

Advanced Therapeutics within Everyone's Reach

Celltrion Sustainability Report 2024-2025



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About This Report

Overview

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

Reporting Period and Cycle

This report includes the period from January 1, 2024, to December 31, 2024, and outlines Celltrion’s major sustainability management activities and performance. For certain key issues, data up to the first half of 2025 is also included. The reporting cycle is annual, and the previous report was published in June 2024.

Reporting Scope

This report includes information on all domestic and overseas business sites operated by Celltrion. Financial performance is presented on a consolidated basis in accordance with the Korean International Financial Reporting Standards (K-IFRS), consistent with Celltrion’s consolidated financial statements. Non-financial performance is primarily reported for major domestic sites, considering Celltrion’s revenue structure and scale of influence. However, for certain environmental and social indicators, data from major overseas subsidiaries on a consolidated basis is also included. Where there are any changes in the reporting scope or data, such changes are separately indicated.

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).

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 Opinion Statement is included in the Appendix section of this report.

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.

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Contact Information

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| | |
|--------------------|---|
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Cover Story

The cover of this Sustainability Report, inspired by ADC (Antibody-Drug Conjugate) technology, symbolically embodies Celltrion’s spirit of challenge in leading global bio-innovation and our unwavering commitment to developing next-generation therapeutics.

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Celltrion’s Commitment to Reducing Product Environmental Impact

Highlights 01

Environment

To minimize the environmental impact of its products, Celltrion is strengthening eco-friendly practices across the entire product life cycle — from raw material sourcing to production, distribution, use, and disposal by reducing waste generation and adopting eco-friendly packaging materials.

A Symbol of Sustainability Born from Discarded Vials

As part of our broader commitment to environmental sustainability, Celltrion continues to set various waste reduction goals and implement recycling initiatives throughout all operations. One such initiative involved repurposing test-use vials discarded during the biopharmaceutical manufacturing process into a sculpture to share the outcomes of our recycling efforts with visiting stakeholders. In biopharmaceutical production, Celltrion conducts regular equipment inspections and pre-production test-runs to ensure product quality and operational efficiency. During these test-runs, vials that are not filled with actual drug substances are disposed of following the completion of the tests. By recycling approximately 1,000 such vials that would otherwise have been discarded, we created a symbolic sculpture conveying a message of circular resource use and environmental protection.



This sculpture is displayed in the Vision Hall of the Celltrion Global R&D Center, visually representing our commitment to environmental stewardship and sustainable management. Moving forward, Celltrion will continue working toward its waste reduction targets, embedding ESG principles across the entire product lifecycle — from sourcing to manufacturing and distribution — and taking proactive steps to strengthen external commitments such as achieving Zero Waste to Landfill certification.

Transitioning Away from Plastic Use: Celltrion Joins the “Bye Bye Plastic Challenge”

Celltrion participated in the “Bye Bye Plastic Challenge,” a national environmental relay campaign led by the Korean Ministry of Environment. Jin-seok Seo, the CEO of the Corporate Management Business Group, together with employees from relevant departments who have been actively engaged in plastic reduction efforts, took part in this challenge.

Celltrion promotes various eco-friendly practices in both daily operations and business activities to reduce unnecessary plastic consumption. In particular, we are actively transitioning toward eco-friendly materials for pharmaceutical packaging and transport. Recently, we adopted 100% biodegradable low-density polyethylene (LDPE) for tertiary transport packaging. In addition, we plan to introduce CR-PET blister packaging, made from chemically recycled PET bottles¹⁾, by 2025.

Through this challenge, Celltrion aims to take the lead in promoting a culture of reducing unnecessary plastic use in everyday life while actively working on practical solutions and expanding the adoption of eco-friendly packaging materials to support these efforts.



¹⁾ CR-PET blister packaging is a method in which a flat sheet of packaging material is formed to create a cavity shaped to fit the product. The product is then placed into the cavity, sealed with another layer of packaging material, and cut or punched into a fixed size for easy handling.

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Celltrion's Steps Toward a Better Healthcare Environment

Highlights 02

Social

Celltrion, as a global biopharmaceutical company, contributes to the welfare of people worldwide by lowering costly treatments and advancing more effective therapies.

“Cell-Love Market”: Celltrion’s Commitment to Warm Giving

Through the “Cell-Love Market (With Project Madagascar)” campaign, Celltrion is committed to improving medical infrastructure in underserved regions. This initiative raises funds through a charity bazaar, primarily attended by the employees, to support medical services in Madagascar, Africa, where access to healthcare is severely limited. The donations will be used to dispatch Korean doctors who will train and educate local medical professionals. In low-income countries like Madagascar, acquiring high-cost medical equipment is more often than not a challenge. Therefore, medical partnerships in the field of pathology — where professional expertise outweighs the need for costly devices — can offer more cost-effective and impactful solutions. Looking ahead, the Cell-Love Market campaign will support the Madagascar Pathology Training Project to help more individuals in medically underserved areas gain access to a healthier future.

Celltrion will continue to drive positive change by actively contributing to the improvement of medical infrastructure in regions with limited access to healthcare.

Cell-Love Market Contribution Process



Healthcare Conditions in Madagascar



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Celltrion's Commitment to Transparent Shareholder Communication



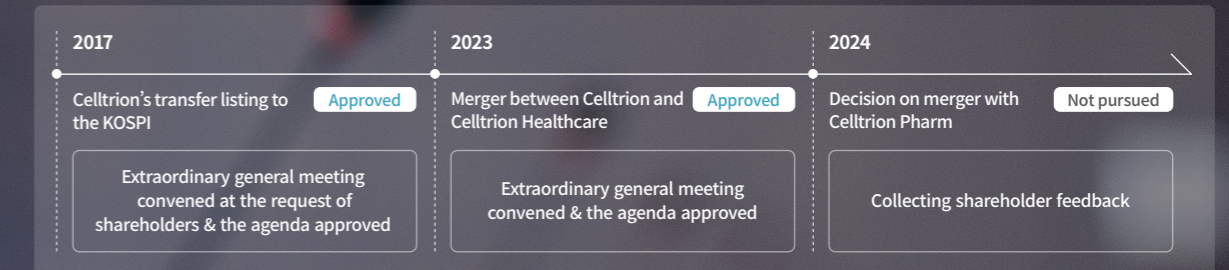
Highlights 03

Governance

Celltrion is committed to enhancing shareholder value by embedding fairness and transparency in its decision-making structure, reflecting shareholder voices in corporate governance, and establishing a trusted governance framework.

Shareholder-Friendly Corporate Culture

Since its founding, Celltrion has actively listened to shareholders — including minority shareholders — and fostered a corporate culture rooted in shareholder friendly principles. Notable examples of shareholder-driven decisions include:



Objective and Transparent Decision-Making Process

During the 2024 review of the potential merger with Celltrion Pharm, Celltrion pledged to respect shareholder voices before making a final decision on whether to proceed with the merger. A shareholder survey was conducted, collecting responses from shareholders representing 50.6% of the total outstanding shares. Moreover, Celltrion formed an independent special committee composed entirely of independent directors to make a multi-faceted assessment of the merger's feasibility, and engaged an accounting firm and a global consulting firm to carry out external evaluations, ensuring fairness and transparency throughout the decision-making process.

Shareholder-Informed Decision Making

Based on the survey results — with over 70% of shareholders opposing the merger with Celltrion Pharm — Celltrion decided not to proceed with the merger. Notably, major shareholders Chairman Jungjin Seo and Celltrion Holdings respected these views, maintaining objectivity and neutrality, and reaffirming Celltrion's commitment to fair and transparent corporate governance.

Commitment to Sustainable Shareholder Management

Celltrion respects shareholder opinions and is committed to practicing sustainable management. Moving forward, Celltrion will continue to uphold the following principles:

- 1 We will remain a company that respects shareholder voices.
- 2 We will maintain transparent decision-making and trust-based management.
- 3 We will realize sustainable corporate operations to maximize long-term shareholder value.

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CEO Message

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At Celltrion, we are committed to delivering optimal care to more patients through innovative R&D and responsible management.

Celltrion Chief Executive Officer
Jin-seok Seo

Dear valued stakeholders,

I would like to express my sincere gratitude for your continued interest and support which have enabled Celltrion to grow into a global leader in the biopharmaceutical industry. Your trust has been the driving force behind our innovation in R&D and continuous business expansion and meaningful progress in global markets, even amid ongoing economic uncertainties. Guided by our vision of “Advanced Therapeutics within Everyone’s Reach,” Celltrion remains dedicated to developing innovative therapies and expanding access to healthcare in pursuit of our ultimate goal: enhancing global health and well-being.

In 2024, we recorded our highest-ever annual revenue, further solidifying our foundation for sustainable growth. Building on this achievement, as of June 2025, Celltrion holds a portfolio of 11 biosimilars and continues to groundbreakingly expand access to treatment for a wide range of conditions, including oncology and autoimmune diseases.

We are dedicated to building a sustainable growth model that goes beyond profit maximization — one that creates social value and fulfills environmental responsibility. To this end, we are advancing the following ESG strategies and initiatives:

On the environmental front, we have set annual reduction targets based on our Celltrion 2045 Net Zero Roadmap. To achieve these targets, we are working tirelessly to improve energy efficiency and promote eco-friendly manufacturing processes. Moving beyond managing carbon emissions solely at the manufacturing site level, we have conducted Life Cycle Assessments (LCA) on six products to systematically manage carbon emissions across the full product lifecycle, and plan to expand these assessments further. Additionally, we are accelerating the transition to eco-friendly packaging to move closer to achieving net zero.

On the social front, we uphold Chairman Jung-jin Seo’s philosophy that “a company must grow alongside the society and fulfill its social responsibilities.” Guided by this principle, we continue our group-wide community engagement efforts and strive to realize diverse social values. We are also expanding global public procurement programs to support medically underserved populations and proactively fostering a robust biotech ecosystem to nurture bio start-ups. As recognition of these efforts, we were honored with the “2024 Seoul City Civic Merit Award in the Biomedicine Sector.” Moving forward, we remain committed to delivering broader social value while driving sustainable change.

On the governance front, we are committed to enhancing transparency and stability in corporate operations while maximizing shareholder value. In 2024, we reinforced our shareholder-friendly policies by declaring a cash dividend of approximately KRW 153.8 billion and a stock dividend of around 10.25 million shares. Furthermore, Celltrion was the only pharmaceutical company selected by the Korea Exchange as one of the “2024 KOSPI Market Best Disclosure Companies,” in recognition of our commitment to transparent corporate management. We will continue to build trust with our shareholders and stakeholders through active engagement and transparent information disclosure.

Celltrion will stay true to its mission by delivering optimal therapies to more patients through innovative research and responsible management. By objectively evaluating our performance through our annually published Sustainability Report, we aim to set a clear course for a sustainable future.

We kindly ask for your continued interest and support as Celltrion advances on its sustainability journey.

Thank you.

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Company Overview

Company Profile

Celltrion is a global biopharmaceutical company committed to improving human health and enhancing patients' quality of life. Having developed the world's first monoclonal antibody biosimilar, Celltrion opened a new chapter in the pharmaceutical industry. The company continues to grow as a global biopharmaceutical leader, striving to fulfill its mission to advance health and well-being for all.

| | |
|----------------|--|
| Company name | Celltrion, Inc. |
| Established | February 26, 2002 |
| IPO date | February 9, 2018 |
| CEOs | Jin-seok Seo, Woosung Kee, Hyoungki Kim |
| Address | 23, Academy-ro, Yeonsu-gu, Incheon, Republic of Korea |
| Business areas | Biosimilars, innovative biopharmaceuticals, small molecule drugs, CDMO |
| Website | www.celltrion.com |

| | |
|---|--|
| Founded on  February 26, 2002 | Assets  KRW 21,055.2 billion |
| Revenue  KRW 3,557.3 billion | Employees  2,901 persons |
| Subsidiaries  46 subsidiaries | Countries of operation  38 countries |

Company Philosophy

Celltrion has consistently taken on the impossible, driven by creativity and a spirit of challenge. Beyond biosimilars, the company is broadening its business into various areas including novel drug development and CDMO services, providing innovative treatment opportunities to a greater number of patients. Moving forward, Celltrion will continue to drive innovation in life sciences through differentiated strategies and continuous R&D, striving to make a meaningful impact on the lives of patients around the world.



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Business Areas

R&D

Celltrion possesses National Core Technology(NCT) in the field of biotechnology as designated under the Industrial Technology Protection Act. Centered around its Global R&D Center, the company conducts research on a wide range of pharmaceutical products, including biosimilars, innovative biopharmaceuticals, and small molecule drugs.



Global R&D Center

Research and development of biopharmaceuticals and small molecule drugs
Building comprehensive research capabilities through synergies

Biosimilars

Celltrion has been a global market leader since developing Remsima®, the world's first antibody biosimilar. Since then, it has expanded its product portfolio with additional approvals for follow-up products such as Truxima®, Herzuma®, Yuflyma®, and Vegzelma®, granted by regulatory authorities including the Korean MFDS, European EMA, and U.S. FDA. The company currently supplies these biosimilars through a global sales network and continues to sharpen its global competitiveness through ongoing pipeline and market expansion efforts.



Number of Approved Products **11**



Number of Pipeline Candidates **4**

Innovative biopharmaceuticals

Celltrion demonstrated its new drug development capabilities by developing the COVID-19 treatment Regkirona®, which received approval from the Korean MFDS and the European EMA. Building on this success, the company entered the novel therapeutics market by obtaining FDA approval for Zymfentra®, the world's first subcutaneous infliximab. Currently, Celltrion is expanding its next-generation antibody drug pipeline through collaboration with leading global biotech companies, continuing its commitment to advancing innovative therapeutics.



Number of Approved Products **2**



Number of Pipeline Candidates **2**

Small molecule drugs

Celltrion has secured a stable market presence by supplying its HIV treatment CT-G07 to the global procurement market (Global Fund) on a long-term basis. The company also demonstrated competitiveness in the field of incrementally modified drugs by obtaining MFDS approval for Donerion Patch, the world's first donepezil patch formulation. Celltrion is currently developing additional incrementally modified drugs, including CT-G20 for hypertrophic cardiomyopathy and continues R&D with the goal of offering differentiated therapeutic options.



Number of Approved Products **4**



Number of Pipeline Candidates **1**

Manufacturing

Celltrion has in-house facilities capable of producing both drug substances and drug products, with an annual biopharmaceutical production capacity of 252,000 liters. Since becoming the first facility in Asia to receive FDA cGMP (Current Good Manufacturing Practice) approval in 2007, the company has obtained the FDA and EMA certifications for all of its production lines.



Plant 1

First in Asia to receive FDA facility certification

Construction Completion Date
July 2005

Production Capacity
100,000L (12,500L X 8 Lines)
2,000L (1,000L X 2 Lines(SUP))



Plant 2

Equipped with facilities for producing both DS and DP

Construction Completion Date
October 2011

Production Capacity
90,000L (15,000L X 6 Lines)



Plant 3

Specialized in small-batch, multi-product manufacturing

Construction Completion Date
November 2023

Production Capacity
60,000L (7,500L X 8 Lines)



New DP Plant

Automated processes for finished product facility

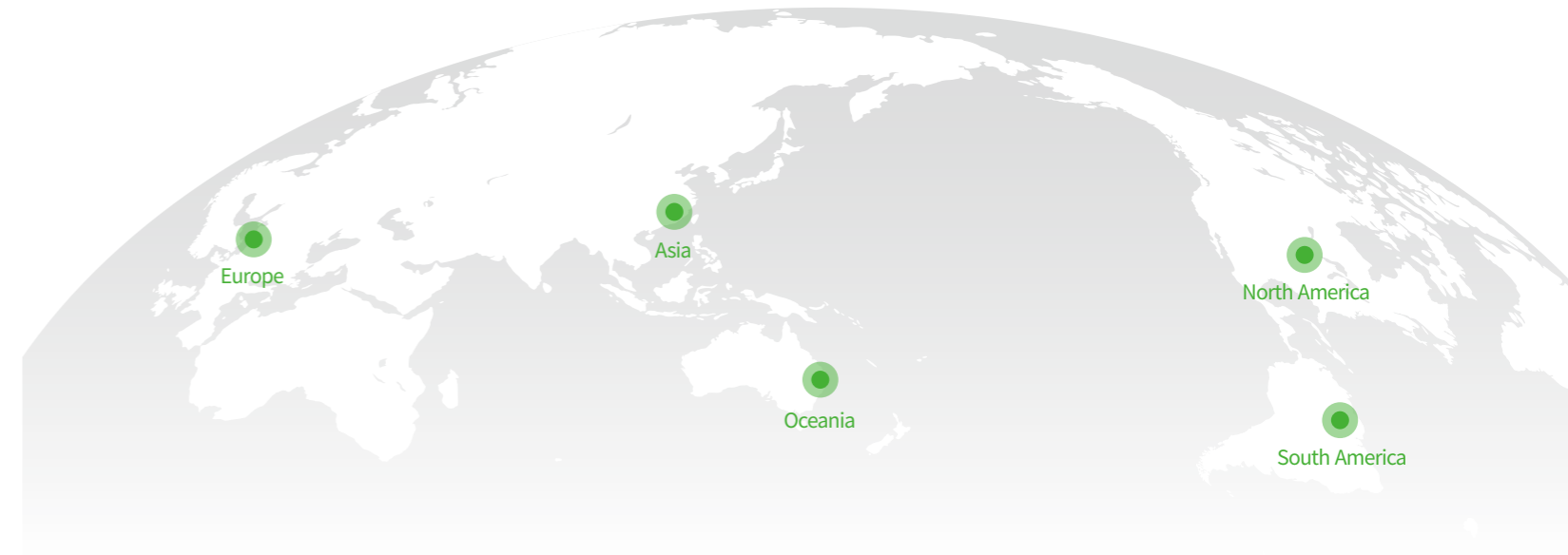
Construction Completion Date
February 2025 ~ Under Construction

Production Capacity
6.5 million liquid vials annually

Business Areas

Global Network

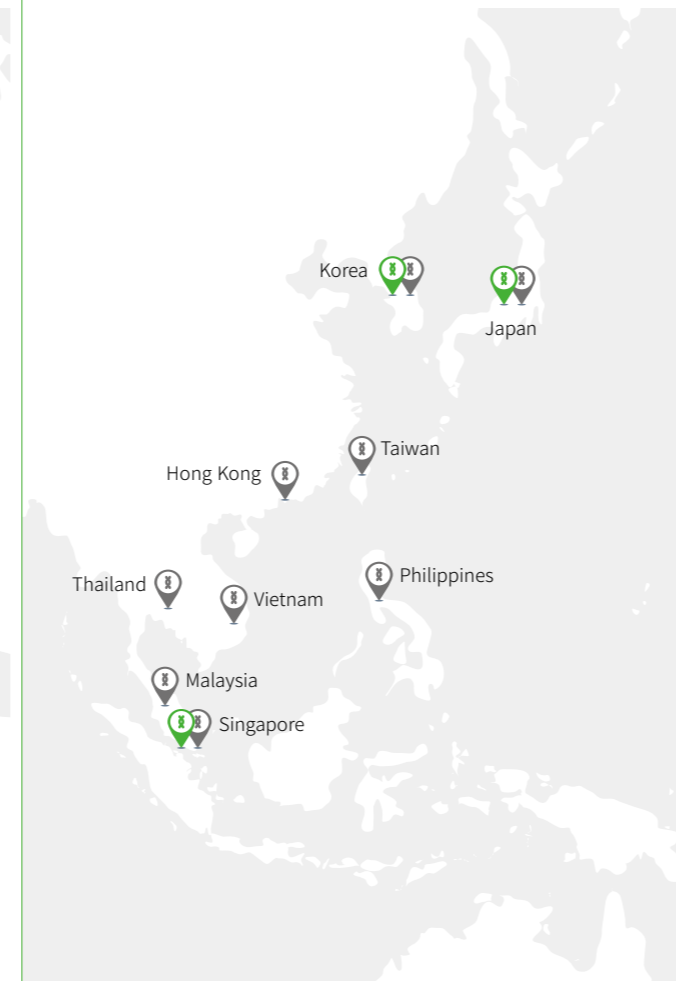
Celltrion has strengthened its market competitiveness by establishing a global sales network focused on advanced markets, such as the US and Europe, and regions in Asia and Latin America. To this end, the company strategically expands its market presence through a combination of direct sales via overseas subsidiaries and indirect sales through partnerships with global pharmaceutical companies. Going forward, Celltrion will continue to broaden its market reach to maximize competitiveness in the global biopharmaceutical sector and deliver better treatment options to patients around the world.



Europe



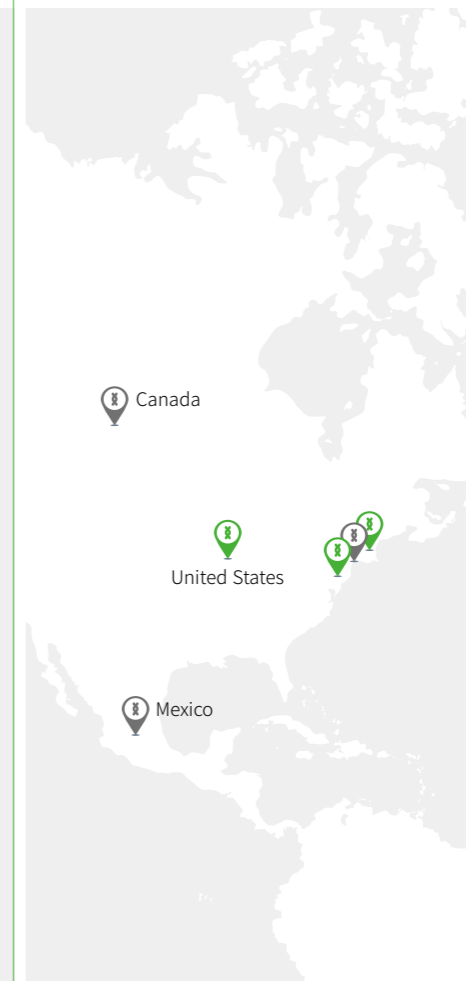
Asia



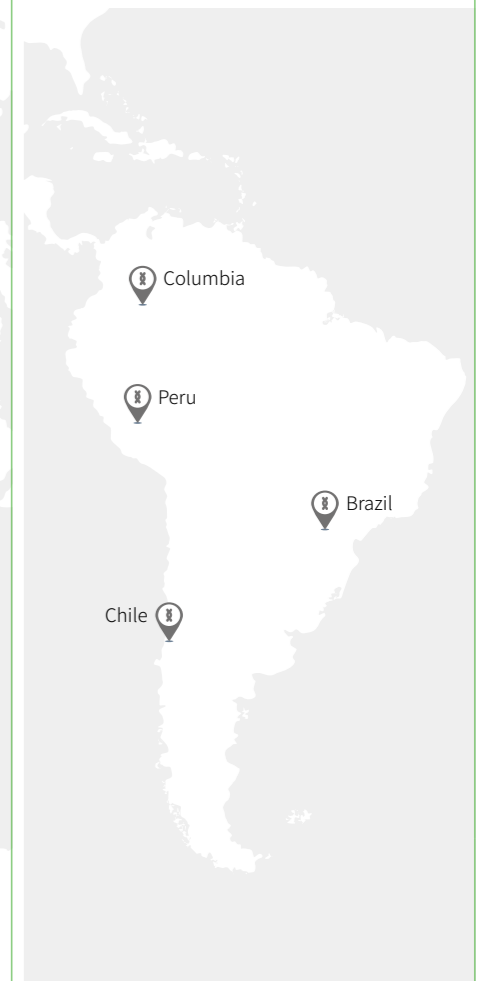
Oceania



North America



South America



Manufacturing Sites Sales & Marketing Offices

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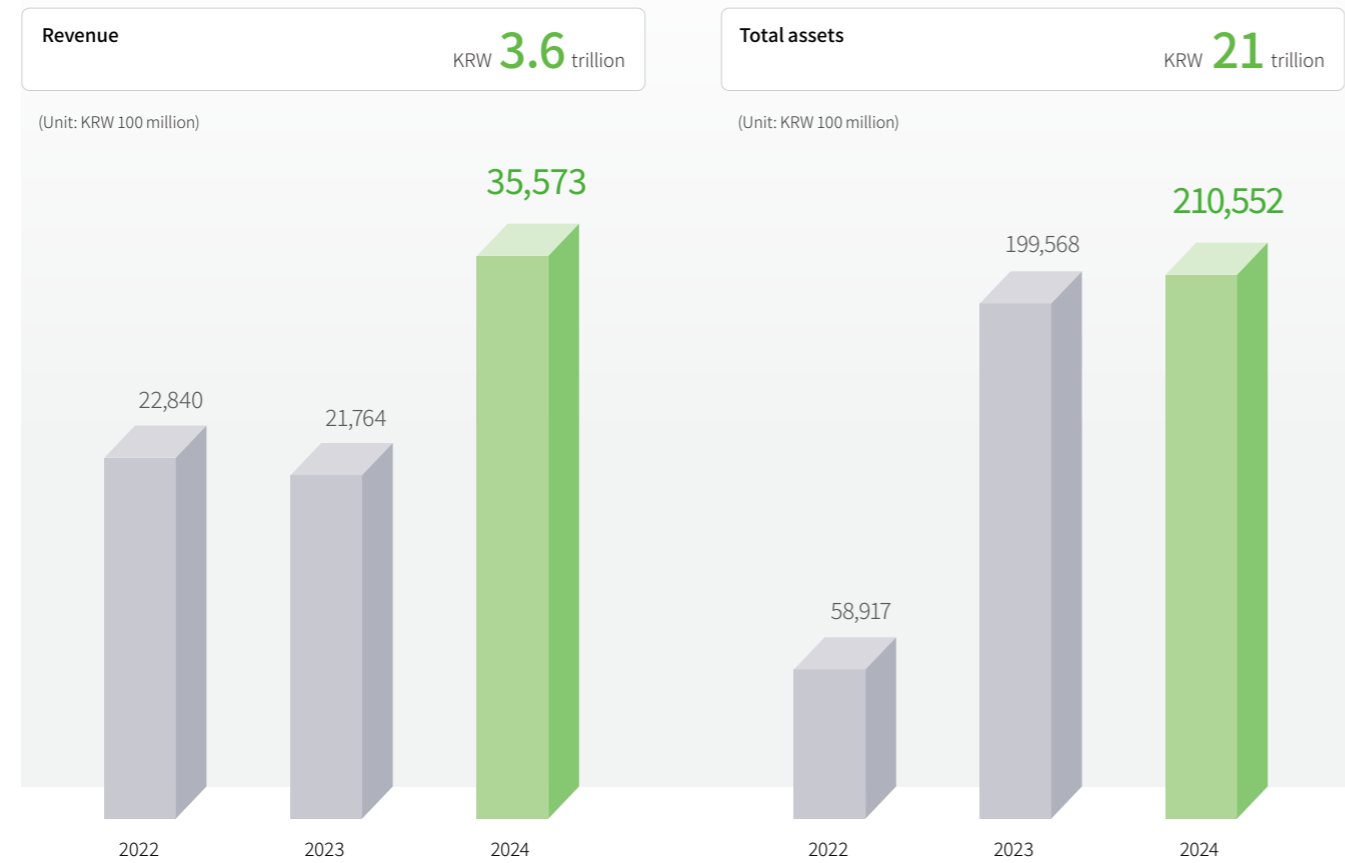
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Business Performance

Financial Performance

Following its merger with Celltrion Healthcare at the end of 2023, Celltrion achieved record-high performance in its first consolidated results for 2024, reporting KRW 3.5573 trillion in revenue and KRW 492.0 billion in operating profit. This achievement is attributed to the steady growth of established biosimilar products and increased sales from newly launched products.



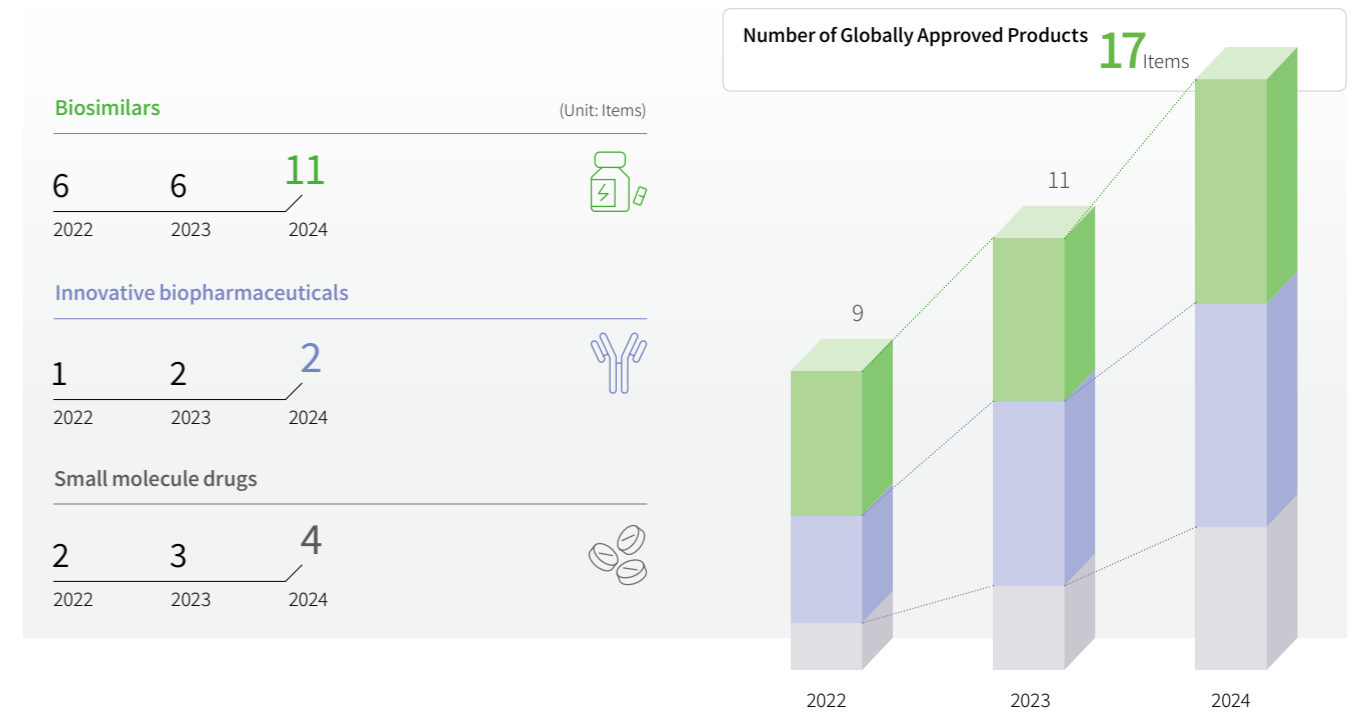
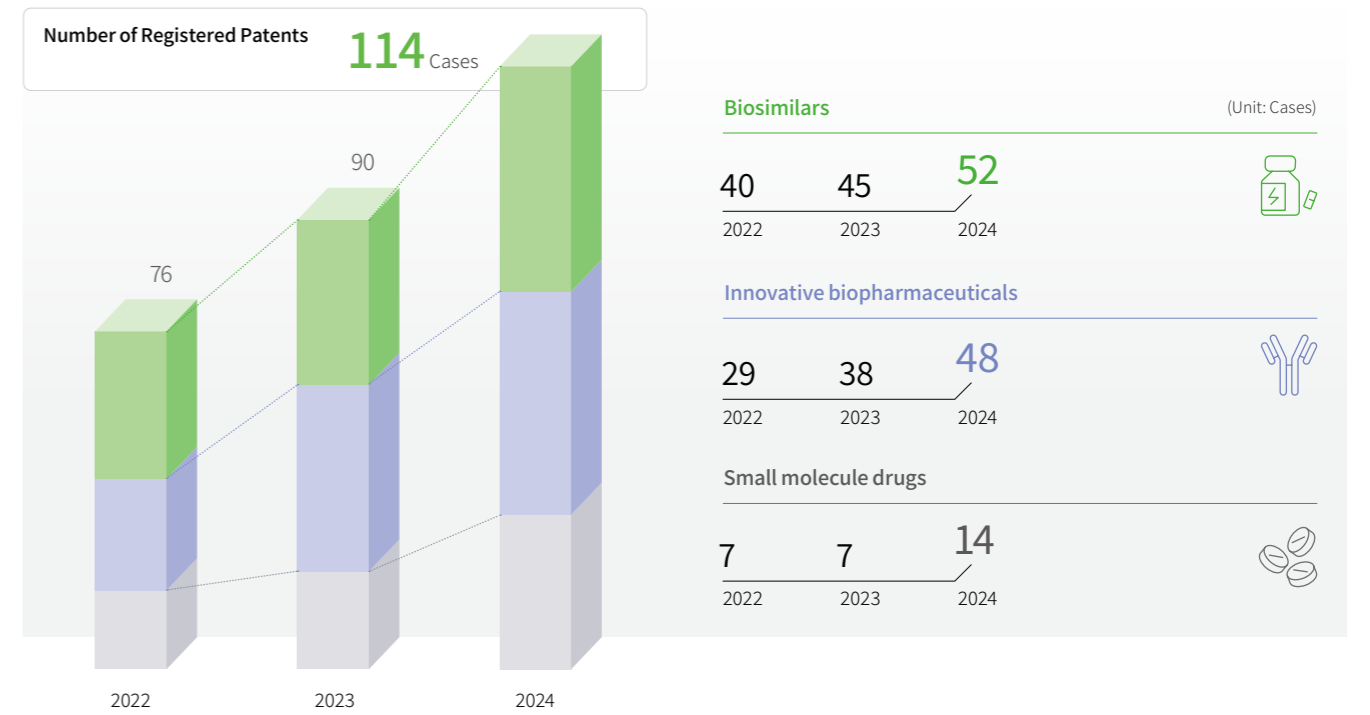
Summary of Financial Statements (Consolidated)

| Category | Pre-Merger | | Post-Merger | |
|-------------------|------------|--------|-------------|---------|
| | 2022 | 2023 | 2023 | 2024 |
| Total Assets | | 58,917 | 199,568 | 210,552 |
| Total Liabilities | | 16,175 | 28,310 | 34,751 |
| Total Equity | | 42,742 | 171,258 | 175,801 |
| Revenue | | 22,840 | 21,764 | 35,573 |
| Operating Profit | | 6,472 | 6,515 | 4,920 |
| Net Income | | 5,426 | 5,397 | 4,189 |

※Merger date: December 28, 2023

R&D Performance

Meanwhile, through continuous R&D activities, Celltrion has steadily increased its portfolio of registered patents and globally approved products, enhancing its research capabilities and further solidifying its competitive foundation for global market expansion.



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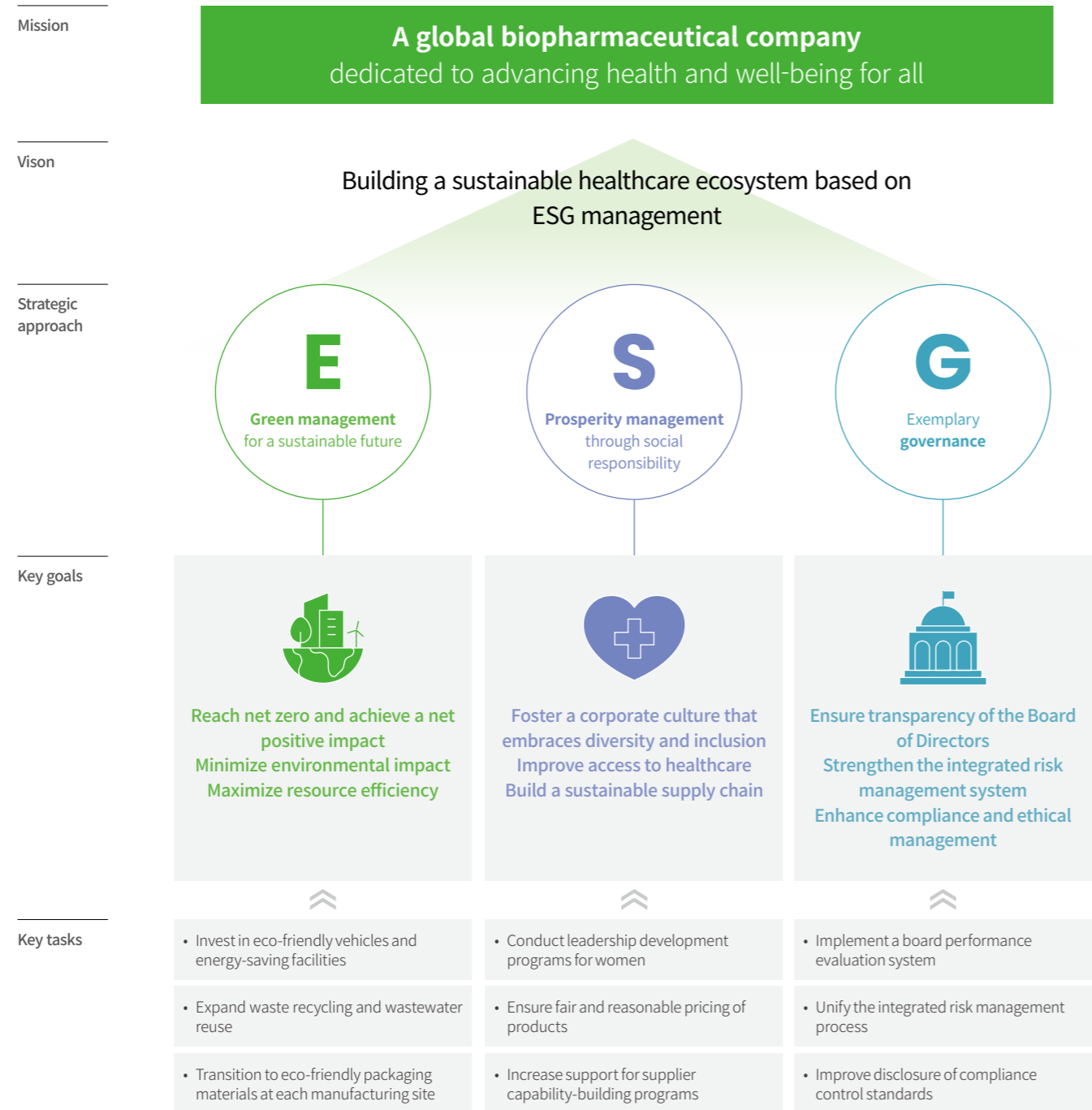
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ESG Management

ESG Management System

Under the mission to become “a global biopharmaceutical company dedicated to advancing health and well-being for all,” Celltrion positions ESG as a core value for building a sustainable future. To achieve this, the company has articulated an ESG vision and strategic directions, driving sustainable progress through well-defined goals and initiatives across the pillars of Environment (E), Social (S), and Governance (G).



ESG Management Governance

Celltrion operates a systematic ESG governance system to strengthen ESG management and lay the foundation for sustainable growth. The ESG Committee under the Board of Directors is responsible for making decisions on major ESG-related matters, while the ESG Management Council—led by the CEO—reviews ESG performance and discusses key issues. Under the Chief Sustainability Officer (CSO), the ESG Team within the Corporate Sustainability Division serves as the dedicated ESG unit, overseeing company-wide ESG activities and collaborating with working groups to execute ESG initiatives and manage performance.



2024 Board Reports and Resolutions






| Category | Date | Agenda | Approval |
|--------------------|-------------------|---|----------|
| Board of Directors | May 9, 2024 | (Report) Report on the revision of ESG policy | Reported |
| ESG Committee | March 26, 2024 | (Proposal) Appointment of ESG Committee Chairperson | Approved |
| | May 9, 2024 | (Report) Report on the publication of the 2023-2024 ESG Report | Reported |
| | | (Proposal) Approval of ESG policy revision | Approved |
| | December 30, 2024 | (Proposal) Approval of ESG policy revision | Approved |
| | | (Proposal) Approval of ESG evaluation results and future implementation plans | Approved |

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ESG Ratings and Awards

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| S&P Dow Jones Sustainability Indices | <p>Included in the 'DJSI World' Index Achieved the highest global ESG rating</p>  |
| Korea Institute of Corporate Governance and Sustainability (KCGS) | <p>Awarded an 'A' rating in the comprehensive ESG assessment Achieved the top domestic ESG rating</p>  |
| Ministry of Employment and Labor | <p>Selected as a '2024 Korea Top Job-Creating Company' Recognized for excellence in quality job creation</p>  |
| Korea Exchange (KRX) | <p>Awarded the '2024 KOSPI Market Best Disclosure Companies' The only pharmaceutical-bio company recipient in Korea</p>  |
| Korea Occupational Safety and Health Agency (KOSHA) | <p>Designated an 'Excellent Workplace for Employee Health Promotion' Recognized for efforts to improve employee welfare</p>  |

Key ESG Achievements

| Environmental |
|--|
| <p>Pursuing GHG reduction targets</p> <ul style="list-style-type: none"> Achieved a 21% transition rate to eco-friendly vehicles Expanded investment in energy-efficient infrastructure  |
| <p>Expanded foundation for eco-friendly investment</p> <ul style="list-style-type: none"> Invested KRW 19 billion in green initiatives Reviewed environmental impact in new investment deliberations  |
| <p>Strengthened financial impact analysis of natural capital</p> <ul style="list-style-type: none"> Conducted biodiversity and water risk assessments  |
| <p>Expanded Life Cycle Assessment (LCA) Coverage</p> <ul style="list-style-type: none"> Conducted environmental impact assessments on a total of 6 products  |
| <p>Expanded use of eco-friendly packaging across manufacturing sites</p> <ul style="list-style-type: none"> Achieved a 71% conversion rate to sustainable packaging materials  |

| Social |
|---|
| <p>Celltrion-supported startup wins KLSAP*</p> <ul style="list-style-type: none"> Took the lead in fostering a biotech ecosystem through open innovation <p><small>*KLSAP : Kansai Life Science Accelerator Program</small></p>  |
| <p>Implemented International SOS</p> <ul style="list-style-type: none"> Enhanced safety management for employees working abroad  |
| <p>Certified as an excellent safety management laboratory</p> <ul style="list-style-type: none"> Certified as an "Outstanding Research Lab for Safety Management" by the Ministry of Science and ICT Recognized for fostering a safety-first corporate culture  |
| <p>Increased female employment and strengthened organizational diversity</p> <ul style="list-style-type: none"> Achieved a 42% ratio of female employees  |
| <p>Renewed and acquired ISO 9001 certification</p> <ul style="list-style-type: none"> Achieved 100% implementation across all domestic business sites Newly certified for the Global R&D Center  |

| Governance |
|---|
| <p>Record-level shareholder returns</p> <ul style="list-style-type: none"> Repurchased and retired treasury shares totaling KRW 2.7 trillion over the past 3 years Achieved a 78% shareholder return rate  |
| <p>Strengthened shareholder engagement</p> <ul style="list-style-type: none"> Collected shareholder opinions on the merger with Celltrion Pharm Expanded CEO-led engagements through increased on/offline town halls  |
| <p>All board committees composed of independent directors</p> <ul style="list-style-type: none"> Independent directors constitute the majority of board members Appointed two female independent directors, exceeding legal requirements  |
| <p>Introduced a board evaluation system</p> <ul style="list-style-type: none"> Conducted evaluations of the board, committees, and individual directors Strengthened board independence and transparency  |
| <p>Renewed ISO 37001 certification</p> <ul style="list-style-type: none"> Achieved 100% implementation across all domestic business sites Recorded zero cases of non-compliance with international standard requirements  |

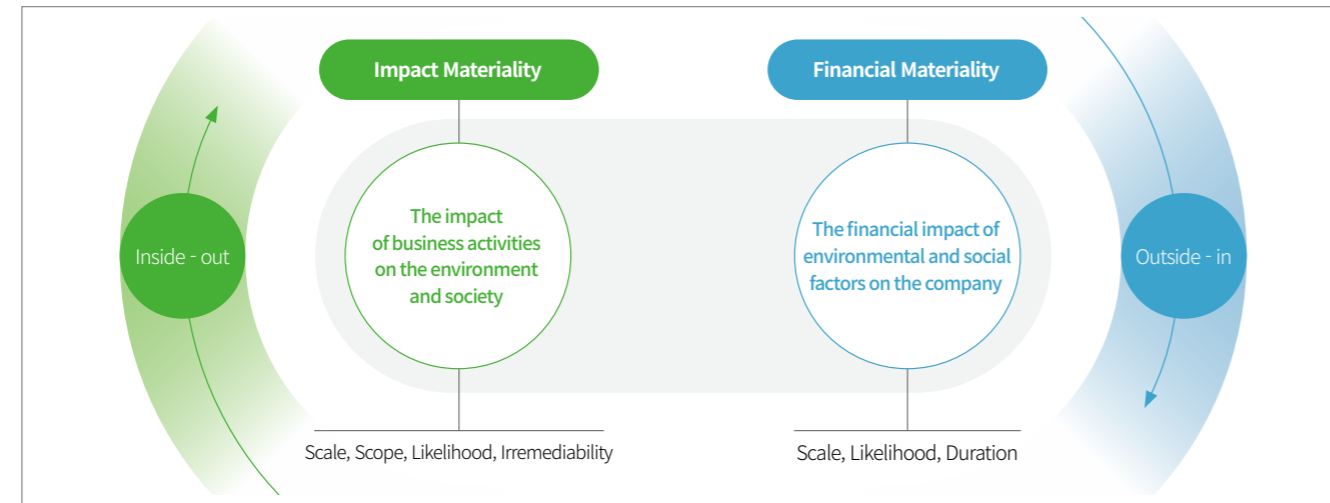
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Double Materiality Assessment

Materiality Assessment Process

Celltrion conducts a Double Materiality Assessment in accordance with global sustainability reporting standards, including the GRI (Global Reporting Initiative) and the ESRS (European Sustainability Reporting Standards). This assessment considers both the financial impact of each issue on the company and the environmental and social impacts of the company's business activities. To this end, Celltrion conducted a comprehensive analysis incorporating international standards specific to the biopharmaceutical industry, peer benchmarking, media research, and stakeholder surveys, resulting in the identification of 13 priority issues. Each issue was then assessed for its significance and potential impact from both financial as well as environmental and social perspectives, considering factors such as scale, scope, likelihood, and irremediability for environmental and social impacts, and scale, likelihood, and duration for financial impacts. As a result, 10 material issues were identified.

Double Materiality Assessment



Double Materiality Assessment Process

| | | |
|----------------|---------------------------------|---|
| Step 1. | Identify priority issues | <ul style="list-style-type: none"> ① Developed a pool of ESG issues for Celltrion by incorporating key issues in the biopharmaceutical industry and global reporting standards ② Identify the 13 highly relevant issues in reflection of global initiatives, issues reported by leading domestic and global companies, and internal management materials |
| Step 2. | Identify impact | <ul style="list-style-type: none"> ① Prepare issue-specific impact pathways¹⁾ to identify relevant impacts ② Define the nature of each impact—positive, negative, risk, or opportunity—through an analysis of policy and legal requirements, industry characteristics, and media analysis |
| Step 3. | Assess impact | <ul style="list-style-type: none"> ① Environmental and social impact assessment (Impact Materiality) <ul style="list-style-type: none"> - Assess impacts based on scale, scope, likelihood, and irremediability through internal/external stakeholder²⁾ surveys ② Financial impact assessment (Financial Materiality) <ul style="list-style-type: none"> - Assess impacts based on scale, likelihood, and duration through internal expert surveys |
| Step 4. | Select material issues | <ul style="list-style-type: none"> ① Finalize 10 material issues based on the results of environmental and social impact assessments and financial impact assessments, along with industry-specific considerations. ② Review and approval of material issues by the Board of Directors |

1) Impact Pathway: A methodology for identifying risks and opportunities by linking potential outcomes—caused by ESG issues that may affect corporate sustainability—with the company's corresponding response actions.
 2) Internal & external stakeholders: Employees, shareholders, investors, local communities, and suppliers

Materiality Assessment Results

Celltrion identified 10 material issues through a double materiality assessment that comprehensively considered both environmental and social impacts as well as financial impacts. These material issues were reviewed and approved by the ESG Committee, which was convened as part of the regular Board of Directors meeting held in May 2025, and will be treated as significant considerations in the company's business operations. These material issues were reviewed and approved by the ESG Committee under the Board of Directors in May 2025, and will be integrated into the company's business operations as key considerations. Through the materiality assessment, Celltrion analyzes risks and opportunities impacting stakeholders and strives to integrate the identified material issues into its enterprise risk management system to ensure effective management.

Material Issue Assessment Results



| Rank | Material Issue | Environmental and Social Impact | Financial Impact | Overall Impact | YoY Change in Ranking ¹⁾ |
|------|--|---------------------------------|------------------|----------------|-------------------------------------|
| 1 | S R&D Innovation | ●●●○ | ●●●● | ●●●● | (Maintained) |
| 2 | S Access to Healthcare | ●●●○ | ●●●● | ●●●● | (Maintained) |
| 3 | S Product Responsibility and Safety | ●●●● | ●●●○ | ●●●● | ▲1 |
| 4 | G Ethical Management | ●●○○ | ●●●● | ●●●○ | ▲6 |
| 5 | S Supply Chain Management | ●●●○ | ●●●○ | ●●●○ | (Maintained) |
| 6 | E Climate Change Response | ●●●● | ●●○○ | ●●●○ | ▼3 |
| 7 | G Governance | ●●○○ | ●●●○ | ●●●○ | ▼1 |
| 8 | E Waste | ●●●● | ●○○○ | ●●○○ | (New) |
| 9 | S Corporate Culture | ●○○○ | ●●●○ | ●●○○ | (New) |
| 10 | E Biodiversity | ●○○○ | ●●○○ | ●○○○ | (New) |

1) Top-ranking Issues (R&D Innovation, Access to Healthcare, Product Responsibility and Safety): These issues remained top-ranked due to consistently high expectations from internal and external stakeholders regarding Celltrion's accountability across its key business areas, including drug development, manufacturing, and distribution.
 Issues with Increased Ranking (Ethical Management): The significance of ethical management increased as its impact on corporate sustainability continued to grow.
 Issues with Decreased Ranking (Climate Change Response, Governance): The relative significance of these issues declined as related policies and management systems became more established and stabilized.
 Newly Ranked Issues (Waste, Corporate Culture, Biodiversity): Entered the list of material issues due to growing needs for proactive management in response to evolving policies, regulatory changes, and stricter disclosure standards.

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Double Materiality Assessment

Materiality Assessment Results

Key Outside-In Issues for Corporate Value Creation

| Material Issues | Identified Risks/Opportunities | Relevant Business Cases | Business Impact (Revenue/Cost/Risk) | Strategic Response | Mid- to Long-Term Plan (Target Year) | Key Achievements | Management Compensation (KPI-linked) |
|---|---|--|---|--|---|--|---|
| R&D Innovation  | Opportunities <ul style="list-style-type: none"> Increased revenue through new market entry and expanded product launches Risks <ul style="list-style-type: none"> Higher R&D expenditures associated with novel drug development Increased labor costs due to recruitment of novel drug R&D personnel | <ul style="list-style-type: none"> In response to the growing demand for enhancing shareholder value through proactive adaptation to the evolving business environment and strengthening future competitiveness, the company needs to reinforce its novel drug development capabilities and expand its biosimilar portfolio to secure future growth engines | <ul style="list-style-type: none"> Revenue Cost | <ul style="list-style-type: none"> Expansion of the biosimilar pipeline through the development of immunology and treatments across other therapeutic areas Establishment of a novel drug pipeline through R&D in ADCs, bispecific/multispecific antibodies, and microbiome-based therapeutics | (By 2030) Expand the biosimilar portfolio to 22 products | <ul style="list-style-type: none"> Launched 5 new biosimilar products Developed proprietary cell line platform R&D intensity: 12.2% | <ul style="list-style-type: none"> Product development performance |
| Access to Healthcare  | Opportunities <ul style="list-style-type: none"> Increased revenue through enhanced brand image by promoting inclusive access in underserved regions and vulnerable groups Sales growth driven by market expansion as increased patient access drives overall demand Risks <ul style="list-style-type: none"> Increased SG&A expenses, including logistics costs and third-party service fees incurred in the distribution process Risk of reduced profitability in the process of supplying products to consumers at affordable prices Increased R&D costs to reduce production costs while maintaining equivalent efficacy | <ul style="list-style-type: none"> As healthcare demand rises in underserved regions and populations, the company needs to expand its capabilities in biopharmaceutical manufacturing and increase pharmaceutical delivery capacity. | <ul style="list-style-type: none"> Revenue Cost | <ul style="list-style-type: none"> Expansion of biosimilar development offering more affordable alternatives to originator biologics Participation in global procurement programs led by international organizations such as the Global Fund | (By 2025) Maintain 99.9% of sales from biopharmaceuticals assessed to be more cost-effective than standard treatment options | <ul style="list-style-type: none"> Achieved 99.9% of sales from biopharmaceuticals assessed to be more cost-effective than standard treatment options | <ul style="list-style-type: none"> Product development performance |
| Product Responsibility and Safety  | Risks <ul style="list-style-type: none"> Increased safety management and litigation costs due to stricter legal liabilities for product safety Decline in revenue and capital inflow caused by reputational damage resulting from product safety incidents Increased R&D expenses and higher investment in tangible and intangible assets for product safety validation Increased provisions and inventory assets due to product recalls caused by product defects | <ul style="list-style-type: none"> Rising investor expectations for product quality compliance in the biopharmaceutical sector necessitate improvements to the quality management system. | <ul style="list-style-type: none"> Revenue Cost Risk | <ul style="list-style-type: none"> Operate a robust quality management system based on global GMP regulations and ISO standards | (Ongoing) Minimize the number of product recalls | <ul style="list-style-type: none"> A total of 32 regulatory inspections conducted with no administrative actions over the past 4 years ISO 9001 certification obtained for the R&D Center (100% of applicable business sites certified) No product recalls reported to date | <ul style="list-style-type: none"> Production output |

Key Inside-Out Issues for External Stakeholders

| Material Issues | Value Chain | Type of Impact | Stakeholders & Areas of Impact Assessment | Relevance to External Stakeholders | Output Indicators | Impact Assessment | Impact Indicators |
|---|---|--|--|--|---|--|---|
| R&D Innovation  | <ul style="list-style-type: none"> Products/ Services | <ul style="list-style-type: none"> Positive | <ul style="list-style-type: none"> Society, Consumers and End Users | <ul style="list-style-type: none"> Increasing need to secure future growth engines for sustainable management Contributing to the prevention and response to public health crises Improving individual health and reducing the financial burden of healthcare | <ul style="list-style-type: none"> Reduced drug administration time through formulation changes of our drugs | <ul style="list-style-type: none"> Estimating time-based benefits of subcutaneous self-injection enabled by R&D innovation | $\text{Improved administration convenience} = [(\text{Intravenous(IV) infusion time}) - (\text{subcutaneous(SC) injection time})] \times (\text{Number of patients reached})$ |
| Access to Healthcare  | <ul style="list-style-type: none"> Products/ Services | <ul style="list-style-type: none"> Positive | <ul style="list-style-type: none"> Society, Consumers and End Users | <ul style="list-style-type: none"> Growing societal demand for equitable healthcare access Enhancing global health and well-being by improving healthcare access in underserved regions and developing countries | <ul style="list-style-type: none"> Reduced healthcare expenditure through the use of our biosimilars | <ul style="list-style-type: none"> Price-based benefits estimated from the commercialization and improved accessibility of biosimilars | $\text{Improved healthcare accessibility} = [(\text{Price of original biologics}) - (\text{Price of our biosimilars})] \times (\text{Number of patients reached})$ |
| Product Responsibility and Safety  | <ul style="list-style-type: none"> Sites, Products/ Services, Supply Chain | <ul style="list-style-type: none"> Negative / Potential | <ul style="list-style-type: none"> Society, Consumers and End Users | <ul style="list-style-type: none"> Increasing need to secure future growth engines for sustainable management Contributing to the prevention and response to public health crises Improving individual health and reducing the financial burden of healthcare | <ul style="list-style-type: none"> Number of recalls due to quality control failures | <ul style="list-style-type: none"> Estimation of the financial burden on patients resulting from treatments involving insured services and additional costs due to quality control failures | $\text{Financial burden} = [(\text{Average additional treatment cost}) + (\text{Average insurance payment}) - (\text{Average insurance coverage amount})] \times \text{Number of patients}$ |

Double Materiality Assessment

Stakeholder Engagement

Celltrion operates a variety of online and offline communication channels across departments to facilitate effective engagement with key stakeholders, including customers, employees, shareholders, investors, local communities, suppliers, and both central and local governments. Through these channels, Celltrion gathers stakeholder feedback both on a regular basis and as needed, and continuously monitors the positive and negative impacts that may arise from its business activities. Based on the results of this monitoring, Celltrion identifies and implements key initiatives and improvement actions. These insights are actively incorporated into its business activities through materiality assessments, as the company strives to further strengthen trust with its stakeholders.

Stakeholder Engagement Process



Stakeholder Communication



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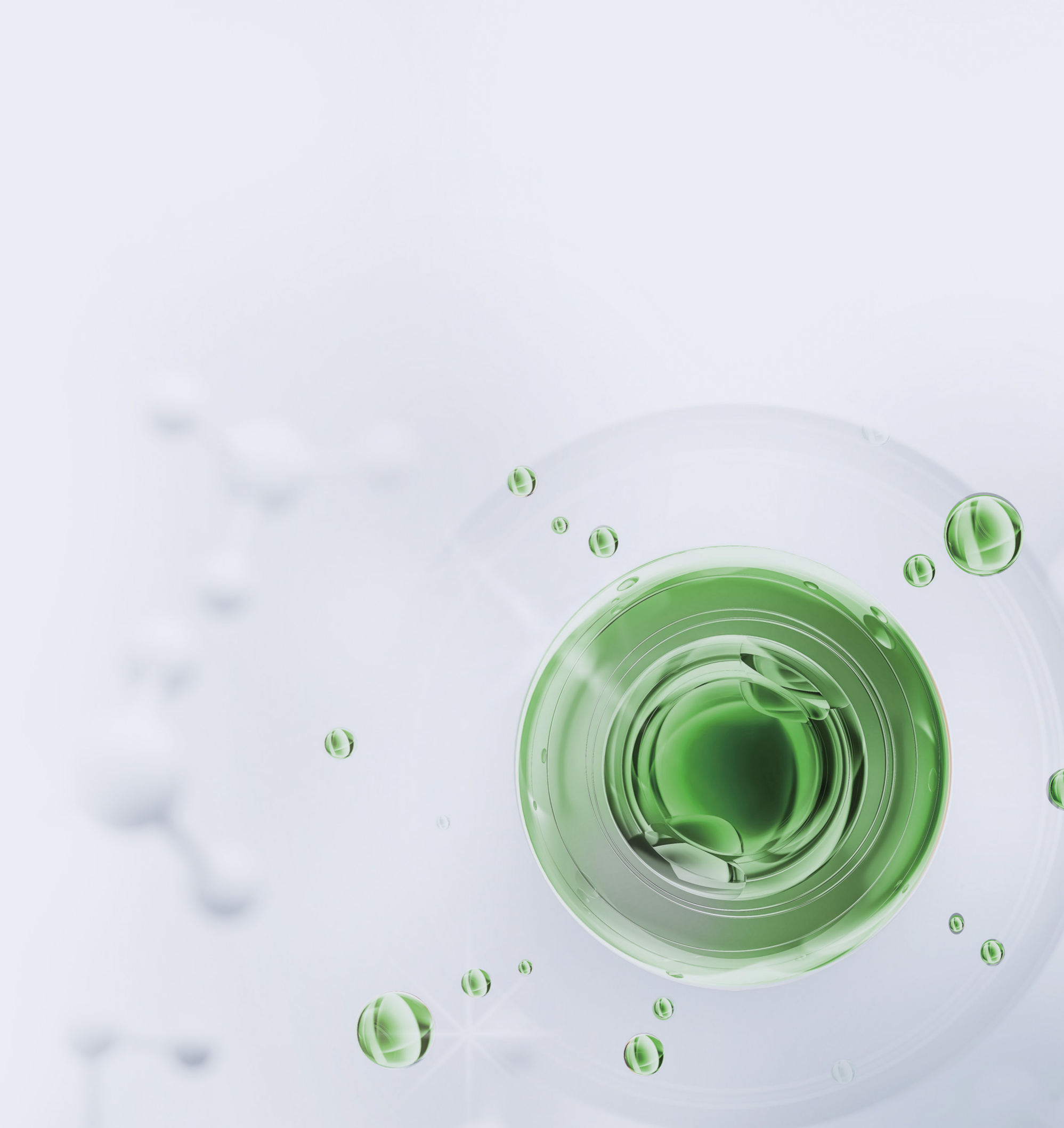
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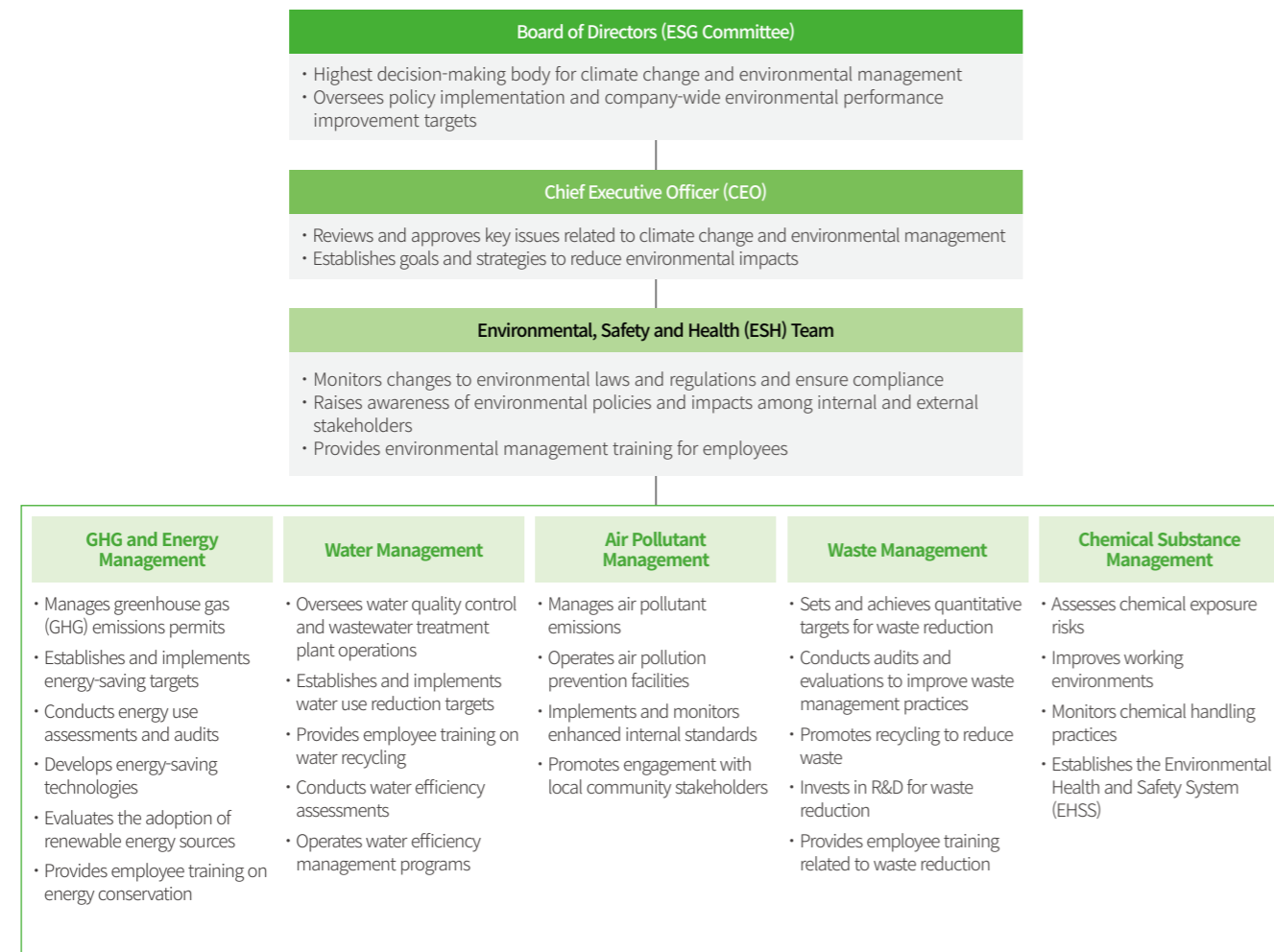
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Environmental Management System

Environmental Management Governance

Celltrion is strengthening its environmental management governance centered around the dedicated Environment, Safety and Health (ESH) Team, which oversees the operation of the environmental management system, compliance with environmental regulations, and environmental training for employees. Key environmental issues and progress updates, including the environmental management policy and system operations, are reported to the CEO. The ESG committee under the Board of Directors reviews and approves major environmental matters, including the company's climate change response. In 2024, the ESG Committee convened three times to revise environmental policies, including the biodiversity policy, review and approve improvement initiatives, and enhance environmental governance by reflecting the requirements of major evaluation agencies.

Environmental Management Organization



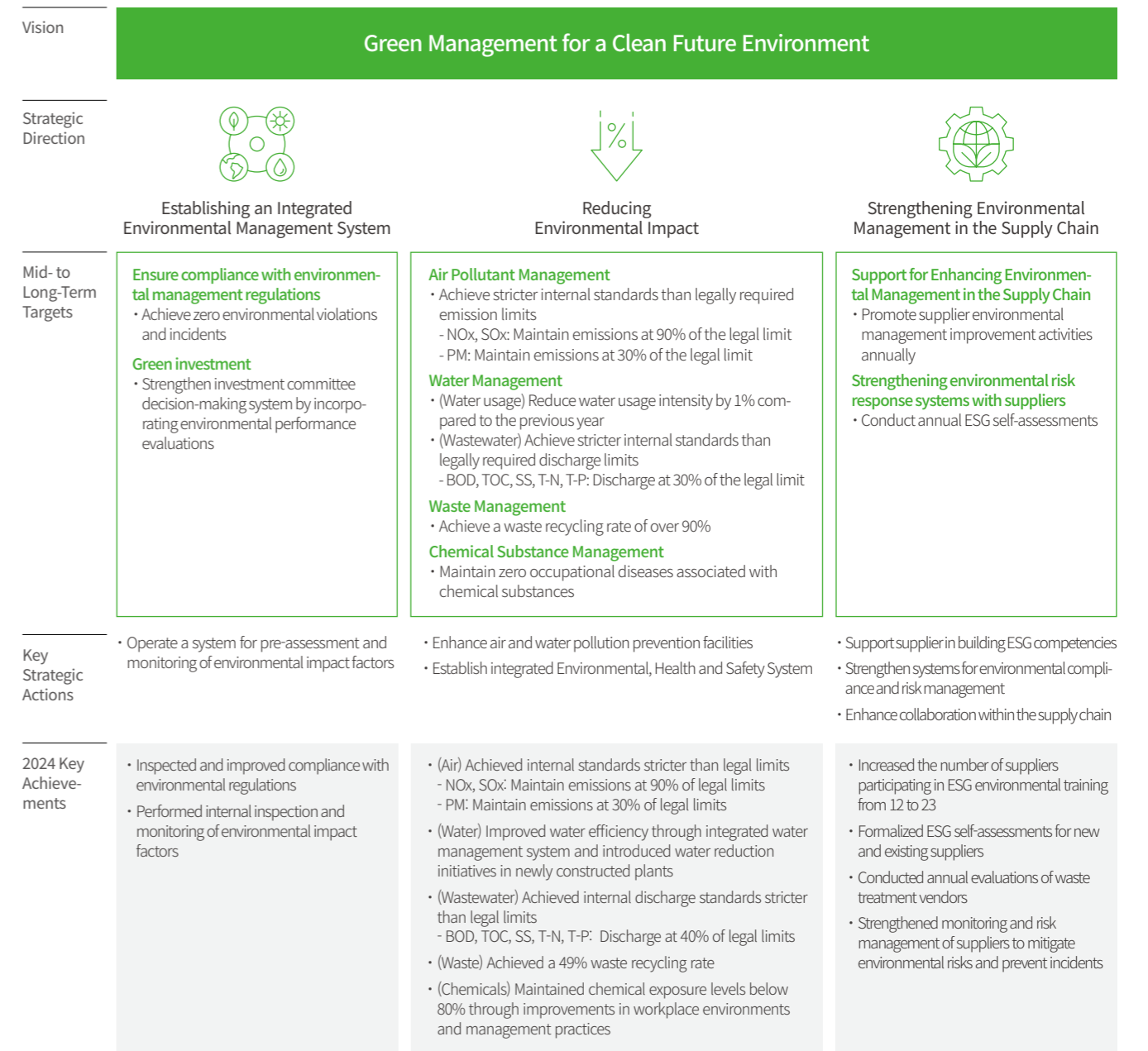
Environmental, Safety and Health (ESH) Policy

Celltrion thoroughly abides by the laws, regulations, and procedures associated with Environment, Safety and Health (ESH) while maintaining and operating internal standards that exceed legal requirements. Celltrion has established an ESH policy aimed at protecting the environment and fostering trust with a broad range of stakeholders, actively promoting sustainable management. In 2024, the ESH policy was updated to incorporate both qualitative and quantitative environmental goals, laying the foundation for systematic management and evaluation across the entire value chain—from manufacturing facilities and business site operations to product manufacturing, distribution, and supplier environmental practices.

Environmental Management Strategy

Celltrion is taking the lead in practicing sustainable management under the vision of “Green Management for a Clean Future Environment.” Based on a structured environmental management system, the company strictly complies with environmental regulations and prioritizes accident prevention, while continuously improving environmental performance through expanded investments in eco-friendly initiatives. In particular, Celltrion applies internal standards that are more stringent than legal requirements for managing air and water pollutants to minimize environmental impacts. The company has also achieved visible results in promoting resource circulation through recycling efforts. Furthermore, Celltrion is expanding the scope of environmental management across its supply chain by building a collaborative response system with suppliers to jointly address environmental risks and reduce the environmental impact of its business activities.

Environmental Management Strategy



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Environmental Management Strategy

Environmental Management System (ISO 14001)

Celltrion promotes continuous environmental management based on its ISO 14001-certified environmental management system to implement the environmental impact audit of business. Since 2020, a dedicated team has been in place to carry out risk and environmental impact assessments, aiming to maintain zero environmental incidents and legal violations. To support this goal, the company consistently maintains and annually renews its ISO 14001 certification, with 100% of eligible business sites certified. Resource, environmental, and energy-related improvement initiatives are promoted across all departments to strengthen ESG management and advance carbon neutrality goals.

Green Investment


Celltrion is actively pursuing a range of green investments aimed at improving energy efficiency, introducing renewable energy, and upgrading pollutant emission control facilities in response to climate change and environmental risk mitigation. Key investment areas include replacing high-efficiency equipment, installing LED lighting, purchasing carbon emission credits, and enhancing boiler and wastewater treatment plant operations. In 2024, the company carried out approximately KRW 1.9 billion in green investments, including the installation of LED lighting, improvement of intake air temperature in air compressors, and replacement of outdated turbo blowers.

In addition, Celltrion operates an Investment Committee under the CEO's leadership to manage potential risks and ensure efficient decision-making when reviewing new investment proposals. The committee is composed of seven members with expertise in relevant fields and deliberates agenda items with a quorum of more than half of the members present. Investment proposals are reviewed through a structured evaluation system that considers market potential, financial and legal feasibility, and alignment with the company's long-term sustainable growth. Among various types of investments, Celltrion applies an internal eco-friendly checklist — based on the K-Taxonomy — for capital investments. Through collaboration between operating departments and the ESG team, we identify whether each investment qualifies as green.

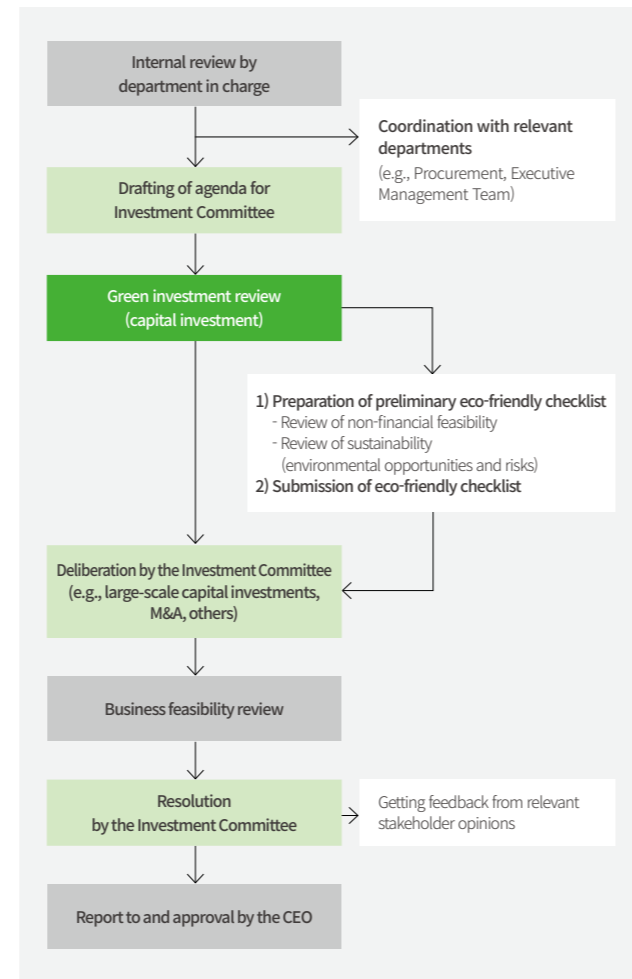
Celltrion will continue to operate its green investment evaluation system, identify environmental risks and opportunities associated with its business, and make ongoing efforts to achieve its environmental management goals.

Environmental Management System (ISO 14001) Certification

100% certified across all eligible business sites



Investment Review and Risk Assessment Procedures of the Investment Committee

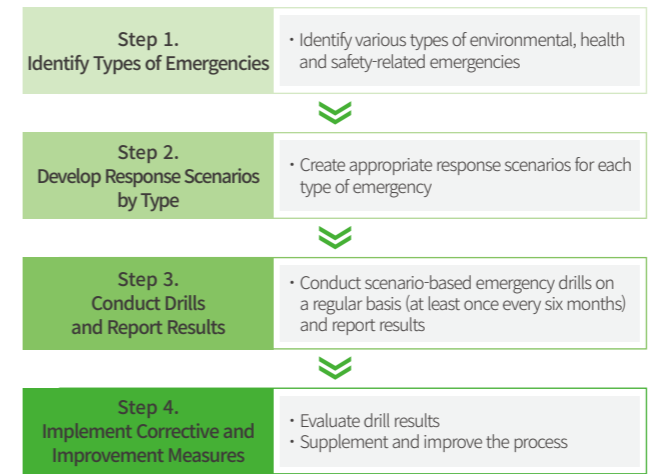


Environmental Management

Environment, Safety and Health (ESH) Risk Management

Emergency Response Process Celltrion operates an ESH emergency response process to identify and minimize damage from environmental, health and safety-related emergencies and incidents. Under the “ESH Incident Reporting and Response Procedure,” we investigate incidents and prepare reports to maintain a systematic risk management system.

ESH Emergency Response Process



Environmental Management Training for Employees Celltrion conducts annual online and offline training to raise environmental awareness among all employees and foster engagement in climate action. The company operates a structured training program by performing post-training evaluations and satisfaction surveys. In 2024, offline training sessions were conducted for employees from relevant departments to address compliance with domestic environmental regulations. The sessions covered air, water, and waste (general and medical) management processes and procedures.

2024 Environmental Training Results

| Training Program | Target Group | Participants | Format | Objective |
|--|--------------|--------------|---------|---|
| Professional Air Environment Engineering | ESH Team | 1 | Online | Domestic and international regulation compliance |
| Noise & Vibration Environment Engineering | ESH Team | 1 | Online | Domestic and international regulation compliance |
| Professional Water Environment Engineering | Suppliers | 2 | Online | Domestic and international regulation compliance |
| Waste Discharge Training | ESH Team | 1 | Online | Domestic and international regulation compliance |
| Medical Waste Discharge Training | ESH Team | 1 | Online | Domestic and international regulation compliance |
| Internal Training on Waste Management Procedures | Employees | 410 | Offline | Training on compliance with the Waste Control Act and detailed waste treatment procedures |

Environmental Compliance Management

Based on our environmental management system, we share ESH policies with all employees, while each department establishes and executes detailed action plans to ensure effective execution. We regularly monitor the environmental impacts of departmental activities, products, and services and operate production facilities in compliance with regulations related to air, water, and noise, conducting periodic inspections and management. In November 2024, an unannounced inspection conducted by the Han River Basin Environmental Office under the Ministry of Environment identified three violations of the Water Environment Conservation Act: one case of error in log documentation and two cases of failure to report changes. As corrective actions to prevent recurrence, Celltrion has strengthened biannual monitoring and analysis of all water pollutants and established a procedure to promptly amend permits when new substances are detected. To prevent errors in operations log documentation, the logging process has been simplified, employee training enhanced, and post-monitoring and internal audit systems improved. To minimize the risk of environmental regulation violations, Celltrion voluntarily discloses both domestic and international violations and incident records through its Sustainability report and establishes response strategies through regular monitoring of relevant laws and regulations through its enterprise-wide risk management process.

Environmental Compliance Response Strategy

| Enterprise Risk Management Process | Legal Compliance Assessment | Establishment of Remediation and Recurrence Prevention Measures |
|--|--|---|
| Ad-hoc | Monthly | Semiannually |
| • Conduct legal review of environmental risks on an ad hoc basis | • Monitor amendments and revisions to 26 environmental regulations | • Establish measures to prevent recurrence of violations and internal standards that are stricter than legal requirements |

Response strategy for environmental law

| Environmental Laws | Response Strategy |
|---|--|
| Water Quality Conservation Act | <ul style="list-style-type: none"> (Water Quality Management) Manages water pollutants using internal standards stricter than the legal discharge limits. (Monitoring) Both Plant 1 and 2 conduct semiannual monitoring of water pollutant discharge levels through third-party companies. High-concentration wastewater is outsourced to third-party treatment companies and reported annually to local authorities. (Reporting) Conducts annual reporting on water usage and wastewater treatment to the Ministry of Environment through Nationwide Pollution Source Survey and Pollution Discharge Survey of Designated Hazardous Substances in Water. |
| Clean Air Conservation Act | <ul style="list-style-type: none"> (Air Quality Management) Operates internal standards stricter than legal discharge limits, managing NOx and SOx at 90% and PM at 30% of regulatory thresholds. (Facility Management) Installed 4 low-NOx burners at Plant 2 to reduce emissions from additional boiler installation. (Monitoring) Conducts outsourced measurements of air pollutants according to legal intervals, and performs maintenance and annual monitoring of refrigerant-using equipment. |
| Wastes Control Act | <ul style="list-style-type: none"> (Reporting) Utilizes the Allbaro System to report waste disposal activities. (Target Implementation) Established and implemented long-term waste recycling goals |
| Act on the Registration and Evaluation of Chemical Substances | <ul style="list-style-type: none"> (Management) Operates the Environment, Health, and Safety System (EHSS) to systematically manage all chemical substances handled on-site, thoroughly ensuring compliance with relevant regulations and licensing procedures. (Plan) Completed the registration of 1 chemical substance to date and plans to register 3 additional substances by 2030 |
| Chemical Substances Control Act | <ul style="list-style-type: none"> (Management) Conducts regular chemical management activities, including chemical statistics reporting, emission reporting, and the preparation of a risk management plan for the prevention and management of chemical accidents. (Status) Secures the stability of chemical management by processing business license amendments for hazardous chemicals, submitting subcontracting notifications (change notifications), and providing safety training. |

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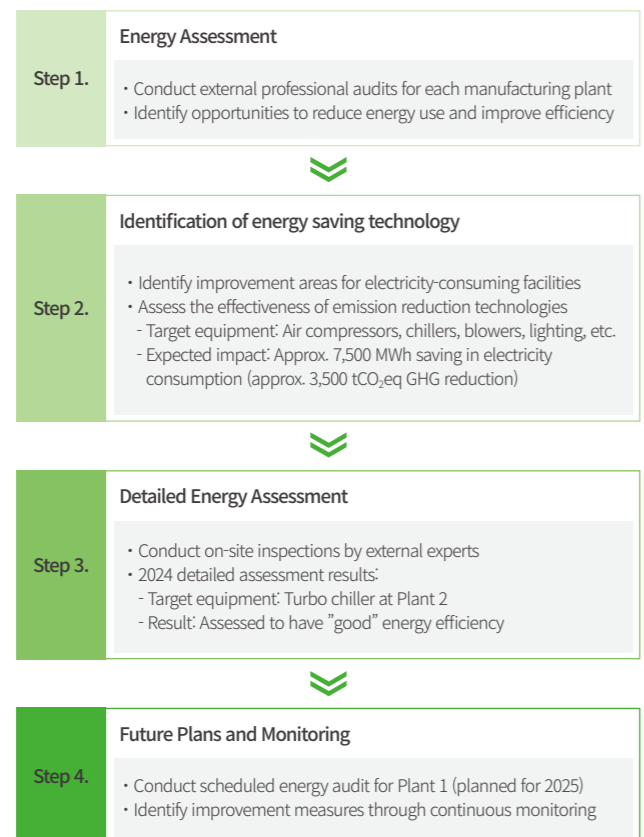
Energy Management

Celltrion builds energy-efficient business sites based on its certifications in the Quality Management System (ISO 9001) and the Environmental Management System (ISO 14001) and operates various energy management programs to reduce greenhouse gas (GHG) emissions. Key activities include the replacement of outdated equipment, improvement of equipment operation methods, implementation of zoned lighting control and energy-saving measures for air handling units, all aimed at continuously improving environmental performance. In addition, Celltrion manages energy efficiency through regular energy audits and employee training and is working toward its quantitative target of a 1% year-over-year reduction in energy intensity.

Energy Audit Activities

Celltrion conducts regular energy audits at its manufacturing plants through external consulting firms to identify opportunities for saving energy and improving energy performance. At Plant 2, the energy audit revealed that implementing GHG emission reduction technologies for major electricity-consuming equipment — including air compressors, chillers, blowers, and lighting — could reduce electricity consumption by approximately 7,500 MWh per year and GHG emissions by approximately 3,500 tCO₂e. In 2024, Celltrion conducted a detailed energy assessment of a turbo chiller, a major energy-consuming system, and confirmed that its energy efficiency was “good.” We plan to continue performance monitoring to identify opportunities for improving energy performance.

2024 Energy Audit Process



Energy Management Program

To achieve its energy reduction targets, Celltrion has strengthened its operation of energy management programs and related investments. Based on the results of energy audits, the company implemented various energy saving activities such as optimizing intake air temperature for air compressors, replacing outdated turbo blowers, installing regenerative braking systems in elevators, and upgrading to LED lighting. As a result, in 2024, Celltrion achieved an additional reduction of 1,202 MWh in electricity consumption and 554 tCO₂e in GHG emissions in 2024. Notably, the company replaced approximately 1,800 outdated fluorescent lights with LED lighting across electrical rooms in Plant 1, production facilities in Plant 2, and shared and office spaces. This contributed to an annual reduction of 489 tCO₂e and a 50% reduction in electricity consumption compared to previous lighting systems.

Celltrion has invested in R&D to improve energy efficiency and minimize environmental impact, with the goal of applying eco-friendly technologies throughout the entire process — from design and construction to completion—of its new DP plant. As a result, the new DP plant was awarded a preliminary Green Level 2 certification under the G-SEED (Green Standard for Energy and Environmental Design) program, following an innovative design process and rigorous review by green building experts. Based on this achievement, Celltrion plans to continue efforts to obtain full certification upon project completion.

In addition, under a heat energy supply agreement signed in 2021 with Incheon Total Energy Co., Ltd., Celltrion invested in a project to supply heating, hot water, and cooling to the Global R&D Center using externally sourced thermal energy. The use of externally sourced thermal energy has proven effective in reducing GHG emissions compared to boiler combustion. As of 2024, approximately 18,894 Gcal of thermal energy has been supplied, contributing to the expansion of eco-friendly energy use. This thermal energy has been certified under Korea’s Environmental Product Declaration (EPD) system, validating it as a low-carbon, clean and green energy source. Going forward, Celltrion will continue expanding its energy management programs to enhance energy efficiency across all business sites.



Green Building Pre-Certification for Celltrion DP Plant

Energy Saving Training for Employees

As a company designated as a high energy-consuming business under the Rationalization of Energy Use Act, Celltrion appoints energy managers for each manufacturing plants and manages energy usage through dedicated audits and evaluations. These energy managers have completed mandatory training on energy efficiency and also continue to provide regular training to employees to strengthen their understanding and practices related to improving energy efficiency.

2024 Achievements in Energy-Saving Activities

| Category | Activity | Outcome |
|--------------------------------------|--|---|
| Energy Management Improvements | <ul style="list-style-type: none"> Air compressor intake temperature optimization Outdated turbo blower replacement Installation of regenerative braking systems for elevators LED lighting replacements | <ul style="list-style-type: none"> 1,202 MWh energy saved 554 tCO₂e GHG reduction |
| Energy Saving Investments | <ul style="list-style-type: none"> Investment in thermal energy supply project | <ul style="list-style-type: none"> 18,894 Gcal of thermal energy supplied |
| Energy Saving Training for Employees | <ul style="list-style-type: none"> Technical training for plant energy managers Internal training on energy efficiency improvement | <ul style="list-style-type: none"> Completion of energy manager training and supervision (2 employees) |



Rendering of Celltrion Plant 1 Drug Product Facility (G-SEED Pre-Certified Green Building)

Air Pollutant Management

Celltrion applies internal standards that are stricter than legal limits to effectively manage air pollutant emissions, maintaining nitrogenoxides (NOx), sulfur oxides (SOx) at about 90% and particulate matter (PM) at about 30% of the regulatory thresholds. Since 2022, the company has been replacing all boiler systems across its sites with low-NOx burner boilers and strives to achieve optimal energy efficiency through periodic inspections and annual maintenance contracts with specialized service providers.

Air Pollutant Management Activities

To reduce emissions from production and utility facilities, Celltrion conducts regular emission testing, applies internal standards stricter than legal requirements, and performs routine monitoring. Emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM) from air pollutant-emitting facilities within the business site are measured once or twice per year by certified authorized external institutions, and the results are submitted to the Korea Environment Corporation.

In 2024, Celltrion enhanced its air pollutant management by conducting daily monitoring and validation of the excess air ratio in the fire-tube boiler at Plant 1. This initiative led to improved fuel efficiency and a reduction in nitrogen oxide (NOx) emissions.

Celltrion is also strengthening collaboration with the local community. Since signing a voluntary agreement with Incheon Metropolitan City in July 2021 to reduce fine dust emissions, the company has been submitting emissions status reports for Plant 1 and 2 and maintaining regular monitoring and joint activities.

Air Pollutant Management Activities

| Category | Details |
|----------------|--|
| Goals | <ul style="list-style-type: none"> Establish internal standards stricter than legal limits - NOx & SOx: 90% of legal limits - PM: 30% of legal limits |
| Key Activities | <ul style="list-style-type: none"> Replace boilers with low-NOx burner systems Optimize fire-tube boiler combustion Daily monitoring and efficiency improvement of boiler air-fuel ratio Maintain voluntary agreement with Incheon Metropolitan City on fine dust reduction Submit emissions status reports |
| Outcome | <ul style="list-style-type: none"> Reduced NOx emissions Strengthened ongoing collaboration on air pollutant management with the local community |

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Waste Management

Celltrion has established waste reduction targets and is implementing various reduction initiatives to minimize the environmental impact of waste generated from business operations. The company has set a long-term goal of achieving a waste recycling rate of over 90% by 2045 and continues to pursue systematic waste management strategies. As of 2024, the company achieved a recycling rate of 49%.

Waste Recycling Targets and Performance

| 2024 Performance | 2024 Target | 2045 Target |
|------------------|-------------|---------------|
| 49% | 58% | 90% or higher |

Waste Management Program

Celltrion classifies all waste generated at its business sites into general waste, designated waste, and medical waste, and manages them separately. All waste is thoroughly reclassified by type and condition at internal waste storage facilities. Medical waste is categorized accordingly and stored in dedicated containers, then processed by certified waste treatment contractors. When disposing of product-related waste, personnel from the Quality Team personnel oversee the disposal process to confirm that final incineration is completed. Among general waste, wastewater treatment sludge generated during treatment processes, and waste oil and waste organic solvents classified as designated waste, are reused as raw materials for cement manufacturing or as fuel in power plant operations. Some quantities are also recycled for fertilizer production. Additionally, spent activated carbon from general waste and waste organic solvents from designated waste are partially reprocessed and reused within the manufacturing process.

As of 2024, Celltrion achieved an annual recycling volume of approximately 1,282 tons. Moving forward, the company plans to expand its external recognition efforts by pursuing Zero Waste to Landfill (ZWTL) certification from accredited third-party organizations, starting with waste from individual production facilities, thereby reinforcing external validation of its waste reduction and recycling efforts.

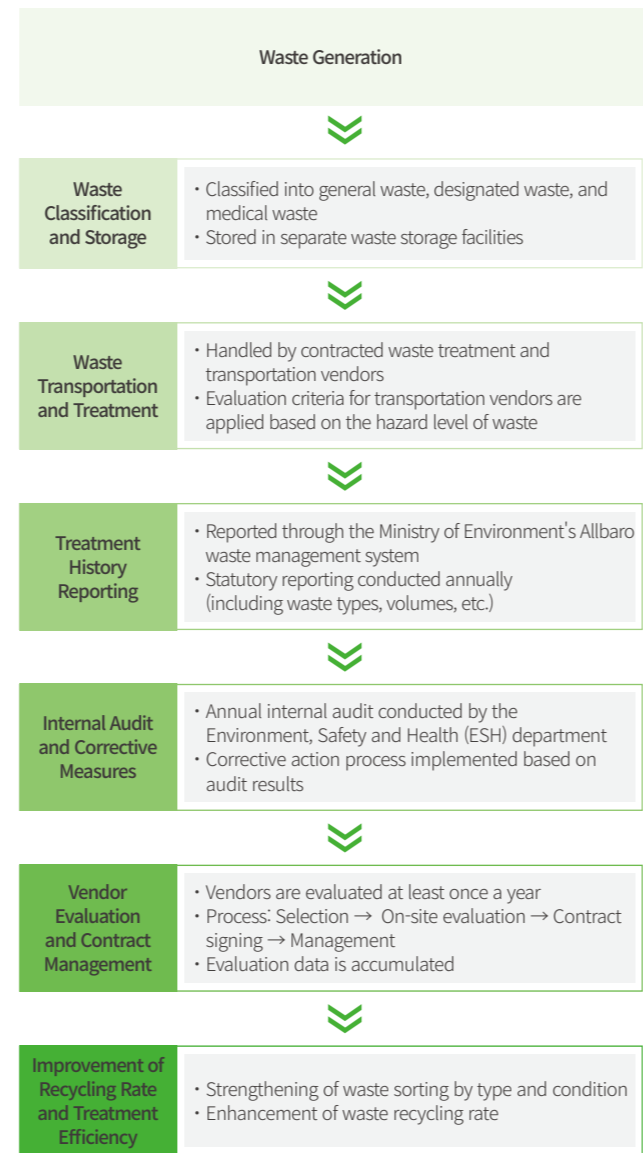
As part of investment activities to reduce waste, Celltrion upgraded the waste storage facilities at Plant 1 and 2 in 2024. This included securing designated waste loading zones and storage areas within the designated waste storage facilities. For enhanced safety, leak-prevention pallets and stainless-steel containment curbs were also installed across all storage zones.

Celltrion reports the entire lifecycle of in-house generated waste — from discharge to transport and treatment — through the Ministry of Environment's Allbaro waste management system. The company also files an annual statutory report, in accordance with applicable laws, detailing the quantities of waste generated and treated by category. To ensure safe and transparent waste handling, Celltrion operates an internal waste management audit process based on its ESH internal audit procedures, conducting a regular annual audit and implementing a corrective action process based on the results.

Contracted waste treatment vendors are evaluated at least once per year. These evaluations assess processing capacity, permit compliance, and the implementation of environmental and safety countermeasures. For selected vendors, Celltrion conducts rigorous pre- and post-contract reviews, including documentation checks and on-site inspections.

Evaluation results are continuously accumulated and used as reference data for ongoing vendor management. In particular, for transport contractors handling designated waste, Celltrion applies a dedicated set of evaluation criteria that accounts for the higher risk associated with transporting hazardous materials, ensuring a thorough review of each vendor's suitability.

Waste Management Process



Treatment Methods by Waste Category

| Category | Storage Location | Treatment Method |
|------------------|-----------------------------|-----------------------------------|
| General Waste | Waste synthetic resins | Waste Storage Facility |
| | Wastewater treatment sludge | |
| Designated Waste | Liquid waste | Designated Waste Storage Facility |
| | Solid waste | |
| | Expired reagents | |
| Medical Waste | Pathological waste | Medical Waste Storage Facility |
| | Damaging waste | |

Employee Training on Waste Reduction

To enhance its performance in authorized waste reduction and recycling, Celltrion provides waste management training to its employees. The training covers procedures and methods for managing various types of waste, including chemical and medical waste, with a strong focus on preventing risks during the disposal process. Additionally, training outcomes are shared regularly with relevant departments, and the company is committed to continuously improving the effectiveness of its training programs.



Employee Training on Waste Reduction

Support for Enhancing Environmental Management in the Supply Chain

To enhance the sustainability of its supply chain, Celltrion supports the environmental management competency development of its suppliers. Since 2023, the company has been providing annual environmental management training on topics such as climate change response, hazardous chemical substance management, and waste reduction. The program began with 12 suppliers and expanded to 23 in 2024. In addition, new suppliers, an ESG self-assessment is required during the onboarding process to evaluate their environmental management practices. For existing suppliers, annual self-assessments are conducted to review compliance with environmental regulations and the implementation of environmental initiatives. Based on assessment results, some suppliers undergo on-site inspections. Through these measures, Celltrion provides ongoing support to help suppliers actively engage in environmental risk mitigation efforts.

Toxic Emissions Reduction Programs in the Supply Chain

Celltrion conducts annual qualification assessments of contractors responsible for transporting and treating waste generated from its operation sites. In 2024, the company assessed contractors through document reviews and on-site inspections, focusing on factors such as waste treatment licenses, processing capacities, and spill prevention facilities. Evaluation results, derived based on defined criteria, are scored and utilized to determine whether to initiate or renew contracts. In addition, Celltrion actively engages in continuous monitoring of key evaluation criteria, collaborating with contractors to enhance risk management for environmental incidents, ensure legal compliance and improve safety measures for workers, fostering stronger, and more collaborative partnerships.

2024 Waste Contractor Evaluation Results

| Category | Details |
|-----------------------|---|
| Target | Waste disposal and transportation contractors |
| Number of Contractors | 13 |
| Evaluation Frequency | At least once per year |
| Result | No significant findings (as of December 2024) |

[Key Evaluation Categories]

- Possession of valid licenses for waste treatment and enrollment in liability insurance
- Capacity to process the assigned types of waste
- Availability of designated areas for loading/unloading and waste storage
- Availability of waste leakage prevention facilities (e.g., for leachate or waste liquids)
- Compliance with waste treatment systems and storage duration requirements
- History of environmental incidents or legal violations related to waste
- Implementation of worker safety measures and likelihood of local community complaints

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Environmental Management

Chemical Substances Management

Chemical Substances Management

Celltrion strictly complies with domestic and international regulations and global standards — including the Chemical Substances Control Act, the Act on the Registration and Evaluation of Chemical Substances, and the Hazardous Materials Safety Control Act — to manage the entire process of introducing, using, and disposing of hazardous chemical substances within its facilities. To protect the safety of employees and local communities and minimize environmental risks, we have established a chemical substances safety management policy, installed local ventilation systems, and conduct regular inspections. We also monitor chemical substance exposure levels regularly and implement a range of safety measures to minimize health impacts on workers, such as conducting medical examinations tailored to the hazardous factors associated with each substance.

For departments dealing with chemicals, the ESH team conduct task- and situation-specific hazard and risk analyses to develop mitigation measures and provide regular hands-on training to enhance staff readiness for potential risks. At chemical handling sites, weekly comprehensive inspections are conducted across all facilities to identify risks associated with chemical handling. Identified risks are addressed through immediate corrective actions and shared horizontally across departments to ensure a safer workplace.

Hazardous Chemical Substances Management

To raise awareness about the necessity and risks of hazardous chemical substances management, Celltrion conducts training for employees and supplier personnels, focusing on the safe handling of chemical substances and facility management. Additional training sessions are provided on Material Safety Data Sheets (MSDS), personal protective equipment (PPE), and standards for labeling, display, and storage to strengthen overall safety management. Supplementary training is provided to departmental chemical substance managers and team leaders to enhance their capabilities in accident prevention, safety management, and incident recurrence prevention. To prevent leakage incidents, leak detectors, CCTV systems, and other monitoring equipment are installed within chemical handling areas, and PPE is deployed to ensure preparedness for immediate response. Newly introduced chemical substances undergo thorough safety reviews based on their MSDS¹⁾ and are managed through reporting to and obtaining approval from the Ministry of Environment. To further ensure site safety, Celltrion also conducts regular fire suppression drills, chemical spill response exercises, and emergency evacuation training to continuously improve its emergency response system. Moving forward, Celltrion will maintain strict compliance with relevant regulations to prevent chemical substance-related incidents and will regularly conduct statutory inspections of hazardous substance handling facilities to consistently strengthen site safety.

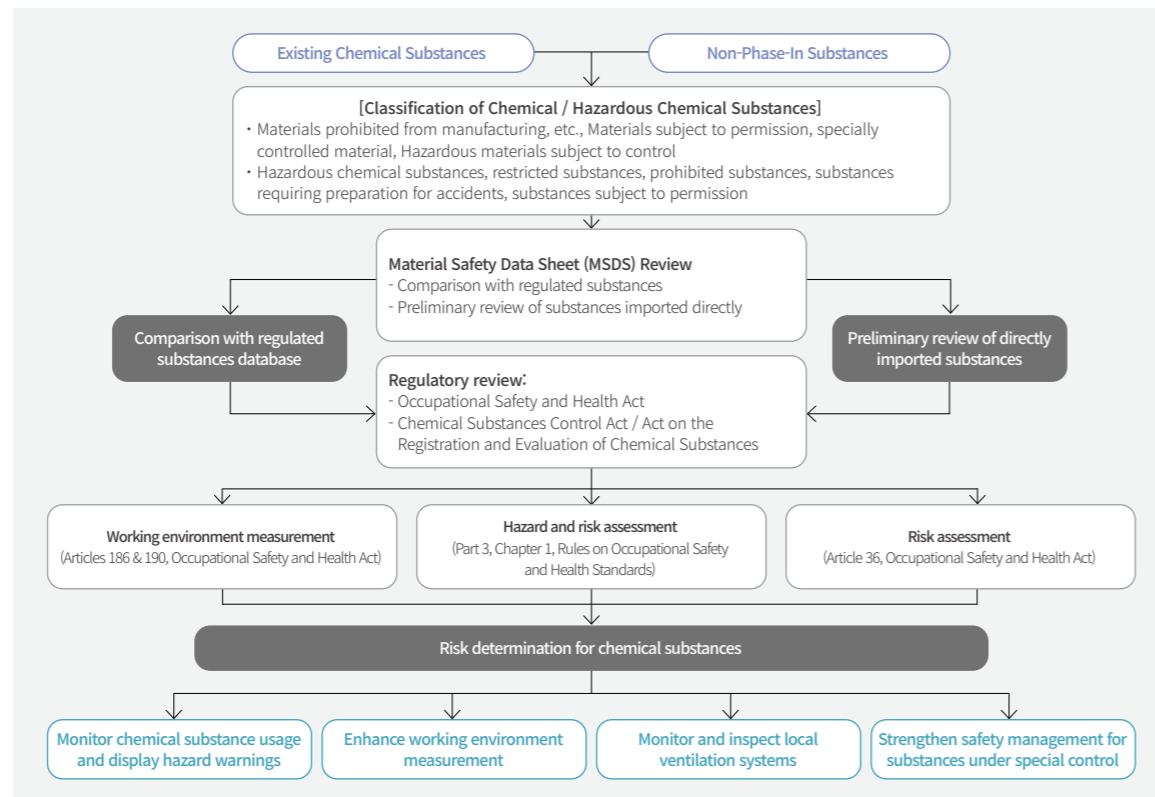
Risk Assessment for Chemical Substance Exposure

STEP 1.
Risk Identification

STEP 2.
Risk Assessment

STEP 3.
Risk Determination

STEP 4.
Risk Treatment



Reduction and Substitution of Hazardous Chemical Substances

Celltrion has consistently worked to reduce the use of hazardous chemical substances by substituting them with less harmful alternatives. In particular, the company has replaced and reduced sulfuric acid and sodium hydroxide, which are hazardous chemical substances used in the wastewater treatment facilities at Plant 1 and 2, with non-hazardous chemical substances. Approximately 1.35 tons of sulfuric acid and 229.5 tons of sodium hydroxide have been replaced annually with non-hazardous chemical substances. The use of sulfuric acid was fully phased out in 2021, and sodium hydroxide has been substituted three times with non-hazardous alternatives. Going forward, in phases Celltrion will continue to reduce the use of hazardous chemical substances and minimize associated risks.

Establishment of Integrated Environmental, Health, and Safety System (EHSS)

Celltrion continuously enhances its Environmental Health and Safety System (EHSS) to systematically manage all chemical substances handled at its business sites and to thoroughly ensure compliance with relevant laws and licensing procedures. Through this system, the company continuously monitors legal and regulatory requirements related to the storage conditions and associated risks of hazardous chemical substance handling facilities. It also shares the results of on-site inspections with relevant departments promptly to enable timely corrective action, thereby minimizing the risk of incidents. In accordance with the Act on the Registration and Evaluation of Chemical Substances, Celltrion has completed the registration of one chemical substance to date and plans to register three additional substances by 2030. Hazardous chemical substances, including existing ones, are used exclusively for cleaning storage tanks, pipelines, and other production facilities, as well as for experimental and testing purposes in research and development. These substances are not included in the final products. Through the EHSS, we conduct risk assessments of chemical substances at least once a year and establishes and operates a risk management system to prevent chemical accidents. Risks are identified by cross-checking against the regulated substances database, conducting prior reviews of directly imported substances, and performing legal reviews in accordance with domestic and international laws such as the Occupational Safety and Health Act and the Chemical Substances Control Act, covering both existing and new chemical substances. Potential risks to human health and the environment are then analyzed and assessed through hazard and risk evaluations as well as working environment measurements.

Identified risks are managed through measures such as usage monitoring, strengthened safety management, and maintenance of local ventilation systems. Furthermore, we develop and implement action plans aimed at reducing both the usage and disposal of chemical substances. These risk assessments cover all chemical substances introduced into Celltrion's business sites. Related items, handling volumes, and applicable regulatory requirements are comprehensively evaluated and monitored across the entire product lifecycle — from production and R&D to distribution. Through this integrated approach, we enhance management efficiency and will continue to assess the risks of all chemical substances to minimize our impact on human health and the environment.

Chemical Substance Management Training for Employees

Celltrion conducted nine environmental and safety training programs, delivered both online and offline, targeting a diverse range of employees including hazardous chemical substance handlers, new hires, and technical staff. Notably, we enhanced training effectiveness by offering tailored, practice offline sessions customized for each job level.

Water Management

Celltrion has established an integrated water management system across its production facilities to manage water consumption efficiency. We have set a target to reduce water use intensity by 1% compared to the previous year and are actively pursuing initiatives to achieve this goal.

Water Management Programs

Celltrion operates a Water Resource Monitoring System to establish the efficient water management system within its production facilities. This system continuously monitors water consumption, identifies opportunities for improving efficient water use, and integrates these findings into the company's management framework. Insights from water resource monitoring at Celltrion Plant 1, 2 and 3 were reflected in the design of the new DP Plant, which began construction in 2024, enabling the establishment of a more efficient water management framework. In addition, the company recycles condensate generated during production processes to reduce overall water consumption. A portion of filtered reclaimed water from the purified water-for-injection production facility is supplied via a water tank to water-consuming equipment such as cooling towers and steam generators, thereby improving water use efficiency. As of 2024, approximately 221 tons of reclaimed water were reused annually within production processes. Celltrion plans to further strengthen its water management system by reviewing additional improvement measures, including the introduction of greywater systems and expanded water recycling facilities as water efficiency management programs.

To improve wastewater quality and ensure strict water quality management, we operate a water efficiency management program that includes wastewater monitoring, laboratory testing, and the application of strengthened internal standards. Each production facility operates its own wastewater treatment plant. Wastewater generated from production processes, laboratories, and utility systems undergoes physical, chemical, and biological treatment before being discharged to the municipal sewage treatment facility. In accordance with the Water Environment Conservation Act, we have installed continuous automatic Total Organic Carbon (TOC) measuring devices to monitor wastewater at 30-minute intervals, ensuring effective management of its environmental impact.

Celltrion conducts monthly water quality analyses through its in-house laboratories and commissions certified third-party institutions to test for specific pollutants on a semiannual basis. These tests thoroughly monitor both the water withdrawals and discharged from Plant 1 and 2. High-pollutant wastewater, such as laboratory effluent and piping wash water, is entirely outsourced to specialized treatment companies.

To ensure strict compliance with environmental regulations, Celltrion has established internal discharge standards that are more stringent than legally mandated thresholds, managing effluent at levels within 40% of the legal limits.

Celltrion shares its water management performance not only with relevant departments but also with employees and partner companies, thereby promoting the efficient use of water resources. We are also strengthening programs designed to minimize environmental impact and reduce dependence on water resources.

Introduction

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Product Environmental Stewardship

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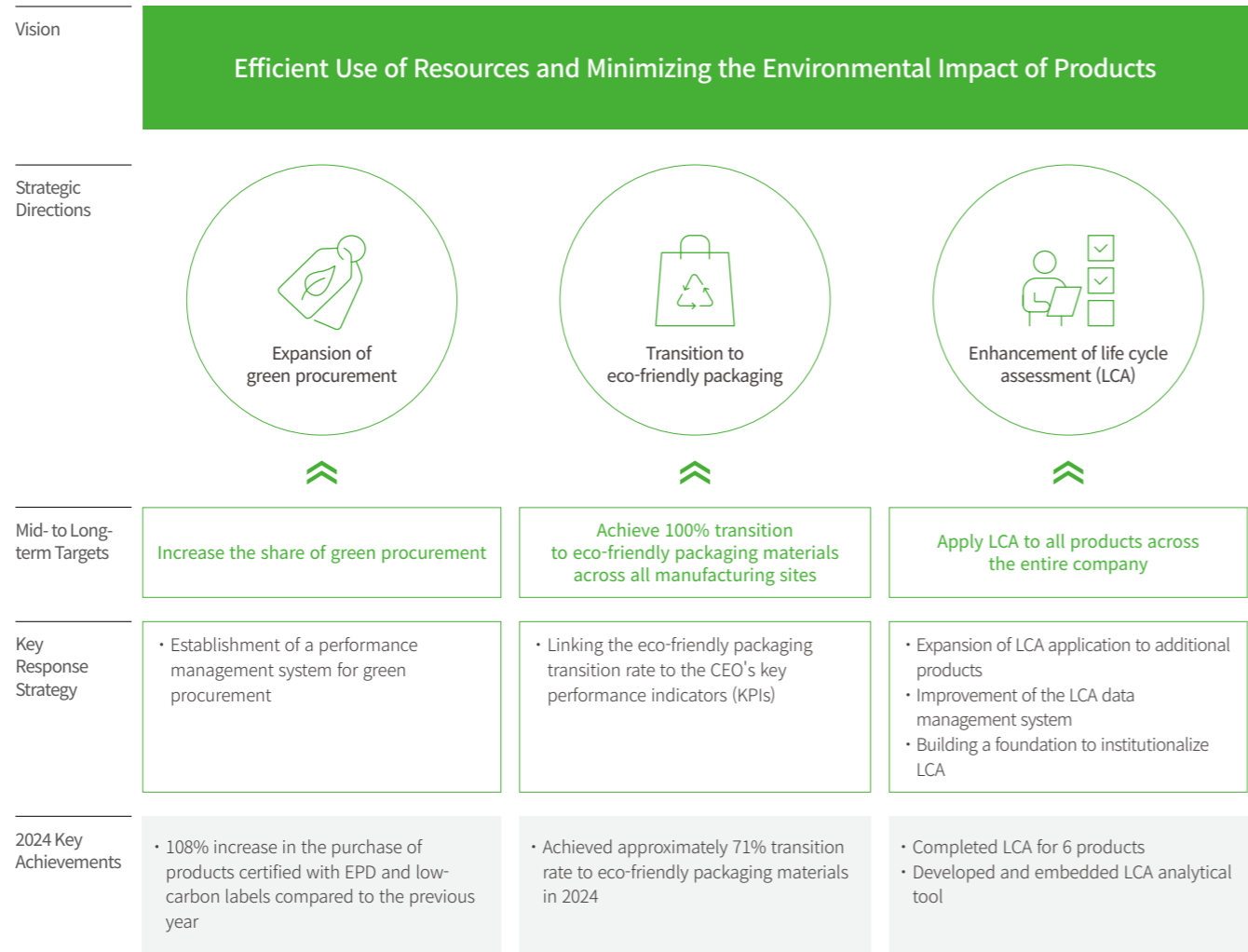
Appendix

Product Environmental Stewardship

Product Environmental Management Strategy

Celltrion has established and is implementing a roadmap for Eco-friendly product development, which includes expanding green procurement, switching to eco-friendly packaging materials, and advancing life cycle assessment (LCA) practices. To increase the share of green procurement, the company has set up a performance management system and actively promotes the procurement of products certified with Environmental Product Declarations (EPD) and low-carbon certifications. To promote the transition to eco-friendly packaging, Celltrion has set a target of 100% conversion across all manufacturing sites and managed in connection with executive management the transition rate as one of the CEO's key performance indicators. To quantitatively analyze and improve the environmental impact of its products, Celltrion conducts Life Cycle Assessment (LCA). We are strengthening our data management system and analytical capabilities to support these assessments and are currently implementing a roadmap to expand the application of LCA to all products across the company.

Product Environmental Management Roadmap



Transition to Eco-Friendly Packaging Materials

Celltrion establishes annual transition plans to achieve 100% conversion of secondary and tertiary packaging materials to eco-friendly alternatives and sets the transition rate as one of the CEO's key performance indicators (KPIs) for environmental management, linking performance to monetary compensation. Cartons, leaflets, and tertiary packaging boxes are being gradually replaced with PEFC/FSC-certified materials, with the transition for cartons completed at all manufacturing sites by 2024. Recycled PET is applied to blister packaging, and lightweight designs have been introduced at select manufacturing sites, resulting in a plastic reduction of 211.6 kg. In addition, cushioning materials have been converted from high-density polyethylene (HDPE) to biodegradable low-density polyethylene (LDPE), helping to minimize environmental impact.

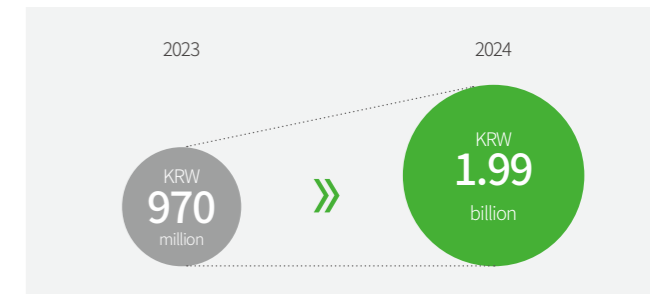
2024 Performance of Eco-Friendly Packaging Conversion

| Type of Packaging Material | Transition Details | Transition Volume (ton) | Transition Rate (%) |
|----------------------------|---------------------------------|-------------------------|---------------------|
| Carton | Use of PEFC/FSC-certified paper | 124.9 | 100 |
| Leaflet | Use of FSC-certified paper | 81.9 | 75 |
| Blister | Use of Recycled PET | 0.2 | 25 |
| Tertiary Packaging Box | Use of FSC-certified paper | 23.1 | 86 |
| Cushioning Material | 100% use of LDPE | 30.0 | 50 |

Green Procurement

Based on its sustainable procurement policy, Celltrion comprehensively considers not only product quality and price in the procurement process, but also environmental factors such as resource input, pollutant emissions, and whether products are certified as eco-labeled or low-carbon. In 2024, Celltrion's total green procurement spending on eco-friendly products and services amounted to approximately KRW 1.99 billion, accounting for 0.64% of the company's total procurement amount of KRW 312.7 billion. Major green procurement items include thermal energy and office furniture. For thermal energy, 100% of the purchased products were certified as low-carbon products by the Korea Environmental Industry & Technology Institute (KEITI). Celltrion continues to encourage active participation in green procurement activities by suppliers across the upstream and downstream segments of its supply chain. The company remains committed to expanding green procurement practices throughout the entire value chain.

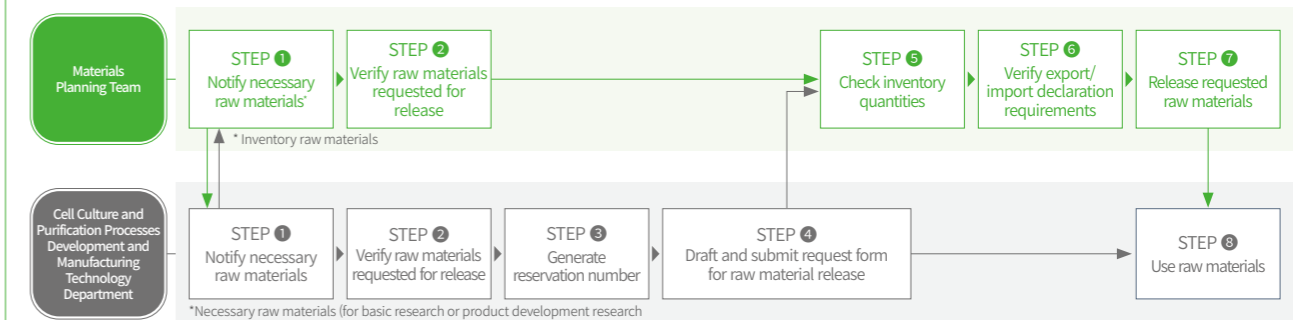
2024 Green Procurement Performance



Case • Resource Circularity System

Celltrion is actively promoting activities to enhance the circular use of raw materials by establishing an inventory-based material circulation system grounded in collaboration among internal departments and by operating flexible production plans. To this end, the company operates a resource circulation system through cooperation between the Materials Planning Team and the departments in charge of cell culture and purification process development and manufacturing technology, aiming to minimize raw material waste and strengthen reuse.

The process begins with material guidance issued by the Materials Planning Team. The Process Development Team then submits requests for raw material release, generates reservation numbers, drafts release request forms, and confirms whether customs declarations are required before releasing the requested raw materials. The released inventory raw materials are used for basic research and product development related to cell culture, purification process development, or production process studies. As of 2024, Celltrion has recovered circular reuse approximately 3.9 tons of raw materials through its resource circularity system, utilizing them for process research and validation of newly expanded facilities. This initiative resulted in financial savings of approximately KRW 2.48 billion. Going forward, the company plans to expand the scope of raw and subsidiary material circulation through production efficiency improvements based on the resource circularity system, and will actively promote efforts to share related know-how with supply chain partners, including suppliers.



Product Environmental Stewardship

Life Cycle Assessment (LCA)

In response to the global climate crisis and to analyze the environmental impacts of its products, Celltrion conducts Life Cycle Assessments (LCA). LCA quantitatively evaluates environmental impacts throughout a product's entire life cycle — from raw material extraction, manufacturing, and packaging, distribution, use, to disposal — providing a comprehensive analysis of the product's overall environmental footprint.

LCA Roadmap

To ensure the reliability and consistency of its LCAs, Celltrion is establishing a company-wide data management system and continuously acquiring additional necessary data. The company is enhancing its internal LCA analysis tools to improve evaluation accuracy for low-volume products and plans to establish a robust evaluation framework for all products by reflecting the unique characteristics of each plant and manufacturing site.

LCA Analytical Approach

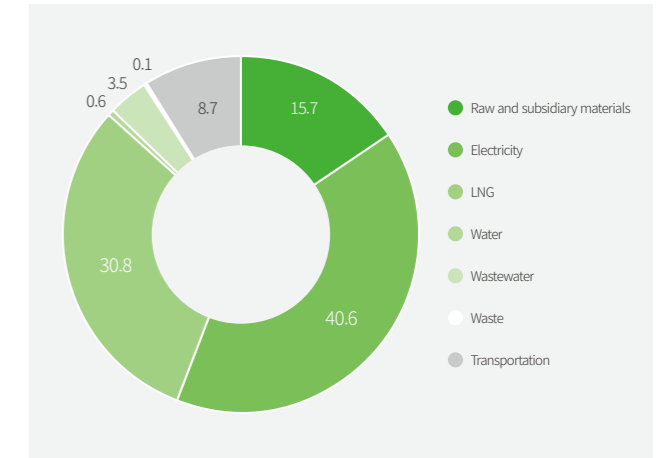
Celltrion conducts Life Cycle Assessments (LCA) in accordance with ISO 14040 and ISO 14044 international standards to evaluate the environmental impact of its products. The evaluation quantitatively analyzes 12 environmental impact categories, including global warming, acidification, human toxicity, and land use. To enhance the credibility of results, Celltrion utilizes reputable Life Cycle Inventory (LCI) databases.

In 2024, the company assessed the environmental impact of six products. Where possible, measured data was utilized to enhance the accuracy of the assessments. The analysis results were used to prioritize environmental initiatives and to formulate strategies for reducing carbon emissions.

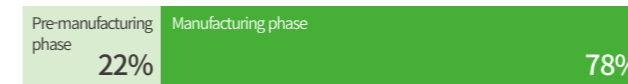
LCA Results

According to Celltrion's assessment, the primary contributors to global warming impact across the entire product life cycle were electricity and LNG used during the manufacturing process. These findings will continue to guide remediation activities aimed at enhancing the environmental performance of production processes. Going forward, Celltrion plans to expand its LCA implementation to cover all products in order to proactively meet increasing customer demands for carbon disclosure and to further strengthen its environmental impact improvement efforts. Based on the LCA results, the company also aims to enhance environmental transparency and continue strengthening communication with stakeholders.

Contribution to Global Warming by Inputs and Outputs (%)



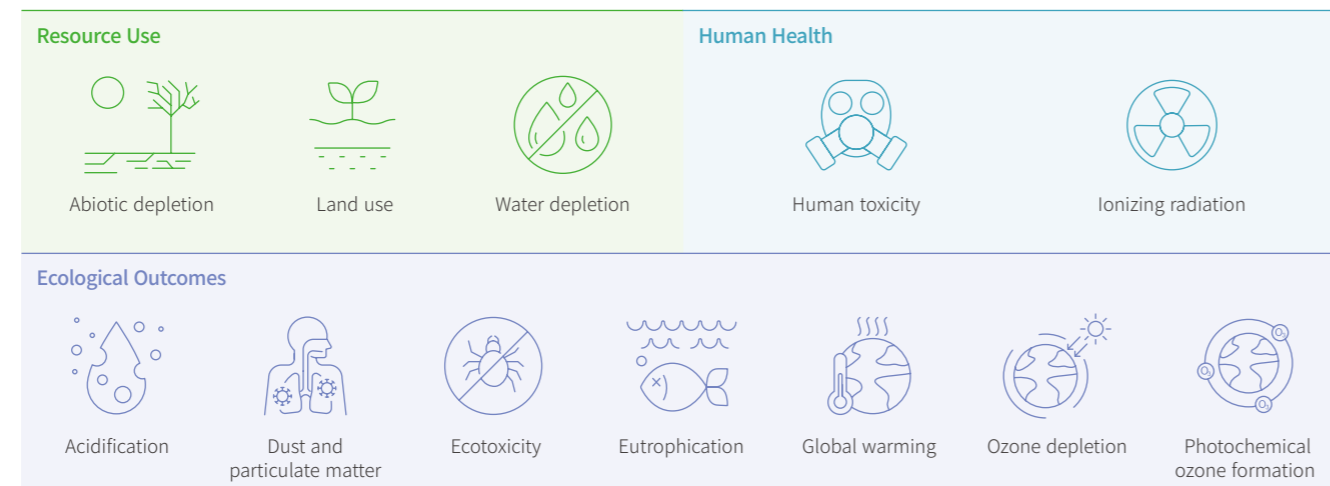
Global Warming Contribution by LCA Phase



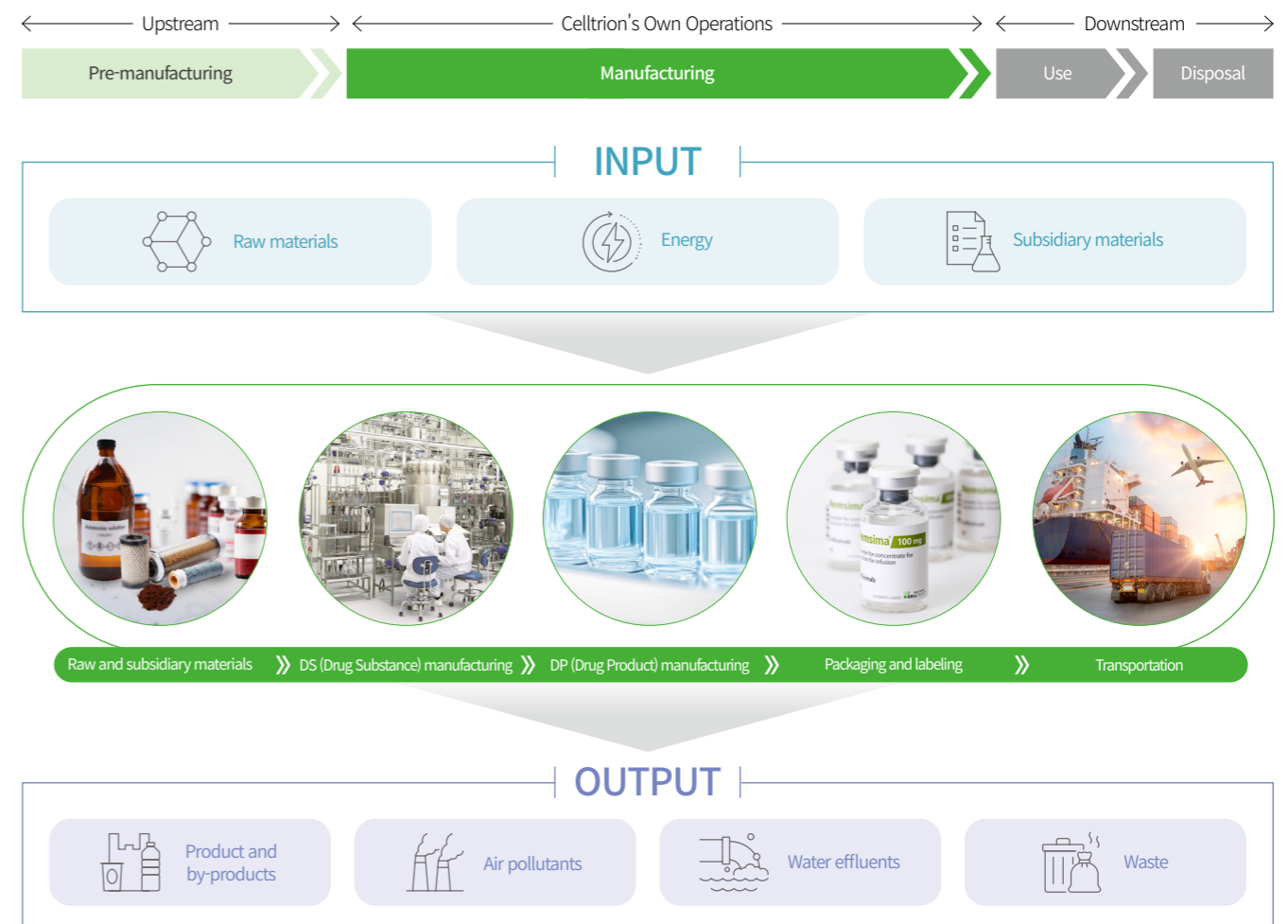
LCA Implementation Roadmap

| Year | Phase | Key Tasks | Target Products | 2024 LCA Target Products |
|-------|-----------------------------------|---|---|--|
| 2023 | Phase 1 LCA Framework Setup | Establish and operate LCA data management system Conduct LCA for 3 products | 3 products | Herzuma® Remsima® |
| 2024 | Phase 2 Internalization of LCA | Develop and internalize LCA analysis tools Conduct LCA for 6 products | 6 products (15 SKUs by volume and formulation) | Remsima® SC Truxima® Vegzelma® Yuflyma® |
| 2025~ | Phase 3 LCA Advancement | Enhance LCA impact categories and analytical accuracy Conduct LCA for all products | All products | |

Life Cycle Assessment (LCA) Environmental Impact Categories



LCA System Boundary



Climate Change Response

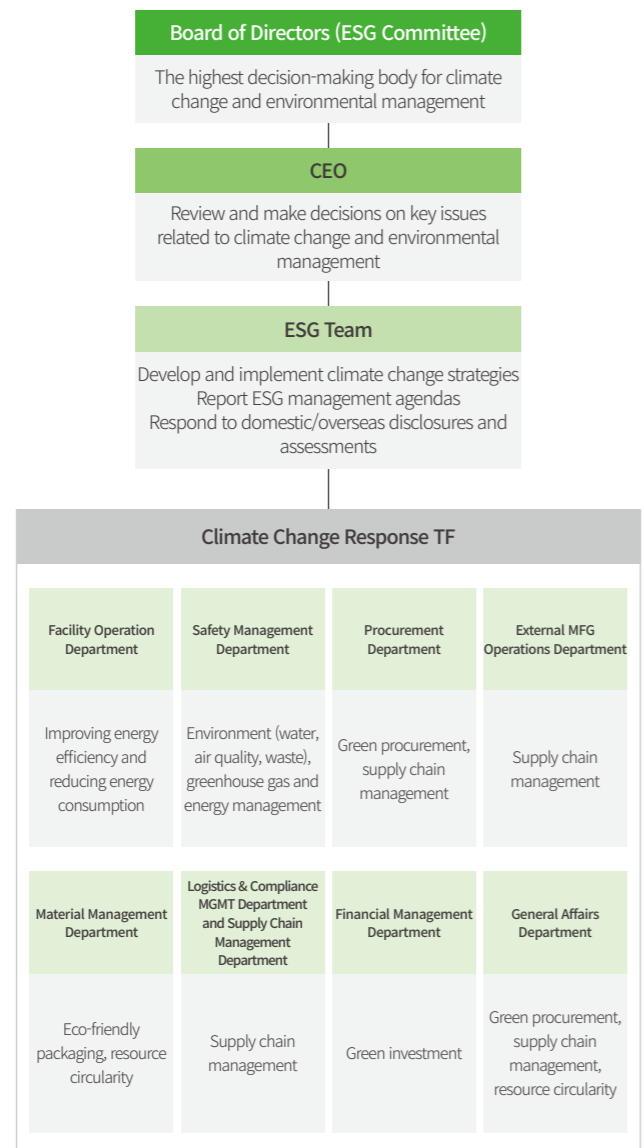
Governance

Governance Body

To fulfill its social responsibility for environmental protection, Celltrion's Board of Directors oversees and supervises environmental management activities, including climate change response. The ESG Committee, a sub-committee under the Board, serves as the highest decision-making body for ESG management and regularly reviews the progress and performance of climate change initiatives.

Key climate-related issues are raised by the Climate Change Response Task Force (TF), led by the ESG Team and comprising related departments such as Facilities Operations, Safety Management, General Affairs, and Procurement. These agenda items are reported to the CEO and then submitted to the ESG Committee for final decision-making.

Climate Change Response Governance



Board Oversight

Celltrion carefully reviews the expertise and qualifications of candidates in areas such as industry, law, finance, and ESG when appointing directors to the ESG Committee, ensuring the selection of individuals capable of advancing sustainable management. The eight appointed directors draw on their respective areas of expertise to make strategic and well-informed decisions regarding the company's business activities. In addition, to strengthen the climate response capabilities of the Board of Directors and the ESG Committee, Celltrion also provides regular training on climate change and ESG-related topics. In 2024, the company began with training on European Union(EU) regulation related to ESG disclosure in February, followed by a session on the application of Life Cycle Assessment (LCA) in May, and concluded the year with training on nature-related response strategies in December. Through these initiatives, the company is actively working to enhance the climate change expertise of its key management personnel.

2024 Board-Level Initiatives to Enhance Climate Change Competency

| Date | Description | No. of Participants | Format |
|-------------------|--|---------------------|--------|
| February 19, 2024 | Definition and application of Life Cycle Assessment (LCA) | 21 | Online |
| May 8, 2024 | Overview of domestic and global trends and implications regarding EU regulation related to ESG disclosure (CSRD, ESRS) | 21 | Online |
| December 30, 2024 | Definition and response strategies for the Taskforce on Nature-related Financial Disclosures (TNFD) | 21 | Online |

Key ESG management issues at Celltrion are finalized by the ESG Committee under the Board of Directors after being reported by the CEO. Notably, major risks identified through climate change risk assessments are systematically overseen and managed by the executive leadership, the CEO, and the ESG Committee. In recognition of the importance of climate change response, Celltrion revised its ESG Committee Charter in 2023 to mandate the submission of at least one climate-related agenda item to the committee annually, ensuring consistent oversight and management. At the end of 2024, the company assessed its ESG status based on external ESG evaluation results, identified key improvement areas, and established and received approval for future action plans.

2024 ESG Committee Reports and Resolutions

| Date | Agenda Item | Resolution Status |
|-------------------------|---|-------------------|
| 1st (March 26, 2024) | Appointment of ESG Committee Chairperson | Approved |
| 2nd (May 9, 2024) | Publication of 2023 -2024 Sustainability Report (ESG management strategy, performance, and plans) | Reported |
| | Approval of ESG Policy Revision Environment, Safety and Health (ESH) Policy, Sustainable Procurement Policy, Biodiversity Policy, Deforestation Prohibition Policy, etc.) | Approved |
| 3rd (December 30, 2024) | Approval of ESG Policy Revision Environment, Safety and Health (ESH) Policy, Biodiversity Policy, Deforestation Prohibition Policy, etc.) | Approved |
| | Approval of ESG strategy and implementation plan (ESG external evaluation results, status diagnosis, key tasks identification, and future action plans) | Approved |

Celltrion operates the ESG Committee under the Board of Directors and the Investment Committee under the CEO to effectively manage risks and opportunities arising from climate change. As the highest decision-making body for climate change response, the ESG Committee comprehensively considers climate-related risks and opportunities when formulating mid- to long-term strategies and detailed implementation plans, identifying risks based on their likelihood, impact, and financial implications. Based on this analysis, the company develops response strategies, reduces GHG emissions through voluntary reduction strategies such as the Net Zero Roadmap, and regularly monitors and reports related performance. The Investment Committee supports efficient decision-making by assessing risks and opportunities, including environmental factors, during capital investment reviews. The committee evaluates investment for eco-friendliness, environmental impact, and risks, while considering mid- to long-term strategies such as costs related to low-carbon technology transitions. Accordingly, the company is improving energy efficiency and bolstering its climate change response capabilities by implementing various technologies, including energy audits, LED lighting installations, and replacement of aging equipment.

Decision-Making Oversight Bodies and Key Considerations

| Committee | Category | Description |
|----------------------|-------------------------|---|
| ESG Committee | Considerations | Considers climate-related risks and opportunities in setting mid- to long-term targets and detailed strategies |
| | Identification Criteria | ① Likelihood ② Magnitude of Impact ③ Financial impact |
| | Example | Net Zero Roadmap |
| Investment Committee | Considerations | Assesses the feasibility of investment proposals along with associated environmental risks and opportunities |
| | Identification Criteria | ① Whether the activity is environmentally friendly ② Level of environmental contribution ③ Occurrence of environmental risk |
| | Example | Cost of transitioning to low-carbon technologies |

Management Role

The CEO of Celltrion recognizes the importance of climate change response and operates a compensation system that incorporates environmental performance in accordance with the company's remuneration policy. For the executive team, KPIs that include environmental management performance are established, and monetary incentives are provided based on the achievement of these KPIs, taking into account the performance of improvement tasks by each division.

Management Performance and Compensation

| Category | Description |
|----------|--|
| Type | Monetary compensation based on evaluation of environmental management targets (KPIs) |
| Target | CEO (Expansion under review to cover leaders and members of related departments) |
| Scale | Assessed based on achievement relative to set targets |
| Metric | Transition rate to eco-friendly packaging (%) |

Celltrion's management regularly reviews climate-related risks and opportunities. The findings are reviewed and approved by the CEO and subsequently reported to the ESG Committee. These outcomes are disclosed externally through the sustainability report and are managed through the company's enterprise risk management system and environmental management system.

Control Mechanisms of Management

| Category | Scope |
|--------------------------------------|------------------------------|
| ISO 14001 (Environmental Management) | All operational sites (100%) |

Climate Change Response

Strategy

Identifying Climate-Related Risks and Opportunities

In line with the TCFD recommendations, Celltrion has conducted scenario-based analysis to identify potential climate-related risks and opportunities that could affect its business and to assess the organization's resilience. Through this process, the company evaluated the likelihood and impact of these risks and opportunities, identified key factors critical to its operations, and analyzed the financial implications of major issues. In 2023, physical risk assessments were conducted across 45 domestic and international sites, including Celltrion headquarters and subsidiaries, such as Celltrion Pharm, covering upstream and downstream operations. Among these, financial impact analyses were then performed for nine sites with high strategic importance and business criticality. Based on these results, response strategies for major risks and opportunities were developed, incorporated into financial planning, and are being continuously managed.

Process for Identifying Climate-Related Risks and Opportunities



Scenario Analysis The financial impact of key risks and opportunities was estimated using scenario analysis. For physical risks, the RCP scenarios from the Intergovernmental Panel on Climate Change (IPCC) were applied, while transition risks and opportunities were assessed based on NGFS scenarios. Climate-related risks and opportunities were analyzed across short-term (~2030), mid-term (~2040), and long-term (~2045) timeframes.

Climate Change Scenarios

| Risk/Opportunity | Scenario |
|--|---------------------------------|
| Physical risks (RCP scenarios ¹⁾) | RCP 2.6 (1.5°C equivalent) |
| | RCP 4.5 (2°C equivalent) |
| | RCP 8.5 (4°C equivalent) |
| Transition risks and opportunities (NGFS scenarios ²⁾) | NGFS 1.4°C (Net Zero) |
| | NGFS 1.7°C (Delayed Transition) |
| | NGFS 2.8°C (Current Policies) |

1) RCP: Representative Concentration Pathways
2) NGFS: Network for Greening the Financial System

Business Model and Value Chain Analysis Celltrion's core business model is broadly composed of research and development, production, and distribution of biosimilars, novel therapeutics, and small molecule drugs. The R&D phase encompasses research and development, clinical trials, and regulatory approvals for drug products. The production phase includes adherence to stringent regulatory standards, operation of large-scale production facilities, and implementation of robust quality management systems. In the distribution phase, Celltrion has established a direct sales network enabling global distribution of biopharmaceuticals, forming a business model that encompasses the entire upstream and downstream segments of the biopharmaceutical value chain.

Value Chain

| | |
|--------------|--|
| R&D | <p>Value Chain: Research and Development - Clinical Trials - Approval</p> <p>Operation Sites: Global R&D Center, Generic Division Office, and Product Development Unit</p> |
| Production | <p>Value Chain: Raw and Subsidiary Materials - Cell Culture - Purification - Fill and Finish</p> <p>Operation Sites: Plant 1, 2 and 3 and contract manufacturing sites</p> |
| Distribution | <p>Value Chain: Inbound - Storage - Outbound - Transportation</p> <p>Operation Sites: Head Office, Global Sales Business Group, and Overseas Subsidiaries</p> |

Climate-Related Risk and Opportunity by Value Chain

| Value Chain | | Risk and Opportunity | Type | Rank |
|---|--|---|-----------------------|------|
| R&D | Risk | Transition Costs to transition to lower emissions technology | Technology | 4 |
| | | Transition Response to uncertain market signals and pandemics | Market | 16 |
| | Opportunity | Opportunity Use of new technologies | Energy source | 9 |
| Production | Risk | Physical Maximum temperatures | Acute | 1 |
| | | Transition Increased costs of fuel | Market | 3 |
| | | Physical Heat stress | Chronic | 5 |
| | | Transition Costs to transition to renewable energy | Technology | 6 |
| | Opportunity | Physical Coastal flooding | Chronic | 7 |
| | | Transition Increased costs of raw materials | Market | 9 |
| | | Physical Increasing severity of extreme climate events such as cyclones and floods | Acute | 10 |
| | | Physical Variation in precipitation and weather patterns | Chronic | 14 |
| | | Physical Aggravating water shortages | Chronic | 15 |
| | | Opportunity Participation in renewable energy programs | Resilience | 1 |
| Distribution | Opportunity Use of lower-emission sources of energy | Energy source | 4 | |
| | Opportunity Use of eco-friendly packaging | Resource efficiency | 11 | |
| | Opportunity Use of support policy incentives | Energy source | 12 | |
| | Opportunity Use of more efficient modes of transport | Resource efficiency | 3 | |
| Across | Risk | Opportunity Use of efficient production and distribution processes | Resource efficiency | 5 |
| | | Transition Participation in emissions trading system | Policy and regulation | 2 |
| | | Transition Enhanced climate disclosures | Policy and regulation | 8 |
| | Opportunity | Transition Changing of customer behavior | Market | 11 |
| | | Transition Growing stakeholder concerns or negative feedback | Reputation | 12 |
| | | Transition Shifts in consumer preferences | Reputation | 13 |
| | | Transition Switch from existing products/services to low-carbon products/services | Technology | 17 |
| | | Transition Adoption of new practices and processes and costs incurring for their dissemination | Technology | 18 |
| | | Transition Increase in stakeholder demand for climate change response and social costs | Market | 19 |
| | | Opportunity Participation in carbon markets | Energy source | 2 |
| | Opportunity Access to new markets | Market | 6 | |
| | Opportunity Development and/or expansion of low emission goods and services | Products and services | 7 | |
| | Opportunity Shifts in consumer preferences and growing product demand | Products and services | 8 | |
| Opportunity Strengthened stakeholder communication | Products and services | 10 | | |
| Opportunity Shift to efficient buildings | Resource efficiency | 13 | | |

Climate Change Response

Strategy

Anticipated Impact of Risk and Opportunity

Celltrion conducted scenario analysis to identify key climate-related risks and opportunities, assess their potential financial impacts, and establish response measures. Climate risks are categorized into transition risks—such as those related to existing and emerging regulations, technologies, legal issues, market shifts, and reputational factors—and physical risks, which are further divided into chronic and acute types. Physical risks are expected to primarily impact production sites, with the likelihood of concentrated effects during the manufacturing phase. Transition risks and opportunities are assessed to influence the entire value chain within the business model.

Physical Risk Analysis

| Value Chain | Factor | Business Impact | Assumptions | Scope | Financial Impact | | | | | | | | | | | | | | | | |
|-------------|-------------------------------------|--|--|------------|--|------------|------------|-----------|-----------|---------|-------|-------|-------|---------|-------|-------|-------|---------|-------|-------|-------|
| Production | Rising Maximum Temperatures (Acute) | Extreme heat caused by climate anomalies may lead to shutdowns or damage to production facilities, resulting in increased restoration costs and decreased production output. Additionally, if workers experience heat-related illnesses, occupational health and safety costs may rise, along with higher cooling electricity expenses for prevention. | Annual maximum daily temperatures were projected based on the locations and characteristics of key domestic and international sites. Losses were evaluated by estimating sales decreases resulting from reduced production output and costs associated with facility damage. In addition, historical damage data were taken into account to assess asset loss and its impact on sales based on the projected maximum temperatures. | Short-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>RCP 2.6</td> <td>112</td> <td>201</td> <td>233</td> </tr> <tr> <td>RCP 4.5</td> <td>125</td> <td>201</td> <td>253</td> </tr> <tr> <td>RCP 8.5</td> <td>140</td> <td>242</td> <td>324</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | RCP 2.6 | 112 | 201 | 233 | RCP 4.5 | 125 | 201 | 253 | RCP 8.5 | 140 | 242 | 324 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| | | | | | RCP 2.6 | 112 | 201 | 233 | | | | | | | | | | | | | |
| | | | | | RCP 4.5 | 125 | 201 | 253 | | | | | | | | | | | | | |
| RCP 8.5 | 140 | 242 | 324 | | | | | | | | | | | | | | | | | | |
| Production | Heat Stress (Chronic) | Heat stress may lead to cognitive decline and reduced labor productivity among employees, which can negatively impact the quality of products and services, ultimately posing a risk of revenue loss. | Expected damage costs were estimated by considering the potential increase in heat stress due to climate anomalies. The calculation was based on the average annual decline in labor productivity, number of workers, and labor costs, reflecting the locations and characteristics of key domestic and international sites. | Mid-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>RCP 2.6</td> <td>1,053</td> <td>3,297</td> <td>4,522</td> </tr> <tr> <td>RCP 4.5</td> <td>1,053</td> <td>3,298</td> <td>4,559</td> </tr> <tr> <td>RCP 8.5</td> <td>1,070</td> <td>3,419</td> <td>4,823</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | RCP 2.6 | 1,053 | 3,297 | 4,522 | RCP 4.5 | 1,053 | 3,298 | 4,559 | RCP 8.5 | 1,070 | 3,419 | 4,823 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| | | | | | RCP 2.6 | 1,053 | 3,297 | 4,522 | | | | | | | | | | | | | |
| | | | | | RCP 4.5 | 1,053 | 3,298 | 4,559 | | | | | | | | | | | | | |
| RCP 8.5 | 1,070 | 3,419 | 4,823 | | | | | | | | | | | | | | | | | | |
| Production | Coastal Flooding (Chronic) | Rising sea levels due to climate change may increase the risk of flooding at coastal production sites and R&D facilities. This can result in facility damage, higher restoration costs, and operational disruptions, ultimately reducing output. | Flood-related damages were assessed based on the locations and asset characteristics of key domestic and overseas sites. A flood impact model was applied to estimate damage ratios by asset level (floor or structural layer), which were then used to calculate the final estimated flood-related losses. | Long-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>RCP 2.6</td> <td>474</td> <td>1,398</td> <td>1,860</td> </tr> <tr> <td>RCP 4.5</td> <td>647</td> <td>1,572</td> <td>2,034</td> </tr> <tr> <td>RCP 8.5</td> <td>648</td> <td>1,572</td> <td>2,034</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | RCP 2.6 | 474 | 1,398 | 1,860 | RCP 4.5 | 647 | 1,572 | 2,034 | RCP 8.5 | 648 | 1,572 | 2,034 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| | | | | | RCP 2.6 | 474 | 1,398 | 1,860 | | | | | | | | | | | | | |
| | | | | | RCP 4.5 | 647 | 1,572 | 2,034 | | | | | | | | | | | | | |
| RCP 8.5 | 648 | 1,572 | 2,034 | | | | | | | | | | | | | | | | | | |

Transition Risk Analysis

| Value Chain | Factor | Business Impact | Assumptions | Scope | Financial Impact | | | | | | | | | | | | | | | | |
|-------------|---|---|--|------------|--|------------|------------|-----------|-----------|------------|-----|-------|--------|------------|-----|-------|-------|------------|-----|-------|-------|
| Across | Participation in Emissions Trading Scheme (Policy & Regulation) | A strengthened Emissions Trading Scheme (ETS), involving higher proportions of paid allocations and rising carbon credit prices, could lead to increased costs for purchasing emission allowances. | Projected greenhouse gas (GHG) emissions were estimated based on Celltrion's anticipated sales and industry growth trends. These projections were then compared to free allocation levels to calculate the shortfall in emission allowances. The cost of covering this shortfall was then calculated using carbon prices outlined in the NGFS scenarios. | Short-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>584</td> <td>4,736</td> <td>8,904</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>27</td> <td>1,187</td> <td>2,469</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>27</td> <td>138</td> <td>212</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 584 | 4,736 | 8,904 | NGFS 1.7°C | 27 | 1,187 | 2,469 | NGFS 2.8°C | 27 | 138 | 212 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 584 | 4,736 | 8,904 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 27 | 1,187 | 2,469 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 27 | 138 | 212 | | | | | | | | | | | | | | | | | | |
| Production | Increase in Fuel Costs (Market) | As climate change intensifies and market regulations tighten, the cost of fossil fuel-based power generation and electricity procurement is expected to rise, resulting in increased fuel and energy expenses. | Forecasts of fossil fuel and electricity consumption at domestic sites were aligned with domestic energy market prices. Price fluctuation ratios from three NGFS scenarios were applied to estimate the projected increase in fuel costs. | Mid-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>957</td> <td>6,491</td> <td>10,630</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>602</td> <td>3,054</td> <td>4,859</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>602</td> <td>2,766</td> <td>3,766</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 957 | 6,491 | 10,630 | NGFS 1.7°C | 602 | 3,054 | 4,859 | NGFS 2.8°C | 602 | 2,766 | 3,766 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 957 | 6,491 | 10,630 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 602 | 3,054 | 4,859 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 602 | 2,766 | 3,766 | | | | | | | | | | | | | | | | | | |
| R&D | Costs to transition to lower emissions technology (Technology) | To achieve net-zero targets, notable capital investments are required for the adoption of low-carbon technologies, including electric vehicles, hydrogen boilers, LED lighting, upgraded HVAC systems, and on-site solar power installations. | Transition costs were calculated based on the investments required for fuel switching and GHG reduction technologies as outlined in the Net Zero Roadmap. | Long-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>26</td> <td>125</td> <td>160</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 26 | 125 | 160 | NGFS 1.7°C | - | - | - | NGFS 2.8°C | - | - | - |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 26 | 125 | 160 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | - | - | - | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | - | - | - | | | | | | | | | | | | | | | | | | |
| Production | Cost of Transitioning to Renewable Energy (Technology) | Achieving Net Zero involves various investments in renewable energy, including green premiums, purchasing Renewable Energy Certificates (RECs), entering Power Purchase Agreements (PPAs), and installing on-site solar systems. | Transition costs were estimated based on investments required for solar self-generation systems and renewable energy procurement options outlined in the Net Zero Roadmap. | Long-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>146</td> <td>1,152</td> <td>1,744</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 146 | 1,152 | 1,744 | NGFS 1.7°C | - | - | - | NGFS 2.8°C | - | - | - |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 146 | 1,152 | 1,744 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | - | - | - | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | - | - | - | | | | | | | | | | | | | | | | | | |

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Climate Change Response

Strategy

Anticipated Impact of Risks and Opportunities

Opportunity Analysis

(Unit: KRW 100 million)

| Value Chain | Factor | Business Impact | Assumptions | Scope | Financial Impact | | | | | | | | | | | | | | | | |
|--------------|--|--|--|------------|---|------------|------------|-----------|-----------|------------|-----|-------|-------|------------|-----|-----|-------|------------|-----|-----|-----|
| Distribution | Use of Efficient Transportation Modes (Resource Efficiency) | Transitioning to eco-friendly transportation modes can not only reduce fuel expenses but also cut GHG emissions, thereby lowering the cost of purchasing carbon credit. | Based on the electric vehicle replacement plan in the Net Zero Roadmap, estimated cost savings were derived by comparing fuel consumption and GHG emissions between internal combustion engine vehicles and EVs, including the resulting reduction in carbon credit purchase costs. | Short-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>146</td> <td>610</td> <td>878</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>119</td> <td>537</td> <td>828</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>119</td> <td>488</td> <td>706</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 146 | 610 | 878 | NGFS 1.7°C | 119 | 537 | 828 | NGFS 2.8°C | 119 | 488 | 706 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 146 | 610 | 878 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 119 | 537 | 828 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 119 | 488 | 706 | | | | | | | | | | | | | | | | | | |
| Distribution | Use of Efficient Production and Distribution Processes (Resource Efficiency) | Upgrading facilities and improving energy efficiency improvements are expected to lower fuel consumption and reduce GHG emissions, thereby leading to the cost savings on carbon credit purchases. | Based on the Net Zero Roadmap, expected GHG reductions from equipment upgrades and energy efficiency were calculated, and the resulting savings in carbon credit purchase costs were estimated accordingly. | Mid-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>7</td> <td>27</td> <td>41</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>4</td> <td>15</td> <td>23</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>4</td> <td>14</td> <td>19</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 7 | 27 | 41 | NGFS 1.7°C | 4 | 15 | 23 | NGFS 2.8°C | 4 | 14 | 19 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 7 | 27 | 41 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 4 | 15 | 23 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 4 | 14 | 19 | | | | | | | | | | | | | | | | | | |
| Production | Use of Low-Carbon Energy Sources (Energy Source) | Transitioning from LNG boilers to hydrogen fuel introduces low-carbon energy sources, resulting in reduced fuel costs and lower carbon credit expenses due to decreased GHG emissions. | Based on the Net Zero Roadmap, we estimated the potential fuel cost savings and the reduction in carbon credit expenses resulting from lower GHG emissions. These estimates were used to evaluate the economic benefits of adopting hydrogen boilers. | Long-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>-</td> <td>-</td> <td>3,083</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>-</td> <td>-</td> <td>911</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>-</td> <td>-</td> <td>180</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | - | - | 3,083 | NGFS 1.7°C | - | - | 911 | NGFS 2.8°C | - | - | 180 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | - | - | 3,083 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | - | - | 911 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | - | - | 180 | | | | | | | | | | | | | | | | | | |
| Across | Participation in Carbon Markets (Energy Source) | Additional operating income can be expected through the sale of surplus carbon credits in the Korean Emissions Trading Scheme (K-ETS). | We estimated the expected revenue from carbon credit sales by applying the price fluctuations projected in the NGFS scenarios to surplus emission volumes. In doing so, we comprehensively considered the paid allocations for each site and the carbon price trajectories under each climate scenario to ensure a more accurate revenue projection. | Short-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>15</td> <td>211</td> <td>476</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>0</td> <td>59</td> <td>140</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>0</td> <td>5</td> <td>10</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 15 | 211 | 476 | NGFS 1.7°C | 0 | 59 | 140 | NGFS 2.8°C | 0 | 5 | 10 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 15 | 211 | 476 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 0 | 59 | 140 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 0 | 5 | 10 | | | | | | | | | | | | | | | | | | |
| Production | Participation in Renewable Energy Programs (Resilience) | A reduction in GHG emissions and carbon credit purchasing costs can be expected through participation in the RE100 initiative and the adoption of renewable electricity. | Carbon credit cost savings were estimated by reflecting emission reductions resulting from the transition from fossil fuel-based electricity to renewable energy. | Mid-Term | <table border="1"> <thead> <tr> <th>Scenario</th> <th>Short-Term</th> <th>Mid-Term</th> <th>Long-Term</th> </tr> </thead> <tbody> <tr> <td>NGFS 1.4°C</td> <td>683</td> <td>3,568</td> <td>6,063</td> </tr> <tr> <td>NGFS 1.7°C</td> <td>32</td> <td>827</td> <td>1,594</td> </tr> <tr> <td>NGFS 2.8°C</td> <td>32</td> <td>110</td> <td>154</td> </tr> </tbody> </table> | Scenario | Short-Term | Mid-Term | Long-Term | NGFS 1.4°C | 683 | 3,568 | 6,063 | NGFS 1.7°C | 32 | 827 | 1,594 | NGFS 2.8°C | 32 | 110 | 154 |
| | | | | | Scenario | Short-Term | Mid-Term | Long-Term | | | | | | | | | | | | | |
| NGFS 1.4°C | 683 | 3,568 | 6,063 | | | | | | | | | | | | | | | | | | |
| NGFS 1.7°C | 32 | 827 | 1,594 | | | | | | | | | | | | | | | | | | |
| NGFS 2.8°C | 32 | 110 | 154 | | | | | | | | | | | | | | | | | | |

Status and Context-specific plan for Responding to Risks and Opportunities

Celltrion has established and is implementing response strategies to manage the impacts of key identified risks and opportunities on its business. The company carries out mitigation and adaptation activities and has developed a mid- to long-term transition roadmap in response to climate change.

| Value Chain | Factor | Current Actions | Planned Actions (More than 10 years) |
|--------------|--|---|--|
| R&D | Cost of Transitioning to Low-Carbon Technologies | <ul style="list-style-type: none"> Identify mitigation measures and prepare a roadmap for fuel switching and low-carbon technologies | <ul style="list-style-type: none"> Improve investment efficiency through cost-benefit analysis of low-carbon technologies |
| Production | Rising Maximum Temperatures | <ul style="list-style-type: none"> Establish ISO 22301 Business Continuity Management System Develop disaster response scenarios and conduct annual training | <ul style="list-style-type: none"> Reduce cooling costs through energy-efficient design in new facility expansions Apply flexible working standards and adjust work hours in response to extreme heat conditions |
| Production | Heat Stress | <ul style="list-style-type: none"> Develop internal environmental health and safety measures to minimize employee and site damage from heat stress Monitor summer heatwaves and operate the response system Provide step-by-step company-wide guidance and conduct on-site safety inspections | <ul style="list-style-type: none"> Conduct simulation training to prepare for heat-related illnesses |
| Production | Coastal Flooding | <ul style="list-style-type: none"> Predicting sea level changes through continuous scenario analysis Establishing an emergency response system to address damage to production facilities Taking out insurance to mitigate asset loss and minimize damage from natural disasters | <ul style="list-style-type: none"> Install flood prevention infrastructure and equipment Develop and implement drainage plans based on coastal flood forecasting for new facility expansions |
| Production | Increase in Fuel Costs | <ul style="list-style-type: none"> Monitor trends and fluctuations in fuel costs Enhance and monitor energy efficiency of fuel-powered facilities Develop a transition plan to replace internal combustion engine vehicles with electric vehicles (EVs) for improved transportation efficiency | <ul style="list-style-type: none"> Plan to replace LNG, the primary energy source for energy production, with low-carbon alternatives such as hydrogen |
| Production | Cost of Transitioning to Renewable Energy | <ul style="list-style-type: none"> Establish a renewable energy transition plan using RE100 implementation options such as on-site solar power generation | <ul style="list-style-type: none"> Optimize resource use through economic evaluation of RE100 implementation options |
| Production | Use of Low-Carbon Energy Sources | <ul style="list-style-type: none"> Improve energy efficiency using integrated energy management systems | <ul style="list-style-type: none"> Expand investment in low-carbon energy sources such as hydrogen for production facilities |
| Production | Participation in Renewable Energy Programs | <ul style="list-style-type: none"> Replace fossil fuel energy use by expanding low-carbon energy procurement | <ul style="list-style-type: none"> Participate in renewable energy transition through on-site solar investment and renewable energy procurement Achieve to transition to renewable energy 100% (RE100) and expand renewable energy investments |
| Distribution | Use of Efficient Transportation Modes | <ul style="list-style-type: none"> Transition internal combustion engine vehicles to eco-friendly vehicles Build EV charging infrastructure to support the adoption of efficient transportation | <ul style="list-style-type: none"> Enhance collaboration with suppliers and partners to optimize transport efficiency across the supply chain |
| Distribution | Use of Efficient Production and Distribution Processes | <ul style="list-style-type: none"> Conduct energy audits and evaluations to improve energy efficiency | <ul style="list-style-type: none"> Introduce GHG reduction and emission control technologies in production facilities, taking equipment replacement cycles into account |
| Across | Participation in Emissions Trading Scheme | <ul style="list-style-type: none"> Monitor domestic and international carbon credit price fluctuations | <ul style="list-style-type: none"> Implement and further develop Net Zero Roadmap based on GHG policy regulations Establish response measures for climate risks and financial impacts for domestic and international subsidiaries |
| Across | Participation in Carbon Markets | <ul style="list-style-type: none"> Implement measures to comply with the GHG Emissions Trading Scheme | <ul style="list-style-type: none"> Secure revenue by selling surplus carbon credits generated through the implementation of the Net Zero Roadmap |

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Strategy

Climate Transition Plan

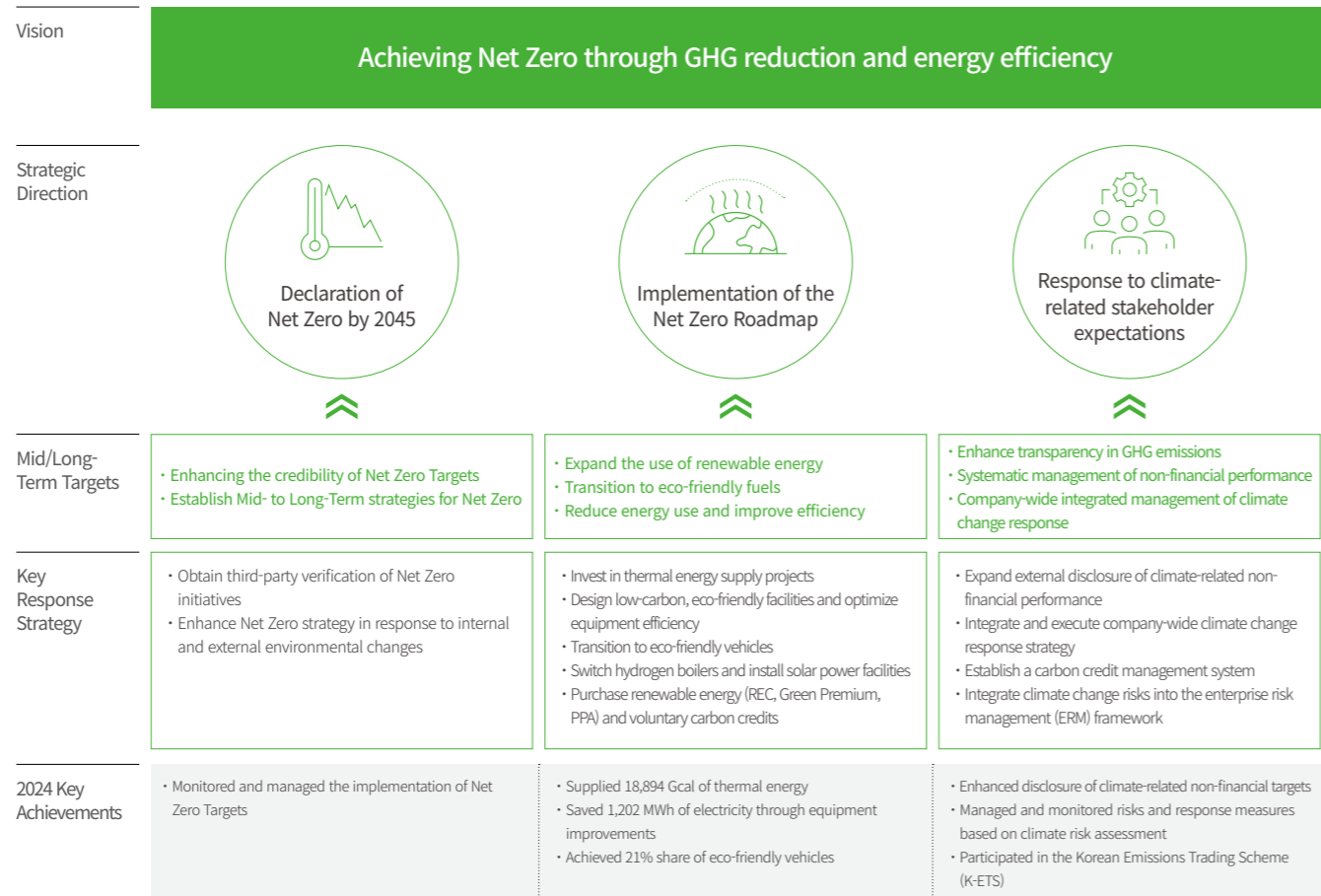
Celltrion has established and operated a climate transition plan based on 3 strategic directions, aimed at achieving Net Zero through GHG reduction and energy savings. To reach our targets by 2045, the company regularly monitors annual performance and remains committed to its efforts toward the Net Zero Target.

Declaration of 2045 Net Zero: Celltrion and Celltrion Pharm have declared commitment to achieving a 100% reduction in GHG emissions by 2045. The company plans to reduce Scope 1 and 2 emissions across all operational sites by 42% by 2030 and achieve full reduction by 2045, compared to 2022 levels. These targets were transparently and reasonably based on Science-based Targets (SBT) guidelines.

Execution of Net Zero Roadmap: Celltrion is executing detailed implementation tasks centered on 3 core reduction strategies to achieve its 2045 Net Zero Target. These annual mitigation actions are systematically carried out through procuring external renewable energy ("Procurement"), switching to eco-friendly fuels ("Transition"), and reducing emissions through eco-friendly technologies ("Reduction").

Response to Climate-Related Stakeholder Requirements: To respond to climate-related regulations, assessments, and requirements from domestic and international stakeholders, Celltrion engages in various communication channels and activities. As a designated entity under Korea's Emissions Trading Scheme (K-ETS), the company transparently discloses its GHG emissions and has established an internal management system for GHG emission. The company also continuously manages non-financial performance by engaging with rating agencies, suppliers, and investors to share updates on its climate-related goals and progress. Insights gathered from stakeholders are actively incorporated into company-wide business strategies and financial planning to enable more effective implementation.

Climate Change Response Strategy



Risk Management

Climate-Related Risk Identification and Assessment

Celltrion identifies and assesses major risks and opportunities arising from climate change. In line with TCFD recommendations, the company analyzes global climate trends and industry practices, systematically identifies and manages identify a pool of relevant issues. Risks are categorized as physical (acute and chronic) or transition risks (policy and regulation, technology, market, and reputation), while opportunities are classified into resource efficiency, energy sources, and market resilience. Based on the issue pool, Celltrion evaluates the business impact of each issue and prioritizes them according to their potential impact and likelihood. Impact is assessed based on business relevance, financial and non-financial implications, and alignment with the Net Zero Roadmap, while likelihood is assessed through benchmarking analysis and internal review. This evaluation process is refined annually to develop sustainable risk response measures.

Climate-Related Risk Response

Celltrion has established a sustainable risk management system to respond to major risks associated with climate change. The ESG Committee under the Board of Directors establishes company-wide response plans and assesses the potential for related business opportunities. The ESG Team compiles the status of climate issues and response activities affecting the business and reports them to the CEO and ESG Committee, which are then incorporated into strategic planning. The identified risks are integrated into the company-wide risk management framework. Key risks are embedded within the environmental, safety, health (ESH) risk management processes under the Business Continuity Management System (ISO 22301) and the Environmental Management System (ISO 14001). Newly emerging risks are preemptively addressed, considering potential physical, human, and business losses. Going forward, Celltrion plans to enhance risk response procedures through more detailed analysis that incorporates facility location, asset characteristics, and business environment.

Climate-Related Risk Management

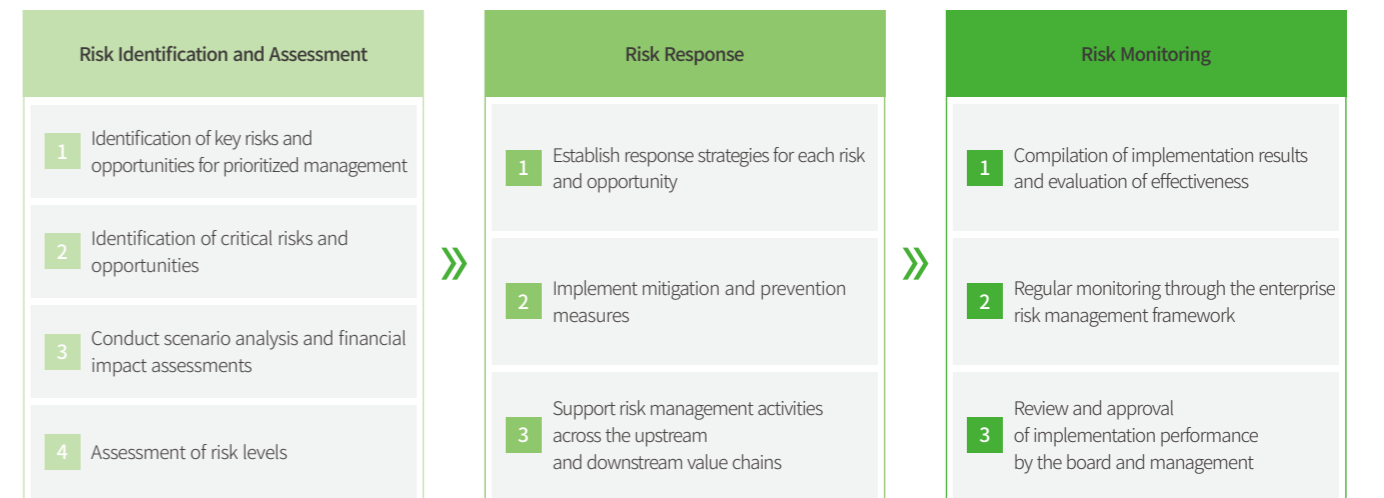
Celltrion systematically manages climate-related risks and opportunities by supporting risk management activities across the entire value chain, spanning from upstream to downstream operations.

| Value Chain | Climate Risk Management Activities |
|-----------------------|---|
| Upstream (Suppliers) | Celltrion engages in GHG emissions management with major raw material suppliers, who are key emission sources in the upstream value chain. In 2024, the company expanded climate risk mitigation efforts through ESG supply chain assessments, due diligence, and Scope 3 emissions accounting for its suppliers. |
| Downstream (Partners) | Celltrion engages in GHG emissions management with major downstream partners. In 2024, the company partnered with downstream stakeholders to conduct life cycle assessments (LCA), optimize transportation efficiency, and manage Scope 3 emissions to identify climate-related risks and opportunities. |

Risk Monitoring

Celltrion systematically manages and oversees climate-related risks and corresponding response measures based on climate risk assessments. Climate-related risks are integrated into the enterprise risk management system, which monitors risks across all operations. Risk management activities are conducted through business units and address potential risks across the entire value chain, including domestic and international policies and supply chain risks. The company promotes engagement with a wide range of stakeholders across both upstream and downstream segments of the supply chain, such as suppliers and customers.

Climate-Related Risk Management Framework



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ESG Management

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Environmental Management

Product Environmental Stewardship

Climate Change Response

Biodiversity Initiatives

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ESG Factbook

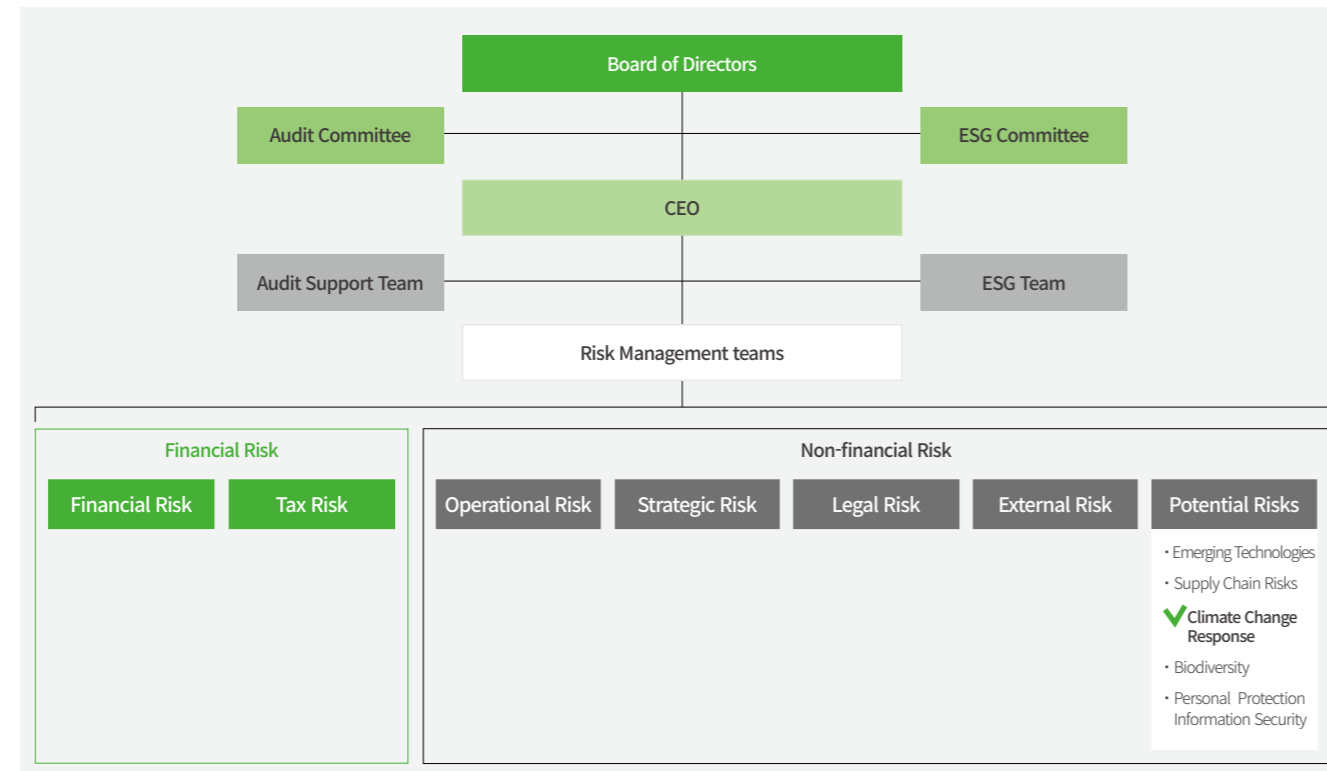
Appendix

Climate Change Response

Risk Management

Integration with Enterprise Risk Management System

Celltrion manages climate change risks in conjunction with its enterprise risk management system. Climate change response and biodiversity are incorporated into the company's non-financial risk categories and are managed with a view to achieving integrated objectives. Performance related to response activities is regularly monitored through the enterprise risk management system and regularly reported to the Board of Directors and executive management.



Case • Internal Carbon Pricing

Celltrion has established an internal carbon price that reflects the assessment of climate-related risks and opportunities and supports the achievement of its Net Zero Roadmap. It is applied as a shadow price indicator across a wide range of business decision-making processes, including investments in low-carbon technology and analyses of transition-related risks and opportunities. Moving beyond traditional assessments focused solely on energy efficiency and cost savings, the company has adopted internal carbon pricing to quantify GHG reduction impacts and holistically assess both the costs and benefits of investment projects, taking into account environmental risks and opportunities. This approach enhances environmental performance and reinforces Celltrion's ongoing commitment to achieving Net Zero.

Carbon Pricing Application Goals

- (Low-Carbon Investment Promotion) Applied in calculating GHG reduction effects to support decision-making on investments in low-carbon technologies
- (Transition Risk Analysis) Applied in assessing the financial impact of policy and regulatory risks under the Emissions Trading Scheme
- (Opportunity Analysis) Applied in assessing the financial impact of opportunities related to carbon market participation and improved resource and energy efficiency through efficient transportation methods

[Estimation Criteria]

- Korea's Emissions Trading Scheme (K-ETS)
- Carbon pricing in the Korea Exchange (KRX)
- Internal carbon pricing practices of domestic and global companies
- Carbon credit price projections based on NGFS scenarios

[Scope and Target of Application]

- Decision-making processes for the adoption of emission reduction technologies causing GHG reductions (Scope 1 and 2) across all Celltrion operations

[Estimation Results]

- Internal carbon price was determined with reference to carbon prices considered in emissions trading, low-carbon investments, and climate risk/opportunity analyses.
- The estimation criteria and scope of application for internal carbon pricing will be refined annually.
- Internal Carbon Price: KRW 19,194 per tCO₂e

Metrics and Targets

GHG Emissions from Operational Sites

Celltrion systematically manages GHG emissions occurring within the organizational boundaries of all its operational sites in accordance with the 'Guidelines for the Reporting and Verification of Greenhouse Gas Emissions under the Emissions Trading Scheme' Third-party verification is conducted annually for Scope 1 and 2 emissions and energy consumption, and the verification results are publicly disclosed through a GHG verification opinion statement.

To achieve long-term sustainable GHG reductions, Celltrion has established the 'Celltrion 2045 Net Zero Target', which aims to reduce Scope 1 and 2 emissions by 100% by 2045, relative to the 2022 baseline.

To minimize GHG and air pollutant emissions from business vehicles, Celltrion is gradually transitioning to eco-friendly vehicles. Since 2022, internal combustion engine vehicles have been replaced with electric and hybrid vehicles. As of 2024, 17 out of 80 business vehicles (21.3%) are eco-friendly models, consisting of 3 electric vehicles and 14 hybrid vehicles. Celltrion plans to transition 100% of its business vehicles to eco-friendly vehicles by 2030 (EV100 target). To accelerate this transition and ensure stable operations, the company is steadily expanding the installation of EV charging stations across its business sites. As of 2024, a total of 17 charging stations are in operation at the Head Office, Plant 1, 2 and 3, and the Global R&D center.

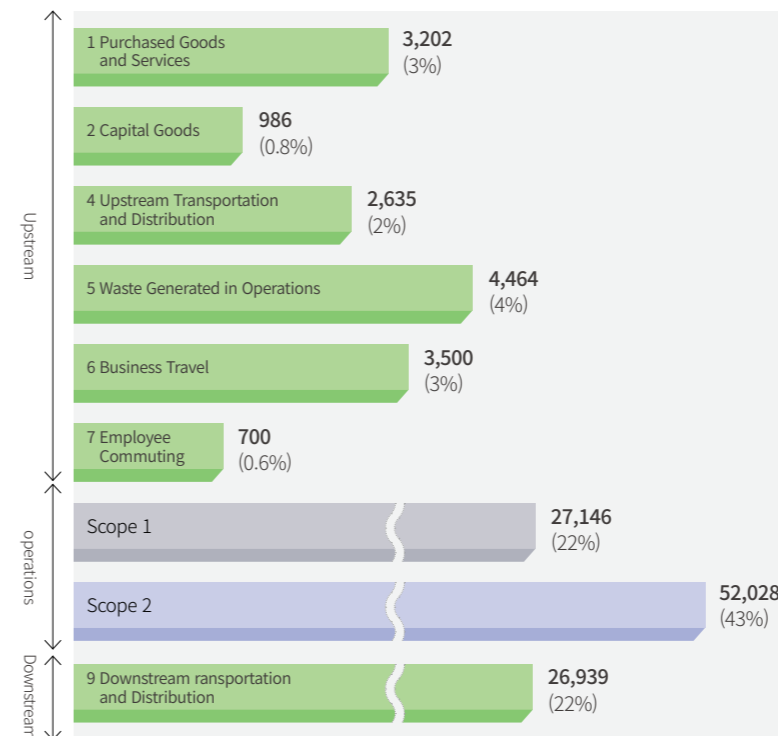
GHG Emissions from the Supply Chain

To calculate Scope 3, Celltrion has identified key categories and calculation methodologies across both upstream and downstream segments of its supply chain. Foundational data for emissions calculations, such as raw material purchase values and quantities, fuel consumption, and emission factors, are systematically collected and categorized based on internal data and externally sourced data.

In 2024, the main emission sources in Celltrion's Scope 3 supply chain emissions were identified as Category 5 (Waste Generated in Operations) and Category 9 (Downstream Transport and Distribution). To manage emissions in these categories more effectively, Celltrion plans to build ongoing partnerships with key suppliers, strengthen its data collaboration framework, and expand GHG reduction efforts across the supply chain. Additionally, Celltrion aims to further refine its Scope 3 calculation framework and methodology to support the establishment of supply chain-level GHG reduction targets.

2024 GHG Emissions¹⁾²⁾

(As of 2024, Unit: tCO₂e, Share (%))



| Scope and category | Emissions (tCO ₂ e) | Share (%) |
|--|--------------------------------|------------|
| Scope 1 | 27,146 | 22 |
| Scope 2 | 52,028 | 43 |
| Scope 3 | 42,426 | 35 |
| 1 Purchased Goods and Services | 3,202 | 3 |
| 2 Capital Goods | 986 | 0.8 |
| 4 Upstream Transportation and Distribution | 2,635 | 2 |
| 5 Waste Generated in Operations | 4,464 | 4 |
| 6 Business Travel | 3,500 | 3 |
| 7 Employee Commuting | 700 | 0.6 |
| 9 Downstream Transportation and Distribution | 26,939 | 22 |
| Total | 121,600 | 100 |

1) Scope 1 and 2 boundaries: Plant 1, 2 and 3, Head Office, Global R&D Center, Product Development Unit, Global Sales Business Group, Generic Division Office
2) Scope 3 boundary: Upstream and downstream of Celltrion

Climate Change Response

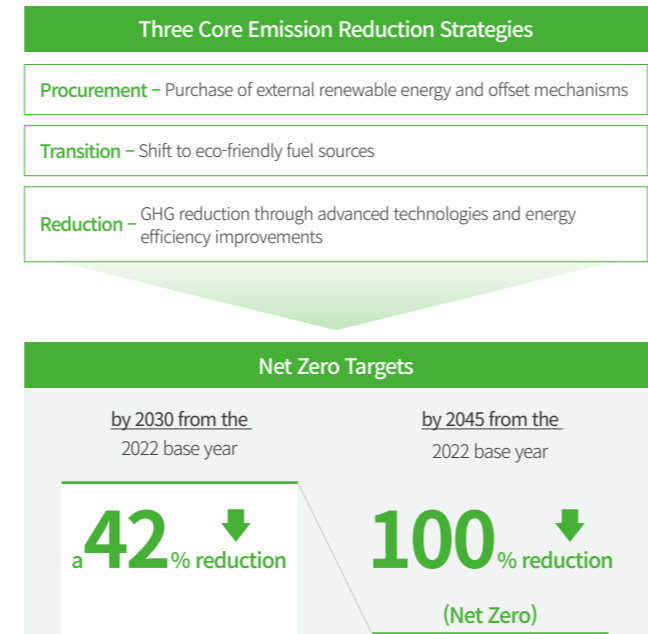
Metrics and Targets

Celltrion 2045 Net Zero Roadmap

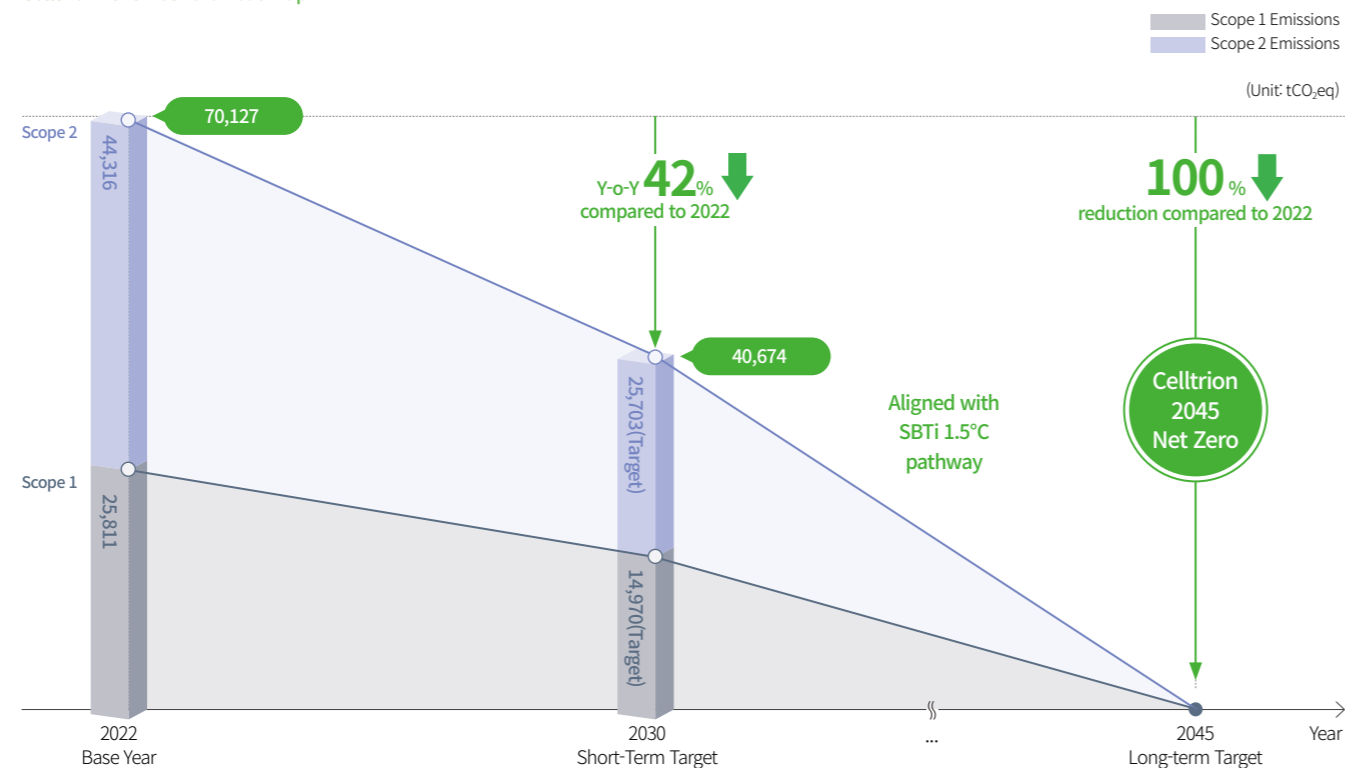
As a company committed to improving global health and well-being, Celltrion recognizes its responsibility in addressing the global challenge of climate change. In 2023, the company established its 'Celltrion 2045 Net Zero Roadmap' to strengthen its climate action efforts. In setting this roadmap, future emissions scenarios were projected based on a BAU¹⁾ scenario, which incorporates historical emissions, future business plans, and major site expansion plans for both Celltrion and Celltrion Pharm. The roadmap was developed in line with the guidelines of the Science Based Targets initiative's (SBTi) to support the achievement of Net Zero. Celltrion aims to reduce Scope 1 and Scope 2 emissions²⁾ across all operations of Celltrion and Celltrion Pharm by 42% by 2030, and to achieve full reduction (Net Zero) by 2045, relative to the 2022 base year. To achieve its Net Zero target, Celltrion actively pursues reduction in GHG emissions through various means, including the purchase of external renewable energy credits, the transition to eco-friendly fuels, and the adoption of emissions reduction technology and energy efficiency improvements. Building on the Celltrion 2045 Net Zero Roadmap, we are committed to minimizing climate impact across the entire value chain, including upstream and downstream operations within the supply chain.

1) BAU (Business as Usual): A projected future Projected emissions scenario that incorporates which considers historical emissions, anticipated future business growth plans, and planned expansions at expansion plans for key operational sites, operations
 2) Scope of calculation for Scope 1 and 2 emissions: Celltrion Plant 1, 2 and 3, Head Office, Global R&D Center, Product Development Unit, Global Sales Business Group, Generic Division Office, Celltrion Pharm (Chungju Plant, Jincheon Plant)

Celltrion 2045 Net Zero Roadmap



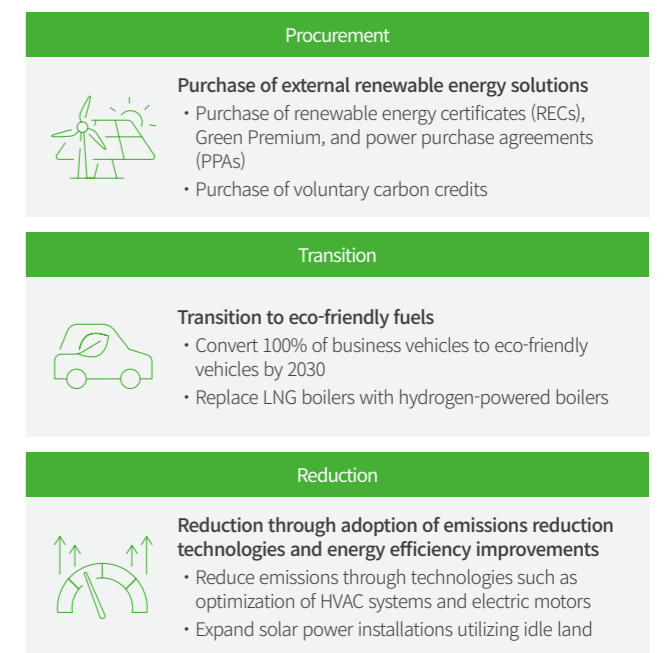
Celltrion 2045 Net Zero Roadmap



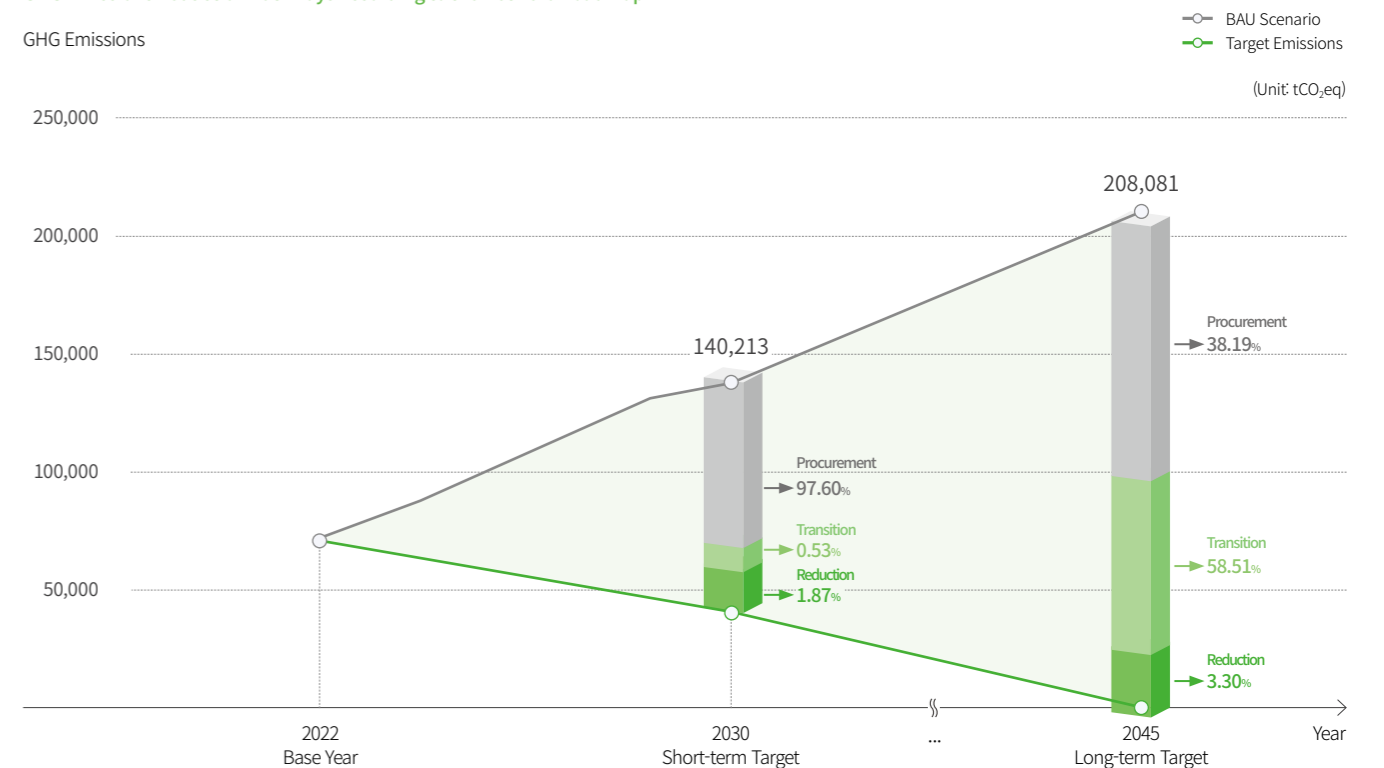
GHG Emissions Reduction Pathways

To achieve the Celltrion 2045 Net Zero Roadmap, Celltrion is pursuing the identification and implementation of reduction measures under three strategic pathways: purchase, transition, and reduction. Key initiatives include the procurement of external renewable energy offsets, the conversion of emission sources at operational sites to eco-friendly fuels, and the adoption of emissions reduction technologies and energy efficiency enhancements. These measures are implemented based on a comprehensive assessment of cost-effectiveness and feasibility. To mitigate Scope 1 emissions, Celltrion is planning reduction initiatives such as converting all internal combustion engine business vehicles to eco-friendly vehicles and replacing LNG boilers with hydrogen-powered boilers. To reduce Scope 2 emissions, Celltrion has established a reduction plan that includes the procurement of external renewable energy sources (e.g., RECs, Green Premium, PPAs) and voluntary carbon credits, along with energy efficiency improvements such as installing premium motors, replacing lighting with high-efficiency LEDs, and deploying solar power systems. Celltrion will continue to make sustained efforts to reduce GHG emissions and will fully commit to achieving its Net-Zero targets.

Three Core GHG Emissions Reduction Pathways



GHG Emissions Reduction Pathways According to the Net Zero Roadmap



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Biodiversity Initiatives

Biodiversity Management System

Biodiversity Policy

Celltrion recognizes the importance of nature conservation and strives to minimize the environmental impact of its business operations on biodiversity to build a better world for future generations. To this end, Celltrion has established a biodiversity policy that aims to preserve species diversity, ecosystem diversity, and genetic diversity. This policy encourages compliance not only within Celltrion but also among various stakeholders in its business relationship, thereby supporting biodiversity conservation efforts throughout the Celltrion supply chain. Celltrion also plans to identify potential biodiversity risks at its business sites and throughout the upstream and downstream value chain and will implement phased mitigation measures to preserve and enhance biodiversity.

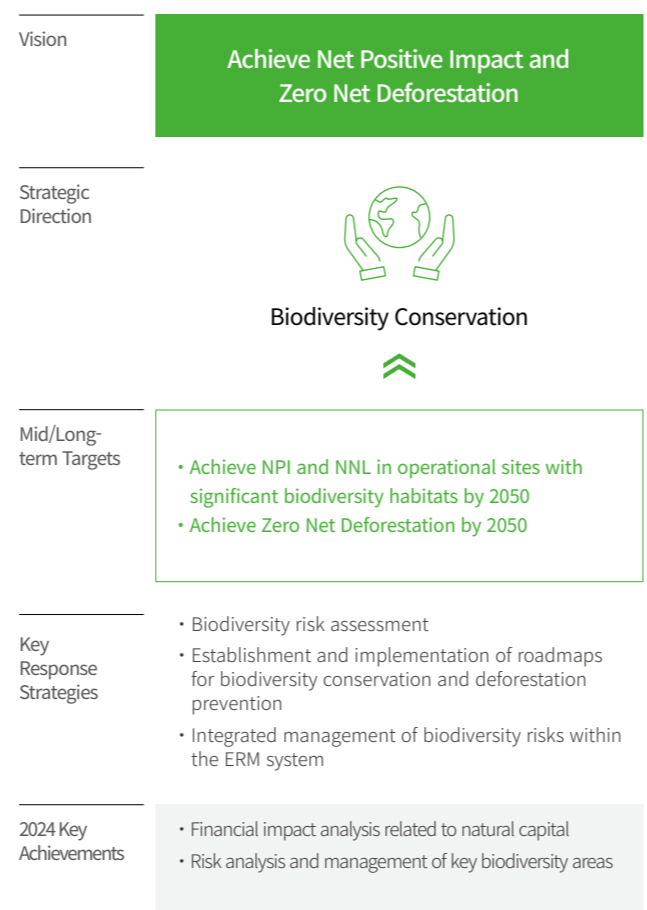
Deforestation Prohibition Policy

Celltrion shares the importance of forest conservation as a nature-based solution to the climate crisis and is actively working to prevent deforestation and protect global forests. As part of this effort, Celltrion has established a “Deforestation Prohibition Policy” and aims to achieve “Net Zero Deforestation” by 2050 by minimizing the impact of business operations on forests. This policy applies to all operational sites and adjacent areas, and the company strives to ensure that the same principles are applied to key supply chains and partners. Additionally, Celltrion collaborates with local communities and environmental groups near operational sites to enhance policy implementation and has established monitoring systems to proactively identify forest-related risks and track potential environmental impacts when expanding or establishing new sites. The ESG Committee under the Board of Directors is responsible for approving, implementing, and supervising the operation of this policy.

Biodiversity Strategy

Celltrion aims to achieve Net Positive Impact (NPI), No Net Loss (NNL), and Zero Net Deforestation in key habitats by 2050 to promote biodiversity conservation and sustainable environmental management. To accomplish these goals, the company has introduced a biodiversity risk assessment process to assess the financial impact of natural capital and recognize the economic value of ecosystem services, enabling the identification and management of potential business-related impacts in advance. Celltrion plans to integrate biodiversity-related risks into its enterprise risk management (ERM) system to systematically pursue the conservation and sustainable use of genetic resources. Furthermore, for operational sites near biodiversity-sensitive habitats, the company will conduct at least one conservation activity per year that contributes to habitat stability and will establish and execute a specific roadmap for biodiversity conservation and deforestation prevention to help preserve genetic diversity in these habitats.

Biodiversity Strategy



Natural Capital Risk Management

Celltrion recognizes the importance of natural capital and biodiversity and is committed to their systematic management and response. Following the TNFD¹⁾ recommendations, Celltrion has established a comprehensive biodiversity management system based on the LEAP (Locate, Evaluate, Assess, Prepare) approach. Through this system, the company conducts a comprehensive analysis of the dependencies on and impacts of its business operations on ecosystems and identifies biodiversity-related risks. By considering its business model, Celltrion analyzes biodiversity at its operational sites and throughout the upstream and downstream value chain, and integrates the findings into its enterprise risk management (ERM) system. In addition, the company actively responds to major environmental issues by monitoring ecosystem impacts, protecting habitats, managing water resources, and controlling pollutants and waste to minimize biodiversity loss and promote positive outcomes for nature.

1) TNFD (Taskforce on Nature-related Financial Disclosures): global initiative that supports companies in identifying, assessing, and disclosing risks and opportunities related to natural capital.

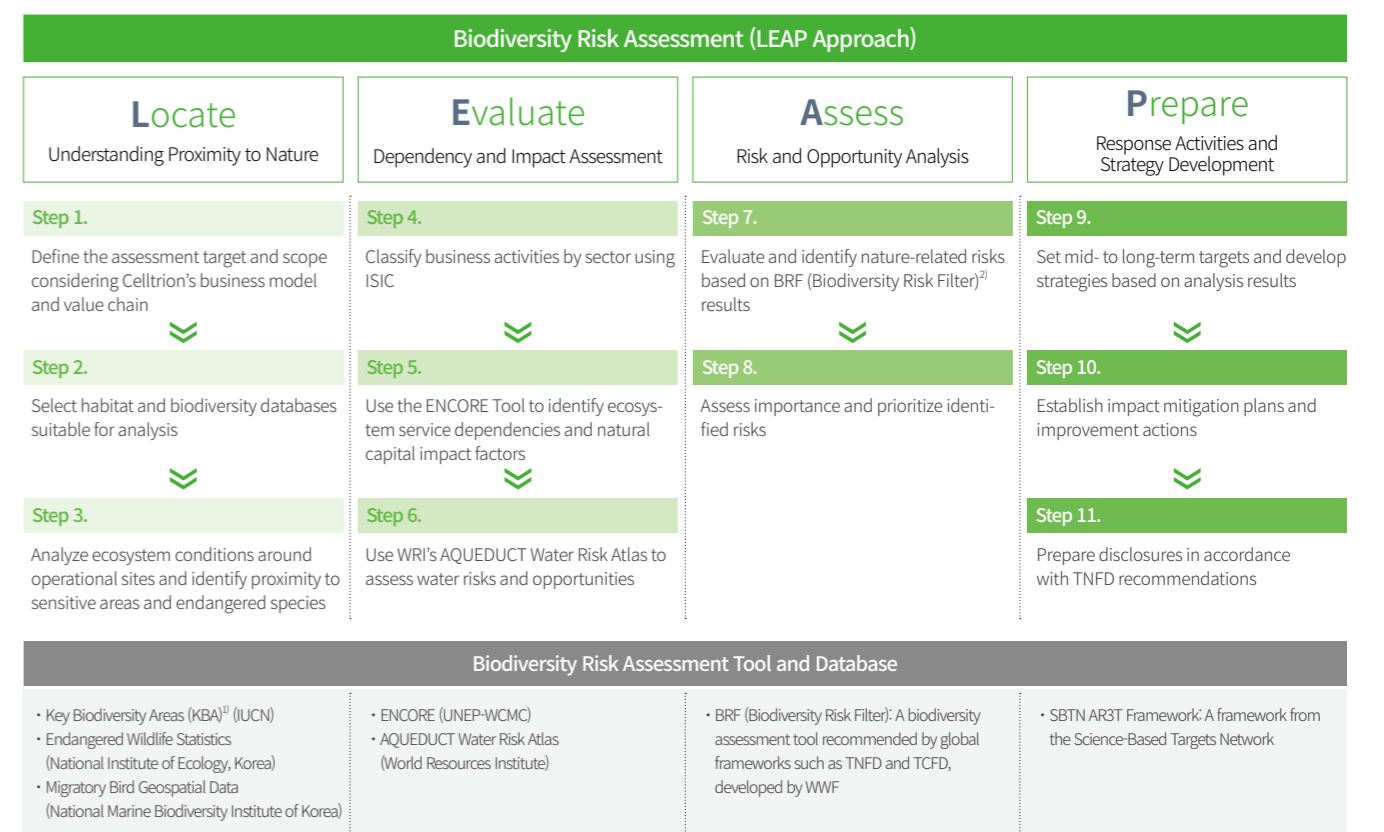
Biodiversity Risk Assessment Framework

Celltrion uses the LEAP approach to evaluate biodiversity risks. In the Locate phase, the scope and target of the assessment are defined based on the business model and value chain, followed by analysis of the proximity of operational sites and surrounding areas to sensitive areas²⁾ and the presence of endangered species using key biodiversity indicators. In the Evaluate phase, business activities classified according to ISIC (International Standard Industrial Classification)³⁾ are analyzed using the ENCORE Tool to identify ecosystem service dependencies and potential natural capital impacts. In the Assess phase, the data and findings from earlier steps are reviewed to identify and prioritize natural capital risks and opportunities. Finally, the Prepare phase involves developing comprehensive strategies for conserving natural capital and biodiversity and planning activities to achieve related goals.

2) Sensitive Area: Within 0–20 km of the business site

3) ISIC (International Standard Industrial Classification of All Economic Activities) is a global classification system developed by the UN Statistics Division for standardizing business activity classifications.

Biodiversity Risk Assessment (LEAP Approach) Process



1) KBA (Key Biodiversity Areas): A biodiversity hotspot database jointly managed by the International Union for Conservation of Nature (IUCN) and BirdLife International. On average, 43.09% of KBA areas are designated as protected or conserved.

2) BRF (Biodiversity Risk Filter): A biodiversity assessment tool recommended by global frameworks such as TNFD and TCFD, developed by WWF.

Biodiversity

Natural Capital Risk Management

Locate (Understanding Proximity to Nature) ■□□□

Celltrion has analyzed its business model and value chain to identify interactions with nature and determine priority regions and ecosystems. The scope of the biodiversity risk assessment included both domestic and international operational sites, adjacent areas, and upstream/downstream areas within the value chain. To assess biodiversity sensitivity by site, proximity to sensitive areas within a maximum radius of 20km was evaluated using the Key Biodiversity Areas (KBA) database. In addition, the company reviewed endangered species statistics from the Ministry of Environment to identify the status of endangered species (Class I and II) near domestic operational sites and surveyed migratory bird activity in Yeosu-gu, Incheon, using data from the National Marine Biodiversity Institute of Korea. As a result, among six regions in Celltrion's value chain, four KBA-designated key habitats were identified within 20km of the Incheon Yeosu-gu operational site (including a Ramsar Wetland), one was identified within 5km of the Songpa-gu, Seoul site, and one within 20km of the Celltrion USA, Inc.

Scope of Identification for Nature Proximity

| Category | Operational Site | Location | Value Chain |
|-----------------|---------------------|--|---------------------|
| Celltrion | Manufacturing Sites | Plant 1, 2 and 3 | Own operations |
| | Headquarters | Head Office, Product Development Unit, Global Sales Business Group | |
| | R&D Centers | Global R&D Center Generic Division Office | |
| Celltrion Pharm | Manufacturing Sites | Cheongju Plant Jincheon Plant | Upstream/Downstream |
| | Sales Subsidiaries | Celltrion Healthcare Hungary, Kft. Celltrion USA, Inc. | |

Results of Nature Proximity Identification

| | | |
|---|---|---|
| Celltrion Manufacturing Sites, HQ and R&D Center Yeosu-gu, Incheon Key Biodiversity Areas (KBA) • Within 10km: 1 area • Within 20km: 4 areas Endangered Species Status • Class I: 3 species (birds only) • Class II: 14 species (12 birds, 1 amphibian or reptile, 1 invertebrate) | Celltrion R&D Center Songpa-gu, Seoul Key Biodiversity Areas (KBA) • Within 10km: 1 area • Within 20km: 4 areas Endangered Species Status • Class I: 1 species (bird) • Class II: 4 species (4 species of birds) | Celltrion Pharm Manufacturing Sites Cheongju-si and Jincheon-gun, Chungcheongbuk-do Key Biodiversity Areas (KBA) • Within 10km: None • Within 20km: None Endangered Species Status • Class I: 6 species (2 birds, 2 mammals, 1 fish, 1 insect) • Class II: 27 (18 birds, 4 mammals, 2 amphibians or reptiles, 1 fish, 2 insects) |
| Celltrion Subsidiary Budapest, Hungary Key Biodiversity Areas (KBA) • Within 10km: None • Within 20km: None | Celltrion Subsidiary New Jersey, USA Key Biodiversity Areas (KBA) • Within 10km: None • Within 20km: 1 area | |

Evaluate (Dependency and Impact Assessment) □■□□

In accordance with TNFD recommendations, Celltrion classified its business sectors based on the UN's International Standard Industrial Classification (ISIC) and used the ENCORE Tool¹⁾ to evaluate its dependency on 25 ecosystem services and impact on 13 natural capital factors. The analysis showed that Celltrion has a high dependency on water-related ecosystem services—such as water supply, flow regulation, and purification—along with genetic resources, and on educational, scientific, and research services. Furthermore, the company's activities may have a significant impact on natural capital, particularly in terms of toxic pollutant emissions and habitat disruption.

1) ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure): An analysis tool co-developed by Global Canopy, UNEP FI, and UNEP-WCMC that plays a key role in implementing the TNFD's LEAP framework and evaluating nature-related impacts and dependencies.

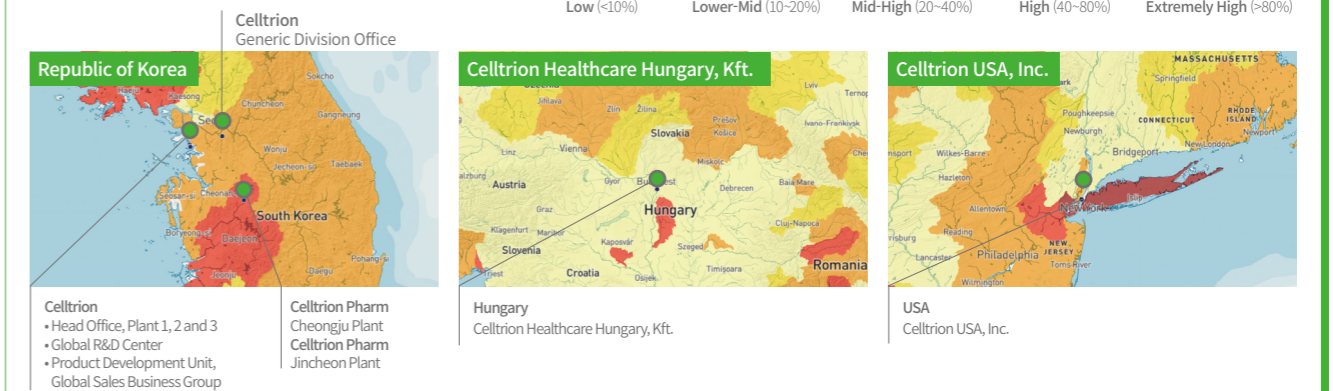
Natural Capital Dependency and Results of Impact Assessment

| Dependency/Impact Indicator | Definition | Strategic Direction | |
|-----------------------------|--|--|---------------------------|
| Dependency | Genetic resource services | Biodiversity conservation maximizes the potential of genetic resource services and ensures the diversity and sustainable use of genetic material | Biodiversity |
| | Educational, scientific, and research services | Rich biodiversity enhances the variety and quality of ecosystem characteristics, providing greater research opportunities | Biodiversity |
| | Water supply services | Water supply services provide appropriately purified water, a core resource for the pharmaceutical industry | Water resource management |
| | Flow Regulation Services | Flow regulation services ensure stable water supply and mitigate extreme hydrological events, supporting sustainable water use | Water resource management |
| Impact | Water purification services | Water purification services remove pollutants from water, improving water quality and ensuring safe usage | Water resource management |
| | Ecosystem disturbance | Noise and light pollution degrade habitat quality and interfere with wildlife behavior, negatively affecting biodiversity conservation | Biodiversity |
| | Toxic pollutant emissions | Uncontrolled emissions of toxic pollutants directly damage natural capital and degrade ecosystem services essential to industrial activity | Pollutant management |

Case • Water Resource Risk Management

Celltrion used the Aqeduct Water Risk Atlas by the World Resources Institute (WRI) to assess water stress²⁾ and overall water risk³⁾ at major domestic and international operational sites. Domestically, most sites showed moderate water stress, with higher levels observed at the Cheongju and Jincheon plants, however, the overall water risk levels for all sites were categorized as low. Internationally, the Hungary site showed relatively low water stress, but increased water risk was observed beyond a 5km radius. The U.S. site in New Jersey exhibited medium levels of both water stress and overall water risk. Celltrion continues to systematically manage water resources at key operational sites and conducts ongoing monitoring to minimize losses from water-related incidents and enhance mitigation measures.

Water Stress Evaluation Results



2) Water Stress: The ratio of water demand to available water resources; higher values indicate more intense competition for water.
 3) Overall Water Risk: A comprehensive index evaluating all water-related risks—including quantity, quality, regulatory, and reputational risks—where higher scores indicate more severe and probable issues.

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Biodiversity

Natural Capital Risk Management

Assess (Risk and Opportunity Analysis)

In the Assess phase, Celltrion identified physical and transition risks at key operational sites using the Biodiversity Risk Filter (BRF) developed by WWF. This assessment was based on ecological sensitivity and endangered species data identified in the Locate phase, as well as dependencies on ecosystem services and natural capital impacts analyzed in the Evaluate phase using the ENCORE Tool.

Results of Natural Capital Risk and Opportunity Analysis

| Strategic Area | Risk | Risk Definition | Risk Assessment | Business and Financial Impact |
|---------------------------|-----------------|---|---|--|
| Biodiversity | Physical risk | Availability of flora and fauna | <ul style="list-style-type: none"> Decline in wild species affecting industries dependent on natural resources | <ul style="list-style-type: none"> Increased damage costs due to invasive alien species within operational sites and supply chains Production disruption caused by the unstable supply of raw natural resources. |
| | Transition risk | Protected/conserved areas Key biodiversity areas | <ul style="list-style-type: none"> Infringement on biodiversity conservation areas Infringement on areas critical to biodiversity conservation | <ul style="list-style-type: none"> Potential encroachment near protected zones within operational sites and supply chains. Potential encroachment near habitats of endangered species within operational sites and supply chains. |
| Pollutant management | Physical risk | Air quality | <ul style="list-style-type: none"> Deterioration of air quality affecting human health and ecosystems | <ul style="list-style-type: none"> Fines and remediation costs from environmental pollution near operational sites |
| | Transition risk | Pollutants Resource scarcity | <ul style="list-style-type: none"> Emissions of pollutants adversely affecting the environment Stricter environmental regulations due to pollutant emissions Pollution of soil, water, and air affects the availability of natural resources | <ul style="list-style-type: none"> Reputational damage from non-compliance with environmental laws Production disruptions due to unstable supply of raw natural resources |
| Water resource management | Physical risk | Water availability | <ul style="list-style-type: none"> Disruptions in supply and increased operational costs due to water scarcity | <ul style="list-style-type: none"> Damage to operational sites from floods, coastal erosion, and other natural disasters; Production disruptions due to unstable water supply; Increased production costs due to higher water purchasing costs. |
| | Transition risk | Water Quality | <ul style="list-style-type: none"> Negative impact on business operations due to deteriorating water quality | <ul style="list-style-type: none"> Reputational damage from non-compliance with environmental regulations Production disruptions due to unstable supply of raw natural resources. |

Prepare (Response Activities and Strategy Development)



Based on the results of the preceding analysis, Celltrion has established concrete strategies and action plans for the conservation of natural capital and biodiversity. These plans include setting mid- to long-term targets and actively pursuing strategic response activities related to biodiversity, pollutant management, and water resource management risks, particularly in its main business activities of pharmaceutical product manufacturing and R&D.

Strategic Response Activities by Natural Capital Risk Area

| Strategic Area | Risk Type | Detailed Response Strategy | Response Direction |
|---------------------------|-----------------|--|-----------------------|
| Biodiversity | Physical risk | <ul style="list-style-type: none"> Habitat conservation for marine ecosystems Conservation of endangered wildlife species | Prevention/Mitigation |
| | Transition risk | <ul style="list-style-type: none"> Environmental risk and opportunity assessments are conducted as part of the investment deliberation procedure | Mitigation |
| Pollutant management | Physical risk | <ul style="list-style-type: none"> Maintain in-house air pollutant control standards that are stricter than legal requirements | Mitigation |
| | Transition risk | <ul style="list-style-type: none"> Set waste reduction targets and promote reduction activities Operate waste recycling programs Participate in domestic and global initiatives to establish a zero-waste strategy | Mitigation |
| | Transition risk | <ul style="list-style-type: none"> Conduct risk assessments for chemical substance exposure Reduce and substitute hazardous chemical use Establish Environmental Health and Safety System (EHSS) Control the emissions of pollutants that affect the environment | Mitigation |
| | Transition risk | <ul style="list-style-type: none"> Enhance management practices through the assessment of natural capital risks and the development of response measures | Mitigation |
| Water resource management | Physical risk | <ul style="list-style-type: none"> Strengthen the system for stable water supply management Establish and monitor integrated water resource management for efficient use Design an efficient water usage system for new facility expansions Reduce water usage by utilizing recycled water within processes | Mitigation |
| | Transition risk | <ul style="list-style-type: none"> Operate safe wastewater discharge systems through plant-level wastewater treatment facilities Install continuous automatic monitoring equipment to minimize pollution from wastewater Operate water quality monitoring systems through in-house labs and accredited external labs Operate wastewater treatment and outsourcing processes based on pollution levels Manage wastewater with in-house standards that are stricter than legal discharge limits | Mitigation |

Biodiversity Response Activities

Joining the Biodiversity Initiative Recognizing the importance of biodiversity and ecosystem conservation, Celltrion joined the 'Business and Biodiversity Platform (BNBP)'¹⁾ in December 2024. Operated by the Ministry of Environment and KBCSD²⁾, the BNBP supports corporate capacity building for biodiversity response. Through this platform, Celltrion plans to share achievements in biodiversity conservation and to communicate its natural capital preservation efforts to stakeholders. These activities include minimizing pollutant emissions during production and identifying endangered wildlife species using global evaluation methodologies. Through these practices, Celltrion aims to fulfill its corporate social responsibility (CSR) and develop a sustainable business model.

Bird Collision Prevention Sticker Activity Celltrion conducted a biodiversity conservation activity in partnership with the Green Incheon Union, installing bird collision prevention stickers on transparent sound-proof walls near Yongyu Station on Yeongjong Island. To preserve the habitats of endangered wildlife, approximately 400m² of transparent barriers were fitted with stickers. This initiative aims to reduce bird collisions by over 90% and is continuously monitored. In 2024, a collision incident involving a single Class II endangered species, *Accipiter gularis*, was confirmed. Celltrion plans to expand this habitat protection activity to the Yongyu-ro area and other parts of Incheon to further strengthen biodiversity conservation.

Accipiter gularis (Class II Endangered Wildlife Species)

1) Business and Biodiversity Platform (BNBP): A platform established to enhance corporate capabilities in responding to biodiversity issues. It participates as the Korean business partner of the UN Convention on Biological Diversity (CBD) Business & Biodiversity Initiative.
2) Korea Business Council for Sustainable Development (KBCSD): A council promoting sustainable development in the industrial sector. Since 2016, it has been jointly operating the BNBP (Business and Biodiversity Platform) secretariat with the Ministry of Environment.

Pollutant Management Activities To address pollutant management risks in pharmaceutical manufacturing and R&D, Celltrion has set mid- to long-term targets and is actively pursuing strategic response measures. Efforts include strengthened monitoring and management of hazardous chemical substitutions and the establishment of a target to achieve a waste recycling rate of over 90% by 2045, with continuous efforts underway to meet this target.

Water Resource Management Activities To manage water resource risks, Celltrion has established mid- to long-term targets and is actively pursuing strategic response measures. Aiming for a 50% wastewater reuse rate by 2045, the company plans to optimize water consumption, improve wastewater quality, and increase water reuse rates. It is also developing and introducing water resource management training programs and establishing an effective monitoring system to enhance management efficiency, minimize environmental impacts, and realize sustainable operations.

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Human Rights Management

Human Rights Management System

Human Rights Policy

Celltrion centers its management philosophy on respecting human rights and ensuring their protection for all stakeholders. To this end, the company has established its own Human Rights Policy and ensures that employees, suppliers, and business partners comply with it. The company has established a systematic governance framework to comply with and implement international human rights standards and principles, including 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 (UNCRC), the Fundamental Conventions of the International Labor Organization (ILO), and the Corporate Human Rights Benchmark (CHRB).

Diversity and Inclusion Policy

Celltrion creates a corporate culture free from discrimination based on gender, race, religion, nationality, ethnicity, gender identity, social status, or political views. The company respects the diverse backgrounds and perspectives of its members and supports individuals in realizing their full potential. Its Human Rights Policy is grounded in the principles of non-discrimination, the promotion of diversity and inclusion, and explicitly guarantees equal pay for equal work and equal opportunity. Furthermore, Celltrion provides fair evaluations and opportunities to all individuals, including women, young people and persons with disabilities, across all stages—from recruitment to compensation and promotion. As of the end of 2024, women accounted for 42% of Celltrion’s total workforce. The company aims to maintain a high representation of women above 40% and continues to strengthen its systems and culture to promote diversity and inclusion.

Percentage of Female Workforce

| Category | Ratio(%) |
|---|----------|
| Women in Total Workforce | 42 |
| Women in STEM ¹⁾ -related Positions | 42 |
| Women in All Management Positions | 29 |
| Women in Junior Management Positions | 32 |
| Women in Top Management Positions ²⁾ | 26 |
| Women in Management Positions in Revenue-generating Functions ³⁾ | 34 |

1) STEM: An academic field encompassing Science, Technology, Engineering, and Mathematics.
 2) Positions up to 2 levels below the CEO
 3) Departments that directly contribute to the output of products or services

Human Rights Management Roadmap

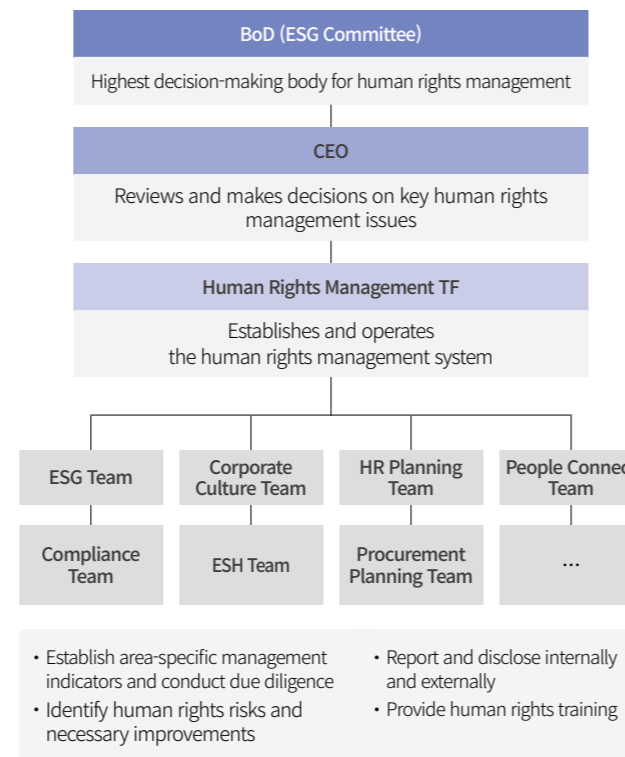
Celltrion has established a roadmap for implementing human rights management and is striving to realize and sustain long-term objectives by achieving short- and mid/long-term goals. Starting in 2025, Celltrion will strengthen its human rights education and programs based on its stabilized human rights management foundation. The company also plans to systematically expand the scope of its human rights impact assessments, aiming to achieve low-risk levels across all assessment categories by 2030.

| STEP ① | STEP ② | STEP ③ |
|---|--|---|
| 2024 | 2025-2027 | ~2030 |
| <ul style="list-style-type: none"> Establishment of a human rights management system and enhancement of human rights policies Development and regular implementation of a human rights impact assessment process (at least once a year) Development and execution of a management plan for potential human rights issues | <ul style="list-style-type: none"> Strengthening of human rights-related training and programs for employees and executives Expansion of human rights impact assessment scope (employees, local communities, on-site partners) Development of improvement plans for key risks and enhancement of effectiveness evaluation | <ul style="list-style-type: none"> Promotion of a culture of human rights protection both internally and externally Expansion of human rights impact assessment scope (employees, local communities, partners) Achievement and maintenance of low-risk levels across all items in the human rights impact assessment |

Human Rights Management Governance

Celltrion proactively identifies potential human rights violations in advance and address them, thereby ensuring the rights of all stakeholders, including employees. Key issues related to human rights management are reported to the CEO and decided upon by the ESG Committee under the Board of Directors. A Human Rights Management Task Force (TF) is in place to systematically promote human rights initiatives through various dedicated teams. These efforts reflect the company’s commitment to sustainable, human-rights-centered management.

Human Rights Governance Organization

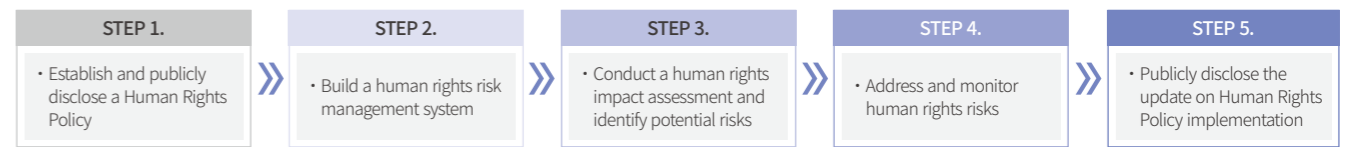


Human Rights Management

Human Rights Risk Management

Celltrion operates a human rights risk management system to drive human rights management based on its Human Rights Policy. This system is regularly inspected to respond promptly to social changes and potential risks. Potential human rights risks are proactively identified and managed. Celltrion also publicly discloses the results of its human rights impact assessments and monitoring activities to ensure transparency with stakeholders. We also operate 24/7 on/ offline reporting channels for internal and external stakeholders to report human rights grievances. In addition, Celltrion runs an online mental health checkup program that offers mental health risk assessments and psychological counseling for employees. We will continue to enhance and refine our human rights risk management system to safeguard the fundamental rights of our employees.

Human Rights Risk Management Process



Operating Grievance Mechanisms

Celltrion’s grievance mechanisms are managed by the Corporate Culture Team within the People & Culture Department. The company operates a clear and structured process to protect the human rights of all employees, utilizing various online and offline communication channels including the labor-management council, grievance committee, and counseling center to collect employee opinions and facilitate effective communication. Tongnamu, the in-house anonymous grievance reporting channel, accepts a broad range of human rights-related issues including suggestions on employee benefits, sexual harassment, workplace bullying, HR treatment, and concerns involving suppliers. Notably, all submissions received through Tongnamu are officially addressed by the CEO via company-wide email within two weeks, demonstrating Celltrion’s commitment to swift resolution. The Labor-Management Council, a regular consultative body, also works with labor representatives and grievance committee members to develop improvement measures for reported concerns and suggestions. In 2024, a total of 602 grievance cases were submitted through the system, and the outcome, or an action plan with a timeline, for all cases was communicated to the person who submitted the grievance within the designated timeframe. Of these, two cases related to workplace discrimination and bullying were reported, and all were handled in accordance with internal regulations and procedures. Celltrion prioritizes confidentiality in operating its grievance mechanism. The company ensures that no information is disclosed externally and that individuals who report concerns or are affected are protected from any disadvantage resulting from their reports through strict management and ongoing oversight.

1) Two cases were officially submitted to the Corporate Culture Team

Grievance Handling Process



Human Rights Issue Communication Channel by Stakeholder Group

| Employees | Non-Employees |
|--|---|
| <ul style="list-style-type: none"> Communication Channel: Tongnamu (in-house anonymous channel), Labor-Management Council, Grievance Committee, Counseling center Key Issue: Workplace discrimination and bullying, Sexual harassment, HR treatment/benefits, Improvement of workplace amenities, Suppliers management Resolution Rate: 100% (602 cases submitted) | <ul style="list-style-type: none"> Communication Channel: Reporting system on Celltrion’s official website, Subcontractor council Key Issue: Human rights violations and other forms of discrimination, Improvement of safety and working conditions Resolution Rate: 100% (15 cases submitted) |

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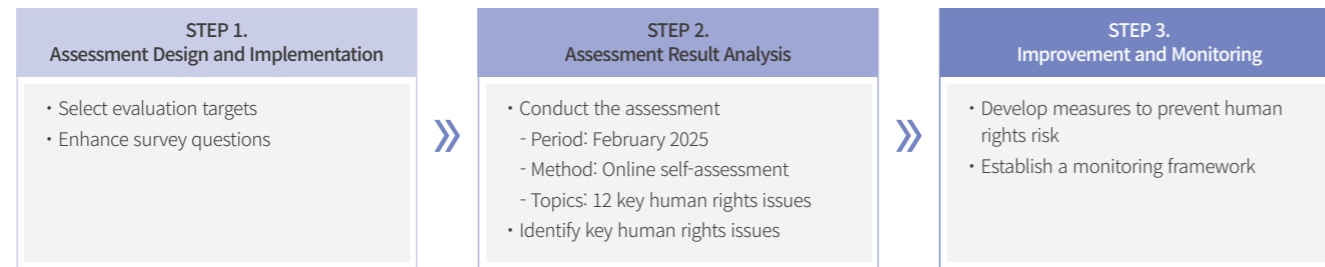
Human Rights Management

Human Rights Management System

Human Rights Impact Assessment

Celltrion conducts annual human rights impact assessments to identify potential and actual risks to human rights that may arise in its business operations. These assessments allow the company to comprehensively review human rights issues outlined in the Human Rights Policy, including non-discrimination, promotion of diversity and inclusion, prohibition of workplace bullying, ensuring equal pay for equal work, and improvement of working conditions. In 2024, the company expanded the scope of its human rights impact assessments from all employees to include selected suppliers and local communities, thereby comprehensively evaluating human rights conditions across the entire value chain and systematically identifying potential human rights risks.

Human Rights Impact Assessment Process



Assessment Design and Implementation Celltrion's human rights impact assessment is designed to evaluate key human rights risks the company should manage as a priority, taking into account potentially vulnerable groups¹⁾. The questionnaire consisted of 31 items related to 12 human rights issues, each rated on a 5-point scale. The assessment was conducted online and submitted anonymously, encouraging respondents to provide candid insights on human rights impacts.

1) Women, children, persons with disabilities, foreign nationals, and non-regular workers

Assessment Result Analysis Our human rights impact assessment conducted in 2024 confirmed that employees maintained an overall score of 73, consistent with the previous year. Celltrion's internal human rights management efforts were positively evaluated, leading to significant score increases in guaranteeing equal pay and improving working conditions. On the other hand, the lowest score was recorded in the human rights risk management system. Among stakeholders, special contract staffs received the lowest overall score, while suppliers scored 78, with relatively low scores in the human rights risk management system, freedom of association, and collective bargaining. The local community recorded the highest average score of 99.

Improvement and Monitoring Celltrion considers the key issues identified through the human rights impact assessment as critical management areas and is working to implement necessary improvements. The company aims to transparently disclose the outcomes of these efforts to stakeholders. To improve the human rights risk management system, which was identified as a key issue through the employee Human Rights Impact Assessment in 2023, Celltrion has specified human rights-related grievance counseling channels and personnel in Tongnamu, the in-house anonymous communication channel is published at least twice a month. This enables all employees across the company to more easily seek consultation and resolve human rights-related grievances. In addition, organizational activation programs were implemented to promote intergenerational harmony as part of efforts to enhance diversity and inclusion. A mentoring program was conducted to support the smooth adaptation of new employees. As a result, the 2024 Human Rights Impact Assessment showed a 16% increase in the positive response rate and a 7-point improvement in the diversity and inclusion category compared to the previous year. Celltrion will continue to pursue ongoing improvement activities to ensure that the rights of all stakeholders are respected in accordance with the key issues identified through the Human Rights Impact Assessment.

2025 Human Rights Improvement Plan for Employees

| Issue | Key Checkpoint | Establishment Rate of Mitigation Plans |
|-------------------------------------|--|--|
| Human rights risk management system | Enhance employee awareness of the human rights risk management system - At the beginning of each year, notify all departments of tasks and personnel assigned to human rights management (People & Culture Department) | 100% |
| Promote diversity and inclusion | Strengthen corporate culture that emphasizes diversity and inclusion - Implement organizational engagement programs to ease intergenerational conflict and promote employee cohesion | 100% |

Key Checkpoints for Human Rights Impact Assessment

| Issue | Key Checkpoints | Scope of Assessment | | |
|---|---|-------------------------|-----------|-------------------|
| | | Employees ¹⁾ | Suppliers | Local Communities |
| Non-discrimination | Discrimination based on gender, nationality, disability, educational background, and working conditions | ● | ● | ● |
| Promote diversity and inclusion | Culture that embraces diversity and inclusion | ● | ● | ● |
| Prohibit workplace bullying | Prevention and remediation procedures for workplace bullying and sexual harassment/violence | ● | ● | ● |
| Prohibition of human trafficking and modern slavery | Adoption of a zero-tolerance policy on human trafficking and modern slavery | ● | ● | ● |
| Ban on compulsory labor | Transparent employment contracts and the freedom to terminate employment voluntarily | ● | ● | ● |
| Ban on child labor | Commitment to the prohibition of child labor | ● | ● | ● |
| Freedom of association and collective bargaining | Protection of the rights to association and collective bargaining | ● | ● | ● |
| Guarantee equal pay for equal work | Provision of equal pay for work of comparable value | ● | ● | ● |
| Improve working conditions | Employee health management, rest period and vacation days | ● | ● | ● |
| Information security | Measures to protect privacy and ensure data security | ● | ● | ● |
| Local community | Stakeholder communication and identification of direct impact factors | ● | ● | ● |
| Human rights risk management system | Grievance channels, Human Rights Policies, and designated personnel | ● | ● | ● |

1) Including contract workers and part-timers

Raising Human Rights Awareness

Human Rights Training Program

Celltrion practices human rights management to foster a culture where all employees respect human rights and embrace diversity. To this end, the company provides training programs on topics such as sexual harassment prevention, raising awareness about disabilities, and preventing workplace bullying. In 2025, the company plans to continuously enhance such training courses to raise human rights awareness and strengthen implementation.

Diversity and Inclusion Program

Celltrion is committed to fostering a culture that embraces the diversity of employees. The company strictly adheres to the principle of non-discrimination across all HR processes—including recruitment, promotion, evaluation, and compensation—to actively ensure a diverse and inclusive workforce. To support employees with children in balancing work and childcare responsibilities, Celltrion operates an in-house daycare center. The company also helps reduce the burden of parenting by providing support for school tuition and special education costs for children with disabilities. In line with the Human Rights Policy approved by the Board of Directors, Celltrion actively provides training on non-discrimination and the promotion of diversity and inclusion to foster a culture that respects diversity. The current training curriculum includes programs on sexual harassment prevention, awareness-raising for persons with disabilities, and prevention of workplace bullying. The company will continue to develop and expand these training programs to ensure that all members of the organization are respected and can work in an inclusive and discrimination-free environment.

Alignment with CEO KPIs

Celltrion incorporates human rights impact assessment results into the CEO's KPIs. The CEO reviews human rights risks to ensure the effective implementation of human rights management and to make informed decisions on key human rights issues.



Company experience program for employees' children

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Talent Management

Talent Management Process

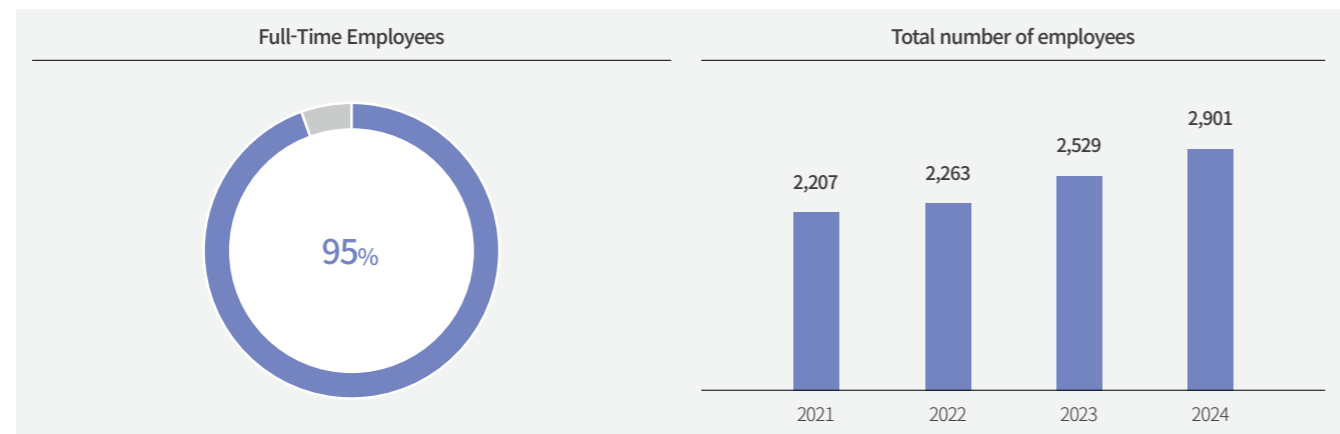
Celltrion operates a strategic and systematic talent management process to strengthen a sustainable talent-centered HR system. Based on its four core talent values—“Creativity, Integrity, Spirit of Challenge, and Pursuit of Global Excellence”—the company has established a full-cycle talent management system encompassing recruitment, development, performance management, and compensation. At each stage, the company aims to ensure fairness, promote diversity and inclusion, support capability development, and foster performance management based on collaboration, thereby facilitating mutual growth of the organization and its members.

| Process | HR Strategy | Recruitment | Development | Performance Management and Compensation |
|----------|---|--|--|---|
| Target | Strengthening a sustainable people-centered HR system | Securing future talent and establishing a fair recruitment culture | Supporting capability development at each stage | Operating a fair performance management and compensation system based on collaboration |
| Approach | <ul style="list-style-type: none"> Four core talent values: “Creativity, Integrity, Spirit of Challenge, and Pursuit of Global Excellence” Establishment of a full-cycle talent management system covering acquisition, development, and retention Application of diversity and inclusion principles across all HR processes (recruitment, promotion, evaluation, compensation) Strategic use of HR data to analyze recruitment, performance, and talent mobility | <ul style="list-style-type: none"> Regular career fairs for universities and local communities Strengthened job experience program and hiring linkage through industry-academia collaboration Fair and systematic recruitment procedures Proven outcomes in securing top talent and expanding youth employment | <ul style="list-style-type: none"> Modular training programs tailored to each employee’s growth stage Strengthened role-specific and job-specific training systems Mentoring and coaching programs targeted at potential leaders Support for self-directed learning through external training, online job courses, and language programs | <ul style="list-style-type: none"> Collaboration-focused positive performance evaluations Multi-dimensional compensation management reflecting individual, team, and organizational performance Transparent performance management from goal setting to feedback and evaluation Regular performance coaching between leaders and members Performance-based salary increases and Profit Sharing (PS) system |

Talent Recruitment

Celltrion is committed to nurturing a sustainable pool of bio talent by securing top-tier professionals and regional talent. The company regularly holds recruitment consultations and information sessions with major universities and local communities and promotes job openings through career centers at universities and public institutions. Additionally, through industry-academia partnerships, Celltrion offers hands-on job experience opportunities to encourage suitable candidates to apply. In recognition of its efforts to attract top talent, ensure a safe work environment, offer competitive compensation, and implement diverse employee welfare programs, the company was selected as a 2024 Korea’s Best Job Company by the Ministry of Employment and Labor.

Composition of Workforce



Talent Nurturing

Vocational Training

Celltrion enhances the expertise and international competencies of employees through a structured job training program tailored to the biopharmaceutical industry. These programs span from basic academic knowledge to practical, function-specific training in manufacturing, R&D, and quality management. They also include training in partnership with specialized external institutions, GMP and on-site production training, as well as specialized programs for overseas assignees.

Key Job Training Topics

| Function | Topic |
|--------------------|--|
| Manufacturing | <ul style="list-style-type: none"> Culture technology for protein production Purification technology for next-generation antibody therapeutics |
| R&D | <ul style="list-style-type: none"> Cell line identification method using DNA sequencing technology Next Generation Gene Sequencing (NGS) |
| Quality Management | <ul style="list-style-type: none"> Analysis of animal cells and proteins used in biopharmaceuticals production Trends and developments in biopharmaceuticals |

Leadership Training

Celltrion conducts leadership training programs to strengthen the organizational management and leadership capabilities of personnel in key positions. The training is structured around core competencies required at each leadership level, including organizational management methods and labor law and HR-related knowledge. In 2024, the company conducted three training sessions, with a total of 134 employees completing the program.

Employee Education Program¹⁾

| Category | Program | Description |
|---------------------------------|--|--|
| Leadership Training | Manager Training | Organizational management methods, labor law and HR knowledge |
| Job Training | Basic Job Training | Foundational knowledge in biosciences and pharmaceuticals (biology, biochemistry, microbiology, molecular biology, etc.) |
| | Advanced Job Training | In-depth professional knowledge in biopharmaceuticals (manufacturing, R&D, quality control, etc.) |
| | External Job Training | Specialized professional training provided by external institutions (regulatory affairs, clinical trials, procurement, accounting, HR, etc.) |
| | GMP Training | Production site management practices and compliance with Good Manufacturing Practices (GMP) standards |
| | On-site Practice Training | Standard Operating Procedures (SOPs), cell culture, filtration and filling of drug substances, and other manufacturing process tasks |
| Competency Development Training | Expatriate Training | Roles and responsibilities of overseas assignees, cross-cultural understanding, and communication with local employees |
| | Retirement Pension Financial Education | Management of retirement pensions for employees approaching or after retirement |
| | Digital Transition Training | Microsoft 365 practical training to support a smart work environment |
| | Promotion Training | Understanding position-specific roles and responsibilities by for promoted employees |
| Statutory Training | New Hire Onboarding Program | Introduction to Celltrion’s organizational structure and basic work guidelines |
| | Sexual Harassment Prevention | Definition and types of sexual harassment, response strategies, and internal reporting procedures |
| | Disability Awareness | Definitions and types of disabilities, and promoting inclusive understanding |
| | Industrial Safety and Health | Compliance with the Occupational Safety and Health Act, protecting worker health, and safety practices |
| | Personal Data Protection | Definitions and categories of personal data, and security protocols for IT systems |

¹⁾ All training programs are provided to all employees, including contract workers. However, certain programs, such as expatriate and promotion training, are available to regular employees only.

Competency Development Training

Celltrion operates a range of competency development programs to support employees' growth throughout their careers and promote stable integration within the organization. For new hires, onboarding programs are provided to facilitate smooth adaptation by introducing the company's organizational structure and basic work guidelines. For promoted employees, training focuses on enhancing understanding of position-specific roles and responsibilities and cultivating leadership competencies. As part of fostering a smart work environment, the company offers digital transformation training to enhance practical competencies using Microsoft 365. Employees approaching retirement are also offered financial education on retirement pension systems and asset management strategies, helping them prepare for life after retirement. These customized training programs serve not only to strengthen employees' overall job competencies, but also to establish a foundation for sustainable career development.

Statutory Training

Celltrion fosters a healthy and responsible corporate culture by diligently fulfilling statutory training obligations for all employees. Mandatory training sessions required under applicable laws, such as sexual harassment prevention, disability awareness, industrial safety and health, and personal data protection, are conducted regularly. To improve completion rates, the company continuously monitors departmental compliance and provides supplementary training when necessary.

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Talent Management Process

Training Effectiveness Evaluation

Celltrion evaluates the effectiveness of job training programs to gather feedback on their satisfaction and identify areas for improvement. In 2024, the training effectiveness evaluation consisted of 5-point scale questions designed to measure participants' satisfaction, learning outcome, and the relevance of the training to their actual work. A total of 288 employees evaluated the online and offline job training programs conducted in 2024, and the overall score was 4.8, which is an increase of 0.8 points compared to 2023. This improvement is attributed to the resumption of offline training and the introduction of participatory programs such as facility tours.

Training Effectiveness Evaluation Results

| Topic | Description | Evaluation Result(Score) | |
|-----------------------|--|--------------------------|------|
| | | 2024 | 2023 |
| Training satisfaction | Satisfaction with training content and instructors' expertise | 4.6 | 3.9 |
| Learning outcome | Level of understanding about training content and the extent of knowledge gained | 4.9 | 4.1 |
| Alignment with work | Relevance of training to work and level of improvement made in actual competency | 4.9 | 4.1 |
| Overall score | | 4.8 | 4.0 |



Employee Mentoring Program

Industry-Academia Cooperation

As part of its efforts to recruit top talent, Celltrion signed an industry-academia cooperation agreement with the College of Pharmacy at Chung-Ang University. In 2024, a total of six students participated in the program, gaining practical experience through various on-site training activities, including research on key opinion leaders (KOLs) in major countries and markets for Celltrion's products, review of product marketability, and development of marketing strategies. Moving forward, Celltrion will continue to expand industry-academia collaboration to establish a sustainable talent development system that fosters mutual growth between the company and future talent.

Employee Mentoring Program

Celltrion supports the smooth adaptation and integration of new hires through its mentoring program, which is a core part of the company's onboarding program. Under this program, outstanding senior employees serve as mentors to share practical job know-how and tips for company life, while also helping new hires build internal networks. Since its introduction in 2011, a total of 3,101 employees have participated in the mentoring program as of 2024, with 24 cohorts run to date. The program has consistently received high satisfaction scores. Celltrion will continue operating and enhancing the program to foster a healthy corporate culture and help employees develop a strong sense of belonging and pride in the company.



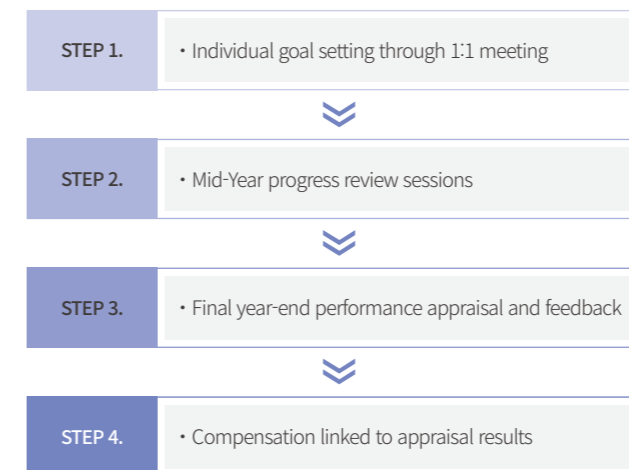
Performance Management and Compensation

Performance Management based on Collaboration

Celltrion conducts an annual positive evaluation program for all employees, aimed at promoting collaboration and mutual development in pursuit of organizational goals. Evaluation criteria emphasize not only individual performance but also achievements made through collaboration among colleagues and departments. Evaluation results are categorized into three levels—Special, Outstanding, and Good—with no lower-tier ratings. This approach encourages employees to contribute to the achievement of shared goals within the organization. To enhance fairness and acceptance of evaluations, the company implements a goal-based performance evaluation and regular feedback system. At the beginning of each year, employees set objectives through 1:1 meeting with their department heads. Progress is reviewed through mid-year check-ins, and final performance evaluations and feedback are provided at year-end.

Detailed criteria and guidelines are provided at each stage to ensure fair evaluations and employee motivation. Leadership training and HR audits are also conducted regularly to support this process. Additionally, as part of its Multidimensional Performance Appraisal, Celltrion conducts an annual leadership assessment for department heads to enhance leadership competencies and strengthen sound organizational management, thereby promoting two-way communication throughout the company.

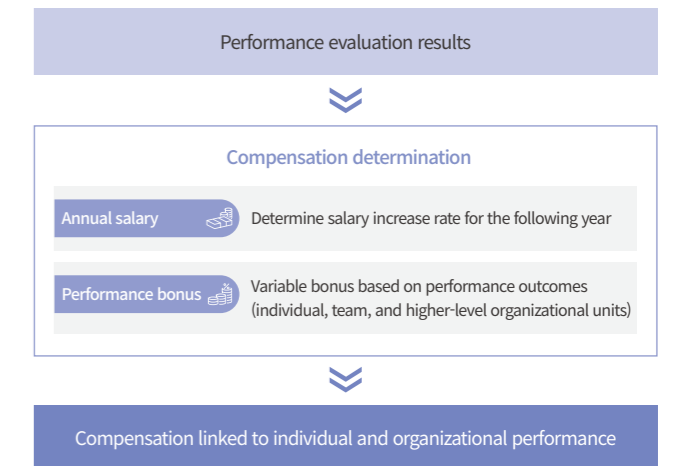
Employee Performance Evaluation Process



Tying Compensation to Performance

Celltrion ties performance evaluation results directly to compensation through a performance-based rewards system. Annual salary increases for the next year are determined by individual evaluation results. In addition to fixed salaries, the company operates a Profit Sharing (PS) system that provides variable performance-based bonuses. The PS system applies to all employees regardless of job category and uses a multi-dimensional approach that reflects not only individual performance but also the performance of the employee's team and higher organizational units. This ensures that compensation is directly linked to the achievements of individuals, departments, and the organization.

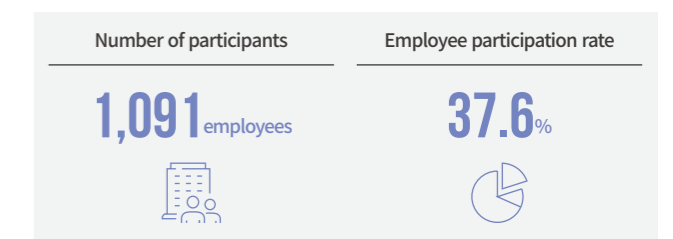
Performance-Based Compensation Structure for Employees



Employee Stock Ownership Plan (ESOP)

Celltrion operates the Employee Stock Ownership Plan (ESOP) for all employees to help them share our corporate vision and promote mutual growth of individual employees and the company. Employees may purchase and own Celltrion shares through the Celltrion employee stockholders' association, which consists of 1,091 employees, accounting for 37.6% of the total as of the end of 2024.

2024 Employee Stock Ownership Plan (ESOP) Status



Talent Management

Work-Life Balance

Work Hour Adjustment

Celltrion encourages employees to manage their working hours efficiently by supporting a range of flexible work arrangements and systems. Through the flexible work system, employees can meet statutory working hours while choosing work hours and formats that reflect their individual needs. To maintain 24-hour factory operations, departments requiring shift work operate under a flexible working hour system. Additional systems such as selective working hours, compensatory leave, and deemed working hours are also in place. A summer leave system has been introduced, and the use of bridge holidays and the vacation promotion schemes is actively encouraged to support employee rest. From the 10th year of service, special long-service leave is granted every five years, providing both a token of appreciation for long-term service and an opportunity for recovery. During maternity and parental leave, substitute staff are assigned to help minimize the workload burden on team members.

Creating a Family-Friendly Working Environment

Celltrion continues to enhance a family-friendly working environment through a range of welfare programs. Maternal care rooms are provided for expectant and nursing mothers, equipped with breast pumps, refrigerators, and privacy screens, creating a comfortable space for nursing. The company also operates an in-house daycare center and offers maternity leave, parental leave, adjusted working hours, and shortened work schedules. Dedicated pink parking zones for pregnant employees have been established across all parking, including Plants 1, 2 and 3. To help ease the burden of educational and medical expenses, financial support is offered for children's tuition and healthcare costs. In cases where employees need to care for family members, the use of family care leave and family care leave of absence is encouraged to support a healthy work-life balance.

Support for Employee Cultural Activities

Celltrion operates a variety of cultural support programs to help employees maintain a healthy work-life balance. Among them, the CCAMO Class is a one-day cultural experience program held on the third Wednesday of each month. It offers employees opportunities to relieve work-related stress and engage with colleagues through activities such as personal color diagnosis, aroma perfume making, and yoga. In October and November, a special "Family CCAMO Class" was offered, where employees and their children participated in Halloween cookie decorating and wooden Christmas garland making, creating meaningful family experiences. Celltrion also supports a wide range of employee clubs focused on self-development, hobbies, and social interaction. Each club receives quarterly funding to ensure that employees can enjoy cultural activities at no financial burden. These programs contribute to stress relief, foster a positive mindset, and enhance the overall vibrancy of workplace life. Celltrion will continue to expand support for employees' cultural enrichment.

Support for Work-Life Balance

| Category | Program | |
|--------------------------|---|--|
| Work arrangement | • Flexible working hours | • Alternative leave |
| | • Selective working hours | • Deemed working hours |
| Leave | • Encouraged use of vacation leaves | • Long service leave (10, 15, 20 years) |
| | • Encouraging the use of bridge holidays | |
| Childcare /child-rearing | • In-house daycare center | • Congratulatory incentives for childbirth |
| | • Maternal rest rooms | |
| Home | • Work hour adjustment and reduced work hours | • Congratulatory gifts for childbirth |
| | • Parental leave | • Prenatal/postnatal maternity leave |
| Healthcare | • Designated priority parking for pregnant employees | • Paternity leave |
| | • Fertility treatment leave | • Multiple birth leave |
| Home | • Tuition fees for children | • Transportation support for hometown visits |
| | • Special educational expenses for children with disabilities | • Support for life events |
| Healthcare | • Family care leave | • In-house health clinic |
| | • Support for medical costs | • Posture correction training program |
| Healthcare | • Regular health checkups | |
| | • Group injury insurance | |



Baking Halloween cookies

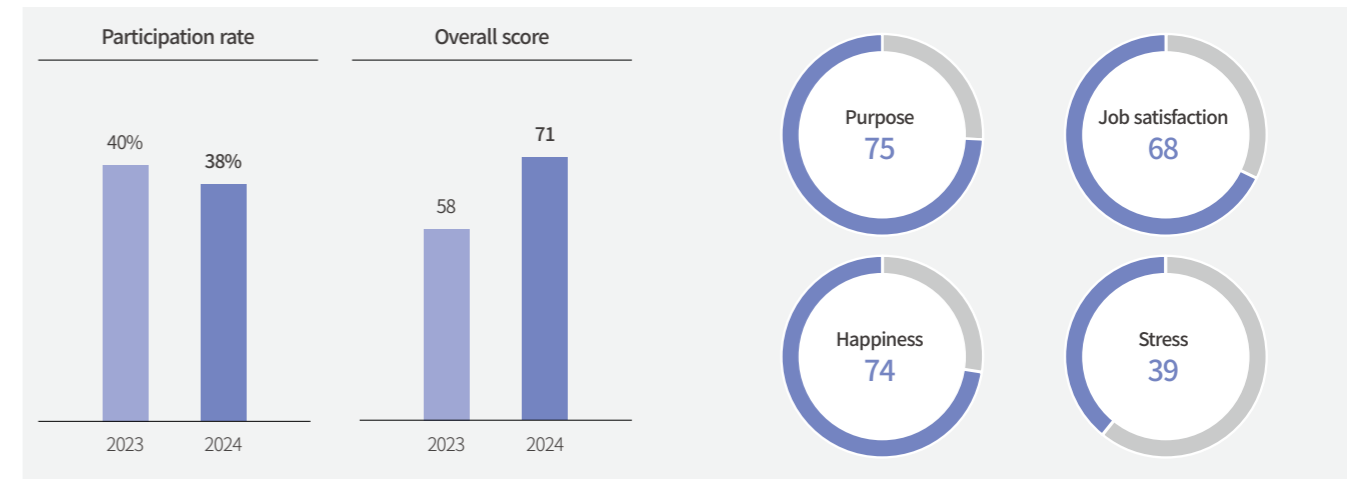


Making Christmas wooden garlands

Employee Engagement Survey

Celltrion strives to build a corporate culture in which employees can experience personal growth and fulfillment through their work while contributing to the company's development. To support this, an annual employee engagement survey has been conducted since 2023 for all employees, including part-time staff. These surveys assess job satisfaction and guide efforts to improve the organizational atmosphere and enhance employee engagement. The survey is designed to measure intrinsic and extrinsic motivation, happiness, and work-related stress. The questionnaire covers four key themes—purpose, job satisfaction, happiness, and stress—and responses are assessed on a five-point scale. In 2024, the overall employee engagement score was 71 out of 100, reflecting a 13-point increase from the previous year. The "purpose" category received the highest level of positive responses.

Employee Engagement Survey Results



Labor Management

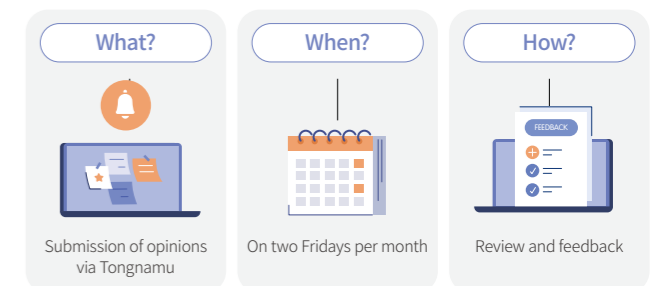
Labor Management Council

Celltrion pursues shared growth by maintaining labor-management relations based on trust and cooperation, while fostering a healthy organizational culture. To this end, the company operates an independent in-house labor-management council, the Employee Council, which actively collects grievances and suggestions from employees. Based on this input, ongoing collaboration with employee representatives is carried out to improve employee welfare and working conditions. The Employee Council Agreement applies to all employees, and Council members representing the employee side are elected through full participation of personnel at each operational site. As of now, there are four employee representatives on the Council. Regular quarterly meetings are held with management representatives to discuss key matters in depth, including working conditions, employee benefits, productivity, work engagement, organizational revitalization, and the promotion of communication.

Operation of Tongnamu as a Communication Channel

Celltrion supports employees in engaging fully in their work by improving the working environment through the proactive management of internal communication channels. Specifically, since August 2018, the company has operated Tongnamu (Communication Tree), an anonymous platform through which employees can raise grievances or suggestions. The CEO provides a direct response to each submission within two weeks. This channel serves to ensure that employee voices are heard and that individual concerns are addressed promptly. Building labor-management relations through grievance handling has had a positive impact on the company's reputation. Going forward, Celltrion will continue to maintain horizontal labor-management relations and mutual trust through transparent and open communication among all members.

Operation Process of the Tongnamu Communication Channel



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Workplace Safety and Health

Workplace Safety and Health System

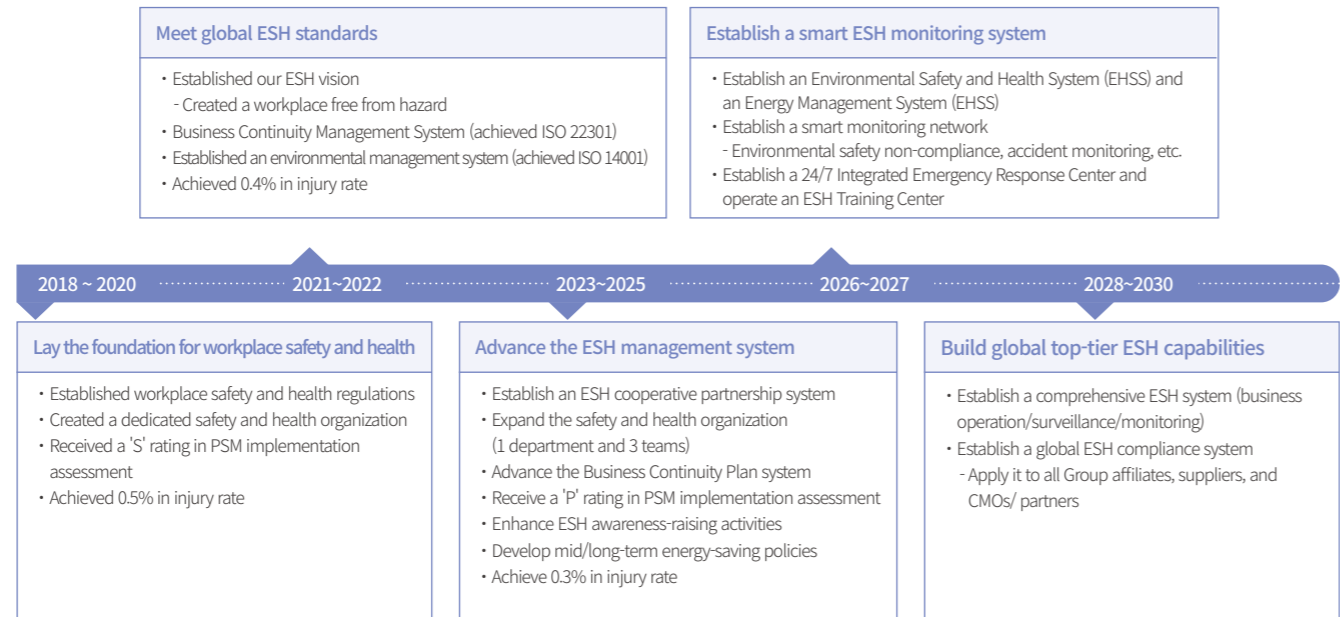
ESH Policy

Celltrion fulfills its responsibilities for Environment, Safety, and Health (ESH) through the establishment of an ESH Policy that demonstrates accountability to a wide range of stakeholders, including employees, customers, shareholders and investors, suppliers, and local communities. ESH laws, regulations, and procedures are strictly observed, and internal management standards that go beyond legal requirements are applied. Through this approach, sustainable management is pursued in accordance with the company's ESH management principles.

Celltrion's ESH Vision

Driven by the ESH vision of establishing a hazard-free working environment, Celltrion is committed to developing global top-tier ESH capabilities. A mid-to long-term ESH roadmap has been internally established and implemented to enable swift response to domestic environmental safety policies and global geopolitical developments. Going forward, the company plans to further strengthen the ESH management system at its operational sites to realize the ultimate goal of safety and health management.

Mid/long-term ESH Roadmap



Safety and Health Management Governance

Celltrion has appointed the CEO as the Chief Safety and Health Officer, with the goal of systematically enhancing the company-wide safety and health management system and fostering a sustained safety culture. Under the Chief Safety and Health Officer, a dedicated safety and health organization has been established, and the existing structure has been expanded into the Safety Management Department to strengthen oversight. The Safety Management Department provides guidance and advisory support so that department-level safety and health managers, as well as chemical safety managers assigned under each department's designated supervisors, can effectively carry out their ESH management responsibilities.

Safety and Health Organizational Chart



1) The CEO in the Corporate Management Business Group serves as the Chief Safety and Health Officer

Operating the Occupational Safety and Health Committee Celltrion operates the Occupational Safety and Health Committee to deliberate and make decisions on key matters related to safety and health. The committee convenes once per quarter and is composed of 10 representatives from the employee side and 10 from the company side. Each quarter, the committee reviews the company's safety and health management system. Discussion topics include revisions to safety and health regulations and guidelines, inspections of work environments and their subsequent improvements, employee health checkups, and safety and health training. These efforts support the creation of a safe working environment for all employees.

Safety and Health Risk Management

Safety and Health Management System

Celltrion operates an ISO 45001-certified safety and health management system, established in accordance with the management principle that places the preservation of the global environment and the safety of workers as the highest priority.¹⁾ Each year, safety and health goals are set at both company-wide and departmental levels in line with the P-D-C-A (Plan-Do-Check-Act) cycle, and proactive safety and health activities are carried out. Risk assessments are conducted annually to address both internal and external risks, as well as workplace-specific hazards. Through these efforts, potential hazards are identified and addressed to strengthen workplace safety and health management. The operational performance of the safety and health management system is reported annually to the Chief Safety and Health Officer, who oversees and manages safety and health matters across the company based on this input.

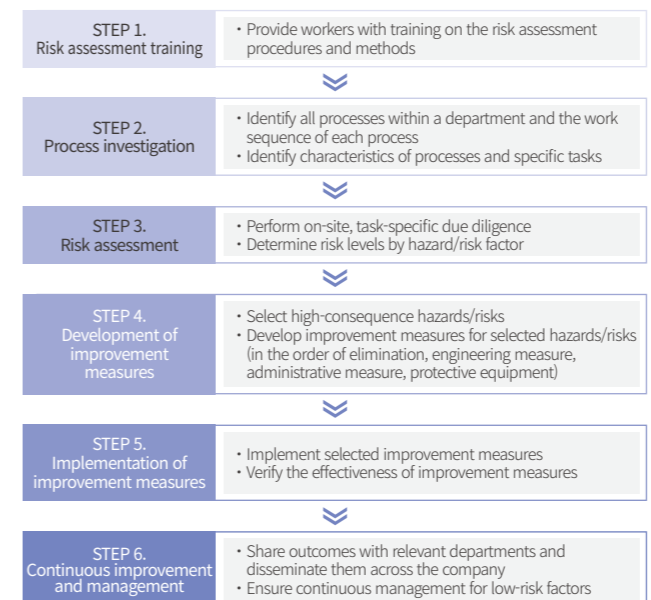
1) Scope of workers subject to the occupational safety and health management system: All workers operating at domestic operations are covered under the occupational safety and health management system in accordance with ISO certification

Health and Safety Risk Assessment

Hazards and risks across the workplace are systematically identified and addressed through a six-step risk assessment process. This process begins with a detailed analysis of work procedures followed by the implementation of 4M risk assessments¹⁾. When risk factors exceed acceptable thresholds, immediate corrective actions are taken to ensure a safe working environment. Starting in 2024, the risk assessment process was further strengthened through close collaboration with on-site managers. As a result, assessments were conducted across 8 divisions and 23 departments, identifying approximately 959 work-related risk factors across 231 processes. Among these, 86 high-risk tasks were promptly improved. The results of these assessments are shared with employees through various channels, including reports to the Occupational Safety and Health Committee and the Board of Directors.

1) 4M (Machine, Media, Man, Management) risk assessment: Identify risks hidden in processes (tasks) in the four areas of machine, media (material, environmental), man, and management to present risk elimination measures

Safety and Health Risk Assessment Process



Enhancing Safety and Health Capability

Regular Safety and Health Training

Celltrion provides a range of safety and health training programs to ensure that employees can perform their duties safely. Regular online training is conducted using customized content that reflects the specific job requirements of office and non-office employees and seasonal factors. In 2024, Celltrion further improved training effectiveness by introducing safety and health training for new hires. In addition, employees subject to Process Safety Management (PSM) receive supplementary training, including instruction on PSM guidelines, near-miss incidents, and industry incident cases.

Safety and Health Training Provided

| Topic | Target | Trainees | Format |
|--|---------------|--|------------|
| Safety and health training | All employees | (Q1) 2,497 employees (Q2) 2,461 employees (Q3) 2,664 employees (Q4) 2,800 employees | Online |
| Safety and health training for new hires | New hires | 529 employees | On/Offline |
| Offline safety and health training for new hires | New hires | 154 employees | Offline |
| Supervisor training | Supervisors | 82 supervisors | On/Offline |

Safety and Health Drills

Celltrion operates emergency response organizations at each plant and conducts regular emergency drills to ensure prompt and effective response to emergencies. All employees participate in company-wide emergency evacuation drills and emergency contact drills on a semiannual basis. Practical training sessions are also held regularly on fire suppression, first aid, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs).



Safety and Health Training and Drill

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Workplace Safety and Health

Enhancing Safety and Health Capability

Enhancing Fire Prevention Capability

Celltrion promotes a safety-first culture through annual fire prevention campaigns. As part of these efforts, a fire safety quiz campaign was conducted to strengthen employees' foundational knowledge of fire prevention. Promotional materials featuring insights from both internal and external fire-related incidents were produced and displayed to raise awareness and enhance alertness toward fire safety. In recognition of these efforts, Celltrion was selected as a recipient of the Fire Safety Excellence Award on Firefighting Day in 2024.



Awarded for Excellence in Fire Safety Management

Safety and Health Communication

Proactive employee participation is essential in driving safety and health management. To increase employee engagement in safety and health matters, Celltrion implemented a formal suggestion program. Through the "Hidden Hazard Hunt" Campaign, employees are encouraged to identify and report workplace safety and health risks on a quarterly basis. All reported items are reviewed by the safety and health organization, which applies a principle of prioritizing actionable cases for immediate response. Incentives are provided based on the results of the submitted suggestions to further encourage voluntary participation. In 2024, approximately 94 safety-related proposals were submitted through the company's ad-hoc and quarterly proposal programs. Among these, 65 proposals identified as actionable and necessary were implemented. Efforts will continue to prioritize employee health and strengthen workplace safety.

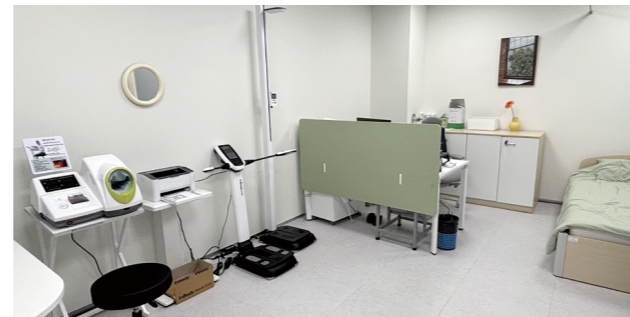


Safety and Health Campaign

Promoting Safe Working Environment

Employee Health Management

In-House Health Clinic Celltrion operates various health promotion programs in addition to workplace environment management to support the creation of a healthy working environment. Comprehensive medical check-ups are provided for employees aged 30 and above, and the in-house health clinic offers first aid services and health consultations. The In-house health clinic also provides devices for routine health monitoring, including body composition analyzers, blood pressure monitors, and electrocardiogram machines. Stretching and strength training equipment is also provided to support employees' self-directed health management. In addition, annual vaccination and treatment support programs are in place to help prevent illnesses, such as seasonal influenza.



In-House Health Clinic

Health Promotion Programs Celltrion operates a range of sport & health promotion initiatives to support employee well-being. Programs are designed based on an annual employee survey, incorporating feedback to implement initiatives such as alcohol moderation campaigns, support for individuals with clinical findings, smoking cessation clinics, and a walking challenge in collaboration with suppliers. These programs aim to prevent musculoskeletal disorders, promote cardiovascular health, and encourage lifestyle improvements. Employee participation is actively encouraged through a reward system recognizing outstanding participants. In 2024, a new health-focused meal plan program was introduced for employees with clinical findings, further enhancing engagement. Celltrion currently operates health promotion programs for both employees- and suppliers- and was certified as an 'Outstanding Workplace for Employee Health Promotion Activities' by the Ministry of Employment and Labor in recognition of its excellence in program planning and implementation.



Walking Challenge

Mental Health Support Programs To enhance psychological well-being, Celltrion operates an in-house psychological clinic center that offers one-on-one psychological counseling sessions with certified mental health professionals. A "High-Risk Employee Crisis Support Desk" has also been established through collaboration between psychological counselors, the HR department, and occupational health managers. This program provides tailored support for high-risk employees and was selected as the best practice in workplace mental health by the Korea Occupational Safety and Health Agency (KOSHA) and presented to other companies at the Occupational Health Month event.



Recognition for Excellence in Mental Health Initiatives

Safety Management for Overseas Employees

Due to the nature of its global business, many Celltrion employees go on business trips or are stationed overseas. In preparation for potential risks during overseas assignments, the company has established a rapid emergency response system in collaboration with International SOS, a global medical and security services provider. Through this service, employees are granted 24/7 access to medical and security consultations, psychological support, and country-specific risk monitoring. In the event of emergencies such as war or natural disasters, employees, expatriates, and their families are ensured prompt access to professional rescue and support services to maintain a high standard of overseas safety assurance.

Services Provided by International SOS

| 24-Hour Access to Medical Professionals | 24-Hour Security Expert Consultation |
|--|--|
| Verified local hospital guidance and appointment arrangement | Pre-departure health and security information by country |
| Support for psychological counseling with professionals | Up-to-date medical and security information by country |
| Emergency evacuation and transportation support | Real-time global security alerts and notifications |
| Medical Health Information and Advice (by Country) | |
| Multilingual support including Korean | |

Supplier Safety and Health Management

Celltrion continues to strengthen its collaborative safety and health framework with suppliers through a range of initiatives. The company actively participates in mutual safety and health partnership programs, holds monthly council meetings with suppliers, and conducts joint quarterly inspections to identify non-conformities and implement corrective actions. Resident suppliers undergo annual qualification assessments, while out-sourced suppliers are evaluated prior to starting work to verify compliance with Celltrion's safety standards. Through this comprehensive approach, Celltrion continues to advance the safety management performance of its suppliers.



Joint Inspections with Subcontractors

Safety and Health Awards and Certifications

Celltrion continues to make concerted efforts to establish a safe working environment. From the architectural design stage, safety is prioritized in both design and construction, with the goal of fostering a voluntary and proactive safety culture. Following the construction of the new R&D Center in 2023, intensive safety management efforts led to Celltrion being recognized in 2024 with the "Excellent Laboratory Safety Management" certification. This certification was awarded by the Ministry of Science and ICT based on strong performance in documentation review, on-site inspection, and interview evaluations. In addition, Celltrion achieved high scores across five categories—safety management, architectural disaster prevention, fire safety, hazardous materials safety, and more—under the supervision of the National Fire Agency. The company was also awarded the "Safety Zone Certification" by the Korea Safety Certification Institute.



Safety Zone Certification Award Ceremony

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Product Quality

Quality Policy

Celltrion’s quality policy aims to achieve quality assurance that exceeds global Good Manufacturing Practice (GMP) standards. This involves maintaining high-quality standards across all manufactured products while continuously pursuing quality improvements that aligns with the latest GMP regulations in the United States, Europe, and other regions. All employees receive regular training to understand the objectives of the quality policy and the importance of pharmaceutical quality, and to apply this knowledge in daily GMP operations.

Celltrion’s Quality Policy

First, all products manufactured by Celltrion—as well as related processes, procedures, analytical methods, and services—must meet high quality assurance standards.

Second, Celltrion’s quality system must comply with the quality requirements of global pharmaceutical regulatory authorities and industry standards as defined in international GMP regulations, and must be managed in accordance with even more stringent internal standards.

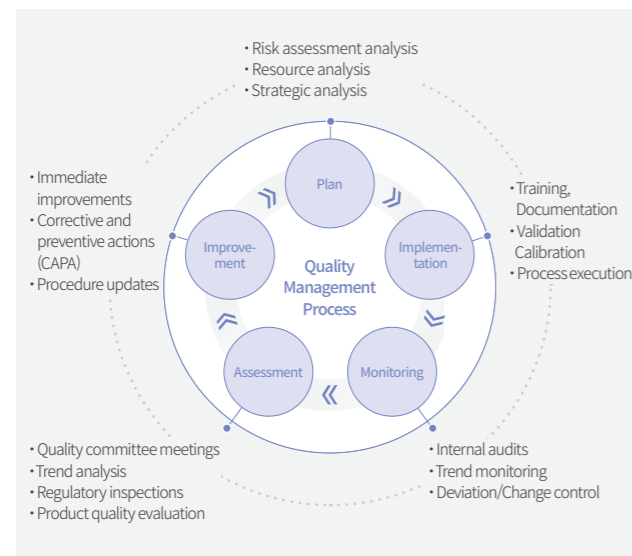
Third, Celltrion’s quality system prioritizes quality objectives above all other considerations to ensure consistent product quality and manufacturing processes.

Quality Management System

Quality Management Framework

Strict quality control is essential throughout the entire process from development to sales of biopharmaceuticals, and an effective quality management system must be established to ensure consistent product quality and safety. Celltrion has implemented a quality management system in full compliance with global Good Manufacturing Practice (GMP) regulations and ISO standards. This system applies to a structured quality management process across all stages, including product development, manufacturing, and commercialization. Prior to product launch, quality inspections and preemptive risk assessments are conducted to identify and resolve any potential product defects at an early stage, helping to prevent product recalls. Through its structured quality management system, Celltrion is committed to continuous quality improvement and to the safe manufacture and global supply of high-quality pharmaceuticals.

Quality Management Process



Product Quality Management

Celltrion conducts multi-faceted analyses of Critical Quality Attributes (CQAs) to rigorously ensure the quality of its manufactured pharmaceuticals. To identify the complex physicochemical characteristics of biopharmaceuticals, over 20 different analytical methods are applied to define the quality attributes of each product. These analytical methods are developed in accordance with the International Council for Harmonization (ICH) guidelines and are validated based on variables such as accuracy, precision, specificity, detection and quantitation limits, linearity, and range. Additional pre- and post-process tests are conducted at each manufacturing stage to systematically assess and manage risks related to quality control.

Specific tests, including pharmacopeial testing, protein chemistry and immunoassays, biological assays, and efficacy testing, are used to evaluate the physical, chemical, and microbiological characteristics of each product. Quality control is further reinforced through sample management, stability studies, facility monitoring, and raw material testing. Release tests are designed to thoroughly verify and evaluate all quality attributes of each production lot, including product safety, efficacy, and impurities. Samples for pharmaceutical quality testing are collected in an appropriate manner, such as using an aseptic sampling system to minimize product contamination. They are collected according to a systematic collection plan based on a risk management strategy to represent the quality of the entire lot. All test samples and analytical data are tracked and managed in real time through the Laboratory Information Management System (LIMS), which is integrated with the Enterprise Resource Planning (ERP) system. This integrated framework ensures systematic and efficient disposition decisions for each product lot.

Manufacturing Facility Process Management

To minimize cross-contamination between manufactured products, Celltrion has established its manufacturing facilities in accordance with global Good Manufacturing Practices (GMP) regulations. During the cell culture process, each bioreactor used in the subculture stage is connected through a Closed System to reduce the risk of microbial contamination. In the purification process, pre-viral and post-viral filtration steps are carried out in physically segregated areas. The sterile filling area is managed using a Restricted Access Barrier System (RABS), which maintains stringent cleanliness standards and is designed to minimize microbial contamination caused by human interaction. Independent Heating, Ventilation, and Air Conditioning (HVAC) systems are operated for each manufacturing process to eliminate the risk of cross-contamination between different processes. All manufacturing processes are carried out on a campaign basis, and strict product change-over programs are applied between campaigns to prevent cross-contamination. Celltrion’s manufacturing facilities are automated to reduce the risk of process failures caused by human error. Manufacturing data collected through an advanced system are used to support process monitoring and trend analysis. These data ensure product quality, verify manufacturing consistency, and support continuous optimization of the process through statistical analysis of process variables.

Quality Assurance

Celltrion places the highest priority on the safety of patients treated with pharmaceutical products and is committed to continuous quality improvement. Based on the quality policy outlined by the CEO, resources required for pharmaceutical development, manufacturing, storage, distribution, and sales are systematically analyzed and allocated. Standard Operating Procedures (SOPs) are established and implemented to ensure effective and consistent operations. A risk management program is in place to assure the quality, efficacy, and safety of pharmaceuticals. Through this program, risk mitigation plans are developed and applied to manufacturing processes, facilities, and systems to address and control identified risk factors. To ensure stability in manufacturing activities, a dual sourcing strategy is applied for key raw and subsidiary materials.

Celltrion verifies the effectiveness of its quality assurance system through regular regulatory inspections, client audits, internal audits, quality committee reviews, trend analyses, and annual quality assessments. Where improvements are identified, the company revises its quality policy and SOPs, and reallocates resources as needed to drive continuous quality enhancement. A range of computerized systems is employed to ensure the effective operation of the quality system. Policy documents and SOPs required for GMP operations are accessible to all operators in real time via the Electronic Document Management System (EDMS), while the Electronic Learning Management System (ELMS) is used to facilitate effective employee training. Major quality system processes such as deviation and change control, Corrective and Preventive Action (CAPA), complaints, and supplier management are administered through the electronic Quality Management System (QMS), enabling more efficient and effective management of quality objectives.

Achievements and Plans

From 2006 to 2024, Celltrion received over 60 inspections by regulatory authorities across approximately 20 countries, including the FDA (United States), EMA (Europe), MFDS (Korea), PMDA (Japan), and ANVISA (Brazil), thereby demonstrating and continuously improving the effectiveness of its quality management system. Over the past four years (2021 to 2024), a total of 32 inspections and audits by regulatory authorities and customers were successfully completed without any critical findings. In 2024, major inspections by regulatory agencies in the United States, Europe, and Korea were concluded without issue, and in the first quarter of 2025, the FDA inspection was completed with no findings.

Celltrion continues to maintain and renew its certification under ISO 9001, the international quality management system standard. In 2023, both Plant 1 and Plant 2 successfully renewed their certifications, and the newly constructed Global R&D Center obtained its initial certification. As a result, 100 percent of certification candidate facilities are certified, confirming that the company’s quality management system covering the entire process from development to manufacturing meets international standards. Celltrion remains committed to continuous improvement in line with the principles of its quality management system, and will continue delivering pharmaceuticals of high quality, efficacy, and safety to contribute to the advancement of global health and well-being.

Achievement of Quality Management System Certification (ISO 9001)

100%

certified across all eligible business sites



Korea Ministry of Food and Drug Safety Certification (MFDS)

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Product Quality

Quality Management Activity

Quality Training

Celltrion provides annual GMP training programs to ensure that all employees engaged in pharmaceutical manufacturing processes remain aligned with global Good Manufacturing Practices (GMP) standards and the latest trends. These programs support the enhancement of employee understanding regarding the objectives of the quality policy and the importance of pharmaceutical quality, which are then applied in GMP operations. For roles requiring advanced and specialized skills, such as aseptic technology, high-quality training is delivered separate hands-on on-site practice formats. Qualification programs are operated to evaluate the effectiveness of training. Additionally, the Electronic Learning Management System (ELMS) is utilized to deliver essential knowledge for GMP-related tasks and to ensure the effectiveness of remote training.

Quality Training Completion in 2024



Customer Inquiry Management and Response

Celltrion utilizes a validated system to manage the quality of marketed products in accordance with international regulations and guidelines. Quality complaints collected through various channels across different countries are submitted to the Celltrion Quality Center. The product quality complaint handling process follows a defined cycle: identification of complaints, investigation into probable and likely causes, implementation of corrective actions for identified issues, and notification to customers. Improvement actions are taken as needed to promptly resolve identified issues. Product quality complaints are regularly monitored through trend analysis to prevent customer dissatisfaction and recurrence.

Product Quality Complaints Handling Process



Clinical Trials

Compliance with Clinical Trial Regulations

Non-clinical animal studies and clinical trials are required to verify efficacy, toxicity, and safety of pharmaceutical product candidates developed at Celltrion. Throughout this process, Celltrion ensures full compliance with trial-related ethics regulations issued by regulatory authorities in each country and internal management procedures, supported by employee training programs.

Guarantee for the Safety and Rights of Clinical Trial Participants

All clinical trials are conducted in accordance with the Good Clinical Practice (GCP) guidelines provided by the International Council for Harmonization (ICH), as well as international ethics regulations grounded in the Declaration of Helsinki. Standard Operating Procedures (SOPs) have been established as internal management regulations to oversee compliance with clinical trial ethics by both internal personnel and Contract Research Organizations (CROs). To safeguard clinical trial participants, selection is based on the strict application of inclusion and exclusion criteria defined in the pre-approved clinical trial protocols. All trials are conducted under medical monitoring plans to ensure participant safety throughout the trial duration. A range of activities, including risk assessment and mitigation, monitoring, and audits, are undertaken to manage compliance with the International Council for Harmonisation Good Clinical Practice (ICH-GCP) guidelines and clinical trial protocols, ensuring adherence to relevant regulations and protocols.

Clinical Trial Quality System

Celltrion has developed clinical trial management policies that align with international standards for ethical and scientific quality management. These policies outline applicable standards and internal SOPs covering areas such as organizational structure, investigational product management, trial design and management, data integrity, monitoring, auditing, change control, reporting, training, vendor oversight, and risk management. The quality system includes procedures specific to clinical trial operations. To ensure clinical trial quality assurance, relevant departments conduct independent review and oversight apart from those directly responsible for trial execution.

- Evaluate Contract Research Organizations (CROs)
- Perform audits for clinical trial sites
- Perform internal audits
- Manage deviations in clinical trials
- Provide GCP training to Celltrion employees
- Manage change control of computerized system in clinical trials
- Review key documents in clinical trials
- Review bioanalytical assay validations/sample analysis plans/reports in clinical trials
- Review labels of investigational product for clinical trials

Quality Assurance for Clinical Trials

Celltrion has established the following procedures from the clinical operations perspective to ensure quality management in each phase of the clinical trial.

- Training for clinical research associates (CRAs)
- Investigation of non-compliance issues and fraud/scientific misconduct
- Preparation of clinical trials
- Management of external service providers
- Management of clinical trial sites
- Clinical trial document development and management
- Management of investigational products
- Risk-based monitoring
- Maintenance of blinding in clinical trials

As to clinical trials outsourced to CROs (Contract Research Organization), Celltrion ensures rigorous management and oversight of the CROs' quality and safety systems in accordance with the aforementioned internal procedures.

Clinical Data Registration and Disclosure

Clinical trials are a critical process in demonstrating the safety and efficacy of pharmaceuticals. Celltrion ensures systematic planning and transparent management of all clinical data to support objective and reliable medical decision-making. Based on various preclinical and clinical data secured in advance, potential differences in drug safety and efficacy based on race. Countries and population groups for clinical participation are selected accordingly. In cases where such differences are anticipated, efforts are made to secure multi-regional and multi-ethnic clinical data. Upon completion of a clinical trial, results are disclosed objectively and transparently. All disclosed information is continuously updated to support public health objectives. Patient or research participant privacy is thoroughly protected through anonymization procedures to ensure comprehensive and structured reporting and are submitted to regulatory authorities in both domestic and international jurisdictions. All personal and sensitive information of patients or trial participants is protected through rigorous anonymization process.

Information related to Celltrion's clinical trials, including outcomes, is registered on ClinicalTrials.gov, a public database operated by the National Institutes of Health in the United States. This platform provides access to healthcare professionals, companies, government agencies, patients, and the general public. In the case of European Medicines Agency (EMA) approvals, comprehensive trial outcomes including demographic analyses are disclosed through the EMA's assessment report. Clinical trial findings are also shared through scientific conferences and academic publications to ensure that patients and healthcare professionals have access to sufficient information.

Non-Clinical Studies

Celltrion adheres to the 3Rs principles (Replacement, Reduction, Refinement) to minimize the use of animals in non-clinical development. The objective is to reduce unnecessary animal sacrifice while investigating the efficacy, safety, and pharmacokinetic properties of drug candidates. This is achieved by applying optimized study designs based on the guidelines of the ICH. To ensure the ethical and scientific validity of animal testing, non-clinical studies are outsourced in principle to professional research institutions accredited by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC international)¹⁾. All animal studies are conducted following review and approval by an Institutional Animal Care and Use Committee (IACUC) that operates independently within each research institution. These studies are carried out in accordance with Standard Operating Procedures (SOPs) and Good Laboratory Practice (GLP) regulations.

1) AAALAC international (Association for Assessment and Accreditation of Laboratory Animal Care International): A nonprofit international organization that assesses and accredits ethical care and welfare of laboratory animals

3R Principles of Non-Clinical Studies



Pharmacovigilance

Global Pharmacovigilance System

Celltrion conducts pharmacovigilance throughout the entire life cycle of its medicines to ensure safe use and effective risk management. A pharmacovigilance system has been established to collect all domestic and international Adverse Events (AEs) from the non-clinical and clinical phases through to the post-marketing phase, based on pharmacovigilance agreements with global business partners. In addition to partner-supplied information, safety data are also collected from healthcare professionals, patients, regulatory authorities, and researchers and monitored through established systems. The Celltrion Global Safety Database Center (CGSDC), staffed by healthcare professionals, has been established to collect, assess, and archive safety data. All accumulated safety information is subject to ongoing monitoring and signal detection and Periodic Benefit-Risk Evaluation Reports (PBRERs) are conducted on a continuous basis. Furthermore, to minimize potential risks from our products, Celltrion develops Risk Management Plans (RMPs) and takes appropriate measures such as providing usage precautions and distributing informational leaflets of product to healthcare professionals and patients.

Pharmacovigilance Training

To ensure that safety information is collected without omissions throughout the entire work process, Celltrion provides company-wide pharmacovigilance training on a regular basis. By explaining the concept of pharmacovigilance to employees and providing guidance on what to do when safety-related information is identified, Celltrion improves the completeness of safety information collection.

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R&D Innovation

R&D Framework

R&D Innovation Strategy

The global healthcare landscape is evolving alongside rising medical demand, driving continuous growth in the need for biosimilars that offer both cost competitiveness and proven efficacy. Celltrion is not only responding to this growing demand but also pursuing differentiation strategies through modifying formulation and dosage of existing products, while expanding its biosimilar pipeline with a focus on autoimmune diseases and oncology. In addition, the growing significance of novel therapeutics is increasingly emphasized due to aging populations, the rise in chronic illnesses, and the emergence of new diseases. In response, Celltrion is strengthening its research and development capabilities with the aim of advancing beyond biosimilars to establish itself as a company engaged in novel drug development. This includes active development in areas such as Antibody-Drug Conjugates (ADCs)¹, multispecific antibodies, novel therapeutic antibodies, and microbiome-based therapeutics. Through innovation in research and development, Celltrion aims to deliver medicines with enhanced efficacy and safety, contributing to better global patient access to treatment and a reduction in the societal costs associated with disease.

1) Antibody-Drug Conjugate (ADC): A next-generation anticancer therapy that combines an antibody targeting specific antigens on cancer cells with a potent cytotoxic drug. This approach enables the selective delivery of the drug to cancer cells.

R&D Employee Status

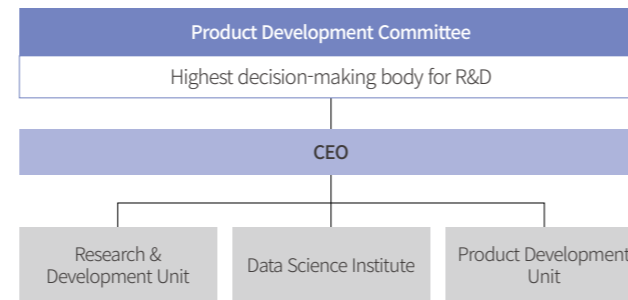
| Category | Unit | 2024 | |
|---------------|-------------------------------|----------------|-------------|
| R&D employees | PhD | Persons | 65 |
| | Master's | Persons | 339 |
| | Bachelor's | Persons | 305 |
| | Subtotal | Persons | 709 |
| | R&D employee ratio | % | 24.4 |

R&D Expenses

| Category | Unit | 2024 | |
|---|-------------------------|--------------|---------|
| Research and development expenses ²⁾ | Expenses | KRW millions | 434,699 |
| | Intensity ³⁾ | % | 12.2 |

2) No government grants were received in 2024
 3) Research and development expenses/Revenue

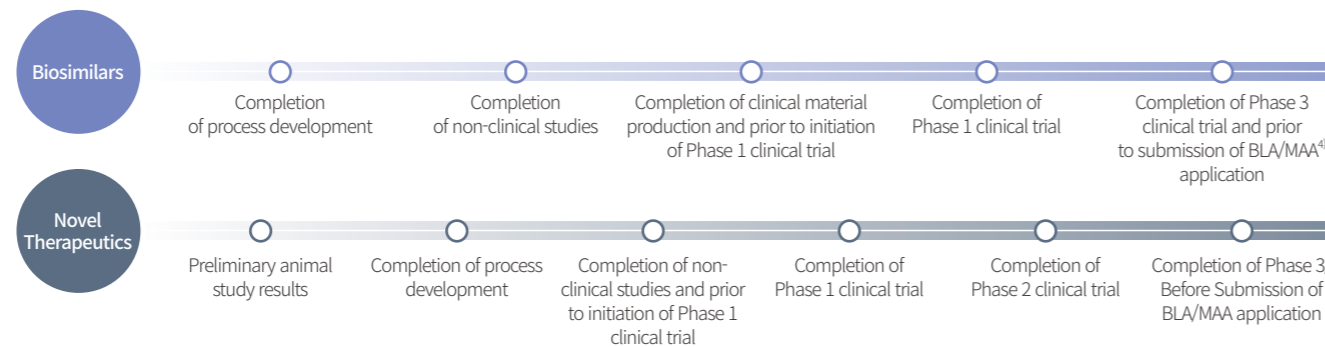
R&D Organizational Chart



R&D Governance

Celltrion has established an R&D governance framework to ensure efficient decision-making in research and development. The Product Development Committee, composed of executives including top management, is responsible for decision-making related to the initiation and progress of pharmaceutical development. When project proposals for biosimilars or novel therapeutics are submitted by relevant departments such as the Research & Development Unit and Product Development Unit, the committee evaluates their feasibility and determines whether to proceed with development. Projects approved for development are required to report progress according to predefined milestones at each stage of the R&D process. The Product Development Committee continuously monitors project status and oversees the development process while considering various internal and external factors.

Reporting Milestones to the Product Development Committee



4) BLA(Biologics License Application), MAA(Marketing Authorization Application)

Expansion of Pharmaceutical Pipeline

Biosimilars

Celltrion is committed to improving the quality of life for patients by developing biosimilar products that provide equivalent efficacy to existing reference biopharmaceuticals while offering greater affordability. Multiple pipeline candidates are under development to ensure that treatment options are available for various stages of disease progression and diverse patient needs within the same therapeutic category. Biosimilar products are under development for autoimmune diseases. Based on accumulated experience in developing early-stage autoimmune therapies and targeted oncology drugs, the company is also pursuing the development of immuno-oncology therapeutics.

Celltrion is developing product development strategies to enable launches aligned with the patent expiry timelines of major immuno-oncology therapeutics, in response to the rapid growth of the immuno-oncology market. The company has completed the development of treatments for additional indications, such as ophthalmologic and allergic diseases, and has developed a total of 11 biosimilar products to date. The goal is to further expand this portfolio to 22 biosimilars by 2030. By continuously monitoring the healthcare landscape and market dynamics, Celltrion aims to continue differentiated, patient-centered biosimilar development.

Biopharmaceutical Pipeline Overview

| Biosimilars | | | | |
|-------------|-------------------|---|--------------------|--|
| Projects | INN ¹⁾ | Indications | Development Phases | |
| CT-P44 | Daratumumab | Multiple myeloma | | |
| CT-P51 | Pembrolizumab | Non-small cell lung cancer, gastric cancer, cervical cancer, melanoma | | |
| CT-P53 | Ocrelizumab | Multiple sclerosis | | |
| CT-P55 | Secukinumab | Psoriasis, ankylosing spondylitis | | |

Novel Therapeutics

| Projects | INN | Indications | Development Phases | |
|----------|--|--|--------------------|--|
| CT-P70 | cMet-targeting ADC (Antibody-Drug Conjugate) | Solid tumors (NSCLC, colorectal cancer, gastroesophageal cancer) | | |
| CT-P27 | - | Influenza A | | |

1) INN: International Nonproprietary Names

R&D Innovation

Expansion of Pharmaceutical Pipeline

Overview of Approved Biopharmaceutical Products

| Biosimilars | | | | | | | |
|---|---|---|--|---|---|---|---|
| Category |  |  |  |  |  |  |  |
| Projects | CT-P6 | CT-P10 | CT-P13 | CT-P13 SC | CT-P16 | CT-P17 | CT-P39 |
| Product names | Herzuma | Truxima | Remsima | Remsima SC | Vegzelma | Yuflyma | Omylclo |
| INN | Trastuzumab | Rituximab | Infliximab | Infliximab | Bevacizumab | Adalimumab | Omalizumab |
| Key indications | Breast cancer, metastatic gastric cancer, etc. | Non-Hodgkin's lymphoma, chronic lymphocytic leukemia, etc. | Rheumatoid arthritis, inflammatory bowel disease, etc. | Rheumatoid arthritis, inflammatory bowel disease, etc. | Metastatic colorectal cancer, NSCLC, etc. | Rheumatoid arthritis, inflammatory bowel disease, etc. | Asthma, urticaria |
| Therapeutic areas | Oncology | Oncology, immunology | Immunology | Immunology | Oncology | Immunology | Immunology |
| Key approved markets | U.S., Europe, Korea | U.S., Europe, Korea | U.S., Europe, Korea | Europe, Korea | U.S., Europe, Korea | U.S., Europe, Korea | U.S., Europe, Korea |
| Sales footprint in priority countries¹⁾ | 35 countries | | | | | | |
| Total number of active markets | 105 countries | | | | | | |

| Biosimilars | | | | Novel Biopharmaceuticals | | |
|---|---|---|--|---|---|---|
| Category |  |  |  |  |  |  |
| Projects | CT-P41 | CT-P42 | CT-P43 | CT-P47 | CT-P13 SC | CT-P59 |
| Product names | Stoboclo/Osenvelt | Eydenzelt | Steqeyma | Avtozma | Zymfentra | Regkirona |
| INN | Denosumab | Aflibercept | Ustekinumab | Tocilizumab | Infliximab | Regdanvimab |
| Key indications | Osteoporosis, bone diseases | Diabetic macular edema (DME), age-related macular degeneration (AMD) | Psoriasis, inflammatory bowel disease, etc. | Rheumatoid arthritis, systemic juvenile idiopathic arthritis (sJIA) | Inflammatory bowel disease | COVID-19 |
| Therapeutic areas | Immunology | Ophthalmology | Immunology | Immunology | Immunology | Infectious diseases |
| Key approved markets | U.S., Europe, Korea | Europe, Korea | U.S., Europe, Korea | U.S., Europe, Korea | U.S. | Korea |
| Sales footprint in priority countries¹⁾ | 35 countries | | | | | |
| Total number of active markets | 105 countries | | | | | |

1) Priority countries are defined based on the Access to Medicine Index, which evaluates countries in terms of access to medicine

New Product Launches

During 2024 and 2025, Celltrion achieved notable milestones in the global market by obtaining approvals for multiple biosimilar products. These include the world's first approval of a Xolair biosimilar, global entry of a Stelara biosimilar, and strategic portfolio expansion into oncology, ophthalmology, and bone disease therapeutics. In particular, the simultaneous receipt of four CHMP positive opinions by a single company is highly uncommon, highlighting Celltrion's proven R&D capabilities and market competitiveness in the global biosimilar market. As a result, the initial goal of completing a portfolio of 11 biosimilars was reached ahead of schedule, reinforcing the company's position in key therapeutic areas such as autoimmune diseases, oncology, ophthalmology, and bone diseases.

Omylclo



The World's First Xolair Biosimilar
Omylclo became the world's first approved biosimilar of Xolair (omalizumab), positioned to benefit from the first-mover advantage. As the first outcome of Celltrion's fully integrated system spanning R&D, production, clinical trials, regulatory approval, and distribution, this product marks a significant milestone. The regulatory approval of Omylclo serves as the starting point for expanding into therapeutic areas beyond autoimmune diseases, including allergic asthma and urticaria.

Steqeyma



Strengthening Presence in the Autoimmune Therapeutic Market
Steqeyma is a biosimilar of Stelara (ustekinumab) and has secured marketing authorization in Korea, the United States, and Europe, thereby solidifying Celltrion's position in the autoimmune therapeutics.

Stoboclo
Osenvelt



Simultaneous Expansion into Bone Disease and Oncology
Stoboclo (biosimilar of Prolia) and Osenvelt (biosimilar of Xgeva) share the same active pharmaceutical ingredient, Denosumab. Stoboclo is developed for osteoporosis, while Osenvelt targets the prevention of skeletal-related complications in cancer patients with bone metastases. Both products received simultaneous approval from the Korean Ministry of Food and Drug Safety (MFDS). This represents a meaningful extension of Celltrion's portfolio beyond autoimmune therapies into bone disease and oncology.

Eydenzelt



First Entry into the Ophthalmology Market
Eydenzelt, a biosimilar of Eylea (aflibercept), is indicated for the treatment of wet age-related macular degeneration and diabetic macular edema. The product has been approved in Korea and Europe, marking Celltrion's official entry into the ophthalmology space, beyond its existing strengths in autoimmune and oncology.

Avtozma



Enhancing the Autoimmune Portfolio
Avtozma is a biosimilar of Actemra (tocilizumab), developed for the treatment of rheumatoid arthritis and giant cell arteritis. With approvals in Korea, the United States, and Europe, Avtozma strategically reinforces Celltrion's autoimmune disease treatment portfolio.

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R&D Innovation

Establishment of R&D Platforms

In response to intensifying global competition in biosimilar and novel drug development, Celltrion continues to advance platform technologies aimed at improving cost competitiveness and enhancing research and development efficiency. By leveraging accumulated expertise, Celltrion has developed a proprietary high-yield, stable cell line platform that enables more efficient cell line development and achieves higher yields than conventional processes. Looking ahead, these platform technologies are expected to strengthen internal R&D capabilities.












Case • Development of Host Cell Lines for Biopharmaceutical Production

Celltrion has developed a new host cell line, Hi-CHO™, for the production of biopharmaceuticals, including antibody-based therapeutics, for which a patent application is currently pending. Hi-CHO™ has unique attributes, including the removal of glutamine synthetase genes and optimize cellular metabolic processes, which provide higher productivity, production stability, and superior cell growth compared to conventional cell lines. This technology is applicable to a broad range of antibody therapeutics, including novel drugs, and contributes to enhancing the productivity of high-quality biopharmaceuticals while shortening the development timeline for production cell lines.

Open Innovation (OI)

Celltrion positions open innovation as a core strategy and actively pursues strategic partnerships and joint research with promising domestic and international biotech startups. This approach enables the expansion of the mid- to long-term pipeline and secures future growth engines, reinforcing Celltrion's role as a driver of innovation in the biopharmaceutical industry. As part of this strategy, Celltrion signed a joint development agreement with Cyron Therapeutics to co-develop multi-specific antibodies based on the T-cell Engager (TCE) platform. The collaboration aims to expand therapeutic targets beyond hematologic malignancies to include solid tumors, thereby enhancing patients' access to treatment. Additionally, Celltrion plans to accelerate the development of "BM111", which is being co-developed through an equity investment in Biomie in December 2024. Through partnerships with promising domestic and global biotech startups, Celltrion will strengthen its R&D capabilities and lead innovation in the global healthcare industry.

Global Co-Development Projects

| Development Areas | Partner Companies | Current Status | | |
|--------------------------------|---|---|---------|--------------------------------------|
| | | Targets/Technologies | Phases | Collaboration Methods |
| |  | Breast cancer, gastric cancer | R&D | Equity investment/ license-in |
| Multi-specific antibodies |  | Multi-specific antibody platform technology | R&D | Joint development |
| |  | T-cell Engager (TCE) platform-based multi-specific antibody development | R&D | Equity investment/ joint development |
| Novel therapeutic antibodies |  | Novel therapeutic antibodies | R&D | Joint development |
| Antibody-Drug Conjugates (ADC) |  | B-cell lymphoma, breast cancer | Phase 1 | Equity investment |
| |  | Solid tumors | R&D | Equity investment/ license-in |
| Microbiome |  | Irritable bowel syndrome, atopic dermatitis | R&D | Joint development |
| |  | Parkinson's disease | R&D | Joint development |
| |  | Antibiotic-resistant infections | R&D | Equity investment/ joint development |
| Oncolytic viruses |  | Oncolytic virus platform | R&D | Joint development |
| Biomarkers |  | Discovery and validation of genomic data and biomarkers via AI algorithms | R&D | Equity investment/ joint development |

Improving Access to Medicine

Framework for Improving Access to Medicine

Access to Medicines Policy

As a leading company in the biosimilar market, Celltrion is committed to the goal of "Advanced Therapeutics within Everyone's Reach" and strives to provide high-quality medicines at more affordable prices. Biosimilars offer equivalent efficacy to originator biopharmaceuticals at a lower cost, thereby enhancing access to essential treatments for patients. Based on this principle, Celltrion has established an access-to-pharmaceuticals policy designed to support underserved patients with limited access to pharmaceuticals. The policy is grounded in several core principles, including collaboration with regional regulatory authorities, support for local manufacturers and healthcare professionals, provision and donation of medicines to vulnerable groups, and implementation of fair pricing strategies to improve access to essential pharmaceuticals. Celltrion encourages all stakeholders—including its domestic and international subsidiaries and partner organizations—to comply with this policy, thereby contributing to tangible improvements in access to pharmaceuticals.

Governance on Access to Medicine

Celltrion has established a governance framework for medicine access to implement initiatives aimed at improving access to medicines. The ESG Committee, under the Board of Directors, serves as the highest decision-making body and oversees deliberations on matters related to access to medicine. The ESG Team, as the dedicated operational unit, identifies access-related issues and drives a range of improvement initiatives in collaboration with relevant departments.

Expansion of Biopharmaceutical Production Capacity

Celltrion is optimizing its biopharmaceutical manufacturing capacity by operating domestic in-house manufacturing facilities and leveraging the capabilities of overseas contract manufacturing organizations (CMOs). Its production facility in Songdo, Incheon, has been certified by the U.S. Food and Drug Administration (FDA) under the current Good Manufacturing Practice (cGMP) standards and is fully equipped to manufacture both drug substances (DS) and drug products (DP). Celltrion has an annual biopharmaceutical manufacturing capacity of 252,000 liters, consisting of 102,000 liters at Plant 1, 90,000 liters at Plant 2, and 60,000 liters at Plant 3. Notably, commercial production commenced in December 2024 at Plant 3, a new five-story facility built on a 68,900 m² site, after being approved for use in November 2023. This facility features eight 7,500-liter state-of-the-art bioreactors and is designed for high-mix, low-volume production, enabling flexible responses to diverse production needs. Construction of an additional drug product (DP) plant began in February 2025, with completion and full commercial production scheduled for 2026 and 2027, respectively. With an annual capacity to produce approximately 6.5 million liquid vials at this new facility, combined with 4 million vial capacity at Plant 2, Celltrion will secure a total annual production capacity of approximately 10.5 million vials. Additional capacity expansion plans are underway in response to growing demand for biopharmaceuticals.

Healthcare Access Improvement Roadmap

The introduction of Remsima®, the world's first antibody biosimilar, enabled Celltrion to contribute to enhancing access to medicine in numerous countries, including developing nations. Going forward, Celltrion will continue to launch and produce biosimilars that offer equivalent efficacy to originators at more affordable prices, thereby ensuring a stable supply and enhanced healthcare access for patients.

Healthcare Access Improvement Roadmap

| Expanding access to medicine through new products launches | Improving cost-effectiveness | Strengthening Quality Control |
|--|---|---|
| Short-term goals (by 2025): | | |
| Launch five new biosimilar products. | Achieve 99.9% of total biopharmaceutical sales from products assessed to be more cost-effective than standard treatment options. | Improve quality control systems to prevent product complaints. |
| Mid- to long-term goals (by 2030): | | |
| Expand the biosimilar portfolio to 22 products. | Maintain 99.9% of total biopharmaceutical sales from the products assessed to be more cost-effective than standard treatment options. | Strengthen patient education and support programs to ensure medication safety and prevent complaints. |

Achievements in Expanding Biopharmaceutical Manufacturing

(as of March 2025)

| Indicators | Units | Achievements |
|--|-----------|--------------|
| Total biopharmaceutical manufacturing capacity | L | 252,000 |
| Number of ongoing biosimilar pipelines | Units | 4 |
| Number of priority countries where products have been launched | Countries | 35 |
| Number of patients reached ¹⁾ | Persons | 597,829 |
| Number of products supplied | Units | 12,721,937 |
| Number of products listed by WHO ²⁾ | Units | 6 |

1) Estimated number of patients reached = Annual sales volume divided by Annual dosage volume (Source: Annual sales volume based on IQVIA 2024Q3 MAT; annual dosage volume based on WHO Defined Daily Dose)
 2) Listed in the WHO List of Prequalified Medicinal Products List

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Improving Access to Medicine

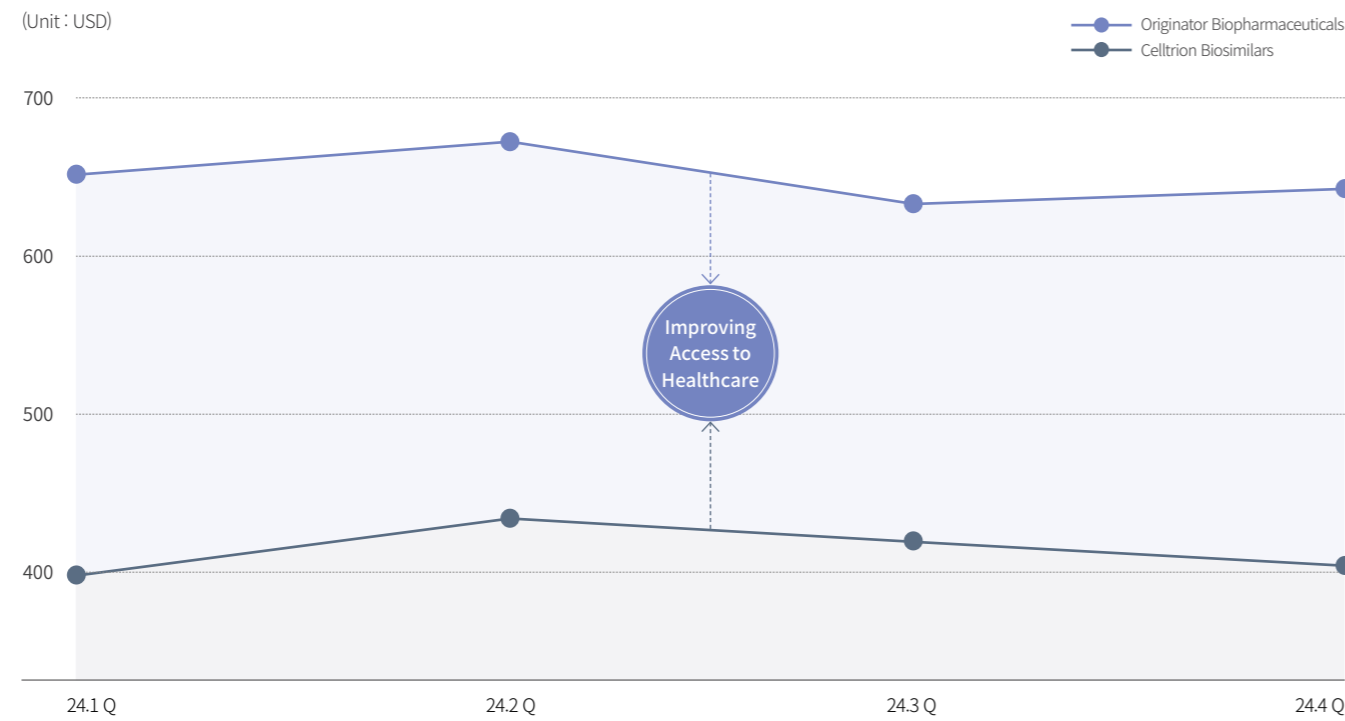
Drug Pricing

Celltrion implements a reasonable and sustainable pricing strategy to enhance access to medication, with the main focus on expanding patient access to therapeutic benefits by minimizing the cost burden of biopharmaceuticals. Development costs for its biosimilars have been reduced through improved resource management and efficient supply, and these savings have been reflected in the pricing of its products. Regular pharmaco-economic evaluations are conducted to assess the impact of the products on national health insurance savings, thereby supporting the development of a more responsible pricing policy. To mitigate disparities in reimbursement eligibility and benefits arising from varying pharmaceutical affordability across countries, Celltrion sets fair and differential pricing across products and countries and engages in a range of initiatives through partnerships with governments and other key stakeholders to improve access to medicines for medically underserved populations. Celltrion participates in various international procurement programs to supply essential medicines at affordable prices to low-income countries.

Results of 2024 Pharmaco-economic Evaluations of Biopharmaceuticals

| Items | Percentage (%) |
|---|----------------|
| Percentage of biopharmaceutical products that underwent pharmaco-economic evaluation | 100 |
| Revenue share of biopharmaceutical products that underwent pharmaco-economic evaluation | 100 |
| Revenue share of biopharmaceutical products evaluated to be more cost effective compared to standard treatment options | 99.9 |
| Revenue share of biopharmaceutical products evaluated to be more cost effective compared to competing innovative products | 99.9 |

Price Trend of Celltrion Biosimilars in Comparison to Originator Biopharmaceuticals¹⁾



1) Based on U.S. market Average Sales Prices(ASP); this represents the simple arithmetic average price trend of Inflectra, Truxima, Herzuma, and Vegzelma compared to their respective originator products.

International Procurement Program

The Global Fund, established in 2002 to procure medicines for the prevention and treatment of HIV/AIDS, tuberculosis, and malaria, is Celltrion's first international procurement partner. Since 2019, Celltrion has been supplying products to the Global Fund, and in 2024, delivered approximately 1.6 million packs of CT-G07 to five countries. Small-volume supplies for humanitarian purposes continue through the Global Fund. To improve access to medicines, Celltrion has adopted a Most Favored Nation (MFN) policy, supplying pharmaceuticals at prices lower than the reference price established by the Global Fund.

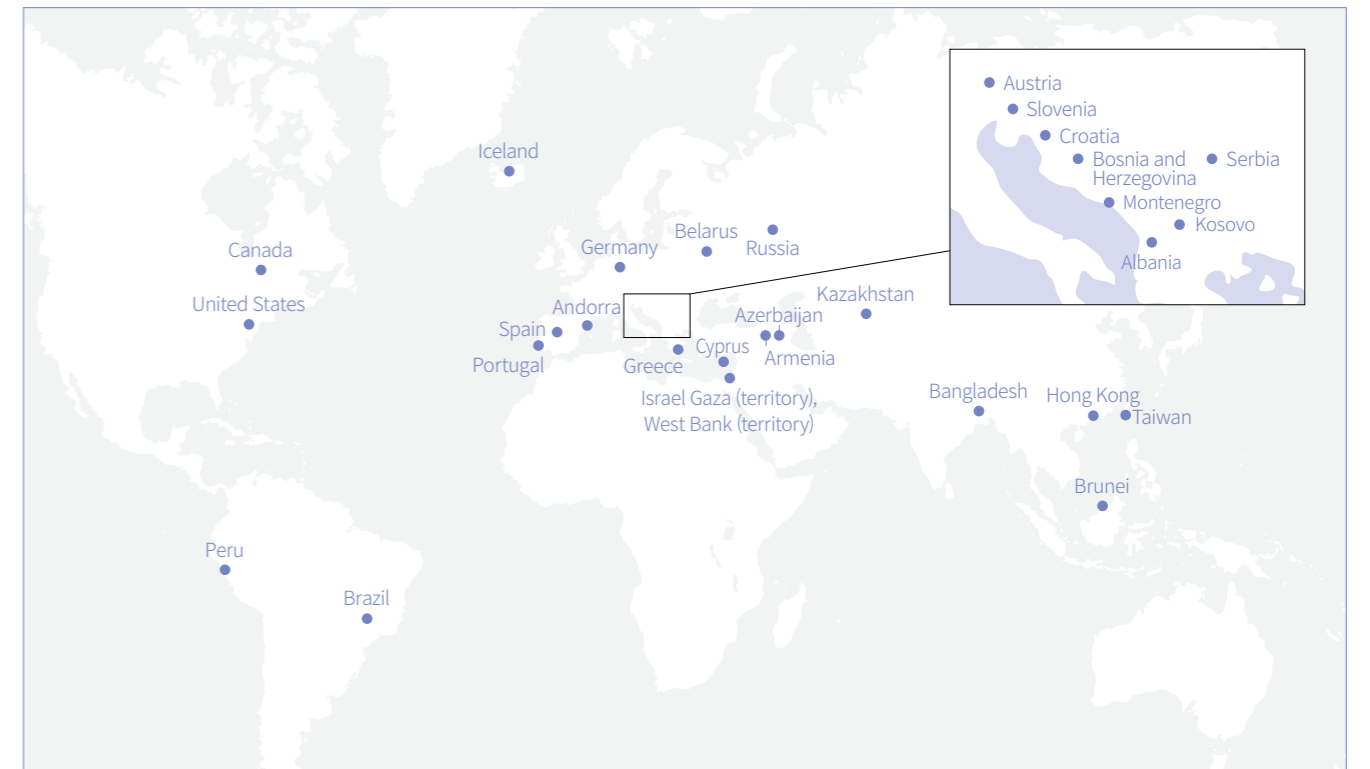
2024 International Procurement Program Achievements

| International Organization | Product | Indication | Delivered Quantity | Country |
|----------------------------|---------|------------|---------------------------------|--|
| Global Fund | CT-G07 | HIV/AIDS | Approximately 1.6 million packs | 5 countries (Cameroon, Malawi, Eswatini, Mozambique, Thailand) |

Pharmacovigilance Support

Celltrion carries out global pharmacovigilance support activities to monitor adverse events related to drug safety and to prevent side effects. The company places particular emphasis on creating safe pharmaceutical environments in low- and middle-income countries, where post-marketing safety systems are often underdeveloped and there is a shortage of trained professionals. To this end, Celltrion strengthens practical pharmacovigilance capabilities by engaging in activities such as adverse event reporting and evaluation, preparation of Periodic Benefit-Risk Evaluation Reports (PBRERs), development of Risk Management Plans (RMPs), timely sharing of safety information, and conducting inspections as well as regular audits related to these efforts. Drawing on its expertise in pharmacovigilance and data analytics, Celltrion remains committed to supporting global pharmacovigilance efforts, helping to strengthen the international drug safety network while protecting patient health.

List of Countries Supported through Celltrion's Pharmacovigilance Activities in 2024



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Supply Chain ESG Management

Supply Chain ESG Management System

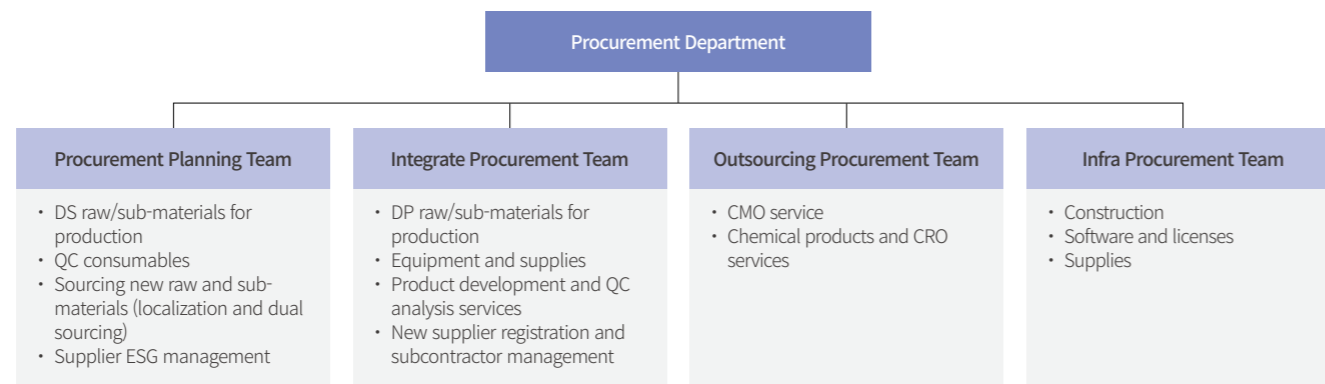
Supplier ESG Management Policy

Celltrion has established a Supplier ESG Management Policy to support the development of a sustainable supply chain. The policy is based on the Pharmaceutical Supply Chain Initiative (PSCI) and defines compliance requirements across five key areas: labor and human rights, safety and health, environment, ethical management, and management systems. The policy applies to all suppliers contracted with Celltrion and encourages compliance by their employees and sub-contractors. By implementing this policy, Celltrion proactively responds to both internal and external environmental changes and contributes to enhancing the overall sustainability of its supply chain.

Supply Chain ESG Governance

To ensure systematic supply chain management, the Procurement Department at Celltrion functions as the central coordinating body, while each relevant department is directly responsible for managing its respective suppliers. Since 2024, Celltrion has placed particular emphasis on strengthening supply chain management from an ESG perspective. To this end, Celltrion has established direct communication channels with the ESG departments of key suppliers, including the implementation of a hotline system. Building on this foundation, the company plans to actively support the overall advancement of ESG management across the entire supplier network by sharing the latest ESG trends and best practices.

Supply Chain Management Organizational Structure



Scope of Supply Chain ESG Management

Celltrion defines suppliers as companies involved in the development and production of biopharmaceuticals and small molecule drugs. First-tier suppliers are selected based on their direct relevance to Celltrion and having a transaction record over the past three consecutive years. Among these, suppliers representing the top 80% of transaction value are classified as key suppliers. Additionally, suppliers may be designated regardless of transaction volume through preliminary assessments considering ESG management levels and risks related to countries, industries, and material categories.

Supplier Category

| | |
|--|--|
| Tier 1 supplier (Selection Criteria) | <ul style="list-style-type: none"> ① Involvement in the development and production of biopharmaceuticals and small molecule drugs ② Continuous transactions over three consecutive years |
| Key supplier | <ul style="list-style-type: none"> ① Top 80% of Tier 1 suppliers by transaction amount ② ESG management level and supply chain risk |

Overview of Suppliers in 2024

| Category | No. of Suppliers | Percentage of Procurement (%) |
|-------------------------|------------------|-------------------------------|
| Tier 1 suppliers | 402 | 100 |
| By region | Domestic | 24 |
| | Overseas | 76 |
| Key suppliers | 31 | 80 |

Supply Chain ESG Management Roadmap

Celltrion has established a structured roadmap to enhance supplier ESG management. The roadmap sets mid-to-long-term goals, including strengthening ESG support for suppliers, introducing efficient supplier evaluation methods, and internalizing supplier management capabilities. Based on this roadmap, Celltrion will actively support suppliers in implementing ESG practices and strive to build the necessary capabilities to proactively respond to ESG-related supply chain regulations.

Supply Chain ESG Management Roadmap

| Category | Short-Term (2024~2025) | Mid/long-term (2026~2030) |
|--|--|--|
| Enhanced support for suppliers | Domestic-focused <ul style="list-style-type: none"> Support domestic suppliers in establishing ESG management systems Collaborate with Korean branches of global suppliers to promote ESG initiatives | Expansion into overseas markets <ul style="list-style-type: none"> Develop practical review and monitoring measures for overseas global suppliers |
| | Effective supplier assessment <ul style="list-style-type: none"> Expand the pool of suppliers to be assessed Simplify self-assessment questionnaire items Offer on-site audit guidelines | Qualitative improvement <ul style="list-style-type: none"> Conduct overseas on-site assessments Expand industry-specific criteria, including those from PSCI Ensure comparability between internal ESG evaluations and external assessment results |
| Internalization of Supplier Management Capability | Establishment of management system <ul style="list-style-type: none"> Manage ESG representatives at each supplier Incorporate suppliers' ESG performance into procurement decision-making | Responding to regulations and enhancing effectiveness <ul style="list-style-type: none"> Conduct on-site audits through overseas verification providers Develop a mid-to-long term response plan for CSDDD¹⁾ and establish a roadmap for second-tier suppliers |

1) CSDDD: Corporate Sustainability Due Diligence Directive
 ※ The supplier ESG management roadmap may change depending on the external environment.

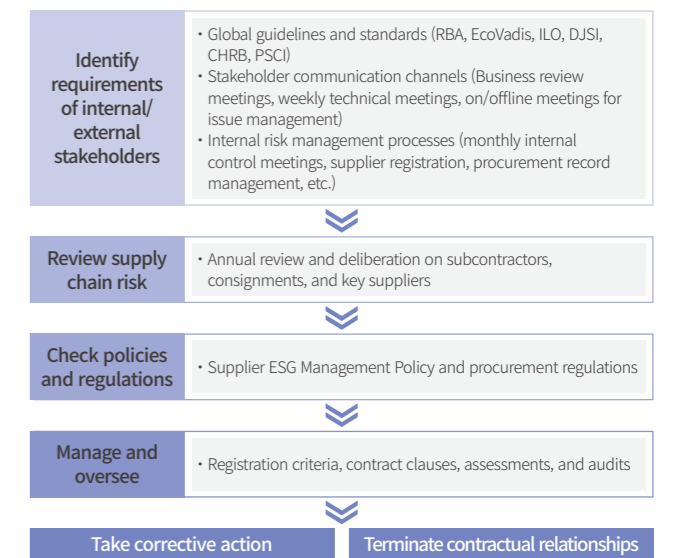
Supply Chain ESG Risk Management

Supply Chain ESG Risk Management Framework

Celltrion has established a systematic ESG risk management process for its supply chain by incorporating diverse requirements from both internal and external stakeholders. Considering the unique characteristics of the biopharmaceutical and chemical drug industries, Celltrion continuously monitors and manages internal and external impact factors to maintain a stable supply chain. To enhance risk management at the national level, Celltrion conducts regular global sourcing risk monitoring meetings with key raw and subsidiary material suppliers, conducting in-depth analyses of potential risks in production regions. In the event of geopolitical risks, the company leverages pre-established raw material data to assess the issue's impact on each material in real time and respond promptly. To prepare for pandemics such as COVID-19, the company regularly reviews procurement status with suppliers and has established a joint supply risk management system, including contingency plans. Safety stock strategies have been considered to ensure a stable supply of raw and subsidiary materials. Localization and dual sourcing of raw materials are additionally pursued to reduce dependence on single suppliers and enhance supply chain resilience. When selecting new suppliers, the company performs ESG screening to evaluate their ESG practices and overall maturity. Existing suppliers undergo annual ESG assessments to continuously monitor their ESG status. Based on the evaluation results, improvement plans are developed and implementation progress is tracked. Business relationships may be terminated if suppliers fail to meet the minimum ESG requirements. Celltrion has established and actively enforces fair trade procedures for subcontractors and consignment manufacturers. In response to recent amendments to the Subcontracting Act, Celltrion has updated subcontract-related clauses in purchase orders and uses them as standard documentation in transactions with subcontractors. The company also ensures timely payments to sub-

contractors and consignment manufacturers, thereby fully complying with the disclosure system for subcontract payment terms. Celltrion remains committed to promoting fair trade in all transactions with subcontracting and consignment transactions.

Supply Chain Management Process



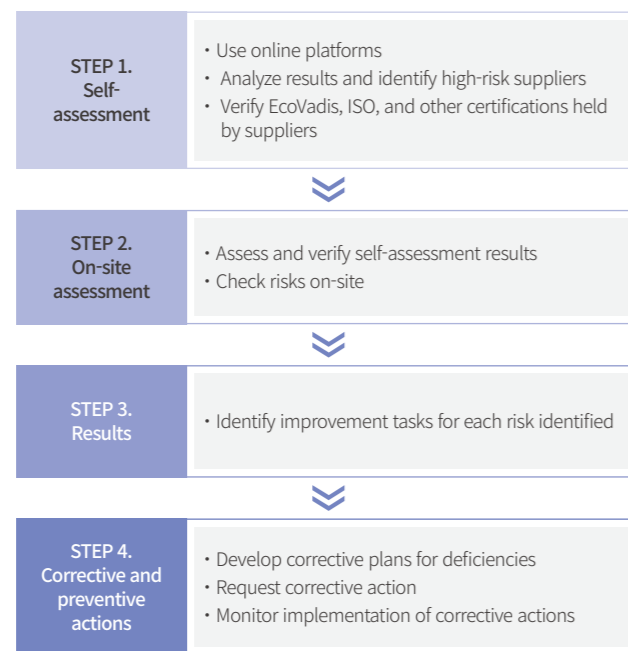
Supply Chain ESG Management

Supply Chain ESG Management System






Supplier ESG Assessment

Assessment System To maintain long-term and constructive relationships with suppliers, Celltrion operates a supplier ESG assessment system designed to identify ESG risks and support corrective actions. The assessment criteria cover five key areas: labor and human rights, safety and health, environment, ethics, and management systems. Written assessments are conducted based on global standards and guidelines such as the RBA, EcoVadis, ILO, DJSI, CHRB, and PSCI. Based on the results of the written assessments, Celltrion engages supply chain consulting firms to carry out on-site assessments that include second-party verification when necessary. In addition, third-party independent ESG agencies conduct both document-based and on-site verifications to assess performance indicators such as Scope 3 emissions. Suppliers that receive high scores are awarded additional points during future bidding evaluations. Suppliers with identified risks are categorized as either low-risk or high-risk, and corresponding corrective action plans are developed and implemented. Celltrion has also established a self-assessment system for new suppliers, which is utilized during the supplier registration process. Final evaluations are conducted using the same five-category assessment criteria as for existing suppliers.

Supplier ESG Assessment Process



Supplier ESG Assessment Metrics

| Category | Metric |
|---|---|
|  Labor and human rights | <ul style="list-style-type: none"> • Voluntary work • Underage workers • Working hours • Humane treatment • Wages and benefits • Non-discrimination • Freedom of association |
|  Safety and health | <ul style="list-style-type: none"> • OHS system and training • Occupational safety • Emergency response • Workplace injuries • Occupational hygiene • Physical labor • Machinery safety maintenance • Food, hygiene, and housing |
|  Environment | <ul style="list-style-type: none"> • Environmental permits and reporting • Reduction of pollutants • Hazardous substances management • Waste management • Air pollutants • Water resources management • Energy and GHG emissions |
|  Ethics | <ul style="list-style-type: none"> • Anti-corruption and conflict of interest prevention • Prevention of unfair trade practices • Protection of intellectual property • Responsible sourcing of materials • Personal information protection • Others (e.g., minimizing animal testing.) |
|  Management system | <ul style="list-style-type: none"> • Executive engagement • Performance management • Supplier management • Corporate social responsibility (CSR) |

Assessment Conducted To ensure expertise, objectivity, and reliability in supplier ESG assessments, Celltrion conducted assessments of 31 key suppliers in collaboration with a third-party audit organization. A self-assessment(written) was carried out on 50 metrics across five areas: labor and human rights (10 metrics), safety and health (10 metrics), environment (10 metrics), ethics (10 metrics), and management systems (10 metrics). Among these, one supplier underwent an on-site assessment. The process began with self-assessment, through which Celltrion reviewed suppliers' responses and supporting documents for both general and specific items. Based on the results, on-site assessments were conducted for suppliers requiring further verification of ESG risks. The results were shared with suppliers, who were asked to develop improvement plans to address identified ESG risks. Celltrion supported the implementation of these plans, helping suppliers strengthen their ESG management capabilities.

Assessment Results Celltrion's supplier ESG assessment confirmed that Celltrion's key suppliers are effectively managing ESG risks across all evaluation areas. However, to further advance ESG practices, the assessments identified opportunities for improvement, which include the need to establish human rights policies to enable more systematic human rights management, and to strengthen management systems for GHG emissions and other environmental data. On-site assessments also revealed the need to support domestic-based suppliers in building robust ESG management systems. Additionally, the findings underscored the importance of collaborating with the Korean branches of global suppliers in ESG-related efforts. Furthermore, among the eight suppliers that submitted assessment results from EcoVadis, a global supply chain ratings organization, all were found to rank within the top 15% of approximately 125,000 companies across 160 countries in terms of ESG risk management capabilities.

2024 Supplier ESG Assessment Results

| Process | Category | Unit | 2023 | 2024 | |
|---|---|---------------------------|------------------|------|-----|
| New supplier screening | New suppliers contracted | No. of companies | 90 | 267 | |
| | New suppliers that underwent environmental/social screening | No. of companies | 12 | 106 | |
| | Proportion of new suppliers received environmental/social screening | % | 13 | 40 | |
| Supplier ESG impact assessment¹⁾ | Number of suppliers assessed for ESG ²⁾ | Self-assessment (written) | No. of companies | 16 | 24 |
| | | On-site assessment | No. of companies | 2 | 1 |
| | Identification of risk suppliers ³⁾ | High-risk suppliers | No. of companies | - | - |
| | | Low-risk suppliers | No. of companies | 1 | 1 |
| | Suppliers agreed to implement improvements | No. of suppliers | No. of companies | 1 | 1 |
| | | Percentage | % | 100 | 100 |
| Suppliers terminated due to confirmed negative impact | No. of suppliers | No. of companies | - | - | |
| | No. of suppliers | No. of companies | 1 | 1 | |
| Suppliers supported in implementing corrective action plans | No. of suppliers | No. of companies | 1 | 1 | |
| | Percentage | % | 100 | 100 | |

1) Supplier ESG assessment conducted for key suppliers only
2) Self-assessment: Online ESG self-assessment / On-site assessment: Third-party inspection involving external experts
3) Based on the supplier ESG assessments, suppliers with significant breaches are identified as high risk, while those scoring below defined thresholds are identified as low risk

Key Area-Specific Considerations of Supplier ESG Assessment

| Areas | Considerations |
|---------------------------------|---|
| Labor & Human rights | Enhancement of human rights policies, including rules of employment and the Human Rights Policy, and the codification of labor and human rights practices are needed to strengthen the overall management system. |
| Safety & Health | A structured risk management system is in place, including proactive monitoring and risk assessments based on safety and health policies. |
| Environment | A systematic environmental management system is in place, with sustainable management practiced through environmental risk control and compliance with applicable regulations. |
| Ethics | To strengthen ethical management, it is necessary to establish reporting channels, oversight mechanisms, training programs, and improvement measures for managing ethical risks |
| Management system | An internal ESG performance disclosure system and a supplier ESG risk management system need to be established. |

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Supply Chain ESG Management

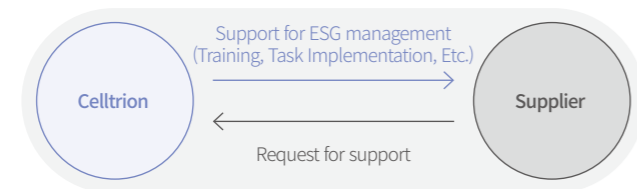
Strengthening ESG Capabilities in the Supply Chain

Internal Capacity Building

To continuously enhance ESG standards across the supply chain, Celltrion has appointed a dedicated ESG representative within the Procurement Department to drive efforts in advancing supply chain ESG standards. Based on supplier ESG assessment results and indicators from external ESG rating agencies, the ESG Team identifies areas for improvement and provides the Procurement Department with implementation guidelines and best practices to support effective implementation. The ESG Team also provides annual training to the Procurement Department on supply chain due diligence and supplier ESG management systems, empowering the department to proactively support suppliers in strengthening their ESG capabilities. Celltrion remains committed to building a sustainable supply chain.

Supplier Capacity Building Support

Support for ESG Improvement Tasks Based on the 2024 supplier self-assessment results, Celltrion conducted an on-site inspection for one supplier. Among the improvement tasks identified during the assessment, immediate action items were implemented with Celltrion's support, resulting in a more than 30% increase in the supplier's ESG evaluation score compared to the initial self-assessment. Additionally, eight mid-to-long-term ESG improvement tasks were identified based on the assessment results. Celltrion provided best practice examples and implementation guidelines for each task, actively supporting the supplier in strengthening its ESG capabilities.



On-Site Inspection and Support for Improvement Tasks

Supply Chain Quality Audit To ensure continued compliance with current Good Manufacturing Practice (cGMP), Celltrion conducts regular quality audits for its suppliers on a one- to four-year cycle¹⁾. These audits help identify areas for improvement—such as facility conditions, raw material management, and quality systems—which are communicated to suppliers within one month. Feedback on corrective actions is also exchanged within one month to ensure the consistent quality of products across the supply chain.

1) Commercial CMO: annually / Key raw and subsidiary materials: every 3 years / Other raw materials or services: every 4 years

Supply Chain Environmental Management Training Celltrion provides annual training support to strengthen the ESG capabilities of its suppliers. Since 2023, the company has conducted ESG environmental training to support improvements in environmental management, covering areas such as climate change response, reduction of hazardous chemical substances, and waste management. The program, which began with 12 suppliers, was expanded to 23 in 2024. Through this initiative, Celltrion helps suppliers actively engage in environmental risk reduction efforts, thereby enhancing collaboration toward building a sustainable supply chain.

Supplier Community Engagement

Celltrion, in collaboration with key supplier Sartorius Korea Biotech, participates in workforce development program organized by the Ministry of Employment and Labor, the Korea Chamber of Commerce and Industry, and Incheon Ilbo Academy. As part of this initiative, the company offers production facility tours and on-site training sessions. This program is supported annually, providing science and engineering students and graduates interested in the bio-health sector with opportunities to experience the full scope of operations within the pharmaceutical and biopharmaceutical industries, thereby helping them strengthen their job competencies.



Supplier Support Programs

Corporate Social Responsibility

Corporate Social Responsibility System

Celltrion aims to help create a virtuous cycle that fosters the nation's bioindustry ecosystem while supporting local communities, thereby promoting mutual growth between the industry and the region.

Corporate Social Responsibility Strategy



1) Including bio clusters, university/industry-academia cooperation groups, and AC/VC

Creating a Bioindustry Ecosystem

As part of its commitment to shared growth and win-win partnership, Celltrion has set mid- to long-term goals to establish and operate its own Open Innovation (OI) platforms that meet global standards. To this end, Celltrion has collaborated with government agencies and local municipalities to support the self-sustained growth of regional bio startups and expand opportunities for collaboration. Going forward, Celltrion will continue to define phased objectives and systematically monitor progress to take a lead in building an innovative bioindustry ecosystem.

| STEP 1 | STEP 2 |
|---|---|
| <p>2019~2022</p> <p>Establishing OI Capabilities</p> <ul style="list-style-type: none"> Created a dedicated OI team Selected and participated as a private operator in the Incheon Startup Park Development Project | <p>2023~2026</p> <p>Internalizing and Advancing Celltrion's OI System</p> <ul style="list-style-type: none"> Initiated OI collaborations and launched joint programs with domestic and global bio clusters (e.g., Seoul Biohub, KBIC) Built partnerships with domestic universities, venture capital firms (VCs), and accelerators (ACs) Engaged in strategic investment activities |
| STEP 3 | STEP 4 |
| <p>2027~</p> <p>Expanding and Advancing the Global Collaboration Network</p> <ul style="list-style-type: none"> Expanded cooperation with global bio clusters Enhanced OI cooperation with domestic government agencies Built the Celltrion OI platform | <p>2030~</p> <p>Operating a World-Class OI Platform</p> <ul style="list-style-type: none"> Operate Celltrion's OI platform on par with global pharmaceutical standards |

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Corporate Social Responsibility

Creating a Bioindustry Ecosystem

Expansion of Open Innovation with Government and Local Authorities


To strengthen the competitiveness of the Korean bioindustry, Celltrion is expanding its collaboration with the government and local authorities while actively promoting open innovation with bio startups. In August 2024, Celltrion signed a Memorandum of Understanding (MOU) with Gangwon Special Self-Governing Province to foster the national high-tech strategic industries in the bio sector. The two parties are working to formalize specific areas of collaboration, including the joint operation of an open innovation program starting in 2025. Since 2020, Celltrion has participated as a private operator in the Incheon Startup Park initiative, surpassing its in-kind investment goals and supporting the technological and business advancement of local bio startups. The company has engaged in various forms of collaboration, such as joint development, equity investments, supply agreements, and service contracts with companies including Pinotbio, BioMe, Basgenbio, and Tempchain. In recognition of these efforts, Celltrion received the “Outstanding Private Operator Award” and was reselected as the private operator for the additional four-year phase (2025–2029) of the Incheon Startup Park project, further contributing to the revitalization of the local bio ecosystem. Celltrion is also operating the “Seoul Biohub–Celltrion Open Innovation Program” in collaboration with Seoul Biohub. To date, six promising bio startups have been identified and provided tailored support for technology advancement and global expansion. In addition, Celltrion has established a dedicated office within the Seoul Biohub Global Center to strengthen mentoring and networking opportunities with startups. As a result of these efforts, Celltrion received the “2024 Seoul Metropolitan Government Award for Contributions to the Bio-Medical Sector”, recognizing the achievements in public-private partnerships within Korea’s bio ecosystem. Going forward, Celltrion will continue to expand its cooperative network with the government, local authorities, and various partners to identify and nurture promising bio startups, thereby enhancing the global competitiveness of Korea’s bioindustry.

Strengthening Partnerships with Global Bio Clusters

To enhance the global competitiveness of domestic bio startups, Celltrion is actively pursuing partnerships with overseas bio clusters. In 2023, Celltrion participated in the Kansai Life Science Acceleration Program (KLSAP), hosted by the Kobe Biomedical Innovation Cluster (KBIC), and facilitated the first-ever participation of a Korean startup in the program. Celltrion also provided support through consulting and mentoring aimed at enhancing global capabilities—covering areas such as global market potential assessment, investor relations (IR), and business development strategies. As a result, Enterobiome—a first-cohort startup selected through the Seoul Biohub–Celltrion Open Innovation program—won the final competition. Participating startups gained valuable networking opportunities with pharmaceutical companies and investors from the United States and Japan. These companies also took part in the Biolabs acceleration program for U.S. market entry, receiving comprehensive support across key areas such as U.S. clinical trials and regulatory approval, fundraising, business strategy, and intellectual property, ultimately strengthening their global capabilities. The Seoul Biohub Global Center, opened in April 2024, will serve as a base for supporting the global expansion of Korean startups as well as the entry of foreign startups into Korea. Celltrion plans to expand its collaboration with global bio clusters such as KBIC by pursuing joint R&D projects, technology licensing, and other forms of strategic partnerships with promising domestic and global bio startups. Through these efforts, Celltrion aims to enhance the global competitiveness of the Korean bioindustry and build an open innovation ecosystem that promotes mutual growth with the local community.


Open Innovation Example

Case 1
BioMe



Celltrion entered into an equity investment agreement with BioMe, a microbiome-based therapeutics developer, to jointly develop the novel drug candidate BM111. BM111 is a live biotherapeutic product (LBP) composed of four microbial strains and is intended to treat infections caused by multidrug-resistant organisms (MDROs). Since June 2023, the two companies have been jointly validating its efficacy. The investment is expected to accelerate the clinical development of BM111 and offer new hope to patients suffering from MDRO infections, for whom treatment options remain limited. BioMe was previously selected for Celltrion’s “Shinhan Square Bridge Incheon” program in 2022 and the “Seoul Biohub Celltrion Open Innovation Program Cohort 2” in 2024. Through these programs, BioMe leveraged Celltrion’s expertise and network to strengthen its technological capabilities and accelerate its growth. Meanwhile, Celltrion was able to improve the efficiency of its drug development efforts and gain access to innovative technologies through the collaboration. The partnership has generated synergies by capitalizing on the complementary strengths of both companies and is expected to contribute to enhancing the competitiveness of the Korean bioindustry.

Case 2
Tempchain



Celltrion entered into a supply and service agreement with Tempchain, a startup specializing in passive cold chain transport containers. Tempchain was a participant in the ‘Shinhan Square Bridge Incheon (2023–2024)’ program, in which Celltrion also participated. With comprehensive support from Celltrion—including product development and pilot testing—Tempchain launched *Biokeeper*, Korea’s first cold chain container designed for biopharmaceutical transport. Under the agreement, the two companies will collaborate on product supply, logistics preparation, and shipping operations. This initiative represents Korea’s first domestic effort to localize passive cold chain transport containers and is expected to help reduce logistics costs and enhance the competitiveness of the Korean bioindustry.

Support for Local Communities

Support Programs for Underprivileged

Celltrion is actively engaged in multifaceted support activities to address blind spots in the social welfare system. In 2024, the company donated food supplies—including rice, instant noodles, canned tuna, and ready-made soups—to 916 households in Incheon and Chungcheongbuk-do. Beneficiaries included recipients of welfare support, single-parent families, multicultural households, and low-income families. In addition, 201 households received customized living assistance such as essential home appliances, infant formula, diapers, and housing deposit support. As part of its broader social contribution efforts, Celltrion also provided KRW 1 million in living expense support to each of five households under the care of the National Probation Service, specifically those involving early or unmarried couples, offering practical and meaningful aid to those in need.

Medical Expense Support Program

Celltrion implemented a medical expense support program for low-income households and families facing financial hardship in Incheon and Chungcheongbuk-do. In 2024, the company provided up to KRW 3 million per individual to cover examination and surgical costs for 18 patients requiring urgent medical treatment or surgery. Through this initiative, Celltrion helped improve access to healthcare for vulnerable groups who might otherwise be unable to afford appropriate treatment, thereby contributing to the reinforcement of the local community’s medical safety net.

Support for Welfare Facilities and Public Interest Organizations

Celltrion engages in a wide range of community support activities in the Incheon area. As part of its food assistance efforts, the company makes regular monthly donations to a local food bank. In 2024, the company also contributed approximately KRW 63 million to support two free meal centers in the region, covering food supply costs and utility bills. To further enhance medical welfare, Celltrion donated KRW 30 million to support a public healthcare project at a regional welfare institution, thereby improving healthcare access for vulnerable populations. Additionally, to strengthen public safety, the company expanded an initiative that began in 2023 by donating CPR training equipment worth KRW 22 million to three Incheon subway stations— Bio Information Technology Zone Station, Central Park Station, and International Business District Station—in 2024.

Plogging Activity for Environmental Protection

On June 7, 2024, Celltrion employees took part in a plogging activity at Hajodae Beach in Yangyang, Gangwon-do, in celebration of World Environment Day and to help preserve the natural surroundings of the host region of the 2024 Celltrion Queens Masters Golf Tournament. Plogging—an eco-friendly activity that combines jogging or walking with picking up litter—was carried out through the voluntary participation of employees. Through this initiative, participants contributed to protecting the local environment while engaging in a meaningful and rewarding experience.



2024 Celltrion Queens Plogging Campaign

Employee Volunteer Activities

Celltrion carries out year-round customized donation activities for approximately 500 vulnerable households, including elderly individuals living alone, single-parent families, and children from disadvantaged backgrounds. On major holidays and commemorative occasions such as New Year, Family Month, Korean Thanksgiving, and Christmas, employees personally package and deliver gifts to share warmth and care with marginalized groups. In addition, the company provides practical living support, such as heating-oil for households vulnerable to cold during winter and kimchi to low-income families during the kimchi-making season. Through these multifaceted social contribution efforts, Celltrion not only fulfills its corporate social responsibility but also continues to build stronger ties with the local community.



2024 Celltrion New Year Donation Event



2024 Celltrion Family Month Event

Scholarship Programs for Youth and Students

Celltrion runs scholarship programs for students from low-income families in Incheon and Chungcheongbuk-do. In 2024, a total of 2,772 students from 429 middle and high schools were selected to receive monthly stipends—KRW 30,000 for middle school students and KRW 50,000 for high school students—over a 12-month period. Support for university students was also expanded. Celltrion provided living expense scholarships of KRW 500,000 per semester (up to KRW 1 million per year) to university students under probationary supervision nationwide, as well as to students from low-income families at Incheon National University. In addition, Celltrion is steadily expanding the reach of its scholarship programs by operating a personalized sponsorship system that matches employees with high-achieving scholarship recipients. As a result of these efforts, the number of beneficiaries has increased every year. Going forward, the company will continue to enhance its scholarship programs to promote equal access to education and to foster local talent.

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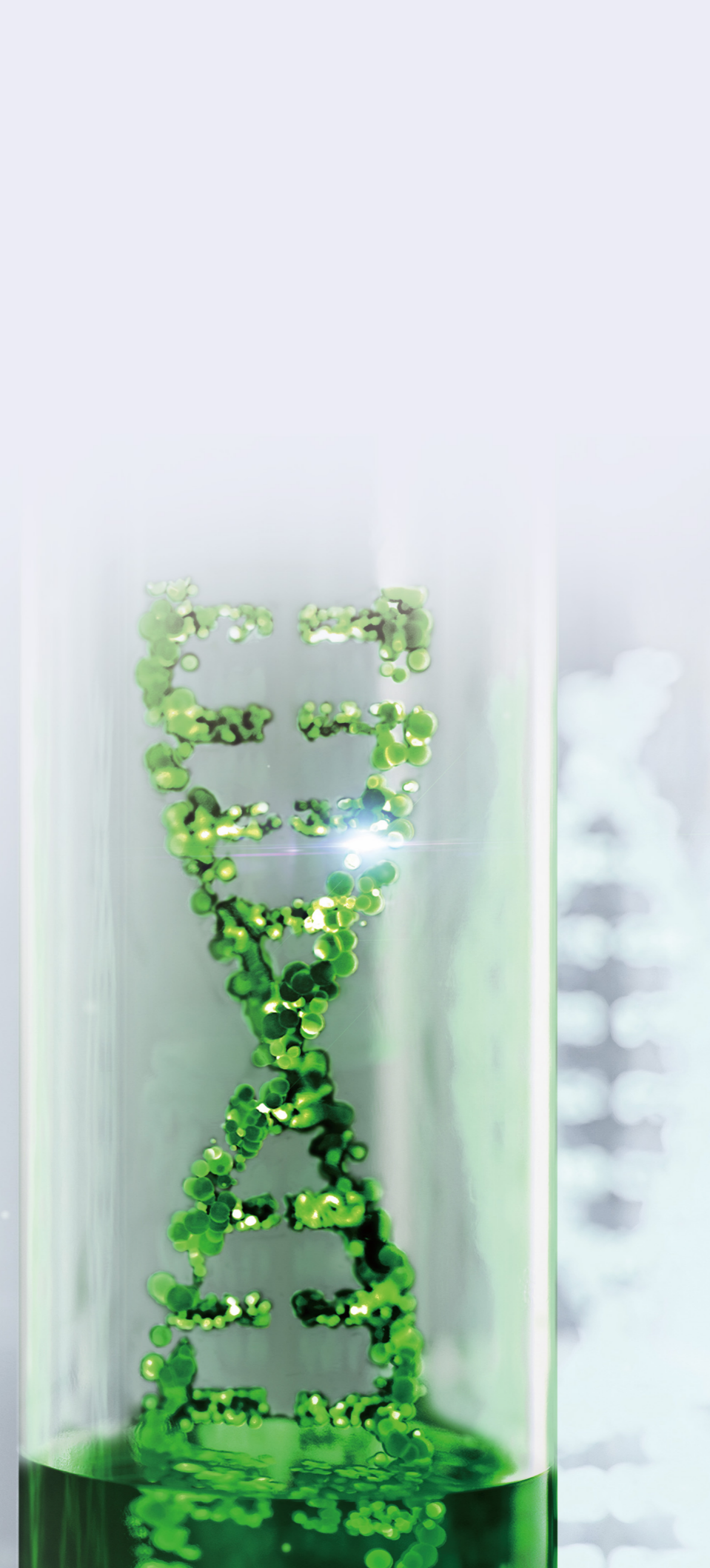
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Board of Directors

Overview of the Board of Directors

Celltrion's Board of Directors is composed of no fewer than three and no more than fifteen directors, in accordance with Article 32 of the Articles of Incorporation and Article 4 of the Board of Directors Regulations. While Article 383 of the Commercial Act mandates that a company must have at least three directors, Celltrion has set an upper limit of fifteen directors to enhance the efficiency of Board activities and decision-making processes, taking into account the company's size, meeting operations, and decision-making efficiency. As of the date of this report, the Board consists of 12 directors, including 8 independent directors, thereby ensuring independence from management. For more efficient and accountable Board operations, the Board is co-chaired by Jung-jin Seo (Founder and Chairman of Celltrion Group) and Jin-seok Seo (CEO of Celltrion). Under a Board-led management accountability system, Celltrion pursues transparent, efficient, and stable corporate governance. The company continues to strengthen the expertise of the Board to ensure responsible decision-making, advance stakeholder well-being, and build trust in the market.

Board Composition

(as of June 30, 2025)

| Name | Gender | Responsibility | Committee Memberships | Professional Background | Tenure |
|---------------|--------|--|---|--|----------------------|
| Jung-jin Seo | Male | <ul style="list-style-type: none"> Co-Chair of the Board Inside director | - | <ul style="list-style-type: none"> Chair of the Board of Directors, Celltrion Chairman of Celltrion Group Former Honorary Chairman of Celltrion Group | Mar. 2025 ~Mar. 2027 |
| Jin-seok Seo | Male | <ul style="list-style-type: none"> Co-Chair of the Board Oversees company-side operations Inside director | - | <ul style="list-style-type: none"> Chair of the Board of Directors, Celltrion CEO (with individual representative authority) of Celltrion Former Head of the Product Development Unit of Celltrion Former CEO of Celltrion Skincare | Mar. 2024 ~Mar. 2027 |
| Woosung Kee | Male | <ul style="list-style-type: none"> Oversees company-side operations Inside director | - | <ul style="list-style-type: none"> CEO (with individual representative authority) of Celltrion Former CEO of Celltrion | Mar. 2023 ~Mar. 2026 |
| Hyoungki Kim | Male | <ul style="list-style-type: none"> Oversees company-side operations Inside director | - | <ul style="list-style-type: none"> CEO (with individual representative authority) of Celltrion Former CEO of Celltrion Healthcare | Dec. 2023 ~Mar. 2026 |
| Younghyeh Ko | Female | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Audit Committee Compensation Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> Department Manager in Pathology Department, Cheju Halla General Hospital Professor Emeritus, Medical School, Sungkyunkwan University Former Visiting Professor, Department of Pathology, Korea University Guro Hospital Former Visiting Professor in Pathology Department, Hanyang University Former Vice President of The Korean Society of Pathologists Former Associate Professor, Samsung Medical Center, Sungkyunkwan University | Mar. 2024 ~Mar. 2026 |
| Keunyoung Kim | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> ESG Committee Chair Audit Committee Compensation Committee Independent Director Candidate Recommendation Committee | <ul style="list-style-type: none"> Adjunct Professor, Graduate School of Manufacturing Innovation (GSMI), Inha University Chairperson of Special Committee for Sovereignty, Incheon Citizens' Coalition for Economic Justice (ICCEJ) Former Co-Chairperson, Incheon Citizens' Coalition for Economic Justice Former Vice President of Incorporated Association Incheonsamo Former Head of Strategic Planning Office of Songdo Global Complex | Mar. 2024 ~Mar. 2026 |
| Daehyun Yoo | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Independent Director Candidate Recommendation Committee Chair Audit Committee Compensation Committee ESG Committee | <ul style="list-style-type: none"> Honorary Professor at Hanyang University, College of Medicine Former Professor of Rheumatology, Hanyang University Former Director of Hanyang University Rheumatology Hospital Former President of the Korean College of Rheumatology Former Vice President, Asia Pacific League of Associations for Rheumatology Former Chief Director of the Board, Korean College of Rheumatology | Mar. 2024 ~Mar. 2026 |
| Soonwoo Lee | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Compensation Committee Chair Audit Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> Chief Director, Pume Foundation Nexon Children's Rehabilitation Hospital Former Chairman of the 17th Korea Federation of Savings Banks Former Advisor of Woori Card Former Chairman of Woori Financial Group Former President of Woori Bank | Mar. 2024 ~Mar. 2026 |
| Jaesik Lee | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Audit Committee Chair Compensation Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> Certified Public Accountant (CPA) Adjunct Professor of Business Administration, Hanyang University Former Adjunct Professor of Business Administration, Daejeon University Former Vice Chairman and Advisor, Samjong KPMG Former Chairman of Korea Exchange Delisting Substantive Examination Committee | Mar. 2024 ~Mar. 2026 |
| Joongjae Lee | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Audit Committee Compensation Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> Lawyer at Lee Joong Jae Law Firm Former Independent Director of Celltrion Healthcare Former Representative Lawyer at Law Firm Jung Former Lawyer at Kim & Chang Law Firm | Mar. 2024 ~Mar. 2026 |
| Wonkyung Choi | Female | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Audit Committee Compensation Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> CPA, Partner at BDO Korea (Accounting Firm) Former Independent Director of Celltrion Healthcare Former CPA, Samil PricewaterhouseCoopers (PwC) | Mar. 2024 ~Mar. 2026 |
| Jongmoon Choi | Male | <ul style="list-style-type: none"> Independent director | <ul style="list-style-type: none"> Audit Committee Compensation Committee Independent Director Candidate Recommendation Committee ESG Committee | <ul style="list-style-type: none"> Advisor of Yoon&Yang Law Firm Former Independent Director of Celltrion Healthcare Former Second Vice Minister of Foreign Affairs Former Ambassador of the Republic of Korea to France | Mar. 2024 ~Mar. 2026 |

Board Competency

Celltrion adheres to composition principles based on relevant laws and internal policies to ensure the independence, expertise, and diversity of the Board. Celltrion appoints independent directors who participate in key decision-making processes under the major laws of the country in which the company is based and internal regulations, ensuring their independence from both executives and shareholders. To ensure the expertise of the Board, the company reviews a pool of candidates with experience in management, finance and accounting, legal affairs, international relations, risk management, and industry knowledge, including specialized expertise across the healthcare sector, such as pharmaceuticals, clinical research, and medicine. Based on recommendations by the Independent Director Candidate Recommendation Committee, the Board submits the appointment proposal to the general shareholders' meeting for approval. In addition, Celltrion actively promotes board diversity by ensuring that discriminatory factors such as nationality, race, gender, or religion, or other personal attributes are not considered in the selection process.

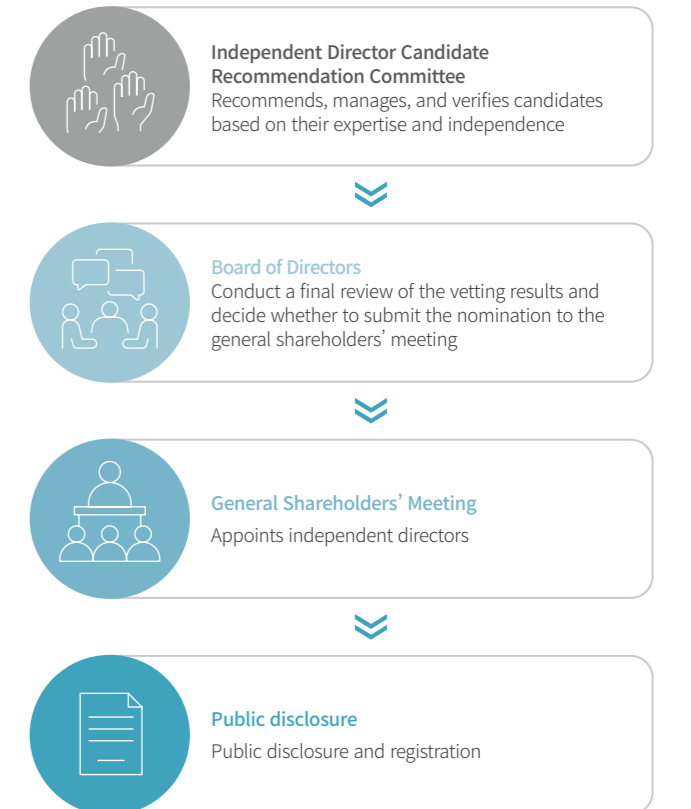
Board Competency Matrix

| Name | Director Type | Management | Industry Expertise | Risk Management | Finance/Accounting | Legal/Compliance | Global Business Experience | Social Responsibility |
|---------------|---------------|------------|--------------------|-----------------|--------------------|------------------|----------------------------|-----------------------|
| Jung-jin Seo | Inside | ○ | ○ | ○ | | | ○ | |
| Jin-seok Seo | Inside | ○ | ○ | ○ | | | | |
| Woosung Kee | Inside | ○ | ○ | ○ | | | | |
| Hyoungki Kim | Inside | ○ | ○ | ○ | | | ○ | |
| Younghyeh Ko | Independent | | ○ | ○ | | | | |
| Keunyoung Kim | Independent | | | ○ | | | | ○ |
| Daehyun Yoo | Independent | | ○ | ○ | | | | |
| Soonwoo Lee | Independent | | | ○ | ○ | | | |
| Jaesik Lee | Independent | | | ○ | ○ | | | |
| Joongjae Lee | Independent | | | ○ | | ○ | | |
| Wonkyung Choi | Independent | | | ○ | ○ | | | |
| Jongmoon Choi | Independent | | | ○ | | ○ | | |

Board Appointment

Celltrion has established and operates internal guidelines and procedures for CEO succession. Through these, it comprehensively reviews and manages a pool of CEO candidates before recommending a final nominee to the Board of Directors. The Board assesses the nominee's qualifications and appoints the CEO through a resolution in accordance with the Commercial Act, the Articles of Incorporation, and the Board of Directors Regulations. The Independent Director Candidate Recommendation Committee ensures a transparent and fair nomination process for independent directors. The committee is responsible for recommending candidates who possess the required expertise and independence that align with the company's needs. It also oversees the identification, management, and evaluation of independent director candidates. To enhance transparency in the director appointment process, Celltrion stipulates that the Board shall conduct a final review of verified independent director candidates and make a decision on their appointment in accordance with internal procedures.

Independent Director Appointment Procedure



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Board of Directors

Board Operations

Celltrion's Board of Directors operates under Article 6 of the Board of Directors Regulations, holding regular quarterly meetings and convening extraordinary meetings as necessary. In 2024, a total of 16 Board meetings were held. The directors actively participated in Board activities, and the company transparently discloses key resolutions, attendance rates, and voting results on each agenda item through its Annual Report. The Board deliberated and resolved key management matters, including approval of the annual business plan and acquisition of treasury shares, and received reports on major issues, including changes in regulations and the business environment. As of 2025, the average tenure of all directors, including their terms served at Celltrion and Celltrion Healthcare before the merger, is 6.3 years. Under the Commercial Act, independent directors are not permitted to serve for more than six consecutive years at the same company and are limited to serving as an independent director at no more than one other company.

2024 Board and Committee Activities

| Committee | No. of Meetings | Attendance Rate (%) | No. of Agenda Items | |
|---|-----------------|---------------------|---------------------|---------|
| | | | Resolutions | Reports |
| Board of Directors | 16 | 92 | 32 | 10 |
| Audit Committee | 6 | 96 | 19 | 20 |
| Compensation Committee | 3 | 100 | 5 | 2 |
| Independent Director Candidate Recommendation Committee | 2 | 100 | 2 | 0 |
| ESG Committee | 3 | 100 | 4 | 1 |
| Special Committee | 3 | 100 | 2 | 3 |

Board Training

Celltrion provides training by inviting internal or external experts, either at the request of directors or when deemed necessary to support the effective performance of the Board's duties. The company also offers regular briefings on key issues such as the characteristics of the industry in which it operates, changes in the business environment, and regulatory developments. When necessary, updates on business issues and relevant information are shared promptly to ensure the Board can perform its duties effectively.

Independent Directors Training Record

| Date | Training Topic | Training Provider | Participants | Attendance Rate (%) |
|---------------|---|-------------------|---------------------------|---------------------|
| Mar. 28, 2024 | Introductory training for Audit Committee members (Roles and responsibilities) | Internal expert | All independent directors | 100 |
| May. 21, 2024 | Internal controls over financial reporting (ICFR) for consolidated entities | External expert | All independent directors | 100 |
| July 5, 2024 | Understanding ethical and transparent management through legal frameworks | External expert | All independent directors | 100 |
| Sep. 12, 2024 | Key domestic and global developments and challenges for the Board and Audit Committee in 2024 | External expert | Jaesik Lee | 100 |
| Oct. 24, 2024 | Training on amendments to the Capital Markets Act | Internal expert | All independent directors | 100 |
| Oct. 28, 2024 | Ethical management | External expert | All independent directors | 100 |

Board Committees

Celltrion operates four committees within the Board of Directors: the Audit Committee, the Compensation Committee, the Independent Director Candidate Recommendation Committee, and the ESG Committee. Each committee adheres to its respective regulations to ensure operational transparency and to support the Board in carrying out its responsibilities efficiently. All members are selected based on their expertise, and each committee is composed entirely of independent directors to safeguard independence.

In August 2024, Celltrion established a Special Committee for the review of a potential merger with Celltrion Pharm, with the aim of advancing ESG management and protecting shareholder interests. Composed entirely of independent directors, the Special Committee objectively and independently examined whether to proceed with the merger with Celltrion Pharm by gathering shareholder opinions and reviewing both internal and external evaluations, including multiple perspectives on the proposed merger. Based on this review, the committee resolved to draft and submit a written opinion. In accordance with the committee's regulations, the Committee was dissolved after the Board decided not to proceed with the merger.

Overview of Board Committees

| Committee | Purpose and Key Features | Key Agenda Items |
|---|---|--|
| Audit Committee | Perform an audit on the company's business and accounting operations and directors' execution of duties - Exclusively composed of independent directors to ensure independence - Audit the performance of directors - Request reports on business operations from directors and others, and investigate the company's operations and financial status | (Resolution) Approve the agenda items to be proposed to the AGM (Resolution) Prepare audit reports and submit them to the Board (Resolution) Submit Internal Control over Financial Reporting (ICFR) assessment reports (Resolution) Approve the internal audit plan and its results (Resolution) Approve non-audit services (Reporting) Report on the quarterly status of concerns raised through the internal whistleblowing system |
| Compensation Committee | Perform work in relation to the compensation and evaluation of registered directors - Exclusively composed of independent directors to ensure independence - Conduct a preliminary review and approve the compensation ceiling for directors to be proposed at the AGM - Review and approve compensation for delegated or appointed directors - Review and approve matters related to the performance evaluation and performance-based compensation of the CEO and inside directors | (Resolution) Conduct preliminary deliberation on the compensation ceiling for directors (Resolution) Approve compensation for delegated or appointed directors (Resolution) Pre-approve criteria for performance evaluation (Resolution) Approve the payment of performance-based compensation for the CEO and inside directors |
| Independent Director Candidate Recommendation Committee | Examine the qualifications of independent director candidates and recommend them for appointment at the AGM - Exclusively composed of independent directors to ensure independence - Granted the authority to recommend independent director candidates to be appointed at the AGM | (Resolution) Recommend a candidate for the independent director position |
| ESG Committee | Establish strategies for sustainable management and review key agenda items related to ESG management - Exclusively composed of independent directors to ensure independence - Regularly review environmental, social and governance management performance - Review and approve the results of the ESG Materiality Assessment | (Resolution) Appoint the Chair of the ESG Committee (Reporting) Report on the publication of the Sustainability report (Resolution) Approve revisions to the ESG Policy (Resolution) Approve ESG evaluation results and future implementation plan |
| Special Committee ¹⁾ | Phase 1 Special Committee to review the potential merger with Celltrion Pharm - Entirely composed of independent directors to ensure independence - Conducted a comprehensive review of the proposed merger, incorporating shareholder feedback and both internal and external evaluations - Submitted a written opinion to the Board of Directors regarding the potential merger | (Resolution) Prepare and submit the Phase 1 Special Committee's written opinion regarding the potential merger with Celltrion Pharm (Reporting) Report on the review of the potential merger with Celltrion Pharm |

¹⁾ In accordance with Article 14 of the Special Committee Regulations, the Special Committee was dissolved following the Board of Directors' decision on August 16, 2024, not to proceed with the proposed merger with Celltrion Pharm at this time.

Board of Directors

Performance Appraisal and Compensation of the Board

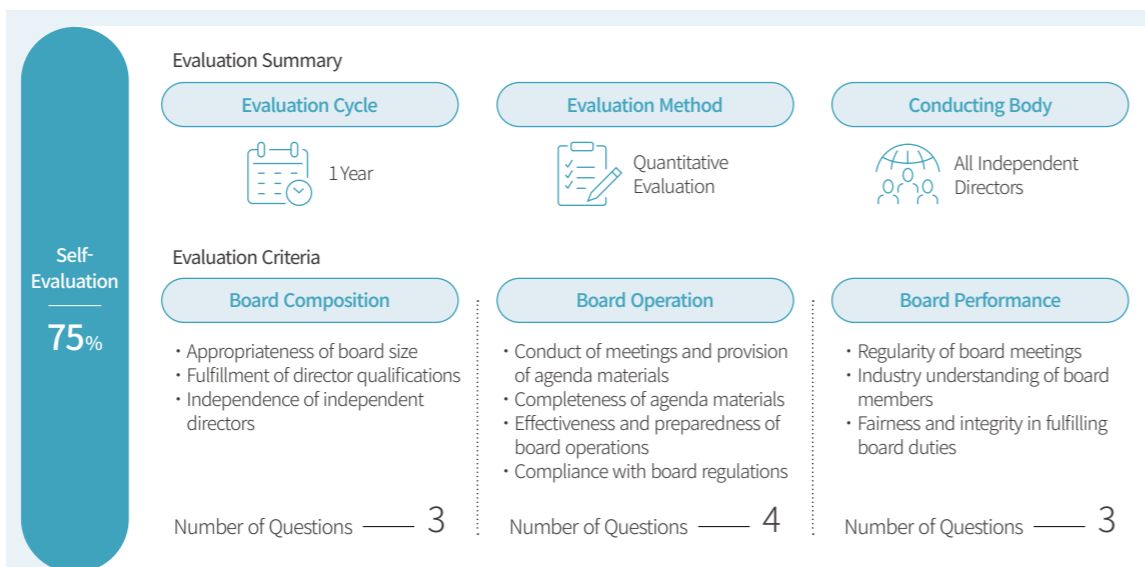
Board Evaluation

To enhance the board's accountability and strengthen confidence in governance, Celltrion conducts a regular annual evaluation of the Board of Directors. This evaluation is based on a quantitative method composed of a self-evaluation (75%) and external evaluation (25%), conducted in accordance with the best practice guidelines of the Korea Institute of Corporate Governance and Sustainability (KCGS). The results are used to improve board operations and ensure institutional transparency.

Board appraisal is structured across three dimensions: Board-level evaluation, committee evaluation, and individual independent director evaluation. The board-level evaluation assesses the composition, operation, and performance of the entire Board, including the appropriateness of its composition, the expertise and independence of directors, and the systematic management of board meetings. Committee evaluation covers all established committees, including the Audit Committee, Compensation Committee, and ESG Committee, and assesses the appropriateness of their operations and the effectiveness of their work based on the specific roles and responsibilities of each committee. Individual evaluation of independent directors is conducted based on criteria such as participation, communication, understanding, contribution, and independence, to ensure the continued expertise and independence of the Board.

Board Evaluation System

Board Evaluation



Committee Evaluation

- Conducted for all committees under the Board
- Evaluation consists of 4 items per committee (2 common items and 2 committee-specific items)

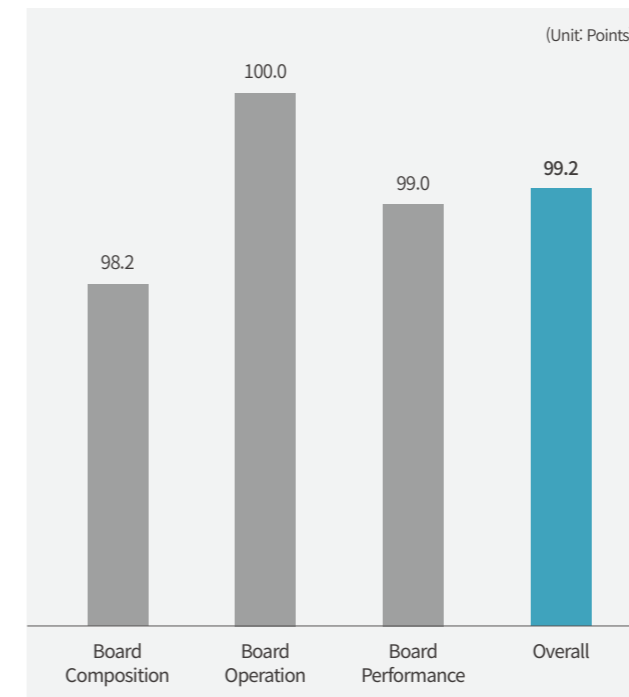
Individual Director Evaluation

- Conducted for each independent director
- Evaluation consists of a total of 5 items: participation, communication, understanding, contribution, and independence

Board Evaluation Results

The 2024 board evaluation was calculated based on a combination of self-evaluation (75%) and external evaluation (25%). The self-evaluation was conducted on a named basis, and the external evaluation was derived from the ESG rating provided by KCGS. The overall evaluation score was 94.4 out of 100. Based on this result, the Board of Directors is developing improvement measures and action plans to enhance overall board activities.

Board Self-Evaluation Results



Overall Board Evaluation Results

| Category | Evaluation Criteria | Evaluation Score (Points) | Percentage (%) |
|---------------------|-------------------------------|---------------------------|----------------|
| Self-evaluation | Self-evaluation score | 99.2 | 75 |
| External evaluation | KCGS ESG rating ¹⁾ | 80.0 | 25 |
| Total | | 94.4 | 100 |

1) Weighted scoring based on ESG grade (ranging from A+ to D): 100/80/60/40/20/0

CEO Evaluation and Compensation

Celltrion provides director compensation within the executive remuneration ceiling approved by the general shareholders' meeting, based on resolutions of the Compensation Committee. Relevant details are disclosed in the annual business report. The annual compensation for inside directors consists of fixed compensation and performance-based compensation. Fixed compensation is determined by the Compensation Committee in accordance with the executive remuneration standards based on rank and position. Performance-based compensation is determined by evaluating business performance, organizational performance, and exceptional achievements, in accordance with evaluation criteria pre-approved by the Compensation Committee. Both financial and non-financial performance factors are taken into account.

Financial performance is assessed through both absolute and relative evaluations based on quantitative indicators such as revenue, operating profit, Total Shareholder Return (TSR), and Return on Equity (ROE). Non-financial performance is assessed through a comprehensive evaluation of qualitative indicators, including the achievement of long-term goals related to environmental management, organizational management, execution of business strategies, and corporate social responsibility activities. These evaluations consider contributions to enhancing corporate value and performance in managing risks amid macroeconomic conditions and industry changes, and are linked to compensation. For independent directors, individual performance is assessed through specific criteria within the board evaluation, focusing on contributions and competencies. Compensation is determined with reference to compensation levels in comparable industries. Celltrion does not grant stock options to independent directors. However, for executives and employees, stock options were granted in 2024 following deliberation and approval at the general shareholders' meeting, under Article 11 of the Articles of Incorporation and internal policies. The stock option program is operated as part of the company's compensation system and may be fully or partially revoked if any grounds for cancellation specified in the agreement arise.

CEO-to-Employee Compensation Ratio

(As of December 31, 2024)

| Category | Unit | Status |
|--|-------------|--------|
| Total compensation for the CEO ¹⁾ | | 2,089 |
| Average employee compensation ²⁾ | KRW million | 103 |
| Median employee compensation ³⁾ | | 91 |
| CEO-to-average employee compensation ratio ⁴⁾ | Times | 20 |
| CEO-to-median employee compensation ratio | | 23 |

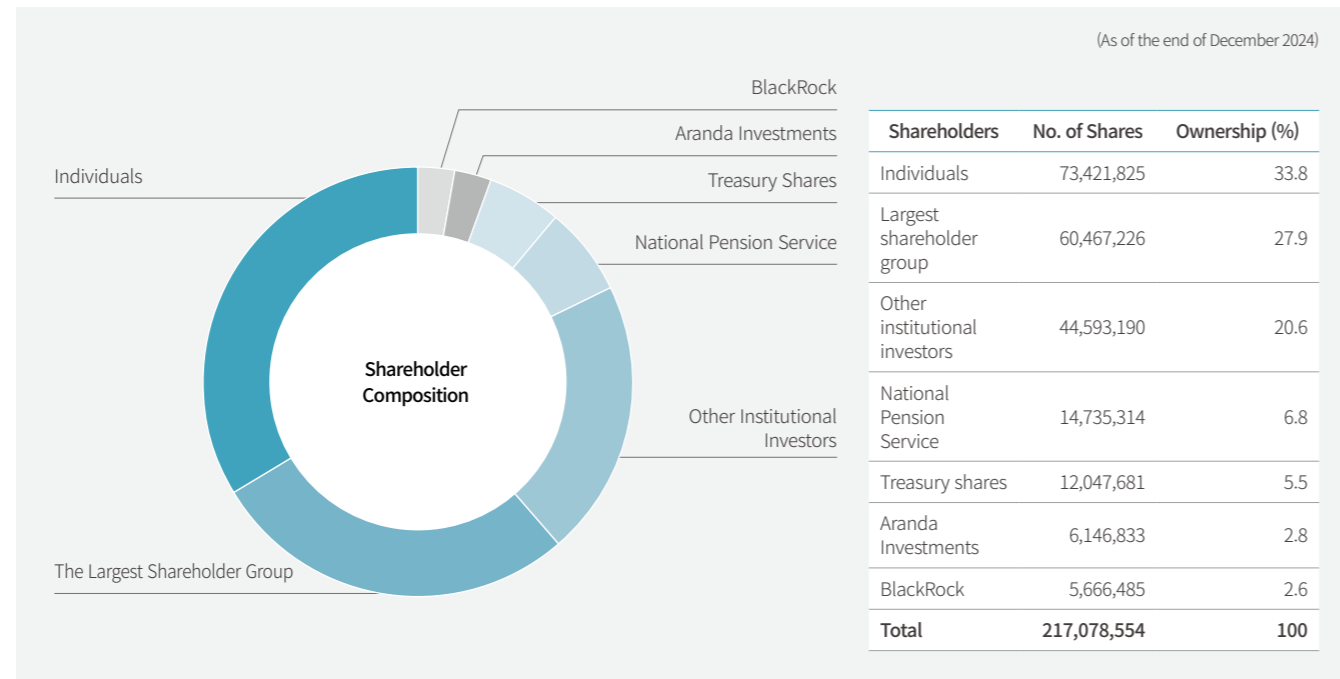
1) The total compensation of the highest-paid employee is disclosed in the annual report.
 2) The average employee compensation is calculated as the sum of monthly average salaries.
 3) The median employee compensation is calculated as the average of the two middle values in the descending order of total compensation, excluding the highest-paid employee.
 4) CEO compensation is based on the compensation received by Woosung Kee, the co-CEO with the highest compensation among the three.

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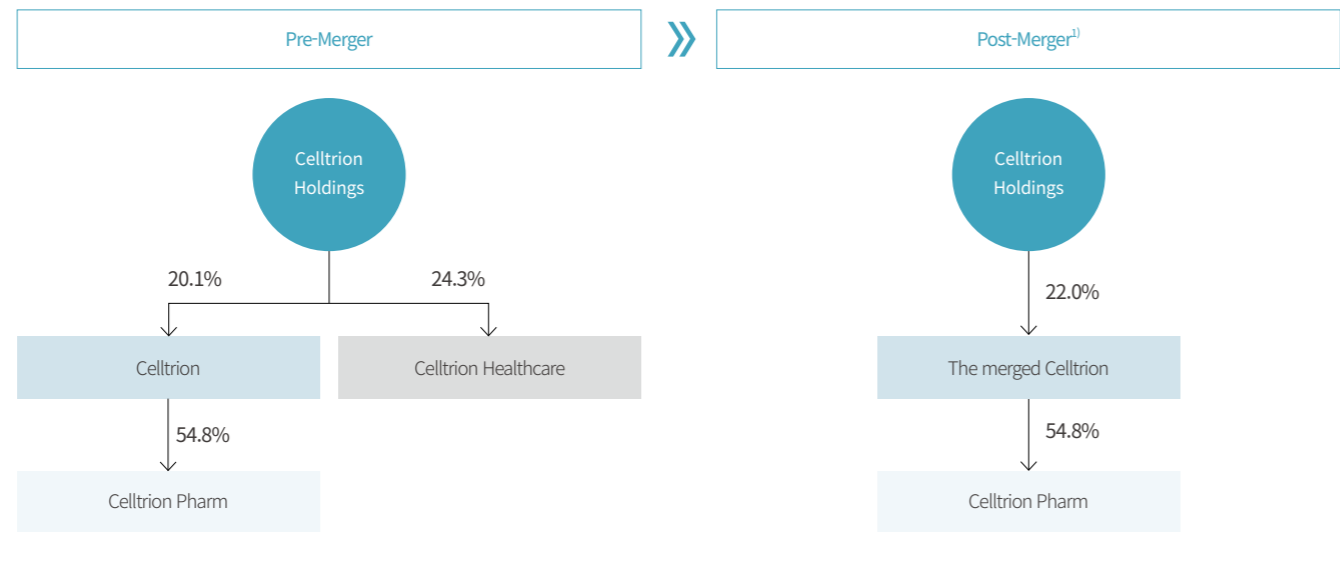
Shareholder-Friendly Management

Shareholder Composition

Celltrion completed its merger with Celltrion Healthcare on December 28, 2023. Through this merger, the company improved the group's governance structure and enhanced the control of the largest shareholder, contributing to a more stable shareholder composition. As of December 31, 2024, the largest shareholder group — comprising Celltrion Holdings, Celltrion Skincare, Chairman Jung-jin Seo of the Celltrion Group, and the employee stock ownership plan (ESOP) — held 27.9% of the total outstanding shares. Domestic and international institutional investors collectively held 32.8%, with key institutional investors including the National Pension Service (6.8%), Aranda Investments (2.8%), and BlackRock (2.6%).



Ownership Structure Before and After the Merger



1) Post-merger ownership data is presented as of December 31, 2024

Dividend Policy

Celltrion expects to achieve sustainable growth through the completion of the biopharmaceutical value chain integration enabled by the merger. Based on the expansion of both revenue and profit, the company aims to gradually increase the cash dividend ratio. At the 34th Annual General Meeting of Shareholders, a cash dividend of KRW 750 per share and a stock dividend of 5% per share were approved. The total cash dividend amounted to KRW 153.8 billion, equivalent to approximately 25% of EBITDA¹ minus CAPEX². The mid- to long-term objective is to gradually raise the cash dividend ratio to 30% of EBITDA minus CAPEX. In addition, the 34th Annual General Meeting approved a reduction of capital reserves totaling KRW 620 billion. Using this reserve, the company plans to implement non-taxable dividends to enhance shareholder value.

1) EBITDA: Earnings Before Interests, Taxes, Depreciation, and Amortization
2) CAPEX: Capital Expenditures

Shareholder Return

Celltrion continues to implement consistent and proactive shareholder return initiatives to enhance shareholder value. Over the past three years (2022–2024), approximately KRW 2 trillion worth of treasury shares were repurchased¹ and KRW 700 billion worth of treasury shares were retired, resulting in an average shareholder return ratio² of 78%, representing one of the highest levels in the industry. For the next three years (2025–2027), the company aims to achieve an average shareholder return ratio of 40%, based on a balanced return policy that considers financial soundness and investment conditions. In particular, a plan has been established to repurchase treasury shares worth KRW 250 billion in 2025 and fully retire them, reaffirming the company's commitment to enhancing shareholder value.

1) Includes treasury shares acquired from Celltrion Healthcare
2) Shareholder return ratio = (Cash dividends + Treasury share retirement) / Consolidated net income

Annual General Meeting of Shareholders

Celltrion respects the legitimate demands and proposals of shareholders and makes efforts to protect shareholder value and interests. Amendments to the Articles of Incorporation, which define the company's core operating principles and governance structure, are resolved through shareholder approval in accordance with Article 433 of the Commercial Act. Transparency in the decision-making processes and sound governance practices are maintained to ensure that corporate value is properly recognized. Celltrion publicly disclosed the notice of convocation for the 34th Annual General Meeting of Shareholders four weeks in advance, providing shareholders with sufficient time to thoroughly review the agenda and exercise their voting rights. To facilitate participation and improve understanding among overseas shareholders, an English version of the notice was also made available on the company website.

Additionally, electronic voting and proxy solicitation were implemented to promote active shareholder participation. Additionally, a live webcast of the meeting was made available for shareholders unable to attend in person.

Shareholder Engagement

Celltrion is leading a shareholder-centric communication culture and continuously strengthening its shareholder engagement system. In response to proposals from retail investors, the company migrated its listing from KOSDAQ to KOSPI and determined whether to proceed with the merger of Celltrion Pharm through a shareholder survey, reflecting shareholder input in key decision-making processes. Regular meetings with retail investors are held in various regions, including the Seoul metropolitan area and Busan, and are supplemented with online meetings to broaden engagement through multiple channels. Online general meetings are also conducted, featuring electronic voting and live streaming, allowing shareholders to participate and express their views without physical constraints. Senior management, including the CEO, regularly participates in both domestic and international IR events such as the J.P. Morgan Healthcare Conference, the Morgan Stanley Healthcare Conference, Hong Kong Investor Day, and press briefings, demonstrating active commitment to direct communication with shareholders and investors. These efforts aim to enhance shareholder value and drive sustainable growth as a trusted company.



34th Annual General Meeting of Shareholders



2025 J.P. Morgan Healthcare Conference

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Compliance and Ethics Management

Compliance and Ethics Policies

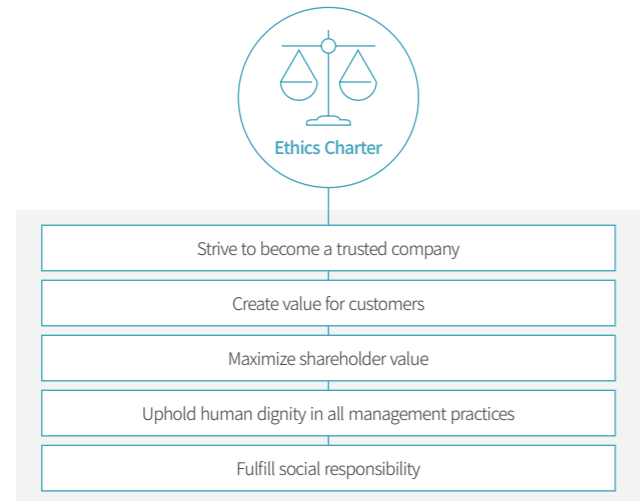
Compliance Guidelines

Celltrion has established and implemented its Compliance Guidelines through resolutions of the Board of Directors to ensure adherence to laws and regulations, instill sound corporate ethics, and promote fairness and transparency in business conduct. These Guidelines constitute the foundational framework for the company's compliance management and apply to all business activities conducted by the company and its employees. In accordance with these Guidelines, Celltrion is continually enhancing its compliance control procedures across all business areas to further strengthen its compliance practices. Furthermore, in order to eliminate corrupt practices such as bribery and improper solicitation that may compromise the integrity of employee conduct, and to clearly demonstrate its strong commitment to anti-corruption to both internal and external stakeholders, the company has adopted and disclosed a separate Anti-Corruption and Anti-Bribery Policy.

Code of Ethics

Celltrion has established an “Ethics Charter” to ensure that all employees make sound value judgments and act ethically. Based on this Charter, the company also operates the Ethics Regulations and the Code of Ethical Conduct, which define detailed standards for implementation. The Code of Ethical Conduct explicitly prohibits employees from accepting money or valuables from stakeholders, regardless of their job relevance or purpose — such as donations, sponsorships, or gifts — and sets a general principle against receiving any gifts. It also strictly restricts political donations or sponsorships to specific parties or candidates. To ensure that all employees can easily access and consistently adhere to these ethical standards in their daily work, Celltrion makes them readily available through the official company website and the internal groupware bulletin board. Furthermore, the company enhances employee awareness and practice of ethical management through regular training and a systematic compliance risk management system.

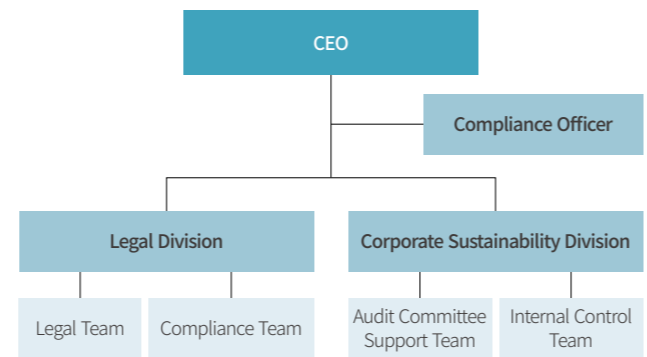
Ethics Charter



Compliance and Ethical Management Structure

Celltrion has established an organizational structure in which the dedicated compliance and ethical management functions under the Legal Division closely collaborate with the compliance and ethical management support functions under the Corporate Sustainability Division. The Compliance Officer, appointed by the Board in accordance with legal requirements to ensure its independence, works in collaboration with the dedicated compliance and ethical management function to perform various compliance and ethical management duties, including compliance audits and reporting, review of Board agenda items, and support for decision-making. The Compliance Officer reports these activities and outcomes directly to the Board at least once annually. Celltrion's compliance and ethical management teams under the Legal Division identify and assess compliance risks annually across seven key areas: Anti-Corruption, Competition Law, Intellectual Property, Data Privacy and Information Security, Human Resources and Labor, Health, Safety and Environment (HSE), and Healthcare Compliance. Each area is reviewed at least once per year, resulting in more than seven assessments annually, and risks are stringently managed according to their assigned risk category. In addition, the dedicated teams promptly conduct legal reviews of business-related issues received on an ongoing basis, completing a total of 113 legal reviews in 2024. These proactive compliance support activities help ensure the thorough prevention of legal violations by the company and its employees. The compliance and ethical management support functions under the Corporate Sustainability Division also assist the Audit Committee and conduct four internal accounting audits and one operational audit annually. Through these audits, adherence to the Internal Audit Regulations and Internal Accounting Management Regulations is monitored, and the enhancement of ethical management is actively supported through management assessments conducted for specific business sites.

Organizational Chart for Compliance and Ethical Management



Operation of Anti-Bribery Management System (ISO 37001)

Celltrion strives to advance its compliance system to support the establishment of a robust ESG management framework and to meet the growing expectations of stakeholders regarding compliance and ethical conduct. As a result of these efforts, the company established an Anti-Bribery Management System in accordance with ISO 37001 in 2021 and received official certification from the British Standards Institution (BSI) in December of the same year. External audits of all operations are conducted at least once every three years, with annual audits covering key sites involved in the research, development, and manufacturing of biopharmaceuticals to maintain ABMS certification. Department-level risks¹⁾ are identified and assessed each year in the areas of bribery, improper solicitation, conflict of interest, embezzlement, malpractice, and use of insider information. High-risk categories are subject to internal audits, which assess conformity with international standards and review for any instances of non-conformity. Due diligence is also conducted to evaluate ethical conduct and compliance-related activities involving both internal and external stakeholders. All findings are reported to and managed under the supervision of the executive management and a designated Board-level committee. At the end of each year, following the completion of the annual Anti-Bribery Management System cycle, an independent third-party certification body conducts a regular audit to support ongoing system improvement. In 2024, Celltrion successfully renewed its ISO 37001 certification without any non-conformities, reaffirming the effectiveness of the Anti-Bribery Management System. Continued efforts will be made to further enhance and strengthen the system in response to rising corruption risks driven by both internal and external factors.

¹⁾ The scope and subjects of bribery risk assessments are predetermined. Since 2021, Celltrion has conducted annual assessments covering 100% of its eligible business sites.

Compliance and Ethics Whistleblowing

Celltrion operates a compliance violation reporting system to prevent illegal or unethical conduct related to business operations, including the improper receipt of money and goods, unfair trade practices, and the misuse and leakage of confidential information, while promoting a culture of compliance and ethical management. Any individual who becomes aware of unlawful or inappropriate behavior by an employee, or a violation of the Code of Ethical Conduct may file a report anonymously. The identity of the whistleblower and the content of the report are strictly protected to ensure that the whistleblower does not suffer any retaliation. The dedicated compliance and ethical management department is responsible for managing the entire reporting process, including receipt, registration, investigation, and referral of reported cases. Upon receiving a report, the department initiates a fact-checking process under confidentiality protocols and commences an investigation. Upon securing objective evidence, the investigation is concluded, and appropriate follow-up actions — including disciplinary measures — are taken in collaboration with relevant departments according to the severity of the case. Furthermore, any act of retaliation against a whistleblower is subject to separate and strict disciplinary measures. To ensure transparency and reliability in system operation, all reports and investigation results are submitted to the Audit Committee on a quarterly basis. In addition, annual mandatory compliance and ethics training for all employees includes information on the reporting system and available channels, helping to promote proper understanding and encouraging active use of the compliance violation reporting mechanism across the organization.

Reporting Compliance Violations: Scope and Channels

Reportable Matters

- Business-related bribery or improper solicitation
- Conflict of interest against the company's interests
- Embezzlement of company funds or breach of fiduciary duty
- Use or leakage of privileged or confidential information
- Unfair trade practices, including preferential treatment, discrimination, or collusion involving specific companies
- Violations of accounting laws and financial reporting standards
- Violations of workplace conduct rules, including negligence of duty

Whistleblowing Channels

- Online: Email, company website, in-house groupware
- Email addresses: Whistleblowing@celltrion.com, Hotline@celltrion.com
- Offline: Internal anonymous channel (Tongnamu), postal mail
- Mailing address: Compliance Officer, Celltrion, 23 Academy-ro, Yeonsu-gu, Incheon, Korea

Compliance and Ethics Management

Compliance and Ethics Policies

Compliance and Ethics Training and Culture

Celltrion operates a structured training program to strengthen compliance and ethical management while minimizing risks associated with business operations. Training is categorized into basic, advanced, and specialized programs depending on the purpose and participants.

To foster a culture of ethics within the organization, annual compliance and ethics training is mandatory for all employees, including contract workers and part-time staff, regardless of rank or employment type. In 2024, the completion rate for the basic training reached 99.1%. Additional efforts to raise compliance awareness include the annual collection of compliance pledges from all employees, regular publication of compliance newsletters, production and distribution of anti-corruption materials, and implementation of participatory internal campaigns. These initiatives aim to enhance compliance awareness and embed a culture of ethical conduct across the organization. Through these efforts, employees have developed a clear understanding of key compliance areas such as anti-bribery, hospitality restrictions, prohibition of dual employment, information security, false reporting, and conflicts of interest, which in turn contribute to the advancement of an organizational culture rooted in integrity and accountability.

Compliance Training Overview

| Training Type | Purpose | Participants | Training Hours | No. of Participants |
|----------------------|---|---|----------------|---------------------|
| Basic training | Raise awareness of compliance/ethical management and ESG management | All employees | 5,518 | 2,759 |
| Advanced training | Understand business-related laws and regulations ¹⁾ | Departments associated with key risks | 206 | 168 |
| | Strengthen compliance capabilities | Compliance Team and legal departments | 78 | 13 |
| Specialized training | ISO 37001 International Certification Auditor Qualification Program | Compliance Team | 40 | 1 |
| | Certified Compliance Professional (CCP) Qualification Program | Compliance Team | 32 | 1 |
| | Company-side prevention of bribery risks and operation of the Anti-Bribery Management System (ABMS) | Employees appointed as anti-bribery guardians | 188 | 94 |
| Total | | | 6,062 | 3,036 |

1) Includes training on the Subcontracting Act, the Pharmaceutical Affairs Act, the Fair Trade Act, the Dispatch Act, and CSO expenditure report



Ethical and Integrity Management Training



Personal Information Protection Act Training



Pharmaceutical Affairs Act Training

Ethical Advertising and Marketing

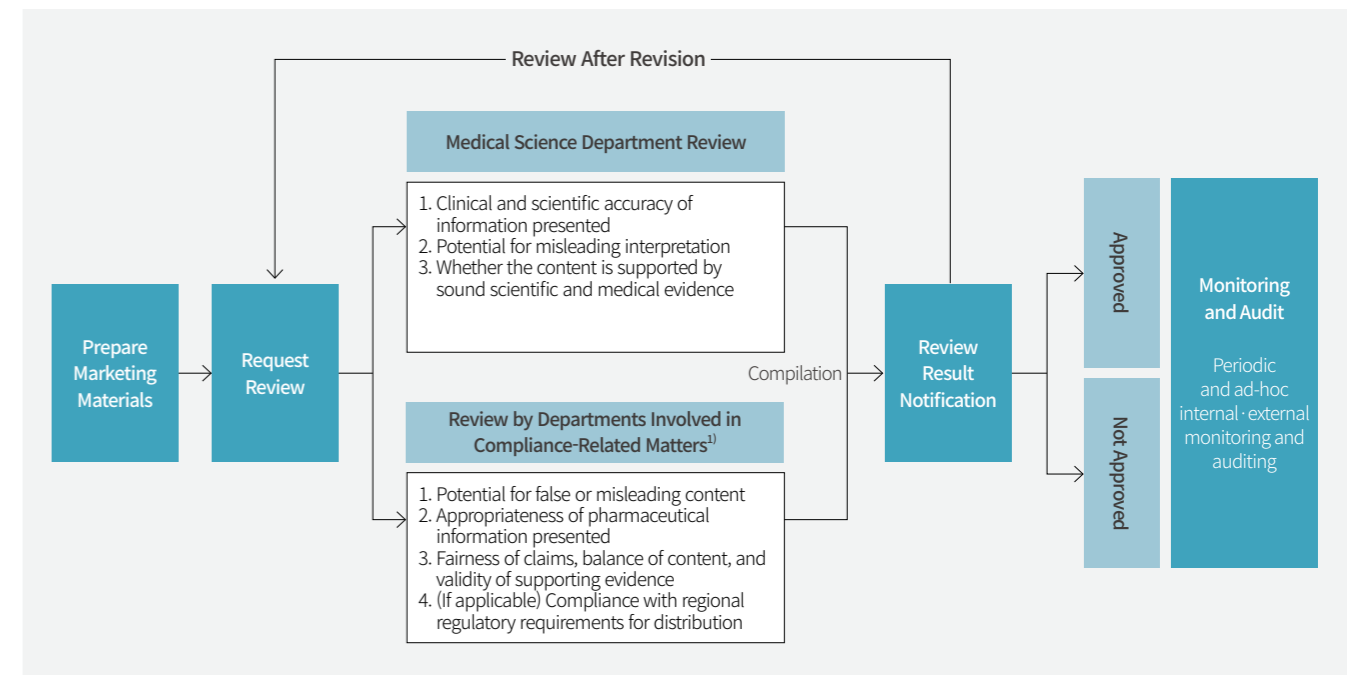
Ethical Advertising and Marketing Policy

As a pharmaceutical company, Celltrion conducts responsible marketing activities in strict compliance with domestic and international regulations related to advertising and promotional practices. To this end, an Ethical Advertising and Marketing Policy has been established and applied across the headquarters, domestic and overseas subsidiaries, and affiliates. All stakeholders, including business partners, are encouraged to comply with the policy. Materials related to the company or its products — including promotional content, training materials, and reports — are subject to review and approval in accordance with Celltrion's Promotional Material Review Procedure. Through this process, employees are required to comply with internal policies, including the Marketing Code of Conduct, to ensure that stakeholders receive fair and reliable information.

Enhancing Ethical Advertising and Marketing Competency

Celltrion provides training to ensure that all employees perform their duties in accordance with the company's Ethical Advertising and Marketing Policy. In 2024, all employees of overseas subsidiaries responsible for global marketing received training on ethical marketing, and 97.1% completed the program. Celltrion will continue to promote employee understanding and compliance with ethical advertising and marketing practices. In addition, the company encourages all business partners, including suppliers, contractors, joint ventures, and outsourcing partners, to adhere to the policy.

Promotional Material Review Procedure



1) Legal Teams, Compliance Team, Brand Management (BM) Team, Public Relations Team, Regulatory Affairs Teams, Executive Management Team, Clinical Planning Teams, Intellectual Property (IP) Teams, and Information Planning Team

Oversight of Contract Sales Organization (CSO) Promotional Activities

In response to the Ministry of Health and Welfare's tightened rebate supervision standards and amendments to the Pharmaceutical Affairs Act, Celltrion is proactively reinforcing its oversight and management system for Contract Sales Organizations (CSOs). The company regularly monitors the list of legally registered CSOs and thoroughly reviews the legally permissible scope of economic benefits they may offer to minimize compliance risks. A dedicated internal CSO management manual has been established to ensure continuous regulatory compliance during routine assessments of CSO operations and to enable prompt responses to any identified issues.

As part of its compliance efforts, Celltrion conducts quarterly checks to confirm whether CSOs have completed the required statutory training and distributes in-house educational materials to CSO employees on a semi-annual basis to strengthen their understanding of compliance obligations. Going forward, Celltrion plans to enhance its CSO oversight system by conducting regular internal audits and expanding training initiatives. As a comprehensive biopharmaceutical company, Celltrion remains firmly committed to the thorough supervision of CSOs and to fulfilling its responsibilities in accordance with regulatory standards.

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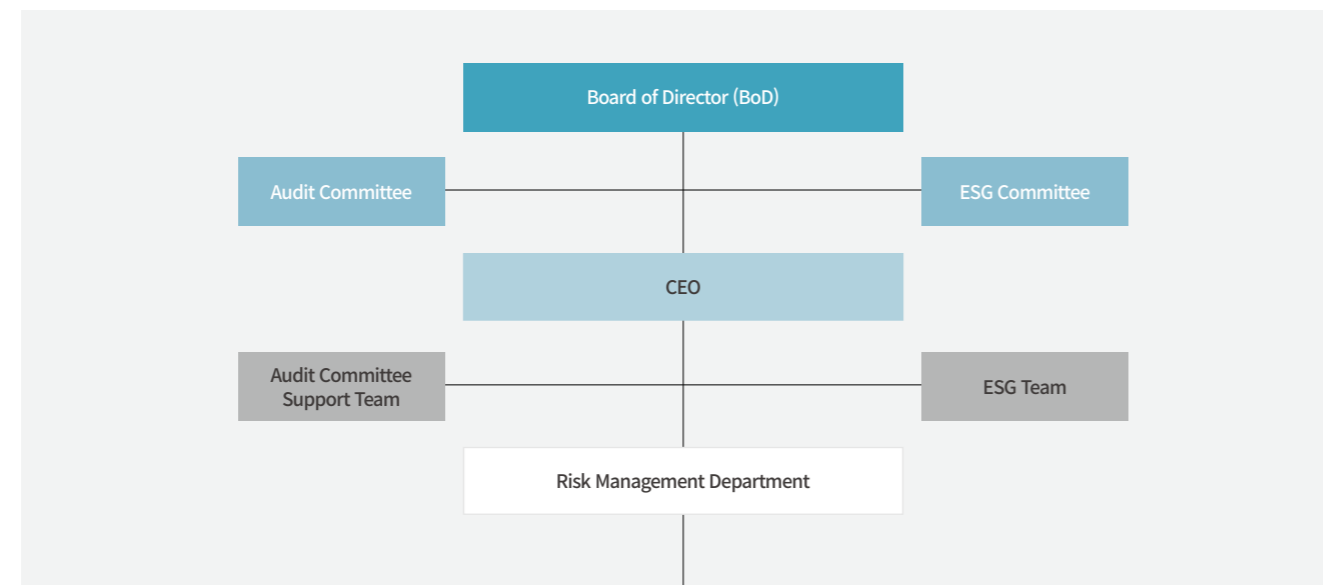
Risk Management

Enterprise Risk Governance

Celltrion has established the Audit Committee and ESG Committee under the Board of Directors to operate an enterprise-wide risk management system, ensuring systematic oversight and control of risks across all business operations. Risks are managed through a three-lines defense, categorized by the function of each risk management. As the first line of defense, the risk management department conducts ongoing monitoring in close collaboration with dedicated teams responsible for each risk category, identifying and assessing both financial and non-financial risks, including potential risks within individual business units. Preventive measures, risk response activities, and resulting outcomes related to identified risks are reported to the CEO and senior management.

At the second line, the ESG Committee under the Board of Directors oversees the enterprise-wide risk management processes and response systems. The third line consists of the Audit Committee Support Team, which conducts independent audits of the risk management process and reports the findings to the Audit Committee. Based on these findings, the Audit Committee reviews and monitors compliance with risk-related regulations. This enterprise risk governance structure enables Celltrion to continuously review its response measures to proactively and flexibly address potential risks across its operations. Celltrion will continue to advance its enterprise risk governance framework and operate a stable risk management system.

Enterprise Risk Governance



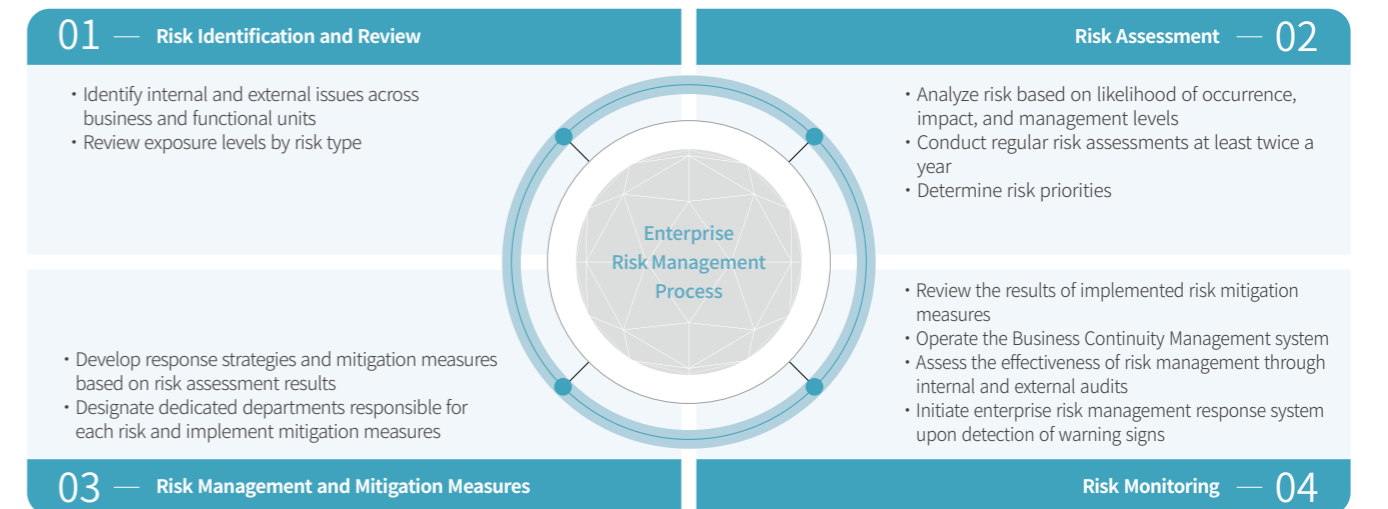
| Financial Risk | | Non-Financial Risk | | | | |
|---|--|---|---|--|---|--|
| Financial Risk | Tax Risk | Operational Risk | Strategic Risk | Legal Risk | External Risk | Emerging Risk |
| <ul style="list-style-type: none"> Capital Credit Foreign exchange Liquidity Interest rate | <ul style="list-style-type: none"> Tax laws and regulations Affiliated parties | <ul style="list-style-type: none"> Research Production Procurement Supply chain New business Security | <ul style="list-style-type: none"> Reputation Investment M&A Corporate management New business | <ul style="list-style-type: none"> Dispute Litigation Patent Disclosure Compliance Anti-corruption | <ul style="list-style-type: none"> Geopolitics Policy Natural disaster Customer Competitor | <ul style="list-style-type: none"> New Technology Supply Chain Climate Change Response Biodiversity Personal Information Security |

Risk Management Process

Celltrion operates an enterprise-wide risk management process based on its Environmental Management System (ISO 14001) and Business Continuity Management System (ISO 22301), conducting regular risk reviews twice a year. The risk management process, aligned with international standards, consists of four stages: risk identification and review, assessment, management and mitigation measures, and monitoring. Identified risks are assessed by considering factors such as likelihood, potential impact, and current management status, and are prioritized accordingly to develop response plans.

To ensure integrated management of both financial and non-financial risks, Celltrion has established a response framework that connects relevant departments, senior management, and the Board of Directors. Financial risks are managed through the internal control system over financial reporting, while non-financial risks are overseen primarily by the ESG Committee. Operational and strategic risks are addressed through continuous monitoring and analysis by relevant departments. Response plans are developed according to risk priorities, and material issues are reported to senior management and the Board of Directors for company-wide action.

Enterprise Risk Management Process



Case study

1 Development of Sourcing Strategy to Address Supply Risk



- Secure safety stock of key raw materials
- Strengthen supply chain resilience through diversification in preparation for potential supply risks

2 Establishment of Emergency Response System for Damage to Production Facility from Fire and Natural Disasters



- Assess potential asset damage from fire and hydrometeorological hazards based on the location and asset characteristics of major domestic and overseas sites
- Develop and implement new drainage expansion plans based on regional risk forecasts

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Risk Management

Risk Management Status

Celltrion consolidates and manages enterprise risks identified by various management systems and responsible departments for the integrated enterprise risk management. To ensure effective enterprise risk management, identified risks are first classified by type. Key risks are then prioritized at regular intervals based on factors such as likelihood of occurrence and potential impact on business operations. The company analyzes each of the finalized key risks and manages them by establishing and implementing appropriate response measures.

Risk Assessment and Mitigation Activities

| | Risk Type | Risk Description | Mitigation Measures for Risks |
|--------------------|------------------------------|---|---|
| Financial Risk | Liquidity risk | • Risk of default on debt obligations due to insufficient liquidity | • Conduct cash flow analysis and formulate response strategies based on short-, medium-, and long-term funds flow forecasts |
| | Foreign exchange risk | • Losses due to currency volatility | • Establish and manage mid/long-term cash flow plans for major foreign currencies (USD, EUR) • Prohibit speculative F/X transactions not based on actual demand and restrict trading in high-risk derivatives |
| | Interest rate risk | • Interest expenses and loss of interest income due to interest rate fluctuations | • Constantly monitor factors contributing to interest rate fluctuations • Analyze fixed and variable interest rates to determine and manage interest rates on borrowings |
| | Credit risk | • Uncollectible accounts receivable due to deteriorating credit ratings or default of the counterparty • Unrecoverable deposits due to the credit risk of financial institutions | • Set bad debt provisions in consideration of the counterparty's financial conditions and credit ratings, etc • Manage cash through principal-protected products at high-credit commercial banks |
| | Tax risk | • Non-compliance with local tax regulations due to changes in tax laws across jurisdictions | • Review tax law amendments, assess and review potential tax risks |
| Non-Financial Risk | | • Risk of safety incidents | • Identify applicable regulations and establish management measures • Operate Occupational Health and Safety Management Systems(ISO 45001) • Enhance worker participation in industrial accident prevention activities |
| | | • Misuse and leakage of personal information | • Appoint Chief Privacy Officer (CPO) • Establish a company-wide personal information protection plan • Operate a system for the secure disposal of personally identifiable information (PII) |
| | | • Production disruption due to system failure | • Strengthen monitoring of production and operations |
| | | • Reduced working hours due to stricter labor laws | • Optimize workforce management to ensure appropriate staffing |
| | | • Stricter global pharmaceutical regulations | • Strengthen regulatory compliance through dedicated teams |
| | | • Risk of supply disruptions | • Maintain sufficient safety stock |
| | Business risk | • Decline in market share due to intensifying competition • Risk of failing to identify growth drivers | • Develop new product pipelines • Conduct strategic investment reviews and establish mid- to long-term growth strategies |
| | Supply chain risk | • Changes in the environment affecting a stable supply of raw and subsidiary materials • Increased importance of CMO supply and quality control | • Diversify alternative suppliers • Manage supply chain risks • Monitor CMO production status and enhance quality control • Manage backup production capacity and planning |
| | ESG risk | • Strengthening of ESG regulations domestically and internationally • Failure to meet stakeholders' ESG expectations | • Enhance ESG disclosures and conduct ongoing regulatory monitoring • Operate ESG governance through initiatives such as forming task forces and convening ESG Committee meetings • Identify improvement tasks based on global ESG initiatives |
| | Legal risk | • Financial and non-financial losses due to violations of laws, regulations, and contracts • Reputational damage and losses due to corruption or legal violations | • Continuously monitor domestic and international laws and regulations • Regularly operate the enterprise compliance system • Operation of Anti-Bribery System (ISO 37001) • Report corruption risk assessment results to the Board of Directors through an established reporting system |
| | Emerging risk | • Emergence of key risks due to internal and external environmental changes | • Regularly identify and analyze risks • Evaluate potential business impacts and establish response measures |

Emerging Risk

Celltrion regularly monitors emerging risks identified through its enterprise-wide risk management system that may have a significant impact on business operations over the mid- to long-term. The potential impact and likelihood of each risk are regularly analyzed to develop appropriate risk management strategies. This approach helps safeguard the company's mid- to long-term sustainability across multiple dimensions, including financial, operational, strategic, and regulatory aspects.

Key Emerging Risks

| Category | Intellectual Property(IP) and Technology Adaptation Risk due to Intensifying Competition in AI-Driven Drug Development | Global Pharmaceutical Supply Chain Uncertainty Arising from the Proposed Biosecure Law |
|---------------------------|---|---|
| Risk type | Technological | Geopolitical |
| Description | • The intensifying competition in AI-driven drug development poses intellectual property and technological adaptation risks, as pharmaceutical manufacturers may lose market competitiveness if they fail to respond promptly to emerging technologies or adequately protect their intellectual property. | • The Biosecure Act offers potential benefits, particularly for CDMOs, as it creates favorable conditions due to US sanctions on China. • However, the proposal also poses risks, including the need to reassess cost burdens and trade-offs resulting from policy changes. |
| Business impact | • The growing need for increased R&D investment in AI-driven drug development may impose a financial burden on the company over the mid to long term. Additionally, potential IP disputes call for close monitoring and legal safeguards. | • Uncertainty regarding the enactment of the Biosecure Act may delay business expansion and marketing strategies in the short term. Over the mid/long-term, it may heighten supply chain uncertainty and constrain raw material procurement, necessitating a flexible supply chain strategy to adapt to regulatory shifts. |
| Mitigating actions | • A dedicated AI team has been established to accelerate drug development, and an AI-based process has been implemented for biomarker and drug target discovery, supporting Celltrion's transformation into an innovative drug developer. • As part of a mid- to long-term market leadership strategy, efforts are underway to accelerate the recruitment of specialized talent with the goal of developing 13 new drug pipelines by 2028. | • Strengthen production capacity and enhance global competitiveness through large-scale investments and infrastructure expansion aimed at establishing manufacturing bases both domestically and internationally. • Develop and implement multifaceted business strategies to address uncertainties in the global pharmaceutical supply chain, including exploring the establishment of manufacturing facilities in key overseas markets, such as the United States. |

Tax Risk

Celltrion complies with tax laws and faithfully fulfills its tax reporting and payment obligations in all jurisdictions where it operates, guided by its core values of 'Commitment to Principles, Conviction, and Trust.' A tax policy has been established to fulfill tax-related social responsibilities. The company maintains transparent relationships with national tax authorities and manages qualified transaction documentation in accordance with legal requirements to prevent tax risks arising from business activities. For domestic transactions, fair market prices are applied in dealings with third parties and related parties, in compliance with relevant laws. For international transactions, Celltrion seeks expert advice and adheres to the OECD Transfer Pricing Guidelines to minimize cross-border tax risks. Celltrion operates a dedicated tax function to proactively identify and manage tax-related risks that may arise during business operations. Risk assessments and reviews are conducted in accordance with tax principles, and appropriate decisions are made to prevent tax-related transactional risks. To evaluate tax risks, the headquarters and overseas subsidiaries collaborate with external experts to identify potential future risks and review local tax laws. Proactive measures are taken to address these risks, and the findings are reflected in final decision-making. These efforts serve to minimize tax risk and enhance the efficiency of tax management.

Tax Principles

| | |
|----------|---|
| 1 | Comply with country-specific tax laws and regulations |
| 2 | Adhere to arm's length pricing in related party transactions |
| 3 | Prohibit tax evasion by exploiting mismatches in tax laws between countries |
| 4 | Manage global risk by submitting BEPS ¹⁾ reports |
| 5 | Provide information to tax authorities transparently and promptly |

1) BEPS (Base Erosion and Profit Shifting): The practice of multinational enterprises reducing or avoiding taxes by exploiting differences in tax systems between countries

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- Risk Management**
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Risk Management

Risk Management Status

Accounts Receivable Risk

Celltrion promotes financial stability and sustainable growth through effective management of accounts receivable. Key objectives include the prevention of credit loss, stable cash flow management, and the reduction of bad debt risk. To achieve these goals, a structured accounts receivable management process is established and operated.

Accounts Receivable Risk Management Process



Internal Control over Financial Reporting

Celltrion designs and operates its internal control over financial reporting based on the Conceptual Framework for the Design and Operation of Internal Control over Financial Reporting to ensure the reliability of publicly disclosed financial statements. Evaluation and reporting of the internal control system are conducted in accordance with the Management Guideline for Evaluation and Reporting of Internal Control over Financial Reporting.

In compliance with the Act on External Audit of Stock Companies, this system is effectively operated and assessed through the Policy on Internal Control over Financial Reporting that covers the identification, measurement, classification, recording, and reporting of accounting information, as well as the control and correction of errors, and regular inspection and adjustment. These functions are performed and assessed by a dedicated department that maintains both independence and professional qualifications.

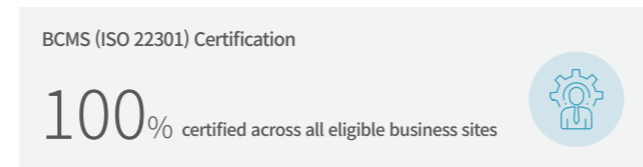
To further enhance the effectiveness of policies and activities designed to prevent and detect risks of financial misstatement, embezzlement, and other forms of misconduct, internal and external verifications are conducted. These include independent assessments and audits performed by the Board of Directors, the Audit Committee, and independent auditors.

Risk Monitoring

Business Continuity Management System (BCMS)

Celltrion has established and operates a Business Continuity Management System (BCMS) in compliance with the international standard ISO 22301, to ensure rapid recovery in the event of a crisis, such as natural disasters, fires, supply chain disruptions, or war, while maintaining stable pharmaceutical production and supply. The company has obtained certification covering the full scope of business operations.

Critical operations and disaster scenarios have been identified to secure business continuity, and appropriate Business Continuity Plans (BCPs) have been developed to minimize the impact on stakeholders, including investors, customers, and suppliers. Celltrion plans to continue strengthening its monitoring and oversight systems and to closely observe internal and external risk factors to ensure the uninterrupted stability of pharmaceutical production and supply.



BCMS Operations

- Business Impact Analysis**
 - Identification of core functions and recovery objectives
 - Define recovery time objectives (RTO) and resource requirements by department
- Risk Assessment**
 - Identification and evaluation of business interruption risks
 - Review of disaster-specific scenarios and the need for responsive measures
- Business Continuity Strategy**
 - Development of response strategies for business interruption
 - Identify mitigation measures and alternatives for high-risk operations
- Business Continuity Plan**
 - Establishment of recovery procedures and implementation plans
 - Development of recovery procedures and implementation manuals

Risk Review

Celltrion conducts regular internal and external audits at least twice a year to systematically manage and mitigate financial and non-financial risks across all areas.

Internal Audit

The Celltrion Audit Committee convenes regularly, at least twice a year, to review financial statements, supplementary schedules, and the audit procedures and results performed by independent accounting firms. When necessary, the committee requests additional examinations from the accounting firm to review accounting records and documents and analyze the findings. The Audit Committee also receives reports from the manager of the internal control over financial reporting system regarding its operation, to evaluate the reliability of the prepared and disclosed financial information as well as the effectiveness of the internal control system.

External Audit

Financial Audit Celltrion appointed Samil PwC as its external auditor starting from the 2023 fiscal year, in accordance with Article 11, Paragraph 1 of the Act on External Audit of Stock Companies, Article 17 of the Enforcement Decree of the same Act, and Article 10 and 15, Paragraph 1 of the Regulations on External Audit and Accounting. The external auditor audits Celltrion's financial statements and supplementary schedules based on principles of fairness and transparency. Upon completion of the external audit, the Audit Committee evaluates the adequacy of the audit results. The audit opinion for the 34th fiscal year was "unqualified," with no other issues noted.

Non-Financial Audit Celltrion regularly monitors non-financial risks that may arise across its business operations. The company undergoes annual external inspections by the third-party certification body BSI, in accordance with international standards such as ISO 14001, ISO 9001, and ISO 22301. Non-financial risks are identified and assessed through control activities carried out by each responsible department, with response plans subsequently developed and monitored. Relevant issues are shared with the respective risk management departments, which coordinate and implement risk-specific response activities. Operational and strategic risks are managed primarily through the Product Development Committee, led by the R&D and product development departments. Potential risks related to climate change and biodiversity are overseen by the ESG team and are reviewed at least twice a year by the ESG Committee. In addition, Celltrion has established a reporting system to promptly escalate major risks requiring enterprise-level decisions to the CEO and the Board of Directors, enabling timely and consistent responses.

External Auditor's Audit Opinions

| Fiscal | Category | Auditor | Audit Opinion | Emphasis of Matter | Key Audit Matters |
|--------|---------------------------|---------------------|---------------|---|---|
| 34th | Audit report | Samil PwC | Unqualified | None | Goodwill allocated to cash-generating units (CGUs) in biopharmaceuticals, Appropriateness of purchase price allocation in business combinations, Recognition and impairment of internally generated development costs |
| | Consolidated audit report | Samil PwC | Unqualified | None | Goodwill allocated to cash-generating units (CGUs) in biopharmaceuticals, Appropriateness of purchase price allocation in business combinations, Recognition and impairment of internally generated development costs |
| 33rd | Audit report | Samil PwC | Unqualified | Significant change in business environment (merger) | Recognition and impairment of development costs, Appropriateness of purchase price allocation in business combinations |
| | Consolidated audit report | Samil PwC | Unqualified | Significant change in business environment (merger) | Recognition and impairment of development costs, Appropriateness of purchase price allocation in business combinations |
| 32nd | Audit report | Ernst & Young Korea | Unqualified | None | Recognition and impairment of development costs |
| | Consolidated audit report | Ernst & Young Korea | Unqualified | None | Recognition and impairment of development costs |

Risk Management Culture

Celltrion is committed to reinforcing the enterprise risk management (ERM) process by enhancing employees' competencies and promoting a risk-conscious culture across the organization. Regular training is provided to the company's highest decision-making bodies in risk governance, including the Board of Directors and its committees. In 2024, specialized training was conducted for outside directors, including orientation sessions on the Audit Committee and the internal accounting management system. Focused training was also offered to the enterprise risk management department on risk management principles, concentrating on responding to legal risks, including areas such as legal affairs, compliance, and ethical management. To reinforce the CEO's accountability in overseeing the company-wide risk management system, Celltrion has incorporated specific key performance indicators (KPIs) into the CEO's performance evaluation — namely, the transition rate to eco-friendly packaging and the results of human rights impact assessments. These KPIs function as key risk indicators for climate change risks and operational risks, respectively.

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Information Security

Information Security Management System

Information Security Policy

Celltrion systematically manages its information assets based on five core values of information security to enable predictive and proactive security. The company has formalized its information security policy and related guidelines and procedures within its internal regulations and transparently disclosed key elements to the public as part of its ESG commitments.

Separate regulations have been established to protect personal information and are systematically reviewed and revised to reflect changes in laws and global standards, maintaining a top-tier protection framework. The management framework, emphasizing risk prevention and control, operates under the principles of confidentiality, integrity, and availability of information assets. Related policies and procedures are reviewed at least annually to maintain their relevance. Celltrion continues to enhance its information security capabilities through proactive risk management, sustained investment, and the strengthening of professional expertise.

Information Security Core Values

| Core Value | Description |
|--|---|
| Governance | Ensure that all employees and executives are held accountable for information security by proactively adapting to changes in business and information technology and continuously optimizing internal regulations. |
| Responsibility and trust | Foster a sense of autonomy and trust by ensuring employees themselves have a clear understanding of their security responsibilities and authorities. This is achieved through transparent disclosure and disciplinary measures based on sophisticated monitoring of security threats. |
| Communication and change management | Build a mature information security culture by fostering a positive security mindset and encouraging employees' accountability and autonomy through information security change management. |
| Sophisticated preventive security | Identify assets requiring preventive security while ensuring convenience and autonomy, and actively leverage new technology based on the principle of proportionality. |
| Digital innovation | Ensure timely response by proactively addressing security threats and developing countermeasures arising from digital transformation (DT), operational technology (OT), and other technological changes. |

Operation of Information Security Management System (ISO 27001)

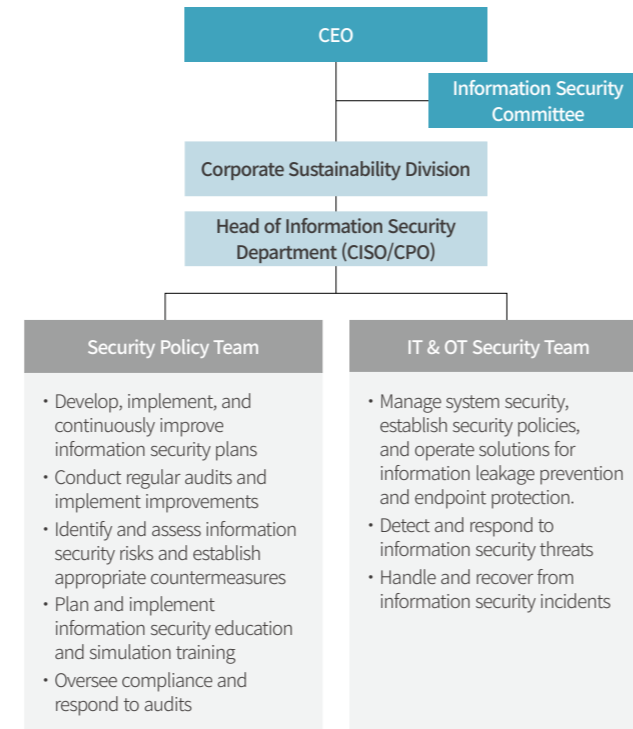
As a company designated under the National High-Tech Strategic Technology framework, Celltrion has obtained and continues to maintain ISO 27001 certification, the international standard for Information Security Management Systems (ISMS), for its GMP (Good Manufacturing Practice) systems, where key technological capabilities are embedded. The ISMS is subject to regular audits at least once a year, and Celltrion proactively prevents technology leaks through a robust information security management framework. By strengthening its security capabilities through ISO 27001 certification, the company not only builds trust with customers and partners but also aims to position itself as a secure and reliable enterprise from an economic resilience standpoint.

Information Security Governance

Celltrion has established a dedicated information security organization under the Corporate Sustainability Division and appointed executives as the Chief Information Security Officer (CISO) and Chief Privacy Officer (CPO) to oversee information and personal information protection.

These executives serve as heads of their departments and are appointed based on their expertise and experience in handling personal information protection and information security responsibilities. The Information Security Committee, chaired by the CEO, includes the CISO, CPO, and executives from each business unit. The committee meets regularly to deliberate and decide on key issues and ensures consistent governance of information security across all business operations.

Information Security Management Organizational Structure



Information Security Management System (ISO 27001) Certification

100% certified across all eligible business sites

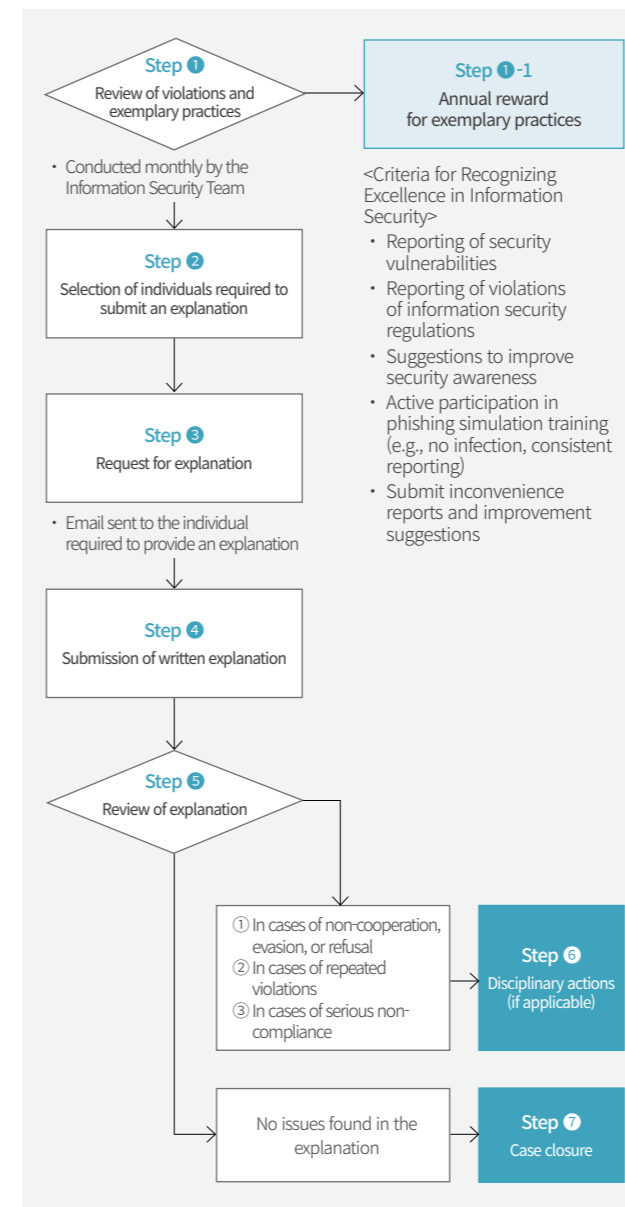


Information Security Management

Information Leak Management System

Celltrion operates an information leak management system to protect key information assets, including national high-tech strategic technologies and personal data, and to systematically control and manage information leaks across the organization. Monthly internal inspections and follow-up reviews are conducted for violations of information security policies. A disciplinary and incentive system is in place where violators are subject to sanctions, while those demonstrating excellence are awarded annually. This has contributed to a steady reduction in violations, enhanced employee awareness and capabilities, and fostered a culture of voluntary compliance.

Information Security Penalty/Reward System



Information Asset Management Process

Celltrion operates a structured information asset management system based on three core pillars: monitoring system implementation, access control, and employee engagement, to safeguard critical information assets.

Monitoring System Implementation Risk assessments are conducted in advance for services and systems subject to the information security management framework. Signs of potential information leakage are continuously monitored, and any identified risks are promptly addressed through corrective action plans. To defend against external cyberattacks, Celltrion operates web application firewalls and a security monitoring system. Detection scenarios are reviewed and improved on a quarterly basis to enhance the sophistication and robustness of the incident response system.

Access Control Access to information assets and systems is granted based on the principle of least privilege. All requests for access, modifications, and deletions are systematically recorded and managed. Assigned permissions are reviewed regularly to promptly revoke any unnecessary access rights, and users with specific elevated privileges are provided with risk notifications in advance to prevent incidents. Additionally, the security of operational systems is continuously monitored to ensure compliance with legally mandated security standards.

Employee Engagement An internal reporting channel is available to enable employees to anonymously report information security-related concerns. Security incidents, vulnerabilities, and suspicious activities must be promptly reported to the information security department. Reports can be submitted through various channels, including community bulletin boards, email, or by phone. In parallel, a range of initiatives is undertaken to raise employee awareness and encourage proactive participation in information security.

Information Asset Management System

| | |
|---|--|
| Monitoring System Implementation | <ul style="list-style-type: none"> Conduct proactive risk assessments for systems subject to the information security management system Monitor anomalies related to information leakage and establish appropriate follow-up measures Implement web application firewalls and information security monitoring systems |
| Access Control | <ul style="list-style-type: none"> Grant access rights to information assets and systems selectively based on operational need Periodically review the appropriateness of assigned privileges Provide advance risk notifications to users with elevated access rights |
| Employee Engagement | <ul style="list-style-type: none"> Establish internal channels for reporting information security concerns and submitting feedback Conduct awareness programs to enhance employees' understanding of information security |

Information Security

Information Security Management

Personal Information Protection

Celltrion has established and implemented policies in accordance with the Personal Information Protection Act to ensure the lawful and secure handling of personal data. This privacy policy applies to the entire operations, including third-party stakeholders such as suppliers and business partners. Celltrion's personal information protection system is embedded in the group-wide risk and compliance management framework, ensuring the company fulfills its legal and ethical responsibilities in handling personal information. An internal management plan guides annual self-assessments to evaluate the status of personal data processing systems and to verify the implementation of required safeguards. In 2024, Celltrion conducted vulnerability assessments on all new systems handling personal information before their external release and implemented immediate corrective measures to strengthen security. Personal data is protected through technical and administrative safeguards, including encryption and access controls, and any violations are promptly addressed in accordance with internal policies. A zero-tolerance policy is enforced for personal information protection, and disciplinary actions are taken in the event of a breach. To prevent the leakage or misuse of personal information, regular internal audits and third-party audits are conducted to assess the effectiveness of protection measures. Celltrion also holds a liability insurance policy for personal data leaks or breaches, which is renewed annually. Ongoing improvements are made through periodic self-assessments and corrective actions to continuously enhance the level of protection. The company also ensures transparency by disclosing its personal data handling practices and data subjects' rights through the privacy policy available on its website.

Customer Data Protection

Celltrion recognizes the protection of customer personal information as a core responsibility and strictly adheres to all relevant data protection laws and regulations. Personal information is neither collected nor used without prior consent, and all data is utilized solely within the scope of the purposes agreed upon by the customer. The processing and outsourcing of personal data are managed with full transparency, and all relevant details are disclosed through the company's privacy policy. Placing the highest priority on customer trust, Celltrion ensures that all collected data is handled strictly in accordance with legal requirements and the scope of customer consent.

Customer Notification on the Collection of Personal Information

When collecting personal information, Celltrion clearly notifies customers of the following:

- Nature of information collected
- Use of the collected information
- How long the information is kept
- How the information is protected, including technical and administrative safeguards
- Third-party disclosure policy, including the criteria for data sharing and public disclosure

Customers have the following rights to exercise control over their personal data:

- Opt-in consent is required for the collection and use of personal data
- An opt-out option is available to withdraw consent for the use of previously collected data
- Request access to data held by the company
- Request their data to be corrected
- Request their data to be deleted (Please note that certain data may be retained for a legally mandated period, in accordance with applicable laws.)

Information Security Management Activities

Identification and Remediation of Security Vulnerabilities

Celltrion identifies potential information security threats across internal information assets, personal data, and IT infrastructure within the scope of ISO 27001 certification, including relevant organizational units. Vulnerabilities in administrative, physical, and technical areas are analyzed and categorized by risk level. Based on this analysis, short-, mid-, and long-term risk mitigation plans are established to continuously reduce the overall risk exposure. For new systems that handle personal information, vulnerability assessments and preventive actions are completed prior to public disclosure. Residual risks are currently reviewed at least once a year, and the company plans to shorten this cycle to semiannual reviews to enhance the speed and effectiveness of its response system.

Information Security Disclosure

In accordance with the Act on the Promotion of Information and Communications Network Utilization and Information Protection, Celltrion discloses information each year regarding its investments in information security, personnel operations, and related activities. This information is submitted via the official Information Security Disclosure Portal, ensuring transparent and full compliance with statutory requirements.

Internalizing a Culture of Information Security

To promote awareness of information security, Celltrion carries out various company-wide activities each year targeting all employees. In 2024, the company held an "Information Security Day" event to share key activities and future directions for information security. A white paper was published to emphasize the importance of complying with security protocols, and the CEO issued a formal statement reaffirming the company's commitment to information security, particularly in its role as a holder of national high-tech strategic technologies. In addition, awareness campaigns are conducted to share recent security incidents and provide guidance on precautionary measures, helping to strengthen the overall security culture within the organization.

Key Activities for Enhancing Information Security Awareness

1 Recognizing and Awarding Security Heroes

Employees who actively participated in information security programs - such as reporting security vulnerabilities, proposing improvement ideas, excelling in simulated phishing email drills, and reporting phishing attempts - were recognized and awarded as Security Heroes.

2 Publication of the Information Security Declaration

In July 2024, to highlight the importance of information security, Celltrion's CEO issued an official declaration outlining the company's core principles on information protection, reaffirming its commitment as a holder of national high-tech strategic technologies.

3 Publication of the Information Security White Paper

A dedicated session was held for personnel responsible for handling national high-tech strategic technologies, featuring an expert from the National Intelligence Service specializing in industrial security. The session served as a platform to share key issues and emerging developments in industrial security.

Information Security Training and Awareness

Celltrion provides regular information security training and exercises to prevent incidents by ensuring compliance with internal regulations and applicable laws while promoting a strong culture of information security awareness. Mandatory online training is delivered to all employees, with additional customized sessions for specific groups such as outsourced personnel, including on-site partner staff, new hires, employees scheduled to leave, individuals on business travel, and those with exceptional security privileges. Furthermore, phishing simulation drills are conducted eight times a year to enhance employees' awareness of email security risks.

Information Security Training and Awareness Activities

| Category | Activity | Frequency |
|-------------------------------|--|------------------|
| Information security training | Company-wide information security training for all employees | Annually |
| | Information security training for outsourced personnel (on-site suppliers) | Annually |
| | Information security training for new hires | Monthly |
| | Information security training for departing employees | Ongoing |
| | Information security training for business travelers | Ongoing |
| | Cautionary training for users with exceptional security privileges | Semi-annually |
| Phishing simulation training | Publication of digital security bulletins | Quarterly |
| | Regular simulations for all employees | 8 times per year |
| | Regular simulation for Group affiliates | Annually |
| | Phishing simulations for new hires | Monthly |

Smart Work Environment Implementation

Celltrion has adopted Microsoft 365 (M365), a cloud-based collaboration platform, to accelerate digital transformation and foster a smart work culture. This initiative has enabled the company to establish a secure and efficient work environment tailored to the biopharmaceutical industry's unique demands, where data protection and real-time collaboration are both critical. By leveraging cloud-based systems, Celltrion has improved interdepartmental communication and document sharing, thereby boosting productivity in key areas such as R&D and quality management. To help employees utilize M365 effectively in daily operations, the company conducted company-wide training programs. As a result, the number of M365 users significantly increased, marking tangible progress in the establishment of a digital work environment. Furthermore, the company introduced a mobile e-approval system to enhance operational efficiency and support a paperless office culture.

Protection and Management of National High-Tech Strategic Technologies

Celltrion, as a designated holder of national high-tech strategic technology in animal cell culture and purification techniques¹⁾, faithfully fulfills its obligations under the Act on Prevention of Divulgence and Protection of Industrial Technology and the Special Act on Reinforcement and Protection of National Advanced Strategic Industries. The company continuously monitors revisions to relevant laws and promptly implements protective measures to ensure strong protection of its technological competitiveness.

1) Animal cell culture and purification technology: Cell cultivation using multi-use bioreactors with a capacity of 10,000 liters or more

Expansion of Specialized R&D Personnel

In line with the government's strengthened policy on R&D technology protection, Celltrion has expanded the deployment of designated specialists handling national high-tech strategic technologies to its research centers in order to enhance protection from the early stages of development. Approximately 230 additional specialists have been designated to the Research and Development Unit. These personnel are required to sign non-disclosure agreements and complete training on relevant laws and protective management practices to ensure full awareness of their responsibilities. In addition, a range of security measures, including access control and expanded surveillance systems, have been implemented to safeguard core technologies.

100% On-Time Export Approval of National High-Tech Strategic Technologies

Celltrion is designated as a holder of national core strategic technologies and is therefore obliged to obtain export approval and undergo a formal review process before providing any related data overseas, in accordance with Article 12 of the Special Act on Reinforcement and Protection of National Advanced Strategic Industries.

In 2024, Celltrion fully complied with export approval requirements for all six approval cycles, covering exports of nine products to 75 countries. To strengthen legal safeguards against technology leakage, Celltrion also mandated that overseas partners sign non-disclosure agreements (NDAs) with their local subcontractors. Additionally, dedicated PCs were provided to partner companies to ensure enhanced technical safeguards throughout the collaboration.

| | | | |
|------------------------------------|------------|--------------|--------------|
| 2023: 8 export approvals | 8 products | 45 companies | 72 countries |
| 2024: 6 export approvals | 9 products | 45 companies | 75 countries |

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Financial Information

Consolidated Statement of Financial Position

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|-------------|-----------|-----------|------------|------------|
| Assets | | | | | |
| Current assets | | | | | |
| | KRW million | 3,074,471 | 2,929,792 | 5,094,011 | 5,584,129 |
| Cash and cash equivalents | KRW million | 1,188,326 | 551,187 | 564,612 | 996,431 |
| Short-term financial assets | KRW million | 31,575 | 43,277 | 193,825 | 146,655 |
| Trade receivables | KRW million | 1,101,089 | 1,621,890 | 939,170 | 1,215,251 |
| Other receivables | KRW million | 63,294 | 32,200 | 10,181 | 45,231 |
| Inventories ¹⁾ | KRW million | 578,057 | 616,352 | 3,038,708 | 2,765,943 |
| Current tax assets | KRW million | - | - | 5,100 | 12,232 |
| Other current assets ¹⁾ | KRW million | 112,130 | 64,886 | 213,947 | 402,386 |
| Non-current assets held for sale | KRW million | - | - | 128,468 | - |
| Non-current assets | | | | | |
| | KRW million | 2,599,652 | 2,961,860 | 14,862,803 | 15,471,093 |
| Long-term financial assets | KRW million | 24,435 | 29,274 | 30,386 | 49,114 |
| Long-term trade receivables | KRW million | - | 62,888 | - | - |
| Long-term other receivables | KRW million | 12,491 | 91,154 | 91,487 | 106,905 |
| Investments in associates and joint ventures | KRW million | 64,841 | 88,535 | 104,713 | 111,676 |
| Property, plant, and equipment | KRW million | 950,412 | 1,007,038 | 1,214,588 | 1,244,567 |
| Intangible assets ²⁾ | KRW million | 1,491,571 | 1,622,326 | 13,290,744 | 13,701,621 |
| Investment property | KRW million | - | - | 275 | 267 |
| Other non-current assets | KRW million | 27,279 | 28,461 | 67,142 | 62,665 |
| Deferred tax assets | KRW million | 28,623 | 32,184 | 63,468 | 194,278 |
| Total assets | | | | | |
| | KRW million | 5,674,123 | 5,891,652 | 19,956,814 | 21,055,222 |
| Liabilities | | | | | |
| Current liabilities | | | | | |
| | KRW million | 1,210,480 | 1,294,098 | 2,512,385 | 3,187,121 |
| Short-term financial liabilities | KRW million | 569,598 | 665,012 | 1,783,369 | 2,102,344 |
| Trade payables | KRW million | 80,723 | 50,271 | 50,853 | 75,306 |
| Other payables | KRW million | 228,419 | 320,244 | 435,759 | 474,857 |
| Current tax liabilities | KRW million | 179,552 | 88,705 | 57,041 | 218,485 |
| Provisions | KRW million | 3,850 | 1,487 | 1,860 | 2,029 |
| Other current liabilities ³⁾ | KRW million | 148,338 | 168,379 | 183,503 | 314,100 |
| Non-current liabilities | | | | | |
| | KRW million | 413,268 | 323,350 | 318,635 | 288,039 |
| Long-term financial liabilities | KRW million | 174,757 | 154,468 | 107,116 | 105,684 |
| Long-term other payables | KRW million | 13,985 | 7,576 | 5,872 | 9,321 |
| Other non-current liabilities | KRW million | 202,950 | 160,201 | 88,626 | 73,773 |
| Deferred tax liabilities ⁴⁾ | KRW million | 21,576 | 1,105 | 117,021 | 99,261 |
| Total liabilities | | | | | |
| | KRW million | 1,623,748 | 1,617,448 | 2,831,020 | 3,475,160 |

1) Amount reflects the revaluation resulting from the business combination in 2023
 2) Amount reflects the revaluation from the merger with Celltrion Healthcare in 2023
 3) Amount reflects the revaluation resulting from the business combination in 2023
 4) Amount reflects the revaluation from the merger with Celltrion Healthcare in 2023

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---|-------------|-----------|-----------|-------------|-------------|
| Equity | | | | | |
| Equity attributable to owners of the parent | | | | | |
| | KRW million | 3,917,238 | 4,139,360 | 16,980,683 | 17,439,142 |
| Issued capital | KRW million | 137,947 | 140,805 | 220,290 | 220,508 |
| Share premium | KRW million | 840,337 | 853,172 | 14,771,952 | 14,803,048 |
| Retained earnings | KRW million | 3,052,475 | 3,485,109 | 3,963,574 | 3,744,280 |
| Accumulated other comprehensive income | KRW million | 24,987 | 48,746 | 52,631 | 562,733 |
| Other components of equity | KRW million | (138,508) | (388,472) | (2,027,764) | (1,891,428) |
| Non-controlling interests | | | | | |
| | KRW million | 133,137 | 134,844 | 145,111 | 140,921 |
| Total equity | | | | | |
| | KRW million | 4,050,375 | 4,274,204 | 17,125,794 | 17,580,062 |
| Total liabilities and equity | | | | | |
| | KRW million | 5,674,123 | 5,891,652 | 19,956,814 | 21,055,222 |

Consolidated Statement of Profit or Loss

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|-------------|-----------|-----------|-----------|-----------|
| Revenue | | | | | |
| | KRW million | 1,893,401 | 2,283,967 | 2,176,432 | 3,557,304 |
| Cost of sales | | | | | |
| | KRW million | 805,807 | 1,251,270 | 1,124,563 | 1,875,590 |
| Gross profit | | | | | |
| | KRW million | 1,087,594 | 1,032,697 | 1,051,869 | 1,681,714 |
| Selling, general and administrative expenses | | | | | |
| | KRW million | 343,417 | 385,499 | 400,388 | 1,189,698 |
| Operating profit | | | | | |
| | KRW million | 744,177 | 647,198 | 651,481 | 492,016 |
| Other income | | | | | |
| | KRW million | 53,500 | 47,524 | 54,185 | 240,249 |
| Other expenses | | | | | |
| | KRW million | 84,964 | 87,043 | 34,742 | 122,837 |
| Finance income | | | | | |
| | KRW million | 42,294 | 24,945 | 31,438 | 56,749 |
| Finance costs | | | | | |
| | KRW million | 12,798 | 13,507 | 19,950 | 80,273 |
| Profit (loss) on equity method | | | | | |
| | KRW million | (3,586) | 7,056 | (11,316) | (11,939) |
| Net monetary gain (loss) from hyperinflation | | | | | |
| | KRW million | - | - | - | 2,153 |
| Profit before tax | | | | | |
| | KRW million | 738,623 | 626,173 | 671,096 | 576,118 |
| Income tax expense | | | | | |
| | KRW million | 152,820 | 94,826 | 131,389 | 157,234 |
| Profit from continuing operations | | | | | |
| | KRW million | 585,803 | 531,347 | 539,707 | 418,884 |
| Profit from discontinued operations | | | | | |
| | KRW million | 9,977 | 11,219 | - | - |
| Profit for the year | | | | | |
| | KRW million | 595,780 | 542,566 | 539,707 | 418,884 |
| Attributable to | | | | | |
| | KRW million | 579,465 | 537,836 | 535,648 | 422,692 |
| Owners of the parent company | KRW million | 569,488 | 526,616 | 535,648 | 422,692 |
| Profits from continuing operations | KRW million | 9,977 | 11,220 | - | - |
| Profits from discontinued operations | KRW million | - | - | - | - |
| Non-controlling interests | | | | | |
| | KRW million | 16,315 | 4,731 | 4,059 | (3,808) |
| Profits from continuing operations | KRW million | 16,315 | 4,731 | 4,059 | (3,808) |
| Profits from discontinued operations | KRW million | - | - | - | - |
| Earnings per share | | | | | |
| Basic earnings per share | KRW | 4,001 | 3,742 | 3,759 | 2,048 |
| Diluted earnings per share | KRW | 3,982 | 3,736 | 3,753 | 2,045 |

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Consolidated Statement of Comprehensive Income

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|--|------------------------------|-------------|---------|---------|---------|---------|
| Profit for the year | KRW million | 595,779 | 542,566 | 539,707 | 418,884 | |
| Other comprehensive income | KRW million | 19,199 | 23,839 | 3,803 | 506,448 | |
| Items that may be subsequently reclassified to profit or loss | KRW million | 27,351 | 22,797 | 6,065 | 512,102 | |
| Exchange differences on translation of foreign operations | KRW million | 27,351 | 22,797 | 6,065 | 512,102 | |
| Items that will not be reclassified to profit or loss | KRW million | (8,152) | 1,042 | (2,262) | (5,654) | |
| Changes in equity of associates and joint ventures accounted for using the equity method | KRW million | (270) | 1,048 | 178 | (848) | |
| Exchange differences on translation of foreign operations | KRW million | 121 | 81 | (82) | - | |
| Gain (loss) on valuation of financial assets measured at fair value through other comprehensive income | KRW million | (11,677) | 171 | (3,229) | (6,530) | |
| Gain (loss) on disposal of financial assets measured at fair value through other comprehensive income | KRW million | 536 | - | - | - | |
| Income tax effects relating to components of other comprehensive income (loss) | KRW million | 3,138 | (258) | 871 | 1,724 | |
| Total comprehensive income | KRW million | 614,978 | 566,405 | 543,510 | 925,332 | |
| Attributable to | Owners of the parent company | KRW million | 598,542 | 561,594 | 539,533 | 929,140 |
| | Non-controlling interests | KRW million | 16,436 | 4,811 | 3,977 | (3,808) |

Corporate Income Tax Payments¹⁾

| Category | Unit | Celltrion | Celltrion Pharm | Others |
|-------------------------------|-------------|--|--|----------------------------|
| Principal business activities | | Pharmaceutical manufacturing, pharmaceutical wholesale | Pharmaceutical manufacturing, pharmaceutical wholesale | Pharmaceutical sales, etc. |
| Tax jurisdiction | - | Republic of Korea | Republic of Korea | Others ²⁾ |
| Revenue | KRW million | 3,709,214 | 477,835 | 2,400,795 |
| Profit before tax | KRW million | 1,271,853 | 29,759 | (4,998) |
| Income tax accrued | KRW million | 267,012 | 7,793 | 16,728 |
| Income tax paid | KRW million | 116,438 | 2,974 | 25,413 |
| Statutory tax amount | KRW million | 325,407 | 6,547 | N/A |
| Statutory tax rate | % | 26 | 22 | N/A |
| Effective tax amount | KRW million | 267,012 | 7,793 | N/A |
| Effective tax rate | % | 21 | 26 | N/A |

1) The data were prepared based on Celltrion's 2024 tax adjustment statement. Corporate income tax paid is presented on a cash basis, as reported in the 2024 cash flow statement
2) Countries contributing less than 10% of total corporate income tax paid were aggregated and disclosed under "Others."

Non-Financial Information

Following the merger with Celltrion Healthcare on December 28, 2023, environmental performance data from 2023 onward have been calculated based on the consolidated Celltrion entity. The scope of environmental performance covers Plant 1, 2 and 3, Head Office, Global R&D Center, Product Development Unit, Global Sales Business Group and Generic Division Office. Quantitative performance values are represented as "-" when the value is zero, and as "N/A" when data is unavailable.

Environmental

GHG Emissions

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|-------------------------------------|--------|--------|--------|--------|
| Total GHG emissions (Scope 1&2) | tCO ₂ eq | 54,615 | 56,517 | 64,717 | 79,174 |
| Direct GHG emissions (Scope 1) | tCO ₂ eq | 19,402 | 21,218 | 22,457 | 27,146 |
| Indirect GHG emissions (Scope 2) | tCO ₂ eq | 35,213 | 35,299 | 42,260 | 52,028 |
| Location-based | tCO ₂ eq | 35,213 | 35,299 | 42,260 | 52,028 |
| Market-based | tCO ₂ eq | - | - | - | - |
| GHG emissions intensity (Scope 1&2) ¹⁾ | tCO ₂ eq/KRW 100 million | 2.9 | 2.5 | 3.0 | 2.2 |
| Other indirect GHG emissions (Scope 3) ²⁾ | tCO ₂ eq | N/A | N/A | 28,798 | 42,426 |
| Upstream subtotal | tCO ₂ eq | N/A | N/A | 12,662 | 15,487 |
| Purchased goods and services | tCO ₂ eq | N/A | N/A | 4,558 | 3,202 |
| Capital goods | tCO ₂ eq | N/A | N/A | 714 | 986 |
| Upstream transportation and distribution | tCO ₂ eq | N/A | N/A | 1,625 | 2,635 |
| Waste generated in operations | tCO ₂ eq | N/A | N/A | 3,035 | 4,464 |
| Business travel | tCO ₂ eq | N/A | N/A | 2,112 | 3,500 |
| Employee commuting | tCO ₂ eq | N/A | N/A | 618 | 700 |
| Downstream subtotal | tCO ₂ eq | N/A | N/A | 16,136 | 26,939 |
| Downstream transportation and distribution | tCO ₂ eq | N/A | N/A | 16,136 | 26,939 |
| GHG emissions intensity (Scope 3) ¹⁾ | tCO ₂ eq/KRW 100 million | N/A | N/A | 1.3 | 1.2 |

1) GHG emissions intensity is based on the revenue of Celltrion's consolidated basis
2) Scope 3 emissions have been calculated starting from 2023

Energy Consumption¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|--------------------|-------|-------|-------|-------|
| Total energy consumption | TJ | 1,118 | 1,155 | 1,352 | 1,656 |
| Direct energy consumption | TJ | 382 | 418 | 442 | 534 |
| Non-renewable energy sources | TJ | 382 | 418 | 442 | 534 |
| Gasoline | TJ | 2.6 | 2.7 | 2.7 | 3.9 |
| Diesel | TJ | 0.4 | 0.3 | 0.3 | 0.6 |
| LNG | TJ | 379 | 415 | 439 | 530 |
| Renewable energy sources | TJ | N/A | N/A | N/A | N/A |
| Indirect energy consumption (purchased amount) | TJ | 736 | 738 | 910 | 1,123 |
| Electricity | TJ | 736 | 738 | 854 | 1,044 |
| Steam ²⁾ | TJ | - | - | 57 | 79 |
| Energy consumption intensity ³⁾ | TJ/KRW 100 million | 0.06 | 0.05 | 0.06 | 0.05 |

1) Non-renewable energy consumption for 2021 and electricity consumption for 2023 have been partially adjusted from previously reported figures due to a change in the decimal rounding method.
2) Steam has been used at Global R&D Center since 2023 and is internally managed as part of the energy consumption at Plant 2.
3) Energy consumption intensity is calculated based on Celltrion's consolidated revenue.

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Environmental

Reduction of GHG Emissions

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|---------------------|------|------|------|------|
| Total GHG emissions reduced ^{1) 2)} | tCO ₂ eq | N/A | N/A | 19 | 628 |

- 1) Prior-year data have been recalculated due to changes in internal calculation methods.
- 2) The GHG emissions reduction amount reflects energy-saving activities within production facilities, such as the replacement of air compressors, turbo blowers, and LED lighting.

Reduction of Energy Consumption

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------|------|------|------|------|------|
| Total energy savings ^{1) 2)} | TJ | N/A | N/A | 0.4 | 12.3 |

- 1) Data for prior years have been restated due to changes in internal management standards
- 2) Energy savings reflect reduction initiatives at production facilities, such as the replacement of air compressors, turbo blowers, and LED lighting

Water Resource Management

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------|---------------------|---------|---------|---------|---------|
| Total water consumption | ton | 190,242 | 191,019 | 230,434 | 275,874 |
| Plant 1 | ton | 75,398 | 74,973 | 81,014 | 102,817 |
| Plant 2 | ton | 114,844 | 116,046 | 149,420 | 173,057 |
| Total water withdrawals ¹⁾ | ton | 511,168 | 526,583 | 597,713 | 696,399 |
| Plant 1 | ton | 222,606 | 222,051 | 229,415 | 237,322 |
| Plant 2 | ton | 288,562 | 304,532 | 368,298 | 459,077 |
| Total water discharged ²⁾ | ton | 320,926 | 335,564 | 367,279 | 420,525 |
| Plant 1 | ton | 147,208 | 147,078 | 148,401 | 134,505 |
| Plant 2 | ton | 173,718 | 188,486 | 218,878 | 286,020 |
| Total water recycled and reused | ton | - | - | - | - |
| Plant 1 | ton | - | - | - | - |
| Plant 2 | ton | - | - | - | - |
| Water consumption intensity | ton/KRW 100 million | 10.05 | 8.36 | 10.59 | 7.76 |

- 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 | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|------|
| Biochemical Oxygen Demand (BOD) | ton | 1.12 | 3.31 | 1.12 | 0.48 |
| Chemical Oxygen Demand (COD) | ton | 4.6 | N/A | N/A | N/A |
| Total Organic Carbon (TOC) ¹⁾ | ton | N/A | 6.45 | 4.28 | 4.40 |
| Suspended Solids (SS) | ton | 0.83 | 1.42 | 1.42 | 1.28 |
| Total Nitrogen (T-N) | ton | 4.97 | 4.18 | 4.80 | 5.94 |
| Total Phosphorus (T-P) | ton | 0.11 | 0.13 | 0.12 | 0.24 |

- 1) In accordance with changes to the indicator for organic substances as water pollutants under the Enforcement Decrees of the Sewerage Act, COD was measured up to 2021, and TOC has been measured since 2022.

Air Pollutant Management

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------|------|--------|--------|--------|--------|
| Nitrogen Oxides (NOx) ¹⁾ | ton | 20.563 | 20.196 | 10.954 | 12.696 |
| Sulfur Oxides (SOx) | ton | 0.087 | 0.096 | 0.101 | 1.859 |
| Particulate Matter (PM) | ton | 0.262 | 0.287 | 0.304 | 0.434 |

- 1) NOx emissions data have been recalculated to match the figures submitted under the Total Air Pollutant Emissions Management System, pursuant to the Clean Air Conservation Act and the Special Act on the Improvement of Air Quality in Air Control Zones. The calculation reflects the reduction efficiency of pollution prevention facilities.

Waste Management¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---|---------------------|-------|-------|-------|-------|
| Total waste recycled | ton | 984 | 1,146 | 1,301 | 1,282 |
| Industrial wastes | ton | 966 | 1,129 | 1,271 | 1,232 |
| Designated wastes | ton | 18 | 17 | 30 | 50 |
| Waste processed | ton | 838 | 945 | 916 | 1,349 |
| Industrial waste | ton | 643 | 751 | 787 | 1,189 |
| Landfilled | ton | - | - | - | - |
| Incinerated (with energy recovery) | ton | 643 | 751 | 787 | 1,189 |
| Incinerated (without energy recovery) | ton | - | - | - | - |
| Others | ton | - | - | - | - |
| Designated wastes | ton | 195 | 194 | 129 | 160 |
| Landfilled | ton | - | - | - | - |
| Incinerated (with energy recovery) | ton | 195 | 192 | 128 | 158 |
| Incinerated (without energy recovery) | ton | - | - | - | - |
| Others | ton | - | 2 | 1 | 2 |
| Waste generated | ton | 1,822 | 2,091 | 2,217 | 2,631 |
| Industrial wastes | ton | 1,609 | 1,880 | 2,058 | 2,421 |
| Designated wastes ²⁾ | ton | 213 | 211 | 159 | 210 |
| Waste generated intensity | ton/KRW 100 million | 0.10 | 0.09 | 0.10 | 0.07 |
| Waste recycling performance ³⁾ | % | 54 | 55 | 59 | 49 |

- 1) Figures for general waste generated in 2021 and total waste recycled in 2023 have been partially adjusted from previously reported values due to changes in the decimal rounding method
- 2) Medical waste is included in designated waste
- 3) Waste recycling performance: Waste recycled / Waste generated

Environmental Compliance

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|-------------|------|------|------|------|
| Number of Legal Violations / Regulatory Breaches | Case | - | - | - | 3 |
| Total financial penalties ^{1) 2)} | KRW million | - | - | - | 1.76 |
| Number of legal actions | Case | - | - | - | - |
| Number of non-financial sanctions | Case | - | - | - | - |

- 1) Total amount of penalties related to violations of domestic and international environmental regulations
- 2) Regarding Water Environment Conservation Act, a fine of 0.8 KRW million was imposed for one error in the operation log of the wastewater discharge facility, and a fine of 0.96 KRW million was imposed for two cases of failure to report changes

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Environmental

Environmental Targets and Performance in 2024

| Category | Unit | Target ¹⁾ | Performance | Achievement rate ²⁾ | | |
|-------------------------------------|------------------------------------|-------------------------------------|---------------------|--------------------------------|-------|-----|
| GHG emissions reduction target | GHG emissions intensity | tCO ₂ eq/KRW 100 million | 2.94 | 2.23 | 132 | |
| | Scope 1 emissions | tCO ₂ eq | 22,232 | 27,146 | 82 | |
| | Scope 2 emissions | tCO ₂ eq | 41,837 | 52,028 | 80 | |
| | Scope 3 emissions | tCO ₂ eq | 28,510 | 42,426 | 67 | |
| Energy consumption reduction target | Energy consumption intensity | TJ/KRW 100 million | 0.06 | 0.05 | 132 | |
| | Total energy consumption | TJ | 1,339 | 1,656 | 81 | |
| Waste generation reduction target | Waste generated | Waste generated intensity | ton/KRW 100 million | 0.10 | 0.07 | 136 |
| | | Total waste processed | ton | 907 | 1,349 | 67 |
| | Waste processed | Industrial waste processed | ton | 779 | 1,189 | 65 |
| | | Designated waste processed | ton | 128 | 160 | 80 |
| Waste recycled | Total waste recycled ³⁾ | % | 58 | 49 | 84 | |
| Water consumption target | Water consumption intensity | ton/KRW 100 million | 10.48 | 7.76 | 135 | |
| | Total water consumption | ton | 228,130 | 275,874 | 83 | |

1) Environmental Target = 1% reduction compared to the previous year
 2) Achievement Rate = (Target/Performance) × 100

Raw/Sub Materials Used

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|------|
| Amount of raw/sub-materials used ¹⁾ | ton | 577 | 519 | 588 | 570 |
| Ratio of recycled material used | % | - | - | - | - |

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

Eco-Friendly Procurement

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------|-------------|------|------|---------|---------|
| Ratio of eco-friendly procurement | % | N/A | N/A | 0.644 | 0.636 |
| Total procurement amount | KRW million | N/A | N/A | 150,153 | 312,745 |
| Total eco-friendly procurement amount | KRW million | N/A | N/A | 967 | 1,990 |

Possession of Eco-Friendly Vehicles

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------|--------------------|------|------|------|------|
| Proportion of eco-friendly vehicles | % | N/A | 14.3 | 16.7 | 21.3 |
| Electric vehicles | Number of vehicles | N/A | 3 | 3 | 3 |
| Hybrid vehicles | Number of vehicles | N/A | 9 | 9 | 14 |
| Internal combustion engine vehicles | Number of vehicles | N/A | 72 | 60 | 63 |
| Total number of vehicles | Number of vehicles | N/A | 84 | 72 | 80 |

Environmental Investment

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--------------------------------------|-----------------|------|------|------|------|
| Environmental investment performance | KRW 100 million | 13 | 14 | 14 | 19 |

ESH Training

| Category ¹⁾ | Unit | 2021 | 2022 | 2023 | 2024 | |
|--|--|----------------|-------|-------|-------|-------|
| Training for certified air environment technicians | Training hours | N/A | N/A | 56 | 28 | |
| | No. of participants | N/A | N/A | 2 | 1 | |
| Training for waste generators | Training hours | 4 | N/A | N/A | 4 | |
| | No. of participants | 1 | N/A | N/A | 1 | |
| Training for medical waste generators | Training hours | 4 | N/A | N/A | 4 | |
| | No. of participants | 1 | N/A | N/A | 1 | |
| Training for certified noise and vibration environmental technicians | Training hours | N/A | N/A | 6 | 6 | |
| | No. of participants | N/A | N/A | 1 | 1 | |
| Training for certified water environmental technicians | Training hours | 28 | N/A | N/A | 56 | |
| | No. of participants | 2 | N/A | N/A | 2 | |
| Internal training on waste management procedures | Training hours | N/A | N/A | N/A | 410 | |
| | No. of participants | N/A | N/A | N/A | 410 | |
| Training for workers involved with hazardous chemicals | Training hours | 2,126 | 1,958 | 1,788 | 2,286 | |
| | No. of participants | 1,063 | 979 | 894 | 1,143 | |
| Training for personnel handling hazardous chemicals | Training hours | 3,808 | 5,488 | 7,136 | 7,904 | |
| | No. of participants | 238 | 343 | 446 | 494 | |
| Training on hazardous chemicals | Training for technical personnel and managers handling hazardous chemicals | Training hours | 608 | 496 | 48 | 432 |
| | No. of participants | 38 | 31 | 3 | 27 | |
| Special training on chemical spill prevention and control plans | Training hours | N/A | 464 | 128 | 16 | |
| | No. of participants | N/A | 29 | 8 | 1 | |
| Professional development training | Training hours | N/A | N/A | 73 | N/A | |
| | No. of participants | N/A | N/A | 73 | N/A | |
| Training on risk assessments | Training hours | 140 | 146 | 150 | 156 | |
| | No. of participants | 70 | 73 | 75 | 78 | |
| Training for supervisors | Training hours | 944 | 1,024 | 1,056 | 1,312 | |
| | No. of participants | 59 | 64 | 66 | 82 | |
| Training on chemical substances | Training for new employees | Training hours | 1,600 | 1,704 | 1,632 | 4,168 |
| | No. of participants | 200 | 213 | 204 | 521 | |
| Specialized training on safety and health | Training hours | 1,936 | 1,056 | 2,224 | 4,048 | |
| | No. of participants | 121 | 66 | 139 | 253 | |
| Training on MSDS | Training hours | 242 | 132 | 278 | 506 | |
| | No. of participants | 121 | 66 | 139 | 253 | |

1) Online: Training for certified air environment technicians, waste generators, medical waste generators, certified noise and vibration environmental technicians, certified water environmental technicians, internal training on waste management procedures, workers involved with hazardous chemicals, personnel handling hazardous chemicals, training for new employees, specialized training on safety and health, training on MSDS.
 Offline: Training for personnel handling hazardous chemicals, technical personnel and managers handling hazardous chemicals, special training on chemical spill prevention and control plans, professional development training, training on risk assessments, training for supervisors, new employees.

Non-Financial Information

Due to the merger with Celltrion Healthcare on December 28, 2023, the criteria for calculating social performance in 2023 are as follows: Year-end performance is based on the merged entity, Celltrion. For annual performance data, figures prior to the merger date reflect pre-merger Celltrion, while data after the merger reflect the merged Celltrion. Quantitative performance values are marked as “-” when the value is zero, and as “N/A” when data is unavailable.

Social

Employee Profile¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|--------------------------------------|--|--------|-------|-------|-------|-------|
| Total employees | Person | 2,207 | 2,263 | 2,529 | 2,901 | |
| By gender | Male | 1,286 | 1,299 | 1,460 | 1,685 | |
| | Female | 921 | 964 | 1,069 | 1,216 | |
| | Percentage of females | % | 42 | 43 | 42 | 42 |
| | By age | Person | 940 | 811 | 838 | 1,000 |
| By age | Under 30 | 940 | 811 | 838 | 1,000 | |
| | 30 to 50 | 1,228 | 1,416 | 1,642 | 1,847 | |
| | Above 50 | 39 | 36 | 49 | 54 | |
| By nationality | Korea | 2,177 | 2,239 | 2,498 | 2,867 | |
| | USA | 14 | 12 | 15 | 19 | |
| | India | 5 | 3 | 2 | 2 | |
| | Others ²⁾ | 11 | 9 | 14 | 13 | |
| | By job level | Person | 91 | 105 | 144 | 165 |
| By job level | Director (Technical Director) and above | 91 | 105 | 144 | 165 | |
| | Male | 66 | 75 | 107 | 120 | |
| | Female | 25 | 30 | 37 | 45 | |
| | Manager (Supervisor) – Senior Manager (Senior Supervisor) | 599 | 655 | 814 | 898 | |
| | Male | 371 | 398 | 494 | 534 | |
| | Female | 228 | 257 | 320 | 364 | |
| | Assistant Manager (Assistant Supervisor) and below ³⁾ | 1,517 | 1,503 | 1,571 | 1,838 | |
| | Male | 849 | 826 | 859 | 1,031 | |
| | Female | 668 | 677 | 712 | 807 | |
| | By job function | Person | 701 | 727 | 679 | 709 |
| By job function | Research | 701 | 727 | 679 | 709 | |
| | Male | 299 | 304 | 287 | 292 | |
| | Female | 402 | 423 | 392 | 417 | |
| | Production | 1,134 | 1,159 | 1,246 | 1,494 | |
| | Male | 760 | 767 | 816 | 977 | |
| | Female | 374 | 392 | 430 | 517 | |
| | Sales ⁴⁾ | - | - | 95 | 113 | |
| | Male | - | - | 50 | 67 | |
| | Female | - | - | 45 | 46 | |
| | Office administration | 372 | 377 | 509 | 585 | |
| | Male | 227 | 228 | 307 | 349 | |
| | Female | 145 | 149 | 202 | 236 | |
| By management position ⁵⁾ | Total managers | 248 | 268 | 387 | 395 | |
| | Male | 167 | 181 | 270 | 279 | |
| | Female | 81 | 87 | 117 | 116 | |
| | High-level managers ⁶⁾ | 17 | 22 | 42 | 43 | |
| | Male | 12 | 18 | 31 | 32 | |
| | Female | 5 | 4 | 11 | 11 | |

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | |
|--------------------------------------|---|------------------------------------|--------|------|------|------|------|
| By management position ⁵⁾ | Mid-level managers | Person | 52 | 54 | 85 | 86 | |
| | Male | Person | 36 | 35 | 64 | 65 | |
| | Female | Person | 16 | 19 | 21 | 21 | |
| | Low-level managers | Person | 179 | 192 | 260 | 266 | |
| | Male | Person | 119 | 128 | 175 | 182 | |
| | Female | Person | 60 | 64 | 85 | 84 | |
| | Percentage of managers by nationality | Korea | % | 97.2 | 97.4 | 97.4 | 97.5 |
| | | USA | % | 2 | 1.9 | 1.6 | 1.5 |
| | | India | % | - | - | - | - |
| | | Others | % | 0.8 | 0.7 | 1.0 | 1.0 |
| By diversity | Foreign national employees | No. of foreign national employees | Person | 30 | 24 | 31 | 34 |
| | Percentage of foreign national employees | % | 1.4 | 1.1 | 1.2 | 1.2 | |
| | Employees with disabilities | No. of employees with disabilities | Person | 2 | 2 | 2 | 2 |
| | Percentage of employees with disabilities | % | 0.1 | 0.1 | 0.1 | 0.1 | |

- 1) Prepared based on the “Status of Employees and Others” section in the annual report
- 2) 8 employees from Canada, 2 from China, 1 from the Philippines, 1 from Saudi Arabia, and 1 from Argentina
- 3) Assistant Manager, Associate, Assistant Supervisor, special contract staff, interns, part-timers
- 4) Sales staff from Celltrion Healthcare were included in 2023 following the merger with Celltrion
- 5) High-level managers (head of division or above), Mid-level managers (head of department), and Low-level managers (team leader and deputy team leader)
- 6) As of 2024, approximately 60% of high-level managers resided in Incheon, South Korea, where our major business sites are located

New Hires¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|---|---------------------|--------|------|------|------|-----|
| Total No. of new hires | Person | 183 | 185 | 363 | 514 | |
| By gender | Male | Person | 91 | 86 | 203 | 277 |
| | Female | Person | 92 | 99 | 160 | 237 |
| By age | Under 30 | Person | 123 | 130 | 175 | 398 |
| | 30 to 50 | Person | 59 | 55 | 187 | 108 |
| | Above 50 | Person | 1 | - | 1 | 8 |
| By nationality | Korea | Person | 179 | 184 | 354 | 509 |
| | USA | Person | 2 | - | 3 | 4 |
| | India | Person | 1 | - | - | - |
| | Others | Person | 1 | 1 | 6 | 1 |
| By manager level | High-level managers | Person | - | - | - | 1 |
| | Mid-level managers | Person | - | - | 15 | - |
| | Low-level managers | Person | 3 | 1 | 36 | 2 |
| Internal recruitment rate ²⁾ | % | 89 | 61 | 85 | 25 | |

- 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)

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Social

Turnover (Retirement)¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------|---------------------|------|------|------|------|
| Overall turnover rate ²⁾ | % | 13.4 | 14.5 | 11.7 | 11.6 |
| Voluntary turnover rate ³⁾ | % | 8.2 | 9.2 | 7.7 | 4.8 |
| By gender | Male | 86 | 96 | 86 | 58 |
| | Female | 90 | 108 | 88 | 64 |
| By age | Under 30 | 132 | 108 | 86 | 35 |
| | 30 to 50 | 40 | 91 | 87 | 84 |
| | Above 50 | 4 | 5 | 1 | 3 |
| Number of voluntary leavers | Korea | 171 | 199 | 171 | 120 |
| | USA | 2 | 1 | 1 | - |
| | India | 1 | 1 | 1 | - |
| | Others | 2 | 3 | 1 | 2 |
| By manager level | High-level managers | 5 | 2 | - | - |
| | Mid-level managers | 1 | 1 | 1 | 2 |
| | Low-level managers | - | 5 | 5 | 3 |

1) Data for prior years have been restated due to changes in internal management standards
 2) Turnover rate = Number of employees who left during the year / Number of employees in the previous year (Regular & fixed-term employees and contract employees).
 3) Voluntary turnover rate: Employees who leave based on their own decision, independent of the organization's intention (e.g., job change, resignation)

Female-to-Male Total Pay Ratio¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|------------------------|--|-------------|------|------|------|-----|
| Female-to-male ratio | % | 88 | 86 | 92 | 79 | |
| Average pay per person | Male | KRW million | 81 | 84 | 84 | 106 |
| | Female | KRW million | 71 | 72 | 77 | 84 |
| Executives | Base salary | % | 116 | 92 | 109 | 81 |
| | Base salary + other cash incentives | % | 217 | 100 | 113 | 88 |
| Managers | Base salary | % | 117 | 100 | 102 | 106 |
| | Base salary + other cash incentives | % | 95 | 98 | 99 | 95 |
| Non-managers | Base salary (excluding performance-based incentives) | % | 85 | 88 | 92 | 94 |

1) Salaries vary depending on years of service and performance evaluations, with no differences based on gender, job position, or business site

Labor-Management Council

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|------|
| Percentage of employees represented by an independent labor union or covered by a collective bargaining agreement | % | 100 | 100 | 100 | 100 |

Parental Leave Users and Returnees¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|--------|------|------|------|------|
| Employees who used childbirth leave | Person | 89 | 85 | 87 | 100 |
| Male | Person | 59 | 51 | 51 | 63 |
| Female | Person | 30 | 34 | 36 | 37 |
| Employees who took parental leave | Person | 33 | 59 | 65 | 73 |
| Male | Person | 5 | 11 | 13 | 29 |
| Female | Person | 28 | 48 | 52 | 44 |
| Percentage of employees who returned to work after parental leave ²⁾ | % | 97 | 98 | 82 | 95 |
| Male | % | 100 | 100 | 76 | 88 |
| Female | % | 97 | 98 | 84 | 98 |
| Percentage of employees retained 12 months after returning from parental leave ³⁾ | % | 97 | 94 | 93 | 93 |
| Male | % | 100 | 100 | 100 | 85 |
| Female | % | 96 | 93 | 91 | 95 |

1) Data for prior years have been restated due to changes in internal management standards
 2) 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)
 3) 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)

Occupational Safety and Health¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|---|------------------------------|----------------------------------|--------|--------|--------|--------|
| Industrial accident rate ²⁾ | Employees | % | - | 0.18 | 0.08 | 0.10 |
| | Suppliers | % | - | 0.04 | 0.56 | 0.92 |
| LTIFR (Lost Time Injury Frequency Rate) ³⁾ | Employees | Case per 1 million working hours | 2.83 | 1.47 | 1.15 | 1.29 |
| | Suppliers | Case per 1 million working hours | - | 1.32 | 2.32 | 6.74 |
| Fatalities | Employees | Person | - | - | - | - |
| | Suppliers | Person | - | - | - | - |
| Training on occupational safety and health | Total training hours | Hour | 39,024 | 42,984 | 43,176 | 60,420 |
| | Total number of participants | Person | 2,098 | 2,289 | 2,305 | 2,800 |

1) Data for prior years have been restated due to changes in internal management standards
 2) Rate of industrial accidents = (Number of employees injured in occupational accidents) / (Total number of employees) × 100
 3) LTIFR (Lost Time Injury Frequency Rate) = (Number of incidents that resulted in lost work) / (Total hours worked) × 1,000,000

Employee Engagement¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|------------------------------|------|------|------|------|------|
| Highly engaged employee rate | % | N/A | 58 | 58 | 71 |
| Employee participation rate | % | N/A | 27 | 40 | 38 |

1) The employee engagement surveys have been conducted since 2022

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Education and Training¹⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|---|---|-------------------|--------|--------|--------|--------|
| Average training hours per person | Hour/Person | 5.4 | 8.1 | 8.1 | 9.3 | |
| Total training hours | Hour | 11,808 | 18,300 | 20,422 | 26,955 | |
| Total training expenses | KRW million | 120 | 205 | 242 | 268 | |
| By gender | Male | Hour/Person | 5.3 | 9.6 | 8.0 | 9.4 |
| | Female | Hour/Person | 5.5 | 6.0 | 8.1 | 9.2 |
| By type of contract | Permanent employees (regular) | Hour/Person | 5.4 | 8.5 | 8.5 | 9.9 |
| | Fixed-term contract employees (contract) | Hour/Person | 4.4 | 2.4 | 2.6 | 2.3 |
| Training hours per person | Director (Technical Director) and above | Hour/Person | 5.4 | 4.0 | 4.2 | 4.6 |
| | Manager (Supervisor) - Senior Manager (Senior Supervisor) | Hour/Person | 4.4 | 5.7 | 6.1 | 7.8 |
| | Assistant Manager (Assistant Supervisor) and below | Hour/Person | 5.7 | 9.4 | 9.5 | 10.4 |
| By job function | Research | Hour/Person | 6.2 | 6.5 | 9.7 | 10.2 |
| | Production | Hour/Person | 3.9 | 4.9 | 6.0 | 7.8 |
| | Sales staff | Hour/Person | N/A | N/A | N/A | 5.0 |
| | Office administration | Hour/Person | 8.2 | 20.8 | 12.4 | 12.7 |
| By gender | Male | KRW 10,000/Person | 6.2 | 10.5 | 8.2 | 8.9 |
| | Female | KRW 10,000/Person | 4.4 | 7.1 | 11.4 | 9.7 |
| By type of contract | Permanent employees (regular) | KRW 10,000/Person | 5.6 | 9.3 | 10.2 | 9.8 |
| | Fixed-term contract employees (contract) | KRW 10,000/Person | 2.5 | 5.8 | 1.2 | 1.8 |
| Training expenses per person | Director (Technical Director) and above | KRW 10,000/Person | 2.2 | 12.5 | 4.7 | 8.1 |
| | Manager (Supervisor) - Senior Manager (Senior Supervisor) | KRW 10,000/Person | 4.1 | 7.5 | 9.6 | 12.6 |
| | Assistant Manager (Assistant Supervisor) and below | KRW 10,000/Person | 6.2 | 9.5 | 10.0 | 7.7 |
| By job function | Research | KRW 10,000/Person | 4.4 | 13.6 | 15.6 | 19.0 |
| | Production | KRW 10,000/Person | 3.7 | 3.7 | 3.4 | 3.9 |
| | Sales staff | KRW 10,000/Person | N/A | N/A | N/A | 3.8 |
| | Office administration | KRW 10,000/Person | 12.8 | 17.0 | 18.2 | 12.0 |
| New employee orientation training | Training hours | Hour | 3,850 | 2,338 | 2,175 | 9,308 |
| | No. of participants | Person | 154 | 187 | 174 | 430 |
| Sexual harassment prevention training | Training hours | Hour | 2,079 | 2,128 | 2,234 | 2,544 |
| | No. of participants | Person | 2,079 | 2,128 | 2,234 | 2,544 |
| Awareness training on disabilities | Training hours | Hour | 2,079 | 2,128 | 2,234 | 2,546 |
| | No. of participants | Person | 2,079 | 2,128 | 2,234 | 2,546 |
| Job training | Training hours | Hour | 3,800 | 11,706 | 13,779 | 12,557 |
| | No. of participants | Person | 254 | 434 | 895 | 566 |
| Human capital ROI (HCROI) ²⁾ | - | 3.6 | 3.1 | 2.9 | 1.8 | |

1) Prior-year data recalculated due to changes in internal management standards
 2) 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.

Supplier Overview

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | | |
|--|-------------------------|-------------------------|------------------|---------|------|-----|-----|-----|
| Number of Tier-1 Suppliers | Company | N/A | 374 | 377 | 402 | | | |
| Key Suppliers ¹⁾ | No. of suppliers | Company | N/A | 19 | 22 | 31 | | |
| | Percentage of purchases | % | N/A | 80 | 80 | 80 | | |
| | By region | Domestic | No. of suppliers | Company | N/A | 2 | 4 | 11 |
| | | Percentage of purchases | % | N/A | 7 | 10 | 15 | |
| | Overseas | No. of suppliers | Company | N/A | 17 | 18 | 20 | |
| | | Percentage of purchases | % | N/A | 73 | 70 | 65 | |
| Tier-1 Suppliers (excluding Key Suppliers) | No. of suppliers | Company | N/A | 355 | 355 | 371 | | |
| | Percentage of purchases | % | N/A | 20 | 20 | 20 | | |
| | By region | Domestic | No. of suppliers | Company | N/A | 248 | 253 | 272 |
| | | Percentage of purchases | % | N/A | 8 | 9 | 9 | |
| | Overseas | No. of suppliers | Company | N/A | 107 | 102 | 99 | |
| | | Percentage of purchases | % | N/A | 11 | 11 | 11 | |

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.

Quality Inspection

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | |
|--|----------------------------------|--|------|------|------|---|---|
| Total no. of quality inspections conducted | Case | 7 | 9 | 6 | 10 | | |
| Quality inspection | Customers ¹⁾ | No. of due diligence inspections conducted | Case | 6 | 5 | 5 | 4 |
| | Health authorities ²⁾ | No. of quality inspections conducted | Case | 1 | 3 | 1 | 5 |
| | U.S. FDA | Inspection conducted | Case | - | 1 | - | 1 |
| Recalled products ³⁾ | class 1 | Item | - | - | - | - | |
| | class 2 | Item | - | - | - | - | |
| Economic value of recalled products | KRW million | - | - | - | - | | |

1) Customers refer to distributors, Qualified Persons (QP), and certifying bodies such as BSI (ISO 9001).
 2) Health authorities include those in Korea, Russia, Turkey, and Europe (The U.S. is indicated separately).
 3) Report only cases initiated and closed by Celltrion, Inc.

Social Compliance

| Category | Unit | 2021 | 2022 | 2023 | 2024 | |
|---|---|------|------|------|------|---|
| 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 | 1 | 2 | - | - |
| | No. of cases that received official warnings for legal violations | Case | - | - | - | - |
| | No. of cases that violated internal regulations | Case | - | - | - | - |

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Social Contribution and Community Engagement

| Category | | Unit | 2021 | 2022 | 2023 | 2024 | |
|---------------------|---|----------------------------------|-------------|-------|-------|-------|-------|
| Social Contribution | Community Engagement | Total donations | KRW million | 1,608 | 2,236 | 2,581 | 2,274 |
| | | Charitable donations | KRW million | 535 | 420 | 789 | 241 |
| | | Community investments | KRW million | 1,073 | 1,816 | 1,792 | 2,033 |
| | Employees volunteering | Total participants ¹⁾ | Person | 2 | 74 | 111 | 177 |
| | | Participation rate | % | 0.1 | 3.3 | 4.4 | 6.1 |
| | | Total participation hours | Hour | 4 | 74 | 145 | 360 |
| | | Volunteer hours per person | Hour/Person | 2 | 1 | 1 | 2 |
| Local communities | No. of local community participation and development programs conducted at business sites ²⁾ | Program | 1 | 1 | 3 | 4 | |

1) In 2021, only a minimum number of participants took part to maintain the Volunteer Management System (VMS) certification.

2) The program is centrally managed by headquarters and implemented across all operational sites.

Political Contributions and Association Dues¹⁾²⁾

| Category | Unit | 2021 | 2022 | 2023 | 2024 |
|--|-------------|------|------|------|------|
| Association dues for the bioindustry | KRW million | 59 | 74 | 204 | 216 |
| Korea Biomedicine Industry Association (KoBIA) | KRW million | 36 | 36 | 36 | 36 |
| Korea BIO | KRW million | 18 | 33 | 33 | 33 |
| Korea AEO Association (KAA) | KRW million | 5 | 5 | 6 | 6 |
| Medicines for Europe | KRW million | N/A | N/A | 129 | 141 |

1) Adjusted from previously reported figures due to changes in decimal calculation method.

2) 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 does not engage in lobbying or political contributions.

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Due to the merger with Celltrion Healthcare on December 28, 2023, the criteria for calculating governance performance in 2023 are as follows: Year-end performance is based on the merged entity, Celltrion. For annual performance data, figures prior to the merger date reflect pre-merger Celltrion, while data after the merger reflect the merged Celltrion. Quantitative performance values are marked as “-” when the value is zero, and as “N/A” when data is unavailable.

Governance

Shareholders and Dividends

| Category | | Unit | 2021 | 2022 | 2023 | 2024 |
|-----------------------------|------------------------------------|-------------|----------------|----------------|------------|----------------|
| Composition of shareholders | Major shareholders and affiliates | Share | 31,266,234 | 32,103,218 | 61,365,142 | 61,427,847 |
| | Foreign investors | Share | 28,192,316 | 28,776,801 | 43,386,798 | 39,067,987 |
| | Domestic institutional investors | Share | 14,954,918 | 19,019,804 | 20,312,966 | 27,777,654 |
| | Individuals and other corporations | Share | 62,210,530 | 57,892,884 | 82,142,623 | 76,757,385 |
| | Treasury shares | Share | 1,323,130 | 3,012,503 | 13,082,991 | 12,047,681 |
| Dividends paid | Total dividends | KRW million | 105,200 | 57,184 | 103,603 | 153,773 |
| | Dividend per share | KRW | 750 | 375 | 500 | 750 |
| | Cash dividend payout ratio | % | 17.68 | 9.61 | 19.34 | 36.38 |
| | Cash dividend yield | % | 0.37 | 0.21 | 0.27 | 0.39 |
| | Type of dividend | - | Stock and cash | Stock and cash | Cash | Stock and cash |

Board of Directors

| Category | | Unit | 2021 | 2022 | 2023 | 2024 | |
|--------------------------|------------------------|---|--------|------|------|------|----|
| Composition of the Board | Total | Person | 9 | 9 | 12 | 12 | |
| | By type | Inside Directors | Person | 4 | 4 | 4 | 4 |
| | | Independent Directors | Person | 5 | 5 | 8 | 8 |
| | By gender | Male | Person | 9 | 8 | 10 | 10 |
| | | Female | Person | - | 1 | 2 | 2 |
| Operation of the Board | No. of Meetings | Times | 10 | 12 | 17 | 16 | |
| | BoD participation rate | BoD participation rate | % | 93 | 94 | 97 | 92 |
| | | Average attendance of independent directors | % | 92 | 90 | 95 | 94 |
| | No. of Agenda Items | Resolutions | Cases | 29 | 34 | 39 | 32 |
| | | Reports | Cases | 8 | 9 | 11 | 10 |

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Governance

Board Committees

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | |
|---|--|--------------------|-------|------|------|-----|-----|
| Audit Committee | Percentage of independent directors on committee | % | 100 | 100 | 100 | 100 | |
| | Committee operation | Meetings held | Times | 6 | 9 | 7 | 6 |
| | | Participation rate | % | 93 | 86 | 89 | 96 |
| | No. of Agenda Items | Resolutions | Cases | 3 | 8 | 5 | 19 |
| Reports | | Cases | 22 | 22 | 27 | 20 | |
| Compensation Committee | Percentage of independent directors on committee | % | 100 | 100 | 100 | 100 | |
| | Committee operation | Meetings held | Times | 2 | 4 | 5 | 3 |
| | | Participation rate | % | 90 | 85 | 96 | 100 |
| | No. of Agenda Items | Resolutions | Cases | 2 | 5 | 6 | 5 |
| Reports | | Cases | - | - | - | 2 | |
| Independent Director Candidate Recommendation Committee ¹⁾ | Percentage of independent directors on committee | % | 100 | 100 | 100 | 100 | |
| | Committee operation | Meetings held | Times | - | 2 | - | 2 |
| | | Participation rate | % | N/A | 88 | N/A | 100 |
| | No. of Agenda Items | Resolutions | Cases | N/A | 2 | N/A | 2 |
| Reports | | Cases | N/A | - | N/A | - | |
| ESG Committee ²⁾ | Percentage of independent directors on committee | % | N/A | 100 | 100 | 100 | |
| | Committee operation | Meetings held | Times | N/A | 2 | 2 | 3 |
| | | Participation rate | % | N/A | 100 | 80 | 100 |
| | No. of Agenda Items | Resolutions | Cases | N/A | 3 | 4 | 4 |
| Reports | | Cases | N/A | - | 1 | 1 | |

1) Held on a biennial basis
2) Newly established in 2022

Ethics and Anti-Corruption

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | | |
|--------------------------------|---|---|---|---------------------------|-------|-----|-----|---|
| Anticorruption risk management | Anticorruption risk assessment | Percentage of sites assessed for risk | % | 100 | 100 | 100 | 100 | |
| | | Total operational sites | Site | 3 | 3 | 3 | 3 | |
| | Suppliers abiding by our anti-corruption policy (Code of Ethics) | Operational sites assessed for anti-corruption risk | Site | 3 | 3 | 3 | 3 | |
| | | Company | 3 | 5 | 5 | 7 | | |
| Ethics reporting and actions | Status of ethics reporting and actions ¹⁾ | Processing rate | % | 100 | 100 | 100 | 100 | |
| | | No. of reports and submissions | Cases | 35 | 18 | 21 | 46 | |
| | | No. of cases resolved | Cases | 35 | 18 | 21 | 46 | |
| | Disciplinary actions ³⁾ | Total No. of disciplinary actions | Cases | 30 | 15 | 10 | 5 | |
| | | | Disciplinary action by type ²⁾ | Minor disciplinary action | Cases | 16 | 5 | 4 |
| | | Major disciplinary action | | Cases | 14 | 10 | 6 | 4 |
| | | Disciplinary action by cause | Neglect of duty | Cases | 6 | 6 | 2 | 1 |
| | | | Conflict of interest | Cases | - | - | 1 | - |
| | | | Bribery | Cases | - | - | 1 | - |
| | | | Misappropriation of assets | Cases | 1 | - | - | - |
| Money laundering | Cases | | - | - | - | - | | |
| Governance compliance | No. of legal actions taken in connection with ethical violations and corruption | Insider trading | Cases | - | - | - | - | |
| | | Workplace bullying/sexual harassment | Cases | 4 | 5 | 1 | 2 | |
| | | Breach of information security | Cases | 7 | 1 | 1 | - | |
| Governance compliance | No. of legal actions taken due to anti-competitive practices | Other ethical violations | Cases | 12 | 3 | 4 | 2 | |
| | | No. of partner contract terminations due to ethical violations and corruption | Cases | - | - | - | - | |
| | | No. of partner contract terminations due to ethical violations and corruption | Cases | - | - | - | - | |

1) Cases received and reported include cases of discrimination, and discrimination did not occur in 2024.
2) Minor disciplinary action: Reprimand or less severe (reprimand/warning), Major disciplinary action: Salary reduction or more severe (dismissal/demotion/suspension/salary reduction)
3) Data for prior years have been restated due to changes in internal management standards.

Information Security

| Category | Unit | 2021 | 2022 | 2023 | 2024 | | |
|---|--|--|-------|-------|-------|-------|---|
| Information Security Investment | Investment amount | KRW million | 1,071 | 1,466 | 2,848 | 2,610 | |
| Information Security Training ¹⁾ | Training hours | Hour | 2,106 | 2,340 | 2,984 | 2,644 | |
| | No. of participants | Person | 2,106 | 2,160 | 2,238 | 2,644 | |
| 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.

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GRI Standards Index

Celltrion reports its sustainability information and performance for the period from January 1 to December 31, 2024, in accordance with the GRI Standards 2021. As of the reporting date (June 2025), 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.

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General Disclosures

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| | 2-2 | Entities included in the organization's sustainability reporting | 2, 135, 140, 147 | |
| | 2-3 | Reporting period, frequency and contact point | 2 | |
| | 2-4 | Restatements of information | | Any restatements are indicated through footnotes in the respective sections. |
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| | 2-6 | Activities, value chains, and other business relationships | 14-21 | |
| | 2-7 | Employees | 140-141 | |
| | 2-8 | Workers who are not employees | | FY2024 Annual Report 397p |
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| | 2-16 | Communication of critical concerns | 110 | FY2024 Annual Report 369-372p |
| | 2-17 | Collective knowledge of the highest governance body | 77, 110 | |
| | 2-18 | Evaluation of the performance of the highest governance body | 112-113 | |
| | 2-19 | Remuneration policies | 112-113 | FY2024 Annual Report 400-401p |
| | 2-20 | Process to determine remuneration | 122-123 | |
| | 2-21 | Annual total compensation ratio | 113 | |
| | 2-22 | Statement on sustainable development strategy by the highest governance body | 12-13 | |
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| | 2-25 | Processes to remediate negative impacts | 73-75, 99-102 | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 73 | |
| | 2-27 | Compliance with laws and regulations | 136, 145, 149 | |
| | 2-28 | Membership associations | 162 | |
| | 2-29 | Approach to stakeholder engagement | 32-33 | |
| | 2-30 | Collective bargaining agreements | 81, 142 | |

Material Topics

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|--------------------------------|----------------|---|-------------------|------------------------|
| Disclosures on material topics | 3-1 | Process to determine material topics | 28 | |
| | 3-2 | List of material topics | 29 | |
| | 3-3 | Management approach for material topics | 29 | |

1. R&D Innovation

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|---------------------------|----------------|---|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 90-91 | |
| Indirect Economic Impacts | 203-1 | Infrastructure investments and services supported | 90-94 | |
| | 203-2 | Significant indirect economic impacts | 90-94 | |

2. Access to Healthcare

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|---------------------------|----------------|---|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 95-99 | |
| Indirect Economic Impacts | 203-1 | Infrastructure investments and services supported | 95-99 | |
| | 203-2 | Significant indirect economic impacts | 95-99 | |

3. Product Responsibility and Safety

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|----------------------------|----------------|---|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 86-87 | |
| Customer Health and Safety | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 145 | |

4. Ethical management

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|------------------|----------------|--|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 116-119 | |
| Anti-corruption | 205-1 | Operations assessed for risks related to corruption | 117, 149 | |
| | 205-2 | Communication and training about anti-corruption policies and procedures | 118, 182 | |
| | 205-3 | Confirmed incidents of corruption and actions taken | 149 | |

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5. Supply Chain Management

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|-----------------------------------|----------------|--|-------------------|---|
| Material Topics | 3-3 | Management approach for material topics | 29, 98-99 | |
| Procurement Practices | 204-1 | Proportion of spending on local suppliers | 98, 145 | Celltrion's major business sites are located in South Korea |
| Supplier Environmental Assessment | 308-1 | New suppliers that were screened using environmental criteria | 101 | |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken | 98-102 | |
| Supplier Social Assessment | 414-1 | New suppliers that were screened using social criteria | 101 | |
| | 414-2 | Negative social impacts in the supply chain and actions taken | 98-102 | |

6. Climate Change Response

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|----------------------|----------------|---|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 50-63 | |
| Economic Performance | 201-2 | Financial implications and other risks and opportunities due to climate change | 52-60 | |
| Energy | 302-1 | Energy consumption within the organization | 135 | |
| | 302-3 | Energy intensity | 135 | |
| | 302-4 | Reduction of energy consumption | 136 | |
| | 305-1 | Direct (Scope 1) GHG emissions | 61, 135 | |
| Emissions | 305-2 | Energy indirect (Scope 2) GHG emissions | 61, 135 | |
| | 305-3 | Other indirect (Scope 3) GHG emissions | 61, 135 | |
| | 305-4 | GHG emissions intensity | 135 | |
| | 305-5 | Reduction of GHG emissions | 136 | |
| | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 41, 137 | |

7. Governance

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|---------------------------------|----------------|--|-------------------|----------------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 140-141 | |
| Diversity and Equal Opportunity | 405-1 | Diversity of governance bodies and employees | 108, 159-160 | Reference to TCFD and ISSB Index |

8. Waste

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|------------------|----------------|--|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 42-43 | |
| Waste | 306-1 | Waste generation and significant waste-related impacts | 42-43 | |
| | 306-2 | Management of significant waste-related impacts | 42-43 | |
| | 306-3 | Waste generated | 42-43, 137 | |
| | 306-4 | Waste diverted from disposal | 42-43, 137 | |
| | 306-5 | Waste directed to disposal | 42-43, 137 | |

9. Corporate Culture

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|------------------------|----------------|--|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 76, 77-78 | |
| Employment | 401-1 | New employee hires and employee turnover | 141-142 | |
| | 401-3 | Parental leave | 80, 143 | |
| Training and Education | 404-1 | Average hours of training per year per employee | 144 | |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | 76-78 | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 79 | |

10. Biodiversity

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|------------------|----------------|---|-------------------|------------------------|
| Material Topics | 3-3 | Management approach for material topics | 29, 64-65 | |
| Biodiversity | 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 66-67 | |
| | 304-2 | Significant impacts of activities, products and services on biodiversity | 64-69 | |
| | 304-3 | Habitats protected or restored | 69 | |
| | 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | 66-67 | |

Non-Material Topics

| Disclosure Topic | GRI Indicators | Description | Reference Page(s) | Additional Information |
|---------------------------------|----------------|--|-------------------|------------------------|
| Economic Performance | 201-1 | Direct economic value generated and distributed | 132-134 | |
| | 201-4 | Financial assistance received from the government | 90 | |
| Tax | 207-1 | Approach to tax | 123, 181 | |
| | 207-2 | Tax governance, control, and risk management | 123, 181 | |
| | 207-4 | Stakeholder engagement and management of concerns related to tax | 134 | |
| Water and Effluents | 303-2 | Management of water discharge related impacts | 45, 136 | |
| | 303-3 | Water withdrawal | 136 | |
| | 303-4 | Water discharge | 136 | |
| | 303-5 | Water consumption | 136 | |
| Diversity and Equal Opportunity | 405-2 | Ratio of basic salary and remuneration of women to men | 142 | |
| Local Communities | 413-1 | Operations with local community engagement, impact assessments, and development programs | 146 | |

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SASB Index

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

Biotechnology & Pharmaceuticals

| SASB 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 | We have established clinical trial management policies and internal management procedures that align with international standards governing ethical/scientific quality management. (Sustainability Report p.88-89) |
| | 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 | We have 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 2024. |
| Access to Medicines | 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 | We develop biosimilars that deliver equivalent efficacy at affordable prices compared to their reference products and explore new formulations to improve access to medicines for patients. (Sustainability Report p.7, 95-97) |
| | HC-BP-240a.2 | List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Program (PQP) | For details of the prequalification status of the company's products, refer to the Prequalified Lists available on the WHO website. |
| Affordability & Pricing | HC-BP-240b.2 | Percentage change in: (1) weighted average list price and (2) weighted average net price across the product portfolio compared to the previous reporting period | (1) Percentage change in weighted average list price: 0% (2) Percentage change in weighted average net price: -3.4% |
| | HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period | (1) Percentage change in list price: 0% (2) Percentage change in net price of product with the largest increase: 200% |
| Drug Safety | HC-BP-250a.1 | Products listed in public medical product safety or adverse event alert databases | For details on the class 1 recall made in 2022 by Celltrion USA, Inc. for our DiaTrust COVID-19 Ag product, refer to the FDA MedWatch website. |
| | HC-BP-250a.2 | Number of fatalities associated with products | Information on the number of fatalities associated with the product is publicly available through the FDA Adverse Event Reporting System (FAERS). |
| | HC-BP-250a.3 | (1) Number of recalls issued, (2) total units recalled | No recalls were issued in 2024. |
| Counterfeit Drugs | HC-BP-250a.5 | Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type | No violations occurred in 2024. |
| | HC-BP-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting | All products distributed to the market are managed with assigned serial numbers starting from the shipment stage. |

| SASB Topic | SASB Code | Accounting Metrics | Response / Reference & Page(s) |
|---|--------------|--|--|
| 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 2024. |
| | HC-BP-270a.2 | Description of the code of ethics governing the promotion of off-label use of products | Our Code of Ethics prohibits any promotion of unauthorized medicines, and our Good Marketing Practices policy specifies that all promotional materials must align with the approved product information. |
| Employee Recruitment, Development & Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development staff | We operate a range of training programs to help our R&D workforce improve their expertise. To build a new R&D center and provide an optimal research environment, we are actively catering to the needs of our R&D workforce and are expanding facilities. (Sustainability Report p.76-77, 90) |
| | 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 | We disclose data on voluntary turnover by gender and age. (Sustainability Report p.142) |
| 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 | We conduct regular quality audits of respective suppliers to help them remain compliant with cGMP (current Good Manufacturing Practice) standards and manage our suppliers through supplier ESG assessment to build long-term, constructive relationships. (Sustainability Report p.98-102) |
| Business Ethics | HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | In 2024, no monetary losses occurred as a result of legal proceedings associated with corruption and bribery. We also publicly disclose matters related to significant legal and disciplinary actions through our regular disclosures and annual reports each year. |
| | HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals | Our Code of Ethical Conduct and Detailed Regulations for Interaction with Stakeholders include provisions on the offering of economic benefits to Health Care Professionals (HCPs), and we engage in regular training, review, and guidance to report on relevant practices. Such reports are provided in accordance with the procedures required by respective countries and are disclosed accordingly. |
| Activity Metrics | HC-BP-000.A | Number of patients treated | Based on annual sales and medication usage data, we estimate that approximately 597,829 patients were treated in 2024. (Sustainability Report p.95) |
| | HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | Approved products (17), pipelines (7): Phase 1(2), Phase 2(1), Phase 3(4) (Sustainability Report p.21, 91) |

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Health Care Distributors

| SASB Topic | SASB Code | Accounting Metrics | Response / Reference & Page(s) |
|------------------------------|--------------|---|---|
| Fleet Fuel Management | HC-DI-110a.2 | Description of efforts to reduce the environmental impact of logistics | As of 2024, Celltrion has conducted Life Cycle Assessments (LCA) for six products to evaluate the environmental impacts associated with transportation. The results are used to prioritize environmental improvement activities and to establish carbon reduction strategies. |
| | HC-DI-250a.1 | Total amount of monetary losses as a result of legal proceedings associated with product safety | No losses were incurred in 2024. (Sustainability Report p.145) |
| Product Safety | HC-DI-250a.2 | Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery | We carry out pharmacovigilance activities throughout the entire product life cycle of medicines to ensure their safe use and risk management. (Sustainability Report p.89) |
| | HC-DI-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting | All products supplied to the market are managed with assigned serial numbers and tracked throughout the distribution chain from the point of release. |
| Product Lifecycle Management | HC-DI-410a.1 | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle | We conducted LCA(Life Cycle Assessment) for our products and have established our track record and plans for transitioning to eco-friendly packaging. (Sustainability Report p.48-49) |
| | HC-DI-510a.1 | Description of efforts to minimize conflicts of interest and unethical business practices | We have established and disclosed our ethical norms - the Ethics Policy and the Code of Ethical Conduct - which apply to all our employees to ensure their fair business conduct, and we have made them publicly available. These ethical norms include provisions on respect for the principle of free competition, prohibition of unfair trade, fulfillment of BI (Business Intelligence)-related information security responsibility, and compliance with ethical marketing practices, along with zero tolerance towards any type of unethical business practices. We regularly collect pledges signed to fully understand and abide by our ethical norms each year and include violation of these ethical norms in our disciplinary regulations for management and oversight. |
| Business Ethics | HC-DI-510a.2 | Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices | In 2024, no monetary losses were incurred due to bribery, corruption, or other unethical business conduct. We also publicly disclose matters related to significant legal and disciplinary actions through our regular disclosures and annual reports. |
| | HC-DI-000.A | Number of pharmaceutical units sold by product category | An estimated 12,721,937 units of our biopharmaceuticals were sold in 2024. (Sustainability Report p.95) |
| Activity Metrics | HC-DI-000.B | Number of medical devices sold by product category | None of Celltrion's products are classified as medical devices. |

ISSB Index

Celltrion discloses the four core areas—governance, strategy, risk management, and metrics and targets— are set out by the International Sustainability Standards Board (ISSB) under the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards.

| Disclosure Topic | Disclosure Requirements | R&D Innovation | Access to Healthcare | Product Responsibility and Safety |
|---|--|----------------|----------------------|-----------------------------------|
| Governance | Governance processes, controls, and procedures used to monitor, manage and oversee sustainability-related risks and opportunities. | 90 | 95 | 86 |
| Strategy | The entity's strategy for managing sustainability-related risks and opportunities. | 90-94 | 95-97 | 86-89 |
| Sustainability-related risks and opportunities | Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects. | 91-94 | 95-97 | 86-89 |
| Business model and value chain | The current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain. | 91-94 | 95-97 | 86-89 |
| Strategy and Decision-making | The effects of sustainability-related risks and opportunities on the entity's strategy and decision-making. | 91-94 | 95-97 | 86-89 |
| Financial position, financial performance, and cash flows | Information on the effects of sustainability-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period and the anticipated effects over the short, medium, and long term. | 90 | 96 | 86-89 |
| Resilience | Information on the entity's capacity to adapt to the uncertainties arising from sustainability-related risks, and the resilience of its strategy and business model in relation to its sustainability-related risks. | - | - | - |
| Risk management | Information on processes to identify, assess, prioritize, and monitor sustainability-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process | 90 | 95-96 | 86-89 |
| Metrics and Targets | Information on the metrics and targets used to assess and manage sustainability-related risks and opportunities, including progress toward any targets set by the entity, as well as any targets required by law or regulation. | 90-91 | 95-97 | 86-89 |

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





TCFD Index

Celltrion 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 | Reference / Page(s) |
|---|---|---------------------|
| 1. Governance Disclose the organization’s governance around climate-related risks and opportunities. | A. Describe the board’s oversight of climate-related risks and opportunities B. Describe management’s role in assessing and managing climate-related risks and opportunities. | 50-51 |
| 2. 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. | A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | 52-58 |
| 3. Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks. | A. Describe the organization’s processes for identifying and assessing climate-related risks. B. Describe the organization’s processes for managing climate-related risks. C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. | 59-60 |
| 4. Metrics and Targets Disclose the metrics and targets used to assess and manage climate-related risks and opportunities where such information is material. | A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes. B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | 61-63 |

UN SDGs

Celltrion actively supports the United Nations Sustainable Development Goals (SDGs) in addressing the economic, environmental, and social challenges facing humanity. We are committed to conducting our business activities in line with the SDGs and the goal of promoting human health and well-being by exerting a positive influence and contributing to the achievement of shared global objectives.

| SDG(s) | Celltrion’s Key Activities (2024) | Reference / Page(s) |
|---|--|---------------------|
|  Goal 1 No Poverty | <ul style="list-style-type: none"> • Support for local communities • Drug pricing • International Procurement Program | 96-97, 105 |
|  Goal 3 Good Health and Wellbeing | <ul style="list-style-type: none"> • Drug pricing • Expansion of biopharmaceutical production capacity • International Procurement Program | 95-97 |
|  Goal 4 Quality Education | <ul style="list-style-type: none"> • Talent recruitment • Talent nurturing | 76-78 |
|  Goal 5 Gender Equality | <ul style="list-style-type: none"> • Diversity and inclusion policy • Diversity and inclusion Program | 72-75 |
|  Goal 6 Clean Water and Sanitation | <ul style="list-style-type: none"> • Waste management • Chemical management • Water management | 42-45 |
|  Goal 7 Affordable and Clean Energy | <ul style="list-style-type: none"> • Energy management • Climate transition plan | 40-41, 58 |
|  Goal 8 Decent Work and Economic Growth | <ul style="list-style-type: none"> • Human rights management system • Human rights management • Raising human rights awareness | 72-75 |
|  Goal 9 Industry, Innovation and Infrastructure | <ul style="list-style-type: none"> • Open innovation (OI) • Creating a bioindustry ecosystem | 94, 103-104 |
|  Goal 12 Responsible Consumption and Production | <ul style="list-style-type: none"> • Waste management • Resource circularity system | 42-43, 47 |
|  Goal 13 Climate Action | <ul style="list-style-type: none"> • Response Status and Plans for Climate-Related Risk and Opportunity • Climate Transition Plan • Celltrion Net Zero Roadmap • Pathways to reduce GHG Reduction | 57-58, 62-63 |
|  Goal 14 Life Below Water | <ul style="list-style-type: none"> • Natural capital risk management • Prepare (Response Activities and Strategy Development) | 65, 68-69 |
|  Goal 16 Peace, Justice and Strong Institutions | <ul style="list-style-type: none"> • Compliance and Ethics Policies • Operation of Anti-Bribery System (ISO 37001) • Reporting of Compliance Breaches • Compliance and Ethics Training and Culture | 116-118 |

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| Year | Award / Recognition | Awarding Organization |
|------|--|---|
| 2022 | Commendation for Contributions to Industrial and Regional Economic Development | The Korea Chamber of Commerce and Industry |
| 2022 | Commendation for Contributions to Strategic Industry Promotion (Bioindustry Sector) | Incheon Metropolitan City |
| 2023 | Commendation for Contributions to Fostering a Sound Tax Payment Culture | Ministry of Economy and Finance |
| 2023 | Grand Prize for Best Practices in Occupational Health | Ministry of Employment and Labor |
| 2023 | Commendation for Contributions to Air Pollutant Reduction | Incheon Metropolitan City |
| 2023 | Best Practice Award in Fire Safety Management | National Fire Agency |
| 2023 | Commendation for Contributions to Preventing Industrial Technology Leakage | Ministry of Trade, Industry and Energy |
| 2023 | Commendation for Contributions to Bioindustry Development and Revitalization of the Regional Economy | Incheon Metropolitan City |
| 2023 | Award for Excellence in Environmental Management | Incheon Metropolitan City |
| 2023 | Certified as Grade P (Excellent) in safety zone management | Jungbu Regional Employment and Labor Administration |
| 2024 | Selected as an Outstanding Workplace for Promoting Employee Health | Ministry of Employment and Labor |
| 2024 | Commendation for Contributions to Customs Administration Development | Incheon Main Customs |
| 2024 | Selected as a 2024 Korea Top Job-Creating Company | Ministry of Employment and Labor |
| 2024 | Achievement Award as a Private Operator of Incheon Startup Park | Incheon Metropolitan City |
| 2024 | Commendation for Contributions to Fire Safety | National Fire Agency |
| 2024 | Safety Zone Certification | Korea Safety Certification Institute |
| 2024 | Commendation for Outstanding Citizen in the Seoul Bio-Medical Sector | Seoul Metropolitan City |
| 2024 | Grand Prize for Excellence in AEO (Authorized Economic Operator) Utilization | Korea Customs Service |
| 2024 | Certified as an Excellent Laboratory in Safety Management | Ministry of Science and ICT |
| 2024 | Taxpayer Honor Award in the Pharmaceutical and Bio Sector (5-time recipient or more) | Joseilbo |

Association Memberships and Sponsorships (As of 2024)

| Organization / Association Name | Unit | Amount |
|---|--------------------|------------|
| Incheon Chamber of Commerce & Industry | KRW million | 107 |
| Korea Biomedicine Industry Association | KRW million | 36 |
| Korea Biotechnology Industry Organization | KRW million | 33 |
| Korea Exchange | KRW million | 26 |
| Korea Pharmaceutical Traders Association | KRW million | 19 |
| Korea Listed Companies Association | KRW million | 15 |
| The Korea Chamber of Commerce and Industry | KRW million | 10 |
| Korea AEO Association | KRW million | 6 |
| Medicines for Europe | KRW million | 141 |
| Others (e.g., Korea Chemicals Management Association) | KRW million | 42 |
| Total Expenditures | KRW million | 435 |

ISO Certifications



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | December 1, 2023 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|-------------------------------|--------------------------------|
| Initial Audit | Annually (December 2020) | BSI |
| Internal Audit | Annually (August 2024) | Safety Management Team |
| Surveillance Audit | Annually (December 2024) | BSI |
| Recertification Audit | Every 3 years (December 2026) | Third-party certification body |



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | December 1, 2023 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|-------------------------------|--------------------------------|
| Initial Audit | Annually (December 2020) | BSI |
| Internal Audit | Annually (August 2024) | Safety Management Team |
| Surveillance Audit | Annually (December 2024) | BSI |
| Recertification Audit | Every 3 years (December 2026) | Third-party certification body |



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | October 13, 2023 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|---|--------------------------------|
| Initial Audit | Annually (October 2020) | BSI |
| Internal Audit | Performed for each team based on annual plans | Quality Audit Team |
| Surveillance Audit | Annually (December 2024) | BSI |
| Recertification Audit | Every 3 years (October 2026) | Third-party certification body |



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | May 23, 2025 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|-------------------------------|--------------------------------|
| Initial Audit | Annually (May 2022) | BSI |
| Internal Audit | Annually (July 2024) | Safety Management Team |
| Surveillance Audit | Annually (July 2024) | BSI |
| Recertification Audit | Every 3 years (December 2026) | Third-party certification body |



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | October 20, 2023 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|------------------------------|--------------------------------|
| Initial Audit | Annually (October 2023) | BSI |
| Internal Audit | Annually (December 2024) | Security Policy Team |
| Surveillance Audit | Annually (September 2024) | BSI |
| Recertification Audit | Every 3 years (October 2025) | Third-party certification body |



| Certified Site / Entity | Scope of Audit | Certification Date |
|-------------------------|------------------------|--------------------|
| Celltrion | 100% of eligible sites | December 17, 2024 |

| Audit Type | Audit Frequency | Conducted By |
|-----------------------|-------------------------------|--------------------------------|
| Initial Audit | Annually (December 2021) | BSI |
| Internal Audit | Annually (November 2024) | Compliance Team |
| Surveillance Audit | Annually (December 2024) | BSI |
| Recertification Audit | Every 3 years (December 2027) | Third-party certification body |

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Independent Assurance Opinion Statement

To: The Stakeholders of Celltrion, Inc.

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the Celltrion Sustainability report 2024-2025 (hereinafter referred to as the "Report"). The Assurer is independent of the Celltrion and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the Celltrion report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by the Celltrion and the assurance was carried out under the assumption that presented the information and data were complete and accurate.

Celltrion 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 only.

The Assurer is responsible for providing Celltrion management 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. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than Celltrion in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

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

- Reporting contents during the period from January 1st to December 31st 2024 included in the Report, Some data included firs half of 2025.
- 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.
- In Accordance with the four principles of AA1000 AccountAbility in the Report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the Report.

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 and other report.

Assurance Level and Type

The assurance levels and types 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.

[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]

201-1-2, 201-4, 203-1-2, 204-1, 205-1-3, 207-1-2, 207-4, 302-1, 302-3-4, 303-2-5, 304-1-4, 305-1-5, 305-7, 306-1-5, 308-1-2, 401-1, 401-3, 404-1-3, 405-1-2, 413-1, 414-1-2, 416-2

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;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staffs on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation.
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results.
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available.
- An assessment of the company's reporting and management processes concerning this report against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the HQ of Celltrion to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment certification body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with Celltrion. 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 assurer was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that Celltrion's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated. 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). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

Inclusivity: Stakeholder Engagement and Opinion

Celltrion defined customers, employees, shareholders/investors, local communities, supplier, and central/local government as a Key Stakeholder Groups. In order to collect opinions by each stakeholder groups in the context of sustainability, operated the stakeholder engagement process. Celltrion conducted a review of the stakeholder engagement process at the monitoring the status of improvement activities, in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. Celltrion disclosed the results related to the process in the Report.

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Independent Assurance Opinion Statement



To: The Stakeholders of Celltrion, Inc.

Materiality: Identification and reporting of material sustainability topics

Celltrion implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. Celltrion conducted global reporting standards analysis, benchmarking and media analysis, identified financial impact and social/environmental impact, and determined key issues for the reporting year through expert review of the impact. Celltrion derived 10 material issues through the relevant process, and disclosed GRI topic standards disclosures related to material issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts

Celltrion operated a management process for material issues in the context of sustainability derived from the materiality assessment. Celltrion established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. Celltrion disclosed the process including policy, indicator, activity and response performance on material issues in the Report.

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

Celltrion identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. The impact of each major issue was reviewed by the ESG governance system. Celltrion established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for material issues, disclosed mid- to long-term plans and strategic system in the Report.

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance;

- In accordance with major sustainability strategy direction and goals, Celltrion disclosed sustainability performance indicators and KPIs. It may be helpful to advance the sustainability management system by strengthening internal control procedures related to these KPI and intergrating over operation management process.

GRI-reporting

Celltrion provided us with their self declaration of compliance within GRI Standards. Based on our review, The Assurer confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by Celltrion and the sector standard was not applied.

Issue Date: 02/05/2025

For and on behalf of BSI (British Standards Institution):



Jungwoo Lee, Lead Assurer, LCSAP

BSI Group Korea Limited: 29, Insa-dong 5-gil, Jongno-gu, Seoul, South Korea
Hold Statement Number: SRA 786674

Seonghwan Lim, Managing Director of BSI Korea

GHG Emissions Verification Statement

CELLTRION INC.

SCOPE

Verification of places of business and emission facilities under the control of CELLTRION INC.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National Greenhouse Gas Inventories
- Operational guidelines for reporting and certification of the Greenhouse Gas emissions trading scheme
- WRI/WBCSD GHG Protocol

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a reasonable assurance level for Scope 1&2, and a limited assurance level for Scope 3, and no significant distortions were found in the verification results
- According to KMR's approach, nothing was found that would lead to a finding that CELLTRION INC. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG emissions and Energy Consumption

| Category | Direct emissions (Scope 1) | Indirect emissions (Scope 2) | SubTotal (Scope 1,2) | Other indirect emissions (Scope 3) | Total (tCO ₂ eq) |
|---------------|----------------------------|------------------------------|----------------------|------------------------------------|-----------------------------|
| GHG emissions | 27,146.885 | 52,028.694 | 79,174 | 42,426 | 121,600 |

| Category | Category 1 Purchased goods and service | Category 2 Capital goods | Category 4 Upstream transportation and distribution | Category 5 Waste generated in operations | Category 6 Business travel | Category 7 Employee commuting | Category 9 Downstream transportation and distribution | Total (tCO ₂ eq) |
|----------|--|--------------------------|---|--|----------------------------|-------------------------------|---|-----------------------------|
| Scope 3 | 3,202 | 986 | 2,635 | 4,464 | 3,500 | 700 | 26,939 | 42,426 |

| Category | Fuel | Electricity | Steam | Total (TJ) |
|--------------------|---------|-------------|--------|------------|
| Energy Consumption | 534.137 | 1,044.52 | 79.103 | 1,656 |

※ Note:

Scope 1, 2 : Emissions are verified at a reasonable assurance level, and there are a differences in the total amount of greenhouse gas emissions and workplace emissions. (Emissions at each workplace, rounded off by decimal point, are combined at the company level)

Scope 3 : Emissions are verifies at a limited assurance level, and there is a difference in the total emissions by category as they are rounded off by decimal point.

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.

※ The abovementioned company is responsible for preparing verification data in accordance with the "Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)", and KMR's responsibility is limited to the party in the verification contract according to the agreed contract terms. and is not responsible for other decisions, including investment decisions based on this verification statement.

※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



May 23th, 2025

Authorized By
CEO Eun ju, Hwang

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ESG Policy

Environment, Safety and Health (ESH) Policy

Article 1 (Objective)

Celltrion established the Environment, Safety and Health 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’s headquarters, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion has business relationships, including 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 improve 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 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 efficiency in water resource management, aiming to achieve a 50% wastewater reuse rate by 2045
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. Expand product Life Cycle Assessment (LCA) coverage and minimize environmental incidents, striving for 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 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 ESH management, the ESG Committee, a committee under the BoD, serves as the top decision-making body. Major issues of ESH 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 ESH management are the ESG Management Team, which is in charge of planning policies; the Environment, Safety and Health 2 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.

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ESG Policy

Biodiversity Policy

Article 1 (Objective)

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

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 areas¹⁾ 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 areas²⁾, 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 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 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@celltrion.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 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's headquarters, domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion maintains business relationships, including suppliers and partners.

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 surrounding areas¹⁾, 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.

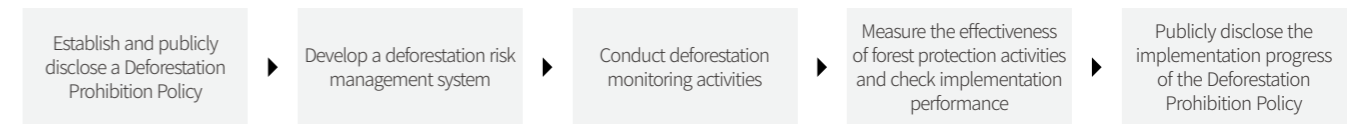
Article 4 (Goals)

Celltrion 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 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'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@celltrion.com).

③ Oversight and Responsibility

The ESG Committee under the Board of Directors is responsible for approving Celltrion'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 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's headquarters, domestic and foreign corporations, and its subsidiaries. Compliance with this policy is also encouraged for all stakeholders in business relationships with Celltrion, including suppliers.

Article 3 (Basic Principles)

- ① Celltrion and its business sites shall discharge wastes in accordance with local waste management laws. They shall dispose of industrial wastes 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 shall dispose of designated wastes generated at its business sites itself or outsource them 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)

The company 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 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's headquarters, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion has business relationships, including suppliers.

Article 3 (Basic Principles)

- ① All employees, as well as employees of all suppliers working at our business sites, shall receive training related to hazardous chemicals and participate in emergency response drills to remain prepared for any chemical accidents.
- ② Facilities that handle hazardous chemicals are subject to regular inspections, safety assessments, ad-hoc inspections, and off-site impact assessments (when changes to chemical facilities or substances are planned). If any improvements are required based on the results, we will take immediate corrective actions.
- ③ Inspectors and those in charge shall conduct regular internal inspections of facilities handling hazardous chemicals.
- ④ Chemical managers of relevant departments shall carry out regular joint inspections.
- ⑤ Performance data related to hazardous chemicals is managed through the system, and the person in charge keeps a record of it.
- ⑥ We verify whether the substance is subject to emission reporting, and if so, we prepare the investigation results.
- ⑦ When importing chemicals, review the chemical import request form.
- ⑧ We prepare and manage site layout maps of hazardous chemical facilities.
- ⑨ We handle hazardous chemicals in accordance with MSDS requirements, and ensure MSDS is available on site.
- ⑩ We identify the storage area for specially managed substances as a designated handling zone for such substances, and post a warning sign instructing them to wear appropriate protective gear. We keep a log when work involves the handling of specially controlled substances, which the chemical manager and the person in charge of relevant departments are responsible for managing.
- ⑪ We conduct periodic measurements of the work environment regarding chemicals handled in the workplace and share the results with the department that uses the chemicals.

Sustainable Procurement Policy

Article 1 (Objective)

Celltrion 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's headquarters, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion has business relationships, including suppliers.
- 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 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 We aim to establish and expand environmental management through proactive green procurement activities to improve our eco-friendliness.
- ② We aggregate performance data, regularly monitor our green procurement activities, and make necessary improvements when needed.
- ③ Our employees fully support the procurement of green products when the procurement department makes purchases and the requesting department, and actively promote green purchasing by proactively sharing relevant product information in advance.
- ④ Celltrion, in principle, refrains from using conflict minerals or high-risk minerals in its business activities. The company 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 takes into account 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 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 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 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 puts human rights first in its business philosophy and respects the human rights of all stakeholders. This policy has been established to implement 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 the International Labour Organization (ILO), and the Corporate Human Rights Benchmark (CHRB).

Article 2 (Scope)

This policy applies to Celltrion’s headquarters, its domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders, including suppliers, partners, contractors, customers, and local communities.

Article 3 (Basic Principles)

① No Discrimination

Any form of discrimination based on gender, race, religion, nationality, ethnicity, gender identity, social status, or political opinion without a legitimate reason is strictly prohibited. Discriminatory acts may include, but are not limited to, recruitment, promotion, performance evaluation, compensation, retirement, dismissal, and access to training opportunities. Preventive measures, including training for relevant personnel, shall be implemented. In the event of a discriminatory act, appropriate disciplinary action shall be taken against the perpetrator and any responsible party, along with protection measures for the affected individual.

② Increase Diversity and Inclusion

Based on the principle of non-discrimination, the company respects diverse perspectives among employees and builds an inclusive corporate culture. In addition, it implements and supports diversity promotion and training programs to enhance organizational diversity and help employees realize their full potential.

③ No Workplace Harassment

We prohibit all physical and mental harassment that takes advantage of one’s position or relationships in the workplace. Harassment includes intimidation, ostracism, and sexual harassment or sexual violence, and immediate protective measures shall be taken for the victim in the event of such an incident. When the facts are confirmed, the case will be strictly handled in accordance with the principle of zero tolerance, including appropriate disciplinary measures. We prohibit acts of intimidation, confinement, and assault for forced labor, and apply a zero-tolerance policy to any human rights violations related to human trafficking and modern slavery.

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 retain 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 we proactively prevent risks in the hiring process by verifying the age of new employees. If child labor is discovered, the child’s condition is immediately assessed, and appropriate measures are taken to protect the child’s human rights in accordance with applicable procedures.

⑦ Freedom of Association and Collective Bargaining

We respect the labor relations laws of each country or region and ensure that all employees have sufficient opportunities for dialogue and communication.

⑧ Equal Pay Guaranteed

We guarantee equal opportunities and remuneration for men and women in evaluations related to employment and wage determination.

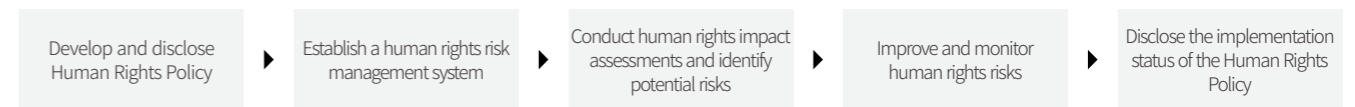
⑨ Working Hours and Conditions

Matters related to working hours, working conditions, labor contracts, and termination notice period are governed in accordance with local laws and regulations. Working hours are monitored to prevent unnecessary or excessive labor, and maximum working hours are managed in accordance with legal limits. Appropriate compensation is provided to ensure employees and their families can maintain a basic and stable standard of living. All wage-related laws, including those regarding minimum wage, overtime pay, and statutory allowances, are strictly observed. Employees are entitled to use paid leave freely as a legitimate right, and the company regularly monitors and encourages the use of paid annual leave to ensure that employees’ right to rest is upheld.

Article 4 (Operating System)

① Human Rights Risk Management System

Celltrion shall practice human rights management in accordance with this policy and establish the necessary human rights risk management system. Accordingly, it regularly assesses and monitors human rights risks and discloses the results to facilitate communication with stakeholders. In addition, the company regularly reviews the human rights risk management system to proactively respond to social changes and potential risks.



② Grievance Handling Process

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

- A. Submission of opinions through relevant managers
- B. Anonymous communication channel (Tongnamu).
- C. Online submission (Tong@celltrion.com).
- D. Grievance consultation channel operated by the Organizational Culture Office (Corporate Culture Team)
- E. Operation of the Grievance Handling Committee system

2. Upon receiving a report of human rights violations, the contents shall be verified and investigated, and appropriate actions shall be taken. If a case of damage is confirmed, it shall be reported to a committee or a management meeting involving the highest level of decision-makers, and measures shall be taken to prevent recurrence. All reports and the informant’s identity shall be handled anonymously and strictly protected, and any form of disadvantage or retaliation resulting from the report is prohibited. If any serious legal or unethical misconduct is identified, it shall be handled in accordance with internal regulations.

Access to Medicines Policy

Article 1 (Objective)

Celltrion 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’s headquarters, its domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders with whom Celltrion has business relationships, including suppliers.

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 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 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 all suppliers with whom Celltrion has entered into a business agreement. All suppliers are expected to comply with this policy and shall encourage their employees and business partners (including subcontractors) to do the same.

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 standard 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. 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 exits 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 risk 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 manage all necessary permits and licenses. Cooking facilities must 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.

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ESG Policy

Supplier ESG Management Policy

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 strives to improve the level of sustainable supply chain management and shares this policy with its suppliers when entering into business agreements. Celltrion 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 or a third-party organization designated by Celltrion, to the extent permitted by applicable laws. Celltrion 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 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.

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'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's headquarters, domestic and foreign corporations, and subsidiaries. Compliance with this policy is also encouraged for all stakeholders who have business relationships with Celltrion, including suppliers.

Article 3 (Basic Principles)

① Data security

1. The information collected and generated by employees while performing their duties constitutes the property of Celltrion 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.

ESG Policy

Supplier ESG Management Policy

Article 4 (Goals)

Celltrion 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 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’s headquarters, its domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also recommended for all stakeholders who have business relationships with Celltrion, including suppliers.

Article 3 (Basic Principles)

- ① Celltrion 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 customers¹⁾ or suppliers²⁾.
 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.

- ② In addition to the above requirements, Celltrion 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 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.

Policy on the Diversity and Expertise of the Board of Directors

Article 1 (Objective)

Celltrion 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’s headquarters, its domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also recommended for all stakeholders who have business relationships with Celltrion, including suppliers.

Article 3 (Basic Principles)

- ① Celltrion 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’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 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 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’s headquarters, its domestic and overseas affiliates, and subsidiaries. Compliance with this policy is also recommended for all stakeholders who have business relationships with Celltrion, including suppliers.

Article 3 (Basic Principles)

- ① We commit to understanding and faithfully complying with the intent and principles of the tax laws and related regulations of each country in which we operate. To this end, we comply with the applicable tax laws and fulfill our obligations for tax payment and reporting. In addition, we provide relevant facts and support documentation transparently in response to inquiries or audits by tax authorities and ensure transparent communication with external stakeholders.
- ② We do not engage in income shifting to low-tax jurisdictions to exploit differences in tax laws between countries or loopholes in the international tax system for tax avoidance. In addition, we adhere to the arm’s length principle in global transactions with overseas affiliates and establish and implement a reasonable transfer pricing policy in collaboration with external experts, under domestic tax laws and the OECD Transfer Pricing Guidelines.
- ③ We do not transfer income to overseas subsidiaries located in secretive jurisdictions or tax havens for tax avoidance. We faithfully fulfill our tax obligations arising from international transactions through legitimate tax structures and do not use tax structures that lack commercial substance for tax avoidance purposes.
- ④ When making important decisions such as securing new business opportunities, strengthening business competitiveness, and expanding investment, we prioritize tax compliance and legitimacy and actively utilize the guidance of external experts. In addition, we obtain approval from the BoD for important matters related to taxation, including the approval of tax policies.

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Anti-Corruption and Anti-Bribery Policy

Article 1 (Objective)

Celltrion established this policy to eradicate corrupt behaviors such as bribery and illegal solicitation that impede employees' fair performance of duties, and to raise Celltrion's level of ethical management by expressing a strong anti-corruption commitment to internal and external stakeholders.

Article 2 (Scope)

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

Article 3 (Basic Principles)

- ① We strictly prohibit all forms of corrupt behavior, including bribery, fraudulent acts, illegal solicitation, illegal kickbacks, facilitation payment, and gifts and entertainment that exceed socially acceptable levels, and express our firm anti-corruption commitment internally and externally.
- ② We comply with domestic and international laws and regulations related to anti-corruption, such as the Criminal Act, the Act on Aggravated Punishment of Specific Crimes, the Act on Combating Bribery of Foreign Public Officials in International Business Transactions, the Improper Solicitation and Graft Act, the Pharmaceutical Affairs Act, the Fair Competition Code on Pharmaceutical Trade of the Republic of Korea and the Foreign Corrupt Practice Act of the United States, and the Bribery Act of the United Kingdom.
- ③ We conduct charitable donations and sponsorships fairly in accordance with internal standards and procedures and prohibit donations and sponsorships for political purposes.
- ④ We have established and operate an effective anti-corruption management system to prevent and minimize corruption risks and monitor its effectiveness, and continuously improve its performance.
- ⑤ To prevent corruption, we periodically identify and evaluate corruption risks, take prompt actions when we recognize the possibility of corruption or corruption occurring, and make active efforts to prevent a recurrence.
- ⑥ We grant and guarantee independent authority for anti-corruption management to the anti-corruption compliance officer, who shall manage and supervise all requirements and procedures for the Anti-Corruption Management System.
- ⑦ We operate a reporting system so anyone can quickly and easily report corruption. We keep the informant's identity strictly confidential and protect them from any disadvantage caused by the report.
- ⑧ If an employee commits a corrupt act, such as violating this policy or anti-corruption-related laws and regulations, appropriate measures, such as disciplinary action, shall be taken in accordance with relevant regulations.
- ⑨ All employees are required to declare that they will comply with this policy and practice it continuously to realize corporate values and settle a fair and transparent organizational culture.

Ethical Advertising and Marketing Policy

Article 1 (Objective)

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

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 In order 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 violates 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 objective and factual basis. It also prohibits exaggerating or understating the features of its product or services, thereby ensuring that consumers are provided with accurate and balanced information that does not lead to misunderstanding.
- ④ Employees of Celltrion'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, 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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