



Zymeworks Inc.

Subsidiaries: Zymeworks BC Inc.

Locations: Canada (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Medium Risk

DESCRIPTION:

Zymeworks Inc. is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR Medium Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.

Zymeworks integrates ESG into its business practices. From its 2024 ESG Report: "As our business has matured, we have begun embedding ESG

principles across all business functions rather than treating ESG as a separate initiative" (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.

N/A

Zymeworks does not publish charitable giving guidelines (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.

High Risk

Zymeworks offers unconscious bias training to its leadership and ESG training to its employees (1). The company appears to prioritize diversity over merit in its supply chain. From its 2024 ESG Report: "We are committed to continuing to make diversity, equity, and inclusion part of everything we do, from our teams that reflect the diversity of our local communities, to how we select the suppliers and vendors we work with" (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.	High Risk
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Zymeworks supports DEI within its business practices. From its 2024 ESG Report: "At Zymeworks, diversity, equity, and inclusion are not standalone initiatives, but fundamental principles woven into the fabric of everything we do" ([1](#)). The company supports ESG within its business practices. From its 2024 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" ([2](#)).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.	High Risk
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Zymeworks provides a benefits package for employees that covers "gender-affirming care" ([1](#)). Zymeworks' ERG ZYME&Proud hosted a LGBTQ pride event, which likely used corporate funds ([2](#)). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies ([3](#)).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.	N/A
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Zymeworks does not operate a PAC or engage in lobbying at this time ([1](#))[\(2\)](#)[\(3\)](#).

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