



## Diversity Equity and Inclusion Statement

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### DOCUMENT HISTORY

Version	Date	Changes
1.0	March 2026	Initial Document
2.0	March 2026	Changed owner of policy 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 fostering a diverse, equitable, and inclusive workplace where individuals are treated with dignity and respect and are able to contribute meaningfully to the Company's mission. As a global biotechnology company managing a portfolio of licensed healthcare assets and developing a diverse pipeline of novel, multifunctional biotherapeutics to improve the standard of care for difficult-to-treat diseases, we believe that an inclusive culture that values different perspectives, experiences, and ways of thinking supports scientific excellence, sound decision-making, and long-term value creation.

Zymeworks is committed to conducting its business in a manner that is ethical, inclusive, and compliant with all applicable laws and regulations. We seek to create a working environment in which employees feel supported, respected, and empowered to perform at their best.

## **2 SCOPE**

Zymeworks' commitment to diversity, equity, and inclusion is grounded in principles of fairness, equal opportunity, and respect. We strive to cultivate a workplace culture that promotes collaboration, openness, and accountability, and that supports the attraction, development, and retention of talented individuals across the organization.

Our commitment to DEI applies across the employee lifecycle, including recruitment, hiring, compensation, performance management, professional development, and leadership progression. We aim to ensure that our people practices are applied consistently and fairly and are aligned with our business needs and values.

## **3 POLICY**

Zymeworks is committed to fair, objective, and inclusive hiring practices. Recruitment decisions are based on qualifications, skills, experience, and business needs.

In support of this commitment, we seek to:

- Promote inclusive recruitment processes that aim to attract a broad and diverse pool of qualified candidates
- Mitigate bias in hiring decisions through consistent and structured assessment practices
- Ensure that hiring decisions are made on merit and in compliance with applicable equal employment and non-discrimination laws

### **4 EQUITY IN DEVELOPMENT, PERFORMANCE AND PROMOTION**

Zymeworks is committed to promoting equity in access to professional development, advancement, and promotion opportunities. We seek to ensure that performance evaluation and promotion decisions are based on objective criteria, individual performance, and organizational needs.

We recognize the importance of supporting career progression for all employees, including through access to learning, development, and leadership opportunities, and aim to apply these practices fairly and consistently across the organization.

### **5 RESPECTFUL AND INCLUSIVE WORKPLACE**

Zymeworks seeks to maintain a professional working environment that is free from discrimination, harassment, and inappropriate conduct. We do not tolerate discrimination on the basis of gender or any other characteristic protected by applicable law.

We expect all employees to contribute to a respectful and inclusive workplace and to engage with colleagues in a manner that reflects our values. Mutual respect, constructive dialogue, and collaboration are essential to a healthy organizational culture.

### **6 EQUITY AND OPPORTUNITY**

Zymeworks is committed to promoting equity in access to opportunities, resources, and development. We seek to support employees through learning, development, and leadership opportunities that enable professional growth and career progression.

We recognize that building an equitable workplace is an ongoing process and are committed to reviewing our practices over time to help ensure they remain appropriate, effective, and aligned with evolving expectations.

### **7 LEADERSHIP AND ACCOUNTABILITY**

Responsibility for fostering diversity, equity, and inclusion is shared across the organization, with oversight by senior leadership. DEI considerations are integrated into our people-related policies and practices in a manner that is proportionate to Zymeworks' size, stage of development, and operating model.

Zymeworks is committed to continuous improvement and to periodically reviewing its approach to DEI, informed by employee feedback, governance priorities, and emerging best practices.

### **8 SPEAKING UP AND ENGAGEMENT**

Zymeworks encourages open communication and constructive engagement. Employees are encouraged to raise concerns, share feedback, or report conduct that is inconsistent with our values or policies, without fear of retaliation. We take concerns seriously and seek to address them promptly and appropriately.

### **9 ONGOING COMMITMENT**

Zymeworks recognizes that fostering a diverse, equitable, and inclusive workplace is an ongoing journey. As Zymeworks' business evolves, we remain committed to learning, reflection, and thoughtful improvement, with the aim of supporting our employees, strengthening our culture, and advancing our mission responsibly.