At Lee Pharma, we are dedicated to cultivating a workplace that prioritizes Environmental and Sustainability as integral components of our business operations. This policy reflects our commitment to establishing a safe, healthy, and sustainable environment for our employees, visitors, contractors, and the communities in which we operate. Our Success will be measured by our attainment of the objectives outlined in this Environmental Policy.

Scope: This Environmental Policy applies to all employees, operations, and facilities of the organization and all business partners.

Environmental Commitments: Lee Pharma is committed to minimizing environmental impacts arising from its operations, products, and services through responsible resource use, pollution prevention, and continuous improvement in environmental performance.

To achieve this, the following environmental areas are addressed:

- **Energy Consumption & Greenhouse Gas Emissions**: Enhance energy efficiency and promote the use of renewable energy sources to minimise energy consumption and dependence on fossil fuels
- **Water Management:** Lee Pharma is committed to responsible and sustainable water management across all its operations. We strive to reduce water consumption, prevent water pollution, and ensure proper treatment and safe discharge of wastewater generated from our activities. The company complies with all applicable environmental regulations and promotes water conservation through efficient use, recycling, and reuse practices. Special attention is given to controlling pharmaceutical and chemical residues to minimize environmental impact. Lee Pharma continuously improves its water management practices through monitoring, employee awareness, and adoption of efficient technologies.
- **Biodiversity Protection:** We aim to minimize impacts on biodiversity surrounding operational locations by managing emissions, waste disposal, and operational activities responsibly, while promoting environmental conservation practices wherever feasible.
- **Air Pollution Control:** We are committed to reducing air emissions from all production processes through the adoption of cleaner technologies.
- **Waste Management:** We are committed to promoting responsible consumption and production practices by optimizing the use of raw materials, enhancing the safe management of chemicals, and minimizing waste generation.

- **Product Stewardship:** Green chemistry principles are incorporated into product stewardship practices to minimize environmental and health impacts associated with product handling, use, and distribution.
- **Product End-of-Life Management:** We are dedicated to enhancing the environmental performance of our products throughout their life cycle, with a particular focus on end-of-life management.
- **Customer Health & Safety:** Establishing effective processes to monitor product quality, manage adverse events, and execute timely and transparent product recalls when risks to customer and/or consumer health are identified.

Quantitative Target:

Lee Pharma has established quantitative targets aligned with its five-year maturity model to support the continual improvement of its Environmental Management System. To ensure consistency in performance measurement, a **common baseline year (FY-26)** and **target year (FY-31)** are applied across all targets. Where a target follows a different timeline, the applicable baseline year and target year will be specified for that target.

Topic	Qualitative Targets
Energy	• Achieve a 10% reduction in overall energy consumption through operational efficiency improvements and energy conservation initiatives.
Water	• Reduce water consumption intensity by 10%.
Biodiversity	• Implement biodiversity protection measures at manufacturing sites and promote green landscaping within facility premises.
Waste Management	• Ensure 100% recycling practices across operations through effective waste segregation and comprehensive recycling programs. • Achieve zero waste land fill status by FY-31.
Climate Action	• Reduce 50% of Scope 1 and Scope 2 greenhouse gas emissions.
Customer Health and Safety	• Target achieving zero product recalls.
Product end of life	• Ensure 100% compliance of safe disposal and recycling of product packaging. • Achieve an 80% recycling rate for secondary packaging material.
Product Use	• Promote safe and responsible use of pharmaceutical products through labelling and education. Ensure compliance with product safety standards.

Allocation of Responsibility

- Management has appointed an Environmental Management Team responsible for implementing and maintaining environmental initiatives across operations.
- The Environmental Manager oversees implementation of this policy, monitors compliance, and coordinates actions necessary to achieve environmental objectives and targets.
- who monitor performance and propose annual objectives and progress updates to the Board of Directors to ensure effective governance and continuous improvement.

Accountability:

The responsibility for upholding this policy lies with all levels of management and employees within Lee Pharma. Violations of this policy will not be tolerated and will result in disciplinary actions, which may include termination of employment and legal actions, if applicable.

Policy Review

This policy is reviewed and updated by the Environmental Management Team every five years to ensure its continued relevance, effectiveness, and alignment with regulatory requirements and organizational sustainability objectives.