



## Human Rights Statement

Document Number: Non-GxP-POL-0079

Version Number: 2.0

### DOCUMENT HISTORY

Version	Date	Changes
1.0	March 2026	Initial Document
2.0	March 2026	Changed owner of policy Revised value chain content Made minor wording updates

### REFERENCES

Document Name	Comments	Location
N/A	N/A	N/A

### APPROVALS

Name & Title	Date
Laura O'Connor, Senior Vice President & Chief Human Resources Officer	Refer to Veeva for Approval Date

## 1 PURPOSE

Zymeworks Inc. is committed to respecting and promoting human rights across our operations, value chain, and partnerships. As a biotechnology company dedicated to developing innovative biotherapeutics to address significant unmet medical needs, we recognize that respect for human rights is fundamental to responsible scientific innovation and sustainable business practices.

Zymeworks seeks to conduct its business ethically, transparently, and in compliance with all applicable local, national, and international laws and regulations. We are committed to maintaining working conditions that respect the dignity, safety, and rights of individuals and to working with partners who share these values.

### **Our Commitment**

Zymeworks' approach to human rights is informed by internationally recognized standards, including:

- The United Nations Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work

We aim to identify, prevent, mitigate, and address adverse human rights impacts that may be associated with our activities, products, services, and business relationships.

## 2 SCOPE

This Human Rights Statement applies to all Zymeworks officers, employees, and other personnel that Zymeworks may determine should be subject to this Policy, such as contractors or consultants.

We expect our suppliers and partners to uphold equivalent human rights standards and to apply them within their own operations and supply chains.

## 3 POLICY

### **Respect for Workers' Rights**

Zymeworks is committed to providing a workplace that is safe, inclusive, and respectful. We do not tolerate discrimination, harassment, or abuse in any form.

Our commitment includes:

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- **Non-discrimination and equal opportunity:** Employment decisions are based on qualifications, merit, and business needs, without discrimination based on race, color, religion, gender, age, nationality, social origin, sexual orientation, gender identity, marital status, disability, political affiliation, or union membership.
- **Freedom of association:** We respect the rights of employees to freedom of association and collective bargaining in accordance with applicable laws.
- **Wages and working hours:** We are committed to fair compensation practices and compliance with applicable wage, working hour, and overtime laws in the jurisdictions in which we operate.
- **Safe and healthy workplace:** We strive to provide a safe and healthy working environment and to manage risks associated with laboratory, clinical, manufacturing, and office activities.

### 4 PROHIBITION OF FORCED LABOR, CHILD LABOR, AND MODERN SLAVERY

Zymeworks strictly prohibits all forms of forced, bonded, or involuntary labor, human trafficking, and modern slavery. We do not tolerate child labor and are committed to compliance with applicable minimum age laws and international labor standards.

We expect our suppliers and business partners to maintain similar standards and to take appropriate steps to assess and address risks of forced labor, child labor, and modern slavery within their operations and supply chains.

### 5 RESEARCH ETHICS AND PATIENT RIGHTS

Respect for human rights is integral to Zymeworks' approach to research and development.

We are committed to:

- Protecting the rights, safety, dignity, and well-being of patients and clinical trial participants
- Conducting research in accordance with applicable ethical standards, regulatory requirements, and informed consent principles
- Ensuring scientific integrity, data accuracy, and responsible innovation

### 6 SPEAKING UP AND ACCOUNTABILITY

Zymeworks encourages employees and business partners to raise concerns or report suspected human rights issues without fear of retaliation. We seek to address concerns promptly and appropriately, in line with our policies and applicable laws.

We continuously review and strengthen our policies and practices to support our commitment to human rights and responsible business conduct.

### **7 ONGOING COMMITMENT**

Zymeworks recognizes that respect for human rights is an ongoing responsibility. We are committed to continuous improvement, learning, and collaboration with our stakeholders to promote ethical conduct, protect human rights, and contribute positively to the communities in which we operate.