



GLOBAL WORKFORCE CULTURE POLICY

1. PHILOSOPHY

At Genmab, our people are our greatest strength. We value the collective sum of individual talents, life and professional experiences, knowledge, creativity, innovation, self-expression, unique capabilities and talent that our people contribute to their work. This is an essential part of our culture, our reputation, and our achievements.

Creating and maintaining an inclusive culture means respecting each and every individual associated with Genmab, whether an employee or contingent worker, vendor, customer or patient. We appreciate and listen to our employees' opinions to understand different perspectives and appreciate different backgrounds. That is why we seek qualified talent with varied and new perspectives who can offer Genmab insights to challenge the way we approach problems and enable innovation. Our culture of excellence welcomes and supports all employees, regardless of gender, race, ethnicity, religion, age, disability, and other protected characteristics.

At Genmab fostering a workplace culture that values all employees for their unique contributions to the company's mission means creating richer solutions, obtaining better results, and maximizing productivity, innovation, and creativity.

To create a culture that fosters a sense of belonging and excellence through different perspectives and backgrounds, Genmab strives to ensure in our policies and programs that all employees:

- Are treated with dignity and respect
- Have equal access to employment opportunities
- Can participate in all aspects of work life
- Value differences of all kinds across all employees globally
- Have a sense of belonging and are comfortable being their authentic selves at work

2. COMMITMENT TO OUR VALUES AND CULTURE

Genmab's commitment to creating, nurturing and maintaining a culture in which individuals' unique contributions are embraced and drive innovation is rooted in our four core values, the standards we adhere to every day. Passion for innovation, determination, integrity, and teamwork creates an atmosphere that fosters individual development and continuous learning, ensuring that our employees can achieve their maximum potential.

Our Genmab Code of Conduct promotes and ensures a safe and healthy workplace culture of mutual respect, dignity and inclusion, one that assures we can attract, develop and retain a highly talented workforce of engaged employees driven to deliver superior business outcomes. We are committed to equal opportunity for individual development and career potential and fair treatment of our employees. All forms of harassment and discrimination are unacceptable and counter to everything we stand for as a Company.



Workplace Culture: We embrace each employee's unique contribution to our culture by valuing different perspectives, backgrounds, experiences, professional specialization, skills, and approaches to problem-solving.

Inclusion: We create a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees across Genmab by increasing mutual understanding, personal connections, and removing barriers of discrimination.

Individual Development: We believe that every employee matters, and we are supportive of exploring possibilities that can help address the unique needs of each employee to create value for Genmab and our patients.

Genmab has shown long-term commitment to cultivating and preserving a safe, welcoming and respectful workplace culture across our organization by incorporating excellence and commitment to our values into our broader business and talent strategies. Furthermore, Genmab's commitments to its core values are overseen by senior leadership who ensure alignment with our business objectives and mission to improve patients' lives

At Genmab, we believe that fundamental to achieving our 2030 Vision is excellence through different perspectives. We work globally as ONE Team and are committed to fostering a collaborative environment that promotes fairness and merit respects individual differences and empowers each team member to bring an individual's authentic self to work in a safe, open and respectful environment.

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