

SASB ESG Data Tables 2020

The Board of Directors and Executive Management at Genmab are committed to Genmab's business-driven CSR strategy as well as our efforts to build a sustainable organization that meets environmental, social and governance (ESG) criteria of relevance to our business operations. As the reporting of sustainability metrics continues to evolve over the years, Genmab has, and will continue, to adapt and improve our metrics and disclosures. Starting in 2020, Genmab has identified an initial set of performance indicators that will enable us to better manage and measure our impact going forward. We have adopted the Sustainability Accounting Standards Board (SASB) framework and will follow its guidelines to disclose critical measurements on the environment, society and governance of relevance to our business operations.

Metric	2020	2019	Unit	SASB Code
Human Capital Management				
Employee Recruitment, Development & Retention				
Voluntary turnover rate	7%	7%	Rate	HC-BP-330a.2
Involuntary turnover rate for professionals	0.9%	0.9%	Rate	HC-BP-330a.2
Employee Engagement Score	86%	n/a		
Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Due to our highly focused business in antibody engineering and product development in the oncology field, we have been able to build a strong brand and a deep network across key talent pools to drive our expansion. Our talent acquisition model will switch from a recruitment process of outsourcing model to fully insourced recruitment so that we may further hone our strategy and drive growth more effectively across key geographies and niche disciplines within our industry. We also launched Genmab Career Connections in 2020; a rigorous competency based, market aligned career framework that establishes defined career paths and structured development pathways for all our teams.			HC-BP-330a.1
How Employee Engagement Surveys are integrated into HCM Strategy	Our 2020 Global Employee Engagement Survey results are an element upon which we build and evolve our HCM strategy. While our survey reflects significantly higher than industry average scores, these findings and robust follow-up activities help to inform key areas for competency needs, resource requirements and enhanced communication within our business. Our more targeted and strategic approach for attracting and engaging our current and future workforce are critical to Genmab's long-term success.			
Strategy and Programs Around Engagement, Training, Development Benefits	As an innovative learning organization, Genmab invests heavily in the development of its employees. We take a structured approach to building targeted capabilities within our workers that enhance culture, improve in-role job performance, and build competencies for career pathing opportunities. Our workforce has access to multiple tracks of leadership development programs, a robust eLearning course library, and a versatile learning management system to support learning and development even in a highly remote environment, such as we experienced in 2020. Genmab's Compensation and Benefits team continually benchmarks all elements of total rewards against our industry peers to ensure that all aspects of employee value are aligned with Genmab's employee value proposition.			
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	Number	HC-BP-210a.2
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	A company-wide quality policy has been defined and implemented to ensure that products meet current regulations promulgated by 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) as well as customers' expectations.			HC-BP-210a.1
	Genmab has a strong quality culture with dedicated senior management leadership and commitment of employees at all levels to achieve and maintain a quality-minded approach to everything we do.			

Metric	2020	2019	Unit	SASB Code
Drug Safety				
List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	None	None	n/a	HC-BP-250a.1
Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	0	0	Number	HC-BP-250a.2
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	0	0	Number	HC-BP-250a.5
Counterfeit Drugs				
Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	0	0	Number	HC-BP-260a.3
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Genmab uses state-of-the-art technologies and processes in order to avoid counterfeit. These are implemented in our product design via different tamper evidences, via product tracking technologies and product ID tests-point throughout our supply chain. Initiatives are implemented in corporation with and based on recommendations from local authorities.			HC-BP-260a.1
Ethical Marketing				
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0	0	Reporting Currency	HC-BP-270a.1
Description of code of ethics governing promotion of off-label use of products	Genmab may 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 labelling. Genmab may not encourage inquiries about off-label use nor provide any unsolicited information on off-label use.			HC-BP-270a.2
Supply Chain Management				
Supply chain as it refers to Product Safety	Genmab utilizes an outsourcing business model for the production, testing and distribution of products and for conducting clinical trials. Through the vendor assessment and onboarding process as well as operational and quality oversight, Genmab ensures that the Contract Manufacturing Organizations (CMOs), Contract Research Organizations (CROs) and other service providers meet both Genmab and applicable regulatory requirements and operate with adequate standards of quality and service as per industry standards and best practices, e.g., HACCP, ISO, ICH, etc.			HC-BP-430a.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	n/a	n/a	Percentage (%)	HC-BP-430a.1
Governance				
Business Ethics				
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	0	0	Reporting Currency	HC-BP-510a.1
Description of code of ethics governing interactions with health care professionals	Genmab has implemented several global compliance policies, guidelines and procedures, such as guidelines for interactions with healthcare professionals (HCPs), guidelines for communication about and promotion of its products and pipeline and guidelines.			HC-BP-510a.2
Governance				
Corruption & Instability–Anti-bribery Policy	The company does not solicit, accept, nor offer bribery or facilitation payments in any form. Genmab does not permit or condone bribes, kickbacks or other improper payments, transfers or receipts. No director or employee should offer, give, solicit or receive any money or other item of value for the purpose of obtaining, retaining or directing business or bestowing or receiving any kind of favored treatment. Specifically, as Genmab's American Depositary Shares ("ADSs") are listed on the Nasdaq Global Select Market, Genmab is subject to the U.S. Foreign Corrupt Practices Act of 1977 (the "FCPA"), and seeks to conduct its business in compliance with the FCPA and other applicable anti-bribery and anti-corruption laws, rules and regulations. Under the FCPA, directors, employees and representatives of Genmab are prohibited from providing to, or accepting from, government officials or anyone else, anything of value in order to win or retain business, or influence government officials' official acts or decisions for Genmab's benefit. The FCPA also requires that all books, records and accounts must accurately and fairly reflect business transactions and dispositions of Genmab's assets. No director or employee may cause us to enter into a transaction with the intent to document or record it in a deceptive or unlawful manner. In addition, no director or employee may create any false or artificial documentation or book entry for any transaction entered into by Genmab. Similarly, employees who have responsibility for accounting and financial reporting matters have a responsibility to accurately record all funds, assets and transactions on our books and records.			n/a

Metric	2020	2019	Unit	SASB Code
Corporate Governance—Key issues: Long-term Pay Performance, CEO Equity Policy, Clawbacks & Malus, Links Pay to Sustainability	Share-Based Compensation Awards: incentivize executives to achieve short-term and long-term goals and business objectives 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

Environmental

Toxic Emissions & Waste	We incorporate a focus on environmental protection into our daily activities and decision making by encouraging employees to act in an environmentally friendly way to minimize impact on our carbon footprint, to produce as little waste as possible and to collect waste for recycling. We strive to educate our employees and implement preventive actions to ensure that factors which represent environmental risks are monitored and reduced. Environmental issues are integrated into the planning and execution of various projects. We act in compliance with legal and other requirements.			n/a
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Key Policies

Code of Conduct	https://ir.genmab.com/code-conduct#content		
Diversity Policy	https://ir.genmab.com/corporate-social-responsibility#content		
Remuneration Policy	https://ir.genmab.com/governance/compensation		
Commitment to Quality	https://ir.genmab.com/corporate-social-responsibility#content		