



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 lead Kymera and make decisions every day. Our strong culture provides our talented team the opportunity to shape our future and have a voice in key decisions.



VOLUNTEER STATISTICS

480+ hours of service

contributed by >200 volunteers

~400 supply kits

assembled for students in Massachusetts

4,800 plants cultivated

to support sustainable food
security solutions

**11 local organizations
supported**



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About Our Patients

We believe in a future where every patient can be treated with an effective, safe, and convenient 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, International Eczema Council, Global Parents for Eczema Research, Allergy & Asthma Network, and the American Lung Association 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

Throughout the year, Kymera is committed to supporting the communities where we live and work through volunteerism, philanthropy, and responsible environmental practices. This ongoing commitment is highlighted each May by our company-wide Month of Service, when employees come together to partner with local organizations and make a meaningful impact.

With more than 80% company participation and over 480 hours of service in 2026, Kymera's Month of Service reflects our commitment to improving lives inside and outside the lab. Employees assembled backpacks for students experiencing homelessness, restored local greenways, supported food security, introduced high school students to STEM careers, and volunteered alongside community partners.

Our Kymera Cares committee supports organizations creating meaningful change through grants, donations, and community partnerships. We also collaborate with partners such as Life Science Cares to strengthen our local communities.

Additionally, within our own operations, we support sustainability by reducing waste and expanding recycling efforts. From composting and recycling lab plastics to reducing reliance on single-use water bottles, subsidizing mass transit, and providing on-site bike storage, our initiatives help foster a greener, more sustainable future.