

2024

# Zymeworks ESG Report

Making a meaningful  
difference





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**Zymeworks Inc. (Nasdaq: ZYME)** is a global biotechnology company committed to the discovery, development, and commercialization of novel, multifunctional biotherapeutics.



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# From the CEO



**Kenneth Galbraith**  
Chair & CEO

Welcome to Zymeworks' second environmental, social, and governance (ESG) report. As we continue our mission to improve the standard of care for difficult-to-treat cancers and other serious diseases, our focus on ESG ensures we pursue our goals responsibly and sustainably.

It has been another year of action and progress. Having conducted evaluations across the company to identify areas for improvement, we have realigned our approach.

As our business has matured, we have begun embedding ESG principles across all business functions rather than treating ESG as a separate initiative. We've observed an increasing emphasis on integrated ESG approaches across our industry and this evolution reflects our belief that ESG should be woven into the fabric of our organization's decision-making and operations.

Although this means we have disbanded our ESG working group, we have undertaken efforts to promote the idea that ESG is our collective responsibility that everyone at Zymeworks can support. Oversight from our Board of Directors remains in place and highlights the importance of our ESG initiatives.

In order to integrate ESG into all functions, we realized we needed better data management capabilities to monitor progress against our goals. We've implemented new data management tools that allow us to better measure and understand our impact across a range of ESG topics.

To support the integration of ESG into all teams, we've also focused on educating key stakeholders about its importance and its role in our long-term success. We have introduced an annual ESG training module to enhance employee knowledge and encourage improvements across all business areas.

Our culture remains central to what makes Zymeworks a great place to work and to deliver on our ambitions. We've made significant strides in our cultural transformation this year through the rollout of a new culture commitment and values to all employees. Alongside enhancements to our employee value proposition through new initiatives and benefits, we are demonstrating our commitment to creating a more inclusive and engaged workplace environment – for example, through the introduction of interest-based chat rooms on our new intranet and the launch of Pride in Biotech, a new community to empower LGBTQ professionals in the life sciences industry.

Over the past two years, we've also refreshed and strengthened our Board of Directors with the addition of seven new directors.

Looking ahead, our primary focus will be on leveraging our new data management capabilities to track and measure progress against our ESG goals more effectively. We plan to use these insights to refine our strategies and ensure we're making meaningful progress.

We'll continue to build on our foundational work from 2024, particularly in areas where we've identified opportunities for improvement through our evaluation process. We plan to set new goals in line with the UN's Sustainable Development Goals (SDGs) to ensure we are making progress towards a more sustainable business for the future.



# Zymeworks at a Glance



Since our founding in 2003, we have been driven by our mission to make a meaningful difference for people around the world who are impacted by difficult-to-treat cancers and other serious diseases.

Our complementary therapeutic platforms and fully integrated drug development engine provide the flexibility and compatibility to precisely engineer and develop highly differentiated antibody-based therapeutics with the aim of developing safe and effective treatments for patients.

Zymeworks' fully integrated research and development pipeline is powered by our team of world-class researchers who discover, develop, and commercialize our novel agents on a global scale with the support of partners and collaborators.

The growing pipeline of novel multifunctional therapeutics is supported by our potential best-in-class antibody-drug conjugates (ADCs) and multispecific antibody therapeutics (MSATs) technology platforms.

## Our footprint and partners

Our main office and primary laboratory facilities are located in Vancouver (BC, Canada). We also have offices in Redwood City (California), Bellevue (Washington), Dublin (Ireland), and Singapore.

We currently have two key commercial partners: Jazz Pharmaceuticals and BeiGene. They will develop and commercialize zanidatamab – a therapeutic developed to late stage in-house and partnered out – in their respective territories following receipt of applicable regulatory approvals. Other key partners include our contract manufacturing organization and contract research organizations.

## Culture and values

To stay true to our mission and maintain a cohesive and purpose-driven culture, we identified and implemented five core values that underpin everything we do. These values serve as guiding principles, shaping our decisions, actions, and interactions with one another and the wider community.

Accompanying these values are specific behaviors that we expect all of our team members to exemplify as we work towards our common goal.



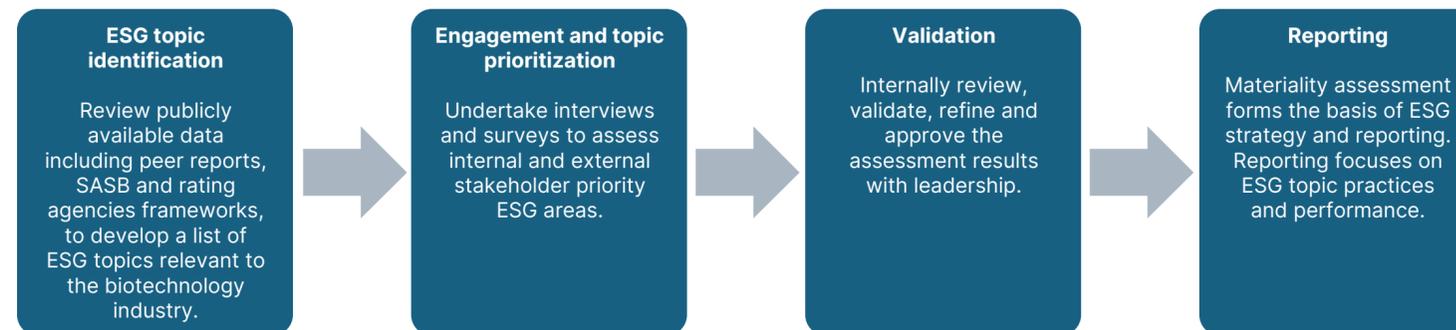


# ESG at Zymeworks



## We are on a journey to become more sustainable.

Founded to help improve the standard of care for challenging conditions such as complex cancers and, more recently, autoimmune and inflammatory disease, Zymeworks has always had a strong social purpose. This is underpinned by our robust governance and ethics, and a growing desire to improve our minimal environmental impact.



## Priority assessment

We are passionate about making progress across all areas of ESG. By identifying our ESG priorities, we have a greater understanding of our key risks and opportunities, allowing us to assign resources to drive performance in the areas where we can make the most positive impact.

As part of our work to identify our priorities, we conducted a stakeholder assessment to ensure our strategy remains aligned with the concerns and needs of our stakeholders. The outcomes of this assessment inform our strategy and make sure our reporting remains relevant.

This process included gathering and ranking the priorities of our colleagues, investors, leading ESG-ratings agencies, and voluntary disclosure standards and frameworks.

We are aware of the continuing development of global sustainability-related disclosure standards, including the growth of double materiality assessments, and will continue to review and assess this approach.

## Priorities matrix

Our priorities matrix, assessed in 2023, shows the topics we consider to be important for both internal and external stakeholders. While we will focus on these high-priority topics in the near term, we will update the matrix periodically as stakeholder priorities evolve.





# ESG at Zymeworks



## Focus areas

Through our assessment, we identified the following ESG topics prioritized by our internal and external stakeholders.

- Product quality and safety
- Human capital development
- Business ethics
- Clinical trial safety
- Supply chain management

We closely monitor the performance of our strategy and continually adjust programs and resource allocation to mitigate key risks and seize opportunities to improve our impact.

## Our Sustainable Development Goals contribution

We are committed to working to achieve a better and more sustainable future for all. In order to do this, we look to the UN's 2030 Agenda for Sustainable Development that outlines 17 Sustainable Development Goals (SDGs) and corresponding targets. We have identified the most applicable SDGs to our business and are in the process of understanding which targets we can meaningfully contribute to.

### Goal 3: Good Health and Well-being

We are driven by our mission to make a meaningful difference for people around the world who are impacted by difficult-to-treat diseases, including cancer, inflammation, and autoimmune disease.

### Goal 5: Gender Equality

We are committed to providing equal opportunities for all, ensuring we have good representation in our workforce and respecting all employees' rights, cultures, diversity, and dignity.

### Goal 8: Decent Work and Economic Growth

We employ more than 250 people in five locations around the world. The continued growth and success of our business contributes directly to economic growth in those communities and countries.

### Goal 12: Responsible Consumption and Production

Though our resource consumption is minimal, we are committed to responsible use and management of energy, materials, waste, and water.

## Board oversight

Our Board of Directors has ultimate responsibility for overseeing our strategic direction for ESG matters. The Nominating and Corporate Governance Committee (NCGC) directly reviews findings and recommendations and reports to the Board of Directors regarding our ESG strategy, initiatives, and policies, including any feedback from our management and other stakeholders.

The NCGC also periodically reviews our policies and disclosures related to ESG. These responsibilities are expressly set forth in the NCGC's charter. Although not referenced in their respective charters, other committees of the Board of Directors also regularly address ESG matters relevant to their respective oversight areas.

# Environment

We are committed to operating our business in a responsible way, which minimizes negative impacts on the planet.





# Environment



Like all businesses, we recognize that our operations have an impact on the natural environment. Our impact ranges from how our teams travel to work and how our facilities are powered, to how we manage waste and use natural resources.

Our size and current activities make our environmental impact relatively small, and our priorities matrix demonstrates that these topics are not a current key focus of our external or internal stakeholders. However, we acknowledge the need to build a better understanding of our impact on the natural environment and how to manage such impact. We are currently evaluating differing approaches of formal environmental policies.

## The impact of our facilities

Our environmental impact primarily relates to our use and management of energy, waste, and water in our offices and laboratory. We have five offices and one laboratory globally. Our Vancouver main office and laboratories are in a building with strong environmental credentials.

The building's carbon emissions are up to 70% less than conventional buildings and it runs on 100% renewable energy. We were also able to retrofit the office to include efficient lighting, a heat recovery system, and cooling systems to further save energy and reduce emissions.

While we produce minimal waste, we have an active waste management program. We use some materials that may be harmful to the environment, including solvents, and produce some cytotoxic waste – however, we have processes in place to ensure they are handled and disposed of responsibly. We recycle our other waste, where possible.

Our main office water use is only domestic, and the building has an efficient, low-flow system designed to reduce water use.

## Corporate travel and employee commuting

We actively try to reduce the impact of employee commuting by encouraging non-personal vehicle transportation. All our offices are located near public transportation and convenient cycling routes, and we contribute to certain transit passes on behalf of our employees. Our Vancouver, Redwood City, and Bellevue offices have electric vehicle charging stations, and all offices have bicycle storage.

A limited number of our employees are required to fly due to the nature of their work, but we explore alternative travel methods where possible.

## Identifying and managing climate risk

We recognize that climate change is already affecting countries and communities around the world, and that climate-related risks are impacting, and will continue to impact, our company. We also acknowledge that there are potential opportunities for us to increase our positive impact. We have established enterprise risk management processes to manage the risks we face and identify emerging risks on the horizon.

We will prepare for possible future reporting requirements regarding our climate-related risks and opportunities, such as IFRS S2, CSRD, and California's SB 219.

# Social

Making a meaningful difference for people, whether they are a patient, employee, partner, or stockholder.





# Social



We work to develop scientific innovations that help people and benefit society.

Externally, we are laser focused on ensuring the safety of clinical trial participants, maintaining the highest standards of product quality and safety, and promoting equitable access to medicine. Internally, we are dedicated to attracting and retaining a diverse team of talented people who feel engaged in our mission and equipped to succeed in an inclusive, safe environment. Additionally, we strive to uplift our local environment and bring benefits to people within and beyond our organization by supporting the communities in which we operate.

## Safety of clinical trial participants

Patient safety is fundamental to our mission and our work to deliver life-changing therapies while creating value for all stakeholders. We integrate patient needs and biological diversity into every stage of product development and the design of our clinical trials, helping to ensure that our therapies have the potential to improve both survival outcomes and quality of life.

Our clinical trials and select endpoints are designed in accordance with the U.S. Federal Drug Administration (FDA) and the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH) Guideline for Good Clinical Practice (GCP) guidelines. We are committed to adhering to these guidelines.

We strive to ensure that our investigators and study teams are well-trained and adhere to our protocols. To identify and address any emerging safety concerns quickly, we conduct regular safety monitoring calls with our clinical sites to encourage open lines of communication. These processes are part of our standard operating procedures for developing safety information and reporting.

Sites are required to report serious adverse events within 24 hours of becoming aware of a potential safety issue, allowing for

swift assessment and trend analysis through pharmacovigilance. Where required as part of trial design, independent bodies known as Data Safety Monitoring Boards (DSMB) are established to assist with evaluating our trial data and to provide unbiased recommendations regarding patient safety.

Our contract research organizations support our clinical development work. Their highly qualified drug safety scientists and skilled healthcare professionals have experience in drug safety and pharmacovigilance services, bolstering our commitment to clinical trial safety.

## Product quality and safety

Our business was founded to improve the standard of care for cancers and other serious diseases that are difficult to treat. As such, quality, safety, and regulatory compliance are vital.

Our Quality Team is responsible for the oversight and management of product quality and safety. The team is led by our Senior Director of Quality, who reports to the Executive Vice President and Head of Technical and Manufacturing Operations. Each member of our executive team, including our Chair, President, and CEO, brings more than 30 years of experience in drug development to Zymeworks.

We have an established Quality Management System to support good practice across the organization, with our Quality Manual as the central governing document. We follow the current global, regional, and local regulations, and international standards for Good Manufacturing Practice, Good Clinical Practice, Good Laboratory Practice, data integrity, and data security. To ensure ongoing quality and safety, we take a risk-based approach to internal and external audits.

To support our quality and regulatory compliance objectives, we have two key validated electronic systems: Veeva Quality Vault and ComplianceWire.

Veeva is a fully electronic document management and quality management system, which ensures documents and records are managed in a central database and maintained according to applicable regulatory requirements.

ComplianceWire is a learning management system that assigns each employee a training curriculum, giving them the necessary knowledge to perform their roles. Every new hire has a quality onboarding overview meeting upon starting a role with Zymeworks. Regular training on quality procedures is required for relevant functional areas.



# Social



## Zymeworks quality system framework

- Quality manual – Outlines and describes Zymeworks’ Quality System (QS) Framework and Quality Policy
- Quality policies – Describe the governance and regulatory requirements to be implemented per the QS
- Standard Operating Procedures (SOP) Specifications – Describe the process for performing an operation which supports a QS
- Work instructions – Details step-by-step instructions for a specific task which supports an SOP
- Quality Records (Data, Forms, Specifications, Quality Agreements, Protocols, Reports, Training Records) – Data and records generated as an output of GxP operations



## Access to medicines

We work diligently to discover, develop, and commercialize a broad pipeline of novel medicines to create a meaningful difference for patients around the world.

We believe that a robust access and pricing strategy is critical to getting our therapeutics to market and making them available to patients in need.

Zymeworks does not distribute to end consumers. We are therefore selective and strategic about the commercial partners we engage with to ensure they prioritize affordability and availability. Activities to improve patient access aim to ensure that our medicines are available to those that need them the most. Partnering with pharmaceutical companies around the world helps our treatments to reach patients in other regions, such as APAC.

Our global approach to conducting Phase 1 clinical trials also helps to ensure that diverse patient demographics are represented to aid patient safety, and to help global regulatory submissions for these patient populations.

## Our people

Our people and culture are the driving force behind our success. This year, we have redefined Zymeworks’ culture and established new company values to ensure our team of more than 250 people feel recognized, engaged, and empowered to play their part in delivering our mission.

### Employee recruitment, development, and retention

We are focused on attracting the right talent for our organization and are

investing in retaining and motivating the strong team we already have. Our desire is for people to have long and rewarding careers with us, so we offer competitive compensation packages, a leading benefits portfolio, and interesting roles that keep employees engaged. Internal development and growth are fostered at all levels along with recognition for performance.

### Recruitment

Our aim is to give all applicants and employees equal opportunity based on their individual merits, ability to perform a specific job, and potential for further growth and development within the organization.

We engage with recruitment specialists around the world to access the talent we need, and our hybrid and flexible working policies help us reach a wider pool. Our team of recruitment professionals ensure a thorough recruitment and selection process for potential candidates and provide coaching for our leaders around potential unconscious bias.

Our work to establish a long-term pipeline of talent includes partnerships with universities, schools, job fairs, and industry associations, such as Biocom California and Life Sciences BC. We provide financial support to the University of British Columbia (UBC) including an award and a fellowship. Zymeworks Centennial Scholars Award for Black or Indigenous Students supports students entering UBC’s Bachelor of Science or Bachelor of Applied Science programs who are academically qualified but would not be able to attend university without financial assistance. Since 2018, the Zymeworks Fellowship in Immunotherapeutics has provided C\$20,000 in annual funding for outstanding graduate students to research advanced immunotherapeutic development opportunities.

Our longstanding co-operative education program with UBC also offers students valuable work experience alongside their studies and introduces them to Zymeworks as a future employer. We are proud to say that over 90% of students return to Zymeworks following their graduation.



# Social



## Development

Investing in our people and their development is vital for achieving our mission. We invest in the professional growth of our colleagues across the employee lifecycle in a number of ways.

When joining the company, all colleagues must complete training across a range of compliance and organizational topics. We subsequently provide on-the-job learning, stretch assignments, mentoring, and coaching opportunities, and have a secondment policy which allows colleagues to take rotations in other departments to expand their knowledge.

To ensure there's a focus on ongoing development, we encourage all our employees to discuss learning opportunities with their managers and review how their work directly contributes to company goals during regular check-ins, which lead to the creation of career development plans.

Our employees at the executive director and senior director levels participate in a Leadership Development Program, working with external coaches and business mentors to understand their leadership style, and establish plans for development. In 2024, this was supplemented with the Emerging Leaders Program, which allowed a cohort of mid-level colleagues to share in the development sessions that the rest of the leadership team participated in.

## Retention

We strive to make our people feel valued and engaged at work.

Our employee value proposition includes a comprehensive

compensation package including equity offerings for all employees – regardless of level. We offer generous benefits for employees' families, which are 100% paid for by our organization. This includes access to a range of medical specialists, including physiotherapists, chiropractors, and vision and dental care professionals. We work to support the mental health of our people by providing access to psychologists and counsellors.

To reward long-term loyalty, we have an employee stock purchase plan, available to all employees. We also offer savings plans such as a registered retirement savings plan for all employees.

We regularly benchmark our compensation arrangements against comparable biotechnology companies with the assistance of an external compensation consulting organization to ensure we remain competitive.

We take pride in offering a variety of benefits and perks to support our employees, from flexible working arrangements to comprehensive wellness programs, and regularly assess these offerings to ensure they meet the evolving needs of our team and remain aligned with their original purpose.

Our people are supported through various health and wellness initiatives including a robust employee access program, and we provide \$1,200 yearly to every team member via ZymeLife – an allowance for employees to use on any health and wellness initiative they choose (sports teams, equipment, yoga, etc.). This year, we expanded our fitness offering by introducing ClassPass, which has been well received, with almost 50% of staff using it within three months of its introduction.

Following analysis of ZymeLife and employee feedback, we found

there was an appetite for a technology benefit. As a result, every eligible employee will now receive an annual payment of \$500 for upgrading mobile devices, contributing to home internet costs, or purchasing items that support productive home working.

Family support is another focus area for our teams. For those just starting their families, we offer a 17-week top up for maternity leave. We also provide a paternity and adoptive top up of two to three weeks (depending on the employee's country) to allow for proper support for our employees with differing circumstances. Financial support is given to women in the United States who may have to travel to different states to access certain health care procedures. All payments and support for travel and treatments are covered by Zymeworks for those in this situation.

Initiatives like Meetingless Mondays and Flexible Fridays encourage a better work-life balance, as does our flexible time-off policy whereby there is no set vacation time or limit; instead, employees manage their time away from work with their direct manager. We find it promotes mutual trust and respect.

This year we introduced a new HR information management solution, meaning our employees can now access all the information they need in one place, from compensation to benefits to payroll.



# Social



## Diversity, equity, and inclusion

At Zymeworks, diversity, equity, and inclusion are not standalone initiatives, but fundamental principles woven into the fabric of everything we do. We view all our operations, decisions, and interactions through a DEI lens, ensuring these values shape our identity as an organization. We believe that everyone at Zymeworks should feel a genuine sense of belonging, and we celebrate the rich diversity of our teams. This means ensuring we have good representation in our workforce from within the communities in which we operate, conducting training to remove biases in our processes and activities, responding to feedback in employee surveys, and respecting all employees' rights, cultures, diversity, and dignity.

Current practices include ensuring awareness of policies on respectful workplace, anti-harassment, and bullying. In addition, we recently updated our global benefits plans to include coverage of gender-affirming care.

We have an internal employee-led committee, ZYME&Proud, dedicated to empowering the LGBTQ community and allies across Zymeworks. This year, the team's activities included creating a gender transition guide to educate our people about various aspects of gender identification and transition, and the launch of Pride in Biotech, a Vancouver-based community to empower LGBTQ professionals in the life sciences industry through networking, advocacy, professional development, and peer support.

- 58% of women in workforce
- 43% of women in senior leadership

## Employee engagement

We provide a variety of channels for employees to share their views. We recently launched a new intranet with functionality supporting global engagement, interest-based chat rooms, and cross-functional knowledge sharing. Regular employee engagement allows us to understand how our employees feel about Zymeworks and to leverage their knowledge and ideas. Ensuring that feedback is actively listened to and incorporated into company decision-making is key to our success. Our culture survey results undergo direct review by our CEO and a comprehensive summary is provided to the Board of Directors. This executive-level engagement ensures both leadership groups remain informed of employee perspectives and can provide strategic guidance based on these insights.

To stay on top of employee sentiment, we have implemented an annual all-employee survey via the Barret Values assessment. In 2024, the participation rate was 82%. Areas with improved scores included accountability, communication, employee fulfillment and employee recognition. From 2023 to 2024, our overall culture score also improved from 44 to 77, above both the global and industry averages of 55 and 54 respectively.

## Health and safety

The health and safety of our people is paramount. We have an Occupational Safety and Health Manual to guide our everyday activities, with mandatory training for all employees, and additional job-specific training for those in relevant positions. An Emergency Response Plan provides clear guidance in cases of serious events.

We have a global Environmental Health and Safety Manager who oversees our locations to ensure the safety of all employees. Our

Joint Occupational Safety and Health Committee, lab manager, and biological safety manager also support our duty to ensure a healthy and safe workplace.

Though responsibility for the health and safety of our teams is shared between all employees, our senior leadership are active participants in our Emergency Response Plans and are ultimately responsible for providing programmatic oversight.

## Communities

We believe that we should give back to the communities in which we operate. Our employee volunteer policy, ZymeCares, grants our people five paid volunteer days a year.

This year, employees and leadership across our North American hubs (Vancouver, Bellevue, and Redwood City) came together to build care kits for children's hospitals in their city. Approximately 1,500 art, play, or hygiene kits were created, with teams made up of different functions to encourage collaboration and promote our "One Team" culture.

In Vancouver, we once again participated in the Terry Fox Run, an annual fundraising event for cancer research with runs held across Canada. A gingerbread house competition was held with all proceeds going to BC Children's Hospital.

We also had a team competing in the Concord Pacific Dragon Boat Festival in Vancouver, North America's largest dragon boat festival. Our team won gold in the Premier Mixed Tail Final and by taking part we supported a range of community investment and outreach programs.

# Governance

We strive for the highest standards of governance and ethical business conduct. As a public and Nasdaq-listed biotech company, we are committed to meeting our significant compliance requirements with respect to our stockholders.





# Governance



We have fostered a healthy business culture that encourages and supports ethical behaviors and decision-making. We believe in doing what's right and continually work to ensure that our policies, procedures, working practices, and training are up to date and in compliance with the latest rules and regulations across our geographies.

## Board composition

We strive to maintain a highly independent and well-governed Board of Directors that reflects our company and provides experienced leadership to the organization. The NCGC works to ensure our Board of Directors has a diverse mix of skills and experience to provide effective governance, with the interests of all stakeholders in mind.

The members of our Board of Directors have a balance of experience and expertise across strategic direction, financial management, commercial issues, pharmaceutical research and development, and key corporate governance matters. Seven new members have joined our Board of Directors over the past two years as part of our renewal process.

## Business ethics

We have a Code of Business Conduct and Ethics (Code of Conduct), which was approved by our Board of Directors. The NCGC reviews the Code of Conduct annually, with any proposed changes elevated to the Board of Directors for final review and approval. Alongside the Code of Conduct, our culture of integrity and ethical practices is supported by our annual ethics training curriculum.

On an annual basis or at any time the Code of Conduct is updated, our learning management system, ComplianceWire, will prompt all

employees – and certain consultants and contractors – to re-read and verify that they have read and understood the Code of Conduct.

We also have an Anti-Corruption Policy to ensure we comply with all anti-corruption and anti-bribery laws in the countries where we conduct business, not only because it is our legal duty to do so, but also because it supports our commitment to acting ethically and honestly.

## Whistleblowing

As part of our commitment to acting ethically, we also strongly support our colleagues to hold one another accountable and to speak up if they see something that could cause harm to the company or our stakeholders. Our approach is formalized in our Whistleblower Policy, and we have an independent ethics reporting line available 24/7.

Reports to our ethics reporting line may be submitted anonymously and are received by the Chair of our Audit Committee and our Head of Legal. We have structures in place to process whistleblower reports. Any complaints are reviewed promptly, and the Head of Legal provides the Audit Committee with a quarterly report of all complaints received and the status of investigations. As stated in the Whistleblower Policy, in no circumstances will there be any reprisals against any person who has made a complaint in good faith.

## Cybersecurity

We invest in cybersecurity due to the significance of our intellectual property and knowledge, and our reliance on key information technology systems. Preserving stakeholder confidence means protecting our systems and data using robust and scalable defenses.

Our Information Technology Security Policy and Cyber Defense Policy govern information security and cybersecurity across the organization and support compliance with regulatory requirements. Oversight for cybersecurity is provided by our Head of Information Technology, who reports directly to our Executive Vice President, Chief Business and Financial Officer.

Periodic reviews are carried out to provide assurance of our systems' integrity and accuracy. All employees receive appropriate training in information security before accessing Zymeworks' data.

## Supply chain management

Operating with integrity extends beyond our organization. Our Supply Chain and Procurement teams are integral to our company, and we expect our key supplier partners to align with our commitment to ethical and responsible practices.

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