

## SUPPLIER CODE OF CONDUCT

### INTRODUCTION

MacroGenics is committed to the highest level of ethical conduct because integrity and excellence are critical to everything we do. Our guiding principles for acting ethically whenever, wherever, and with whom we conduct business can be found in our Code of Business Conduct and Ethics [[MGNX Code of Business Conduct & Ethics](#)]. Our dedication to our Living Values drives *how* we conduct our business:



#### Patients First

We hold ourselves accountable to our patients to whom we strive to provide life-changing medicines.



#### Do It Right

We believe that how we win is as important as winning itself. We strive for honest and transparent communications, mutual respect, stewardship and adherence to the highest ethical and quality standards.



#### Innovate

We seek to develop breakthrough medicines and strive for continuous improvement in all that we do.



#### Pitch In

Success is not singular at MacroGenics. We are unified by a shared vision and strive for highly integrated and efficient collaboration.



#### Take Action

We are proactive, empowered, and willing to take on new responsibilities with a sense of urgency and a results orientation.



#### Be Inclusive

We celebrate our diversity, encourage different viewpoints, and foster an environment where everyone feels a sense of belonging.

We believe that collaboration with our suppliers and service providers (“**Suppliers**”) is a mutually beneficial and inclusive way to help ensure responsible business practices. To maintain the highest level of ethical conduct, we expect our Suppliers to act in full compliance with all applicable laws and regulations and act ethically. We also expect our Suppliers to support our quality culture, where applicable, by reinforcing our pillars of Quality for Patients, Quality for our Partners, and Quality for Regulatory Authority.

The provisions of this Supplier Code of Conduct (“**Code**”) convey MacroGenics’ expectations for all Suppliers with whom we do business as well as their supporting subcontractors. This Code is provided to all Suppliers prior to entering into a contract with MacroGenics. Our intention is for all Suppliers to acknowledge this Code and actively review, monitor and modify their processes and business operations to ensure alignment with the principles set forth in the Code, where applicable in terms of scope and coverage.

# MacroGenics Supplier Code of Conduct

## ETHICS

Suppliers must conduct their business in an ethical manner and act with integrity. This includes complying with all applicable national, state, regional and local laws and regulations in the countries in which they operate (“**Applicable Laws**”) and the principles outlined below.

### Anti-Bribery and Anti-Corruption.

Suppliers must enter into all business relationships honestly and ethically. Suppliers must follow all applicable global anti-bribery and anti-corruption laws and not engage in any type of bribery, kickbacks, or improper payments to influence decisions, obtain or retain business, or otherwise secure any improper advantage.

### Fair Competition

Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws. Suppliers shall employ fair business practices including accurate and truthful advertising.

### Conflicts of Interest

MacroGenics engages vendors solely based on performance and quality of products and services supplied, not on any form of hidden benefit or conflict of interest. As such, Suppliers must declare any conflict of interest that may affect the performance of tasks or provision of services entrusted to them by MacroGenics.

### International Trade Activities

Suppliers must never seek to mislead or improperly or illegally avoid the payment of import duties, taxes and fees, and never engage in activities meant to evade the legal requirements of international traffic and trade. Suppliers must comply with economic sanctions and trade embargoes imposed or approved by countries in which the Supplier does business.

### Identification of Concerns

Suppliers shall have appropriate channels for internal and external stakeholders to report conduct or illegal activities in the workplace, and such stakeholders shall be encouraged to report such concerns without the threat of reprisal, intimidation or harassment. Suppliers shall investigate and take corrective action if needed.

### Ethics in Research and Development

Suppliers must ensure all research and development work conducted on behalf of MacroGenics is performed to the highest ethical standards and practices.

When engaged in clinical trials on behalf of MacroGenics, services shall be conducted in accordance with the global standards of Good Clinical Practices, applicable local regulatory requirements and following the ethical principles that have their origin in the Declaration of Helsinki.

When engaged in animal research, Suppliers must treat animals humanely using efforts designed to minimize pain and stress. Animal testing should be performed after consideration to replace animals, to reduce the number of animals used, and/or to refine procedures to minimize distress.

When involved in the supply, manufacturing, packaging, testing, storage and distribution of materials and/or products on MacroGenics’ behalf, Supplier will ensure compliance with applicable quality regulations and adhere to current GXP (e.g. Good Manufacturing Practices) requirements for the markets in which the products are manufactured, registered and distributed. Suppliers shall ensure that management and security systems protect products, components, and ingredients from the risks of adulteration, falsification, or theft for purposes of resale.

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### Confidentiality; Intellectual Property

All Suppliers must respect and safeguard the confidentiality of information entrusted to them by MacroGenics. Such information must not be disclosed to others, either intentionally or inadvertently under any circumstances, except when disclosure is authorized by MacroGenics or legally mandated. Supplier shall safeguard and respect MacroGenics intellectual property and related rights.

### Data Privacy and Security

Suppliers shall operate in a manner that is consistent with applicable data protection laws, including privacy and security protections that are appropriate to the sensitivity of the personal information collected or otherwise processed by the Supplier on behalf of MacroGenics. Suppliers shall have appropriate organizational structures and procedures to ensure the protection of personal information against accidental, unauthorized or unlawful loss, destruction, alteration, disclosure, use or access. This includes policies and procedures to address technical and organizational security as well as confirmation of compliance with these requirements. Suppliers must comply with laws that govern cross-border data transmissions.

### Insider Trading

MacroGenics is a publicly traded company. Suppliers will prohibit employees from insider trading based on any confidential information shared by MacroGenics that reasonable investors would consider important for buying or selling securities. This includes sharing of such information for personal gain and or gain of others.

### Debarment and Suspension

MacroGenics will not engage in business activities with individuals or companies that are debarred, suspended, or proposed for debarment or suspension, or otherwise excluded from award of U.S. Government contracts. Any supplier must promptly notify MacroGenics in writing if it subsequently becomes debarred, suspended, or proposed for debarment or suspension.

## **LABOR PRACTICES**

Suppliers are expected to uphold the rights of workers and treat them with dignity and respect. Suppliers are expected to adhere to the following requirements:

### Child Labor; Forced Labor

Suppliers are not permitted to employ workers younger than the local, legally required minimum age. Suppliers must not engage in any forms of forced slavery, including bonded, indentured, or involuntary prison labor. Suppliers must give workers the right to enter into employment voluntarily and freely, without the threat of penalty and the right to freely terminate employment voluntarily by means of notice of responsible length at any time and without penalty.

### Fair Treatment

Suppliers must provide a workplace free of harsh and inhumane treatment or threat of such treatment and will not tolerate any such treatments, including any physical punishments, insults, harassment, sexual harassment, mental or physical coercion or verbal abuse.

Non-Discrimination. Suppliers must provide a workplace free from discrimination. There shall be no discrimination for reasons such as race, color, age, pregnancy, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.

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### Wages, Benefits and Working Hours

Suppliers shall pay workers according to applicable wage laws, including minimum wage, overtime hours, and mandated benefits. Suppliers shall communicate with workers the basis on which they are being compensated in a timely manner. Suppliers are also expected to communicate with workers whether overtime is required and wages to be paid for such overtime.

### Freedom of Association

Suppliers shall encourage open communication and direct engagement with workers to resolve workplace and compensation issues. Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions with out the threat of reprisal, intimidation or harassment.

## HEALTH AND SAFETY

Suppliers must comply with all provisions of applicable laws and regulations and providing a safe and healthy working environment for employees and contractors working at their sites.

### Worker Protection

Suppliers shall protect workers from over exposure to chemical, biological and physical hazards as well as physically demanding tasks and conditions in the workplace. Suppliers shall ensure appropriate housekeeping and provide workers with access to potable water.

### Process Safety

Suppliers shall have programs in place to prevent or mitigate catastrophic or other unwanted releases of chemicals, biological agents or genetically modified organisms. Additionally, suppliers shall have preventive maintenance, periodic inspections and audits in place.

### Emergency Preparedness and Response

Suppliers shall identify and assess emergency situations in the workplace and any company provided living quarters and minimize their impact by implementing emergency plans and response procedures.

### Hazard Information

Safety information relating to hazardous materials, including biological agents, genetically modified organisms, pharmaceutical compounds and intermediate materials, shall be available to educate, train and protect workers from hazards.

## ENVIRONMENT

Suppliers are encouraged to operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Suppliers are encouraged to conserve energy and natural resources and to avoid the use of hazardous materials where possible, and to engage in activities that reuse and recycle materials. Suppliers are encouraged to maintain an effective environmental policy and conduct operations in a way that minimizes any adverse impacts on the environment.

### Environmental Permits

Suppliers must obtain and keep current all required environmental permits and meet all applicable environmental rules, regulations and laws.

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## Waste and Emissions

Suppliers must have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater, or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

## Spills and Releases

Suppliers shall have systems in place to prevent, mitigate and communicate accidental spills and releases to the environment.

## **MANAGEMENT SYSTEMS**

Suppliers shall use management systems appropriate to the size and scale of their organization to facilitate the goal of continual improvement and compliance with the applicable expectations of this Code.

## Commitment and Accountability

Suppliers shall demonstrate commitment to the Code by allocating appropriate resources and conducting periodic evaluation of its facilities and operations. Suppliers shall have a process for timely correction of any deficiencies or violations.

## Documentation

Suppliers shall maintain documentation necessary to demonstrate conformance with the expectations set forth in this Code.

## Risk Management

Suppliers shall maintain mechanisms to determine and manage risks in all areas addressed within this Code. Suppliers shall have a management of change process in place to evaluate and control the risk of change.

## Training and Competency

Suppliers shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management, and workers to address the expectations set forth in this Code.

## Continual Improvement

Suppliers are expected to continually improve by setting performance objectives, executing implementation plans, and taking necessary corrective actions for deficiencies identified in internal or external assessments, inspections and management reviews.

## Business Continuity/Disaster Recovery

Suppliers shall have effective emergency plans and response procedures to address material disruptions in business operations.

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### REPORTING COMPLIANCE CONCERNS TO MACROGENICS

Suppliers who believe that a MacroGenics employee, or anyone acting on behalf of MacroGenics, has engaged in illegal or otherwise improper conduct should report the matter, unless prohibited by applicable law, promptly to MacroGenics.

#### Compliance Contact

Jeff Peters, Senior Vice President,  
General Counsel and Compliance Officer  
[petersj@macrogenics.com](mailto:petersj@macrogenics.com)

#### Anonymous Inquiries and Reports

866- 354-4795  
<https://www.whistleblowerservices.com/MGNX>