



# The Promise of Celgene:

Changing the course of human health through innovative science



### **A Letter from Celgene's Chairman and Chief Executive Officer:**

We are pleased that you have chosen to explore the possibility of a career at Celgene. Our corporate culture reflects the mission of improving the lives of patients worldwide. The 5,200 employees of Celgene operating in more than 50 countries around the world are working every day to fulfill that promise.

Underlying this commitment is a proven dedication to changing the course of human health through bold pursuits in science and transformational medicines. On a consistent basis, Celgene has invested in research & development at a substantially higher rate than the industry norm. As we see it, our company's deep and diverse pipeline is a promise in itself. It represents not only significant potential for all Celgene stakeholders, but also new possibilities ... and new hope ... for hundreds of thousands of people around the world who are impacted by incurable cancers and serious underserved diseases.

Through our efforts in every region worldwide, both ongoing and planned, Celgene is emerging as a pre-eminent biopharmaceutical company, globally integrated and culturally diverse. Our employees share a belief that what we do matters.

We are only at the beginning of our story. We are seeking talented people to join the journey – champions of change whose innovation, energy and ideas will drive Celgene's continued success. We offer in return an innovative workplace where diversity and creative challenges lead to individual learning and growth, as well as rewards for a job well done. This is an exciting and important time for Celgene, and we have never been more optimistic about what can be achieved.

A handwritten signature in black ink, appearing to read "Robert Hugin". The signature is fluid and cursive, written over a white background.

**Robert Hugin**

**“THE BEST BIOTECH  
COMPANY IN THE  
COUNTRY, IF NOT  
THE BEST BIOTECH  
COMPANY IN THE  
WORLD!”**

*JIM CRAMER, CNBC*

# Celgene Then and Now



Celgene spins off as independent biopharmaceutical company from Celanese Corporation



Celgene licenses Thalomid (thalidomide)

Celgene acquires Signal Pharmaceuticals Inc.

FDA approves Revlimid (lenalidomide) for treatment of patients with transfusion-dependent anemia due to Low- or Intermediate-1-risk MDS (associated with deletion 5q cytogenetic abnormality with or without additional cytogenetic abnormalities)



EMA (European Medicines Agency) approves Revlimid, in combination with dexamethasone, for treatment of multiple myeloma

National Institute for Health and Clinical Excellence (NICE) recommends Revlimid in combination with dexamethasone, for treatment of patients with multiple myeloma who have received two or more prior therapies (in U.K. and Wales)



FDA grants accelerated approval of Istodax for patients with peripheral t-cell lymphoma who have received at least one prior therapy



FDA approves POMALYST for multiple myeloma patients who have received at least two prior therapies including lenalidomide and bortezomib

FDA approves REVLIMID for relapsed or refractory mantle cell lymphoma

EMA approves REVLIMID for deletion 5q myelodysplastic syndromes

1986

1992

2000

2005

2007

2009

2011

2013

1987

Celgene completes initial public offering

1998

Food and Drug Administration (FDA) approves Thalomid for acute treatment of cutaneous manifestations of moderate to severe erythema nodosum leprosum

Celgene works with FDA to develop pioneering System for Thalidomide Education and Prescribing Safety (S.T.E.P.S.®) program

2003

Celgene acquires Anthrogenesis Corporation (now Celgene Cellular Therapeutics)

2006

FDA approves Thalomid plus dexamethasone for treatment of multiple myeloma

FDA approves Revlimid plus dexamethasone for the treatment of multiple myeloma

Celgene begins distribution of Revlimid through RevAssist® program

Celgene inducted into S&P 500

2008

EMA approves Thalomid  
Celgene acquires Pharmion

EMA approves Vidaza for treatment of myelodysplastic syndromes (MDS) (Pharmion received FDA approval for Vidaza in 2004)

Celgene Cellular Therapeutics announces first ever human patient treated with combination of cord blood and placental-derived stem cells



2010

Celgene acquires Gloucester Pharmaceuticals

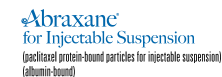
Ministry of Health, Labour and Welfare (MHLW) approves Revlimid for the treatment of multiple myeloma and MDS associated with a deletion 5q chromosomal abnormality in Japan

Celgene acquires Abraxis Pharmaceuticals

2012

Celgene acquires Avila Therapeutics

Celgene earns placement on Fortune 500 list



FDA approves Abraxane (paclitaxel protein-bound) in combination with the drug carboplatin to treat advanced or spreading non-small cell lung cancer



EMA approves IMNOVID in combination with low-dose dexamethasone for relapsed and refractory multiple myeloma who have received at least two prior therapies including both lenalidomide and bortezomib

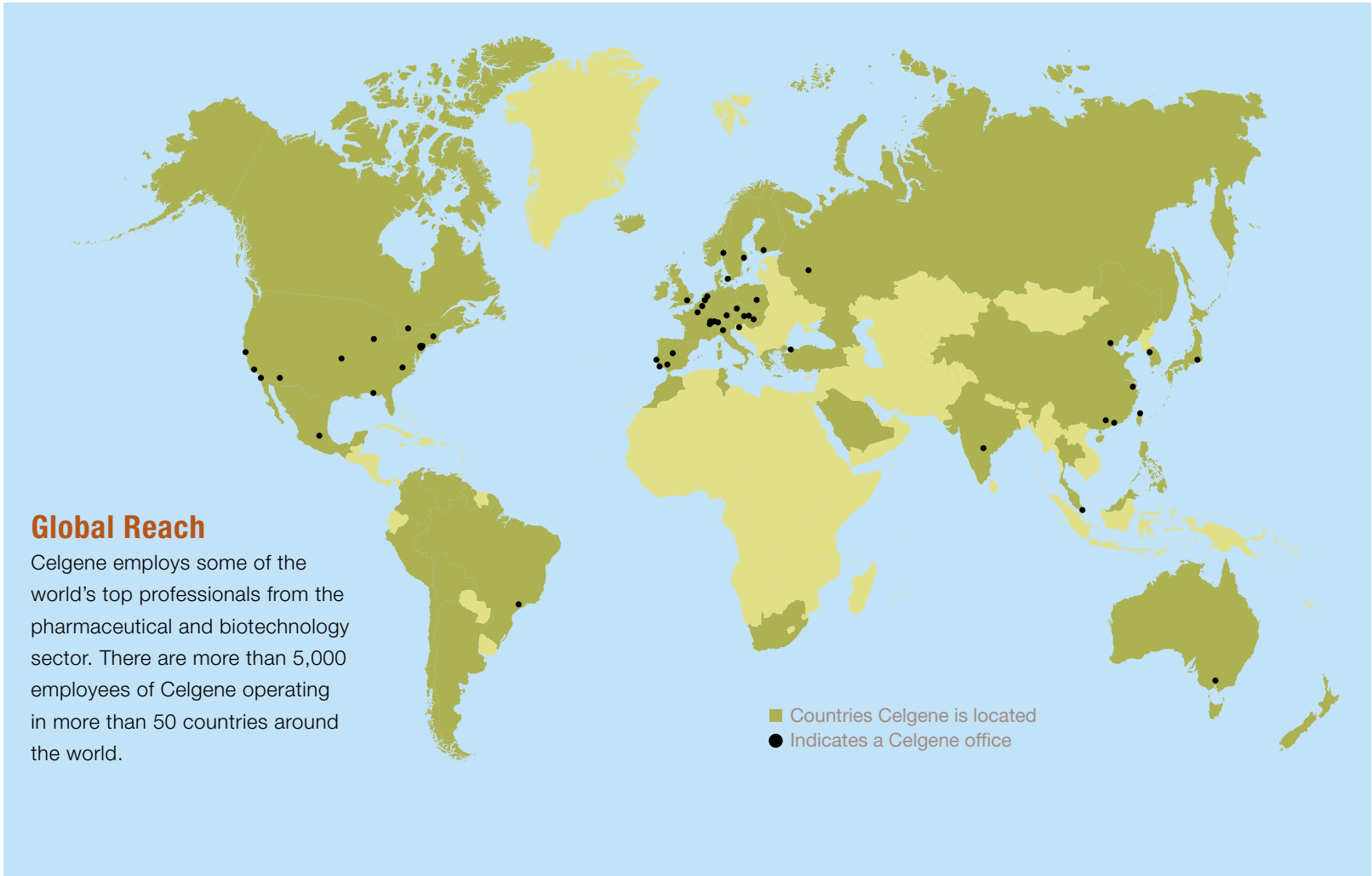
FDA approves ABRAXANE in combination with gemcitabine for metastatic pancreatic cancer



# Celgene Mission, Vision and Values

At Celgene we are unified in our vision, mission and values and aligned in our commitment to improve the lives of patients worldwide. We share a belief that what we do matters in the world—that it is essential to the advancement of healthcare—and that how we do it defines who we are and sets us apart from those who have come before us.

Our purpose is to change the course of human health through bold pursuits in science and a promise always to put patients first.



"At Celgene, there is tremendous support both locally and globally which gives the employee a sense of working within a team. We never forget that patients are counting on Celgene products which enhance their quality of life."

**Darren H., Finance**  
(Melbourne, AU – Asia Pacific)

"We have all of the pieces to the puzzle – team chemistry, hard-working people, genuine belief in our products, and strong company values."

**Deborah S., Field Salesforce**  
(USA)

"I love manufacturing products that make a difference in peoples' lives and particularly the focus, from operators to senior management, in bringing quality products to our patients. I feel lucky to work for a company that encourages me to grow and find where I can best contribute. Celgene is a great place to work!"

**Kristen D., Manufacturing**  
(Phoenix, AZ – USA)

"Our pipeline is remarkable for its innovation, its current role and its future possibilities. Having built a portfolio of more than a dozen products in 20+ serious diseases, we are doing amazing work. It's exciting to be involved in the drive to get therapies to patients as efficiently as we can!"

**Kevin L., Clinical R&D,**  
(Boudry, Switzerland)

"Celgene is a great place to work because we're focused on one goal - improving the lives of patients worldwide. Beyond working with cutting edge technology, I appreciate the collaborative, diverse, and performance driven culture that rewards innovation and fosters employee growth."

**Gil V., Information Technology**  
(Berkeley Heights, NJ – USA)



## Sustaining a Pipeline of Innovation

At Celgene, we strive to continually differentiate ourselves in R&D, as we firmly believe that the most groundbreaking clinical achievements are rooted in the bench-top research that preceded them.

An extraordinary therapeutic pipeline has emerged as we have grown and diversified, from our traditional focus on hematological disorders to our expanding role in inflammatory disorders and other types of oncology. Our investments in developing immunomodulatory agents, cell signaling inhibitors and cellular and tissue therapeutics represent an expansion of our initial emphasis into new complexities of challenging disorders.

Current therapies and those still advancing through our development platform have the potential to evolve a new age in healthcare that establishes significant value for our organization and those who join our team, as well as humanity at large.

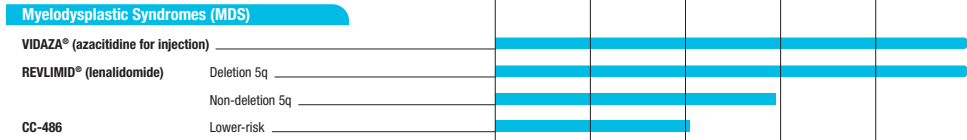
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**More than 20 phase III  
or pivotal studies currently underway  
in new indications**

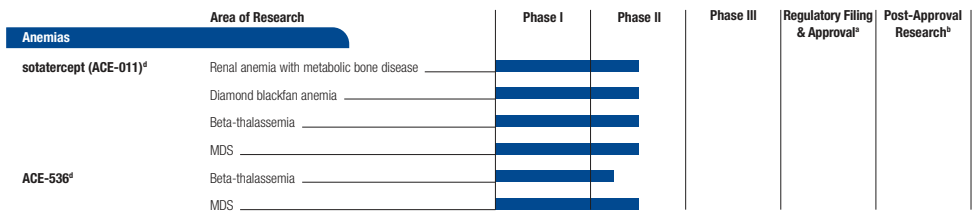
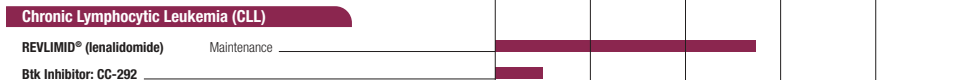
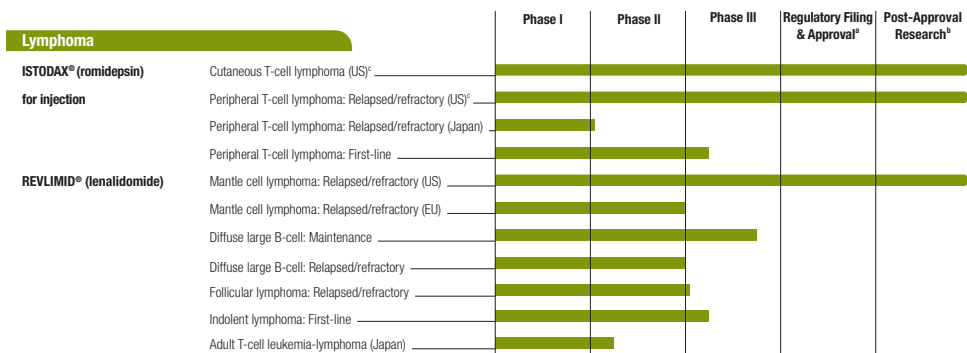
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**25%**  
**of Celgene's revenue,**  
on average,  
**has been devoted to**  
**research and**  
**development**  
**over the last five years,**  
**more than**  
**twice**  
the industry average

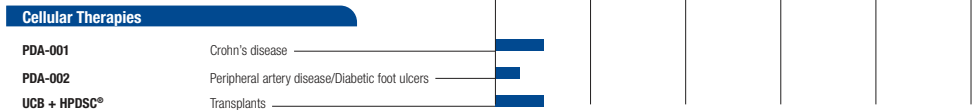
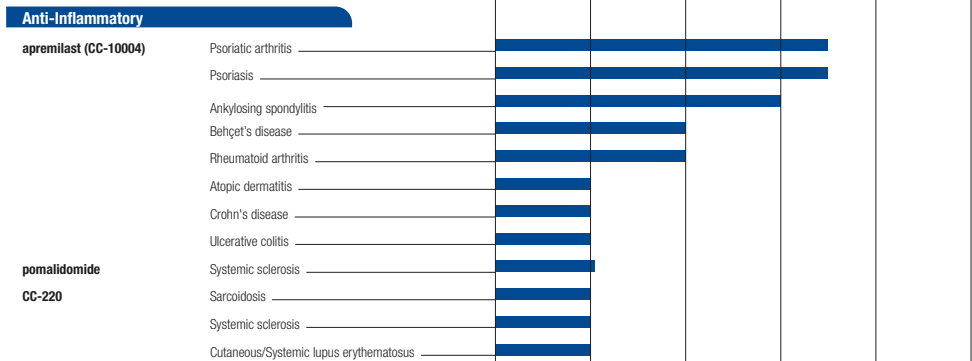
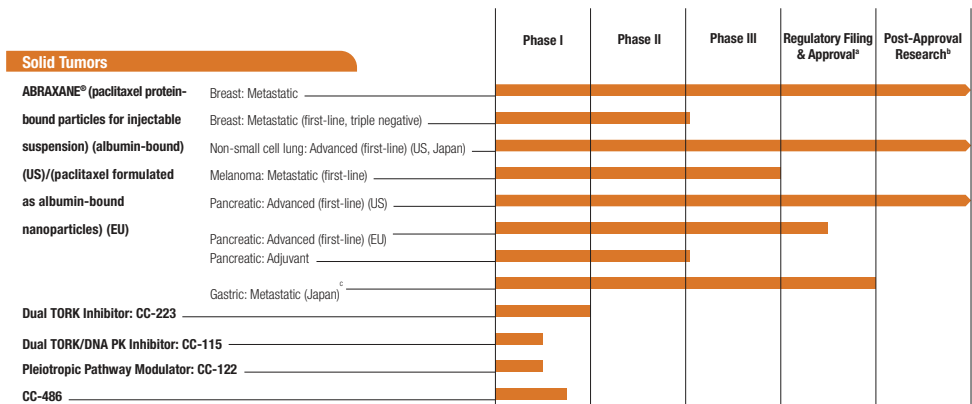
# Celgene Pipeline



<sup>a</sup>For information on approved uses, please refer to approved product labeling. <sup>b</sup>Includes Celgene-sponsored and Celgene-supported studies. <sup>c</sup>In the US, regulatory approval is based on pivotal phase II data; phase III program ongoing. <sup>d</sup>In collaboration with Epizyme, Inc.  Epizyme  
REVLIMID<sup>®</sup>, POMALYST<sup>®</sup>, IMNOVID<sup>®</sup>, THALOMID<sup>®</sup>, Thalidomide Celgene<sup>®</sup>, VIDAZA<sup>®</sup> are registered trademarks of Celgene Corporation.



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ISTODAX<sup>®</sup> and REVLIMID<sup>®</sup> are registered trademarks of Celgene Corporation.



<sup>a</sup>For information on approved uses, please refer to approved product labeling. <sup>b</sup>Includes Celgene-sponsored and Celgene-supported studies. <sup>c</sup>Trial conducted by licensee partner, Taiho Pharmaceuticals Co. Ltd. ABRAXANE<sup>®</sup> and HPDSC<sup>®</sup> are registered trademarks of Celgene Corporation.

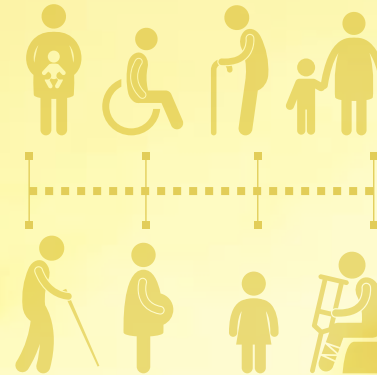
# Doing Well by Doing Good: Our Commitment to Making a Difference Worldwide

**20+**

**pivotal studies** of our products ongoing or complete in 2014



More than **25** **unique therapeutic agents** being studied in more than **30** disease areas



**Tens of millions of dollars contributed annually** to third party co-pay foundations to help patients access medicines



**Potential for**



**through 2015**

More than **\$550 million** in life-saving therapies provided free by Celgene over the past 10 years

More than **20,000** patients are given access to Celgene treatments through Celgene Patient Support program

YEARS

1  
2  
3  
4  
5  
6  
7  
8  
9  
10

"The atmosphere at Celgene encourages creative thinking, problem solving, and amazing teamwork. I love the open door policy (at all levels) and the energy and enthusiasm we all share for addressing niche areas of medical need."

**Tracy N., Medical Affairs**

(Ontario, Canada)

"Celgene is always driven by scientific innovation and through the years this has helped create a benchmark for my growth and success as a scientist."

**Afshin M., Research**

(San Diego, CA - USA)



## Professional Development and Advancement Potential

Critical to delivering on Celgene's promise of improving the lives of patients worldwide is an energized, innovative and high performing workforce. Through our employment and development programs, Celgene strives to give every employee the opportunity to realize his or her full potential. The foundation of development at Celgene is a Competency Model that is grounded in the strategic priorities required to meet our mission and vision as a preeminent global biopharmaceutical company.



## Development at Celgene is three-fold:

On the Job (70%), Coaching or learning through others (20%) and Training (10%). A variety of development resources and programs are available to employees to build capabilities and an enhanced career experience.

### 1) On the Job

Critical Projects & Stretch Assignments  
Individual Development Plans  
My Development Journal

### 2) Coaching

Celgene 360 Feedback Tool  
Master Coach Accreditation  
Senior Leadership Mentoring Program

### 3) Training

First Line Managers Leadership Development Program- Foundation  
Manager of Managers Leadership Development Program- Growth  
Product & Disease Area Training  
Lunch & Learns  
Educational Assistance





## Celgene is committed to providing total rewards to our employees, globally, that are:

- » **Aligned** to our short- and long-term strategy and to shareholder interests
- » **Comprehensive**, through emphasizing total direct compensation (annual salary, bonus, equity, plus benefits)
- » **Competitive** in every country in which we conduct business
- » **Motivational** by rewarding top performers with above-market compensation
- » **Equitable** in that we establish target rewards based on roles, not individuals
- » **Differentiated** because actual rewards are based on achievement, results, performance and potential
- » **Well-communicated** in that employees know the value proposition of their Total Rewards, our performance metrics are transparent and our plans and programs are easily understood
- » **Structured, yet flexible** through establishment of a global framework that allows for local application



## Celgene Offers:

- » **Annual merit program**, which provides increases to eligible employees to ensure that base salaries are externally competitive and internally equitable
- » **Annual bonus program**, which provides the opportunity to earn above or below target bonus depending on company and individual performance
- » **Equity program** consisting of options and restricted stock units, which offers employees the opportunity to become shareholders and have a stake in the future of Celgene.
- » **Competitive benefits** package

# *The Word is Out... Celgene is Amazing!*



2013  
**Science Top  
Employers List**

**The Street**  
— — —

2013  
**Best Biotech CEO  
Bob Hugin**

**Eurordis Corporate Awards**  
for achievements in orphan diseases

Life Science  
**Leader**

"Celgene's exceptional stock performance over the past 10 years, **+1,778%**, is the envy of many of its peers." – April 2013

**2013 New Jersey Inventors Hall of Fame Award**  
for Research & Entrepreneurial Leadership

Business Insider's 2013

# #1

**Employer in America**

A Bloomberg Business Week

# Top 50 Company

One of

# MedAdNews

**"Most Admired Biotech"**