

# Corporate Responsibility 2024



## Overview – Our Responsibility

We are a biopharmaceutical company with a mission to develop, manufacture and commercialize innovative monoclonal antibody-based, life-changing medicines to transform the lives of patients with cancer. This requires the application of our expertise in protein engineering and other technical capabilities, the teamwork of our employees and a shared commitment to excellence. Furthermore, we undertake this important mission in the context of building a safe, environmentally responsible and ethical business to make a positive impact on society while providing long-term value for all stakeholders, including our employees, partners, patients, and stockholders.

As part of this commitment, we support ESG (Environmental, Social and Governance) initiatives that are aligned with our *Living Values*. These values provide the foundation for us to demonstrate our dedication to patients and their caregivers, our staff, environment and local communities. MacroGenics' senior management team leads our ESG effort with important cross-functional contributions across our company; oversight for this program is further provided by our Board of Directors.



## Our Living Values

The values listed below embody MacroGenics' core principles, guiding every aspect of our operations. We remain steadfast in our dedication to these values, as they serve as the bedrock of our corporate culture and play a defining role in shaping our business strategies.



### 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.



## Code of Business Conduct and Ethics

We are committed to the highest level of ethical conduct because integrity and excellence drives everything we do. Our Code of Business Conduct and Ethics (the "Code") reflects our guiding principles for acting ethically whenever and wherever we conduct business. The Code is the foundation upon which our policies and procedures have been developed and forms a significant element of our Compliance Program.

The Code applies to all directors, officers and employees of our company, as well as all contractors, vendors and consultants when acting on our behalf and who are directed to engage in or, are involved in activities relating to the research, development, manufacture or commercialization of our products.

All MacroGenics personnel are required to adhere to the Code, for which they receive training annually. The



Code requires reporting any actual or suspected misconduct, illegal activities or fraud. We maintain a “Speak Up” culture where all personnel are encouraged to raise issues, report concerns, and ask questions. We also maintain an anonymous hotline that is available to all of our employees to report any matter of concern. We have a policy of no retaliation, where employees who report any misconduct are to be free of any harassment, retaliation or adverse employment consequence.

A copy of our Code may be found on our website or via [this link](#).

**100%** of employees  
train annually on our  
Code of Business  
Conduct and Ethics

## Our People

Our ability to develop, manufacture and commercialize innovative monoclonal antibody-based, life-changing medicines for cancer patients is dependent on attracting, retaining and developing a high-performing, motivated workforce.

We strive to offer our employees a collaborative, intellectually challenging, inclusive and safe work environment with opportunities to expand their knowledge and skills, receive timely feedback on their performance and potential for career advancement. We emphasize the importance of our employees’ engagement and feedback through company-wide surveys, all-hands and departmental meetings, team gatherings, one-on-one sessions, social events and more. This feedback enables us to evaluate our corporate culture and obtain input on a wide range of subjects that inform our efforts to further enhance our work environment.

### Highlights from our 2024 Employee Engagement Survey:\*

% Favorable  
Response

My team is committed to doing high quality work.	97%
I am proud to work for MacroGenics and feel a meaningful connection.	90%
I would recommend the company as a good place to work.	88%

“Share an example of something you’ve done this past year to create a positive work experience for your co-workers.”

social committee  
company events help  
mentoring team building  
team bonding activities communication  
happy hour taken ownership social committee  
positive work experience share the workload  
a positive attitude positive opportunities  
culture events company picnic  
collaboration teamwork

\* Conducted by Perceptyx in July-August 2024, which was based on 95% employee participation.

*“At MacroGenics, our people are our greatest strength. We are a bold and engaged team united by a passion for advancing science to improve patients’ lives. We foster a workplace grounded in trust, mutual respect, and collaboration. By empowering individuals, encouraging curiosity, and holding ourselves accountable, we create an environment where everyone can do their best work and continue to grow. We take pride in the connections we build, the challenges we overcome together, and the innovative spirit that drives us forward.”*

Scott Koenig, M.D., Ph.D., (President and CEO)  
on MacroGenics’ “Employee Experience”





## Employee Training & Development

The training and development of our employees is critical to our success. We value career development for all employees and invest in our employees to achieve their goals. In addition to conducting regular performance reviews, we encourage all employees to participate in leadership development, technical skills and competency-based training and other professional development courses and workshops. We reimburse employees for such training and offer many of these programs internally. Moreover, employees and managers are encouraged to collaborate on crafting development plans. The goal of these plans is to help employees reach their potential and pave the way for career growth, thereby enhancing both their engagement and our workforce's retention. Finally, we provide focused development for managers and emerging leaders who are designated as "key talent" based on performance and leadership potential.

	<b># of Employees Internally Promoted</b>	<b># of Training and Development Modules Offered to Employees</b>	<b># of Employee Participants in Training &amp; Development Modules</b>
2023:	63	26	623
2024:	62	28	449



## Compensation and Benefits

Our compensation programs are designed to align our employees' interests with our business goals and stockholder returns. We provide employee wages that are competitive within our industry, and we engage an outside compensation and benefits consulting firm to independently evaluate the effectiveness of our compensation and benefit programs and to provide benchmarking against our peers within the industry. We link annual changes in compensation to macroeconomic factors, overall Company performance, as well as each individual's contribution to the results achieved. The emphasis on overall Company performance is intended to align the employee's financial interests with those of stockholders. MacroGenics is committed to providing our employees with a benefits program that is both comprehensive and competitive.

Employees regularly working a minimum of 24 hours per week are eligible for:

### Health and Wellness Benefits

- Health, dental and vision insurance plans
- Flexible spending accounts (health care & dependent care)
- Employer paid Short- and Long-term Disability
- Employer paid Group Term Life and AD&D Insurance
- Voluntary Life and AD&D insurance for employee, spouse, and/or children
- Wellness programs
- On-site fitness center at Corporate Headquarters
- \$100 health and wellness reimbursement annually

### Paid Time Off

- Vacation leave
- Sick leave
- 10 Holidays per year, plus one floating holiday
- Winter break/corporate closure from Christmas to New Year's Day
- New parent leave up to 8 weeks
- Volunteer day
- Bereavement leave
- Jury duty leave

### Financial Wellness

- 401(k) Plan with company match - pre-tax and Roth savings options
- Annual and new hire stock option plan grants
- Annual performance bonus opportunity
- Employee Stock Purchase Plan with discount at time of purchase
- Employee referral bonuses

### Additional Benefits

- Employee Assistance Program
- Tuition reimbursement up to \$10,000 annually
- Employee recognition programs
- Telecommuting & flexible work schedule eligibility based on job responsibilities
- Legal insurance plan
- Onsite coffee, tea, soda and snacks



## Commitment to an Inclusive and Belonging Community

We believe in the power of an inclusive workplace, as reflected in our 'Be Inclusive' Living Value. When diverse perspectives are heard, valued, and celebrated, we're better positioned to innovate and develop life-changing medicines for patients. We celebrate our community, encourage different viewpoints, and foster an environment where everyone feels a sense of belonging. Inclusivity is embedded throughout our organization, making our community stronger, more dynamic, and better equipped to meet the challenges ahead.

MacroGenics supports a volunteer employee-led group that promotes engagement, raises awareness to foster belonging and a sense of community, and celebrates the contributions of every person and their unique backgrounds and experiences. The team does this through monthly group discussions and company-wide events and celebrations. MacroGenics' senior management team and Board of Directors stand firmly behind the efforts and initiative to build our culture of inclusivity.

*"At MacroGenics, people are at the core of our business and they are central to our success. Our employee-led volunteer DEI Team of 40+ members from across the company works diligently to cultivate an inclusive environment. We aim to heighten awareness and serve the needs of both our colleagues and our patient community. The DEI Team deeply embraces MacroGenics' Living Value of "Be Inclusive" and is committed to continuous growth and improvement. Together with senior management, the DEI Team encourages every colleague to amplify all voices and foster a genuine sense of belonging for everyone."*

DEI Team Co-Chairs:  
Marietta Toal, Data Management & Biostatistics  
Tiffany Turner, Research Portfolio Project Management



### More Highlights from our 2024 Employee Engagement Survey:

% Favorable  
Response

At MacroGenics, diversity is valued.	93%
My manager provides an atmosphere of open communication.	91%
All employees, regardless of their differences, are treated fairly.	88%

## Clinical Trial Participant Diversity

We similarly place a strong emphasis on inclusivity and diversity in recruitment of patients for our clinical studies. This commitment has led us to take significant steps to simplify the language we use in our Informed Consent Forms (ICF). We have re-evaluated and revised our ICFs to make them more accessible and easier to understand for everyone, regardless of their educational background. We work with Lay Advisory Groups, comprised of individuals from diverse backgrounds, who provide invaluable insights and feedback on our clinical trials early in their development process. Engaging these groups helps us incorporate the viewpoints of the wider community into our research efforts and directs us towards ongoing enhancements in our clinical trial procedures, which encompass a range of ways to provide support to clinical trial participants and caregivers.

In addition, recognizing the significant disparities in healthcare access and representation, our mission is to bridge the gap by actively reaching out to patients from diverse and underserved backgrounds. By ensuring that our clinical trials are representative of the global population, we aim to develop treatments that are effective for all, regardless of their ethnic or socioeconomic background. Our dedicated team collaborates with community leaders, healthcare providers, and patient advocacy groups (*see page 7*) to build trust and awareness in these communities. Through these efforts, MacroGenics is not only advancing science, but also championing the cause of equity in healthcare.

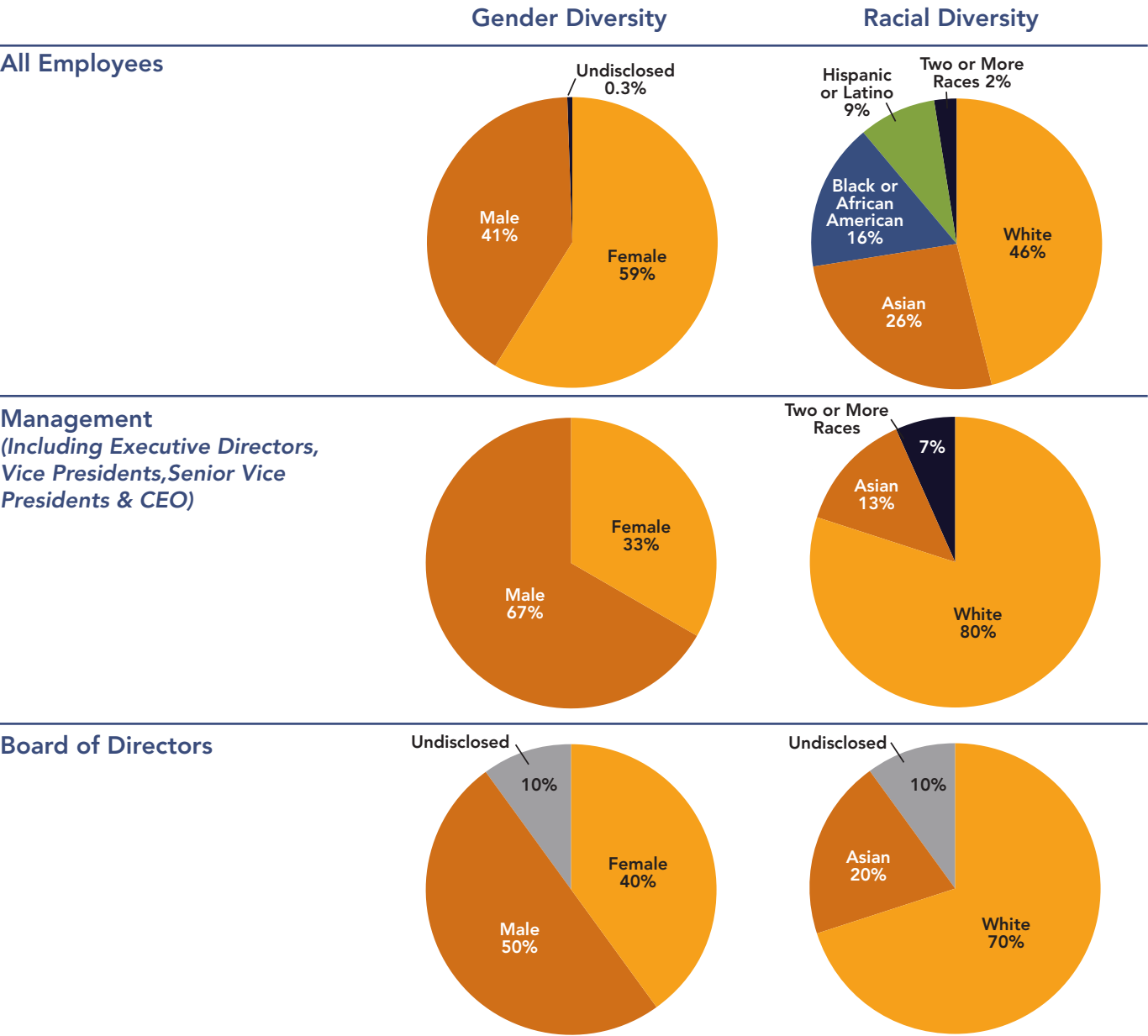


Workforce Metrics

As of December 31, 2024, we had 341 full-time employees, 273 of whom were primarily engaged in research, development and manufacturing activities, and 71 of whom had an M.D., Ph.D., Pharm.D. or D.V.M. Our workforce is composed of individuals with a broad range of backgrounds and experiences, providing us with a diverse range of perspectives from which we can draw.

MacroGenics is proud to be an equal opportunity/affirmative action employer. Employment selection and related decisions are made without regard to sex, sexual orientation, gender identity, gender expression, gender transition, race, age, marital status, disability, religion, national origin, country of origin ancestry, citizenship, color, veteran status or any basis protected under federal, state or local law. We are committed to working with and providing reasonable accommodation to individuals with disabilities and are committed to maintaining a respectful, courteous work environment that respects the dignity and worth of each employee.

Gender and ethnic diversity within our workforce and among our Directors as of December 31, 2024:



## Commitment to Employee Health and Safety

We are committed to the health and safety of our employees and all staff by providing a safe work environment aimed at proactively reducing the potential risk of exposure to hazardous substances and conditions. MacroGenics' Comprehensive Worker Health & Safety Plans and Training Program stress best practices and are integral to ensuring that the successful performance of any job is done in a safe and productive manner.

## Giving Back to Our Community

We believe in giving back and supporting the local communities where we work as well as initiatives consistent with our areas of focus, including providing funding for certain cancer patient advocacy groups. We encourage employees to take an active role in caring for the surrounding communities in which we live and work and provide each employee with eight hours of voluntary paid time off annually to participate in local opportunities to give back to the community.

MacroGenics (or our employees) have donated time and/or financial resources to these organizations in 2024:

Local Community	Disease Advocacy
      	          

Since 2021, MacroGenics has been a proud sponsor of Don Bosco Cristo Rey, a co-educational high school in Takoma Park, MD, known as "the school that works." This school serves students exclusively from families with limited economic means, many of whom are first-generation high school graduates. MacroGenics sponsors students who are part of an innovative corporate Work Study Program, in which students in the program work one day per week and earn approximately 60% of the cost of their private high school education. The program has achieved a remarkable 100% college acceptance rate. Students gain on-the-job experience and exposure to a professional workplace. We view this as an opportunity to give back to the local community and help provide opportunities for young learners.







## Clinical Trial Practices

We follow the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use/GxP principles, and national and local regulations in our research and development activities. For our clinical trials, this includes establishing standard operating procedures for all aspects of trial conduct, including safety review in clinical trials, establishing independent data monitoring committees, submitting clinical trial applications and any necessary amendments to regulators within statutory requirements, including the U.S. Food and Drug Administration (FDA) and European Medicines Agency (EMA), training clinical staff and investigators, obtaining institutional review board/ethics committee approval before initiating clinical trials, obtaining informed consent from clinical trial participants, and reporting serious adverse events and adverse events to regulatory authorities as required by law.



## Commitment to Patient Safety

MacroGenics' unwavering commitment to the highest standards places safety and care of patients at the center of everything we do, while embracing our *Living Values*.

The Product Safety team, comprised of highly skilled physicians and subject matter experts, takes a comprehensive and rigorous approach to pharmacovigilance activities. Our team is dedicated to establishing, maintaining and communicating quality safety information throughout the lifecycle of our products. We combine innovation, science and technology with the talents of our people to comply with global regulations; identify, evaluate, monitor and manage the benefit-risk profile of MacroGenics' products throughout their lifecycle; and communicate important product safety information to regulators, investigators, prescribers and patients.

Our Product Safety department has several standard operating procedures for processing and reporting adverse events in the clinical trial and post-marketing setting as well as established Safety Governance Committees for clear escalation of new safety signals with timely assessment and implementation of risk mitigation/communication activities to protect patient safety. In addition, every MacroGenics employee receives annual training on what constitutes an adverse event and how to report it. MacroGenics' Product Safety effort has undergone formal audits in the past.

Product Safety maintains oversight of all pharmacovigilance activities and collaborates with other MacroGenics staff to ensure that product safety information is communicated in a timely manner to global regulatory agencies, investigators, prescribers and patients. Our Product Safety team is led by a Vice President, Drug Product Safety and Pharmacovigilance who reports directly to, and meets regularly with, our Chief Medical Officer (CMO). Our CMO regularly informs other members of our senior management team and Board of Directors regarding material safety events and findings, as appropriate.



## Commitment to Quality

Our commitment to quality extends to every facet of our operations from drug discovery to commercial manufacturing. We strive for unwavering *quality for our patients*, ensuring that our product meets the highest safety and efficacy standard. As we nurture strong collaboration with our external stakeholders, we build on an ethos of *quality for our partners*, aiming to exceed their quality expectations and harness our shared commitment to quality excellence. Additionally, we maintain a stringent focus on *quality for regulatory authorities*, and are committed to operate in compliance with regulatory guidance and the highest ethical standards.

These three commitments to quality: *for our patients, for our partners and for regulatory authorities* are enshrined in our Quality Policy; members of our Quality teams receive annual training to reinforce these principles.

Finally, we celebrate quality during World Quality Day in November, which is an opportunity to further strengthen our quality culture and celebrate our Quality teams.





## Commitment to Ethical Research

As a biopharmaceutical company, where suitable non-animal alternatives are not available, we utilize animal models to advance our understanding of disease and progress our pipeline of product candidates being developed to treat various cancers. We are actively committed to high standards in animal care and to the principles of the '3Rs' - *Replacement*, *Reduction* and *Refinement* of animals in research. In addition, all animal care and technical procedures are carried out by a trained staff/vendors under the oversight of our Institutional Animal Care and Use Committee (IACUC), which is comprised of internal and external experts.



## Commitment to Environmental Responsibility

We are committed to operating our facilities in an environmentally responsible way to reduce environmental impacts and protect our people, our business, the environment and the communities where we operate. We maintain a comprehensive Waste Management Plan overseen by our Environmental Health and Safety team to ensure we manage wastes of all types (hazardous and non-hazardous) in a safe, compliant and economical manner. All individuals handling hazardous waste are required to complete hazardous waste awareness training. Finally, we comply with Federal and State environmental regulations to minimize hazardous waste and have adopted approaches designed to eliminate, reduce, or substitute hazardous materials and waste and reduce water and energy consumption.

Some of the steps we've already taken as stewards of our environment have included:

- Installation of LED lighting with energy-reducing controls system, eight EV charging stations and low-flow restroom fixtures; and
- Segregation of waste stream for landfill and recyclables (we recycle paper, aluminum, plastic, printer cartridges and e-waste).



## Commitment to Cybersecurity/Information Security

Given the concerning external macro trends regarding information security breaches and the potential disruptive impact of artificial intelligence (AI) technologies, MacroGenics adheres to industry standards, employs malware detection software, and collaborates with external specialists to assess and manage our information technology infrastructure, specifically in relation to cybersecurity risks. Our cybersecurity protocols are built upon the frameworks and recommendations outlined by the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Additionally, our policies, processes, and technical controls are audited through an independent annual audit for Federal Information Security Management Act (FISMA) compliance and independent penetration testing to ensure the robustness of our security measures.

We also prioritize continuous education and training for all our employees, ensuring they are well-informed about cybersecurity risks and equipped with the necessary procedures to mitigate these risks and minimize exposure. MacroGenics carries a cybersecurity insurance policy to limit our potential loss in the event of a cybersecurity incident. To our knowledge, we did not experience any material cybersecurity breaches in 2024.

Our Board has primary oversight and responsibility for cybersecurity risk and annually reviews the Company's practices. The Audit Committee also regularly receives evaluations from management regarding potential material risks, including those in the areas of cybersecurity, information security, data loss, and privacy. Additionally, our Technology Steering Committee receives quarterly updates on the cybersecurity program and provides guidance on strategy and technologies to help prevent and mitigate cyber risks.



## Supplier Code of Conduct

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 (“Supplier 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 Supplier Code, where applicable in terms of scope and coverage.

A copy of our Supplier Code may be found on our website or via [this link](#).

## MacroGenics Officers

**Scott Koenig, M.D., Ph.D.**  
President and CEO

**James Karrels**  
SVP, CFO & Secretary

**Ezio Bonvini, M.D.**  
SVP, Research &  
Chief Scientific Officer

**Stephen Eck, M.D., Ph.D.**  
SVP, Clinical Development &  
Chief Medical Officer

**Jeffrey Peters**  
SVP, Legal Affairs and  
General Counsel

**Eric Risser**  
Chief Operating Officer

**Tom Spitznagel, Ph.D.**  
SVP, Technical Operations

**Beth Smith**  
VP, Controller and Treasurer

## Directors

**Bill Heiden (Chairman)**  
Former President & CEO,  
AMAG Pharmaceuticals

**Karen Ferrante, M.D.**  
Former CMO, Head of R&D,  
Tokai Pharmaceuticals

**Edward Hurwitz**  
Former Managing Director,  
MPM Capital

**Scott Jackson**  
Former CEO,  
Celator Pharmaceuticals

**Meenu Chhabra Karson**  
CEO, Evercrisp Biosciences

**Scott Koenig, M.D., Ph.D.**  
President and CEO,  
MacroGenics

**Margaret Liu, M.D.**  
CEO, PAX Therapeutics

**Federica O'Brien**  
President, CFO'Brien  
Consulting, LLC

**Jay Siegel, M.D.**  
Former Chief Biotechnology  
Officer & Head of Scientific  
Strategy and Policy,  
Johnson & Johnson

**David Stump, M.D.**  
Former EVP of R&D,  
Human Genome Sciences

## MacroGenics by the Numbers



**2000**  
Year Founded



**Rockville,  
Maryland**  
Headquarters



**~340**  
Employees



**Three**  
Approved Products  
Originating from  
Our Pipeline\*\*



**One**  
Singular Focus  
on Oncology  
Therapeutics



**10,000 Liters**  
Mfg. Capacity  
(5 × 2,000 liter  
Bioreactors)



**>\$1.4B**  
Cumulative Non-  
Dilutive Funding\*\*



**>\$2.2B**  
Cumulative R&D  
Investment\*\*



**MGNX**  
Ticker on  
NASDAQ

\* Includes MARGENZA® (TerSera), TZIELD® (Incyte) and ZYNYZ® (Sanofi).

\*\* Estimated through December 31, 2024.

## Forward-looking Statements

Any statements in this report about future expectations, plans and prospects for MacroGenics ("Company"), including statements about the Company's strategy, future operations, clinical development of and regulatory plans for the Company's therapeutic candidates, expected timing of the release of clinical updates and safety and efficacy data for the Company's ongoing clinical trials and other statements containing the words "subject to", "believe", "anticipate", "plan", "expect", "intend", "estimate", "potential", "project", "may", "will", "should", "would", "could", "can", the negatives thereof, variations thereon and similar expressions, or by discussions of strategy constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Actual results may differ materially from those indicated by such forward-looking statements as a result of various important factors, including: risks that TZIELD, lorigerlimab, ZYNYZ, or any other product candidate's revenue, expenses and costs may not be as expected, risks relating to TZIELD, lorigerlimab, ZYNYZ, or any other product candidate's market acceptance, competition, reimbursement and regulatory actions; future data updates, including timing and results of efficacy and safety data with respect to product candidates in ongoing clinical trials; our ability to provide manufacturing services to our customers; the uncertainties inherent in the initiation and enrollment of future clinical trials; the availability of financing to fund the internal development of our product candidates; expectations of expanding ongoing clinical trials; expectations for the timing and steps required in the regulatory review process; expectations for regulatory approvals; expectations of future milestone payments; the impact of competitive products; our ability to enter into agreements with strategic partners and other matters that could affect the availability or commercial potential of the Company's product candidates; business, economic or political disruptions due to catastrophes or other events, including natural disasters, terrorist attacks, civil unrest and actual or threatened armed conflict, or public health crises; costs of litigation and the failure to successfully defend lawsuits and other claims against us; and other risks described in the Company's filings with the Securities and Exchange Commission. In addition, the forward-looking statements included in this report represent the Company's views only as of the date hereof. The Company anticipates that subsequent events and developments will cause the Company's views to change. However, while the Company may elect to update these forward-looking statements at some point in the future, the Company specifically disclaims any obligation to do so, except as may be required by law. These forward-looking statements should not be relied upon as representing the Company's views as of any date subsequent to the date hereof.

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