

	Doc: KI 113 EN 03
	Issue Date: 25 April 2025
Corporate Environmental Policy	Policy Owner: VP HSE

A. SCOPE

This Corporate Environmental Policy (herein after “Policy”) addresses the guiding principles of environmental management and ensuring legal compliance. This Policy applies to Kymera International and its subsidiaries and affiliates (herein after, the “Company” or “Kymera”).

B. INTRODUCTION

This Environmental Policy formalizes our commitment to supporting the principles of environmental sustainability and recognizes that a sustainable environment is central to our lives and our work.

The Company is dedicated to protecting our environment and complying with all regulations. We recognize and believe in the importance of protecting human health and preserving the environment. We accomplish this through planning, strong policies, robust controls and excellent operations. As a global organization, the Company is committed to managing its activities to limit the impact of its production processes on the environment, promote environmental sustainability, conserve natural resources, prevent environmental pollution, and bring permanent improvements to its environmental performance.

It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water and other natural resources; reducing waste generation; recycling and; reducing our use of toxic materials. Our environmental management approach integrates environmental leadership, operational excellence, and complaint with regulatory laws.

The objective of this Policy is to communicate the Company’s position and expectations with respect to managing environmental practices within the Company’s organization.

C. POLICY

Each Company is responsible for the implementation of this Policy within their organization. The Company will develop policies and practices related to this Corporate Policy both internally and in cooperation with customers and suppliers.

1. Guiding Principles

The Company respects its relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts of human activity on the environment and take actions to prevent degradation of the natural systems. We acknowledge the specific impacts of our business on the environment, and our responsibility to ensure a natural environment that is sustainable.

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The Company commitments to environmental sustainability by:

- Complying with all applicable environmental laws, regulations, and other obligations
- Using natural resources sustainably, minimizing pollution and protecting biodiversity
- Implementing principles of preventing pollution to the environment and continual improvement of our environmental management
- Measuring in 2025, the reduction achieved for GHG emissions and establish long term targets.
- Develop and execute a Company Global Environmental Plan
- Monitoring the progress of the Company Global Environmental Plan Identifying, measuring and offsetting the environmental impact of our global operations
Reducing our impact on the environment through both global and local operations initiative
- Communicating this Policy to all employees, contractors, and other stakeholders.
- Raise awareness through training programs to our employees about global environmental challenges and more specifically the Company long term objectives.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.

2. Measures and Actions

2.1 Green House Gas 'GHG' emissions

The Company focuses on reducing and mitigating the impact of emissions. the Company will monitor progress on reducing energy consumption and GHG emissions in its operations:

- Actively test and monitor the actions taken which target reduction of GHG
- Actively support the development of new technologies that reduce consumption of resources.
 - Monitoring the achievement of 2025 reduction target against 2020 baseline for the different business units. (KL-115-EN-01).
 - Following projects initiated to reduce scope 1 emissions
 - Including GHG emission reducing considerations in the design and selection of new and existing processes and equipment
- Scope 2:
 - Monitoring the achievement of 2025 reduction target against 2020 baseline for the different business units.
 - Implementation of process for the use of renewable energy sources where available commercially equivalent terms.
 - Requirement to include energy efficiency and Execute GHG emissions reducing processes for energy efficiency new and existing processes and

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equipment measuring the amount of reduction of GHG emissions.

- Scope 3:
Evaluate current emissions inventory

2.2 Water conservation

The Company is aware that fresh water is a scarce commodity and essential for sustaining life. It is important for the Company to contribute to the reduction of water stress, contamination of surface and groundwater. The Company will monitor progress on water management within its operations by:

- Executing a Company Environmental Plan with long term objectives on volume of water withdrawn from the natural environment
- Establishing communications processes that encourage the efficient use of water on all assets owned by the Company
- Encouraging projects to reduce the use of water and/or water re-used in processing operation
- Identify metrics that allow the Company to measure recycled water quantities at sites where water usage is an integral part of the production process.

2.3. Materials, Chemicals and Waste

The Company will establish the appropriate processing of materials, chemicals, and waste and minimize the amount of materials and chemicals used and waste generated in its processes and promote a sustainable consumption approach with employees and customers. The Company will:

- Complying with all applicable material handling and waste disposal regulations, with any breaches or potential breaches immediately reported to the Group Head of EGS for investigation and corrective action.
- Ensuring proper sorting and disposal of waste at every location and ensure proper communications to employees related to the safe disposal of materials.
- Reducing the use of non-recycling material in the Company's premises.;
- Encouraging the use of recycled materials and re-usable material in the Company's premises
- Encouraging project owners where the Company may strengthen its position within the Circular economy
- Assess the effectiveness of the labeling of products and communication to customers regarding safe disposal and recycling opportunities
- Actively supporting the development of new technologies that reduce consumption of resources.

2.4. Biodiversity

Biodiversity is our natural capital, delivering ecosystem services that underpin our

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economy. The Company supports biodiversity preservation and plays a role in the transition towards reversing biodiversity loss.

The Company will reduce biodiversity loss to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment by:

- Establish processes that protect and enhance the quality and extent of the natural environment in the assets we own.
- Implementing strategies focused on habitat conservation, through the conservation of trees, hedgerows, streams, and other aspects of the natural environment.
- Managing our assets in a manner that protects and increases biodiversity.
- Reducing waste, using recycled materials where possible, and promoting closed-loop recycling to decrease the need for resource extraction and reduce waste.

D. REPORTING

Every Kymera entity should report annually the defined key performance indicators into a dedicated reporting tool. The defined KPI's are covering energy consumption, GHG emissions, volume of water withdrawn, volume of recycled material, volume of waste per category, biodiversity specific.

Any suspected violations of any applicable local or foreign laws, regulations, customs, or environmental standards must be immediately reported to the Kymera Legal and Compliance Department, VP HSE or the Human Resources Department. If there is any uncertainty, then the employee will be responsible for seeking guidance from the Kymera Legal and Compliance department, which can be contacted via email at: legalandcompliance@kymerainternational.com

If you are concerned about a violation of this Policy, if you believe you are being retaliated against, employees should report to Compliance Helpline immediately. Reporting anonymously can be done through the Compliance Helpline. www.convercent.com/report

E. REVIEW AND COMPLIANCE

The VP HSE will review this Policy on an annual basis. In addition, VP HSE will also review this Policy following any material changes in the nature of the Company's business that is conducted by the Company or where there are material changes to the scope of the environmental sustainability laws which may impact the business of the Company.

F. QUESTIONS

Questions about this Policy should be directed to VP HSE sabine.radoux@kymerainternational.com

Revision History

Version	Date	Authors/Editors	Key Changes
1.0	25/04/2025	Sabine Radoux	Replace KI 113, 114, 115, 116, 117 & 118 EN 02



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