



Policy on Environment and Environmental Sustainability

Telix Pharmaceuticals Limited
ACN 616 620 369

Adopted by the Board on 13 December 2022

1. Introduction

1.1 Statement of intent

Telix Pharmaceuticals Limited (the **Company**) and its related bodies corporate (together, the **Group**) supports science-based, environmentally-sound international and national programs to address the impact of industry on the environment.

The Group recognises that climate change is a global issue that is leading to an ever-growing responsibility of companies and industry to understand and address the environmental impact and environmental sustainability aspects of business operations.

Telix will monitor existing and emerging risks stemming from the manufacturing, regulatory, people and supply chain aspects of our business.

The Group's philosophy on environmental impact and environmental sustainability complements and aligns with Telix Group values and the principles set out in the Group's Code of Conduct.

1.2 Scope of this Policy

This Policy is based on the high-risk environment and environmental sustainability issues identified by the Group's risk management framework and practices.

This Policy addresses employee safety and wellbeing with respect to environment and environmental sustainability issues. The Group has separate Health, Safety, Wellbeing and Environment (WHSE) policies, practices and procedures to deal with other, non-environmentally based health, safety and wellbeing issues.

1.3 Objectives of this Policy

This Policy is aimed at improving the Group's environmental performance by:

- ensuring compliance with relevant government legislation, policies and planning instruments in all jurisdictions where the Group undertakes its business and activities;
- minimising adverse environmental impacts and promoting environmental sustainability; and
- developing and promoting across the Group standards, principles and practices for energy use, waste management, emissions, resource use and water resource protection.

2. Recognition of climate change

Telix recognises that climate change is a global issue. Telix acknowledges that, as with other business, industries, governments and populations, it has an ever-growing responsibility to assess and address the Group's activities which may have an impact on climate change. This includes current and future internal and third-party activities associated with the regulatory, supply chain, manufacturing, transportation, waste management and resource use aspects of the Telix business.

Telix commits to adopt and implement appropriate and relevant responses to climate change that consider broad stakeholder considerations. These include aiming to optimise energy efficiency with an overarching goal of reducing emissions; maintaining an understanding of government and other science-based reports and findings; and ensuring the executive team and Board are kept aware of current and emerging climate-change related issues and risks.

3. Biodiversity

Telix recognises that our operations and business activities have the ability to affect biodiversity values within land, marine and freshwater ecosystems. Telix aims to operate in a manner that will minimise our environmental impacts and promote sustainable land use.

Telix will apply a mitigation hierarchy of avoidance, minimisation, mitigation through restoration and offsets during the lifecycle stages of our operations.

Telix is committed to meeting international standards in biodiversity protection. We believe in science-based solutions and will, where applicable, form partnerships to both better understand potential impacts and inform management practices.

4. Our Commitments

In line with our philosophy and values, Telix is committed to:

- managing environmental risks;
- improving environmental performance;
- safe practices for manufacture, transport, disposal and waste management for radiopharmaceutical products;
- safe and healthy workplaces;
- educating and rewarding our teams for good environmental management practices; and
- environmental sustainability.

5. Commitment to managing environmental risks

Telix will conduct environmental risk assessments to understand and manage potential product impacts from manufacturing and patient use of our products. We will conduct these assessments in accordance with applicable global regulations. Telix will periodically re-conduct product environmental safety profiles.

Telix will carry out its environmental risk assessments and the application of this Policy under its existing risk management framework (which includes internal audit) while we explore the feasibility and practicality of implementing a formal Environmental Management System (EMS), seeking to balance delivery of the Group's strategic objectives and obligations under the complex regulatory environments in which we operate. In this respect, Telix will follow the practice of "Plan – Do – Check – Act" as we continue to:

- review the Group's environmental goals;
- analyse the environmental impacts and legal requirements related to our operations;
- set objectives to reduce environmental impacts and comply with legal requirements;
- establish programs to meet these objectives and targets;
- monitor and measure progress in achieving the objectives; and
- seek to ensure employees' environmental awareness and competence.

6. Commitment to improving environmental performance

Telix recognises that the demand for energy and environmental impacts are closely linked. The Group understands that the extraction, transport and use of fuels, as well as the generation and transmission of electricity affects the environment on a global, regional and local level. We recognise that the sustainable use of energy - and energy security - are increasingly critical issues for businesses seeking social cohesion and economic prosperity.

Telix is committed to:

- applying strategies and procedures to effectively manage the energy use of office equipment and appliances;
- ensuring building operations are effectively managed to gain operational efficiency and energy performance;
- applying strategies and procedures to effectively manage energy use for employee travel;
- procuring and sourcing motor vehicles that have high clean air, energy efficiency and greenhouse gas indexes;
- evaluating alternative means of conducting business before undertaking travel commitments;
- applying strategies and procedures to effectively manage general office waste including through the ongoing provision of recycling receptacles, ensuring any surplus office supplies as reused where practical and using electronic document managements wherever possible; and
- applying strategies and procedures to effectively manage potable water use and waste water.

7. Commitment to safe practices for the manufacture, transport, disposal and waste management for radiopharmaceutical products

Telix recognises that nuclear industries must carefully monitor and control what they release into the environment to keep the air, water and land clean. Telix recognises and supports the safety standards of the International Atomic Energy Agency (IAEA) and the International Commission of Radiological Protection (ICRP) which provide for rigorous regulatory mechanisms to restrict the release of radionuclides and control any radiological impact on people and the environment. Telix is committed to limiting the release of radioactivity into the environment and to ensuring compliance with established radiation protection standards.

Telix will:

- apply strategies, processes, practices and procedures to effectively manage the safe manufacture, transport, disposal and waste management of radiopharmaceutical products relevant to its business operations and activities;
- ensure waste management and disposal infrastructure is established and maintained;
- maintain accurate and complete records for reporting purposes to nuclear regulatory authorities in the jurisdictions in which Telix operates; and
- apply and promote procedures for the responsible manufacture, transport, disposal and waste management for radiopharmaceutical products.
- acknowledge and reward employee innovations in this area

8. Commitment to safe and healthy workplaces

This Policy addresses employee safety and wellbeing with respect to environment and environmental sustainability issues. The Group has additional and separate Health, Safety and Wellbeing policies, practices and procedures to deal with other, non-environmentally based health, safety and wellbeing issues.

Telix recognises the importance of maintaining safe and healthy workplaces and the importance of ensuring the health, safety and wellbeing of all employees and visitors. This commitment includes:

- having meaningful consultation with employees on health, safety, wellbeing and environment issues through an active global WHSE Committee;
- adopting a proactive and preventive approach to WHSE issues by providing information, education, training and consultation on current and emerging WHSE issues;
- reporting WHSE statistics in accordance with relevant legislation to the Global Leadership Team, the People, Culture, Nomination and Remuneration Committee, and the Board of Directors; and
- supporting and promoting health, safety, wellbeing and environmental sustainability.

9. Commitment to environmental sustainability

Telix recognises that the Group's long-term sustainability is predicated on its performance, and that the Group's performance will be measured against environmental, social and governance (ESG) measures alongside economic performance measures. Telix will therefore:

- continue to undertake materiality assessments with its stakeholders to identify the most relevant and important considerations and perspectives on all ESG matters, including environmental and environmental sustainability matters;
- develop policy, process and practice which recognise these perspectives and align with business goals and the Group's overarching strategic objectives; and
- continue to make public disclosures on actions and progress in meeting published goals and targets on all ESG matters, including environmental and environmental sustainability matters.

10. Governance and Policy Review

This Policy has been approved by the Board of Telix Pharmaceuticals Limited.

The Company will annually review this Policy and restate its commitments to the environment to and environmental sustainability.