

**Zymeworks' Report in Compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada)**

**Introduction**

Zymeworks Inc. issues this Report on behalf of itself and its wholly owned subsidiary, Zymeworks BC Inc. (together, "Zymeworks"), in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the "Act") for the financial year ended December 31, 2023.

Zymeworks Inc. and Zymeworks BC Inc. both qualify as entities required to file this Report under the Act because Zymeworks BC Inc., which is controlled by Zymeworks Inc., imports goods produced outside Canada, and each of Zymeworks Inc. and Zymeworks BC Inc. is a corporation that has a place of business in Canada, does business in Canada or has assets in Canada, and that, based on its consolidated financial statements, meets at least two of the following conditions for at least one of its two most recent financial years: it has at least \$20 million in assets, it has generated at least \$40 million in revenue, and it employs an average of at least 250 employees.

**Structure, Activities and Supply Chains**

Zymeworks is a global biotechnology company committed to the discovery, development, and commercialization of novel, multifunctional biotherapeutics. Zymeworks' mission is to make a meaningful difference in the lives of people impacted by difficult-to-treat cancers and other diseases. Zymeworks' complementary therapeutic platforms and fully integrated drug development engine provide the flexibility and compatibility to precisely engineer and develop highly differentiated antibody-based therapeutic candidates. Zymeworks engineered and developed zanidatamab, a HER2-targeted bispecific antibody using the Zymeworks' proprietary Azymetric™ technology. Zymeworks has entered into separate agreements with BeiGene, Ltd. and Jazz Pharmaceuticals Ireland Limited, granting each exclusive rights to develop and commercialize zanidatamab in different territories. Zanidatamab is currently being evaluated in multiple global clinical trials as a potential best-in-class treatment for patients with HER2-expressing cancers. Zymeworks is rapidly advancing a deep pipeline of product candidates based on its experience and capabilities in both antibody drug conjugates and multispecific antibody therapeutics across multiple novel targets in indications that represent areas of significant unmet medical need. In addition to Zymeworks' wholly owned pipeline, its therapeutic

platforms have been further leveraged through strategic partnerships with global biopharmaceutical companies.

Zymeworks Inc. is a Delaware corporation that controls Zymework BC Inc., a British Columbia corporation having business number 877816603. Zymeworks' principal executive office is located in Delaware, United States and its main corporate office is located in Vancouver, British Columbia, Canada. While not reporting entities, Zymeworks also has other offices and subsidiaries located in the United States, Ireland and Singapore.

Zymeworks does not produce goods in Canada or elsewhere. Zymeworks engages third party contract manufacturer organizations ("CMOs") to manufacture its clinical stage biotherapeutic products in the United States and China, which are then distributed to clinical trial sites, some of which are located in Canada, or sold to its strategic partners located outside of Canada for use in clinical trials. Zymeworks also imports office and laboratory supplies and equipment into Canada for use in its day-to-day operations at its Vancouver location.

## **Policies and Due Diligence Processes**

In 2023, Zymeworks took the following steps to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods imported into Canada:

- Audited suppliers;
- Monitored suppliers; and
- Developed and implemented grievance mechanisms.

Zymeworks' products are manufactured by qualified and approved third party CMOs in the United States, Europe and China. All biotherapeutic products which are used in humans must comply with Good Manufacturing Practice ("GMP") regulations, standards and guidelines. Currently, the selection, assessment, management and oversight of its CMOs do not include any written provisions prohibiting forced or child labour. Zymeworks does, however, have direct mechanisms such as required periodic audits and person-in-plant oversight responsibilities that can detect such activities by its CMOs. This would include the assessment of its CMOs to ensure that their personnel have the education and training required to perform their specific duties as it pertains to their GMP operations. To be GMP compliant, CMOs must follow detailed rules and guidance regarding the quality of products they produce, their facilities and their personnel. All manufacturing sites are subject to periodic inspections by applicable regulatory health authorities based on risk to determine if the CMOs are compliant with current GMP regulations. Zymeworks also uses its own trained and qualified personnel and in certain circumstances, independent third party consultants to carry out regularly scheduled and for-cause audits of its CMOs to ensure GMP compliance and adherence to Zymeworks-CMO quality agreements. While forced labour and child labour are not specific targets of these audits, those conducting the audits are expected to escalate any such observations or suspicions

immediately. Zymeworks' CMOs also publicly report on how they manage human rights and ethics risks in their organization and supply chain.

Based on the above, Zymeworks views the risks of child and forced labour in its supply chains to be low.

Zymeworks believes that the risk of forced labour and child labour in its directly employed workforce is low. This is due in part to the highly regulated nature of the biotechnology industry, and also to its employees being largely educated or skilled, and undertaking work in controlled environments such as Zymeworks' offices and laboratories. Zymeworks does not employ children, and all Zymeworks' employees are contractually entitled to terminate their employment.

Zymeworks has adopted a Code of Business Conduct and Ethics (the "Code") which applies to Zymeworks' directors, officers, employees and other personnel that Zymeworks may determine should be subject to the Code, such as contractors or consultants. The Code sets out basic requirements for business conduct and expected behaviors, and is designed to promote integrity and deter wrongdoing. Zymeworks expects its personnel to adhere to the highest ethical standards and uphold corporate values and principles, which include honesty, integrity and respect for others. The Code requires its personnel to always follow applicable laws, rules and regulations and to not engage in any type of illegal, unethical, fraudulent or corrupt business practices for any reason, which would include forced labour and child labour. Upon knowledge or suspicion of a violation of the law, the Code or any unethical or questionable act or behavior, the Code asks Zymeworks' personnel to immediately report the violation or suspected violation in accordance with Zymeworks' Whistleblower Policy which establishes procedures for confidential, anonymous submissions of such violations or suspected violations, without fear of retaliation.

### **Risks, Remediation, Training and Assessing Effectiveness**

Zymeworks has not identified any forced labour or child labour in its activities and supply chains, and as a result has not taken any measures to remediate forced labour or child labour, including the loss of income to the most vulnerable families that may result from remediation efforts.

Zymeworks does not currently provide training to its personnel specifically related to forced labour or child labour, and no actions have been taken to assess Zymeworks' effectiveness in preventing and reducing risks of forced labour and child labour in Zymeworks' activities and supply chains.

This Report was approved by the Board of Directors of Zymeworks Inc. on May 14, 2024 and by the Board of Zymeworks BC Inc. on May 14, 2024 pursuant to section 11(4)(b)(i) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

*/s/ Kenneth Galbraith*

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I have the authority to bind Zymeworks Inc. and Zymeworks BC Inc.

Name: Kenneth Galbraith

Title: Chair, President, Chief Executive Officer and interim Chief Financial Officer

Date: May 14, 2024