Karyopharm® Therapeutics

Our Approach to Environment, Social and Governance (ESG) Programs

MAY, 2021

OUR APPROACH

Karyopharm Therapeutics Inc., (the "Company" or "Karyopharm") is dedicated to the discovery, development and commercialization of first-in-class drugs for the treatment of cancer and other diseases. We are a commercial-stage, global pharmaceutical company with one FDA-approved drug in three oncology indications and three additional drug candidates in clinical development. Our goal is to improve the lives of patients with certain blood cancers, solid tumors and other diseases.

Our Corporate Values:

INNOVATION
We encourage employees to develop creative, yet practical ideas that don't simply rely on things that have been done in the past.

COURAGE
We challenge the norms to solve problems and advance science in order to produce the best outcomes for patients.

URGENCY
We approach our tasks with drive, passion and dedication with an understanding that patients battling cancer are relying on us every day.

RESILIENCE
We remain committed to persevere even in the face of challenges and adversity.

ENERGY
We approach opportunities and tackle challenges with a great sense of enthusiasm and determination.

OUR PEOPLE

Since the Company's founding in 2008, we have grown into an international organization with corporate headquarters in Newton, Massachusetts and a growing team of over 30 employees in an Israel office, as well as a small satellite office in Germany. We support a culture of innovation, courage, urgency, resiliency and energy (ICURE) with our employees and collaborators.

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 benefits package that includes:

- Basic Life, Accidental Death and Dismemberment and Disability programs 100% paid
- Medical, Dental, and Vision plans
- Voluntary Life Insurance 100% paid
- Employee stock purchase plan available to all eligible employees
- Equity Stock awards
- Flexible Spending Account
- 401(k) Retirement Savings Plans [with up to a 4% match]
- Employee Assistance Program
- Tuition Assistance Program
- Employee Referral Bonus
- Paid Time Off

Investments in training, development and engagement include:

- Annual Goal Setting and Development Reviews
- Employee Engagement Survey
- Monthly Stock-Award Employee Recognition Program
- Dialogue on Diversity initiatives to allow open discussion on anti-racism and the Black Lives Matter and Stop AAPI Hate movements
- BIO, MassBio, and LinkedIn Learning Memberships

At Karyopharm we live by our ICURE 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.
- Karyopharm Therapeutics Equal Employment Opportunity Statement can be found here.
- All employees are trained annually on anti-harassment and anti-discrimination.
- As of April 2021, over 50% of our workforce and 25% of our Leadership Team were women and over 35% of employees identified as part of a minority group.
- We believe in workplace flexibility: employees can choose to shift their everyday schedule by starting the day later or leaving earlier. The total working hours don't change. Employees are expected to remain productive and responsive during these work hours.

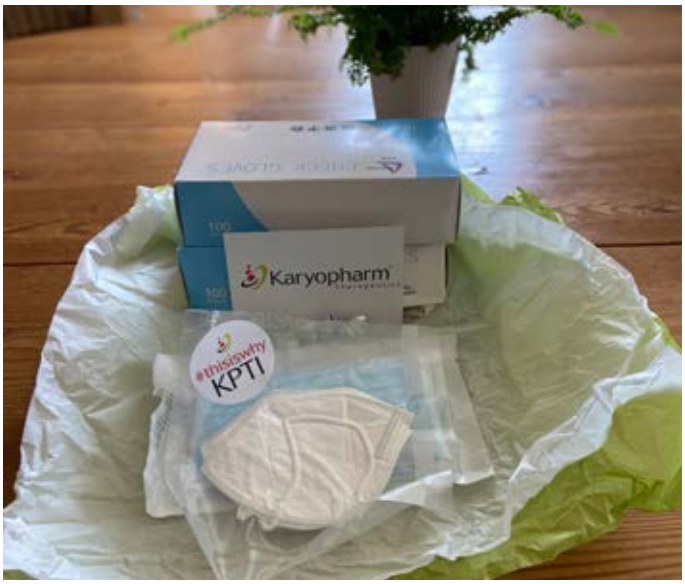
OUR COMMUNITIES

We strive to make a difference in the communities where we live and where we work.

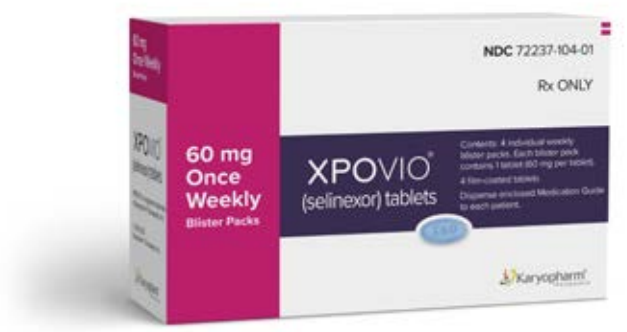
- We are engaged in several mentorship and paid internship programs, both in the U.S. and internationally.
- We sponsor local youth programs that focus primarily on providing educational resources and career development.
- We make annual charitable donations to a variety of nonprofit organizations that support cancer research, provide patient education programs and services, and invest in our local communities.
- We offer free learning webinars to our communities on topics that are relevant and meaningful to our stakeholders, including our patients, families, and employees.
- We support a company-wide volunteer program to support local organizations.

In Response to COVID-19 we:

- Donated thousands of pieces of personal protection equipment (PPE) and supplies to national hospitals, cancer clinics, group homes, and non-profit organizations in need: See press release from 2020 for additional details: Karyopharm Donates 60,000 Medical Masks Across Massachusetts and the United States in Partnership with Family Reach, Myeloma Crowd and The Leukemia & Lymphoma Society
- Initiated a global clinical trial to evaluate low dose selinexor as a potential treatment for hospitalized patients with COVID-19.
- Provided employees with meal vouchers to support local businesses/restaurants impacted by the pandemic.
- Supported employees in the transition to a completely remote work from home environment.
- Provided employees with resources such as tutoring programs and discounted day care as well as a complete virtual wellness program. Employees and their families are invited to participate in the wellness program which includes activities, webinars, and resources centered around physical, emotional, social, and financial well-being.



OUR PRODUCT



XPOVIO® (selinexor) is a nuclear export inhibitor product approved by the 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(s).

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.

Conditional Marketing Authorization from the European Commission granted on March 29, 2021: NEXPOVIO is indicated in combination with dexamethasone for the treatment of multiple myeloma in adult patients who have received at least four prior therapies and whose disease is refractory to at least two proteasome inhibitors, two immunomodulatory agents and an anti-CD38 monoclonal antibody, and who have demonstrated disease progression on the last therapy. (Read the Full Committee for Medicinal Products for Human Use Opinion Here).

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 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.
  - 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.
- 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.

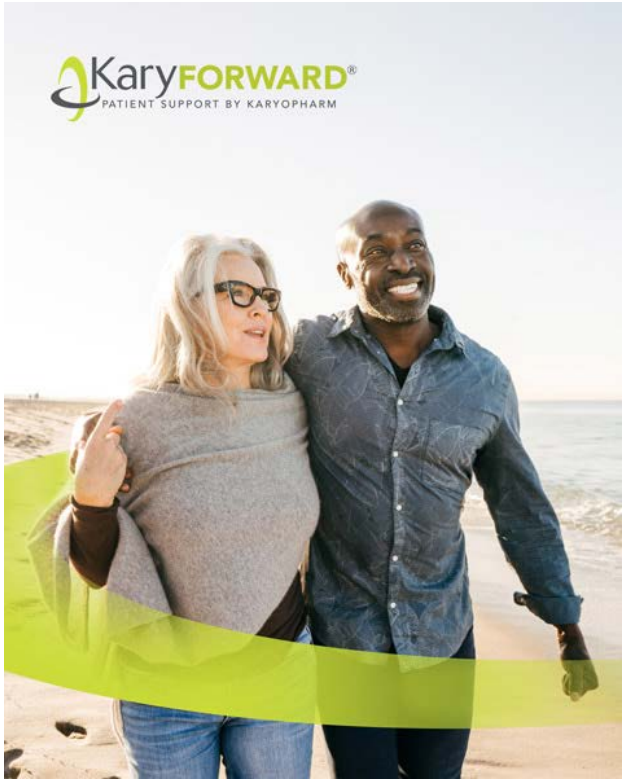
As Part of Our Comprehensive Compliance Program:

- All employees, when first hired, are required to read, be trained, and annually certify compliance to our Code of Ethics and Business Conduct (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 the Chief Compliance Officer to conduct due diligence on third parties before contracting in foreign jurisdictions.
- Karyopharm's Compliance Program, its Code, policies, and trainings, makes 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.
- We follow the principles set forth in PhRMA's Code on Interactions with Health Care Professionals.
- Compliance 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.

OUR SUPPORT FOR PATIENTS

Our patient support program, KaryForward®, is dedicated to providing assistance and resources to patients with multiple myeloma and DLBCL and their caregivers throughout their XPOVIO® treatment.

- KaryForward offers support in navigating insurance coverage issues and processes and enabling continuation of our patients' ability to access XPOVIO in the case of delays or interruptions in the insurance process.
- We also offer a copay card, which offers eligible commercial patients who have insurance to receive their prescription for as little as $5.00 per prescription.
- The program assists eligible patients who do not have insurance or lack coverage to be able to access XPOVIO treatment through our Patient Assistance Program.
- Under our KaryForward program, patients are assigned a dedicated nurse case manager, who serves as a point of contact to help patients and their caregivers navigate the treatment process, including by explaining prescription instructions, providing psychosocial support and additional nonclinical education regarding XPOVIO, highlighting expectations when taking XPOVIO and providing referrals for additional third-party support, such as transportation assistance.



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

Karyopharm is committed to bringing its investigational medicines to patients, under a marketing authorization.

Enrolling in a clinical trial is the primary way for patients to access Karyopharm's 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 U.S. Food & Drug Administration (FDA) or the European Medicines Agency (EMA), 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. For these patients, Karyopharm may be able to provide access to its investigational medicines through unsolicited individual named patient access through its program called: **KEAP** 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.

- Karyopharm Therapeutics' 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 Vice President of Quality and Head Pharmacovigilance Operations are responsible for the implementation of the Quality System.
  - Our executive team reviews our Quality System on a routine basis.
- We have standard operating procedures in place to describe the process for conducting both internal and external audits of activities pertaining to either GCP, GLP, and / or GMP regulations and guidelines.
- Our Annual Product Quality Review verifies the consistency of the XPOVIO (selinexor, KPT-330) process, the appropriateness of current specifications, and evaluates the data for any trends to determine possible improvements of 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 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 reports arising from any source on 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.
- In addition, manufacturers of approved products and those manufacturers' facilities are required to comply with extensive FDA requirements, including ensuring that quality control and manufacturing procedures conform to cGMPs.
- We, our contract manufacturers, our collaborators and their contract manufacturers could be subject to periodic unannounced inspections by the FDA or foreign regulatory authorities to monitor and ensure compliance with cGMPs or other regulations.

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. During this unprecedented past year, we have taken additional steps to comply with recommendations from the World Health Organization and the Center for Disease Control to further protect employees who work in our offices from exposure to COVID-19, including adopting social distancing measures, enacting enhanced cleaning measures and providing employees with personal protection equipment.
- We reuse packaging materials like cardboard boxes, packing peanuts, and bubble wrap, and recycle paper, hard plastic and cardboard used in the lab. We also switched from plastic tape to paper tape for packing shipments.
- 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; an d (iv) partnerships with office supply vendors committed to sustainability efforts.
- We have installed electric vehicle charging stations to be available to our employees in 2021 at our corporate headquarters.

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 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 and to service 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 their 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, and the independent directors meet regularly in executive session.
- 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 periodically to determine whether they are functioning effectively and to identify areas for improvement.

Corporate Governance Highlights:

- Our Board is predominantly independent with a balance of skills and experience and an emphasis on independent oversight and continuous improvement.
- 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.
- New directors participate in an onboarding program and continuing education is required for all directors.
- Separated CEO and Lead Independent Director roles.
- Regular Board and committee self-evaluation.
- Annual evaluation of CEO by independent Board members; and Clawback Policy.