

**SUTRO BIOPHARMA, INC.**

**SOCIAL MEDIA POLICY**

**As Adopted on September 14, 2018**

**I. PURPOSE**

Sutro Biopharma, Inc. (collectively with its subsidiaries, the “*Company*”) provides employees access to the Internet as a tool to be used in conducting the Company’s business. This policy sets forth guidelines for you, as an employee, in using the Internet to access and use social networking sites, wikis, and blogs (collectively, “*Social Media*”), even on personal equipment and time, when that use reflects upon or may impact the Company. Violation of this policy may result in discipline up to and including termination of employment.

**II. MONITORING AND SEARCHES; NO PRIVACY**

The Company reserves the right to monitor the amount of time that you spend on Social Media or monitor or search the content of any Social Media content sent, received, or stored on Company resources. The Company strongly encourages you to not use Company resources to access Social Media for non-work-related activities. You should understand that you have no expectation of privacy in any online activities on Company resources, during work and/or that affect the Company or the workplace (including publicly available posts to Social Media or personal information created, received, or stored on Company resources) as the Company may monitor your online activities or content, and may search information on Company resources or publicly available information on the Internet.

**III. PERSONAL RESPONSIBILITY**

The Company expects you to act responsibly when using Company resources to access Social Media. Social Media activities must not interfere with your job duties or performance. When Social Media activities involve or impact your employment or otherwise impact or reflect upon the Company, they must comply with the Company’s work-related policies, as further discussed below. Furthermore, under no circumstances are you permitted to use Company resources to access, download, or contribute to Social Media that contain illegal or inappropriate content such as pornography or other sexually-oriented materials; gambling; information related to illegal drugs; or discriminatory, harassing, or defamatory content.

To the extent that you discuss your employment or identify yourself as a Company employee on Social Media, the Company expects you to use good judgment and consider the fact that stating personal opinions may expose the Company to liability or unwanted attention, particularly if expressed in a way that allows others to misconstrue the personal opinions as being those of the Company. You should not claim or imply that you are speaking on behalf of the Company

#### **IV. COMPLIANCE WITH WORK-RELATED POLICIES**

While the Company respects your right to free expression, you must also realize that your communications – even when made on your own time and using your own equipment – may impact the Company. Any postings to Social Media, to the extent that they involve or impact your employment, the workplace, or the Company, are subject to Company workplace policies, including, but not limited to, those prohibiting harassment or discrimination; prohibiting disclosure of Company confidential, proprietary, or trade secret information; and governing appropriate use of Company electronic resources. Examples of such conduct include but are not limited to:

- posting derogatory comments about a co-worker (or manager or subordinate);
- posting defamatory (negative, untrue) material about a co-worker (or manager or subordinate) or a vendor's services; or
- posting Company confidential or trade secret information – such as research and development information; preclinical and clinical development activities; non-public data and results; patient information; confidential information about collaborations between the Company and third parties; confidential information about work-related projects; sensitive personnel data or non-public revenue performance data – to a personal profile, such as those maintained on LinkedIn or Facebook.

You should not participate, in any manner other than passive observation, in any investment or stock-related Social Media relating to the Company without the prior written approval of the Chief Financial Officer.

Further, you are prohibited from accessing password-protected online information without the authorization of the owner of the information and from exceeding the authorization provided with respect to access and use of password-protected information. Under no circumstances should you, as an employee, misrepresent your identity or affiliation, including through the use of another person's password, to access online information that is not publicly available, including any such information contained on Social Media.

The Company takes seriously any complaints regarding inappropriate use of or postings to Social Media, including potential work-related harassment or discrimination, and reserves the right to investigate such complaints and to take corrective action for violations of this policy.

#### **V. CORPORATE USE OF SOCIAL MEDIA**

You must exercise caution in searching for and relying on information from Social Media for work-related purposes, including with respect to hiring or other employment decisions. This information may be inaccurate or otherwise unreliable or may reveal an individual's protected characteristics (*e.g.*, sexual orientation or disability) that must not be considered in the hiring or employment decision. You should use good judgment when evaluating information from Social Media to make work-related decisions. The Company encourages you to seek guidance from your managers should you have any questions in this regard.

## **VI. NO RESTRICTION ON RIGHT TO ENGAGE IN LEGALLY PROTECTED ACTIVITIES**

Nothing in this policy is intended to, and the policy will not be applied in a way that would, restrict or otherwise interfere with your right to engage in concerted activity under the National Labor Relations Act or other legally protected activities, including the right to self-organize, form, join, or assist labor organizations; to bargain collectively with representatives of your choosing; to engage in other concerted activities for the purpose of collective bargaining, other mutual aid, or protection; or to refrain from engaging in those activities. For example, the policy does not restrict your use of Social Media to communicate with co-workers or others about the terms and conditions of their employment, such as wages, benefits, or working conditions.