



Corporate Social Responsibility Policy

Genmab is committed to building a sustainable and socially responsible biotech, one whose actions reliably benefits patients, stakeholders, and society as a whole.

Our approach to Corporate Social Responsibility (CSR) is anchored in our purpose, values and vision. We are dedicated to further building a sustainable organization that meets those environmental, social and governance (ESG) criteria most relevant to our business, thereby creating long-term value for all of our stakeholders.

At Genmab, we define Corporate Social Responsibility as the way in which we incorporate our purpose (*to improve the lives of patients by creating and developing innovative antibody products*), 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*) and our vision (*by 2025, our own product has transformed cancer treatment, and we have a pipeline of knock-your-socks-off antibodies*), with our business operations, our interactions with stakeholders and our commitment to ESG issues.

Genmab's CSR activities are focused on four areas:

1. **Science-Drive Health Innovations for Patients** - We use our world-class knowledge in antibody biology and deep expertise in innovative antibody technology to develop cancer treatments to have a positive impact on patients and society.
2. **Employee Well-Being and Vitality** - We care for our employees' health, well-being, safety and development and promote a collaborative culture that fosters passion for innovation, integrity and respect. We believe that diversity, equity and inclusion are fundamental to achieving our vision and are committed to championing a corporate culture that accepts and promotes uniqueness and empowers each team member to bring their authentic self to work in a safe, open and respectful environment.
3. **Ethics and Transparency** - We operate our business with the utmost integrity by always doing what is right and incorporating compliance, ethics and transparency into our business practices, policies and procedures. We maintain a highly ethical organization by promoting our Code of Conduct - Living Our Values to employees and by with partners and suppliers committed to the same level of ethics in their operations engaging.
4. **Environment and Community Sustainability** - Genmab strives to have a positive impact on the communities where we operate and where our employees live and work. We aim to reduce our impact on the environment by refining our processes and incorporating best practices into our operations to reduce our environmental footprint, minimize waste and decrease use of hazardous material.

To fulfill our responsibility to our internal and external stakeholders, Genmab will:

- Where possible, implement policies, procedures and programs that minimize the impact of our operations on the environment and enhance our value to employees, patients, host communities, investors and society
- Conduct our business in a sustainable, socially responsible, transparent and ethical manner
- Care for our employees' health, well-being and safety
- Promote diversity and equal opportunity for employees at all levels
- Respect human rights and not employ any form of forced, indentured, slave or child labor
- Consider and respect the views of our key stakeholders in conducting our business
- Engage, learn from and support the communities with whom we work and in which we operate
- Promote innovation and, as appropriate, share our technical skills when called upon to serve the greater good
- Work with partners, vendors and suppliers that understand and share our commitment to CSR

Genmab monitors new developments, regulations and practices and considers implementing when appropriate new CSR-related policies and initiatives that could further enhance our operations as a sustainable and socially responsibly biotech. We have committed to certain United Nations Sustainable Development Goals (UNSDGs) and will review and consider additional goals annually. Our CSR Report discloses the main highlights of our corporate responsibility and sustainability initiatives yet does not reflect all our ongoing activities and commitments.

Genmab's CSR activities are governed by a cross-functional CSR Committee, co-chaired by our CEO and SVP of Investor Relations & Communications and comprised of our COO and representatives from our Human Resources, Legal, Compliance & Risk and Research & Development functions. The Committee helps set our social responsibility and sustainability strategy and ensures that Genmab carries out all CSR activities effectively and communicates them clearly and openly.

The Nominating and Corporate Governance Committee of Genmab's Board of Directors oversees all aspects of Genmab's CSR efforts and provides recommendations to the Board of Directors regarding social responsibility and sustainability, including ESG related matters.

This Policy applies to activities undertaken by or on behalf of Genmab. Employees will adopt the CSR considerations described in this Policy into their day-to-day work activities.

Adopted by the Board of Directors on November 22, 2021.