



Environment, Social and Governance (ESG) Report

MARCH 2023

WHO WE ARE



Karyopharm Therapeutics Inc. (the “Company” or “Karyopharm”) is a commercial-stage pharmaceutical company pioneering novel cancer therapies. Since its founding, Karyopharm has been the industry leader in oral Selective Inhibitor of Nuclear Export (SINE) compound technology, which was developed to address a fundamental mechanism of oncogenesis: nuclear export dysregulation. Our lead SINE compound and first-in-class, oral exportin 1 (XPO1) inhibitor, XPOVIO® (selinexor), is approved in the U.S. and marketed by the Company in three oncology

indications. In addition, selinexor has received regulatory approvals in various indications in a growing number of ex-U.S. territories and countries, including but not limited to the European Union and the United Kingdom (as NEXPOVIO®) as well as China, Singapore, Canada, Israel, South Korea, Taiwan and Australia.

We have a focused development pipeline targeting multiple high unmet need cancer indications, including multiple myeloma, endometrial cancer, myelodysplastic syndromes and myelofibrosis.

OUR APPROACH TO CORPORATE RESPONSIBILITY



We are highly committed to policies and practices focused on ESG matters, positively impacting our communities and maintaining and cultivating good corporate governance. By focusing on such policies and practices, we believe we can affect a meaningful and positive change in our communities and maintain our

open, collaborative corporate culture. Our Board of Directors oversees our corporate responsibility efforts, primarily through its Nominating, Corporate Governance & Compliance Committee. With their support, we plan to continue to advance our efforts related to corporate responsibility and sustainability initiatives.

OUR CORPORATE VALUES



During 2022, we refreshed our corporate values with feedback from our global employees so that they truly represent who we are as Karyopharm. Our ICARE values are the foundation of everything we do; how we interact with each other, how we engage with patients, investors, suppliers, and other external stakeholders, and the decisions we make.

Our values include:



INNOVATION

We challenge the status quo when the current thinking no longer provides the best solution for our patients. We innovate with purpose and draw from diverse experiences.



COURAGE

We pursue excellence and empower our collaborative teams to speak the truth and act boldly and compliantly with integrity, as we set and exceed clear and ambitious expectations.



ALIGNMENT & ACCOUNTABILITY

Together as One Karyopharm we deliver results that support a culture of networked teams that work together and drive results in service of patients.



RESILIENCE

We prioritize a culture of adaptability. Our teams not only celebrate successes, but also overcome obstacles and move forward.



ENERGY

We approach our work with passion and dedication while delivering best-in-class results.

OUR PEOPLE



- Employee Stock Purchase Plan available to all eligible employees
- Equity awards
- Annual Bonus Program
- Flexible Spending Account
- 401(k) Retirement Savings Plan (with up to a 4% match)
- Employee Assistance Program
- Tuition Assistance Program
- Employee Referral Bonus
- Paid Time Off

For the third year in a row, we have been named by Comparably for Best Company Compensation for small and midsize companies and best in Health and Wellness by Nation's Best.

Investments in training, development and engagement for all employees include:

- Annual Goal Setting and Development Reviews
- Employee Engagement Survey
- Quarterly Employee Recognition Program
- Dialogue on Diversity initiatives to allow for open discussion on Diversity, Equity and Inclusion
- LinkedIn Learning memberships

At Karyopharm we live by our ICARE values in order to provide access to novel therapies and ongoing support to patients living with cancer. This common value proposition allows us to work collaboratively, efficiently, and in sync as a global team with a singular focus on treatments that change lives.

- Our statement on our commitment to diversity and equality can be found here: [Statement on Commitment to Diversity and Equality](#).
- Our equal employment opportunity statement can be found here: [Karyopharm Therapeutics Equal Employment Opportunity Statement Link](#).
- All employees are trained annually on our [Code of Ethics and Business Conduct](#) as well as sexual-harassment and discrimination.
- As of February 2023, approximately 57% of our workforce and 50% of our Senior Leadership Team (VP and above) are women and over 39% of employees identify as part of a minority group.

Since the Company's founding in 2008, we have grown into an international organization with corporate headquarters in Newton, Massachusetts and offices in Israel and the European Union. We support a culture of innovation, courage, alignment and accountability, resilience and energy (ICARE) and foundational behaviors including mutual respect, integrity, honesty, compliance and ethics.

Our highly qualified, diverse, and experienced team, which includes scientists, physicians and professionals across sales, marketing, manufacturing, regulatory, legal, finance and other important functions are critical to our success.

For U.S. based employees, we offer a comprehensive and competitive [total rewards package](#) that includes:

- Basic Life, Accidental Death and Dismemberment and Disability programs 100% paid
- Medical, Dental, and Vision plans
- Voluntary Life Insurance 100% paid

OUR COMMUNITIES



We strive to have a consistent and positive impact in the communities where we live and work and beyond.

- We provide cross-functional mentorship for employees and paid internship programs for high school and college-age family members of employees. These programs offer unique professional development opportunities for budding young professionals as well as more tenured employees who are looking to improve their skills.
- Each year, we sponsor local youth programs that focus on providing educational resources and career development opportunities for members of underserved communities and schools with diverse populations.
- We make annual, charitable grants and donations as part of our social responsibility to support the scientific, medical, patient, and local communities in which the company operates. These grants are made throughout the U.S. to organizations working in areas including patient education, public health, quality of healthcare, disease awareness and support, health equity, and/or related areas of local community need.
- We support volunteerism within our employee communities and encourage them to engage with organizations of their choice in their local areas, such as walks, races and other events geared toward individuals and families.
- We provide support to patient community needs in response to natural disasters through both charitable giving to the community at large and via our KaryForward program specifically for patients impacted by these disasters.
- We review our sponsorships and charitable giving on an annual basis to ensure that partnerships with external organizations are mission-aligned with our values.
- In response to the COVID-19 pandemic and the resulting challenges, we took and continue to take various steps to support the continued successful engagement of our employees, including offering remote work and flexible schedules, childcare assistance and resources focused on a work-life balance in uncertain times.

OUR PRODUCT



XPOVIO (selinexor) is a nuclear export inhibitor product approved by the U.S. Food & Drug Administration (FDA) for the following indications:

- In combination with bortezomib and dexamethasone for the treatment of adult patients with multiple myeloma who have received at least one prior therapy
- In combination with dexamethasone for the treatment of adult patients with relapsed or refractory multiple myeloma who have received at least four prior therapies and whose disease is refractory to at least two proteasome inhibitors, at least two immunomodulatory agents, and an anti-CD38 monoclonal antibody
- For the treatment of adult patients with relapsed or refractory diffuse large B-cell lymphoma (DLBCL), not otherwise specified, including DLBCL arising from follicular lymphoma, after at least 2 lines of systemic therapy. This indication is approved under accelerated approval based on response rate. Continued approval for this indication may be contingent upon verification and description of clinical benefit in confirmatory trial

Important safety information regarding XPOVIO is located here: [XPOVIO Prescribing Information](#).

Additional information regarding the safety and tolerability profile of XPOVIO can be found here: [XPOVIO important safety information](#).

XPOVIO patients should call their doctor for medical advice about potential side effects. Side effects may be reported to the FDA by calling 1-800-FDA-1088 or by visiting MedWatch at www.FDA.gov/MedWatch.

Outside of the U.S., XPOVIO and NEXPOVIO (the brand name for selinexor in the European Union and the United Kingdom) is managed by our partners in their respective territories and has received regulatory approvals in approximately 40 countries worldwide in various indications, including but not limited to the European Union, the United Kingdom, China, Singapore, Canada, Israel, South Korea, Taiwan and Australia.

OUR COMMITMENT TO COMPLIANCE



Like the nuclear core of a cell, where Karyopharm's research is centered, ethical principles are central to who we are. We have developed a comprehensive compliance program in order to deter wrongdoing and promote the highest standards of business ethics in all conduct of the Company, its employees, agents, and contractors.

Compliance Oversight Responsibility:

Karyopharm has a Chief Compliance Officer who is responsible for developing, overseeing, and monitoring the operation of Karyopharm's Compliance Program. The Chief Compliance Officer:

- Reports directly to the General Counsel.
- Has direct access to our Board of Directors, including Committee Chairs.
- Oversees annual compliance risk assessments and audits in order to continuously assess and improve Karyopharm's compliance program. Periodically reports to the Board on the findings related to compliance risks and audits.
- Has a team of dedicated and experienced compliance professionals who work directly across each of the Company's functions to implement Karyopharm's compliance program.
- Is responsible for writing and editing Karyopharm's compliance policies, for distributing policies and updates to relevant internal Karyopharm stakeholders, and for training and monitoring to confirm our employee's understanding of relevant policies.
- Karyopharm's Compliance Committee comprises members of management that represent key Company departments and is charged with providing oversight regarding significant healthcare-related regulatory and compliance matters and assisting and supporting the Chief Compliance Officer in the development, implementation, monitoring and maintenance of Karyopharm's Compliance Program.

As Part of Our Comprehensive Compliance Program:

- All employees, when first hired, are required to read, be trained, and annually certify compliance to our Code of Ethics and Business Conduct (the "Code") located here: [Code of Conduct](#), as well as other compliance policies relevant to the employee's role.
- The Code and related policies cover a wide range of business and healthcare compliance topics, including anti-corruption, antitrust, and securities law, conflicts of interest, and other business ethics topics.
- Karyopharm has a specific policy dedicated to Foreign Corrupt Practices Act and Anti-Corruption information, which requires employees to work with Compliance to conduct due diligence on third parties before contracting in foreign jurisdictions.
- Karyopharm's Compliance Program, its Code, policies, and trainings, make clear to employees that the Company does not retaliate against whistleblowers, and protects all employees from harassment in the workplace. We have a Compliance Hotline in order to receive anonymous reports of a potential violation of law located here: [Compliance Hotline](#).
- We follow the principles set forth in PhRMA's Code on Interactions with Health Care Professionals.



OUR SUPPORT FOR PATIENTS



The KaryForward patient support program is dedicated to providing assistance and resources to patients and their caregivers throughout XPOVIO treatment. It is available to patients and their caregivers who are U.S. residents and meet other eligibility criteria.

- KaryForward® may provide support to patients who need help navigating insurance coverage and questions about access to treatment with Karyopharm medication and may be able to support them with help with access to XPOVIO in the case of insurance interruptions or delays.
- Karyopharm has a XPOVIO® copay support program that can help eligible patients with commercial insurance pay as little as \$5 per prescription.
- The program may also offer support to eligible patients who are underinsured, or lack insurance coverage, to have access to XPOVIO treatment at no cost through our Patient Assistance Program.

- Once enrolled in the KaryForward patient support program, patients or their caregivers can access 1:1 personalized support by licensed nurse case managers throughout their XPOVIO treatment. The nurse support team can answer questions about what to expect while taking XPOVIO and can help explain medication instructions. They also provide psychosocial support and may be able to provide referrals for additional third-party support, such as transportation assistance. The nurse case managers do not replace speaking with the patient's health care provider about their treatment plan, do not provide medical advice, and do not make medical decisions for the patient.

Access to medicines in developing countries and in countries where our medicines have not yet been authorized by the relevant regulatory authority:

We are committed to bringing our investigational medicines to patients under a marketing authorization.

Enrolling in a clinical trial is the primary way for patients to access our investigational medicines prior to a marketing authorization by government health/regulatory authorities. To learn more about available clinical trials, visit either Karyopharm's [Clinical Trial Finder](#) or www.clinicaltrials.gov and search by company, disease or investigational medicine. These clinical trials are needed to demonstrate that the investigational medicine meets the standards for safety and efficacy that government regulatory agencies, such as the FDA or the European Medicines Agency, have established. Gaining regulatory approval and marketing authorization for a medicine is the only way to bring rapid access to the greatest number of patients who might benefit from it.

However, there may be patients who do not qualify for an ongoing clinical trial but who might benefit from the investigational medicine. It is one of our goals to provide universal access to our medicines, particularly for low- and middle-income countries in the developing world. For these patients, Karyopharm may be able to provide access to its investigational medicines through unsolicited individual named patient access through Karyopharm Expanded Access Program.

OUR PRODUCT SAFETY AND QUALITY



We have developed and implemented a comprehensive Quality System, which focuses on product safety and quality aspects of Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), and Good Clinical Practices (GCP) that are required by regulators.

- Our Quality manual describes a comprehensive Quality System model enabling compliance with company policies, U.S. and international regulations for development, manufacturing, and distribution, of biopharmaceutical products.
- Regulatory compliance is an integral part of the Quality System model based upon the principles of continuous improvement and quality risk management.
- Our executive team reviews our Quality System on a regular basis.
- We have standard operating procedures in place to describe the process for conducting both internal and external audits of activities pertaining to either GMP, GLP, and / or GCP regulations and guidelines.
- Our Annual Product Quality Review verifies the consistency of the XPOVIO process, the appropriateness of current specifications, and evaluates the data for any trends to determine possible improvements to the methods and processes of the finished product.
- Our Quality Risk Management standard operating procedure describes the risk management process to be applied to all GxP operations (GCP, GDP, GLP, GMP, GVP) at Karyopharm and the minimum requirements for performing risk assessments and risk management.
- Our Product Quality Complaint standard operating procedure defines and outlines the process for receipt, evaluation, and resolution of all Commercial Product Quality Complaints and Clinical Product Complaints received by Karyopharm.
- Our Reporting of Adverse Events and Serious Adverse Events standard operating procedure describes the steps for managing and processing adverse events and other relevant safety information collected from solicited or unsolicited sources at Karyopharm and for expedited and periodic reporting of adverse events arising from any source related to Karyopharm products.
- We have developed a fully integrated manufacturing support system, including scientific oversight, quality assurance, quality control, regulatory affairs and inventory control policies and procedures. These support systems are intended to enable us to maintain high standards of quality for our products.

OUR ENVIRONMENT



- The health and safety of our employees has always been a priority and we have robust programs in place to provide all employees with a safe and healthy environment in which to work. We comply with COVID recommendations from the World Health Organization and the Centers for Disease Control and Prevention, as well as state and local health departments. We further protect employees in our corporate office by offering on-site rapid COVID tests and personal protective equipment. We provide annual Safety Training, onsite AEDs and First Aid emergency equipment that is monitored and inspected on a regular basis.
- We reduce, reuse and recycle electronics, paper products, packing materials and plastics.
- We aim to continually improve our sustainability practices, such as reducing waste, increasing energy efficiency and using renewable materials, including our use of (i) energy efficient lighting and recycling throughout our offices; (ii) environmentally friendly cleaning products; (iii) compostable and recyclable materials in our office kitchens; and (iv) partnerships with office supply vendors committed to sustainability efforts.
- The U.S. headquarters building has several EV charging stations onsite and is planning to add solar panels to the parking lots to reduce dependence on fossil fuels.

OUR CORPORATE GOVERNANCE



We believe that good corporate governance is important to ensure that Karyopharm is managed for the long-term benefit of our shareholders. We have adopted a Code of Ethics and Business Conduct, which applies to all of our directors, officers and employees; Corporate Governance Guidelines; and charters for our Audit Committee, Compensation Committee, Nominating, Corporate Governance & Compliance Committee and Commercialization and Portfolio Committee. Our Board of Directors sets high standards for the Company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the Company's business. Our Nominating, Corporate Governance & Compliance Committee has primary Board responsibility for ESG-related issues.

Our Corporate Governance Guidelines ([Karyopharm Therapeutics Corporate Governance Guidelines](#)) assist the Board of Directors in the exercise of its duties and responsibilities to serve in the best interest of our shareholders and provide that:

- The Board's principal responsibility is to oversee the management of the Company and must use business judgment to act in what they reasonably believe is in the best interests of the Company and our shareholders.
- Directors must become and remain informed about the Company and our business and ensure effective systems are in place for periodic and timely reporting to the Board on important Company matters.
- The majority of the members of our Board are independent, with a balance of skills and experience and an emphasis on independent oversight and continuous improvement.
- Each director is subject to limitations of service on other boards.
- Directors have full and free access to management and, as necessary and appropriate, independent advisors.
- New directors participate in an orientation program and all directors are expected to participate in continuing director education on an ongoing basis.
- Our Board and its committees conduct a self-evaluation annually to determine whether they are functioning effectively and to identify areas for improvement.

Corporate Governance Highlights:

- Our Board is diverse in expertise and experienced in matters pertaining to our business as well as in background and perspective, including with respect to age, gender, race, place of residence and specialized experience.
- We are committed to shareholder engagement with the goal of utilizing shareholder feedback to improve our governance, compensation programs and ESG acts and disclosures.
- Our Board has responsibility for the oversight of our risk management processes, including risk identification, management, and mitigation strategies.
- Separated CEO and Lead Independent Director roles.

Disclaimer and Forward-Looking Statements

This report has been prepared by Karyopharm Therapeutics Inc. for informational purposes only and not for any other purpose. Nothing contained in this report is, or should be construed as, a recommendation, promise or representation by Karyopharm or any director, employee, agent, or adviser of Karyopharm. This report does not purport to be all-inclusive or to contain all of the information you may desire. Certain information contained in this report relates to or is based on studies, publications, surveys and other data obtained from third-party sources and Karyopharm's own internal estimates and research. While Karyopharm believes these third-party sources to be reliable as of the date of this report, it has not independently verified, and makes no representation as to the adequacy, fairness, accuracy or completeness of, any information obtained from third-party sources. While Karyopharm believes its internal research is reliable, such research has not been verified by any independent source. This report may contain forward-looking statements that are based on our current expectations, estimates and projections about our industry as well as management's beliefs and assumptions. Words such as "anticipates," "expects," "intends," "plans," "believes," "seeks," "estimates," "may," "will," and variations of these words or similar expressions are intended to identify forward-looking statements. These statements include expectations regarding our business strategies, people strategies, environmental, social and governance efforts, including those related to diversity, equity,

and inclusion and climate, product and product candidates, and efforts to respond to COVID-19 and speak only at the time this report was prepared. Such statements are based upon the information available to us now and are subject to change. We will not necessarily inform you of such changes. These statements are not guarantees of future performance and are subject to certain risks, uncertainties and assumptions that are difficult to predict. Therefore, actual results could differ materially and adversely from those expressed in any forward-looking statements as a result of various factors. Factors which could cause actual results to differ materially from those in the forward-looking statements include, among others, the risks set forth in our SEC filings, including, without limitation the "Risk Factors" section of our Quarterly Reports on Form 10-Q or Annual Reports on Form 10-K filed with the Securities and Exchange Commission (SEC) and our other SEC filings. New risk factors and uncertainties may emerge from time to time, and it is not possible to predict all risk factors and uncertainties. There can be no assurance that an investment in our stock will meet your investment objectives, or that you will receive a return of all or part of such investment. Investment results may vary significantly over any given time period. The appropriateness of a particular investment or strategy will depend on an investor's individual circumstances and objectives. Karyopharm recommends that investors independently evaluate specific investments and strategies.