

LMS COMPLIANCE LTD.		RENEWABLE ENERGY POLICY MY/HRD/016	
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Effective Date: AUGUST 2023			

Issue by:

HR Department



Reviewed And Approved by:

Ooi Shu Geok
CEO

1.0 INTRODUCTION

At **LMS Compliance Ltd. and all its subsidiaries and associated companies (hereinafter collectively referred to as "LMS Compliance")**, we are committed to minimizing our environmental impact, reducing our carbon footprint, and contributing to a sustainable future. This Corporate Renewable Energy Policy outlines our strategy to integrate renewable energy sources into our operations and accelerate our transition towards cleaner energy alternatives.

2.0 GOALS AND COMMITMENTS

- 2.1** We commit to achieving 15% of our total energy consumption from renewable sources by 2025.
- 2.2** We aim to reduce our greenhouse gas emissions as outlined in Greenhouse Gas Policy.
- 2.3** We will regularly review and update our renewable energy goals to stay aligned with emerging industry best practices and global sustainability standards.

3.0 ENERGY PROCUREMENT STRATEGY

- 3.1** We will explore a combination of on-site renewable energy installations, off-site Power Purchase Agreements (PPAs), and participation in renewable energy markets to meet our energy needs.
- 3.2** We will prioritize partnerships with reputable renewable energy developers and suppliers, selecting projects that align with our values and contribute positively to local communities.

4.0 PROJECT DEVELOPMENT

- 4.1** We will actively identify and evaluate suitable locations for on-site renewable energy installations, such as solar panels, wind turbines, and energy storage systems.
- 4.2** Feasibility studies will be conducted to assess the technical, economic, and environmental viability of potential projects.

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5.0 INTEGRATION AND GRID CONNECTIVITY

- 5.1** We will invest in necessary upgrades to our energy infrastructure to accommodate the integration of renewable energy sources.
- 5.2** Smart grid technologies will be explored and implemented to optimize the management and utilization of renewable energy.

6.0 REPORTING AND TRACKING

- 6.1** We will establish a comprehensive tracking and reporting system to monitor our progress toward renewable energy goals.
- 6.2** Regular reports will be prepared and shared internally and externally to demonstrate our commitment to sustainability.

7.0 ENGAGEMENT AND COMMUNICATION

- 7.1** We will engage employees through education and awareness programs to promote energy conservation and sustainable practices.
- 7.2** Our renewable energy initiatives will be communicated transparently to customers, investors, and stakeholders through various channels.

8.0 FINANCIAL AND ECONOMIC CONSIDERATIONS

- 8.1** We will assess the financial feasibility of renewable energy projects, considering potential cost savings over time and available incentives.
- 8.2** Decisions will be made with the aim of achieving a balance between environmental benefits and long-term financial sustainability.

9.0 EMPLOYEE ENGAGEMENT

- 9.1** We will encourage employees to actively participate in our renewable energy efforts through workshops, training, and sustainable behavior recognition programs.

10.0 RISK MANAGEMENT

- 10.1** We will identify and manage risks associated with the renewable energy transition, adapting our strategies as needed to address challenges and uncertainties.

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11.0 CONTINUOUS IMPROVEMENT

11.1 We are committed to continually improving our renewable energy initiatives, adopting emerging technologies and best practices to further our sustainability goals.

11.2 By adopting this Renewable Energy Policy, we pledge our dedication to a cleaner, more sustainable energy future for our company and the communities we serve.

12.0 AMENDMENTS TO THE POLICY

12.1 LMS Compliance retains the authority to periodically review or modify this Policy, aligning with our continuous dedication to sustainability. This reaffirms our commitment to advancing environmental stewardship and playing a role in fostering a more eco-friendly future.

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