

Compensation Committee Charter



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Compensation Committee Charter

This Compensation Committee Charter (the “**Charter**”) has been adopted by the Board of Directors (the “**Board**”) of Zymeworks Inc. (the “**Company**”) and sets forth the purpose, composition, authority and responsibility of the Compensation Committee (the “**Committee**”) of the Board.

1 PURPOSE

The Committee’s purpose is to assist the Board in its oversight of, and discharging its responsibilities with respect to:

- executive compensation;
- management development and succession;
- administering the Company’s equity compensation plans;
- director compensation; and
- executive compensation disclosure.

2 APPLICATION

In carrying out its duties and responsibilities, the Committee shall have the authority to:

- meet with and seek any information it requires from employees, officers, directors or external parties;
- investigate any matter relating to the Company’s compensation practices, or anything else within its scope of responsibility;
- obtain full access to all Company books, records, facilities and personnel; and
- at its sole discretion and at the Company’s expense, retain and set the compensation of outside legal or other advisers, as necessary to assist in the performance of its duties and responsibilities.

The Company will provide appropriate funding, as determined by the Committee, for compensation to any advisers that the Committee chooses to engage, and for payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

3 COMPOSITION AND MEETINGS

The Board shall elect annually from among its members the Committee, which shall be composed of three or more directors as determined by the Board, each of whom shall meet all applicable standards

of independence under applicable laws, regulations, rules and guidelines, which determination of independence will be made by the Board.

Unless otherwise determined by the Board through written resolution, members of the Committee shall also qualify as “non-employee directors” within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended.

The Board may remove members of the Committee at any time, with or without cause. The Chair of the Committee (the “**Chair**”) shall be designated by the Board; provided, that if the Board does not so designate a Chair, the Committee shall choose one of its members to be its Chair by majority vote. The Chair shall have the duties and responsibilities set out in Section 7.

The Committee generally will meet at least quarterly, or more frequently as circumstances dictate. The Committee shall periodically meet separately with management, as the Committee deems appropriate. The Committee and the Chair may invite any director, executive, employee or such other person or external adviser as it deems appropriate to attend and participate in any portion of any Committee meeting, and may exclude from all or any portion of its meetings any person it deems appropriate in order to carry out its responsibilities; provided, that the Chief Executive Officer (“**CEO**”) of the Company may not be present during any portion of a Committee meeting in which deliberation or any vote regarding his or her compensation occurs.

To the extent the Committee deems appropriate, the Committee will also meet before or after each regularly scheduled meeting in camera. Meetings may be held in person, by telephone or video-conference. The Committee may also act by unanimous written consent, whether given in writing or electronically, in lieu of a meeting. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee. The Committee may establish its own meeting schedules, which it shall provide to the Board.

Unless otherwise determined from time to time by resolution of the Board, a majority of members of the Committee shall constitute a quorum for the transaction of business at a meeting. For any meeting at which the Chair is absent, the chair of the meeting shall be decided upon by all members present. At a meeting, any question shall be decided by a majority of the votes cast by members of the Committee, except where only two members are present, in which case any question shall be decided unanimously. Unless otherwise determined by resolution of the Board, the Corporate Secretary of the Company or his or her delegate shall be the secretary of the Committee. The Committee will maintain written minutes of its meetings and copies of written consents. The Committee shall report regularly to the Board.

4 RESPONSIBILITIES AND DUTIES OF THE COMMITTEE

In addition to such other duties as may from time to time be expressly assigned to the Committee by the Board, the Committee shall have the following responsibilities and duties:

Executive Compensation

- To review, at least annually, the objectives of the Company’s executive compensation plans, and amend, or recommend that the Board amend, these objectives if the Committee deems it appropriate.

- To review, at least annually, the Company's executive compensation plans in light of the Company's objectives with respect to such plans, and, if the Committee deems it appropriate, adopt or recommend to the Board the adoption of, new, or the amendment of existing, executive compensation plans.
- The Committee shall once a year review and approve, or recommend that the Board approve, the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least once a year the CEO's performance in light of the goals and objectives and, based on such evaluation, shall approve or, in the Committee's discretion, recommend for approval to the Board, the CEO's (i) base salary, (ii) incentive bonus, including the specific goals, if any, and amount, (iii) equity compensation, (iv) any employment agreement, severance arrangement, transition or consulting agreement, retirement agreement or change of control protections and (v) any other benefits, compensation or similar arrangements, if any (including, without limitation, perquisites and any other form of compensation such as a signing bonus or payment of relocation costs), including any amendments to or terminations of any of the foregoing.
- The Committee shall once a year review and approve, or recommend that the Board approve, the corporate goals and objectives applicable to the compensation of the Company's executive officers, the evaluation process and the compensation structure for the Company's executive officers and, in consultation with the CEO, evaluate the Company's executive officers' performance in light of the goals and objectives and, based on such evaluation, shall approve or, in the Committee's discretion, recommend for approval to the Board, such executive officers' (i) base salary, (ii) incentive bonus, including the specific goals, if any, and amount, (iii) equity compensation, (iv) any employment agreement, severance arrangement, transition or consulting agreement, retirement agreement or change of control protections and (v) any other benefits, compensation or similar arrangements, if any (including, without limitation, perquisites and any other form of compensation such as a signing bonus or payment of relocation costs), including any amendments to or terminations of any of the foregoing. To the extent that long-term incentive compensation is a component of such executive officers' compensation, the Committee shall consider all relevant factors in determining the appropriate level of such compensation, including the factors applicable with respect to the CEO.
- To assess the competitiveness and appropriateness of the Company's policies relating to the compensation of executive officers on an annual basis.
- To review and approve or, in the Committee's discretion, recommend to the Board the approval of, any adoption, amendment and/or termination of the Company's incentive compensation plans, and oversee their administration and discharge any duties imposed on the Committee by any of those plans.
- To review, approve (or recommend to the Board for approval) and administer, including the adoption, amendment, or termination of, any clawback policy allowing the Company to recoup compensation paid to employees.

Officers

- To appoint or remove Company officers other than the CEO and to review, with the CEO, management's assessment of existing management resources and plans for ensuring that qualified personnel will be available as required for succession to officers and other management personnel, and to report on this matter to the Board when appropriate.
- To oversee the selection of any peer group used in determining compensation or any element of compensation.

Equity Plans

- Review, administer, and approve, or recommend to the Board for approval, the adoption, amendment and/or termination of the Company's equity incentive plans. As administrator of the Company's equity incentive plans, the Committee's responsibilities include: (i) granting stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards to individuals eligible for such grants in accordance with procedures and guidelines as may be established by the Board or the Committee; and (ii) amending such stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards.

Director Compensation

- To review, on at least an annual basis, the form and amount of compensation for members of the Board and committees thereof, taking into account their responsibilities and time commitment and information regarding the compensation paid at peer companies and making recommendations to the Board with respect to changes when appropriate.

Compensation Disclosure

- Prior to its public disclosure, review the Company's executive compensation disclosure for inclusion in the Company's public disclosure documents, in accordance with applicable rules and regulations and, if appropriate, recommend to the Board the approval and disclosure of such information.
- Produce the compensation committee report on executive officer compensation included in the Company's proxy statement or annual report on Form 10-K, each to the extent required of the Company.

Other Responsibilities

- To report regularly to the Board regarding the execution of the Committee's duties and responsibilities, activities, any issues encountered and related recommendations.
- To perform any other activities consistent with this Charter, the Company's constating documents and governing laws that the Board or Committee determines are necessary or appropriate.
- To advise the Board on management proposals to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes and proposals received from stockholders on executive compensation matters, and oversee management's engagement with stockholders and proxy advisory firms on executive compensation matters.
- To, at least annually, review and discuss the Company's compensation policies and practices with management to determine whether the policies and practices encourage excessive risk-taking, review the relationship between risk management policies and compensation, and evaluate compensation policies and practices that could mitigate any such risk.

5 INVESTIGATIONS AND STUDIES; OUTSIDE ADVISERS

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may, in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other adviser retained by the Committee, the expense of which shall be borne by the

Company. The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration all factors relevant to that person's independence from management, including the following:

- the provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
- the amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- the policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- any shares of the Company owned by the compensation consultant, legal counsel or other adviser; and
- any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company.

The Committee shall conduct the independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than: (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under the applicable rules and regulations of the Securities and Exchange Commission: consulting on any broad-based plan that does not discriminate in scope, terms or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees; or providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.

Nothing herein requires a compensation consultant, legal counsel or other compensation adviser to be independent, only that the Committee consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other compensation adviser. The Committee may select or receive advice from any compensation consultant, legal counsel or other compensation adviser it prefers, including ones that are not independent, after considering the six independence factors outlined above.

Nothing herein shall be construed: (i) to require the Committee to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee; or (ii) to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

6 DELEGATION OF AUTHORITY

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees or other individuals as the Committee deems appropriate such power and authority as the Committee deems appropriate; provided, however, (i) except as set forth in clause (ii), that no subcommittee shall consist of fewer than two members; (ii) to the extent permitted under applicable law, the Committee may delegate to the CEO and/or such other individuals as the

Committee deems appropriate the authority to grant equity awards under the terms of the Company's Amended and Restated Stock Option and Equity Compensation Plan (or a successor plan, as in effect from time to time) to eligible recipients under the terms of the plan who are not executive officers of the Company, subject to the terms of the plan and to such other limitations as may be established and amended by the Committee from time to time; and (iii) that the Committee shall not delegate to a subcommittee or any other individual any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

7 RESPONSIBILITIES AND DUTIES OF THE CHAIR

The Chair shall have the responsibilities and duties that may be assigned by the Board or the Committee, which shall include the following:

- Chair meetings of the Committee.
- In consultation with the Board Chair and the Corporate Secretary, determine the frequency, dates and locations of meetings of the Committee.
- In consultation with the CEO, the Corporate Secretary and others as required, review the annual work plan and the meeting agendas so as to bring all required business before the Committee.
- In consultation with the Board Chair, ensure that all items requiring the Committee's approval are appropriately brought before the Committee.
- Report to the Board on the matters reviewed by, and on any decisions or recommendations of, the Committee at the next meeting of the Board following any meeting of the Committee.
- Carry out any other or special assignments or any functions as may be requested by the Board.

8 LIMITATION ON COMMITTEE'S DUTIES

The Committee shall discharge its responsibilities, and shall assess the information provided by the Company's management and the external advisers, in accordance with its business judgment. Members of the Committee are entitled to rely, absent knowledge to the contrary, on the integrity of the persons and organizations from whom they receive information, and on the accuracy and completeness of the information provided.

Nothing in this Charter is intended or may be construed as imposing on any member of the Committee or the Board a standard of care or diligence that is in any way more onerous or extensive than the standard to which the directors are subject under applicable law. This Charter is not intended to change or interpret the constating documents of the Company or any federal, provincial, state or exchange law, regulation or rule to which the Company is subject, and this Charter should be interpreted in a manner consistent with all such applicable laws, regulations and rules. The Board may, from time to time, permit departures from the terms hereof, either prospectively or retrospectively, and no provision contained herein is intended to give rise to civil liability to stockholders, competitors, employees or other persons, or to any other liability whatsoever.

Any action that may or is to be taken by the Committee may, to the extent permitted by law or regulation, be taken directly by the Board.

9 EVALUATION OF COMMITTEE

The Committee shall, on at least an annual basis, review and evaluate its performance. In conducting this review, the Committee shall address such matters that the Committee considers relevant to its performance and evaluate whether this Charter appropriately addresses the matters that are or should be within its scope. The review and evaluation shall be conducted in such a manner as the Committee deems appropriate.

The Committee shall deliver to the Board a report, which may be oral, setting forth the results of its review and evaluation, including any recommended changes to this Charter and any recommended changes to the Company's or the Board's policies or procedures, as it deems necessary or appropriate.

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Dated: September 25, 2024
Approved by: Board of Directors of the Company