

Health and Safety Commitment

Commitment to Health and Safety

At Genmab, the health, safety, and well-being of everyone connected to our operations is a fundamental priority. We are committed to safe, healthy, and supportive environments across all sites, guided by proactive risk management, continuous improvement, and compliance with all applicable regulations. This commitment reflects our core values —innovation, integrity, collaboration, and respect—and supports our purpose to improve the lives of patients through innovative and differentiated antibody therapeutics.

Health and Safety (HS) is embedded in our Code of Conduct and championed across the organization to prevent, monitor, and manage workplace injuries, illnesses, and accidents. We foster a culture where safety is a shared responsibility and an integral part of daily work—strengthening resilience, promoting engagement, and enabling high performance.

Governance

Genmab governs HS through a structured global framework with clearly defined roles and oversight at all levels of the organization. Executive Management sets the strategic direction and ensures resources and performance oversight, while country and site leaders implement and adapt HS policies locally, oversee risk management, and foster a strong safety culture. Dedicated occupational and environmental health and safety (OHS/EHS) teams provide expertise, training, audits, and incident response support. Managers are responsible for promoting safe practices and ensuring day-to-day compliance. Employees, contractors, and visitors at our sites are expected to follow the HS policy, report hazards, and actively contribute to a safe workplace.

Management System

Genmab adheres to processes, assessments, inspections, and staff training and has reporting in place to prevent, monitor and manage any workplace accidents. Mandatory workplace assessments are conducted in compliance with local regulations.

Sustainability and Business Strategy

HS is integral to Genmab's sustainability commitments and business strategy. A safe, healthy, and resilient workforce is essential to sustaining innovation, ensuring operational excellence, and supporting long-term value creation for patients, partners, and shareholders.