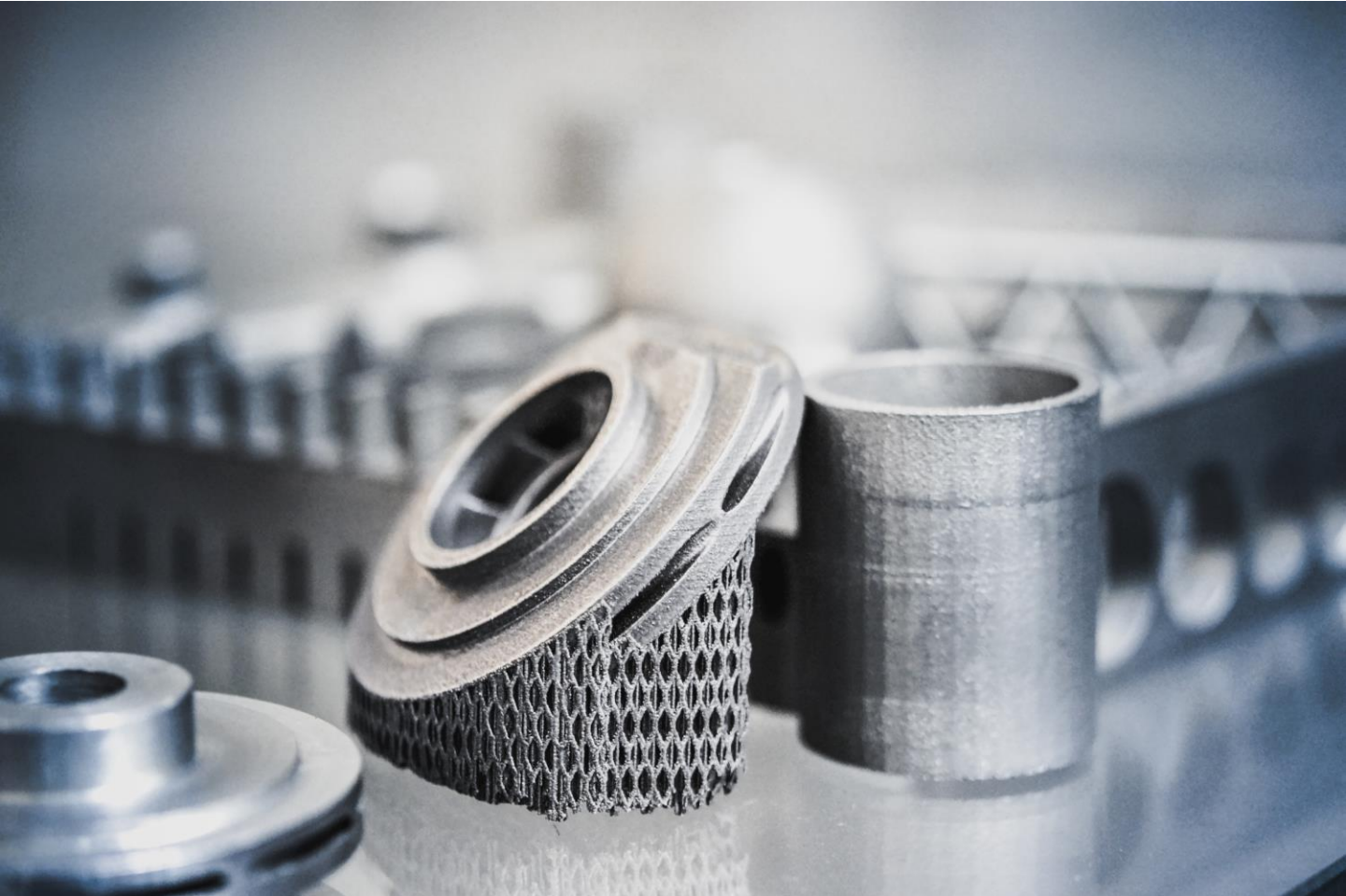




Kymera[®]
INTERNATIONAL
Pioneers in Material Science™



Supplier Code of Conduct

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This Supplier Code of Conduct (“Code”) has been developed by Kymera International (“Kymera”, or “We”, or, “Our”) and outlines the basic standard of conduct expected from companies supplying goods or services (“Suppliers”) to Kymera and its affiliated companies. Kymera is committed to complying with applicable laws, valuing relationships with our Suppliers, and conducting business fairly and competitively.

As a global company, we understand the importance of maintaining a sustainable supply chain and in engaging in ethical business practices. We encourage our Suppliers to do the same, and to make decisions that reflect positively on the environment, society, and ethics. In addition, we are committed to complying with laws relating to conflict minerals. Suppliers who do business with Kymera must disclose their use and sourcing of any conflict minerals in products supplied.

This Supplier Code of Conduct is divided into the following segments:

1 – Business integrity

We seek business relationships based on transparency, respect, trust, and integrity, and we expect our Suppliers to conduct business similarly.

2 – Labor and Human Rights

We respect human rights and ethical business practices. Suppliers are required to treat all individuals fairly and with respect labor and shall create an equitable business environment.

3 – Environment

We expect our Suppliers to develop and maintain environmentally conscious business practices, including using resources efficiently and disposing of hazardous substances in a safe manner.



Scope:

This Code applies to all Suppliers providing goods and/or services to Kymera and its affiliated companies, whether directly or via third parties.

Violations of this Code of Conduct:

Supplier’s failure to comply with this Code or applicable laws or regulations may result in reduction in business, termination of any agreement, and/or reports to applicable oversight agencies, depending on the nature and severity of the violation.

Incidents may be reported to (i) Supplier’s local or regional point of contact, (ii) Kymera’s Compliance Department (compliance@kymerainternational.com), or (iii) Melissa Rocha, Director of Global Sourcing (melissa.rocha@kymerainternational.com).



Business Integrity

We seek business relationships based on transparency, respect, trust, and integrity.

We expect our Suppliers to:

- Obey the law – At all times comply with all applicable laws and regulations, including without limitation, U.S. and international trade and export control regulations, economic sanctions laws and regulations, and anti-bribery/anti-corruption laws.
- Conduct its business fairly – Suppliers shall engage in fair business practices and operate in full compliance with antitrust and fair competition laws.
- Never offer or accept bribes, kickbacks, or other illegal or illicit payments.
- Avoid any conflicts of interests.
- Intellectual property – Any and all intellectual property or other confidential information of Kymera or its affiliates may only be used and disclosed in the manner authorized by Kymera.
- Protect all information provided by Kymera and its affiliates and comply with all applicable privacy laws and regulations.

If Supplier becomes aware of any conduct by Supplier or any Kymera employee or other representative which is in breach of or a violation of these Business Integrity expectations, Supplier is encouraged to report such issue or incident to Kymera's Compliance Hotline at 1-800-461-9330.

Labor and Human rights

Respect for human rights is a central part of our ethics and business standards. Suppliers are therefore required to treat all individuals fairly and with respect.

Additionally, Suppliers must:

- Comply with all applicable labor laws and regulations, including without limitation, those applicable to compensation and working hours.
- Respect the rights of employees to freely associate and bargain collectively.
- Never use or tolerate the use of child labor, human trafficking, or forced labor as defined by the International Labor Organization.
- Adhere to the principles of the United Nations Universal Declaration of Human Rights.
- Foster a diverse and inclusive work environment.
- Be committed to a workforce free of unlawful discrimination and harassment; treating workers with dignity and respect.
- Provide safe working conditions at all its operations.
- Ensure that all employees are sufficiently aware of health and safety risks and have appropriate training regarding safety and control measures.
- Have procedures for handling emergencies and to minimize harm to life and property.
- Meet or exceed fair wages as determined by applicable law.





Environment

We expect our Suppliers to develop and maintain environmentally conscious business practices. Accordingly, Suppliers must:

- Comply with applicable environmental laws and regulations.
- Monitor their energy consumption and greenhouse gas emissions. We encourage Suppliers to use renewable sources of energy.
- Comply with applicable laws and regulations specifically related to the manufacture, use and handling of hazardous materials and conflict minerals.
- Ensure that all conflict minerals are sourced responsibly.
- Have procedures for handling emergencies and contingency plans to minimize harm to the environment.
- Dispose of all hazardous and non-hazardous waste in accordance with applicable laws and regulations, including without limitation, those promulgated by the U.S. Environmental Protection Agency and the European Union.
- Monitor and work to reduce their water consumption. Suppliers are encouraged to systematically evaluate waste streams to determine ways to reduce waste disposal, such as through recycling and waste to energy programs.
- Work with their downstream suppliers to develop a sustainable and environmentally responsible supply chain.