

SASB ESG Data Tables 2023

At Genmab, we are committed to our business-driven CSR strategy as we work together to build a sustainable organization that focuses on our material environmental, social and governance (ESG) issues.

In line with the evolving reporting of sustainability, we continue to adapt and improve our metrics and disclosures. To this end, we have identified an initial set of performance indicators that will enable us to better manage and measure our impact going forward. We have also adopted the Sustainability Accounting Standards Board (SASB) framework and are following its guidelines to disclose critical measurements on environment, society and governance that are relevant to our business.

Metric	2023	2022	2021	Unit	SASB Code
Human Capital Management					
Employee Recruitment, Development & Retention					
Voluntary turnover rate	6%	7%	6%	Rate	HC-BP-330a.2
Involuntary turnover rate for professionals	3.1%	2.7%	1%	Rate	HC-BP-330a.2
Employee Engagement Score	83%	84%	84%		
Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>Employees are our most important resource, and we strive to attract and retain the most qualified people to fulfill our core purpose. Our goal is to develop and retain value in our own products which could one day transform cancer treatment. We believe that fostering workplace diversity across social, educational, cultural, age and gender lines is a prerequisite for the continued success of the company. We are committed to diversity at all levels of the company and strive to recruit employees with the right skills and competencies, regardless of gender, age, ethnicity and other differences. The ability to organize our highly skilled and experienced team members at all levels of the organization into interactive teams is a key factor in achieving our goals and ensuring our success.</p>				HC-BP-330a.1
How Employee Engagement Surveys are Integrated Into HCM Strategy	<p>In 2023, we conducted a global employee engagement survey on five topics: camaraderie and teamwork, career development, empowerment and trust, performance management, and work-life balance. Team members scored Genmab on 13 proven engagement drivers, which helps us keep a pulse on areas of concern. We achieved an 83% engagement score and an 88% global participation rate. Our results outpaced Life Sciences industry benchmarks, which are typically 78% engagement score and 80% participation rate. Focus groups will be conducted in 2024 to generate further insights on critical engagement issues.</p>				
Strategy and Programs Around Engagement, Training and Development Benefits	<p>We have a focused effort to continue building our learning culture, including curation and development of new virtual learning content through our GenSpire platform, as well as initiating custom, targeted learning programs. We revamped our leadership development programs and aligned curriculum to mirror the Genmab Leadership Model, which gives direction for our leaders' behavior across the company from professional to executive levels. 210 leaders enrolled in leadership development programs, and over 500 people joined professional development in-person trainings. We enhanced our foundational talent management organization and team member development strategies and mobility within the organization. Our career framework that outlines career pathways, levels, responsibilities and role-based competencies is helping the organization scale in a disciplined manner. We continued to develop a formal succession planning process to ensure we are creating career opportunities for our internal talent. We continued our competitive Total Rewards strategy with long-term incentives in the form of share-based compensation. We continued our investment in a market competitive benefits package and a pay-for-performance approach to rewards.</p>				

Metric	2023	2022	2021	Unit	SASB Code
Social					
Safety of Clinical Trial Participants					
Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	0	0	0	Number	HC-BP-21 0a.2
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>We have a company-wide quality policy to ensure that our products meet the current regulations of the Danish Medicines Agency, the European Medicines Agency (EMA), the United States Food and Drug Administration (FDA), Japan's Pharmaceuticals and Medical Devices Agency (PMDA), International Council for Harmonization (ICH) Quality guidelines, Health Insurance Portability and Accountability Act (HIPAA), and that they meet customers' expectations.</p> <p>We have a strong quality culture that is led by senior leadership and lived every day by all our team members – making quality core to everything we do.</p>				HC-BP-21 0a.1
Drug Safety					
List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	2	1	None	n/a	HC-BP-25 0a.1
Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	29	3	0	Number	HC-BP-25 0a.2
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0	0	0	Number	HC-BP-25 0a.5
Counterfeit Drugs					
Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	0	0	0	Number	HC-BP-26 0a.3
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	We use state-of-the-art technologies and processes in order to avoid counterfeiting. This includes using various tamper evidences in our product design, product tracking technologies and product ID test-points throughout our supply chain. We work closely with local authorities on tackling counterfeiting, taking on board their recommendations.				HC-BP-26 0a.1
Ethical Marketing					
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0	0	0	Reporting Currency	HC-BP-27 0a.1
Description of code of ethics governing promotion of off-label use of products	We do not promote any kind of off-label use, i.e. use for indications which are not included in the product's current Summary of Product Characteristics (SmPC)/product labeling. We do not encourage inquiries about off-label use nor provide any unsolicited information on off-label use.				HC-BP-27 0a.2
Supply Chain Management					
Supply chain as it refers to Product Safety	We outsource the production, testing and distribution of products and the conducting of clinical trials. Through vendor assessment and onboarding as well as operational and quality oversight, we ensure that the Contract Manufacturing Organizations (CMOs), Contract Research Organizations (CROs) and other service providers meet both our own and applicable regulatory requirements, and that they meet industry standards and best practices for quality and service, e.g., HACCP, ISO, ICH, etc.				HC-BP-43 0a.1
Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	0%	n/a	n/a	Percentage (%)	HC-BP-43 0a.1

Metric	2022	2021	2020	Unit	SASB Code
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Governance

Business Ethics

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	0	0	0	Reporting Currency	HC-BP-51 oa.1
Description of code of ethics governing interactions with healthcare professionals	We have implemented several global compliance policies, guidelines and procedures for key areas, including interacting with healthcare professionals (HCPs), communicating and promoting products, and prohibiting acts of bribery and corruption.				HC-BP-51 oa.2

Governance

Corruption & Instability - Anti-bribery Policy	As a company operating in the global marketplace, we have policies and processes to reduce and manage the risks associated with bribery, corruption and other prohibited actions. Our Global Anti-Bribery and Anti-Corruption (ABAC) Policy ensures that team members understand the definitions of bribery and corruption and how best to recognize related risks, our zero-tolerance for prohibited actions, and the mechanisms to report suspected or confirmed inappropriate activity. All team members receive annual training on ABAC. We are developing additional due diligence, monitoring risk activities that enable enhanced oversight of business activities. We recently finalized a new Quarterly Financial Disclosure Questionnaire that now incorporates management disclosure of any potential bribery and/or corruption, thus enhancing the Company's risk and internal controls in this area.				n/a
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Corporate Governance - Key issues: Long-term Pay Performance, CEO Equity Policy, Clawbacks & Malus, Links Pay to Sustainability	Share-Based Compensation Awards incentivize executives to increase the long-term performance and success of Genmab and thereby support sustainability.				n/a
	Incentive awards to executives are heavily dependent upon achievement of critical operating goals and our stock performance, and are primarily measured against objective metrics that we believe link directly to the creation of sustainable value for our shareholders.				
	As described above, Genmab's executive compensation program is principally designed to reward the Executive Management based on the achievement of performance objectives that, as a whole, are intended to drive sustainable long-term value creation for shareholders.				

Environment

GHG emissions

We are committed to achieve a 42% reduction in Scope 1 and 2 GHG by 2030 compared to a 2021 baseline year. We are also committed to reducing Scope 3 emissions by 2030 through supplier engagement and responsible sourcing practices by having at least two-thirds of our suppliers, by spend, covered by Paris Agreement aligned climate targets.

GHG emissions	2023	2022	2021
Total scope 1 emissions (tCO ₂ e)	317	283	341
Total scope 2 emissions (tCO ₂ e)	238	111	298
Total scope 3* emissions (tCO ₂ e)		147,327	
Total scope 1,2 and 3 emissions (tCO₂e)		147,721	

Electricity Consumption and Renewables	2022	2021	2021
Electricity consumption (MWh)	3,293	3,127	2,925
Share renewables	76.8%	94.0%	83.0%

* Our defined 2023 Scope 3 emissions is not yet available.

Environment (continued)

Toxic Emissions and Waste

Minimizing laboratory waste is a key priority of our Global Sustainability Working Group. The management of laboratory waste at Genmab is audited annually and the waste license is maintained in compliance with all rules and regulations. We carry out a yearly review of the use of highly toxic chemicals, and team members working in our laboratories are instructed to replace highly toxic chemicals with less toxic versions where feasible. Our U.S. laboratory continued its regulated medical waste (RMW) recycling program – recycling 4,745 lbs. (2,152 kgs.) of waste into plastic lumber. This type of waste contains a significant amount of plastic, which would otherwise have to be incinerated.

Key Policies

Code of Conduct	https://ir.genmab.com/static-files/36f5805e-95d3-4bf8-9a60-d09e7465edee
CSR Policy	https://ir.genmab.com/static-files/9ae42eae-7510-4d99-ace9-6af56de1281c
Diversity, Equity and Inclusion Policy	https://www.genmab.com/our-responsibility#policies
Remuneration Policy	https://ir.genmab.com/static-files/10c7f9d1-abd8-448e-a6e3-8924305755a3
Speak-Up Policy	https://ir.genmab.com/static-files/25cf962a-e494-4c4f-9fco-a9f84b151d07
Tax Policy	https://ir.genmab.com/static-files/7917403b-a5af-454e-a595-1006a6038562
Board Committee and Charters	https://ir.genmab.com/corporate-governance/board-committees-and-charters#content
Corporate Governance Report 2023	https://ir.genmab.com/corporate-governance#content
Compensation Report 2023	https://ir.genmab.com/governance/compensation#content
Commitment to Quality	https://www.genmab.com/our-responsibility#policies
Human Rights Commitment	https://ir.genmab.com/static-files/7e7f7a44-64bb-4a24-904e-ceec494de771
Global Supplier Code of Conduct	https://ir.genmab.com/static-files/da89c83f-529a-4404-8edb-dda71a31bc39
Data Ethics Policy	https://ir.genmab.com/static-files/f4659dac-a24c-4858-857b-ba70f70e518e