

Animal Welfare Policy

At Genmab, we are committed to advancing science and improving health outcomes for patients while maintaining the highest ethical standards in all our research and development activities. We acknowledge that the wellbeing of laboratory animals is fundamental to responsible scientific quality. Recognizing the value of all living creatures, we are dedicated to ensuring responsible, humane, and ethical treatment of animals used in our research and testing processes. Our dedication to humane treatment fosters trust and respect within the scientific community, to our shareholders and beyond, reinforcing our reputation as a responsible and innovative leader in biotechnology. This Policy applies to all Genmab affiliates in the U.S., Europe, Japan, and China.

Goals

- Corporate Social Responsibility: Take responsibility for the ethical, legal, and scientifically justified use of animals in research, and set standards for the way in which we do this work.
- Inform and educate: Inform and educate the public, employees, and investors about the use of animals in biomedical research and the high scientific and ethical standards Genmab supports for animal research.
- Transparency: Genmab values transparency and strives to be open about how we do animal research.

OUR COMMITMENT

Ethical Standards

Genmab operates in strict compliance with all local, national, and international laws and regulations governing animal research. This includes adhering to the guidelines set forth by the Directive 2010/63/EU and the Animal Welfare Act (US CFR Title 9, I, A, 1), as well as any other relevant legislative and regulatory frameworks, across all Genmab sites, in all Genmab collaborations, and third-party work. Beyond our legal obligations, we adhere to a strict ethical framework that governs our use of animals in research, ensuring that all activities are conducted with the outmost respect for animal life. This commitment is rooted in Directive 2010/63/EU and the principles of the 3Rs: Replacement, Reduction, and Refinement. Directive 2010/63/EU is the framework for Genmab's standards, using its welfare guidelines as a requirement, even though local laws apply to CROs in other countries. We consider compliance with the welfare standards of Directive 2010/63/EU our minimum standard.

- Replacement: Whenever possible, we seek alternatives to animal testing, such as in vitro methods, computer modeling, and other innovative technologies that can provide valuable research insights without involving animals.
- Reduction: We strive to minimize the number of animals used in our research by continuously monitoring and improving experimental designs and statistical methods that require the smallest number of animals necessary to obtain reliable and reproducible results.
- Refinement: We continuously seek to improve our methodologies and care practices to minimize pain, suffering, and distress to animals, ensuring their welfare throughout their involvement in our research. We improve our experimental designs to define earlier

endpoints in our research where possible. We adhere to the most recent best practice standards and actively contribute to renewal of standards where possible.

Education and Training

We are committed to providing ongoing comprehensive education and training for all employees involved in animal care, research, and handling. This ensures that all personnel are fully informed about our policy, ethical considerations, and the latest methodologies for ensuring animal welfare.

Transparency and Accountability

Genmab maintains an open and transparent approach to our animal research practices. We are committed to regular internal reviews and external audits by relevant authorities to ensure compliance with our policy and continuous improvement in our practices.

Collaboration and Innovation

We actively engage with the scientific community, policymakers, and the public to share best practices, explore alternatives to animal testing, and innovate in the field of animal welfare. Our goal is to lead by example and contribute to the global effort towards more ethical and sustainable research practices.

Animals at external contractors

We acknowledge our responsibility for animal research carried out by external parties on behalf of Genmab. Animal experiments at external contract research organizations are approved by national and/or local ethical committees as appropriate and in addition must also comply with Genmab's standards and the welfare standards as set by Directive 2010/63/EU, as stated previously. Our external contractors are AAALAC International accredited or have comparable standards. We monitor these standards and the performance of external partners through audits as needed, with a special focus on animal welfare.

Non-human primates

Non-human primates are utilized solely when scientifically warranted and no alternative animal species can suffice. Every study is meticulously designed to minimize the number of animals used. These studies are conducted by specialized external contract research organizations, where the animals are kept in compliance with the highest welfare standards set by Directive 2010/63/EU. Genmab recognizes the concerns regarding the use of wild-caught non-human primates; hence, only purpose-bred non-human primates are employed at our contract research facilities. Genmab will conduct animal welfare audits, as needed, on facilities supplying non-human primates for our studies at external contractors.

Implementation and Oversight

The implementation of this policy is overseen by our dedicated Global Animal Welfare Officer and Global Animal Welfare Committee, which includes scientists, veterinarians, and animal welfare experts. The committee is responsible for ensuring compliance, addressing ethical considerations, and guiding the company in fulfilling its commitment to responsible animal use in research.

Conclusion

At Genmab, we recognize the importance of animals in advancing scientific knowledge and medical breakthroughs. However, we firmly believe that this pursuit must be balanced with a profound respect for animal welfare, from both an ethical and scientific perspective. Through our comprehensive policy and ongoing efforts, we strive to set a high standard for ethical research practices in the biotechnology industry.

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Regulations and guidelines

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- Regulation (EU)2019/1010
- US CFR Title 9, I, A, 1
- [Regulation on the Administration of Laboratory Animals, China](#)
- [Guidelines for the ethical review of laboratory animal welfare, China National Standard](#)