

**GENMAB A/S**  
**NOMINATING AND**  
**CORPORATE GOVERNANCE COMMITTEE CHARTER**

## **I. COMPOSITION**

The Nominating and Corporate Governance Committee (the "Committee") of the Board of Directors (the "Board") of Genmab A/S (the "Company") shall consist of at least two (2) members of the Board of the Company.

Each member shall be a non-executive director and the majority of the members shall meet the independence requirements established by the Board and applicable laws, corporate governance recommendations, regulations and listing requirements (if any). The Board appoints the members of the Committee and the chair. The Board may remove any member from the Committee at any time with or without cause.

## **II. PURPOSE**

The purpose of the Committee shall be to carry out the following preparatory tasks:

- Identify, review evaluate and recommend to the full Board candidates to serve as directors of the Company.
- Serve as focal point for communication between candidates, non-committee directors and the Company's Executive Management ("Management").
- Recommend to the entire Board whether existing directors should be re-nominated.
- Evaluate the composition of the Company's Board committees.
- Recommend Board committee candidates to the full Board.
- Make other recommendations to the Board regarding affairs relating to the directors of the Company.
- Administer and oversee all aspects of the Company's efforts that relate to corporate governance, corporate social responsibility ("CSR"), environment, social and governance ("ESG") and sustainability (hereinafter collectively referred to as "Sustainability Matters") on behalf of the Board.
- Make recommendations to the Board regarding Sustainability Matters.

## **III. OPERATING PRINCIPLES AND PROCESSES**

In fulfilling its functions and responsibilities, the Committee should give due consideration to the following operating principles and processes:

- *Communication* – The Committee shall have regular and meaningful contact with the chair of the Board, other committee chairs, members of Management and independent professional advisors to the Board and its various committees, as applicable. Such communication is important for strengthening the Committee's knowledge of relevant current and prospective issues that relate to Sustainability Matters.
- *Committee Education/Orientation* – The Committee shall work with Management to develop a process for systematic review of important and/or material issues and trends in practices that could potentially impact (i) Sustainability Matters, and/or (ii) the Company and its sustainability efforts or financial development, performance and position.

- *Committee Expectations and Information Needs* – The Committee shall communicate to the Chief Executive Officer or his or her designee(s) the expectations of the Committee, and the nature, timing, and extent of any specific information or other supporting materials requested by the Committee for its meetings and deliberations including, but not limited to, for the purpose of satisfying sustainability reporting requirements.
- *Resources* – The Committee shall be authorized to access such internal and external resources as the Committee deems necessary or appropriate to fulfil its defined responsibilities, including engagement of independent legal counsel, consultants and other professional advisors, as well as executive search firms to help identify director candidates and ensure appropriate sustainability expertise and skills to fulfill the directors' roles.
- *Meeting Agendas* – Committee meeting agendas shall be the responsibility of the Committee chair with input from the Committee members and other members of the Board as well as, to the extent deemed appropriate by the chair, from members of Management and outside advisors.
- *Committee Meeting Attendees* – The Committee shall be authorized to require members of Management and to request that outside counsel and other advisors attend Committee meetings.
- *Reporting to the Board of Directors* – The Committee, through the Committee chair, shall report all material activities of the Committee to the Board from time to time or whenever so requested by the Board including, but not limited to, material impact on Sustainability Matters or in case Sustainability Matters materially affect the Company's development, performance and position.
- *Other Functions* – The Committee shall have the authority to perform such other functions, and shall have such powers, as may be necessary or appropriate in the efficient and lawful discharge of its responsibilities hereunder.

#### **IV. FUNCTIONS AND AUTHORITY**

The Committee shall make decisions only by unanimous consent. The Committee is authorized to adopt its own rules of procedure not inconsistent with (a) any provision of this Charter, (b) any provision of the articles of association of the Company, or (c) the laws of the jurisdiction of the Company's organization.

The Committee will have the authority to carry out the following primary responsibilities in connection with its preparatory tasks, or to delegate such power and authority to one or more subcommittees of the Committee:

- Propose to the full Board policies on the size and composition of the Board.
- Describe the qualifications required for the Board and the Management and for a given position, state the expected time commitment for such position. The description shall include standards for the independence of directors to serve on the Board and committees of the Board.
- Evaluate the balance of skills, knowledge, expertise and experience of the individual members of the Board and the Management, as well as the succession of the Company's Chief Executive Officer, and report such details to the Board.

- Evaluate at least annually the skills, knowledge, expertise and experience of the individual members of the Board and the Management and report such details to the Board.
- Identify and evaluate qualified candidates (including any candidates recommended by shareholders) for service on the Board and the Management.
- Recommend to the Board qualified candidates to serve on the Board and the Management.
- Propose an action plan to the Board on the future composition of the Board, including proposals for specific changes.
- Maintain an orientation program for new directors and a continuing education program for all directors.
- Evaluate, review and consider whether to recommend to the Board the nomination, upon conclusion of their terms, of existing directors for re-election to the Board.
- Annually ahead of providing a recommendation to the Board on election or re-election of members to the Board, review and assess the board members' current and planned time commitments outside the Company as well as review the attendance rate and engagement of each board member in the board meetings and relevant board committee meetings during their current term.
- Evaluate at least annually the size, structure, performance, authority, operations, charter and composition of each standing Board committee and the performance of each committee member and recommend to the Board any changes considered appropriate in the size, structure, authority, operations, charter or composition of each committee.
- Evaluate at least annually the structure, size, composition and results of the Board and the Management and recommend any changes to the Board.
- Review and consider whether to recommend to the Board the continued service of a director in the event (i) an employee director's employment with the Company is terminated or (ii) a non-employee director changes his or her primary job responsibility or primary employer since the director's most recent election to the Board, including establishment of policies and procedures for resignation of directors under those circumstances.
- Establish a process for the periodic review and assessment of the performance of the Board and Board committees, seeking input from Management, the full Board and others, including whether, individually and collectively, the directors provide the skills and expertise appropriate for the Company.
- Consider and assess periodically the independence of directors, including whether a majority of the Board are independent of Management. Develop a set of corporate governance principles applicable to the Company to be adopted by the Board, and periodically review and assess these principles and their application and recommend any changes deemed appropriate to the Board for its consideration.

- Review with Management Sustainability Matters considerations and integrate these into the Company's strategy and strategic planning, business model and risk management process.
- Review and make recommendations to the Board regarding the proposals submitted by shareholders that relate to Sustainability Matters or otherwise affect the Company's corporate sustainability efforts.
- Review with Management and the Board the adequacy of the Company's Internal Rules for the members of the Board and Management (the "**Internal Rules**") and any other Company codes of ethics.
- Oversee the preparation and periodically review of a diversity policy and the CSR policy for the Board's approval.
- Recommend to the Board the establishment of such special committees as may be desirable or necessary from time to time in order to address ethical, legal business or other matters that may arise.
- Oversee and review the processes and procedures used by the Company, as defined in this charter, to provide accurate, relevant and appropriately detailed information to the Board and its committees on a timely basis. It is understood that, to the extent the Audit and Finance Committee of the Board is performing such an oversight and review function in its area of responsibility, this Committee may defer to the Audit and Finance Committee in such regard.
- Periodically review, discuss and assess the performance of the Committee as well as the Committee's role and responsibilities, seeking input from Management, the full Board and others and recommend any changes to the Board.
- Oversee the Company's policies and practices regarding philanthropic and political activities.
- Monitor the Company's progress toward maintaining or achieving (as the case may be) a balanced gender composition at the level of the Board and in the other management levels as defined in the Danish Gender Balance Act.
- In the event that the Company does not have a balanced gender composition at other management levels, the Committee shall prepare a recommendation to the Board regarding the setting of targets for the proportion of the underrepresented gender at those levels, and prepare a draft policy for the Board's consideration, outlining how the Company intends to increase the proportion of the underrepresented gender at other management levels.
- Annually review and reassess the adequacy of this charter and recommend any proposed changes to the Board for approval.
- Perform any other activities consistent with this charter, the Company's articles of association and governing law as the Committee or the Board deems appropriate.

## **V. MEETINGS**

The Committee will hold at least two regular meeting per year and additional meetings as the Committee deems appropriate. Meetings may be called by the chair of the Committee or the chair of the Board.

## **VI. MINUTES AND REPORTS**

Minutes of each meeting will be kept and distributed to each member of the Committee and the secretary of the Board. Such minutes will also be made available to any member of the Board, who is not a member of the Committee, upon the request of such member. The chair of the Committee will report to the Board from time to time or whenever so requested by the Board. In addition, the chair of the Committee or his or her delegate shall be available to answer questions the other directors may have regarding the matters considered and actions taken by the Committee.

Adopted by the Board of Directors on November 20, 2025.