



# Kymera Cares

Our team's shared commitment to improving people's lives extends beyond our work to develop groundbreaking new medicines. We demonstrate this commitment through our support of patient organizations, our local communities, and each other, as well as through the way we manage our company and make decisions. Nearly half of our management team and board of directors are women, and our inclusive culture provides our diverse team the opportunity to shape our future and have a voice in key decisions.



## VOLUNTEER STATISTICS

**>125 volunteers**  
contributing >500 hours of service

**>70,000 pounds**  
and 800 boxes of fresh food  
distributed/delivered

**3 years**  
supporting STEM programming  
in Watertown public schools

**7 organizations**  
supported in five surrounding communities



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## About Patients

We believe in a future where every patient can be treated with an effective medicine. We recognize that patients and their families are waiting for new treatments that help them to live better lives, and we're employing novel technologies that approach disease biology in an entirely new way to deliver life-changing medicines. We are engaged with patients and patient advocacy organizations to help us better understand patient needs to inform our research and clinical trials. Complementing our work to bring new medicines to patients is our commitment to support their communities in other ways, participating in philanthropic events like LLS's Light the Night, the annual Dana-Farber Cancer Institute Jimmy Fund Walk, and the American Cancer Society's Bicycles Battling Cancer. The intensity of our work reflects the urgent needs of patients and their families, needs we are committed to addressing.

## About Our Employees

Our core values reflect our deep commitment to our work to improve patients' lives and to each other, and underpin a culture where every employee is connected to the greater mission of Kymera, motivating us to innovate and enabling us to achieve our full potential. We take pride in our exceptional employees, who bring diverse perspectives and backgrounds to our work to revolutionize medicine. Our teams get energy from collaborating on difficult scientific challenges and interacting socially, whether through activities like knitting and book clubs, more active pursuits like pickleball and running events, or company events where we strengthen connections. We strive to

support our people as they learn and grow, and provide our team and their families benefit offerings and support that enable employees to better integrate work, family and community in a healthy, meaningful way. As a result, we have been recognized as a best place to work for multiple years, and are proud of our strong engagement and employee satisfaction.

## About Our Communities

Kymera is deeply committed to giving back to the communities where we live and work by volunteering with local organizations, supporting them with financial donations, and taking steps to reduce our environmental footprint. Each year we conduct a month of service where colleagues participate in activities that support local community organizations, with over 80 percent of our team volunteering a total of more than 500 cumulative hours in 2023. Our employees' service work included activities as diverse as food delivery, preparing back packs for schoolchildren, community center clean-up/maintenance and greenhouse/field growing preparation. Above and beyond the work of our employees, our Kymera Cares committee provides grants to local causes and organizations that make a difference for those living in our local communities, and we proudly support industry organizations such as Life Science Cares. In addition, we've actively taken steps to minimize waste and increase recycling to support a more sustainable environment, including providing employees composting/recycling options, a mass transit subsidy, and on-site bike storage.