

 Kymera [®] INTERNATIONAL	Doc: KI 138 EN 01
	Issue Date: 27 April 2025
Corporate Health and Safety Policy	Supersedes and Replaces: KI 115; KI 116; KI 117; and KI 118
	Policy Owner: VP HSE

I. SCOPE

This Corporate Health and Safety Policy (herein after “Policy”) addresses the guiding principles of creating a health and safety environment within the workplace. This Policy applies to Kymera International and its subsidiaries and affiliates (herein after, the “Company” or “Kymera”).

II. INTRODUCTION

This Policy establishes our commitment to maintaining a safe and secure environment for all employees, customers, suppliers, partners, and stakeholders. It provides guidelines for identifying, preventing, and mitigating risks to ensure workplace and operational safety across all locations worldwide.

This Policy applies to all employees, contractors, suppliers, and visitors in all facilities and locations where the Company operates. Compliance with this policy is mandatory and must be upheld at all times.

III. POLICY

a. Guiding Principles

The Company shall work consistently to achieve the goal of zero work-related accidents and/or occupational illnesses. Fundamental to achieving this goal is for all employees to recognize that safety is everyone’s responsibility.

The following core principles are designed to support effective safety management:

- **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.

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- **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.
- **Incident Reporting:** Ensure all incidents are reported timely and as required

It is the responsibility of all levels of management within the Company to foster a positive safety culture and to ensure effective implementation of this Policy.

b. Measures and Actions

The Company will achieve these goals by:

- Strict compliance with all health and safety international and local regulations
- Obtaining external safety certifications based on ISO 45001 to ensure each site maintains an effective Safety Management System at the local level
- Strict application of the Company Safety Golden Rules
- Implementing specific Company Health and Safety standards applicable to all Kymera facilities
- Conducting periodic internal audits to ensure compliance with Company health and safety standards
- Actively involving employees in safety decisions via participation in safety reviews and discussion forums

IV. REPORTING

Every Kymera entity should report monthly the defined health and safety key performance indicators (KPI) into the dedicated reporting tool.

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V. Review and Compliance

The monitoring of the implementation of this Policy is done via the assessment of the key performance indicators' evolution, results of internal audits and other specific reviews performed by Company representatives.

VI. QUESTIONS

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