



CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction

At Genmab, we are committed to being a sustainable and socially responsible biotechnology company. We strive to integrate ethical practices across our operations to create long-term value for our stakeholders and make a positive impact in the communities where we live and work.

This policy outlines how we incorporate our purpose, values, and vision into our business activities, relationships, and ESG (Environmental, Social, and Governance) commitments.

Our Purpose, Values, and Vision in Action

Genmab's approach to Corporate Social Responsibility (CSR) is grounded in:

- **Our Purpose:** To improve the lives of patients through innovative and differentiated antibody therapeutics.
- **Our Values:**
 - Passion for innovation
 - Determined – being the best at what we do
 - Integrity – we do the right thing
 - Work as one team and respect each other
- **Our Vision:** By 2030, our knock-your-socks-off KYSO antibody medicines® are transforming the lives of people with cancer and other serious diseases.

CSR at Genmab means applying these principles to our business practices, stakeholder engagements, and sustainability efforts.

Focus Areas

Genmab's CSR strategy is centered on four key pillars:

1. **Science-Driven Health Innovations for Patients** - We use deep expertise in antibody biology and innovative technology to develop treatments for cancer and other serious diseases that have a positive impact on patients and society.
2. **Our People and Communities** - We care for our employees' health and well-being and promote a collaborative culture that embraces each team member's uniqueness and authenticity, and fosters passion for innovation, integrity, and respect. We engage with and support the communities in which we operate.
3. **Business Integrity** - We operate our business with integrity, seeking to do the right thing in all aspects of our business and integrating compliance, ethics and transparency into our business practices, policies, and procedures.



4. **Environmental Sustainability** – We reduce our impact on the environment by setting targets, refining our processes, and incorporating best practices into our operations.

Our Commitments

To fulfill our responsibilities to stakeholders, Genmab is committed to:

- Operating in a sustainable, ethical, and transparent manner.
- Developing policies and programs that enhance our value to employees, patients, and society, while minimizing our environmental impact.
- Ensuring a safe and supportive workplace where employees are treated with dignity and respect.
- Embracing each employee's unique contribution to our culture by valuing different perspectives, backgrounds, experiences, social classes, professional specialization, skills, and approaches to problem-solving.
- Respecting human rights and opposing all forms of forced, indentured, slave, or child labor.
- Considering the perspectives of key stakeholders in decision-making.
- Supporting and engaging with the local communities where we operate.
- Sharing knowledge and innovation that serve the broader good.
- Partnering with vendors and suppliers who share our values.

Genmab supports select United Nations Sustainable Development Goals (UNSDGs) and reviews its alignment with these goals annually to ensure ongoing relevance and impact.

We continually monitor relevant developments, regulations, and industry best practices to evaluate and enhance our CSR efforts.

Reporting and Transparency

Our *Sustainability & Corporate Responsibility Highlights Report* outlines the major initiatives and progress in CSR and sustainability. While not exhaustive, it reflects our broader commitment and activities in this space.

Governance

Genmab's CSR efforts are guided by a cross-functional CSR and Sustainability Committee, co-chaired by the CEO and the SVP of Global Communications & Corporate Affairs. The committee includes senior leaders from R&D, Legal, Compliance & Risk, HR, Commercial Operations, and Finance. It is responsible for:

- Providing direction on sustainability and CSR strategy and associated policies
- Managing material impacts, risks, and opportunities (IROs) and targets
- Setting and monitoring sustainability progress in line with CSR strategy
- Facilitating cross-functional collaboration to drive innovation and continuous improvement in sustainability performance

Oversight of our CSR efforts is provided by:



- The Nominating and Corporate Governance Committee of the Board of Directors, which advises on corporate governance, CSR, ESG, and sustainability matters
- The Audit and Finance Committee, which oversees sustainability reporting requirements

Scope and Applicability

This policy applies to all activities conducted by or on behalf of Genmab. All employees are expected to integrate CSR principles into their daily work and decision-making.

Adopted by the Board of Directors of Genmab A/S on June 12, 2025.