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-eminient 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.

Robert Hugin

"THE BEST BIOTECH COMPANY IN THE COUNTRY, IF NOT THE BEST BIOTECH COMPANY IN THE WORLD!"

JIM CRAMER, CNBC
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.

Global Reach
Celgene employs some of the world’s top professionals from the pharmaceutical and biotechnology sector. There are more than 5,000 employees of Celgene operating in more than 50 countries around the world.
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.
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 $550 million in life-saving therapies provided free by Celgene over the past 10 years

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

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

Potential for 14 key approvals through 2015
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 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)

“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 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

Business Insider’s 2013 #1 Employer in America

The Street 2013 Best Biotech CEO Bob Hugin

Eurordis Corporate Awards for achievements in orphan diseases

A Bloomberg Business Week Top 50 Company

“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

One of

“Most Admired Biotechs”