

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Approved by the Board of Directors
in the minutes of November 2024 meeting

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1.0 Corporate Social Responsibility

The Lumson Group companies (hereafter Lumson) consider the protection of health, safety at work, respect for the environment, social responsibility, respect and protection of the dignity of workers as essential business values.

This Policy shows the commitment of the company's top management to promote knowledge of the objectives, awareness of the results, acceptance of responsibilities and motivations among employees, co-workers and suppliers.

The key principles of action and target outcomes are as follows:

- uphold, respect and protect internationally recognised human rights;
- implement the Code of Ethics approved by the Board of Directors;
- protect the health and safety of employees and the community involved in the management, performance, and development of its activities, promoting the well-being of individuals personally and within the community;
- protect the environment in which it operates and promote the responsible use of resources, making employees accountable by encouraging a commitment to continuous improvement;
- prioritise sustainability as a focus, recognising it as a crucial factor for the company's success.

Lumson follows the principle of "Sustainable Development" and believes that by applying this Policy, it helps to ensure that current and future generations have the resources and conditions necessary for a better quality of life. To achieve these goals, Lumson is committed to:

- Implementing and maintaining the Policy, and reviewing it periodically to ensure it remains relevant;
- Fulfilling regulatory obligations by fully complying with applicable national and international health, safety and environmental laws, rules and regulations.

2.0 Company and Stakeholders

To build trust and credibility, Lumson is committed to transparency in its operations. This includes meeting legal obligations related to public information and publishing financial and non-financial data using nationally and internationally recognised standards. Lumson monitors the impact of its activities on society by identifying and managing non-financial, ethical, governance, reputational, social, and environmental risks through its risk management procedures.

Lumson engages in social volunteering, focusing on priority areas such as disability support, children's education, and healthcare.

3.0 Employees

Our employees are critical to our success and our relationships are built on respect, appreciation and fairness. Lumson follows the conventions of the International Labour Organization (ILO) and the United Nations Declaration on Fundamental Principles and Rights at Work. The protection and development of our human resources, and our commitment to equal opportunities, professional growth, and diversity, are guided by the following principles:

- No discrimination is tolerated in our organisation, whether based on race, ethnicity, age, sexual identity, religion, political affiliation, disability, or any other characteristic;
- Lumson is committed to solving the minimum wage problem;
- Lumson rejects child, forced or compulsory labour;
- Lumson respects the employee freedom of association and respects the role and responsibilities that apply to workers' representation under local legislation;
- Lumson is committed to identifying health, safety and environmental hazards within its operations, implementing measures to control the associated risks, eliminating or reducing the risk of accidents or occupational illnesses. This commitment is supported through awareness and training actions to ensure work is conducted safely and responsibly. This includes:
 - define and maintain actions aimed at developing a culture of health, safety at work, environment and social responsibility, in compliance with international standards, through the involvement of all staff;
 - Assigning clear responsibilities across organisational levels, ensuring roles and procedures are well-defined, communicated, and understood;
 - Informing and training employees on health and safety protocols and environmental protection and enforcing strict compliance.
- Lumson's Code of Ethics provides guidelines for employee conduct and their interactions with external parties.

4.0 Customers and Suppliers

Lumson prioritises transparency, honesty, and open communication with customers and suppliers to foster long-term trust that extends beyond the company.

Lumson takes a proactive approach to product and process innovation, focusing on technology, high safety and quality standards, and a strategic emphasis on sustainability. Packaging plays a crucial role in safeguarding products from mechanical, environmental, and chemical/biological factors that could impact quality and safety.

Suppliers are valued as partners who significantly contribute to our success. We believe in fair competition when selecting our suppliers. Quality, safety and reliability are key aspects of sustainable business relationships with suppliers.

Lumson established procedures to evaluate and select suppliers and sub-suppliers based on their commitment to social and environmental responsibility, worker health, and workplace safety.

Lumson ensures that the value chain complies with its values and principles, Code of Ethics and this policy.

5.0 Environment

Lumson is dedicated to minimising its impact on society and the environment through a circular economy approach, addressing waste, water, energy consumption, emissions, and pollution. We aim to manage risks and seize opportunities by maximising positive outcomes and minimising negative effects.

Practical actions include:

Installing renewable energy facilities;

Implementing waste reduction and disposal tools;

Reducing plastic use through improved design;

Ensuring material safety through relevant certifications;

Enhancing packaging management, working closely with customers on product life cycle management;

Modernising production systems to decrease energy consumption.

This CSR policy is available on the intranet and shared on the Lumson website to ensure accessibility to interested parties.

Lumson's management is committed to supporting the implementation of this policy, ensuring compliance with its principles, and keeping it relevant to the company and its stakeholders' needs with regular updates.