
Effective tax rate	%	22

1) The data were prepared based on Celltrion's 2025 tax adjustment statement. Corporate income tax paid is presented on a cash basis, as reported in the 2025 cash flow statement

Non-Financial Information

Quantitative performance values are represented as "–" when the value is zero, and as "N/A" when data is unavailable.

Environmental*

GHG Emissions

Category		Unit	2022	2023	2024	2025
Total GHG emissions (Scope 1 & 2)		tCO_2eq	16,135	15,706	15,491	14,717
	Direct GHG emissions (Scope 1)	tCO_2eq	5,619	5,301	5,159	5,062
	Indirect GHG emissions (Scope 2)[1)]	tCO_2eq	10,516	10,405	10,332	9,655
	GHG emissions intensity (Scope 1 & 2)	tCO_2eq/ KRW 100 million	4.18	4.04	3.24	2.74

1) As no renewable electricity was used during the reporting period, market-based and location-based emissions were the same

Energy Consumption

Category			Unit	2022	2023	2024	2025
Total energy consumption			TJ	328	321	316	300
Direct energy consumption	Total		TJ	109	104	101	99
	Non-renewable energy sources	Total	TJ	109	104	101	99
		Gasoline	TJ	0.2	1.8	1.5	1.9
		Diesel	TJ	0.4	0.0	-	-
		LNG	TJ	108	102	100	97
	Renewable energy sources	Total	TJ	-	-	-	-
Indirect energy consumption (purchased amount)	Total		TJ	219	217	215	201
	Electricity		TJ	219	217	215	201
	Stream		TJ	-	-	-	-
Energy consumption intensity			TJ/KRW 100 million	0.085	0.083	0.066	0.056

* Environmental data was calculated based on data from the Cheongju plant (headquarters).

ESG Factbook
Non-Financial Information

Environmental

Reduction of GHG emissions[1]

Category	Unit	2022	2023	2024	2025
Total GHG emissions reduced	tCO_2eq	295	429	215	774

1) GHG emissions reductions achieved through energy-saving activities, including the installation of inverters in air handling units and the replacement of ultra-low NOx burners at production facilities

Reduction of Energy Consumption[1]

Category	Unit	2022	2023	2024	2025
Total energy savings	TJ	6.1	8.5	4.3	16.2

1) Energy use reductions achieved through energy-saving activities, including the installation of inverters in air handling units and the replacement of ultra-low NOx burners at production facilities

Water Resource Management

Category	Unit	2022	2023	2024	2025
Water consumption	ton	74,040	65,634	71,401	54,714
Water withdrawals[1]	ton	144,270	132,203	129,966	113,333
Water discharged[2]	ton	70,230	66,569	58,564	58,619
Water recycled and reused	ton	-	-	-	3,693
Water consumption intensity	ton/KRW 100 million	19.18	16.88	14.94	10.20

1) All water used at our facilities is municipal water (freshwater supplied by third parties)
2) Total water discharge refers to wastewater released from on-site wastewater treatment facilities. Domestic sewage—such as from restrooms and cafeterias—is not included, as it is sent to municipal sewage treatment plants for processing.

Water Pollutant Management

Category	Unit	2022	2023	2024	2025
Biochemical Oxygen Demand (BOD)	ton	0.08	0.11	0.06	0.10
Total Organic Carbon (TOC)[1]	ton	1.76	0.08	0.11	0.12
Suspended Solids (SS)	ton	0.06	0.09	0.09	0.11
Total Nitrogen (T-N)	ton	0.68	0.42	0.53	0.36
Total Phosphorus (T-P)	ton	0.05	0.03	0.03	0.05

1) The concentration of organic substances contained in water, representing the total amount of carbon present in the water

Air-Pollutant Management

Category	Unit	2022	2023	2024	2025
Nitrogen Oxides (NOx)	ton	2.813	2.592	1.330	2.097
Sulfur Oxides (SOx)	ton	0.179	0.053	-	-
Particulate Matter (PM)	ton	0.072	0.128	0.046	0.034

Waste Management

Category		Unit	2022	2023	2024	2025
Total waste recycled		ton	4	11	145	148
	Industrial wastes	ton	4	11	26	41
	Designated wastes	ton	-	-	119	106
Total waste generated		ton	434	453	483	460
	Industrial wastes	ton	226	265	333	330
	Designated wastes[1]	ton	208	189	149	131
	Waste generated intensity	ton/KRW 100 million	0	0	0	0
Waste processed		ton	431	442	338	313
Industrial wastes	Total Industrial wastes	ton	222	253	308	289
	Landfilled	ton	-	-	-	-
	Incinerated (with energy recovery)	ton	222	253	308	289
	Incinerated (without energy recovery)	ton	-	-	-	-
	Others	ton	-	-	-	-
Designated wastes	Total Designated wastes	ton	208	189	30	24
	Landfilled	ton	-	-	-	-
	Incinerated (with energy recovery)	ton	208	189	30	24
	Incinerated (without energy recovery)	ton	-	-	-	-
	Others	ton	-	-	-	0
Waste recycling performance[2]		%	1	2	30	32
Recycling performance of recyclable waste[3]		%	1	3	44	51

1) Includes medical waste under designated waste
2) Waste recycled as a percentage of total waste generated
3) Recycling performance excluding waste that is not recyclable under applicable laws and regulations, including the Waste Control Act (e.g., medical waste)

Environmental Compliance

Category	Unit	2022	2023	2024	2025
Number of legal and regulatory violations[1]	Case	1	-	-	-
Total financial penalties	KRW million	1.6	-	-	-
Number of legal actions	Case	-	-	-	-
Number of non-financial sanctions	Case	-	-	-	-

1) One case of violation related to leaving damaged facilities unattended under the Clean Air Conservation Act, resulting in an administrative fine of KRW 1.6 million

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Non-Financial Information

Environmental

Environmental Targets and Performance in 2024

Category			Unit	Target[1]	Performance	Achievement rate (%)[2]
GHG emissions reduction target	GHG emissions intensity		tCO_2eq/KRW 100 million	3.21	2.74	117
	Scope 1 emissions		tCO_2eq	5,107	5,062	101
	Scope 2 emissions		tCO_2eq	10,229	9,655	106
Energy consumption reduction target	Energy consumption intensity		TJ/KRW 100 million	0.07	0.06	117
	Total energy consumption		TJ	313	300	104
Waste generation reduction target	Waste generated	Waste generated intensity	ton/KRW 100 million	0.00	0.00	115
	Waste processed	Total waste processed	ton	315	307	103
		Industrial waste processed	ton	304	304	100
		Designated waste processed	ton	11	2	438
	Waste recycled	Total waste recycled[3]	%	31	32	105
Water consumption target	Water consumption intensity		ton/KRW 100 million	15	10	145
	Total water consumption		ton	70,687	54,714	129

1) Environmental target = 1% reduction compared to the previous year
2) Achievement rate = (Target/Performance) × 100
3) Total waste recycling rate = (Performance/Target) x 100

Raw/Sub Materials Used

Category	Unit	2022	2023	2024	2025
Amount of raw/sub-materials used[1]	ton	500	346	194	163
Ratio of recycled material used	%	-	-	-	-

1) In accordance with the standards of the environmental disclosure system

Eco-Friendly Procurement

Category	Unit	2022	2023	2024	2025
Ratio of eco-friendly procurement	%	N/A	-	-	-
Total procurement amount	KRW million	-	-	-	-
Total eco-friendly procurement amount	KRW million	-	-	-	-

Possession of Eco-Friendly Vehicles

Category	단위	2022	2023	2024	2025
Proportion of eco-friendly vehicles	%	4.00	16.67	34.48	33.33
Electric vehicles	Number of vehicles	1	1	1	2
Hybrid vehicles	Number of vehicles	-	3	9	7
Internal combustion engine vehicles	Number of vehicles	24	20	19	18
Total number of vehicles	Number of vehicles	25	24	29	27

Environmental Investment

Category	Unit	2022	2023	2024	2025
Environmental investment performance	KRW 100 million	1	-	1	-

ESH Training

Category			Unit	2022	2023	2024	2025
Training for certified air environment technicians		Training hours	Hour	-	-	56	-
		No. of participants	Person	-	-	2	-
Training for waste generators		Training hours	Hour	-	4	-	4
		No. of participants	Person	-	1	-	1
Training for medical waste generators		Training hours	Hour	-	-	-	4
		No. of participants	Person	-	-	-	1
Training for certified water environmental technicians		Training hours	Hour	-	-	-	14
		No. of participants	Person	-	-	-	1
Training on hazardous chemicals	Training for workers involved with hazardous chemicals	Training hours	Hour	-	-	760	912
		No. of participants	Person	-	-	380	456
	Training for personnel handling hazardous chemicals	Training hours	Hour	-	-	1,328	640
		No. of participants	Person	-	-	83	40
	Training for technical personnel and managers handling hazardous chemicals	Training hours	Hour	-	-	32	-
		No. of participants	Person	-	-	2	-
Training on chemical substances	Training for risk assessments	Training hours	Hour	48	118	128	244
		No. of participants	Person	42	59	64	61
	Training for supervisors	Training hours	Hour	800	1,024	1,024	896
		No. of participants	Person	50	64	64	56
	Training for new employees	Training hours	Hour	1,360	1,576	1,224	1,144
		No. of participants	Person	170	197	153	143
	Specialized training on safety and health	Training hours	Hour	1,392	2,928	2,256	1,776
		No. of participants	Person	87	183	141	111
	Training on MSDS	Training hours	Hour	-	182	155	68
		No. of participants	Person	-	182	155	68

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Social

Employee[1]

Category			Unit	2022	2023	2024	2025
Total employees			Person	841	909	920	1,006
By gender	Male		Person	611	662	661	711
	Female		Person	230	247	259	295
	Percentage of females		%	27	27	28	29
By age	Under 30		Person	353	373	336	314
	30 to 50		Person	443	476	518	616
	Above 50		Person	46	60	66	85
By employment type	Permanent		Person	711	745	757	912
	Temporary		Person	130	164	163	94
By nationality	Korea		Person	836	906	917	1,003
	USA		Person	1	1	1	1
	India		Person	4	2	2	2
	Others[2]		Person	-	-	-	-
By job level	Director (Technical Director) and above	Total	Person	82	89	96	110
		Male	Person	78	86	89	100
		Female	Person	4	3	7	10
	Manager (Supervisor) – Senior Manager (Senior Supervisor)	Total	Person	196	203	210	254
		Male	Person	157	153	153	175
		Female	Person	39	50	57	79
	Assistant Manager (Assistant Supervisor) and below[3]	Total	Person	563	617	614	642
		Male	Person	376	423	419	438
		Female	Person	187	194	195	204
By job function	Research	Total	Person	70	42	45	58
		Male	Person	45	28	26	31
		Female	Person	25	14	19	27
	Production	Total	Person	191	268	267	563
		Male	Person	162	208	203	380
		Female	Person	29	60	64	183
	Sales	Total	Person	165	165	159	160
		Male	Person	163	162	156	158
		Female	Person	2	3	3	2
	Office administration	Total	Person	415	434	449	225
		Male	Person	241	264	276	142
		Female	Person	174	170	173	83

1) Prepared based on the "Status of Employees and Others" section in the annual report
2) Employees of nationalities other than Korean, U.S., or Indian
3) Assistant Manager, Associate, Assistant Supervisor, special contract staff, interns, part-timers

Category			Unit	2022	2023	2024	2025
By management position[4]	Total managers	Total	Person	94	99	106	122
		Male	Person	87	89	93	103
		Female	Person	7	10	13	19
	High-level managers	Total	Person	9	9	7	9
		Male	Person	9	9	7	9
		Female	Person	-	-	-	-
	Mid-level managers	Total	Person	19	20	23	26
		Male	Person	18	19	21	23
		Female	Person	1	1	2	3
	Low-level managers	Total	Person	66	70	76	87
		Male	Person	60	61	65	71
		Female	Person	6	9	11	16
	Percentage of managers by nationality	Korea	%	93.0	98.0	105.0	121.0
		USA	%	1.0	1.0	1.0	1.0
		India	%	-	-	-	-
		Others	%	-	-	-	-
By diversity	Foreign national employees	No. of foreign national employees	Person	5	3	3	3
		Percentage of foreign national employees	%	0.6	0.3	0.3	0.3
	Employees with disabilities	No. of employees with disabilities	Person	22	24	22	22
		Percentage of employees with disabilities	%	2.6	2.6	2.4	2.2
	National veterans	No. of national veteran employees	Person	3	3	3	3
		Percentage of national veteran employees	%	1	1	1	1

4) High-level managers (head of division or above), Mid-level managers (head of department), and Low-level managers (team leader and deputy team leader)

Labor-Management Council

Category	Unit	2022	2023	2024	2025
Percentage of employees covered by the collective agreement	%	100	100	100	100

Social Compliance

Category		Unit	2022	2023	2024	2025
Percentage of major product/service categories assessed for health and safety impacts		%	100	100	100	100
No. of violations of health and safety-related laws/ regulations pertaining to products/services	No. of cases subject to fines for legal violations	Case	-	-	-	-
	No. of cases that received official warnings for legal violations	Case	-	-	-	-
	No. of cases that violated internal regulations	Case	-	-	-	-

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Social

New Hires[1]

Category		Unit	2022	2023	2024	2025
Total No. of new hires		Person	156	171	122	165
By gender	Male	Person	137	123	82	102
	Female	Person	19	48	40	63
By age	Under 30	Person	124	125	77	102
	30 to 50	Person	29	43	44	58
	Above 50	Person	3	3	1	5
By nationality	Korea	Person	156	171	122	165
	USA	Person	-	-	-	-
	India	Person	-	-	-	-
	Others	Person	-	-	-	-
By management position	High-level managers	Person	1	-	-	-
	Mid-level managers	Person	2	-	-	2
	Low-level managers	Person	3	2	6	5
Internal recruitment rate[2]		%	-	-	1	3

1) Recruitment of part-timers is excluded from new hire statistics
2) Internal recruitment rate = (Number of internal department transfers) / (Number of internal transfers + Number of new hires)

Turnover (Retirement)

Category			Unit	2022	2023	2024	2025
Overall turnover rate[1]			%	18.2	11.7	11.9	15.3
Voluntary turnover rate[2]			%	17.4	11.1	11.1	9.7
Number of voluntary leavers	By gender	Male	Person	115	73	80	59
		Female	Person	28	20	21	30
	By age	Under 30	Person	90	47	51	42
		30 to 50	Person	48	46	47	40
		Above 50	Person	45	-	3	7
	By nationality	Korea	Person	183	91	101	89
		USA	Person	-	-	-	-
		India	Person	-	2	-	-
		Others	Person	-	-	-	-
	By management position	High-level managers	Person	-	-	1	-
		Mid-level managers	Person	-	-	-	1
		Low-level managers	Person	2	2	1	4

1) Turnover rate = Number of employees who left during the year / Number of employees in the previous year
(Number of employees in the previous year = Regular & fixed-term employees and contract employees)
2) Voluntary turnover rate : Number of voluntary leavers during the year / Number of employees in the previous year
(Voluntary turnover : Employees who leave based on their own decision, independent of the organization's intention (e.g., job change, resignation)

Female-to-Male Total Pay Ratio[1]

Category		Unit	2022	2023	2024	2025
Female-to-male ratio		%	67	68	73	69
Average pay per person	Male	KRW million	75	68	70	75
	Female	KRW million	50	46	51	52
Executives	Base salary	%	6	6	5	5
	Base salary + other cash incentives	%	8	8	6	6
Managers	Base salary	%	36	37	40	39
	Base salary + other cash incentives	%	40	40	44	47
Non-managers	Base salary (excluding performance based incentives)	%	47	47	45	38

1) While there may be differences in pay based on annual leave and performance evaluations, we do not differentiate wages by gender, job type, or workplace.

Parental Leave Users and Returnees

Category		Unit	2022	2023	2024	2025
Employees who used childbirth leave	Total	Person	30	25	22	53
	Male	Person	20	19	7	31
	Female	Person	10	6	15	22
Employees who took parental leave	Total	Person	7	7	12	31
	Male	Person	-	-	4	5
	Female	Person	7	7	8	26
Percentage of employees who returned to work after parental leave[1]	Total	%	100	100	100	95
	Male	%	100	-	100	100
	Female	%	100	100	100	95
Percentage of employees retained 12 months after returning from parental leave[2]	Total	%	150	50	75	64
	Male	%	-	-	-	100
	Female	%	100	100	75	50

1) Parental leave return rate = (Number of employees who returned to work after parental leave) / (Number of employees who returned from parental leave during the previous reporting period)
2) 12-month retention rate after returning from parental leave = (Number of employees who remained employed for 12 months after returning from parental leave) / (Number of employees who returned from parental leave during the previous reporting period)

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Social

Occupational Safety and Health

Category		Unit	2022	2023	2024	2025
Total workers	Employees	Person	841	909	920	1,006
	Suppliers[1]	Person	58	55	56	61
Total work hours	Employees	Hour	2,018,400	2,181,600	2,208,000	2,414,400
	Suppliers	Hour	139,200	132,000	134,400	146,400
Industrial accident workers[2]	Employees	Person	2	2	2	3
	Suppliers	Person	-	-	-	-
Lost Time Injury cases[3]	Employees	Case	2	5	2	5
	Suppliers	Case	-	-	-	-
Lost Time Days[4]	Employees	Day	48	131	80	182
	Suppliers	Day	-	-	-	-
Industrial accidents rate[5]	Employees	%	0.24	0.22	0.22	0.30
	Suppliers	%	-	-	-	-
LTIFR(Lost Time Injury Frequency Rate)[6]	Employees	Case per 1 million working hours	0.99	2.29	0.91	2.07
	Suppliers	Case per 1 million working hours	-	-	-	-
Fatalities	Employees	Person	-	-	-	-
	Suppliers	Person	-	-	-	-
Training on occupational safety and health	Total training hours	Hour	40,872	42,216	30,528	31,248
	Total number of participants	Person	1,703	1,759	1,272	1,302
Number of employees covered by OHS Management System		Person	580	598	600	684
Percentage of employees covered by OHS Management System		%	69	66	65	68

1) Scope of supplier reporting: based on the criteria for submitting an Industrial Accident Investigation Report
2) Number of workers who suffered work-related injuries classified as industrial accidents* (* refers to the death, injury, or illness of a worker arising from work-related duties or activities)
3) Lost time injury cases: number of incidents resulting in a loss of 8 or more working hours
4) Lost time days: period of work time lost due to work-related injury or death
5) Rate of industrial accidents = (Number of employees injured in occupational accidents) / (Total number of employees) × 100
6) LTIFR (Lost Time Injury Frequency Rate) = (Number of incidents that resulted in lost work) / (Total hours worked) × 1,000,000

Quality Inspection

Category			Unit	2022	2023	2024	2025
Quality inspection	Total no. of quality inspections conducted		Case	7	12	14	11
	Customers[1]	No. of due diligence inspections conducted	Case	2	3	4	1
	Health authorities[2]	No. of quality inspections conducted	Case	5	7	9	10
	U.S. FDA	Inspection conducted	Case	-	2	1	-
Recalled products	class 1		Item	-	-	-	-
	class 2		Item	-	-	-	-
	class 3		Item	-	-	2	-
Economic value of recalled products			KRW million	-	-	56	-

1) Client: Distributor, Qualified Person
2) Health Authorities: Korea, Japan, Brazil, Europe (USA is noted separately)

Education and Training

Category			Unit	2022	2023	2024	2025
Average training hours per person			Hour/Person	8.5	8.3	7.6	13.2
Total training hours			Hour	7,124	7,504	7,028	13,249
Total training expenses			KRW million	106	146	120	223
Training hours per person	By gender	Male	Hour/Person	8.5	8.3	7.8	12.4
		Female	Hour/Person	8.5	8.2	7.2	14.9
	By type of contract	Permanent employees (regular)	Hour/Person	8.5	8.3	7.8	13.7
		Fixed-term contract employees (contract) Hour/Person	Hour/Person	8.5	8.1	6.7	8.2
	By job level	Director (Technical Director) and above	Hour/Person	8.6	8.3	7.7	13.4
		Manager (Supervisor) - Senior Manager (Senior Supervisor)	Hour/Person	8.5	8.2	7.6	13.1
		Assistant Manager (Assistant Supervisor) and below	Hour/Person	8.5	8.2	7.6	13.1
	By job function	Research	Hour/Person	8.1	14.1	12.0	18.4
		Production	Hour/Person	14.5	11.8	11.0	9.2
		Sales	Hour/Person	8.8	6.7	7.9	13.8
		Office administration	Hour/Person	81.6	39.0	5.1	21.3
Training expenses per person	By gender	Male	KRW million/Person	64.1	88.4	10.6	9.0
		Female	KRW million/Person	12.5	10.8	10.2	8.2
	By type of contract	Permanent employees (regular)	KRW million/Person	12.6	16.1	13.3	23.0
		Fixed-term contract employees (contract) Hour/Person	KRW million/Person	12.5	15.8	11.5	13.9
	By job level	Director (Technical Director) and above	KRW million/Person	12.7	16.2	13.1	22.5
		Manager (Supervisor) - Senior Manager (Senior Supervisor)	KRW million/Person	12.5	16.0	13.0	22.1
		Assistant Manager (Assistant Supervisor) and below	KRW million/Person	12.6	16.0	13.0	22.1
	By job function	Research	KRW million/Person	12.0	27.5	20.5	30.9
		Production	KRW million/Person	21.5	23.0	18.8	15.5
		Sales	KRW million/Person	13.1	13.1	13.5	23.2
		Office administration	KRW million/Person	121.1	10.5	8.7	35.8
Education programs status	New employee orientation training	Training hours	Hour	676	644	460	924
		No. of participants	Person	169	161	115	132
	Sexual harassment prevention training	Training hours	Hour	843	910	921	1,008
		No. of participants	Person	843	910	921	1,008
	Awareness training on disabilities	Training hours	Hour	843	910	921	1,008
		No. of participants	Person	843	910	921	1,008
	Job training	Training hours	Hour	1,048	1,288	1,504	1,976
		No. of participants	Person	131	161	188	247
Human capital ROI (HCROI)[1]			-	963,656.9	907,813.4	891,437.6	1,149,401.2

1) HCROI (based on the consolidated annual report) is calculated as: HCROI = (Profit minus [Operating expenses minus Employee-related expenditure]) divided by Employee-related expenditure, multiplied by 100.

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Social

Supplier

Category				Unit	2022	2023	2024	2025
Number of Tier-1 Suppliers				Company	58	63	63	63
Key Suppliers[1]	No. of suppliers			Company	46	50	50	50
	Percentage of purchases			%	40	64	93	92
	By region	Domestic	No. of suppliers	Company	39	42	42	42
			Percentage of purchases	%	33	36	59	61
		Overseas	No. of suppliers	Company	7	8	8	8
			Percentage of purchases	%	7	28	34	32
Tier-1 Suppliers (excluding Key Suppliers)	No. of suppliers			Company	12	13	13	13
	Percentage of purchases			%	3	2	1	-
	By region	Domestic	No. of suppliers	Company	9	10	10	10
			Percentage of purchases	%	2	1	1	-
		Overseas	No. of suppliers	Company	3	3	3	3
			Percentage of purchases	%	1	1	-	-

1) Key suppliers refer to Tier-1 suppliers that are either highly significant in terms of transaction volume or critical from an ESG risk perspective.

Social Contribution and Community Engagement

Category			Unit	2022	2023	2024	2025
Social contribution	Community engagement	Total donations	KRW million	164	319	78	1,147
		Charitable donations	KRW million	121	271	35	1,106
		Community investments	KRW million	43	48	43	41
	Employees volunteering[1]	Total participants	Person	N/A	N/A	N/A	20
		Participation rate	%	N/A	N/A	N/A	2
		Total participation hours	Hour	N/A	N/A	N/A	40
		Volunteer hours per person	Hour/Person	N/A	N/A	N/A	2
Local communities	No. of local community participation and development programs conducted at business sites		Program	3	3	3	8

1) Tracking of employee volunteer participation and hours began in the second half of 2025.

Political Contributions and Association Dues[1]

Category		Unit	2022	2023	2024	2025
Association dues for the bioindustry	Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)	KRW million	84	95	95	95

1) Article 31 of the Political Funds Act prohibits contributions of political funds by foreigners, domestic and foreign corporations or organizations, and restricts anyone from donating political donations using corporate or organizational funds. Accordingly, Celltrion Pharm does not engage in lobbying or political contributions.

Governance

Shareholders and Dividends

Category		Unit	2022	2023	2024	2025
Composition of shareholders	Major shareholders and affiliates	Share	20,748,003	21,779,220	22,797,612	23,937,492
	Foreign investors	Share	3,140,176	3,495,766	3,118,154	2,254,452
	Domestic institutional investors	Share	612,902	594,889	815,587	725,572
	Individuals and other corporations	Share	13,078,959	13,573,304	14,602,551	16,508,645
	Treasury shares	Share	121,934	167,064	209,766	255,759
Dividends paid	Total dividends	KRW million	940	986	1,035	9,119
	Dividend per share	KRW	21	22	23	210
	Cash dividend payout ratio	%	-	-	-	22.41
	Cash dividend yield	%	-	-	-	0.32
	Type of dividend	-	Stock	Stock	Stock	Stock and cash

Board of Directors

Category			Unit	2022	2023	2024	2025
Composition of the Board	Total		Person	5	7	7	7
	By type	Inside directors	Person	2	3	3	3
		Independent directors	Person	3	4	4	4
	By gender	Male	Person	5	7	7	7
		Female	Person	-	-	-	-
Operation of the Board	No. of meetings		Times	11	10	9	7
	BoD participation rate	BoD participation rate	%	96	94	92	91
		Average attendance of independent directors	%	94	98	97	91
	No. of agenda items	Resolutions	Case	32	24	23	29
		reports	Case	7	6	8	7

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Governance
Board Committees

Category			Unit	2022	2023	2024	2025
Compensation committee[1]	Percentage of independent directors on committee		%	N/A	N/A	N/A	100
	Committee operation	Meetings held	Times	N/A	N/A	N/A	1
		Participation rate	%	N/A	N/A	N/A	80
	No. of agenda items	Resolutions	Case	N/A	N/A	N/A	2
		Reports	Case	N/A	N/A	N/A	-
ESG committee[1]	Percentage of independent directors on committee		%	N/A	N/A	N/A	100
	Committee operation	Meetings held	Times	N/A	N/A	N/A	1
		Participation rate	%	N/A	N/A	N/A	100
	No. of agenda items	Resolutions	Case	N/A	N/A	N/A	2
		Reports	Case	N/A	N/A	N/A	1

1) Newly established in 2022

Ethics and Anti-Corruption

Category				Unit	2022	2023	2024	2025
Anticorruption risk management	Employees Anti-corruption Training	Percentage of employees received training		%	100	100	100	100
	Anticorruption risk assessment	Percentage of sites assessed for risk		%	-	-	-	50
		Total operational sites		Site	3	4	4	4
		Operational sites assessed for anti-corruption risk		Site	-	-	-	2
	Suppliers abiding by our anti-corruption policy (Code of Ethics)			Company	1	1	2	2
Ethics reporting and actions	Status of ethics reporting and actions	No. of reports and submissions		Case	-	-	-	-
		No. of cases resolved		Case	-	-	-	-
	Disciplinary actions	Total No. of disciplinary actions		Case	1	1	1	3
		Disciplinary action by type[1]	Minor disciplinary action	Case	-	-	-	-
			Major disciplinary action	Case	1	1	1	3
		Disciplinary action by cause	Neglect of duty	Case	-	-	4	1
			Conflict of interest	Case	-	-	-	-
			Bribery	Case	-	-	-	-
			Misappropriation of assets	Case	1	1	-	1
			Money laundering	Case	-	-	-	-
			Insider trading	Case	-	-	-	-
			Workplace bullying/sexual harassment	Case	-	3	-	2
			Breach of information security	Case	-	-	-	-
			Other ethical violations	Case	-	-	-	-

1) Minor disciplinary action: Reprimand or less severe (reprimand/warning), Major disciplinary action: Salary reduction or more severe (dismissal/demotion/suspension/salary reduction)

Category			Unit	2022	2023	2024	2025
Governance compliance	No. of legal actions taken in connection with ethical violations and corruption		Case	-	-	1	-
	No. of legal actions taken due to anti-competitive practices		Case	-	-	-	-
	No. of partner contract terminations due to ethical violations and corruption		Case	-	-	-	-

Information Security

Category			Unit	2022	2023	2024	2025
Information security training[1]	Training hours		Hour	1,119	1,212	1,167	1,158
	No. of participants		Person	1,119	1,212	1,167	1,158
Customer personal information protection	Complaints regarding the violation of customer personal information protection	Complaints raised by third parties and recognized internally	Case	-	-	-	-
		Complaints raised by regulatory authorities	Case	-	-	-	-
	No. of incidents of leaked, stolen, or lost customer information		Case	-	-	-	-

1) Information security training is largely divided into information security training for all employees (once a year), information security training for new employees (once a month), and training for personal information handlers (once a year). The figures listed are the number of hours of information security training provided once a year to all employees across the Company.

Board of Directors Assessment and Remuneration

Category		Unit	2022	2023	2024	2025
CEO-Employee Compensation Ratio	Total compensation for the CEO[1]	KRW million	604	606	547	546
	Average employee compensation[2]	KRW million	68	62	64	77
	Median employee compensation[3]	KRW million	49	51	53	60
	CEO-to-average employee compensation ratio[4]	Times	9	10	9	7
	CEO-to-median employee compensation ratio	Times	12	12	10	9

1) The total compensation of the highest-paid employee is disclosed in the annual report.
2) The average employee compensation is calculated as the sum of monthly average salaries.
3) The median employee compensation is calculated as the average of the two middle values in the descending order of total compensation, excluding the highest-paid employee.
4) CEO compensation is based on the compensation received by CEO Jung-soo Suh for 2022-2023, and CEO Young-ho Yoo for 2024-2025.

GRI Standards Index

Celltrion Pharm reports its sustainability information and performance for the period from January 1 to December 31, 2025, in accordance with the GRI Standards 2021. As of the reporting date (June 2026), GRI 1: Foundation 2021 is applied. However, the GRI Sector Standards have not been applied, as the sector standard for the biopharmaceuticals sector has not yet been published.

Universal Standards

General Disclosures

Topic	Index	Description	Ref. Page(s)	Additional Information
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	2-2	Entities included in the organization's sustainability reporting	2	
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	2-4	Restatements of information		Not Applicable
	2-5	External assurance	2, 112-115	
Activities and workers	2-6	Activities, value chains, and other business relationships	10, 12-13	
	2-7	Employees	94-95	FY25 Annual Report p. 181
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Governance	2-9	Governance structure/composition	70-71	
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Material Topics

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1. Innovation and R&D

Topic	Index	Description	Ref. Page(s)	Additional Information
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2. Product Quality and Safety

Topic	Index	Description	Ref. Page(s)	Additional Information
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GRI Standards Index

Material Topics

3. Workplace Health & Safety

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Topic	Index	Description	Ref. Page(s)	Additional Information
Biodiversity	101-1	Policies to halt and reverse biodiversity loss	48	
	101-2	Management of biodiversity impacts	48-49, 51, 53	
	101-5	Locations with biodiversity impacts	51-53	
	101-6	Direct drivers of biodiversity loss	48-53, 90-91	
	101-7	Changes to the state of biodiversity	51-52	
	101-8	Ecosystem services	51-52	
Economic Performance	201-1	Direct economic value generated and distributed	86-87	
	201-2	Financial implications and other risks and opportunities due to climate change	43-45	
Anti-Corruption	205-1	Operations assessed for risks related to corruption	102	
	205-3	Confirmed incidents of corruption and actions taken	102	
Tax	207-4	Country-by-country reporting	88	
Energy	302-1	Energy consumption within the organization	89	
	302-3	Energy intensity	89	
	302-4	Reduction of energy consumption	90	
Water and Effluents	303-1	Interactions with water as a shared resource	52-53	
	303-2	Management of water discharge-related impacts	39, 90	
	303-3	Water withdrawal	90	
	303-4	Water discharge	90	
	303-5	Water consumption	90	
Emissions	305-1	Direct (Scope 1) GHG emissions	47, 89	
	305-2	Energy indirect (Scope 2) GHG emissions	47, 89	
	305-4	GHG emissions intensity	89	
	305-5	Reduction of GHG emissions	90	
	305-7	7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	91	
Waste	306-1	Waste generation and significant waste-related impacts	39	
	306-2	Management of significant waste-related impacts	39, 41	
	306-3	Waste generated	91	
	306-4	Waste diverted from disposal	91	
	306-5	Waste directed to disposal	91	
Employment	401-1	New employee hires and employee turnover	96	
	401-3	Parental leave	97	
Training and Education	404-1	Average hours of training per year per employee	99	
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	70, 94-95	
	405-2	Ratio of basic salary and remuneration of women to men	97	

SASB Index

Celltrion Pharm discloses qualitative and quantitative data for each topic applicable to the Biotechnology & Pharmaceuticals industry in accordance with the US SASB Standards, and manages our internal data in compliance with recognized international standards.

Biotechnology & Pharmaceuticals

Topic	SASB Code	Accounting Metrics	Response / Reference & Page(s)
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	2025-2026 Sustainability Report p. 28-29
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: 1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Celltrion Pharm has not been subject to either entity voluntary remediation or regulatory or administrative actions as a result of inspections related to clinical trial management and pharmacovigilance, and we fully comply with applicable laws, regulations, and guidelines. 1) Entity voluntary remediation: 0 2) Regulatory or administrative actions taken against the entity: 0
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	No losses were incurred in 2025.
Access to Medicine	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	2025-2026 Sustainability Report p. 64-65
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Program (PQP)	There are no products listed in the 2025 World Health Organization (WHO) Prequalification of Medicines list.
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Information regarding FDA MedWatch Safety Alerts for our products can be found through the FDA public database. **FDA MedWatch**
	HC-BP-250a.2	Number of fatalities associated with products	Information on product-related adverse events and fatalities can be found on the FAERS Public Dashboard. **FAERS**
	HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	No recalls were issued in 2025.
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	2025-2026 Sustainability Report p. 28
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	No losses were incurred in 2025.
	HC-BP-270a.2	Description of the code of ethics governing the promotion of off-label use of products	2025-2026 Sustainability Report p. 131
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	2025-2026 Sustainability Report p. 22, 94
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	2025-2026 Sustainability Report p. 94-96
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 third-party audit programs for the integrity of the supply chain and ingredients	2025-2026 Sustainability Report p. 66, 124-127
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	In 2025, no monetary losses occurred as a result of legal proceedings associated with corruption and bribery. Celltrion Pharm also publicly discloses matters related to significant legal and disciplinary actions through our regular disclosures and annual reports each year.
Activity Metrics	HC-BP-000.A	Number of patients treated	Undisclosed due to inability to calculate
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	(1) 209[1] (2) 2025-2026 Sustainability Report p. 24-25

1) As of May 2026

TCFD Index

Celltrion Pharm monitors the impact of climate change on its business on an ongoing basis in order to respond to the climate crisis, a global issue. The ESG Committee under the Board of Directors reviews climate change-related risks and opportunities and discloses potential related risks in alignment with TCFD recommendations

Disclosure Topic		TCFD Recommended Disclosures	Ref. Page(s)
Governance	Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	42
		Describe management's role in assessing and managing climate-related risks and opportunities	
Strategy	Disclose the actual and potential impacts of climate related risks and opportunities on the organization's businesses, strategy, and financial planning, where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	43-45
		Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	
		Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	46
		Describe the organization's processes for managing climate-related risks	
		Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	
Metrics and Targets	Disclose the metrics and targets used to assess and manage climate-related risks and opportunities where such information is Material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes	47
		Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

TNFD Index

Disclosure Topic		TNFD Recommended Disclosures	Ref. Page(s)
Governance	a	Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities	118
	b	Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities	
	c	Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities	
Strategy	a	Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term	48-51
	b	Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place	
	c	Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios	
	d	Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority Locations	
Risk Management	a (i)	Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct Operations	49-53, 118
	a (ii)	Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s)	
	b	Describe the organization's processes for managing nature-related dependencies, impacts, risks and opportunities	
	c	Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes	
Metrics and Targets	a	Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process	48, 118
	b	Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature	
	c	Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these	

Independent Assurance Opinion Statement

To: The Stakeholders of Celltrion Pharm Co., Ltd.

Overview

The British Standards Institution (hereinafter referred to as the "Assurer") was requested to verify the 2025-2026 Celltrion Pharm Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent to Celltrion Pharm and has no major operational financial interest other than the assurance of the Report. This assurance opinion statement is intended to provide information related to the assurance of the Celltrion Pharm's report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any other purpose. This assurance opinion statement is prepared based on the information presented by the Celltrion Pharm. The verification does not extend beyond such information and is solely based on it. In performing such verification, the Assurer has assumed that all such information is complete and accurate.
Celltrion Pharm is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the Report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Celltrion Pharm only.
The Assurer is responsible for providing Celltrion Pharm's management team with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of Celltrion Pharm. The Assurer will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person or party by whom the independent assurance opinion statement may be read.

Scope

The scope of engagement agreed upon with Celltrion Pharm includes the following:

- Report contents during the period from January 1st to December 31st 2025 included in the Report, some data of 2026 are included.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- Confirmation of the Report's compliance with the AA1000 AccountAbility Four Principles and, where applicable, the reliability of the sustainability performance information contained within the Report, based on the type of sustainability assurance performed in accordance with AA1000 AS v3.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance level and type are as follows;

- Moderate level based on AA1000 AS and Type 1 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018)

Description and sources of Disclosures Covered

Based on the scope and methodology of assurance applied, the Assurer reviewed the following disclosures based on the sampling of information and data provided by Celltrion Pharm.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

101-1,2&5~8, 201-1&2, 205-1&3, 207-4, 302-1,3&4, 303-1~5, 305-1,2,4,5&7, 306-1~5, 401-1&3, 404-1, 405-1&2, 403-1~10, 416-1&2,

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- Validation of the materiality assessment and internal analytical process for determining assurance priorities, and a top-level review of issues that may be raised by external stakeholders in the context of sustainability.
- Discussion with managers and representatives on stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Verification of the sustainability strategy implementation process and supporting systems, including the generation, collection, and reporting of data across performance areas, as well as confirmation of the evidence supporting claims presented in the report
- Assessment of Celltrion Pharm's reporting and management processes against the four principles of Inclusivity, Materiality, Responsiveness, and Impact as defined in the AA1000 Accountability Principles Standard (2018)
- On-site visit to Celltrion Pharm's Gwacheon Office to confirm the effectiveness of data collection processes, internal control procedures, and management practices

Limitations and Approach Used to Mitigate Limitations

The Assurer performed limited verification for a limited period based on the data provided by Celltrion Pharm. It implies that the Assurer is therefore subject to limitations relating to inherent risks that may exist without the identification of material errors. The Assurer does not provide assurance on possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

British Standards Institution (BSI) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with over 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with Celltrion Pharm. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Opinion Statement

The assurance was conducted by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. The Assurer planned and performed the verification and collected sufficient evidence to explain Celltrion Pharm's approach to the AA1000 Assurance Standard and to provide confidence in its self-declaration of compliance with the GRI Standards.
On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out as below.

Inclusivity: Stakeholder Engagement and Opinion

Celltrion Pharm has identified customers, employees, shareholders and investors, business partners, government and local authorities, and the local community as its key stakeholders. The company operates diverse communication channels tailored to each stakeholder group and, through stakeholder engagement processes, gathers expectations and opinions from core stakeholder groups. The major issues derived from this process are incorporated into sustainability-related decision-making.

Materiality: Identification and reporting of material sustainability topics

Celltrion Pharm has established strategies and objectives related to sustainable management and, in order to identify reporting issues, has implemented a double materiality assessment process recommended by the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS). By analyzing ESG disclosure standards, industry-specific indicators, benchmarking peer and leading companies, and reviewing internal management data, the company has identified ten priority issues with high relevance to its business. Each issue has been evaluated in terms of environmental and social impact (Impact Materiality) as well as financial impact (Financial Materiality). Through surveys of internal and external stakeholders, three key material issues were selected and disclosed in the report.

Responsiveness: Responding to material sustainability topics and related impacts

Celltrion Pharm reports on the risks and opportunities, business impacts, response strategies, and key performance indicators related to the core material issues determined through the double materiality assessment. Through its 'Material Issue Analysis,' the company discloses in the report the major achievements and activities associated with each core material issue.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders

Celltrion Pharm has established a process to identify and assess the impacts of core material issues on the organization and its stakeholders. The analysis of impacts, risks, and opportunities related to these core material issues is utilized in decision-making for developing response strategies for each issue. This process is disclosed through the report.

Independent Assurance Opinion Statement

To: The Stakeholders of Celltrion Pharm Co., Ltd.

Recommendations and Opportunity for Improvement

The Assurer provides the following observations to the extent that they do not affect the assurance opinion;

- Celltrion Pharm has reported its first sustainability management performance. Looking ahead, the company recognizes the need to further advance its proactive ESG response system by reflecting global ESG regulations (such as the EU CSRD, ISSB, and SEC climate disclosure requirements) as well as the specific characteristics of the pharmaceutical and biotechnology industry. In addition, strengthening the ESG expertise of the Board of Directors and the ESG Committee, systematically identifying and assessing ESG risks and opportunities, and enhancing the management system to link these with mid- to long-term strategies are considered important for responsible management and the creation of sustainable value
- In order to enhance the sustainability management strategy framework, strengthening responsiveness to the issues and expectations of diverse stakeholders is a key task. To this end, it is necessary to institutionalize stakeholder engagement processes, establish specific strategies and objectives for major sustainability issues raised by each stakeholder group, and transparently report on responses and performance. Enhancing responsiveness to stakeholders' key concerns and issues will contribute to building a strategic foundation for sustainable value creation and increasing corporate credibility.
- Based on its 2045 carbon neutrality roadmap, Celltrion Pharm participates in the group-level climate change response strategy and has reported its efforts and achievements toward carbon neutrality in the report. Global climate disclosure standards (such as ISSB S2, GRI Standards, and CDP) are increasingly strengthening requirements for reporting on value chain-related other indirect emissions (Scope 3). Accordingly, by quantifying emissions across Scope 3, establishing mid- to long-term reduction targets, and developing collaborative reduction strategies with the supply chain, the company can further enhance its climate change response capabilities.

GRI-Reporting

Celltrion Pharm has self-declared compliance with GRI Standards. Based on the data and information provided by Celltrion Pharm, the Assurer confirmed that the Report is prepared in accordance with the GRI Standards, and confirmed there are no errors in the disclosures related to the Universal Standards and Topic Standards Indicators. No sector standard is applied.

Issue Date: 17/06/2026
For and on behalf of British Standards Institution (BSI):
BSI representative

AA1000
Licensed Report
000-4/V3-GVB4P

SangWoo Nam, Lead Assurer (LCSAP)
Sustainability Framework and KPIs related to Governance and Economy

ChongKwan Kim, Assurer
Sustainability KPIs related to Environmental and Social/People

Seonghwan Lim,
Managing Director of BSI Korea

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 844650

GHG Emission Verification Opinion

Celltrion Pharm Inc.

Verification Scope

Korean Standards Association has conducted verification for GHG emissions based on GHG report provided by Celltrion Pharm Inc. which includes Scope1 and Scope2 emissions.

Verification Standards and Guidelines

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

- Guidance for reporting and verification of GHG emissions trading scheme
  (No. 2025-64 provided by Ministry of Environment, Republic of Korea)
- Verification Guidelines for the Operation of the Greenhouse Gas Emission Trading System
  (No. 2025-165 provided by Ministry of Environment, Republic of Korea)
- For matters not specified in other guidelines, refer to KS I ISO 14064-1: 2018 and KS I ISO 14064-3: 2019

Level of Assurance

Celltrion Pharm Inc. GHG emissions satisfies the under Reasonable Assurance(less than 5.0% of total emissions).

Verification Conclusion

As a result of verification activities, verification team has found no significant errors, omissions, and misstatements. Therefore, Korean Standards Association confirms that following emissions data are adequately quantified.

- **2025 GHG Emissions(Scope1, Scope2)** (Unit: tCO_2eq)

Year	Scope 1	Scope 2	Total
2025	5,061.97	9,655.27	14,717

※ Note: Decimal place is not considered when calculating the emission of each workplace.

May 26, 2026

KSA 한국표준협회 KOREAN STANDARDS ASSOCIATION

KOREAN STANDARDS ASSOCIATION

MOC-26-095
KSA-MOF-644(Rev.0,'24.02.14)

ESG Policy

Environment, Health and Safety (EHS) Policy

Article 1 (Objective)

Celltrion Pharm established the Environment, Health and Safety Policy to pursue sustainable management based on the trust of various stakeholders, such as employees, customers, shareholders and investors, suppliers, and local communities, by ensuring compliance with laws, regulations, and procedures related to environment, Safety and Health (ESH), managing emissions and hazardous substances at standards stricter than the legal requirements, and conducting eco-friendly business activities to fulfill our responsibility to protect the environment.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① We comply with domestic and international environmental laws and regulations and apply strict internal management standards.
② We establish and operate an environmental management system in line with international standards.
③ We strive continuously to protect the environment and minimize environmental impacts, including greenhouse gas emissions, in all business activities, including the production and distribution processes, management of business sites, and provision of services.
④ We take all measures to enhance resource efficiency and reduce resource use, and thoroughly manage waste.
⑤ We assess opportunities for improving the environmental management system and improving its efficiency.
⑥ We comprehensively consider ESG performance, including environmental management, when evaluating suppliers (supply, contract, and service), and communicate this policy to key business partners to promote a corporate culture that cares for the environment.
⑦ We identify the environmental impacts of a company's business activities during due diligence and mergers and acquisitions, and reflect them in major decisions.
⑧ We disclose environmental management policies and performance to internal and external stakeholders to raise awareness.
⑨ We provide regular environmental education for all employees and major suppliers to help them understand and practice the environmental management system, and spare no efforts to minimize environmental impact.

Article 4 (Goals of Environmental Management)

Celltrion Pharm establishes the following objectives for environmental management and discloses the implementation progress on the official website and ESG.

1. Minimize GHG emissions through energy efficiency improvements, targeting 100% reduction in Scope 1 and 2 emissions by 2045
2. Enhance Water Resource Management / Effluent Water Quality — Maintain discharge levels within 30% of permitted regulatory limits
3. Apply internal air pollutant emission standards that are more stringent than legal requirements, with an annual goal of reducing emission intensity by 1% year-over-year
4. Improve waste treatment efficiency and expand recycling, targeting a waste recycling rate of at least 90% by 2045
5. Minimize environmental incidents / Achieve zero violations of environmental regulations
6. Promote transition to eco-friendly packaging materials
7. Embed environmental management in core operations through the introduction of environmental management KPIs, enhanced employee training, and transparent disclosure of environmental information

Article 5 (Basic Principles of Safety and Health Management)

① We comply with relevant domestic and international laws and regulations to prevent safety accidents/disasters, and establish internal safety and health regulations that are stricter than legal requirements. Workers are provided training related to the standards established by the company, including safety-related work manual, and perform their work according to the established procedures.
② We establish and operate a safety and health management system in accordance with international standards, and comply with the safety and health standards of the International Labor Organization (ILO) conventions.
③ We strive to prevent industrial accidents by continuously managing and improving the safety and health management system.
④ We create and run an Occupational Safety and Health Committee consisting of an equal number of workers and management representatives. We conduct safety and health-related deliberations and approvals by holding committee meetings once a quarter.
⑤ We develop action plans that align with the set priorities and implement these plans to eliminate health and safety risks.

Article 6 (Goals of Safety and Health Management)

Celltrion Pharm establishes the following objectives for implementing safety and health management, and discloses related progress through its website and Sustainability report.
1. Zero major accidents / major industrial accidents at all worksites
2. Minimize the occurrence of work-related injuries and diseases among employees
3. Minimize the number of product recalls and incidents related to safety.

Article 7 (Organization)

For responsible EHS management, the ESG Committee, a committee under the BoD, serves as the top decision-making body. Major issues of EHS management are reported to the CEO, who makes decisions on major issues to be resolved and reports the outcome to the ESG Committee. Dedicated working-level organizations that implement EHS management are the Administration Team, which is in charge of planning policies; the Environment, Health and Safety Team, which is in charge of implementing environment-related policies (including Biodiversity Policy and Deforestation Prohibition Policy); and the Safety Management Team, which is in charge of implementing safety and health-related policies.

ESG Policy

Biodiversity Policy

Article 1 (Objective)

Celltrion Pharm supports the protection of biodiversity around the globe, including local communities, and has established the Biodiversity Policy to minimize the environmental impact of its business operations on biodiversity.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Before operating in a new area, Celltrion conducts an environmental impact assessment to minimize the business's impact on surrounding biodiversity. The company avoids operating near biodiversity conservation areas[1] designated by national authorities or the International Union for Conservation of Nature (IUCN Category I–IV Protected Areas).
② If we operate the business in and near areas that are important from a biodiversity perspective and cause negative environmental impacts, we apply the mitigation hierarchy and take prompt restoration actions to minimize damage.
③ All business sites subject to international agreements related to the protection of biodiversity and land (World Heritage Areas, IUCN Category I-IV Protected Areas) shall comply with the relevant country's and region's legal requirements.
④ This policy applies to all operational sites and surrounding areas[2], and efforts are made to extend its application to key suppliers and partners.
⑤ We work with civil and environmental organizations in the vicinity of our business sites to implement this policy and communicate with various stakeholders to enhance biodiversity.
⑥ We have developed a system to assess risks that threaten biodiversity when expanding business sites and operating new business sites; and established a monitoring system to check for the occurrence of negative environmental impacts.
⑦ To achieve No Net Loss (NNL)[3] of biodiversity, Celltrion sets and implements biodiversity action plans according to the hierarchy of avoidance, minimization, restoration, and offsetting.

Article 4 (Goals)

Celltrion Pharm has established the following objectives to implement this policy and will disclose the implementation progress on its website and in the Sustainability report.
- Achieve Net Positive Impact (NPI)[4] and No Net Loss (NNL) by 2050 at business sites with critical habitats
- Conduct at least one biodiversity conservation activity per year to protect species with high dependency or mutual impact

Article 5 (Operational System)

① Biodiversity Risk Assessment System
In accordance with this policy, Celltrion Pharm establishes a biodiversity risk assessment framework to implement biodiversity conservation efforts. The company conducts regular biodiversity risk assessments and monitoring, and discloses the results externally to ensure transparency and facilitate stakeholder communication.
② Stakeholder Communication System
The company publicly discloses its biodiversity targets and performance through its official website and Sustainability report. Any stakeholder may report violations of this policy via email at ESG@celltrionph.com.
③ Oversight and Responsibility
Approval, implementation, and oversight of this biodiversity policy and its operational system are the responsibilities of the ESG Committee under the Board of Directors

1) Protected Areas: Areas designated by national authorities or IUCN, including Special Protection Areas (Natural Monuments), National Parks, and Scenic Conservation Areas.
2) Surrounding Areas: Areas located within a 0–2 km radius of operational sites.
3) No Net Loss (NNL): Business operations that do not cause harm or loss to biodiversity
4) Net Positive Impact (NPI): Activities that have a positive impact on ecological diversity, such as conservation, restoration, and enhancement of biodiversity.

Deforestation Prohibition Policy

Article 1 (Objective)

Celltrion Pharm recognizes that protecting forests is one of the most effective nature-based solutions to the climate crisis, supports global efforts to halt deforestation and conserve forests, and has established this policy to minimize the environmental impact of its business operations on forest ecosystems.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

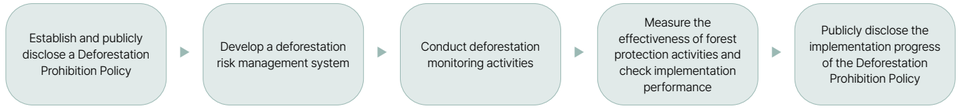
① We do not destroy forests through deforestation or forest clearance.
② We restore green areas, including forests, when we withdraw from existing business sites.
③ This policy applies to all operational sites and adjacent areas[1], and efforts are made to extend its application across key suppliers and partners.
④ We work with civic and environmental groups near our business sites to implement this policy.
⑤ We establish a system to assess risks that may threaten the protection of forests when expanding the existing business sites and operating new business sites, and implement a monitoring system to detect potential negative environmental impacts.

Article 4 (Goals)

Celltrion Pharm has established the following objectives to fulfill this policy and will disclose the implementation progress on its website and in the Sustainability report.
- Achieve Zero Net Deforestation by 2050

Article 5 (Operating System)

① Deforestation Risk Management System
Celltrion Pharm implements forest protection measures in accordance with this policy and has established the necessary deforestation risk management system. Accordingly, we regularly assess and monitor deforestation risks, disclose the results, and engage with stakeholders.



② Scheme for Communication with Stakeholders
Celltrion Pharm's forest protection goals and performance are disclosed on its website and in the Sustainability report, and any interested party may report violations of this policy via email (ESG@celltrionph.com).
③ Oversight and Responsibility
The ESG Committee under the Board of Directors is responsible for approving Celltrion Pharm's Deforestation Prohibition Policy, overseeing the implementation of its core principles, and managing the overall operational framework.

1) Adjacent Areas: Regions within 0-2 km around the facility

ESG Policy

Waste Management Policy

Article 1 (Objective)

Celltrion Pharm has established this policy to prevent environmental accidents and create a pleasant environment by complying with domestic and foreign laws and regulations related to waste; establishing and operating its own waste management system; collecting, storing, transporting, and treating waste properly; and minimizing the generation of waste.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Celltrion Pharm and its business sites shall discharge wastes in accordance with local waste management laws. They shall dispose of industrial waste themselves or outsource their disposal in accordance with the Waste Management Act.
② Designated wastes shall be discharged in accordance with local waste management laws. Furthermore, Celltrion Pharm shall dispose of designated waste generated at its business sites itself or outsource it to be disposed of following the Waste Management Act.
③ When storing and transporting the waste, we shall comply with our waste management and treatment guidelines, pay attention to preventing pollution, and conduct regular inspections.
④ We shall submit appropriate documents in accordance with local waste management laws when reporting the discharge of waste.
⑤ Waste managers must complete the required training.

Article 4 (Goals)

Celltrion Pharm aims to enhance waste treatment efficiency and expand recycling efforts by strengthening its waste management system. It is committed to achieving a recycling rate of at least 90% of generated waste by 2045.

Chemical Substances Safety Management Policy

Article 1 (Objective)

Celltrion Pharm has established this policy to comply with domestic and international laws and regulations and global standards related to chemicals; protect the safety of all persons involved in handling chemicals; and minimize environmental risks by procuring, storing, transporting, using, and disposing of chemicals safely and systematically.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① All employees, as well as employees of all suppliers working at the Company's business sites, shall receive training related to hazardous chemicals and participate in emergency response drills to ensure preparedness for chemical accidents.
② Facilities that handle hazardous chemicals shall be subject to installation inspections, regular inspections, safety assessments, and ad-hoc inspections. Where improvements are required based on the results, immediate corrective actions shall be taken.
③ Inspectors and responsible personnel shall conduct regular internal inspections of facilities handling hazardous chemicals.
④ Performance data related to hazardous chemicals shall be managed through the designated system, and the responsible person shall maintain relevant records.
⑤ Celltrion Pharm shall verify whether substances are subject to emission reporting requirements and, where applicable, prepare and manage the relevant investigation results.
⑥ When importing new chemicals, chemical import request forms shall be reviewed in advance.
⑦ Site layout maps of hazardous chemical facilities shall be prepared and properly maintained.
⑧ Hazardous chemicals shall be handled in accordance with MSDS requirements, and MSDS shall be readily available at the workplace.
⑨ Storage areas for specially controlled substances shall be designated as exclusive handling zones, and warning signs instructing the use of appropriate protective equipment shall be posted. Records shall be maintained for work involving specially controlled substances, and such records shall be managed by the chemical manager and the responsible personnel in the relevant departments.
⑩ Periodic measurements of the work environment related to chemicals handled in the workplace shall be conducted, and the results shall be shared with the departments using such chemicals.

Sustainable Procurement Policy

Article 1 (Objective)

Celltrion Pharm established this policy to promote the production of sustainable products and to fulfill its environmental and social responsibilities by minimizing the negative impact across the entire production process.

Article 2 (Scope)

① This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.
② The scope of green procurement spans eco-friendly products and/or alternatives covering certain raw and subsidiary materials used at the office and plant, office supplies and consumables for MRO(Maintenance, Repair, and Operation), and daily supplies.

Article 3 (Definition)

In this policy, "sustainable products" refer to products that meet any of the following criteria.
① Eco-labeled products by the Development of and Support for Environmental Technology Act
② Products recognized for excellent recyclability under the Act on the Promotion of Saving and Recycling of Resources and its Rules, and the Industrial Development Act
③ Low-carbon products as specified in the Act on the Promotion of Purchase of Green Products and its Rules
④ High-efficiency energy equipment as specified in the Energy Use Rationalization Act, products graded 1 to 2 under the energy efficiency label program, and products certified to the Energy Saving Mark program
⑤ Products certified by public institutions and third parties under new certification programs
⑥ Products that meet green product criteria under the certification systems and standards developed by Celltrion Pharm in line with our independent standards
⑦ Products that do not contain conflict minerals or any minerals obtained through unethical practices in high-risk areas involving human rights violations or environmental degradation.

Article 4 (Basic Principles)

① Celltrion Pharm shall promote and expand environmental management by implementing proactive green procurement practices to enhance environmental sustainability.
② Celltrion Pharm shall collect and manage performance data, regularly monitor green procurement activities, and implement improvements where necessary.
③ Employees shall support the procurement of environmentally friendly products in cooperation with the procurement department and requesting departments, and actively promote green purchasing by sharing relevant product information in advance.
④ Celltrion Pharm, in principle, refrains from using conflict minerals or high-risk minerals in its business activities. Celltrion Pharm conducts regular monitoring and, when such minerals are used in product manufacturing and production processes, transparently discloses whether the smelters are certified under the Responsible Minerals Assurance Process (RMAP), along with a list of the relevant smelters.

Article 5 (Goals)

① When placing new orders for raw materials and capital goods, Celltrion Pharm considers environmental factors in its procurement decisions, such as product quality and price, resource input, pollutant emissions, eco-label certification, and low-carbon product certification.
② To enhance product environmental management, Celltrion Pharm aims to expand the share of eco-friendly products and services in its procurement and boost the transition rate to environmentally friendly packaging materials.

Article 6 (Responsibility)

This policy defines the roles of all Celltrion Pharm employees involved in procurement activities to ensure the purchase of sustainable raw materials, intermediate goods, and capital goods, as follows.
① Procurement Department
1. The procurement department gives preference to sustainable products, such as eco-friendly green products, in addition to considering quality and price.
2. The procurement department monitors procurement performance for sustainable products, compiles statistics on performance and improvement rates, and discloses the results.

② Requisitioning department(s)
1. The requisitioning departments actively cooperate in sustainability screening, promotion, training, certification support, and performance reporting as requested by the Procurement Department
2. Unless there is a specific reason, the requisitioning departments consider giving priority to purchasing sustainable products, such as eco-friendly green products.

Article 7 (Cooperation)

All Celltrion Pharm employees are expected to actively participate in the company's voluntary efforts toward sustainable procurement in accordance with this policy. The Procurement Department may request support from relevant departments to expand the procurement of sustainable products.

ESG Policy

Human Rights Policy

Article 1 (Objective)

Celltrion Pharm 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)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

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.

⑨ Working Hours and Working Conditions
Matters related to employees' working hours, working conditions, and employment contracts shall, in principle, comply with the Labor Standards Act. We monitor working hours to prevent unnecessary or excessive work, and manage maximum working hours to ensure they do not exceed the limits set by the Labor Standards Act. We provide compensation to ensure that employees and their families can lead a basic and stable life, and we comply with all wage-related laws concerning minimum wage, overtime pay, and statutory allowances. Furthermore, we ensure that employees can freely use paid leave as a legitimate right, and we manage the situation to guarantee employees' right to rest by periodically monitoring and encouraging the use of paid leave.

Article 4 (Operating System)

① Human Rights Risk Management System
Celltrion Pharm 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 Pharm operates the following channels to receive cases of human rights violations.
   A. We receive opinions through relevant managers.
   B. We receive cases online (Homepage > Report Compliance Violations).
   C. We receive employee feedback through employee representatives of the Labor-Management Council.
   D. We operate the Grievance Handling Committee
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.

Access to Medicines Policy

Article 1 (Objective)

Celltrion Pharm has established this policy to improve human health and welfare through the development of next-generation medicines, enhance the health of underserved patients who face difficulties in accessing medicines, and provide them with high-quality medicines.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① We strive to develop innovative products that facilitate access to medicines. Innovative product development includes research and development for neglected diseases.
② We recognize the need to improve access to medicines for medically underserved populations, including those in Least Developed Countries (LDCs), and participate in initiatives that make joint efforts to strengthen local healthcare capacity and develop pricing policies in LDCs.
③ We support the enhancement of local capacity to monitor the post-marketing safety and effectiveness, and side effects of pharmaceutical products.
④ We support local manufacturers in meeting international GMP standards.
⑤ We provide support to local healthcare practitioners to improve their ability to appropriately administer medicines and manage patients.
⑥ We work with regulatory authorities in various regions to facilitate the broad registration of medicines, so that patients in as many countries as possible can access appropriate treatments.
⑦ We strive to increase access to medicines by providing free medicines to vulnerable populations and enhance the effectiveness of such programs by managing patients who are clinically eligible for the treatment.
⑧ We recognize that refraining from exercising patent rights on intellectual property for products related to diseases within the scope of the Access to Medicine Index in Least Developed Countries(LDC), Low-Income Countries(LIC), and Low and Middle-Income Countries(LMIC) can help improve access to medicines for vulnerable populations. Accordingly, we take into account access and public health considerations specific to each country.
⑨ We recognize the positive impact biosimilars and generic drugs have on improving access to medicines, and support healthy competition with other companies in the industry.

ESG Policy

Supplier ESG Management Policy

Article 1 (Objective)

Celltrion Pharm has established this policy based on international norms and standards, relevant laws and regulations, the Pharmaceutical Supply Chain Initiative (PSCI), and the Responsible Business Alliance's Code of Conduct, in order to build a sustainable supply chain. This policy specifies the global social responsibilities that all suppliers doing business with Celltrion Pharm are expected to fulfill and defines compliance requirements in four key areas: labor and human rights, safety and health, environment, and ethical management.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Labor and Human Rights

1. Voluntary Labor
   - A. Suppliers shall not permit any form of forced labor and shall ensure that all work is performed voluntarily.
   - B. Labor contracts must specify working conditions such as wages and working hours, be written in a language the worker understands, and be provided in writing.
   - C. Suppliers shall not demand or store original copies of workers' personal documents such as identification cards or passports.
   - D. Suppliers shall not unreasonably restrict workers' access to or movement within workplace facilities, including cafeterias, restrooms, and dormitories.
   - E. Suppliers shall not demand any form of payment in exchange for employment. If it is found that a worker has paid money, the full amount must be reimbursed immediately.

2. Prohibition of Child Labor and Protection of Young Workers
   - A. Suppliers shall prohibit all forms of child labor. A child is defined as a person below 15 or the age subject to mandatory education in accordance with the ILO Core Conventions. If the minimum age defined by local law differs, the lower age shall apply.
   - B. Suppliers shall verify the age of job applicants using official documents, such as identification cards or birth certificates, to prevent child labor at the time of hiring.
   - C. If a child worker is found in the workplace, appropriate measures shall be taken, such as regular health monitoring and supporting access to compulsory education in accordance with the child's wishes.
   - D. Workers under the age of 18 shall not be assigned to hazardous or dangerous work, including night shifts, and working hours shall comply with international standards and applicable local laws.

3. Working Hours
   - A. Suppliers shall comply with the working hour standards set forth by local laws and regulations and the ILO Core Conventions, and where the standards differ, the stricter standards shall prevail.
   - B. Suppliers shall respect workers' voluntary consent to work overtime and shall pay overtime wages in accordance with applicable local laws and regulations.
   - C. Workers shall be guaranteed at least one paid day off per week on average.

4. Wages and Benefits
   - A. Suppliers shall pay wages to workers on the designated payday, in accordance with local laws and regulations.
   - B. Suppliers shall disclose wage payment details through pay stubs written in a language the worker understands.

5. Humane Treatment
   - A. Suppliers shall prohibit all forms of harassment against workers, including sexual harassment, sexual violence, mental or physical coercion, verbal abuse, corporal punishment, and unreasonable restrictions in the workplace. They shall also take proactive measures to prevent harassment and sexual misconduct in the workplace.
   - B. Suppliers shall establish accessible reporting channels that allow anyone to report incidents specified in item A. These channels must ensure the anonymity of the whistleblower and guarantee protection from retaliation.
   - C. Suppliers shall establish procedures for handling reported cases and take appropriate actions that respect and protect the affected worker.

6. Prohibition of Discrimination and Harassment
   - A. Suppliers shall clearly state their commitment to a zero-tolerance policy toward all forms of discrimination.
   - B. Suppliers shall prohibit any form of discrimination or harassment in relation to hiring, performance evaluation, compensation, promotion, wages and benefits, or access to education and training opportunities, based on gender, age, race or ethnicity, skin color, sexual orientation or gender identity, disability, religion, political affiliation, union membership, nationality, marital status, or pregnancy status.

7. Freedom of Association
   - A. Suppliers shall guarantee workers' freedom of association and collective bargaining. Workers may establish legitimate bargaining organizations and join or withdraw from labor unions freely.
   - B. Workers shall be able to communicate with the management about working conditions without fear of retaliation, intimidation, disadvantage, or discrimination.

② Safety and Health

1. OHS Management System and Training
   - A. Suppliers shall comply with local occupational health and safety (OHS) laws and regulations, and shall obtain and renew all required OHS-related permits and licenses necessary for business operations.
   - B. Suppliers shall establish an organization responsible for occupational health and safety, develop management plans and procedures, and regularly identify and improve potential hazards to prevent safety incidents during business operations.

2. Industrial Safety
   - A. Suppliers shall regularly inspect and assess the safety of production facilities and processes.
   - B. Suppliers shall provide workers with personal protective equipment (PPE) and shall ensure its regular replacement and proper maintenance.

3. Emergency Preparedness
   - A. Suppliers shall minimize potential damage by identifying hazards and establishing emergency response procedures to prevent and respond to emergencies. They shall develop scenario-based response plans and prepare detailed manuals for emergency actions. Based on these, suppliers shall conduct regular evacuation drills to ensure workers are prepared to respond effectively to emergencies.
   - B. Fire protection equipment, such as fire detectors and alarms, shall be installed in appropriate locations and regularly inspected to ensure proper functioning.
   - C. Emergency exit routes shall be equipped with illuminated signage, and evacuation maps shall be posted to clearly guide workers to exit at all times. Fire protection systems and evacuation routes must remain unobstructed to allow prompt emergency response.

4. Industrial Accidents
   - A. Suppliers shall establish procedures to prevent, monitor, manage, and report industrial accidents and occupational illnesses.
   - B. In the event of an industrial accident or occupational illness, suppliers shall investigate the extent of the damage, analyze the root cause, and establish appropriate corrective actions to reduce the associated risks.
   - C. Suppliers shall conduct regular medical checkups for workers under local laws. If a work-related illness is identified based on the results, appropriate corrective measures shall be developed and implemented.

5. Industrial Hygiene

   Suppliers shall conduct regular risk assessments to identify chemical, biological, and physical hazards in the workplace. They shall also evaluate hazardous working conditions, including the measurement of harmful environmental factors. Identified hazards and harmful agents shall be clearly communicated to workers, and appropriate measures shall be implemented to mitigate the associated risks.

6. Physical Labor

   Suppliers shall regularly assess whether physically demanding tasks pose a risk of musculoskeletal disorders among workers. If musculoskeletal disorders or their potential risks are identified, suppliers shall take appropriate measures, such as modifying workstations or improving processes, to mitigate such risks.

7. Maintaining the Safety of Machinery and Equipment
   A. Suppliers shall conduct regular safety inspections to identify, control, and eliminate hazards associated with machinery and equipment, and shall maintain such equipment through appropriate and ongoing maintenance activities.
   B. Suppliers shall provide workers with clear and sufficient operating instructions before assigning tasks involving machinery and equipment, and shall ensure that emergency stop buttons or devices are installed to prevent safety incidents.

8. Sanitation, Food, and Housing
   A. If operating a cafeteria, suppliers shall obtain and maintain all required permits and licenses. Cooking facilities shall undergo regular cleaning and hygiene inspections to ensure proper sanitation.
   B. If operating dormitories, suppliers shall conduct regular inspections of emergency exits and fire safety systems. Dormitories shall be maintained in clean and safe conditions through scheduled cleaning and pest control measures.

③ Environmental Permits and Compliance

1. Environmental License and Reporting
   A. Suppliers shall obtain and renew the necessary environmental licenses needed in the course of business operations.
   B. Suppliers shall comply with the requirements stipulated by local environmental laws and regulations in the course of business operations.

2. Hazardous Substances
   A. Suppliers shall establish and manage procedures for the handling, transportation, storage, use, recycling, and disposal of hazardous chemicals, in order to prevent any leakage or release to the external environment.
   B. Suppliers shall verify whether raw materials, components, or products handled contain chemical substances that may pose risks to human health or the environment.
   C. Suppliers shall ensure that all containers and storage areas for hazardous chemicals are clearly labeled with appropriate hazard signage to inform workers of potential risks.

3. Waste
   A. Suppliers shall dispose of waste under authorized methods stipulated by local laws and regulations.
   B. Suppliers shall monitor and control waste generation and implement measures to reduce it.

4. Air Pollutants
   A. Suppliers shall treat and discharge air pollutants in compliance with applicable local regulations.
   B. Suppliers shall measure and control emissions of air pollutants and implement actions to reduce them.

5. Water Management
   A. Suppliers shall use water and discharge wastewater in accordance with legal requirements under local environmental laws.
   B. Suppliers shall monitor and manage water consumption and wastewater discharge, and shall implement measures to reduce water use and increase water recycling.

6. Energy Use and Greenhouse Gas Emissions Suppliers shall measure and manage energy consumption and greenhouse gas emissions, and develop and implement plans to reduce both.

7. Biodiversity
   Suppliers shall take proactive measures to protect biodiversity and shall manage any negative impacts on the ecosystem.

④ Ethical Management

1. Anti-Corruption and Commitment to Ethical Business Practices
   A. Suppliers shall, as a matter of policy, strictly prohibit all forms of corruption, including bribery, embezzlement, conflicts of interest, brokering, and solicitation. This includes any act of promising, offering, authorizing, providing, or accepting improper benefits, as well as demanding unfair compensation by exploiting the vulnerabilities of others. All transactions shall be conducted in a transparent manner and shall be accurately recorded and properly managed.
   B. Suppliers shall establish and operate reporting channels that enable workers to report unethical conduct. These channels shall ensure the anonymity of whistleblowers and protect them from any form of retaliation or disadvantage resulting from their reports.

2. Fair Trade
   Suppliers shall comply with fair trade regulations set forth by applicable local laws and shall prohibit all forms of unfair trade practices. Anti-competitive behavior, including collusion, and any acts that unjustly restrict competitive conditions with other businesses, shall not be permitted.

3. Protection of Intellectual Property Rights
   Suppliers shall respect all intellectual property rights. Information belonging to customers and business partners shall be securely managed, and suppliers shall be prohibited from storing, using, or disclosing such information without prior authorization.

4. Protection of Personal Information
   Suppliers shall protect the personal information of all data subjects, including employees and consumers. Consent shall be obtained from the data subject for all processes involving the collection, use, provision, or outsourcing of personal information. Suppliers shall comply with all applicable laws and regulations related to personal data protection.

5. Responsible Sourcing of Raw Materials
   A. Suppliers shall establish policies related to the responsible sourcing of raw materials and develop a process to ensure that no serious human rights violations or environmental harm have occurred in the production and distribution of the raw materials, parts, or products they handle.
   B. Suppliers shall conduct regular due diligence to confirm that the raw materials, parts, and products they handle are not associated with social or environmental issues.

6. Prevention and Management of Conflict of Interest
   Suppliers shall exercise reasonable care to identify, prevent, and manage conflicts of interest. When an actual or potential conflict of interest arises, suppliers shall promptly disclose it to all relevant parties.

Article 4 (Supplier Risk Assessment and On-site Due Diligence)

Celltrion Pharm strives to improve the level of sustainable supply chain management and shares this policy with its suppliers when entering into business agreements. Celltrion Pharm may conduct risk assessments or on-site due diligence for any supplier to check compliance with this policy. The purpose of risk assessments and due diligence is to identify potential risks associated with suppliers. Such assessments may be carried out by Celltrion Pharm or a third-party organization designated by Celltrion Pharm, to the extent permitted by applicable laws. Celltrion Pharm may share the results of assessments and due diligence with suppliers and recommend corrective actions to address any identified risks. Suppliers shall take steps to develop and implement appropriate risk mitigation plans. Celltrion Pharm may refrain from continuing business relationships with suppliers that fail to address identified risks to prevent negative impacts on human rights and the environment, and may consider suppliers with outstanding ESG performance when entering contracts.

ESG Policy

Information Security Policy

Article 1 (Objective)

The purpose of this policy is to establish an information security management system that ensures the confidentiality, integrity, and availability of Celltrion Pharm's critical information assets. This system is designed to protect such assets safely and effectively from internal and external threats, including the leakage of intellectual property, as well as the misuse, damage, alteration, or unauthorized disclosure of information.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Data security

1. The information collected and generated by employees while performing their duties constitutes the property of Celltrion Pharm and is owned by the company.
2. The company defines job-specific information security responsibilities for all employees in accordance with internal regulations and provides annual security training. All employees must fully understand their responsibilities, comply with relevant guidelines, and report any suspicious activities.
3. Information and information assets requiring protection must be identified, classified, and managed, and access shall be granted only to authorized users.
4. Risks related to information security must be identified and managed.
5. Security zones must be established and physical security controls implemented to protect information processing equipment from unauthorized access, theft, destruction, or operational disruption.
6. Secure storage and disposal procedures must be followed to protect sensitive data stored on physical media.
7. Control measures must be established and implemented to prevent, detect, and respond to security incidents and disasters.
8. Appropriate security control measures must be implemented and maintained for all information systems, including databases, software, the internet, and personal computers.

② Personal information security

1. Compliance with the Personal Information Protection Act must be ensured, and the privacy policy must be disclosed on the website.
2. Technical safeguards, such as encryption and access controls, must be implemented to prevent the leakage of personal information.
3. An annual full inspection of personally identifiable information (e.g., resident registration numbers) stored on work PCs and file-sharing systems must be conducted. Unnecessary data must be destroyed, and necessary data must be encrypted and stored securely.
4. The status of personal information processing practices must be regularly assessed to identify areas for improvement and establish action plans.

Article 4 (Goals)

Celltrion Pharm aims to accurately identify its information assets and personal information requiring protection, evaluate potential risks to the identified information, and implement appropriate protection measures to ensure the security of its information assets.

Article 5 (Organizational Structure)

① A dedicated information security organization shall be established within the Corporate Sustainability Division under the direct leadership of the CEO, and an executive-level Chief Information Security Officer (CISO) shall be appointed to oversee information security operations.
② The Chief Privacy Officer (CPO) shall be appointed based on relevant expertise, and the CISO may concurrently serve as the CPO.
③ The CISO, as the Chair of the company-wide Information Security Committee representing the CEO, shall make decisions regarding enterprise information security investments and operations, and shall share the outcomes of the committee meetings. The committee shall be composed of executives from each business division.

Article 6 (Inspection and Management)

An information security officer shall be designated to perform annual security audits to regularly inspect the security status of information systems and assets, and to protect them through systematic management. The officer shall oversee the implementation of appropriate measures for improvements identified in the audit findings.

Policy on the Independence of Independent Directors

Article 1 (Objective)

Celltrion Pharm has established this policy to guarantee the independence of independent directors by complying with applicable laws and regulations, including the Commercial Act, and by verifying the independence of independent director candidates through strict procedures when establishing the qualifications for their appointment.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Celltrion Pharm shall define as independent directors those who meet the following requirements, thereby ensuring their independence.

1. The independent director candidate must not have been employed by the company within the past year.
2. The independent director candidate, including his/her family members, must not have served as an executive of an affiliated company within the past three years.
3. The independent director candidate, including him/herself and family members, must not have received compensation of KRW 80 million (equivalent to USD 60,000) or more in any 12-month period from the company, parent company, or subsidiary within the past three years.
4. The independent director candidate must not be the major shareholder, the spouse of the major shareholder, or a lineal ascendant or descendant of the major shareholder.
5. If the major shareholder is a corporation, the independent director candidate must not be a director, auditor, executive officer, or other employee of that corporation.
6. The independent director candidate must not be serving or have recently served as an advisor or consultant to the company.
7. The independent director candidate must not have any material interest in any of the company's significant customers[1] or suppliers[2].
8. The independent director candidate must not be an officer or employee of any corporation that has an ongoing major advisory contract with the company, including legal or management advisory services.
9. The independent director candidate must not have any material interest in a non-profit organization or similar entity that receives significant donations from the company.
10. The independent director's candidate must not have any other conflicts of interest that would reasonably be expected to impair the independence of the Board of Directors.
11. The independent director candidate must not be concurrently serving as a director, executive officer, or auditor of two or more companies other than Celltrion Pharm.

② In addition to the above requirements, Celltrion Pharm takes into account both domestic and international environments as well as the company's internal circumstances when ensuring independence, and comprehensively assesses whether the independent director candidate has any significant relationship with the company.

③ Celltrion Pharm appoints independent directors to constitute a majority of the board of directors pursuant to the Korean Commercial Act.

1) Significant customers: Corporations that account for 10% or more of the company's sales or operating revenue.
2) Significant suppliers: Corporations that account for 10% or more of the company's total expenditures.

ESG Policy

Policy on the Diversity and Expertise of the Board of Directors

Article 1 (Objective)

Celltrion Pharm has established this policy to enhance the diversity and expertise of its Board of Directors, with the aim of enabling the Board to consider the perspectives of various stakeholders and make key decisions from a broad and balanced viewpoint.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① Celltrion Pharm takes into account the following requirements to ensure the diversity and expertise of the Board of Directors.

1. Gender diversity: There shall be no discrimination based on gender in the composition of the Board of Directors, and equal opportunities shall be ensured for all genders.
2. Age diversity: A wide age range shall be represented on the Board of Directors to ensure a balance between experience and fresh perspectives, and to enable flexible responses to internal and external business environments.
3. Nationality diversity: Directors shall be appointed without discrimination based on nationality, in order to strengthen Celltrion Pharm's global competitiveness and ensure adaptability to external environments.
4. Diversity of professional experience: Candidates with extensive experience and expertise across various fields shall be actively identified and considered.
5. Diversity in race, religion, ethnicity: There shall be no discrimination based on race, religion, or ethnicity. Directors shall be appointed through a comprehensive consideration of diversity and inclusion.

② Celltrion Pharm verifies whether the above criteria have been sufficiently considered in the composition of the Board and strives to ensure that diverse perspectives are reflected and reviewed in major corporate decisions. The company also sets a minimum Board meeting attendance requirement of 50% for directors with diversity and expertise, and reflects noncompliance without a justifiable reason in performance evaluations.

Tax Policy

Article 1 (Objective)

Celltrion Pharm recognizes that the legitimate payment of taxes in accordance with applicable tax laws is an important obligation that contributes to national finances and social development. This policy has been established to ensure compliance with domestic and international laws and regulations, including tax payment and reporting obligations, and to fulfill its social responsibilities related to taxation.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① The Company shall understand and faithfully comply with the intent and principles of the tax laws and related regulations of each country in which it operates. To this end, the Company shall comply with all applicable tax laws and fulfill its obligations for tax payment and reporting. In addition, the Company shall transparently provide relevant facts and supporting documentation in response to inquiries or audits by tax authorities and ensure transparent communication with external stakeholders.

② The Company shall not engage in income shifting to low-tax jurisdictions for the purpose of exploiting differences in tax laws between countries or loopholes in the international tax system. The Company shall adhere to the arm's length principle in global transactions with overseas affiliates and shall establish and implement a reasonable transfer pricing policy in accordance with domestic tax laws and the OECD Transfer Pricing Guidelines, in collaboration with external experts.

③ The Company shall not transfer income to overseas subsidiaries located in secretive jurisdictions or tax havens for tax avoidance purposes. The Company shall faithfully fulfill its tax obligations arising from international transactions through legitimate tax structures and shall not use tax structures that lack commercial substance for tax avoidance.

④ When making significant business decisions, including securing new business opportunities, strengthening business competitiveness, and expanding investments, the Company shall prioritize tax compliance and legitimacy and actively seek guidance from external experts. In addition, the Company shall obtain approval from the BoD for important taxation-related matters, including the approval of tax policies.

Ethical Advertising and Marketing Policy

Article 1 (Objective)

Celltrion Pharm established this policy to ensure compliance with relevant laws and regulations as well as company regulations in conducting direct and indirect activities related to promotion and sales; to make sure that such activities lead to respect for and further development of value for customers and society, and to provide customers with objective and reliable information about products and services.

Article 2 (Scope)

This policy applies to Celltrion Pharm's headquarters and all business sites. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion Pharm has business relationships, including suppliers, partners, customers, local communities, and individual contractors.

Article 3 (Basic Principles)

① As a specialized pharmaceutical company, the company strictly complies with the Pharmaceutical Affairs Act and all applicable domestic and international laws and regulations in relation to advertising and marketing to ensure responsible marketing practices. In addition, an internal control function has been established to review and approve all promotional and non-promotional materials in advance, thereby ensuring fair and compliant advertising and marketing activities.

② To maintain dignity and fairness in advertising and marketing, the company does not engage in marketing and advertising activities using expressions that belittle human dignity and life; encourage violence, crime, or antisocial behavior; or create excessive fear or disgust; or other expressions that cause discomfort or disgust and violate generally accepted ethical standards or public sentiment.

③ The company shall not compare or deliberately disparage competing companies, products, or services in advertising and marketing activities without an objective and factual basis. It also prohibits exaggerating or understating the features of its products or services, thereby ensuring that consumers are provided with accurate and balanced information that does not lead to misunderstanding.

④ Employees of Celltrion Pharm's headquarters, domestic and foreign corporations, and subsidiaries shall perform their duties in accordance with this policy, and the company shall provide training to help them understand and comply with this policy. In addition, companies that have business relationships with Celltrion Pharm, such as suppliers, contractors, joint ventures, and outsourcing partners, are also encouraged to comply with this policy, and policy education materials are distributed to spread awareness.

⑤ The company strives to ensure ethical interactions with healthcare professionals throughout all advertising and marketing activities. Any economic benefits provided to them are transparently disclosed in accordance with relevant laws and regulations. Relationships with patient organizations are managed in an ethical and transparent manner, and with a commitment to ensuring that the company's commercial objectives do not compromise the independence or autonomy of such organizations.

⑥ In most countries, direct-to-consumer (DTC) promotion is not permitted. Where DTC promotion is allowed, the company clearly states the health conditions for which the medicine is approved and ensures that all product-related information is reliable, balanced, accurate, and written in terms that are easily understandable to the general public. When required, the company shall review and monitor both promotional materials and the distribution channels to ensure compliance with applicable laws.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