

Corporate Sustainability

At Nektar Therapeutics (“Nektar”), we are dedicated to discovering and developing innovative medicines in areas of high unmet medical need. We are applying our deep understanding of immunology and unparalleled expertise in polymer chemistry to create unique, highly-selective medicines with optimal therapeutic benefit.

Our core values underpin our strong culture and unite us in our mission to harness the power of immune science as we develop therapies where patient needs and scientific potential converge. Our values are guided by our stakeholders, including employees, patients and investors, and by standards applicable to the biotechnology industry, and reflect the importance of Environmental, Social and Governance (ESG) matters to our business.

Scientific Excellence: Science is at the core of everything we do, and we strive to follow it and leverage it to achieve our goals.

We implement policies and procedures that support sustainable and safe research, development and manufacturing.

- **Quality Assurance and Control.** Our quality department helps ensure that we comply with applicable U.S. and international regulations for development and manufacturing activities. We follow applicable “good practice” quality guidelines in operating our business, including Good Clinical Practices (GCP), Good Manufacturing Practices (GMP), Good Pharmacovigilance Practices (GVP) and Good Laboratory Practices (GLP).
- **Safety of Clinical Trial Participants.** The safety and well-being of participants enrolled in our clinical studies are our top priority. Our clinical studies are carefully designed and conducted to meet the regulations of the Food and Drug Administration (FDA) in the U.S. and similar regulatory agencies worldwide. We have implemented appropriate policies and quality and safety standards that apply to our employees and the clinical research organizations with whom we partner. Our compliance systems are periodically reviewed for effectiveness.
- **Responsible Manufacturing and Supply Management.** Our manufacturing facilities and associated equipment are designed and operated to be consistent with applicable laws and regulations. When we use contract manufacturers to manufacture biologics and certain other products for us, we screen contract manufacturers for their capability to meet quality standards. Our contract manufacturers have contractual obligations to comply with applicable laws and regulations.
- **Environmental Health & Safety (EH&S).** We seek to operate our facilities in a safe and environmentally responsible manner and to work with third-parties that operate with similar values. Our EH&S programs are intended to effectively control process and business risks and to promote efforts to ensure safe and compliant business operations through efficient and effective use of resources. In response to the COVID-19 pandemic, our priority has been to keep our employees and their families safe and to ensure that our employees have continued access to healthcare resources.

Integrity: We hold ourselves accountable to do the right thing, which ultimately makes us smarter and better as a company. We are committed to operating from a position of integrity, which encompasses our science, our colleagues and ourselves.

We believe the reputation of Nektar depends on the honesty, fairness, and integrity that is brought to the job by each person associated with us. All Nektar employees, officers and directors are required to comply with our Code of Business Conduct and Ethics and to commit to:

- Avoiding activities involving personal interests that create, or have the appearance of creating, a conflict with the interests of Nektar.
- Complying with the laws in all countries in which Nektar operates, as well as U.S. laws applicable to activities in foreign countries, including laws prohibiting bribery, corruption or the conduct of business with specified individuals, companies or countries.
- Not participating in any way in the unlawful or unethical receipt or payment of funds or other benefits, including bribes, kickbacks or other payments. Our policy applies to Nektar transactions everywhere in the world, even where the practice is widely considered “a way of doing business.”

We have established a Nektar Help Line to receive anonymous and confidential reports of potential violations of laws, rules, regulations or company policies. Reports may be submitted by calling 1-800-481-7045 U.S. & Canada or via a web submission at www.nektar.ethicspoint.com.

Teamwork: We work collaboratively as a team, joining together to help advance our company and its medicines. Further, we treat each other with respect. We value diversity of perspectives, talents and experiences, as we know diversity strengthens our company. We celebrate and reward our successes.

With facilities around the globe, we respect and admire diversity and nurture the wealth of ideas, inspired effort and unique perspectives that diversity promotes. Our supportive work environment fosters inclusion and equality. We do not tolerate harassment, discrimination or retaliation of any kind. We have established an employee-led Diversity, Equity and Inclusion resource group that supports our commitment to integrate diversity, equity and inclusion into the employee experience.

We are committed to recruiting, developing, advancing and retaining a diverse and talented workforce, including at our leadership levels. When considering candidates for Chief Executive Officer and director vacancies, our Board considers candidates from a variety of backgrounds and experiences, including candidates of gender, age and racial/ethnic diversity, and directs third-party search firms in retained searches to identify candidates with such diverse qualities.

Commitment to People: Our commitment to the advancement of meaningful medicines is driven by the patients we hope to positively impact. We are committed to our employees who reflect the fabric of our company.

We empower our employees to realize their personal and professional potential. We invest in the training and development of our employees by providing new experiences and learning opportunities. We provide our employees with individual and group training, mentoring and career development resources and health and wellness programs. Live and on-demand webcasts, videos,

and courses provide our employees the convenience to learn on their own schedule and to fulfill professional certification requirements.

We strongly believe that our people are essential to our success. This philosophy is revealed in our competitive benefits package, designed to improve employees' lives both on and off the job. Our benefits packages combine traditional programs for recognition and reward, along with tailored offerings to meet individual needs and goals, which include health insurance, life insurance, retirement plans and paid holiday and vacation time.

People: We feel invigorated by the work we do. The passion to make an impact on people with cancer and autoimmune disease further propels us forward.

- **Expanded Access.** Nektar is committed to bringing new medicines to patients with debilitating diseases. We conduct clinical trials of our investigational medicines to demonstrate their safety and effectiveness for patients. Whenever possible, we will refer an individual requesting access to our investigational medicines to an appropriate clinical trial. However, we understand that, in some rare cases, there will be patients with a serious and immediately life-threatening disease for which no satisfactory treatment alternative exists, and for whom it is not possible to participate in a clinical trial. Nektar has established an expanded access program through which, in very specific circumstances, patients may be eligible to receive our investigational medicines outside the clinical trial setting. Making decisions for expanded access to our investigational medicines is always complex and we endeavor to make these decisions as ethically and fairly as possible. Please see our [Policy for Expanded Access to Investigational Medicines](#) for additional details.
- **Community.** Making a positive impact on the communities in the areas where we work and live is an important focus for Nektar. We support social initiatives and programs that benefit our communities in various ways, including periodically making financial contributions, volunteering, advocating and sponsoring Science, Technology, Engineering, and Mathematics education and internship opportunities. We believe in the importance of inclusion and diversity not only within our company, but also within the overall scientific community, and we support programs that increase awareness of and access to life science careers for underrepresented populations.