

Lannett ESG Committee Charter

Purpose

The ESG Committee (the “Committee”) is established by the Board of Directors (the “Board”) of Lannett Company, Inc. (the “Company”) for the purpose of overseeing the company’s Environmental Social and Governance (“ESG”) activities (the “Purpose”). As a responsible and ethical company, the Board recognizes that ESG factors have an impact on the long-term risk and growth of the Company. The Committee may be dissolved by the Board when the Board determines that the Purpose has been accomplished or can be better addressed in other forums.

Membership

The Committee shall consist of no more than five directors, a majority of which shall meet the independence requirements set forth in Section 303A.02(a) of the NYSE Listed Company manual. Committee members shall be appointed by the Board and may be removed by the Board at any time. Unless a Chairperson is designated by the Board, the members of the Committee may elect the Chairperson.

Operation

The Committee shall meet as necessary to fulfill its responsibilities. Members of the Committee shall be notified in advance of each meeting. The presence in person or by telephone of many of the members of a Committee shall constitute a quorum for the transaction of Committee business. The Committee may act outside of meetings by unanimous written consent of its members. The Chairperson has responsibility to ensure that accurate minutes of the Committee meetings are maintained and distributed in a timely manner to the other members of the Board.

Authority

The Committee may, in its sole discretion, retain, terminate, or obtain the advice of independent legal, financial or other advisors as it may consider necessary to carry out its responsibilities. The Committee shall be authorized to approve prudent terms and fees payable to such advisors, and the Company shall provide the appropriate funding.

Responsibilities

In addition to the responsibilities which may be assigned from time to time by the Board, the Committee is responsible for the following matters:

Oversight of ESG Activities.

The Committee shall review ESG activities including, but not limited to:

- (a) Environmental impact created by business activities on air, land, water, ecosystems, and human health, with a view toward avoiding or minimizing environmental impact.
- (b) Social matters, including promoting health and safety, encouraging labor-management relations, protecting human rights and focusing on product integrity, in order to increase morale and reduce turnover and absenteeism.
- (c) Governance matters particularly around diversity and inclusion.

Self-Evaluation

The Committee shall evaluate its performance annually and make a report to the Board.

Committee Charter

The Committee shall annually review and assess the adequacy of this charter and recommend any changes to the Board for approval.

Approved by the Board of Directors: August 9, 2022