



Kymera[®]
INTERNATIONAL

SUPPLIER CODE OF CONDUCT



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V. 02



The Kymera International Supplier Code of Conduct

At Kymera International, including its subsidiaries and affiliates (collectively, “Kymera”), our reputation for integrity is built not only on the excellence of our products and services, but also on our longstanding commitment to honest, ethical, and fair business practices. We expect every supplier, along with their respective subsidiaries and affiliates, that supplies goods or services to Kymera, to uphold the same high standards of conduct and integrity.

This Supplier Code of Conduct outlines Kymera’s expectations for all suppliers, contractors, and business partners who provide goods and services to Kymera and its affiliated companies worldwide. These principles are intended to complement, not override, the rights and obligations set forth in any existing purchase orders, contracts, or other agreements with Kymera.

Suppliers are expected to conduct business ethically, comply with all applicable laws and regulations, and adopt practices consistent with Kymera’s Code of Ethics and Business Conduct, extending the same expectations to their own suppliers and subcontractors. A copy of Kymera’s Code is available at [**www.kymerainternational.com**](http://www.kymerainternational.com).

Business Integrity and Ethics

Kymera is committed to conducting business in full compliance with laws and regulations applicable to Kymera activities globally. Suppliers shall strictly comply with all applicable laws, rules and regulations, the requirements set out in this Supplier Code of Conduct, and Supplier's contractual obligations to Kymera.

Anti-Trust

Suppliers must adhere to all Anti-Trust, competition, and other laws protecting fair competition and must not engage in illegal cooperation with competitors including bid rigging, price fixing, market allocations, or any other prohibited conduct that limits free and fair competition.

Suppliers may not enter into agreements, arrangements or otherwise engage in any activity with vendors, customers, and/or competitors, which may lessen or restrain competition in violation of applicable law.

Anti-Bribery and Anti-Corruption

Suppliers must comply with all applicable Anti-Bribery and Corruption, local, federal, and international laws and regulations, including without limitation, the US Foreign Corrupt Practices Act. Suppliers must meet or exceed relevant regulations and industry standards on Anti-Bribery and Corruption.

Suppliers shall not take any action of bribery, extortion, or kickbacks in all business dealings, including with government officials and private entities. In no event shall the Supplier take any action that would violate or cause Kymera to violate any applicable law or regulations.



Conflict of Interest

It is the policy of Kymera to award contracts for all equipment, supplies, and services based on merit.

All Kymera employees having contact with suppliers or potential suppliers must maintain the highest standards of ethical and business practices. Purchasing decisions must not be influenced by a conflict of interest and must not be tainted even by the appearance of a conflict of interest or impropriety.

Every Supplier is expected to avoid any situation in which his or her interests (or those of his or her family) may conflict with the interests of Kymera.

Anti-Money Laundering

Kymera conducts business only with reputable suppliers involved in legitimate business activities using funds from legitimate sources. Kymera prohibits suppliers from offering, promising, making, authorizing or accepting payment or anything of value to or from anyone to obtain an improper business advantage.

Bribes, kickbacks or any form of such payment to any individual or person for the purpose of obtaining business or business concessions are strictly prohibited. Any person receiving a demand or any offer of bribe, kickback or any other form of payment or improper consideration must report the demand immediately.

Suppliers shall implement robust compliance programs to prevent fraud, money laundering, and unethical conduct.

Political Contribution

Suppliers shall comply with all applicable laws and regulations regarding participation in political affairs including contributions to individual candidates or political organizations.

No Supplier shall make any political contribution or pledge of such contribution or other expenditure to any political organization or candidate for political office on behalf of Kymera.

Any personal political contribution shall be the sole personal responsibility of the Supplier, and Kymera shall not assume or accept any responsibility for such contributions.

Accurate Record-Keeping

Business and financial records are essential to our business operations. We rely on the integrity and accuracy of those records.

This matters for both internal decision-making and the benefit of investors, government agencies, regulators and others to whom we report.

Suppliers must maintain transparent and accurate financial records, adhering to the highest accounting and reporting standards.



Trade Compliance

Suppliers must comply with all applicable export and import laws, including without limitation all applicable labeling requirements, customs duties, sanctions requirements and all other laws pertaining to its international business.

Suppliers must also ensure that subcontractors and tier-2 suppliers meet these same compliance standards.

Suppliers must:

- Ensure that no products, materials, services, or technology supplied to Kymera originate from individuals, entities, or countries subject to U.S., EU, UK, or UN sanctions or embargoes.
- Conduct thorough due diligence on their own supply chains to prevent use of sanctioned suppliers or restricted materials.
- Fully comply with country-specific transparency laws, including applicable regulations in: United States, Canada, Brazil, Norway, Belgium, Germany, Australia, Bahrain, Austria, Slovenia, China, and the United Kingdom.

Non-compliance by the Supplier or any of its suppliers with trade regulations will result in the immediate suspension or termination of the business relationship with Kymera.

Human Rights and Labor Standards

Kymera International respects and upholds human rights across its operations and global supply chain.

We comply and expect our contractors, subcontractors, vendors, suppliers, partners, and others with whom Kymera conducts business to comply with laws that promote safe working conditions and individual security, laws prohibiting forced labor, prohibitions on the employment of underage children, prohibitions on human trafficking, and laws that ensure freedom of association, and the right to engage in collective bargaining without retaliation.



Kymera reserves the right to conduct audits and assessments to verify compliance with labor, environmental, and human rights standards.

Forced Labor or Child Labor

Kymera believes in the great value added by the diversity of our teams, and in the potential of each individual. Kymera values individuals of diverse backgrounds, experiences, approaches and ideas. Accordingly, Suppliers shall adhere to the principle of equal employment opportunities for all applicants and employees.

- Suppliers shall have the proper policies and take adequate measures including performing appropriate due diligence on all companies within its own supply chain, to prevent the use of child labor, forced labor, or human trafficking. Suppliers must have due diligence processes in place to identify, prevent, and mitigate risks of forced labor, modern slavery, and human trafficking within their operations and supply chains. Suppliers shall maintain proper documentation and provide evidence of compliance upon request. No worker shall be subject to slavery, coercion or debt bondage in products that enter Kymera's operations and supply chain.
- Supplier shall comply with all applicable federal, state, local and international laws and regulations related to forced labor, child labor, slavery or servitude, human trafficking or compulsory labor, including those set forth by the International Labor Organization (ILO).
- Suppliers shall ensure compliance with all applicable child labor laws. No person shall be employed below the legal minimum working age established by local labor laws. Where no minimum age is specified, suppliers must adhere to the International Labor Organization (ILO) standards, ensuring that no individual under the age of 15 (or a higher age if mandated by local law) is employed in any capacity.
- Forbid child labor and ensure that local laws and regulations are followed regarding the minimum age of employment.



Diversity

Kymera believes in the great value added by the diversity of our teams, and in the potential of each individual. Kymera values individuals of diverse backgrounds, experiences, approaches and ideas. Accordingly, Suppliers shall adhere to the principle of equal employment opportunities for all applicants and employees.

- Suppliers shall not engage in any discrimination or harassment, whether based on gender, race, color, religion, ethnicity, social background, age, sexual orientation, national origin, disability, political conviction, or any additional legally protected characteristics.
- Suppliers shall ensure fair wages, reasonable working hours, and benefits in compliance with local labor regulations.

Responsible Sourcing and Conflict Minerals

Kymera International is committed to responsible sourcing and supporting ethical mining and material sourcing practices across its global supply chain. Suppliers must have strong due diligence procedures to ensure all materials provided to Kymera are sourced in a socially and environmentally responsible manner.

Suppliers must:

- Implement and maintain robust due diligence programs aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- Ensure that all products supplied to Kymera containing tin, tungsten, tantalum, gold (3TG), cobalt, or mica are sourced from conflict-free and responsibly managed supply chains.
- Source only from smelters or refiners that have been audited and certified by the Responsible Minerals Initiative (RMI).
- Conduct supply chain assessments and maintain full traceability for raw materials of concern, providing supply chain transparency, including disclosing country of origin for key raw materials.
- Submit a current, accurate Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to Kymera upon request. In addition, suppliers shall promptly complete any additional surveys, or documentation reasonably required to verify sourcing practices and compliance with applicable regulations.

Suppliers must maintain appropriate records to support their conflict-free sourcing claims and must provide documentation promptly upon Kymera's request.

Non-compliance with responsible sourcing requirements – including failure to provide requested information, maintain appropriate due diligence programs, or source responsibly – will result in the immediate suspension or termination of the business relationship with Kymera.

Environmental and Sustainability

Sustainability is at the core of Kymera International's global supply chain strategy.

Suppliers shall comply with all environmental laws, rules and regulations, and Kymera's environmental policies, procedures, and implement proactive sustainability initiatives.



Additionally, Suppliers shall:

- Ensure they have policies and procedures that demonstrate compliance with environmental regulations related to air, water, soil pollution, hazardous waste, and emissions control.
- Minimize water use and prevent contamination, aligning with industry standards for environmental management.
- Avoid practices that contribute to deforestation, loss of biodiversity, or ecosystem degradation.
- Adopt climate action initiatives, supporting efforts to achieve net-zero emissions in the supply chain.
- Complete environmental and sustainability assessments or surveys upon request by Kymera.

Failure to comply with environmental expectations, including failure to provide required documentation or to meet minimum regulatory standards, may result in corrective actions or termination of the Supplier relationship.

Kymera reserves the right to evaluate environmental performance and request additional documentation, policies, or sustainability reports as part of our supplier engagement and monitoring process.

Product Compliance

Kymera requires all suppliers to ensure that materials, products, and components provided to Kymera comply with applicable global product safety and substance regulations.

Compliance with these standards is critical to protecting human health, the environment, and the integrity of Kymera's supply chain. Kymera reserves the right to require Supplier to complete questionnaires related to specific substances, prior to approval to begin work.

Suppliers must comply with all applicable substance regulations, including but not limited to:

- REACH (Registration, Evaluation, Authorization and Restriction of Chemicals - EU)
- RoHS (Restriction of Hazardous Substances - EU)
- WEEE (Waste Electrical and Electronic Equipment - EU)
- California Proposition 65 (Safe Drinking Water and Toxic Enforcement Act - US)
- TSCA (Toxic Substances Control Act - US)
- CBAM (Carbon Border Adjustment Mechanism - EU)
- PFAS restrictions (Per- and polyfluoroalkyl substances)
- SVHC (Substances of Very High Concern) and other emerging chemical safety standards

Suppliers are responsible for ensuring that all materials provided to Kymera do not contain prohibited or restricted substances beyond the limits allowed by applicable laws.

Intellectual Property and Confidential Information

Suppliers shall safeguard intellectual property (IP), confidential information, and personal data, owned by Kymera that is shared during the course of the business relationship. Protection of proprietary information is essential to maintaining Kymera's competitive position and the trust of our customers, partners, and employees.

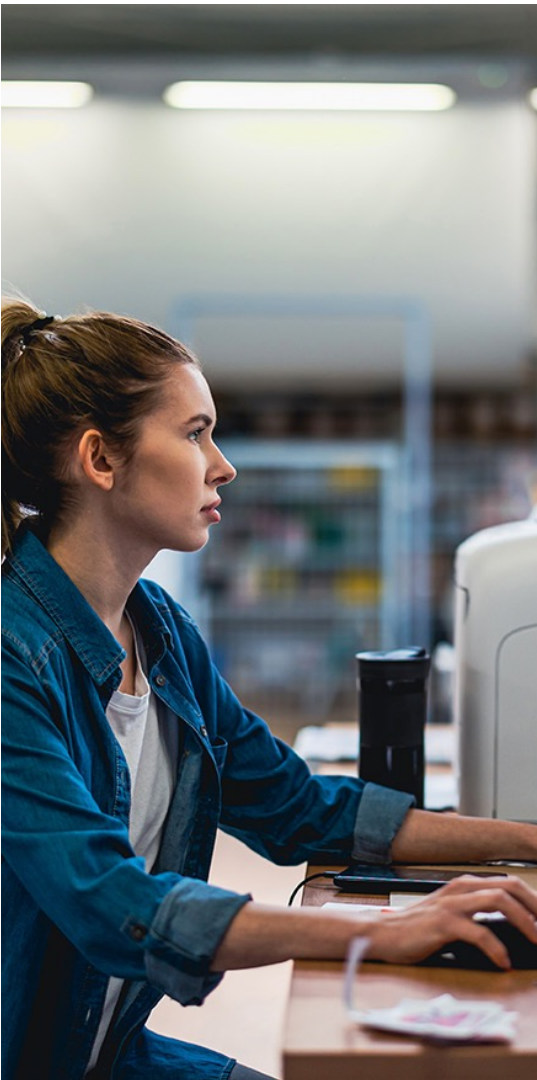
Suppliers must:

- Comply with all applicable data protection laws, including the General Data Protection Regulation (GDPR) and other regional privacy regulations.
- Treat all non-public information provided by Kymera—including specifications, product designs, research data, and other proprietary information—as strictly confidential.
- Use Kymera's confidential information solely for the purpose of performing obligations under their agreement with Kymera and never for their own benefit or that of a third party.
- Implement adequate safeguards (physical, digital, and procedural) to prevent unauthorized access, disclosure, or misuse.
- Suppliers shall respect all intellectual property rights of Kymera and third parties, including copyrights, trademarks, patents, trade secrets, and know-how, using it only as instructed by Kymera, and safeguard it from unauthorized unauthorized disclosure or use ensuring proprietary data is protected.
- Any inventions, designs, developments, or improvements made by the supplier specifically for Kymera may be subject to separate IP assignment or licensing agreements, as applicable.
- Suppliers may not use Kymera's name, logo, brand, product images, or other intellectual property without prior written consent from Kymera.
- Any personal data provided by or on behalf of Kymera must be securely stored, processed only as authorized, and protected against loss, unauthorized access, or misuse.
- Suppliers are expected to notify Kymera immediately in the event of a suspected or actual data breach involving Kymera's information.

Failure to comply with intellectual property protections or confidentiality obligations may result in termination of the business relationship and potential legal action.

Security and Cybersecurity

Kymera International requires all suppliers to maintain robust security measures to protect physical operations, transportation, and digital systems. Supply chain security and cybersecurity are essential to preserving business continuity, protecting sensitive data, and maintaining customer trust.



Supply Chain Security

Suppliers must:

Implement security protocols that protect materials, products, and shipments from tampering, theft, and unauthorized access throughout production and logistics.

Ensure that transportation and warehousing practices meet recognized standards for physical security and traceability.

Take preventive measures against disruptions due to geopolitical risks, theft, sabotage, or unauthorized diversion of goods.



Cybersecurity Standards and Risk Mitigation

Suppliers must:

- Implement cybersecurity programs that protect their own IT systems, and any digital interfaces used in transactions with Kymera.
- Protect Kymera-related data and systems against cyber threats, including hacking, ransomware, phishing, and unauthorized access.
- Ensure that all systems handling Kymera information are secured with appropriate firewalls, encryption, password protection, and access controls.
- Conduct regular cybersecurity risk assessments and maintain updated response and recovery plans.
- Promptly report any cybersecurity incidents, breaches, or suspected threats involving Kymera's systems, data, or transactions.
- Ensure that third-party contractors or IT providers within their supply chain meet similar cybersecurity standards.
- Suppliers must ensure business continuity and disaster recovery plans are in place to minimize disruptions caused by cyberattacks, data loss, or system failures.
- All sensitive or proprietary Kymera data must be protected throughout its lifecycle—from creation and transmission to storage and deletion.
- Suppliers shall implement process minimizing risks of data breaches, hacking, and unauthorized access to confidential information.

Kymera reserves the "Right to Audit" suppliers security controls and request supporting documentation as part of supplier evaluation or ongoing risk monitoring. Supplier shall promptly respond to any Kymera request for documentation related to Suppliers' compliance with this Supplier Code of Conduct and/or applicable federal, state, local and international laws and regulations within Supplier's operations and supply chain. Non-compliance or failure to remediate security vulnerabilities may result in removal from Kymera's approved supplier list or termination of the relationship.

Health, Safety and Workplace Standards

Kymera is committed to ensuring a safe and healthy working environment within its own facilities and requires that its Suppliers exercise and demonstrate an equivalent commitment to safe and healthy working environments at their own facilities, as well as by third-parties whose goods or services are reflected in the work product performed for Kymera by the Supplier. Suppliers and sub-contractors shall take the necessary steps to ensure the highest standards in occupational health based on the following care principles:

- **Compliance:** Adherence to all local, national and international safety laws and regulations.
- **Risk Prevention:** Proactive risk assessment and mitigation of safety hazards.
- **Training & Awareness:** Provision of regular safety training to all employees.
- **Incident Investigation:** Implementation of swift and effective responses to safety incidents.
- **Continuous Improvement:** Regular review and enhancement of safety procedures.
- **Employee Engagement:** Active employee participation in safety programs.
- **Personal Protective Equipment (PPE):** Suppliers and subcontractors must comply with all Kymera on-site safety rules, including mandatory use of appropriate PPE as required by task or location.

Suppliers and sub-contractors working at Kymera locations must adhere to Kymera's site-specific safety procedures, policies and protocols at all times. As a condition of any agreement requiring on-site work at a Kymera facility, all Supplier personnel required to perform on-site services will be required to abide by the safety rules and operational procedures in effect at such facility. Kymera reserves the right to audit supplier facilities to verify compliance with health and safety standards.

Audits

Kymera reserves the right to verify supplier compliance with this Code of Conduct through audits, inspections, or documentation reviews.

- Audits may be conducted by Kymera or authorized third parties, with reasonable notice.
- Suppliers shall promptly respond to Kymera request for documentation, and ensure their subcontractors do the same.
- Any identified violations must be corrected promptly. Kymera may require a corrective action plan and proof of resolution.
- Suppliers shall take appropriate steps to conduct due diligence processes within their supply chain to ensure that their employees, suppliers, and subcontractors comply with the provisions of this Supplier Code of Conduct and applicable federal, state, local and international laws and regulations within Supplier's operations and supply chain.

Failure to comply may result in suspension or termination of the business relationship.

Monitoring: Reporting Violations

Any suspected violations of any applicable local or foreign laws, regulations, customs, or social standards or this Supplier Code of Conduct must be immediately reported to Kymera Legal and Compliance department. Email:

legalandcompliance@kymerainternational.com.

Reporting anonymously can be done through the Compliance Helpline. **www.convercent.com/report**.