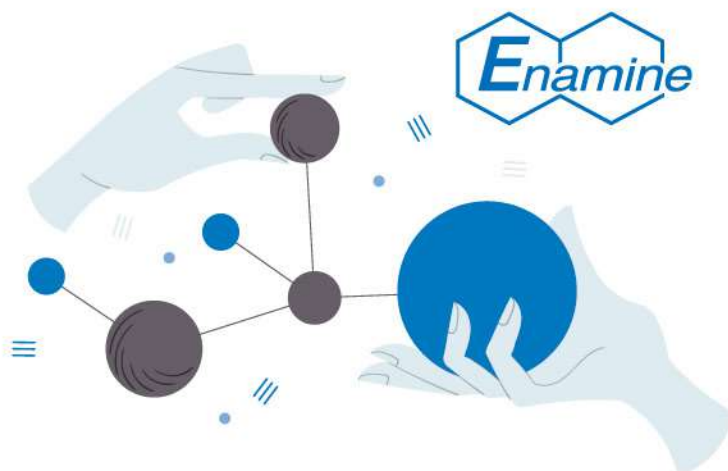


ENVIRONMENTAL POLICY

ENAMINE LTD



Overview

By this Policy, ENAMINE LTD shall declare its intentions regarding the environmental safety of its research work and provision of services in chemical compound design and synthesis for drug discovery. These shall rely on ecological conservation, ensuring sustainable consumption and effective use and replenishment of natural resources (atmospheric air, water, soil, flora, and fauna). By this Policy, the Company shall also aim at energy and ecosystem conservation, greenhouse gas emissions reduction, waste minimization, and raising awareness of environmental protection issues. Furthermore, the Company shall identify, measure, and establish both direct and indirect impacts of its operations, develop solutions to reduce such influence, and meet the requirements of Ukrainian legislation on environmental protection.

By this Policy, the Company shall support 17 goals of sustainable development, within the scope of focal environmental goals No. 6, 7, and 12.

The Company's management and staff are aware of the need to implement technologies with minimal environmental impact and ensure rational resource use.

The Company shall provide consumers with information about its products, their handling, and their impact on the environment, particularly after their service life.

This Policy shall apply to all Company employees, guests, and business partners.

Principles

RESPONSIBILITY:

being aware that objects' functioning can cause negative environmental changes.

COMPLIANCE:

implementing the Enterprise Maintenance and Expansion Policy per the law and environmental safety requirements.

IMPACT PREVENTION:

implementing measures to prevent the negative consequences of the technogenic impact on the environment.

CONSISTENT IMPROVEMENT:

solving improvement tasks through environmental safety management and environmental protection activities.

INFORMATION OPENNESS:

enhancing and expanding public awareness of the environmental impact of ENAMINE LTD's facilities.

Company Duties and Responsibilities

- 01 To prevent pollution and promote environmental protection.
- 02 To analyse trends, consider changes, and develop necessary documentation following ecological requirements.
- 03 To monitor the impact of the Company's activities on the environment.
- 04 To introduce modern technologies aimed at rational use of natural resources and reducing negative environmental impact.
- 05 To strictly control water consumption, wastewater quality, proper waste management, and reasonable energy consumption.
- 06 To increase employee awareness of environmental protection.
- 07 To involve employees in solving environmental issues.

Employee Duties and Responsibilities

- 01 To follow this Environmental Policy at all stages of activity.
- 02 To report cases of non-compliance with the Policy.
- 03 To comply with the requirements related to the Policy.

ENAMINE LTD's management shall be responsible for implementing this Policy, timely provision of necessary resources, and constant improvement.

The Environmental Policy shall be the basis for setting appropriate goals at ENAMINE LTD. It shall be reviewed at least once every five years to ensure compliance.

