

CreDO

Our Company's philosophy is people-focused.

Our strategy is long-term oriented and market-focused.

All our employees support these principles.

Our goal is to apply our expertise and technologies to build one of the world's leading biotechnology companies. The work of every single employee is important and contributes to increasing our Company's value. Together, we strive for economic success for both our Company and our business partners. We use our resources in a purposeful manner to be competitive and profitable, as well as to maintain the best standards of quality and technology. Clear and simple processes enable us to work fast and efficiently and be flexible in any situation.

We deal with all our business partners in a competent, respectful and honest way. We strive to surpass our customers' expectations. With our high-quality products we make a decisive contribution to our customers' success. By attending to the needs of our customers, personally and individually, we build long-term trusting relationships, thereby also ensuring our own success.

By encouraging a friendly and open Company climate, we create a motivating and pleasant working environment. Within our teams, as well as throughout the Company, we support and help each other in achieving our goals. Honesty, trust and respect are the basis of our corporate culture. We judge our actions self-critically. We commit to both giving and accepting constructive criticism and suggestions, as well as to expressing genuine praise. Information is exchanged as completely and directly as possible. Questions are addressed objectively and without bias; decisions are communicated openly, at an early stage and with appropriate



explanation. We contribute to the Company's progress with commitment and a readiness to learn. We assume responsibility for our actions. Further development and training are actively promoted and supported. The personal situations and social interests of each member of staff are taken into consideration. Our managerial staff provides support and backing, affords the greatest possible freedom for the execution of tasks, and acts in an exemplary manner.

We commit to acting responsibly and to adopting all necessary measures in order to protect the safety of our employees and the environment. With an open communications policy, we create confidence and trust in our interaction with the public.

Our commercial activities are directed towards developing competitive products and increasing our Company's value for the benefit of our shareholders, while paying appropriate, performance-related salaries and securing jobs. We have the courage to make decisions and to address and actively deal with our differences. Assumption of individual responsibility and acting on one's own initiative are important qualities that are encouraged of all our employees. We deal with mistakes constructively, in order to learn from them and thus permanently improve the quality of our work.

This credo defines the spirit of MorphoSys; it provides us with objectives and orientation, is a binding provision for all our actions, and can be called upon by every single member of staff at any time.