



MORPHOSYS 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. Our drug development activities are directed at improving patients' lives. The work of every single employee is important and contributes to increasing the Company's value. Together, we strive for economic success for our Company, our shareholders 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 partners in a competent, respectful and honest way. We strive to surpass expectations in our work. By attending to the needs of all of our stakeholders 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. Questions are addressed objectively and without bias. We judge our actions self-critically. We commit to both giving and accepting constructive criticism and suggestions, as well as to expressing genuine praise. We deal with mistakes constructively, in order to learn from them and thus permanently improve the quality of our work. Information is exchanged completely and as directly as possible. Decisions are communicated openly, at an early stage and with appropriate explanation. We support the Company's progress with commitment and a readiness to learn. We assume responsibility for our actions. Our constant further development and training is actively promoted and supported. The personal situation 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.

We observe the highest scientific and ethical principles in our conduct of preclinical studies and human clinical trials. When conducting clinical trials in man, the rights, safety and well-being of the trial subjects are of the utmost importance to us.

Our commercial activities are based on measurable objectives. They are directed towards developing competitive products and increasing our Company's value for the benefit of all our stakeholders.

We have the courage to take decisions and to address and actively deal with differences. Assumption of individual responsibility and acting on one's own initiative are allowed and encouraged.

**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 MORPHOSYS AT ANY TIME.**