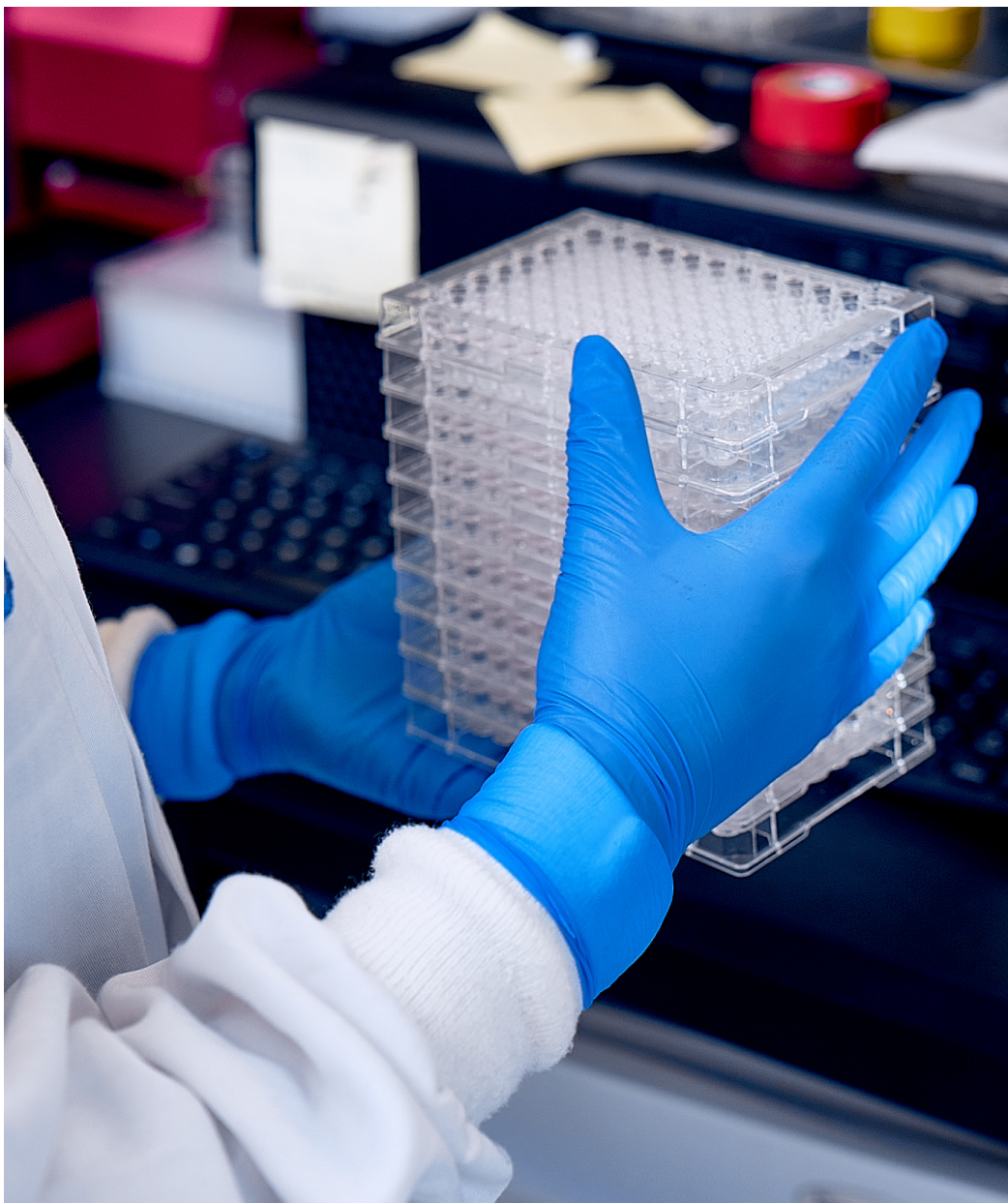




Investor Briefing on ESG Reporting





Introduction

As a pre-commercial biotechnology company our ability to report on ESG topics that are material to us is limited.

Though this is not a comprehensive report, we are committed to identifying and communicating the preliminary topics pertaining to us, determining in which areas we can improve, and establishing who we aspire to be from an ESG perspective.

As we grow, and therefore our impact becomes greater, we will continue to reassess our ESG material topics and adjust our strategy and resource allocation to ensure appropriate focus on mitigating risks and seizing opportunities.

Furthermore – as our ESG program matures we will align our reporting with ESG reporting standards such as IFRS’s sustainability standards (ISSB), once they have been finalized.

This briefing highlights our risk and opportunity management efforts, as well as our aspirations relevant to our current material ESG topics.

About Zymeworks

Zymeworks Inc. is a publicly listed (NASDAQ: ZYME), clinical-stage, biopharmaceutical company dedicated to the discovery, development and commercialization of next-generation multifunctional biotherapeutics, initially focused on the treatment of cancer.

Zymeworks' suite of complementary therapeutic platforms and its fully integrated drug development engine provide the flexibility and compatibility to precisely engineer and develop highly differentiated product candidates.



At a glance

NASDAQ

ZYME

Established

2003

Global Headquarters

Vancouver

BC, Canada

US Offices

WA & DE

US

People

290+

employees

Who we are

Zymeworks' suite of complementary therapeutic platforms and its fully integrated drug development engine provide the flexibility and compatibility to precisely engineer and develop highly differentiated product candidates.

Zymeworks' lead product candidate, zanidatamab, is a HER2-targeted bispecific antibody developed using Zymeworks proprietary Azymetric™ platform. Zanidatamab is currently being evaluated in global Phase 1, Phase 2 and pivotal clinical trials as a best-in-class treatment for patients with HER2-expressing cancers, including biliary tract, gastroesophageal adenocarcinomas, breast and other tumor types. Zymeworks' second candidate, ZW49, is a HER2-targeted antibody-drug conjugate (ADC) developed using Zymeworks' proprietary Azymetric™ and Zymelink™ platforms. ZW49 is currently being evaluated in a Phase 1 clinical trial as a treatment for patients with HER2-expressing cancers.

Zymeworks is also advancing a deep pipeline of preclinical product candidates and discovery-stage programs in oncology (including immuno-oncology agents) and other therapeutic areas. In addition to Zymeworks' wholly owned pipeline, its therapeutic platforms have been further leveraged through strategic partnerships with global biopharmaceutical companies.

Our Values

As a company, Zymeworks is united in creating disruptive therapeutic platforms and impactful biotherapeutics that return patients to their loved ones, disease free. Zymeworks prioritizes patients, treats its people like family, focuses on scientific excellence and problem solving and values the contributions of every team member. The company's values — **Innovate, Act with Integrity, Collaborate, Embrace Diversity and Care** — are at the core of a culture that believes in shaping new possibilities.



Zymeworks is focused on the development of bispecific antibodies and antibody-drug conjugates (ADCs) for the treatment of certain cancers.

Risks and Opportunities

We consider material ESG topics the issues that have the greatest potential impact to our business based on the outcome of our **materiality assessment** (see page 25). We will continue to reassess our ESG material topics and adjust our strategy and resource allocation to ensure appropriate focus on mitigating risks and seizing opportunities. **This section highlights our risk and opportunity management efforts relevant to our top five material ESG topics.**

Talent Development

Our future success depends on our ability to retain key executives and to attract, engage and motivate qualified people. Investing in talent development positions us as an employer of choice in a competitive marketplace. We offer a comprehensive compensation package, which includes competitive salaries, generous benefits, an outstanding work environment and excellent opportunities for professional growth. We benchmark our compensation packages against comparable biotechnology companies to help us attract and retain top talent.

Diversity, Equity and Inclusion

There is a resounding need for greater diversity and inclusion across workforces and reduced barriers to opportunity. Zymeworks is genuinely committed to maintaining diversity in our workforce and we feel strongly that this is vital to our current and continued success. We have started tracking diversity data that will be used to ensure our recruitment practices give all applicants and employees an equal opportunity. As part of our Diversity, Equity and Inclusion (DEI) training, our people are trained in unconscious bias to heighten awareness of potential biases and help us appreciate and learn from each other's differences.





Quality and Regulatory Compliance

Zymeworks' ability to bring potentially life-changing therapeutics to patients in need is intrinsically underpinned by our ability to comply with complex global industry regulations to ensure quality and safety. We aim to meet or exceed the quality standards demanded by regulatory agencies.

Investment in Clinical Development

At Zymeworks we understand the critical relationship between properly designed, planned and implemented clinical trials. We use our proprietary computational platform technology, partnerships with leading clinical research organizations and recruitment of top talent in the clinical space to design and implement smart, rigorous and resource-efficient trials. The success of our clinical trials hinges on not only the quality of our science, processes and people but also our ability to enroll patients.

Access and Pricing

A robust access and pricing strategy is critical to successfully getting our therapeutics to market and making them accessible to patients in need. Through our partners - who are responsible for access and pricing, the goal is to proactively identify and minimize financial barriers thereby increasing opportunities for people to receive treatment and return home to their families, disease free.

How is Zymeworks Contributing to the SDGs?

Established in 2015 by the United Nations General Assembly, the Sustainable Development Goals (SDGs) provide a blueprint to achieve a better and more sustainable future for all. We believe that all companies—no matter their size or industry—can contribute meaningfully to fulfilling the SDGs. We plan to lead the way for biotechnology companies of our size and stage of development.

Through our ESG strategic business pillars, Zymeworks is actively working to contribute to the following SDGs:



People



Continuous improvement, learning and corporate support for individual development are the foundations of excellence at Zymeworks. We will continue to invest in the professional growth of our workforce.



We come from many backgrounds and are committed to providing equal opportunities for people with different abilities and experiences by creating a diverse and inclusive culture, with particular attention on gender diversity in management roles and leadership positions. Everyone belongs at Zymeworks.



Operating with Integrity



Operating with steadfast integrity across all facets of the business enables transformational ideas to grow, leading to commercial success and deeply meaningful work.



Transformative Health



Our purpose is to provide patients with access to innovative therapeutics, shaping new possibilities and returning patients home to their loved ones, disease free.



We partner extensively with global pharmaceutical leaders to advance our proprietary technologies, improve practices and advance global health.



Our expanded access program gives patients in need access to investigational therapeutics, actively reducing barriers to accessing potentially life-saving treatments.



Responsible Growth



We are focused on designing and implementing waste reduction and sustainability practices throughout the product supply chain as we build toward potential commercialization.



We are joining the global call to action on climate change by developing greener facilities and implementing operational strategies to reduce our environmental impact as we grow.



People

We make loving what we do possible

We are a relationship-based organization that puts people at the heart of everything we do. Our people are our foundation and together we can achieve something greater than ourselves. We work to create and establish a safe, diverse and inclusive culture that encourages our people to challenge the status quo, which in turn facilitates innovation to solve some of the world's most challenging medical problems. Every member of Zymeworks brings value to our mission; we prioritize our people and strive to continue to be recognized as one of the best workplaces.



Social

2022 Highlights¹

- Recognized on the 2021 **Best Workplaces™ in Healthcare** list by Great Place to Work Canada
- Maternity, paternity and adoptive leave top-up
- 10 paid sick days annually and a variety of flexible work arrangements
- 5 paid volunteer days
- Generous vacation package
- Matching 401k and RRSP programs
- Employee stock purchase program
- \$1200 annual benefit per employee for personal and family wellness
- Meeting free Monday's and Flexible Friday's
- Over the last 3 years we have invested in remote working technology and established new remote and flexible working policies to enable access to the global talent pool

2022 Key ESG Data¹

Annual employee training allowance:	\$2,000
Number of co-op students hired:	4
Hours charged to Covid code ² :	1343 hours
Volunteer hours logged by employees:	117 hours
Value of community donations made on behalf of Zymeworks and employees ³ :	\$40,248.18 USD
Ratio of M : F Employees:	1 : 1.4
% of non-executive employees eligible for bonus and bonus range:	100%; 10-30%
% of employees that receive stock options:	100%

¹ Data through June 30, 2022, where applicable unless otherwise noted

² A time tracking code that employees can use if impacted by covid to take leave without deducting from vacation, sick or other time off benefit

³ Annual data through Dec 31, 2021





Culture, Diversity and Inclusion

We come from many countries, cultures, races, ethnicities, identities, abilities and nationalities. We are committed to providing equal opportunities and creating a diverse and inclusive culture, with particular attention on diversity in management roles and leadership positions. We are proud of the gender balance that we have achieved so far and are strengthened by our non-binary and transgender team members.

Everyone belongs at Zymeworks.





Operating with Integrity

We make doing what's right possible

Zymeworks is a company built on doing what's right. We foster a culture of integrity through strong corporate governance and ethical practices, reflected in the independence of our Board and our annual ethics training curriculum. Preserving stakeholders' confidence means protecting our data using robust and scalable information technology (IT) systems that will grow with the organization. It also means operating using only the highest quality standards and complying with relevant regulations. Further, operating with integrity extends beyond our organization to our partners, who are integral to our business and are vetted thoroughly to ensure alignment to our commitment to quality.



Corporate Governance

2022 Highlights¹:

- An independent Board supports us to be more effective in overseeing management on behalf of our stakeholders. All board members, except the CEO, are independent
- Board members bring deep industry, financial, strategic and commercialization experience to our business
- Members are subject to re-election every three years
- Delegated oversight of executive pay to the Compensation Committee, with annual evaluation processes

Board Diversity Profile

- Identify as female: 38%
- Identify as non-white: 12.5%*
- Identify as LGBTQ+: 25%

* 1 member did not disclose



Strengthening our foundations

- Continue to assess the effectiveness of our governance structure as well as the effectiveness of our Board, its committees and individual Board members to oversee our business and evolving ESG risks and opportunities as we move toward potential commercialization
- Continue to strengthen our Board and senior management development and succession planning to position the company for long-term success

¹ Data through June 30, 2022, where applicable unless otherwise noted

Spotlight on our Board of Directors

Our Board is responsible for the stewardship of the company. The Nominating and Corporate Governance Committee works to ensure our Board members have the right mix of skills and experience to provide effective governance, with the interests of all stakeholders in mind. All Board members are required to possess fundamental qualities of intelligence, honesty, integrity, ethical behavior, fairness and responsibility, and be committed to representing the long-term interests of the business.

An independent Board supports us to be more effective in overseeing management on behalf of our stakeholders; with the exception of the Chairperson, who is also our CEO, all our Board members are independent. While we have no fixed term limits for Directors, Board members are subject to re-election every three years. The Board will consider any recommendations made by the Nominating and Corporate Governance Committee with regards to composition; our current Board members bring deep industry, financial, strategic and commercialization experience to our business, especially to our material areas around regulatory and quality, and clinical development.

We understand that having a diverse Board brings a breadth and depth of perspectives and enhances our business performance. The Nominating and Corporate Governance Committee actively considers diversity of abilities, personal and professional experience, education, gender and gender identity, sexual orientation, background, race and national origin as part of our selection process.

The Board has delegated authority for oversight of executive compensation to the Compensation Committee. The Committee reviews the executive evaluation process and compensation structures annually, informed by Radford data to assess the competitiveness and appropriateness of our executive compensation strategy. It is critical to our success that we retain top talent and continue to attract exceptionally qualified people in a competitive marketplace.

Our Corporate Governance Principles and Guidelines, Code of Business Conduct and Ethics and the charters for each of our Board committees are available on [our website](#).





Quality and Regulatory Compliance

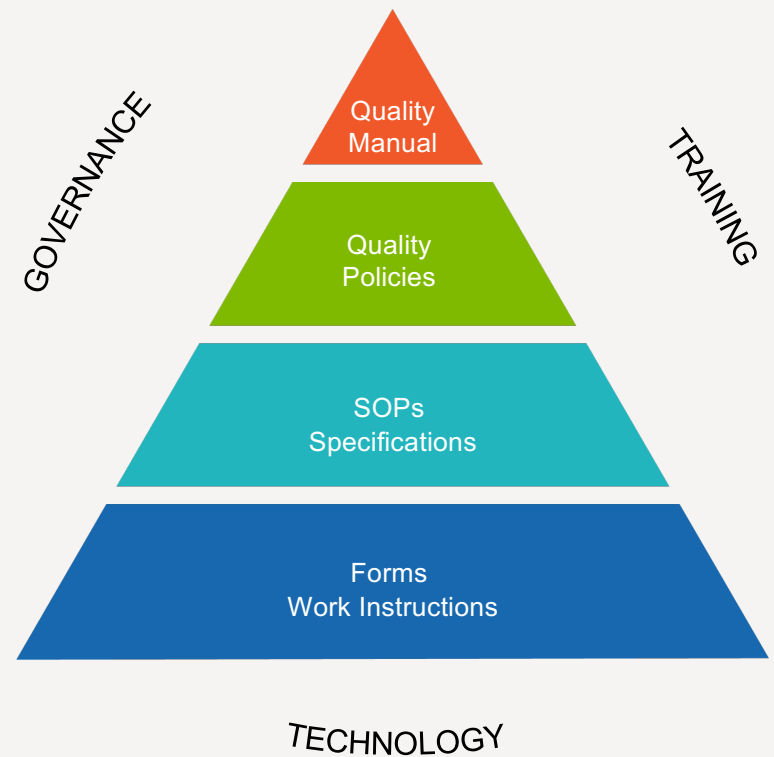
As an organization focused on the development of therapeutics for patients with unmet medical needs, quality and regulatory compliance are foundational to everything we do. Quality and regulatory compliance is critical to ensuring our therapeutics are safe for clinical trial patients and underpins our efforts to commercialize and make our therapeutics available to patients in need.

Our Chairperson and CEO brings over 35 years' experience having acted as an executive, director, investor as well as an advisor to companies in the biotechnology, medical device, pharmaceutical and healthcare sectors across North America and the UK in the growth of both private and public companies from an early-stage through regulatory approval and commercialization. It is important to us as an organization that our leadership sets the example for quality.

We comply with GxP quality guidelines, standards and regulations including Current Good Manufacturing Practices (cGMP), Good Laboratory Practices, Good Clinical Practices (GCP), Good Distribution Practices (GDP) and Good Pharmacovigilance Practices. Our Zymeworks Quality Management System is established to support all GxP functions, both contracted and across the entire organization, with our Quality Manual as the central governing document.

To support our quality and regulatory compliance objectives, we have invested in Veeva and Compliance Wire. Veeva is a fully electronic document management and quality management system. Embedding Veeva early allowed us to ensure that quality underpins everything we do. Compliance Wire is our Learning Management System that assigns each GxP employee a role-based training program, so they have the necessary knowledge to deliver on expectations.

Zymeworks Quality System Framework



Business Ethics

2022 Highlights:

- All individuals that are part of the company are required to comply with our Code of Business Conduct and Ethics
- 24/7 “IntegrityCounts” confidential ethics reporting line
- Ongoing investment in the Compliance team and program

Our people are required to complete core governance training of the following policies within their first 30 to 60 days of employment. They must also review and sign-off on most policies on an annual basis.

- Identifying and Reporting Safety Information
- Password Policy
- Anti-Corruption Policy
- Code of Business Conduct and Ethics
- Insider Trading Policy
- Whistleblower Policy
- Information Technology Usage Policy
- Violence in the Workplace – US & Canada
- Respectful Workplace – US & Canada
- Conflict of Interest – US & Canada
- Physical Access Policy
- Information Technology Security Policy
- Social Media - US & Canada
- Intellectual Property Policy
- Contracts Policy
- Disclosure Policy
- Records Retention Policy - Non-General Good Practices (GxP)
- Alcohol and Drugs - US & Canada



Strengthening our foundations

- Develop compliance policies and procedures to guide interaction with healthcare professionals as we move to potential commercialization
- Focus on building programs, infrastructure, SOPs, policies and procedures required for effective reporting under the Sunshine Act



Transformative Health

We make innovations in health possible

Zymeworks' mission of enabling patients to return home to their loved ones, disease free, requires a transformational mindset. Through our innovative therapeutic platform technologies, we are reimagining what's possible to achieve research breakthroughs that may lead to a paradigm shift in patient treatment.



Investment in Preclinical Research

Zymeworks' research strategy is focused on building a strong pipeline to advance multiple biotherapeutics into clinical development. Achieving this goal requires meaningful investments in preclinical research. Innovation is an important part of our culture that keeps our inquisitive spirit alive and helps us to create ground-breaking therapeutics.





Our protein engineering expertise and computational platforms enabled the creation of the Azymetric™ bispecific antibody platform, which is the basis of our multifunctional therapeutics. The use of computational design increases the likelihood that our therapeutics will have the desirable drug-like features of naturally occurring antibodies such as low immunogenicity risk.

We remain opportunistic in our research approach, performing pivotal experiments to quickly arrive at go/no-go decision points and keep us focused on therapeutic candidates with the highest likelihood of success. Whenever possible we redirect human capital and finances into emerging research areas that we feel offer the best opportunities to positively impact patients.

Classes of therapeutic candidates in preclinical stage

Antibody-Drug Conjugate

T Cell Engaging Bispecifics

Cytokine Receptor Modulators



Responsible Growth

We make growing responsibly possible

Zymeworks has a responsibility to the environment in the communities where we do business and is committed to growing responsibly. Our new Vancouver Headquarters is designed to Leadership in Energy and Environmental Design (LEED) standards with sustainability in mind. Our community outreach activities prioritize diversity, inclusion and impactful giving of financial support and our time. ZymeCares, our generous employee volunteer policy, enables our people to forge stronger connections to our communities.



Environment

We recognize that our business has an impact on the natural environments within which we operate, 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 business activities make our environmental impact relatively small, but as we grow, we acknowledge the need to build a better understanding of our impacts and how to manage them.

We also believe that a continuous and incremental focus on our environmental impact will make a long-term difference; our future growth will not be at the expense of the environment and communities in which we operate.



2022 Highlights¹:

Our new office and laboratory facilities in Vancouver have been designed as a **net-zero work environment**. This includes the following attributes to reduce our carbon footprint:

- high-efficiency, motion-activated LED lighting systems to reduce energy required and cooling demand;
- CaGBC zero carbon certification;
- aligning laboratory exhaust heat recovery system with ASHRAE 90.1.2016;
- installation of motion-activated, low-flow plumbing fixtures (such as water closets, urinals, faucets etc.);
- nighttime HVAC set back, reducing the lab's energy consumption when not in use;
- dedicated storage has been provided to collect recyclables and compost;
- the ventilation system is designed in line with ASHRAE 62.1-2001, ensuring high-quality indoor air;
- bicycle storage is available on-site with proximity to convenient bike routes to encourage non-vehicle transportation;
- transit-oriented site, located just a 5-minute walk from the Millennium-Broadway Skytrain station on Main Street;
- electric vehicle charging stations;
- high performance envelope with a low window to wall ratio (36%)
- 40-50% reduction in potable water usage and recycled rainwater for irrigation
- reduced concrete volume through efficient structural design with post-tensioned slabs;
- Zymeworks' supports smarter vehicle transportation by paying for transit passes on behalf of our people and ensuring our building has electric vehicle charging stations.

Overall, this contributes to 70% lower carbon emissions than conventional buildings

Work Related Injuries:

- Fatalities: 0
- Hospitalizations : 0
- Minor Injuries Requiring First Aid: 3



¹ Data through June 30, 2022 where applicable unless otherwise noted



Community Investment

At Zymeworks, our passion for supporting our communities goes far beyond building brand reputation, it is embedded within our values and the recognition that as a company we can achieve something bigger than ourselves. We support our people to connect with their communities by donating time, resources and money and feel that it fosters greater engagement and purpose.



Promoting social justice and equity for minority members of our communities

Zymeworks' emerging philanthropic strategy includes an emphasis on non-profit organizations that are advancing diversity and denouncing racism; we will continue to work to understand how we can best support these organizations in strategic and impactful ways. We donated to The Black Health Alliance, Canadian Cancer Society, Equal Justice Initiative, Seattle Foundation, Association of Science and Technology Centers, and The Native Women's Association of Canada through an employee fundraising campaign. We continue to hold ourselves accountable for increasing our understanding of structured racism and gender biases and ensuring our programs and practices mitigate and address these issues.

Supporting organizations who keep us safe in the great outdoors

North Shore Rescue (NSR) is a volunteer community-based search and rescue team providing a life-saving service to the public, 24 hours a day, 365 days a year, in British Columbia. We are privileged to live, work and play in the beautiful Pacific Northwest and recognize that the work done by the NSR team is invaluable in keeping us safe in our local mountains. We have a special connection with the organization following the tragic death of Dr. Johannes ("Hannes") Müllegger, who led our Protein Engineering team from 2006-2009 and actively volunteered for NSR. Hannes died at the age of 36 in the Northern backcountry while traversing a glacier. His memory remains in the hearts of Zymeworks people and we owe much of who we are today to his early work..

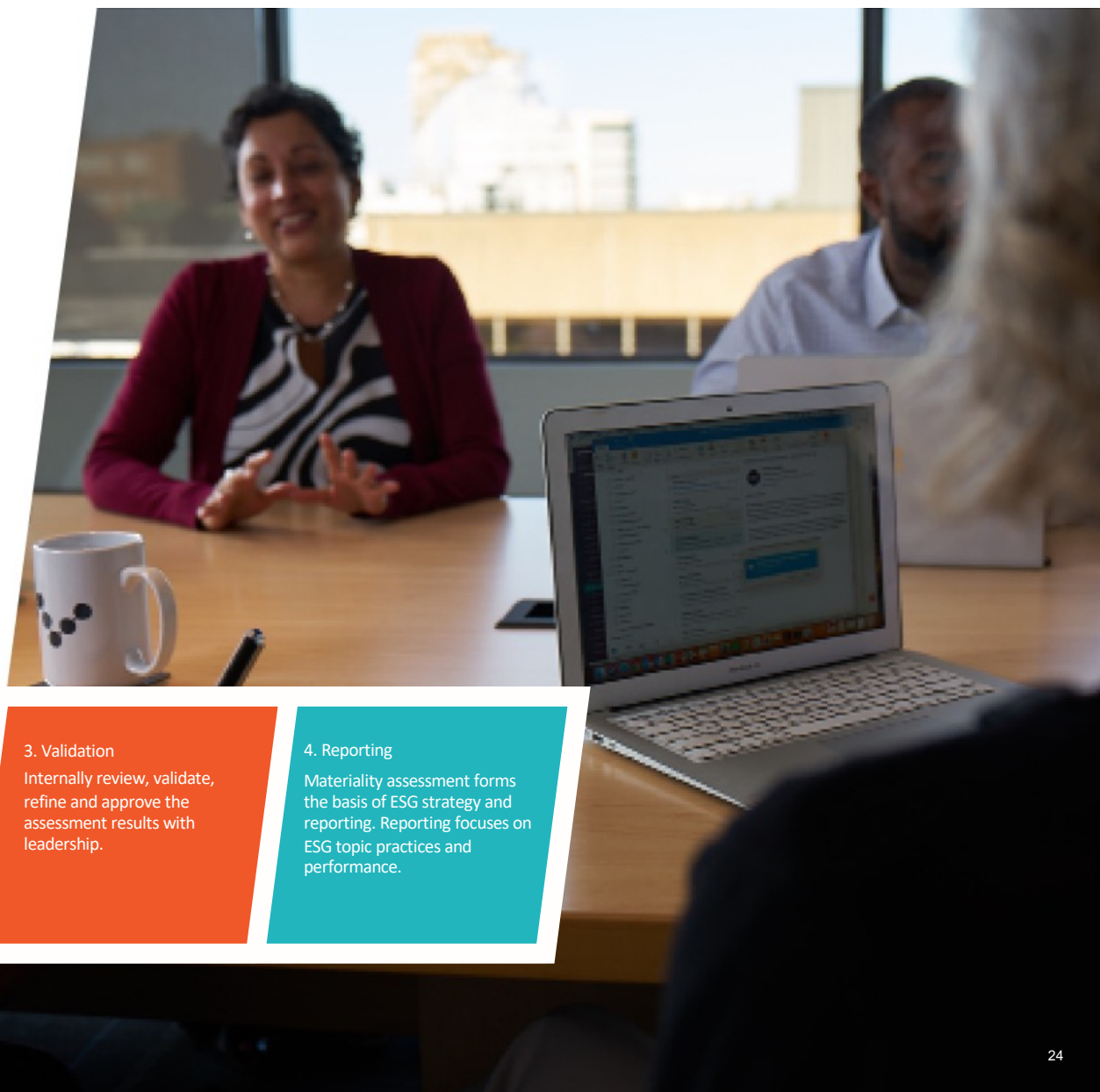




Materiality

Understanding what matters most

Our approach to determining
our material topics.



1. ESG topic identification

Review publicly available data including peer reports, SASB and rating agencies frameworks, to develop a list of ESG topics relevant to the biotechnology industry.

2. Engagement and topic prioritization

Undertake interviews and surveys to assess internal and external stakeholder priority ESG areas.

3. Validation

Internally review, validate, refine and approve the assessment results with leadership.

4. Reporting

Materiality assessment forms the basis of ESG strategy and reporting. Reporting focuses on ESG topic practices and performance.

Our material topics

Identifying our material ESG topics enables us to understand our key risks and opportunities and focus resources to manage and drive performance in those areas. We recognize that our material ESG topics will change as we grow, which is why we will reassess our material ESG topics every three years and more frequently if there are significant changes in our business or industry. In the future we also aim to undertake a full external stakeholder assessment to ensure our strategy and reporting continues to align with the concerns and needs of our stakeholders.

The phrase "materiality" as used in the context of this report is different than the definition used in the context of our filings with the US Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.





Disclaimer

This report includes “forward-looking statements” within the meaning of the US Private Securities Litigation Reform Act of 1995 and “forward-looking information” within the meaning of Canadian securities laws, or collectively, forward-looking statements. Forward-looking statements include statements that may relate to our plans, objectives, goals, strategies, future events, future revenue or performance, capital expenditures, financing needs and other information that is not historical information. Forward-looking statements can often be identified by the use of terminology such as “subject to,” “believe,” “anticipate,” “plan,” “expect,” “intend,” “estimate,” “project,” “may,” “will,” “should,” “would,” “could,” “can,” the negatives thereof, variations thereon and similar expressions, or by discussions of strategy. In addition, any statements or information that refer to expectations, beliefs, plans, projections, objectives, performance or other characterizations of future events or circumstances, including any underlying assumptions, are forward-looking. All forward-looking statements, including, without limitation, our examination of historical operating trends, are based upon our current expectations and various assumptions. We may not realize our expectations, and our beliefs may not prove correct. Actual results could differ materially from those described or implied by such forward-looking statements as a result of risks and uncertainties, including those described in the “Risk Factors” and other sections of our public filings with the Securities and Exchange Commission and Canadian securities regulators.

These forward-looking statements are made only as of the date hereof, and Zymeworks Inc. undertakes no obligation to update or revise the forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.