



# 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 ways we manage our company and make decisions. Our strong culture provides our talented team the opportunity to shape our future and have a voice in key decisions.



## VOLUNTEER STATISTICS

**350 hours of service**

Contributed by >160 volunteers

**32,000 supply items  
and 350 learning kits**

Assembled for students in the greater Boston area

**7,000 square feet of  
farmland**

Cultivated for sustainable food security solutions

**5 years**

Supporting STEM programming in Watertown public schools



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## About Patients

We believe in a future where every patient can be treated with effective medicine. We recognize that patients and their families are waiting for new treatments that help them to live better lives, and we are 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, like the National Eczema Association and International Eczema Council, to help us better understand unmet needs to inform our research and clinical trials. 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, which 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 immunology. Our teams are energized by 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 by providing our team and their families with 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 75 percent of our team volunteering a total of 350 cumulative hours in 2025. Our employees' service work included activities as diverse as organizing the local food pantry, preparing backpacks and STEM kits for schoolchildren, and greenhouse/field preparation. Through our Kymera Cares committee, we provide grants to local organizations and initiatives that create meaningful change in the lives of those around us. We are proud to support industry partners like Life Science Cares, who recognized us as their Partner of the Month in 2025 for our dedication to combating poverty. Additionally, within our own operations, we actively support sustainability by reducing waste and increased recycling efforts. Our initiatives include offering composting and recycling options, subsidizing mass transit, and providing on-site bike storage, all aimed at fostering a greener, more sustainable future.

