

# Anti-Corruption and Compliance Policy

Celltrion Pharm (hereinafter referred to as the "Company"), as a pharmaceutical company committed to promoting the health and well-being of humanity, embeds fair and transparent ethical culture as a core value of its management.

The Company adopts the Standard Compliance Control Standards pursuant to Article 542-13 of the Korean Commercial Act as its overarching governing framework. In alignment with the principles set forth in the Code of Ethics, Ethics Regulations, and Ethical Charter, the Company establishes anti-corruption and compliance management (ISO 37001:2016, ISO 37301:2021) as practical management tools. Accordingly, the Company hereby declares the following Anti-Corruption and Compliance Policy to ensure that all employees practice honesty, integrity, and fairness in their daily operations.

1. We uphold honesty, integrity, and fairness as our core values in fulfilling our mission of promoting human health, and strictly comply with all applicable laws, social norms, and internal regulations in performing our duties. We do not tolerate any form of corruption or unethical conduct.
2. We act with sincerity and trust in our relationships with all stakeholders, including customers, business partners, shareholders, and local communities, and pursue mutual growth through customer-centered value creation and the establishment of a fair trade culture.
3. We systematically operate an anti-corruption and compliance management system to enable employees to recognize ethical dilemmas and legal risks that may arise in the course of their duties and to exercise autonomous control and responsible conduct.
4. We prioritize fairness and transparency in all business processes, including partner selection, contract execution, and information management, and strictly prohibit unfair practices such as abuse of superior bargaining position, bribery, and improper solicitation.
5. We recognize that each employee is responsible for upholding the Company's reputation, and we strive to maintain public responsibility and ethical conduct in all work-related activities, while protecting company assets, ensuring information security, and complying with internal policies.

6. We proactively identify potential conflicts of interest, report them transparently, and strictly follow prior approval procedures for any personal activities that may conflict with the interests of the Company.
7. We actively encourage the use of internal reporting systems, ensure thorough protection of whistleblowers, and respond strictly to any violations of anti-corruption and compliance policies in accordance with the Zero Tolerance principle.

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Youngho Yoo  
Chief Executive Officer  
Celltrion Pharm Inc.