

	Doc. No.: KI 130 EN 01
	Version/Type: 01/Compliance
<b>Human Rights</b>	Issue Date: 10/4/2024

**A. SCOPE**

This Human Rights Policy (this “Policy”) applies to Kymera International and its subsidiaries and affiliates (collectively, the “Company”), the Company’s directors, officers, and employees, as well as all consultants, representatives, agents, brokers and other intermediaries when they are acting on behalf of the Company.

**B. INTRODUCTION**

The Company respects fundamental human rights and believes that every individual deserves to be treated fairly and with dignity. The intent of this policy is to formalize the company’s commitment to preserving and promoting the fundamental rights of others as reflected in the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work. Our commitment to international human rights standards and local laws are rooted in our values and reinforced through the Company’s [Code of Ethics and Business Conduct](#), our [Ant-Slavery & Human Trafficking Policy](#), and our [Supplier Code of Conduct](#).

**C. OVERVIEW**

Respecting Human Rights is everyone’s responsibility. The Company’s SVP of Human Resources and Chief Compliance Officer are responsible for implementation of this Policy which is overseen by the Company’s Chief Executive Officer and the Company’s Board of Directors.

**D. POLICY**

This policy applies to all Company employees, contractors, and persons conducting business with The Company or its subsidiaries. The Company encourages its suppliers, vendors, and other partners to follow this policy as well. The Company policy covers several areas:

1. **Diversity and non-discrimination.** As a company, we celebrate differences and promote an inclusive environment and are committed to maintaining a workplace free of discrimination. We do not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or on the basis of any other characteristic prohibited by applicable law. We believe that diversity supports a culture of inclusion and celebrates differences in ideas, belief systems, backgrounds, experiences, demographics, and cultures
2. **Vulnerable Groups.** Various forms of discrimination require that we pay special attention to vulnerable groups. Vulnerable groups include persons who are disproportionately susceptible to heightened adverse impacts, or those who have less practical access to

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remedy. We do not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or on the basis of any other characteristic prohibited by applicable law. We commit to take actions to empower vulnerable groups to better exercise their rights.

3. **Anti-Harassment.** We are committed to providing a work environment that is free of inappropriate and unlawful discrimination and harassment. We promote a safe and productive workplace free of sexual, physical, verbal and psychological harassment based on, but not limited to, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other characteristic provided by applicable law. Harassment is considered a major offense and is not tolerated by the company.
  
4. **Involuntary Labor, human trafficking, and child labor.** The Company is opposed to Involuntary labor, human trafficking, and child labor. The Company does not use any form of involuntary labor including forced labor, involuntary prison labor, indentured labor, indebted labor, bonded labor, slave labor, child labor, or any human trafficked labor within our operations or within our supply chain. Our employees and other stakeholders are encouraged to report any concerns they may have regarding human trafficking through our Ethics Hotline or by sending an email to [compliance@kymerainternational.com](mailto:compliance@kymerainternational.com).
  
5. **Minimum wage and working hours.** We pay wages at or above the legally mandated minimum wage requirements, including the legal overtime rate for hourly employees. Employees are also entitled to, at a minimum, legally mandated working hours and benefits and are not required to pay fees, deposits or incur debt because of employment.
  
6. **Freedom of association.** In accordance with the laws of the locations in which they are employed, we recognize the freedom of employees to bargain collectively, or to refrain from such activities. We also encourage open communication on work-related topics, guidance or concerns with direct managers, department heads, and human resources representatives.
  
7. **Anti-corruption.** We abide by all anti-corruption laws everywhere we do business, without exception. This includes the U.S. Foreign Corrupt Practices Act, which applies to our businesses globally and other similar applicable laws in countries where we do business. Officers, directors, employees, business partners or any other third party acting on our behalf are prohibited from paying bribes or other prohibited payments to government officials and private individuals who interact with The Company. We protect

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our employees against retaliation for refusing to do anything against the highest standards of integrity.

8. **Safe Workplace.** We maintain a healthy, safe, and productive work environment that seeks to foster a culture of care throughout our operations. Our injury and hazard prevention program and [Environmental, Health & Safety Policy](#) proactively manage risk and engage employees. We are committed to creating a work environment free from violence and harassment of any kind that threatens, intimidates, or coerces another person.
  
9. **Right to Water.** We recognize the right to water and sanitation as essential human rights. The Company endeavors that our operations do not infringe on the right of communities and indigenous peoples access to clean water.
  
10. **Indigenous Rights and Community Consultations.** We recognize that we are part of the communities where we operate. We aim to listen, learn from, and consider the views of community members and indigenous peoples as we conduct our business. Indigenous people’s specific rights are recognized by the ILO Convention No. 169 adopted in 1989, the United Nations 2007 Declaration on the Rights of Indigenous Peoples, and various World Bank standards, including the International Finance Corporation’s “Performance Standards”. In accordance with these documents, we recognize and respect the principle of Free, Prior and Informed Consent (FPIC) concerning the natural resources and land rights of indigenous communities.

**E. OUR PROGRAM**

The Company is committed to updating and enhancing its Human Rights Compliance Program as needed to ensure the program appropriately addresses and mitigates areas of potential compliance risk.

**F. REPORTING**

Employees are encouraged to raise any human rights concerns impacted by our business by speaking with their manager, their Human Resources Representative, or by raising the concern through our Ethics Hotline, or by email at [compliance@kymerainternational.com](mailto:compliance@kymerainternational.com)

 <b>Kymera</b> <sup>®</sup> INTERNATIONAL <i>Pioneers in Material Science™</i>	<b>Doc. No.: KI 130 EN 01</b>
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**G. QUESTIONS**

Questions about this Policy should be directed to the Chief Compliance Officer at [compliance@kymerainternational.com](mailto:compliance@kymerainternational.com)