

Ethics Regulations

Article 1 (General Provisions)

These Ethics Regulations (hereinafter referred to as the "Regulations") are established to provide standards of proper conduct and value judgment that executives and employees of Celltrion Pharm shall observe in order to foster a fair and transparent ethical culture.

All executives and employees of Celltrion Pharm shall properly understand and comply with these Regulations.

Article 2 (Basic Ethics of Executives and Employees)

Executives and employees shall:

1. Strictly comply with all applicable laws and regulations and perform their duties fairly based on transparent and objective standards.
2. Not receive money, real estate, goods, gift certificates, entertainment, or any other benefits from business partners or counterparties in connection with their duties.
3. Not engage in any unfair acts against stakeholders (including employees and business partners) by abusing a superior position.
4. Not use company assets for personal purposes, nor disclose company secrets or information acquired in the course of business to internal or external parties without authorization.
5. Refrain from engaging in secondary employment or outside activities that may interfere with company duties.
6. Not engage in sexual harassment, including verbal or physical conduct causing sexual humiliation, nor discriminate on the basis of gender.
7. Establish and pursue the qualities of talent sought by the Company through continuous self-development.
8. As members of a listed company, do not engage in unfair stock trading practices. Heads of departments related to stock-related duties shall inform and educate executives and employees that such unfair trading practices are unethical and ensure compliance.

Article 3 (Ethics Toward Customers)

The Company shall:

1. Always listen to and respect customers' opinions and suggestions and faithfully honor commitments made to customers.

2. Regard customers' needs and expectations as the ultimate standard of judgment and strive to provide the highest quality products and services, creating value desired by customers.

3. Recognize customers as the source of the Company's growth and make every effort to ensure the stable supply of products.

Article 4 (Ethics Toward Competitors and Business Partners)

The Company shall:

1. Respect the principles of free competition and the market economy, and pursue fair and good-faith competition with competitors based on mutual respect.

2. Provide equal opportunities for qualified individuals or entities in bidding and contract execution, enter into and comply with integrity-based contracts, conduct business fairly and transparently, and refrain from making unfair demands by abusing a superior bargaining position.

Article 5 (Ethics Toward Shareholders and Investors)

The Company shall:

1. Maintain sound management and protect the interests of shareholders and investors in a long-term and stable manner through cost reduction, productivity enhancement, and other efforts.

2. Comply with management decision-making procedures and provide shareholders with timely and sufficient information through transparent and reliable accounting practices in accordance with applicable accounting standards.

Article 6 (Ethics Toward Executives and Employees)

The Company shall:

1. Treat each employee with dignity and respect as an individual, establish systems for fair performance of duties, and make every effort to enable employees to achieve pride and fulfillment through their work.

2. Conduct fair evaluations based on individual capabilities and performance, foster a sense of achievement and motivation, and ensure non-discrimination in employment, promotion, and personnel management.

3. Continuously develop education and training systems to cultivate professional and creative talent, secure effective communication channels, and support all employees in fully exercising their creativity.

4. Create a pleasant and safe working environment and support the improvement of employees' quality of life, including health, education, and welfare benefits.

Article 7 (Ethics Toward the Nation and Society)

The Company shall:

1. Respect national and social values, comply with relevant laws and regulations, and contribute to national development and the improvement of quality of life by creating social wealth through lawful and legitimate business activities, thereby fulfilling its social roles and responsibilities.
2. Not engage in political activities.
3. Comply with all applicable laws and standards related to safety and make every effort to prevent accidents through education and training of executives and employees.
4. Comply with relevant laws and regulations in conducting business activities and refrain from engaging in unfair trade practices.

Addendum**Article 1 (Effective Date)**

These Regulations shall take effect as of October 15, 2020.